

POLICIES AND OPERATIONAL PROCEDURES

GIRL SCOUTS OF SAN JACINTO COUNCIL

Girl Scouts of San Jacinto Council (GSSJC) adheres to all policies of Girl Scouts of the USA and to the national standards and guidelines except those deviations approved by the council board of directors.

Policy – A policy states what **must** be done. A policy is an established course of action to be followed in recurring situations. It may be broad, such as decisions affecting council objectives—or in the nature of a rule governing conduct of day-to-day operations. Only the board of directors of Girl Scouts of San Jacinto Council may establish council policy. *Policies of GSUSA are found in the Blue Book of Basic Documents.*

Standards/Guidelines – A standard states what **should** be done. Program standards describe the essential components of a quality Girl Scout experience. A guideline is established criteria for prudent planning and smooth implementation of most Girl Scout functions. Standards are found in *Safety Activity Checkpoints* and *Volunteer Essentials*. Guidelines are found in many GSUSA and GSSJC publications.

Operational Procedure – An operational procedure states what **should** be done in specific situations. It is initiated by various departments within the council and established by the Operating Committee.

POLICIES

- I. **GSSJC adheres to all policies of Girl Scouts of the USA except deviations approved by the GSSJC board of directors. GSSJC adheres to all federal, state, and local laws.**
- II. **Only the president of the council and chair of the board and the chief executive officer (CEO) and/or their designee are authorized spokespersons for GSSJC.**
- III. **All persons accompanying girls on or participating in Girl Scout activities are prohibited from illegal possession or use of drugs or other controlled substances.**

The consumption of alcohol is not permitted when girls or anyone under 21 years of age is attending the function. The consumption of alcohol in the absence of girls is covered in F-433, General Section.

Firearms may not be carried (except by certified law enforcement officers who are required to do so by departmental policy).
- IV. **All GSSJC buildings, scout houses (owned and non-owned), and camp properties are smoke-free and tobacco-free environments. This restriction also includes, but is not limited to, all current alternative smoking devices (e.g. e-cigarettes). Limited areas are designated for smoking at service centers, scout houses, and the central campus.**

Smoking and use of tobacco are discouraged when girls are present.
- V. **Any serious accident, life-threatening injury, or fatality occurring during a Girl Scout activity must be reported to the Girl Scout Center, in accordance with published guidelines, as soon as practical.**
- VI. **GSSJC requires that, for the protection and safety of girls, an appropriate number of adults be present at all activities.**
- VII. **GSSJC will maintain policies and procedures to assure that each girl's parent/guardian is informed of all Girl Scout activities and that appropriate consent for participation is obtained.**
- VIII. **Fundraising and money earning shall conform to the guidelines/procedures provided by GSSJC.**

- IX. Sound financial management procedures shall be adhered to by GSSJC and all entities operating under its auspices.**
- X. Computer users accessing the GSSJC computer network must sign and adhere to the GSSJC Information Security Procedures as approved by the Technology Committee.**
- XI. Girl Scouts of San Jacinto Council fosters belonging and respect for *all girls*. We empower *all girls*, volunteers and staff to fulfill their potential and make the world a better place. Our Girl Scout Promise drives us to provide diverse, equitable and inclusive experiences where *all girls*, volunteers and staff are confident they belong. We stand firm in these commitments and united by these ideals.**

VOLUNTEER STRUCTURE

Girl Scouts of San Jacinto Council's operational structure is a volunteer-staff partnership structure where this partnership provides the foundational Girl Scout experience for girls throughout its jurisdiction. In summary the volunteer operating structure is comprised of:

- 1) Mission Delivery:
 - a. Operating Committee (OC) – a committee of 3 volunteers and 3 staff members who are responsible for overseeing the policies, procedures and risk management practices of the council. Their charge is overseen by the Council President. The volunteers of this committee are appointed by the Council President to serve three-year terms. The Chief Program Officer (CPO) serves as co-chair alongside a volunteer partner and the CPO is responsible for appointing the other two staff members of the committee from the Council leadership team. Additionally, the Operating Committee is responsible for overseeing operational task forces and incident reviews. Quorum for conducting business is four members at least two of whom must be volunteers.
 - b. Volunteer Relations Committee (VRC) – The VRC is responsible for overseeing volunteer relations and support for the council, overseeing adult recognitions, and providing support to council-wide volunteers. Their charge is overseen by the Council President. The Chair of the VRC is appointed by the Council President for a two-year term and may serve up to two consecutive terms. The chair of the VRC partners with the Chief Membership Officer (CMO) to lead the committee. The committee members are appointed for two-year terms by the committee chair. A limited number of staff partners are appointed to the VRC by the CPO or CMO to support the committee's activities.
- 2) Council-wide:
 - a. Council-wide coordinators are appointed annually by the OC co-chairs, VRC chair and VRC staff partner. Council-wide coordinators are supervised by the VRC Chair. These coordinators partner with appropriate staff members (often department leaders) to appoint and oversee the volunteers and programs affiliated with their area of responsibility such as Product Sales, Financial Management, Volunteer Development, Volunteer Experience, Girl Experience, Outdoor Experience, Community Engagement, and Reserve Rangers.
 - b. Volunteer and staff partners in these functions recommend the best structure for their area of responsibility and corresponding roles in consultation with the OC and VRC leadership during the annual review and planning cycles.
 - c. Council-wide coordinators provide input and consultation to the annual budgeting and planning processes as well as recommending changes to operational procedures within their responsibilities.
 - d. Council-wide groups are represented at the annual meeting and other called delegate meetings by Delegates-at-Large who are appointed by the Board Development Committee. (For reference, see GSSJC OC Ways of Work #12.)
- 3) Region:
 - a. The council has been divided into 16 geographic Regions for purposes of organizing volunteers to support older girl programs. Regions are overseen by Girl Experience and Region Leadership Coordinators are appointed by a Girl Experience Coordinator. (For reference, see GSSJC OC Ways of Work #4.) Region Leadership Coordinators and Region Service Teams work together with girl planning boards to plan older girl programs with a primary focus on providing journey programs as pre-requisites for Cadettes, Seniors and Ambassadors for the Highest Awards.
 - b. Region programs are required to be available to all older girls within the Council and registration is managed through gsEvents. Regions can plan their workshops within their own jurisdiction or at any Council camp or facility.

