

# OCMT Planning Packet



Overseas Committee Management Team Guide  
**2025-2026**

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# Welcome to the Team!

Thank you for stepping into your role as part of the Overseas Committee Management Team. Your commitment to supporting girls and volunteers in your community is truly appreciated and vital to the success of USA Girl Scouts Overseas. By sharing your time, talent and passion, you're helping build a strong foundation for girls to grow with courage, confidence and character. It's because of volunteers like you that the Girl Scout Movement continues to thrive!

## Overseas Committee Management Team

The Overseas Committee Management Team's purpose is to lead and support Girl Scouting in an overseas community. Your team will recruit and guide troop level volunteers, build strong community partnerships and ensure that all Girl Scouts in your community experience quality Girl Scouting experiences.

“The work of today is the history of tomorrow, and we are its makers.”

— Juliette Gordon Low

# Girl Scout Lingo

This is a quick reference list of key terms you may encounter while serving on the Overseas Committee Management Team.

**CBC:** Criminal Background Check. Every adult working alongside girls must be registered and background checked through USAGSO.

**Constitution and Bylaws:** Documents that provide the structure and rules for your community.

**gsLearn:** Learning portal where volunteers will complete their assigned trainings based on their role in the community.

**GDPR:** General Data Protection Regulation. A European privacy law that requires USAGSO to handle personal data- especially for members in the EU and UK- securely, responsibly and with consent.

**GSEB:** Girl Scout Experience Box. These complimentary boxes are available to all communities with an APO/FPO/DPO mail box with at least four Daisies or four Brownies.

**Looker:** An online data dashboard that provides leaders with easy access to membership, volunteer and participation reports.

**Membership Manager:** Your personal link to USAGSO, ready to help with recruitment, training, conflict resolutions and more.

**OCC:** Overseas Committee Chair

**MY26:** Refers to the membership year that runs October 1, 2025- September 30, 2026.

**OCMT:** Overseas Committee Management Team

**Overseas Updates:** Quarterly Zoom meetings where important updates from USAGSO are shared with our community members.

**OVP:** Overseas Volunteer Partner. Experienced volunteers who are available to communities to support leader training, girl experiences and other Girl Scout program needs.

**Ratio:** The required number of approved adults volunteers to girls during meetings, events and activities.

**PO:** Private Org office that communities may need to obtain permission from in order to fundraise, including the Girl Scout Cookie Program.

**Safety Activity Checkpoints:** Safety guidelines for USAGSO that outline safety standards, required supervision and age-appropriate activity recommendations.

