

Volunteer Position Description

Position Title: Membership Growth Manager (MGM)	Position Type: Service Team Member
Position Term: 1 Year (September 1 - August 31)	Staff Liaison: Volunteer Membership Specialist

Girl Scout volunteers help craft girl experiences—from the way they run their cookie businesses to the way they speak up in meetings. Volunteers teach girls new skills and help them find the confidence they need to bring their unique ideas to life and make changes that they never thought possible. And as they help girls learn, grow, and lead, volunteers have the support of their local Girl Scout community: the service unit team. You can be that support! Volunteer with your service team to help set up volunteers for success and growth—honing your own leadership and organizational skills along the way. It's a win-win!

Mission: Girl Scouting builds girls of courage, confidence, and character, who make the world a better place.

Core Values:

- **Girl Focus:** Helps girls set realistic, clearly defined goals/objectives to experience the Girl Scout Leadership Experience and achieve outcomes via Discover, Connect, and Take Action.
- **Adaptability:** Adjusts, modifies one's own behavior, and remains flexible and tolerant in response to changing situations and environments, unexpected obstacles, or diverse people expressing different perspectives, needs, or demands. Maintains a sense of humor, emotional composure, and objectivity under pressure, ambiguity, or opposition.
- **Fostering Equity:** Understands that individuals bring different experiences to Girl Scouts and embraces those differences. Actively seeks to be inclusive of every girl wishing to participate in Girl Scouts.
- **Oral Communication:** Expresses ideas and facts clearly, concisely, and accurately.
- **Personal Integrity:** Demonstrates dependability, honesty, and credibility. Serves as a role model for ethical business practices.

Qualifications:

- Be a registered member of Girl Scouts of the USA (GSUSA) and successfully complete the volunteer appointment process, including completing and passing a background check.
- Agree to and be guided in all actions by the Girl Scout mission, Promise, and Law.
- Working knowledge of and comply with the current Girl Scouts of Oregon and Southwest Washington (GSOSW) *Council Volunteer Policies and Procedures* as well as GSOSW and GSUSA guidelines.
- Complete the current troop leader onboarding requirements (available online and in-person). Day Trips, Indoor Overnights, and Extended Travel training are strongly recommended.
- Access to a computer, reliable internet, email, phone, as well as basic knowledge of the Microsoft and Google suites of programs.

Position Summary: The membership growth manager (MGM) brings their creative spark to engage the service team, troops, and Girl Scout families in opportunities to invite new members to join and volunteer with Girl Scouts. They build a network of local troop volunteers, Girl Scout families, and community partners who are ready to take action to help more girls become Girl Scouts.

Term of Appointment: The membership growth manager is appointed for a one-year term (September 1 - August 31) that is renewable upon completion of an evaluation process.

Time Commitment: The membership growth manager will spend several hours per month planning and facilitating monthly service unit team and volunteer meetings to plan and support local activities. In general, non-peak seasons require 30 minutes to two hours per week to conduct service unit business, with additional time spent (one to five hours per week) during peak seasons and commensurate with the service unit size.

Training and Supervision: Training is guided by the GSOSW staff and is required prior to official appointment to the position. The staff liaison is a GSOSW Volunteer Membership Support Specialist.

Location: The service unit manager must be located within the geographical boundaries of the service unit they support, with some local travel for service unit events and occasional long-distance travel for Girl Scout events.

Primary Responsibilities:

- Organize events and activities to invite and welcome new girls and adults to Girl Scouts.
- Engage the service unit team, troops, and families to represent Girl Scouts at events facilitated by other community partners and organizations to increase Girl Scout visibility in the community.
- Identify opportunities to seek out and engage adults as volunteers who are unfamiliar with Girl Scouts.
- Recruit and support area champions for member recruitment in local schools and organizations.
- Actively participate in service unit team and volunteer meetings.
- Commit to engaging the community with an equity lens.

Position Competencies:

- Friendly and charismatic, with a genuine interest in others and relationship building.
- Strong organizational and management skills, including event planning.
- Excellent verbal and written communication skills, and comfortable in small groups and one-on-one.
- Passionate about Girl Scouts and welcoming more families into the organization
- Familiarity with Girl Scout resources, troop forming, and pathways for customer support

Work Conditions:

- Indoor environment – 80%
- Outdoor events – 20%
- Travel to other locations – 5%
- Use of computer, phone, and other office equipment – 75%

Physical Requirements:

- Standing – 10%
- Walking – 15%
- Sitting – 75%
- Use of Computer – 75%
- Lifting up to 25 pounds – 5%
- Reaching above shoulder level – 5%
- Driving – 10%

Reasonable accommodations may be made for volunteers unable to meet all the requirements of this position. Connect with your position liaison to request an accommodation.

Volunteer Acknowledgement: Please review and sign the *Volunteer Agreement Form* upon appointment to your position.