- c. More than one region may work together to plan and offer girl programs and the Girl Experience coordinator should review and approve the budget and plan for sharing of proceeds from the activity.
 - d. Each Region may appoint up to 2 Council delegates as voting participants at the Annual Meeting or other called delegate meetings.
- 4) Community:
- a. The council is divided into 57 geographic Communities which are responsible for recruiting, retaining and supporting Girl Scout troops and individually registered Girl Scouts in their assigned jurisdiction and cultivating community relationships with schools, faith partners and other organizations in their jurisdiction.
 - b. Each Community is overseen by a Community Leadership Team (CLT) which may be comprised of 1-3 volunteers with the appropriate skills and experience to lead the Community. CLTs are appointed by and overseen by Volunteer Experience for two-year terms and may serve up to two consecutive terms. CLTs are nominated by members of the Community for appointment.
 - c. CLTs are responsible for overseeing the Community Service Team (CST) as well as the troops assigned to their jurisdiction including troop recruitment, troop formation and girl placement, volunteer training and support, volunteer recognition, money earning activity approval, Community delegates, Community events, and Community support required for product sales programs.
 - d. The Community Service Team must include one or more volunteers responsible for managing and overseeing the engagement of individually registered Girl Scouts.
 - e. If no volunteers are appointed to oversee a Community, then the Community will be Council-managed until a CLT can be appointed. Council managed communities may have volunteers in Community Service Team roles and those volunteers are managed by the staff Volunteer Experience Manager.
 - f. Each Community may appoint up to 4 Council delegates as voting participants at the Annual Meeting or other called delegate meetings. (For reference, see OC Ways of Work #4.)

OPERATIONAL PROCEDURES

GENERAL

1. The purchase of advertising in any media for a troop/group, Community, Region or entire council must be approved by the Marketing and Communications department.
2. GSSJC deviates from national standards (*Safety Activity Checkpoints* and *Volunteer Essentials*) to allow implied parent/guardian permission for membership in Girl Scouts of the USA for girls involved in special community outreach or collaborative programs where written parental permission is difficult to obtain.
3. Hold harmless agreements must be signed by the chief executive officer or the chief financial officer or their designee.
4. Outside groups using council properties are expected to follow council guidelines when applicable. Prior to signing a contract, the group will be informed of guidelines.
5. The consumption of alcohol by adults in Girl Scout owned camps and satellite Girl Scout Service Centers is prohibited.

The consumption of alcohol by adults 21 or older at Girl Scout-sponsored functions at the Program Place for Girls, Girl Scout Center or a private residence requires written approval from the GSSJC CEO or President of the Council/Chair of the Board.

The consumption of alcohol by adults 21 or older at Girl Scout functions in commercial facilities (e.g. restaurant, Dave & Busters, Painting with a Twist) is approved as long as girls or anyone under 21 years of age is not present at the function and a TABC bartender is present and serving the alcohol.

Girl Scout money (e.g. troop, group, Community, Region) cannot be used to purchase alcohol without prior approval of the GSSJC CEO or President of the Council/Chair of the Board.

6. Signed written permission must be obtained from a parent/legal guardian for a girl member, regardless of age, to participate in troop/group meetings and any activity that differs from the troop or group meeting.
7. The GSSJC CEO or her/his designee, normally the CFO, has been authorized by the Board to sign contracts.
8. Raffle prizes, auction prizes or door prizes cannot contain alcohol or alcohol-related items unless any potential recipient is age 21 or older.
Raffles may only be conducted at the council level.
9. Violations of council policies and procedures should be reported according to relevant department processes or to a volunteer supervisor or council staff partner.
10. Visitors to GSSJC facilities may be asked to show a government-issued form of identification and sign-in as a visitor. This identification may be used for registered sex offender screening and access may be denied in the event of a positive identification on this screening.
11. All parade participation must be approved by the Marketing and Communications department at GSSJC.
12. At Girl Scouts of San Jacinto Council, our members are as diverse as the families and communities we serve. That includes diversity in thought and beliefs. We support girls who choose to raise their voice to build a more just community. We believe our role is not to tell girls what to think but give them the tools to think for themselves and advocate for the issues they care about. We respect and support the right of each individual member to make personal decisions on how to express their views and beliefs in constructive ways, including participation in demonstrations, protests or marches for social and political causes. While members may participate in a demonstration, protest or march, they may not wear their

Girl Scout uniform or tee shirt as it may imply organizational endorsement. Volunteers must discuss and ensure parental permission for girls prior to participation in an event. Families should be mindful of the conditions that may be present at such events before providing consent, including adverse, and possibly violent, attention to girls at such events. The Council does not participate in any political campaign on behalf of (or in opposition to) any candidate for elective public office. Individuals affiliated with our organization who support such political campaigns do so as independent citizens.

CAMPING

1. Troops/groups, Communities and Regions must provide any additional facilities necessary (i.e., port-o-cans) to accommodate all campers attending a troop/group, Community or Region event or weekend. Any expense will be the responsibility of the group sponsoring the event.
2. Men are to be accommodated at all camps whenever possible. Men must stay in separate facilities from the girls and female adults. This area is to be designated by the ranger/reserve ranger at each camp, and tents may be used, if needed. Restrooms and showers must be made available (see also Family Camping).
3. When an entire camp is reserved for adult events, Troop, group, Community, or Region weekends, units not being used must be released four weeks prior to camp date for use by others. Groups are expected to book space appropriate to their numbers and needs and to release units in a timely manner to ensure maximum usage of camp facilities.
4. Girl Scouts (girl or adult) camping on or off council property must be accompanied by at least two volunteers, one or more of whom is female, and one of whom is GSSJC Camping and Overnight Basics-certified or a Volunteer Camper Certification-certified adults who have helped prepare the group to camp. Volunteer Camper Certification is required for cooking with or starting an open fire. All adults serving as chaperones must have completed Youth Protection Training Level 2 or GSUSA Child Abuse and Neglect Prevention Training.
5. Under the leadership of an adult, a Girl Scout Daisy may participate in an occasional overnight camping experience as part of her troop (*Safety Activity Checkpoints* and *Volunteer Essentials*).
6. Girl Scout Daisies who have completed kindergarten may independently participate in traditional day/twilight camp.
7. Girl Scout Daisies who have completed kindergarten may independently participate in summer overnight camp experiences of up to three nights.
8. At least one camp kitchen certified adult must be present when using lodge commercial kitchen facilities.
9. If using charcoal, instant lighting charcoal products are not recommended on council property. Using standard quality charcoal briquettes with fire starters as trained in GSSJC camp training is preferred. Although a variety of cooking methods are taught in GSSJC camp training, if standard charcoal is not available, instant lighting products are permitted. Liquid fuels are prohibited on council property.
10. Fires are only permitted in designated fire circles and grills. Fires are never permitted inside tents or buildings. Heaters, lanterns, incense, candles, and cigarettes are not allowed. Girl Scouts are required to comply with fire bans when issued by the county or the facilities department. Volunteer Camper Certification is required for cooking with or starting an open fire. Fireworks are not permitted at camp unless approved by the chief program officer.
11. Pets are not allowed on camp property during troop or group camping season. Staff members living year-round on the property are allowed to own pets. Summer overnight camp administrative staff may request an exception. All pets and service animals must have current vaccinations and be free of parasites. All pets are kept away from the meeting area when girls are present. Service animals are not considered pets and therefore are allowed.

12. Priorities for camp usage are established by the Operating Committee.
13. All volunteers and staff participating in day, twilight, and/ or summer overnight camps must complete GSUSA Child Abuse and Neglect Prevention Training and Summer Camp Volunteers Youth Protection Training. The courses must be renewed as required.
14. Family Camping - When council family camping programs are offered, the following procedures will be followed:
 - A. Family camping is a specific council offered program event offered at a GSSJC facility that invites family members to attend an overnight program with their Girl Scout members. Troop or group camping activities may not occur on the same property at the same time as family camping programs. “Mom and Me” and “Me and My Gal” female only events are not considered family camping.
 - B. Only one family may be assigned to a tent or cabin. Separate families will not share sleeping accommodations in individual tents or cabins, but may share a unit, restroom facility and kitchen. If an extended family reserves a dorm-style building, multiple families within the related extended family may stay in the building together. During family camping, males will sleep with their family in assigned sleeping accommodations.
 - C. Families with two or more children under 5 years of age must have at least two adults in the group. Families with four or more children must have at least two adults. Large families (more than six children attending) should consult with the outdoor experience department to determine appropriate adult ratios for safety. Anyone under the age of 18 or still in high school is considered to be a child. Families are responsible for the health, safety and supervision of their children at all times while at camp.
 - D. Families are not required to have a GSSJC outdoor-trained adult if participating in a family camping event. Event staff or volunteers leading the program must have event and Camping and Overnight Basics certification or Volunteer Camper Certification- or equivalent GSSJC outdoor training and must remain on property for the duration of the event. Grills can be used by attendees but cooking with an open fire requires that at least one adult be Troop Camp Certified prior to May 2020 or have Volunteer Camper Certification.
 - E. Individual families are not required to have a certified adult first aider when participating in a family camping event. Event staff or volunteers leading the program must have a current first-aider on property for the duration of the event. If the registered attendance meets or exceeds 200 persons, a second first-aider is required.
 - F. Adults attending family camping programs will be required to provide a government-issued identification at check-in, or must request an exception through the customer service department during business hours prior to check-in. No one attending or participating in family camping programs may be a registered sex offender.

FINANCE

Debts

1. GSSJC will vigorously pursue collection of all outstanding debts and NSF checks. The Finance Committee will review collection procedures annually.
2. Any adult who has an outstanding debt or NSF check to the council cannot be certified as a member “in good standing” * of GSSJC and may not officially represent Girl Scouts in any way. She/he cannot participate in council money-earning activities or product sales or any other money-earning activities until such debt is resolved. In addition, she/he may neither receive nor be a signer for council recognitions and she/he may not manage Girl Scout money (troop/group, Community, Region, or council funds), and may not receive financial assistance. *In good standing may include but is not limited to having a clear criminal background check (CBC) under the GSSJC CBC Procedure, not having an

outstanding debt to the council, and not having been separated or dismissed for misconduct as a Girl Scout volunteer.

3. Repeated debt-related issues may result in permanent suspension as a volunteer.

Fees and Events

1. Summer overnight and council-sponsored day camp session fees will not be refunded after placement in a camp session except as listed below:
 - A. Deposits are non-refundable, except when a campership application is declined.
 - B. The session fee may be transferred to another session if the change is confirmed greater than four weeks prior to session start.
 - C. No refund of session fee will be made for medical reasons without evidence of infectious/contagious status or a written statement from a doctor or camp nurse stating that camp attendance is medically inadvisable, which must be submitted in advance of check-in.
 - D. If a cancellation is necessary for other than medical reasons before a girl enters camp, refund of the session fee will be made only if the request is received greater than four weeks prior to session start. Exception to this statement is a national or international *destination* alternate whose status has been changed to active participant. Additionally, outdoor experience staff may grant an exception.
 - E. The placement or termination of placement of an individual camper will be determined by the outdoor experience director and/ or CPO or in light of the health and safety of the individual as well as other campers or in other extenuating circumstances. A portion of the session fee may be refunded at the discretion of these directors.
2. Employed staff members' children may be eligible to attend summer overnight and/or council-sponsored day camp at a reduced rate.
3. The day-only camp fee is waived for troops/groups holding regularly scheduled troop or group meetings on all council-owned camp property, Monday through Thursday during camp hours. The following procedures are followed:
 - A. Troop/groups participating in this program will be placed on a first-come, first-placed basis.
 - B. Service projects appropriate for the age groups are required. Troop/groups should complete the GSSJC F-208 Request to Conduct a Project on GSSJC Property for project approval.
 - C. Use of any camp facility, swimming pool, etc., other than the assigned troop or group meeting place must be reserved in advance and paid for in the normal procedure.
4. Facility reservation cancellations must be made within four weeks of confirmation to avoid cancellation fees. Changes to camp reservations must be received no less than four weeks prior to camp date and will result in a cancellation fee based on the facilities that are released. Camp reservation changes less than four weeks prior to camp date will result in no refund and a full balance due for cancelled units or facilities still unpaid.
5. Groups responsible for defacing camp property, sites, or facilities will be charged for any damages and may be restricted from participation in certain Girl Scout activities. Groups whose fees are not paid for a previous camping trip are not eligible to camp on council property.
6. Troop/group, Community and Region events are budgeted to be self-supporting. Any excess money goes to the troop/group, Community or Region sponsoring the event to be used for future Girl Scout programs and activities.

7. Council-originated programs are budgeted to be self-supporting and, since the council is obligated to pay deficits, which may occur, any deficit or excess of funds for an event is a part of the council operating fund.
8. The event deposit is non-refundable for all national or international council-planned events. All money paid with the exception of the event deposit will be refunded if an application is withdrawn for emergency reason (serious illness, accident, or death in the immediate family) six to eight weeks prior to the event. After that date, refunds will be considered on an individual basis dependent upon whether an alternate participant can be placed.
9. Refunds, less deposit, for council-planned trips will be evaluated and handled on an individual basis.

Money Earning

1. Selling/fundraising activities should not be the predominant Girl Scout image. They must be scheduled at times when local communities are not involved in fundraising activities benefiting the council, i.e. Girl Scout product sales, etc. They should not appear to be a request for money without true value having been received.
2. Any form of lottery fundraising by individuals, troops, groups, Communities, or Regions is not allowed. Raffles and 50/50s, as well as other types of games of chance, are not appropriate fundraising or money-earning activities.
3. Community outreach programs/groups must obtain written permission from the Finance department and financial management coordinator to conduct money-earning activities other than the council product sale(s).
4. Girl Scout troops/groups are financed by dues, money earning activities, and a share of money earned through council-sponsored product sale activities. Girl Scout Daisies and Brownies are not allowed to participate in any money-earning activities outside of the council-sponsored product sales.
5. If planned activities for Girl Scout Junior, Cadette, Senior or Ambassador level troops/ groups require additional funds beyond those earned after participation in both council product sales for which they were eligible, then outside money earning may be held with proper approval by the Community leadership team. The troop/group, Community and Region money-earning guidelines and application are found in Form F-32.
6. Girls who are engaged in money-earning activities to supplement their Bronze, Silver, or Gold Award projects and *destinations* are required to follow the same procedures as troops/groups, Communities and Regions.
7. Cash and non-cash contributions to individuals, troops/groups, Communities and Regions require certain procedures to be followed. Only Senior and Ambassador Girl Scouts working on their Gold Award projects may solicit monetary donations (with proper approval). In-kind donations are acceptable and must be in accordance with Guidelines. These procedures have been put into place to ensure that GSSJC and the donors are in compliance with the current Internal Revenue Service tax code. Refer to GSSJC *Volunteer Essentials*, -Troop Finances.
8. All decisions regarding troop/group, Region or Community money earning may be appealed through the council finance department.
9. Products or discounts on products may be accepted by any Girl Scout group, only if this type of "contribution" is offered as a normal store procedure, i.e. as a non-profit discount.

Product Sales

1. "Council sponsored product sales" are council-wide sales of authorized products, such as Girl Scout Cookies, magazines, nuts and candy in which Girl Scouts participate. The funds are for Girl Scout

activities and are not to be retained by individuals. Girls can, however, be awarded sales incentives and/or credits to apply to Girl Scout projects and/or activities (*Safety Activities Checkpoints* and/or *Volunteer Essentials*).

2. Troops/groups retain a portion of proceed money for products sold. Product sale volunteers are required to file a timely Discrepancy Report for any parent/guardian or volunteer who has not remitted their balance due by the deadlines published annually.
3. The contents of the council-produced Product Sale Guides and references to product sale guidelines in *Safety Activity Checkpoints* and/or *Volunteer Essentials* are operational procedure.
4. If a volunteer does not follow council designated guidelines for payment verification, inventory management, and product allocation for two consecutive years, the volunteer may be suspended from participation in subsequent Product Sales program. If a volunteer does not follow council designated guidelines for girl safety, money management, or community engagement, the volunteer may be suspended from participation in subsequent Product Sales programs and may also be suspended from other roles.
5. Proceeds generated in a community outreach program shall be placed in a designated mission center to be used by the girls in that program.
6. The GSSJC finance department will withhold from the Community, Region or Council troop/group proceeds, the membership dues for any girl who participated in council product sales and who is not registered by May 31. The money retained will be used to register the unregistered girls.

Bank Accounts/Record Keeping

1. Troop/group, Community, and Region money should be kept in a Girl Scout bank account. GSSJC requires troops/groups that participate in money-earning activities and product sales to have a Girl Scout bank account. GSSJC provides troop leaders and other appropriate volunteer roles with an appointment letter required to open a bank account for Girl Scout funds. Troop leaders and other appropriate volunteers who open a bank account must follow GSSJC guidelines for opening a bank account, including but not limited to opening the account under GSSJC's federal identification number and have at least two unrelated registered signors on the account.
2. Registration of Bank Account and ACH Debit/Credit Acknowledgement (GSSJC F-36) must be completed upon opening a bank account or changing signatories on a bank account. This form may be submitted online or forwarded to the Community financial specialist and finance department as indicated on the form no later than five days after opening a bank account or changing signatories.
3. Troops/groups including communities and regions may accept funds from members participating in troop/group activities by cash, check or electronically through official GSSJC sponsored platforms such as Cheddar Up. To avoid unintended consequences and processing fees, electronic customer payments to troops/groups for council-sponsored product sales should only be processed through the cookie or fall product applications (e.g. ABC, M2, Digital Cookie) and may not be processed through other platforms including GSSJC-sponsored platforms such as Cheddar Up. Troop/ groups may not open non-council sponsored platform accounts such as PayPal, Venmo, etc. as these platforms can result in troublesome tax reporting and financial transparency concerns for troop/group leaders. Refer to *Volunteer Essentials*, for additional guidance.
4. All Girl Scout money are for the purpose of delivering the Girl Scout program. Unused Girl Scout money left in accounts when groups disband becomes the property of the council. If girl(s) will be transferring to new troops, the funds should be transferred to the Community treasurer or council staff to manage distribution to new troops. If the troop is disbanding completely or aging out, prior to disbanding, the group may decide to donate any unused funds to GSSJC, a worthwhile organization, or to another GSSJC troop/ group for girl activities. As when closing a personal account, be sure all checks and other

debits have cleared the account before you close it and realize that you may have to close the account in person. Turn remaining funds over to a council staff member (*Volunteer Essentials*).

5. The leader does not personally absorb troop or other troop/group expenses. Budgets should cover all supplies and activities.
6. Detailed financial records must be maintained and reported by troops/groups, Communities and Regions. Detailed financial records are defined as bank statements, cancelled checks, invoices, receipts for cash and/or credit card purchases or other supporting documentation, as appropriate.
7. A troop/group leader must submit a Troop/Group Financial Report (GSSJC F-31) and a copy of the most recent bank account statement by May 31 through the Volunteer Toolkit Finance tab or to the Community financial specialist (troop) or finance department (all others). All expenses on the Troop/Group Financial Report should be supported by detailed financial records (see #5 above).
8. A special interest group leader must submit a Troop/Group Financial Report (GSSJC F-31) and a copy of the most recent special interest group bank account statement by May 31 through the volunteer toolkit finances tab and their staff partner.
9. The Community treasurer and Region treasurer must file an annual financial report (GSSJC F-450) with the finance department by May 31 of each year. All expenses on the annual financial report should be supported by detailed financial records (see #5 above).
10. The Community treasurer and Region treasurer submits a proposed budget (GSSJC F-450) for approval by the respective service teams. The approved budget is due to the financial management coordinator by August 1 of each year.
11. All money held in the Community or Region treasury belongs to the Girl Scout Community or Region. If a Community or Region divides or dissolves, the council-wide Community coordinator or council-wide Region coordinator oversees the dispersing of all money and property in any of the following ways:
 - A. Divided proportionately between new Communities or Regions.
 - B. Applied to a project approved by the council-wide Community coordinator or council-wide Region coordinator in consultation with the Community leadership team or Region leadership coordinator.
 - C. Deposited into one of the council funds.

HEALTH AND SAFETY

1. A girl alone with an adult should be in view of another adult.
2. An adult male should never be alone with girls without an unrelated female adult. An exception to these rules would apply when a parent is with his/ her own immediate family member(s) while family camping.
3. Related is defined as a family relationship including current and former immediate and extended family relationships, persons sharing a residence or persons involved or having been involved in a romantic relationship.
4. Girls may not meet in the presence of a registered sex offender or on the premises where a registered sex offender resides. Registered sex offenders are not permitted on Girl Scout properties.
5. Medication will be given to girls only with written parental/guardian permission (Forms F-204, F-204M, or F-185 Girl Scout Medical Information Form). All medications must be in the original container.
6. Trained first aiders are required to accompany the group or be present at activities for camping, extended troop or group trips and for all physically demanding activities and other activities involving a potential

for injury as indicated in the Safety Activity Checkpoints. For events, there should be one first-aiders for every 200 participants (see also Family Camping).

7. A current first aider must be trained in Standard First Aid/CPR. The person acting as first aider must hold a current certification in CPR for the age group for whom they are acting as the primary first aider. If camping or other activities are taking place more than 30 minutes from Emergency Medical System response, the first aider must be trained in Wilderness First Aid or Wilderness First Responder. The following healthcare providers may also serve as first-aiders: physician, nurse practitioner, registered nurse, licensed practical nurse, licensed physician assistant, emergency medical technician (EMT), paramedic, or military medic. A copy of professional licensure and a current CPR, Basic Life Support or Advanced Life Support certification are needed to verify credentials as a first aider in these professions.
8. During hunting season, girls and adult volunteers should not be on a property where hunting is being conducted or allowed.
9. For health and safety reasons:
 - A. Based on the needs of the member, GSSJC may require that a girl/adult with a disability be accompanied by an adult caregiver in order to participate in Girl Scout activities (e.g. troop meetings, day-camps, etc.).
 - B. GSSJC may require additional medical information and/or certification from a health care professional in order to determine in which activities a girl/adult with a disability may participate, or what reasonable accommodations may be needed in order to participate.
 - C. Decisions may be appealed to the Operating Committee.
10. The Council reserves the right to implement health and safety protocols in situations like a pandemic or other emergencies to facilitate the wellbeing of our members and employees.
11. Personal watercraft provided by GSSJC may be used by trained adult volunteers or staff in support of the sailing program to supervise sailboats on the water and for rescue. No other personal watercraft uses are permitted by girls or volunteers at Girl Scout activities unless pre-approved by the Council's Chief Program Officer or Chief Financial Officer

MEMBERSHIP

1. To be eligible for Girl Scout membership, a girl must be at least five years old as of September 1st and currently enrolled in kindergarten through 12th grade. Girls entering Kindergarten in the fall who will be at least five years old as of September 1st of their Kindergarten year may participate in Daisy Launch membership and programs as rising Kindergarteners.
2. GSSJC defines troop/group as consisting of at least five girls from more than one family with a goal of at least 12 girls (*Volunteer Essentials*). Troops with less than 12 active girl members may be made available for new girls to join.
 - A. Troop members may renew for the Early Bird and On-time campaigns for the upcoming membership year before meeting this requirement, but each troop must have a minimum of five girls and two adults before the start of the new membership year on October 1st.
 - B. During the summer each troop may submit a form to opt out of accepting new girls to their troop. The submissions will be reviewed by GSSJC and confirmed with the troop prior to the troop being made available.
3. New members added to existing troops/groups must be registered within two weeks of attending the first meeting, and before attending a second meeting or Girl Scout activity.

4. Troop/group membership is not to be decided by a vote of approval by adult or girl members. Anyone with concerns about girl or adult membership in the troop/group setting should address the concerns with the appropriate council representative.
5. When necessary, a girl may be moved from one troop/group to another to improve all girls' experiences. In some cases, a girl may be limited to participation as an individually registered Girl Scout. A girl can be removed from a troop/group only after established documentation for cause.

PROGRAM

1. Gold Awards should be presented by current or past members of the board of directors. In their absence, a high-ranking staff member or council-wide volunteer (director/department coordinator level or above) should make the presentation. Gold Awards may also be presented by current members of the Gold Award Committee (GAC).
2. For consistency and quality in delivery of girl program, Community and Region events based on council-administered programs (VIT, Gold Award, religious awards, etc.) must be coordinated and approved by the Girl Experience Department. In the case of programs that cross service delivery areas, the Girl Experience Department is to work with the area(s) involved.
3. The council-wide, Community, Region, and troops/groups should strive to serve and incorporate girls and adults with special needs in all programs.
4. Troop/group program should be supported by Product Sales proceeds and planned with consideration given to each family's income.
5. Written parental/guardian approval is needed when presenting programs containing sensitive or controversial information.
6. GSSJC deviates from *Safety Activity Checkpoints* in that: A minimum of one facilitator and one trained aide is required on low elements, and a minimum of two facilitators are required on high elements and tower at a challenge or ROPES course.
 - A. Low elements – one facilitator and one aide to 12 participants
 - B. High elements including tower – two facilitators to 12 participants
7. When meals will be served at Council-level events, GSSJC will make reasonable accommodations for religious or dietary reasons. If accommodations cannot be made, participants will be asked to bring their meals.

TRIPS, TRAVEL, AND TRANSPORTATION

1. All drivers must show proof to the adult(s) in charge of Girl Scout activities that any motor vehicle used to transport Girl Scouts is duly licensed, has a current state inspection, is properly insured, and that the driver has a valid driver's license. (*Use Driver Checklist, GSSJC F-477, and keep on file in troop or group.*)
2. Girls never drive other girls. Every driver must be an approved adult volunteer at least 21 years of age with a good driving record, a valid driver's license, and a registered/insured vehicle. (*Safety Activity Checkpoints*).
3. Buses transporting 30 or more girls must have, excluding the driver, a minimum of two adults, one of whom is a current first aider. The first aider must be on the bus at the first bus stop. The bus cannot depart until the designated adult supervisor(s) is on board.
4. When riding in any vehicle, each girl must be seated in a seat designed for passengers. Girls should not ride in cargo areas or on the floor.

5. Any members of a Girl Scout troop/group making an unauthorized trip or outing are acting individually at the direction and under the responsibility of their parents/legal guardians, and GSSJC assumes no responsibility of any kind or character for a Girl Scout making such a trip. All persons are forbidden by this resolution to advertise or represent that such a trip is an official Girl Scout trip or outing, or that such a trip or outing is sponsored by GSSJC.
6. Liability insurance and travel/medical insurance is required of all troop/groups traveling outside the USA.
7. Troop/group trips, which involve a stay of one or more nights off council property, must submit application to the Girl Experience Department prior to the trip. (*Short Troop/Group Trip Application, GSSJC F-413, or Extended Troop/Group Trips-Initial Plan, GSSJC O-883*) All adults accompanying girls must be a registered member, have completed the GSSJC's volunteer screening and submitted to a criminal background check, have an approved criminal background check on file, and have completed Youth Protection Training Level 1 within the last 3 years and Youth Protection Training Level 2 within the last two years or GSUSA Child Abuse and Neglect Prevention Training in the last two years. For any overnight trip, there must be at least one adult attending who is Camping and Overnight Basics-certified or Volunteer Camper Certification-certified.
8. All drivers for troop/ group trips involving one or more nights off council property must meet the screening requirements in #7 and pass an annual council-initiated motor vehicle record check.

VOLUNTEERS

1. Volunteers are representatives of Girl Scouts and role models for girls. Their personal appearance, public conduct, and attitude should exemplify the best in Girl Scouting and must support all GSUSA and GSSJC policies, standards, guidelines and operational procedures.
2. All volunteers are expected to be neat, clean, and appropriately dressed when participating in Girl Scout activities. Girl Scout uniform is appropriate for meetings and official functions. When conducting Girl Scout business, volunteers should refrain from wearing items that advertise or endorse products, businesses, or other organizations that do not reflect the mission of Girl Scouting.
3. GSSJC employees who work more than 150 hours per year may not hold volunteer positions other than at the troop level.
4. Council/National Adult Recognitions should be presented by current or past members of the board of directors. In their absence, a high-ranking staff member or council volunteer (director/department coordinator level or above) should make the presentation.
5. Every troop/group leadership team must have at least two lead adult volunteers. At least one volunteer must be an adult female, and to keep girls safe, the adult female must not be related (by marriage, partnership, or blood) to the other volunteers. Adults must be at least 18 years old or the age of majority* as defined by your state. * Texas defines the age of majority as 18.
6. All adult volunteers appointed to a council-wide, Community, Region or troop/group leadership role, or who work directly with girls, or Girl Scout products or funds, must be a currently registered member, have completed the GSSJC's volunteer screening and submitted to a criminal background check and have a current and approved criminal background check on file and be a member in good standing with GSSJC. This includes but is not limited to the following volunteer positions: Members of the troop/group leadership team, treasurer, camp-certified volunteers, adults who accompany girls overnight or on extended trips, cookie managers, Fall Product Sales managers, first aiders, friends and family volunteers, day/twilight camp volunteers, Reserve Rangers, Special Interest Group volunteers, program event volunteers, instructors, council learning facilitators, volunteers who drive council vehicles (leased or owned), Community leadership team members, Community service team members, Region leadership coordinators, Region service team members and all signers on troop, Community and Region bank accounts. Drivers for trips of one or more nights must successfully complete a motor vehicle record

screening annually. The GSSJC Criminal Background Check Procedure, approved by the board of directors, is available in printed form as GSSJC F-118. All adult volunteers must have completed all required training for the role including Youth Protection Training or GSUSA Child Abuse and Neglect Prevention Training.

7. Registered sex offenders may not participate in any capacity with Girl Scouts of San Jacinto Council. Any adult living on the premises with a registered sex offender may participate only as a parent and may not host any Girl Scout activities on the premises.
8. At least one member of the troop/group leadership team must have completed the following before a troop or group can begin meeting, and all must meet this standard within one month of accepting a troop/group leadership role:
 - A. Membership registration
 - B. Completed volunteer screening and confirmation of good standing
 - C. Criminal background check is approved
 - D. Viewed or participated in Volunteer Basic Series and submitted knowledge check to ensure safety and quality of program delivery.
 - E. Completed Youth Protection Training Level 1 or GSUSA Child Abuse and Neglect Prevention Training.
9. If a negative report that does not meet GSSJC's requirements for volunteering is received during a criminal background check or registered sex offender screening, the volunteer or applicant will be notified that they do not meet our criteria for volunteering and the method to contest the report with the reporting agency.
10. GSSJC reserves the right to conduct volunteer reference checks as needed, randomly, or for cause, and to keep references on file with GSSJC Volunteer Records.
 - A. Receipt of a negative reference will be communicated immediately to the appropriate supervising volunteer and staff.
11. A Conflict-of-Interest Statement must be signed and on file for all board/Board Development Committee members, and where appropriate, other board committees, council-level committee/task group members, and administrative volunteers.
12. All volunteers appointed to positions of responsibility must receive training for their respective positions.
13. Program level training (Daisy/ Brownie, Junior and Cadette/Senior/Ambassador) is strongly advised for volunteers working directly with girls in troops/groups.

GUIDELINES

Guidelines are printed in many GSUSA and GSSJC publications. This is a partial list of guidelines that are located on the GSSJC website www.gssjc.org:

- Email Guidelines for Volunteers When Conducting Girl Scout Business (*Volunteer Essentials*)
- Financial Assistance Guidelines (GSSJC F-132) (*Volunteer Essentials*)
- GSSJC Accounting Procedures, as approved by the Finance Committee, containing information about accounting and finance procedures such as purchase orders, check signatory approvals, disbursements, bids, investments, sale and disposition of assets, multi-year commitments, etc.
- *GSSJC Stylebook for Volunteers*
- Money-Earning Activity Guidelines and Application (GSSJC F-32)
- Outside Groups Using Council Properties (Available through council registrars)
- Sensitive Issues (GSSJC F-610)
- Service Mark Use Guidelines (*Volunteer Essentials*)

- IT Guidelines and Protocol

COUNCIL-WIDE WAYS OF WORK

(Established by the Operating Committee)

The Operating Committee approves operational procedures and establishes council-wide operational ways of work, including the following:

Operating Committee General Way of Work

1. Recommendation/Appointment Process for Council-wide Volunteers
2. Approval/Appointment Process for New Direct Service Volunteers Working With Girls
3. Distribution of Official GSSJC Announcements and Minutes
4. Approval/Appointment Process for Community Leadership Teams
5. Amending Council Policies and Operational Procedures, GSSJC F-433, including Deviations from Safety-Wise (*Volunteer Essentials, Chapter 4*) and *Safety Activity Checkpoints*
6. Guidelines for Council-wide Operational Committees/Task Groups
7. Solicitations and Donations
8. Guidelines for Council Collaborations/Partnerships
9. Guidelines for Volunteer Termination
10. Financial Guidelines for Graduating Girl Scout Ambassador Troops
11. Guidelines for Girl Scout Permission Slips (F-204 or F-204M), Girl Scout Medical Information (F-185), and Adult Emergency Slip (F-22) forms / Activities beyond Troop Participation
12. Approval/Appointment Process for Annual Meeting Delegates

SOURCE DOCUMENTS

In addition to the procedures outlined in this document, Girl Scouts of San Jacinto Council (GSSJC) adheres to procedures in the following GSUSA and GSSJC publications and/or CD/electronic postings:

GSUSA	<i>Blue Book of Basic Documents</i> <i>Volunteer Essentials</i> <i>Safety Activity Checkpoints</i> <i>Risk Management at Girl Scout Councils</i> <i>Managing Girl Scout Volunteers</i>
GSSJC -	<i>Accounting Procedures</i> <i>Employee Handbook</i> <i>Information Security Procedures</i> <i>Stylebook</i> <i>Community Handbook</i> <i>Region Handbook</i>