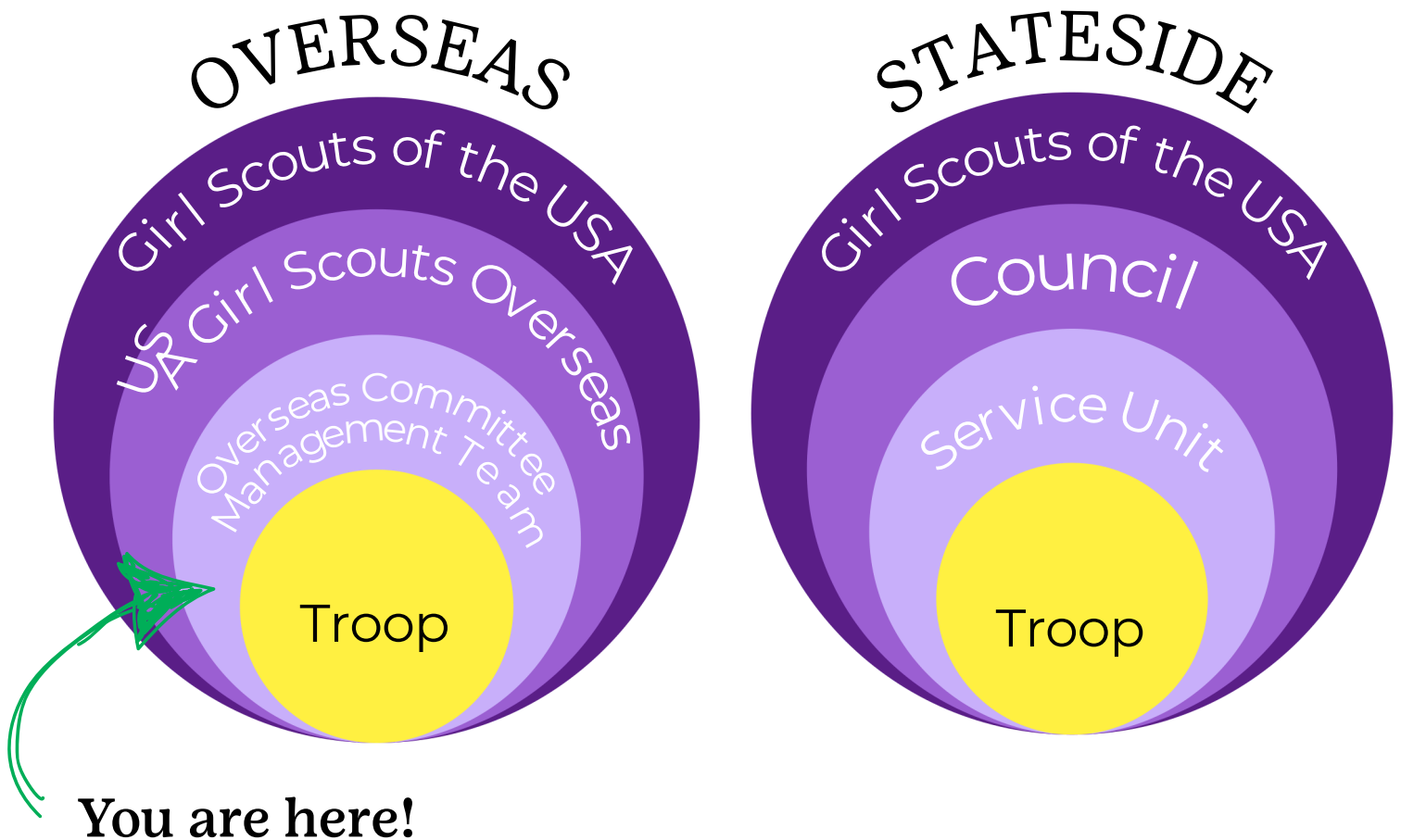
**USAGSO:** USA Girl Scouts Overseas

**Volunteer Essentials:** A comprehensive guide to volunteering with USA Girl Scouts Overseas .

**VTK:** Volunteer Toolkit is a digital planning tool that helps troop leaders manage meetings, access badge and Journey plans, track attendance and communicate with families.

# Girl Scouting Overseas

USA Girl Scouts Overseas (USAGSO) encompasses all USA Girl Scouts residing outside of the United States. As members of USAGSO, we have many unique opportunities for our Girl Scouts, but this also means we function a bit different than stateside councils. Take a look at the structure of Girl Scouting Overseas compared to the structure of Girl Scouting stateside. Note that while our structure is similar, the terminology differs because councils are independent organizations and are not authorized to operate outside of the United States like USAGSO.



# OCMT Member Positions

Let's look at the key positions that make up an OCMT.

Title	Description. <i>Resource Access</i>
Overseas Committee Chair	Supports and supervises Girl Scouting in an Overseas Committee. Helps to establish and achieve USAGSO and Committee goals and serves as key point of contact with the USAGSO Membership Manager. <a href="#">Looker access, usagso.org email</a>
Overseas Committee Co-Chair (optional)	Shares the responsibility of the OCC. <a href="#">Looker access, usagso.org email</a>
Secretary	Facilitates communication within the Overseas Committee and with external stakeholders, maintains the official records of the Overseas Committee, and assists with correspondence. <a href="#">Looker access, usagso.org email</a>
Treasurer	Works with the OCMT to manage the budget for the Overseas Committee. Ensures that payments/reimbursements and deposits are made in a timely manner, an end of year audit is conducted, and end of year financial report is submitted to USAGSO. <a href="#">Looker access, usagso.org email</a>
Registrar	Communicates with USAGSO, troop leaders, and parents to ensure all members are registered and rosters are accurate. <a href="#">Looker access, usagso.org email</a>
Recruiter (optional)	Recruits members to participate in the Girl Scout program by sharing opportunities and hosting recruitment events. <a href="#">Looker access, usagso.org email</a>
Cookie Manager (optional)	Manages all aspects of the committee's cookie program - from the initial cookie order in the fall to final billing in the spring. <a href="#">Looker access, usagso.org email</a>
OCMT Member (optional)	<p>Your OCMT is not limited to the roles listed above. Additional members of your OCMT will be listed in myGS/VTK and on rosters as "OCMT Member" but may hold any range of roles and responsibilities. They do not have Looker access or a usagso.org email address. Each community is unique and the additional roles on your team will depend on your location and community needs. Below are some common additional volunteers your OCMT may have:</p> <ul style="list-style-type: none"><li>• School or Neighborhood Coordinator - Helps to recruit and support volunteers at a designated school/site.</li><li>• Communications Coordinator - Keeps social media pages up to date, communicates with families, and creates the newsletter (if applicable). Host</li><li>• Nation Liaison - Communicates with and coordinates joint events between WAGGS host nation Girl Guides/Girl Scouts and the local USAGSO troops.</li></ul>

# Jumpstart your OCMT Year!

- ☐ Complete an [OCMT commitment form](#) to show that you understand and commit to your volunteer role on the OCMT.
- ☐ Submit and complete a [background check](#) through USAGSO.
- ☐ Connect with your Membership Manager; feel free to reach out to them at any time.
- ☐ Access your USAGSO google account and [Looker](#) account, if applicable. Reach out to your Membership Manager or customer care if you need assistance.
- ☐ Complete your assigned OCMT trainings on gsLearn:
  - 700 OCMT Onboarding & OCMT Planning Packet
  - 700 Child Protection Training
  - 700 Overseas Updates
  - Position Training
- ☐ Register in gsLearn for Overseas Updates, a quarterly webinar that discusses important updates and information for our overseas communities and allows volunteers a chance to ask our USAGSO staff any questions they may have.

- ☐ Connect with the other volunteers on your Overseas Committee Management Team. .
- ☐ Determine if and where vacancies exist and recruit new OCMT members.
- ☐ Hold an OCMT planning party before October 1. We encourage you to use this OCMT Planning Packet as a resource during this meeting.
- ☐ Join the [USAGSO Volunteer Facebook Group](#) to connect with other members around the globe and follow the [USA Girl Scouts Overseas official Facebook](#) page for news and events!
- ☐ If your OCMT has a checking account, make sure account signers are up-to-date.
- ☐ If your OCMT registers with a local Private Organization Office, be sure to know that POC and verify that all paperwork is up to date.
- ☐ Schedule and publicize your meetings with your OCMT and troop leaders and your volunteers. Be sure to create an agenda for each meeting to help stay on track.

- ☐ Identify troop leader vacancies and work with your volunteer team to recruit new troops leaders. Each troop needs at least two registered troop leaders before troop meetings can begin.
- ☐ Attend or schedule a community fall recruitment event. This is a great opportunity to build and maintain community partnerships.
- ☐ Schedule and hold a fall volunteer training session. This is a great way to communicate local processes with your Girl Scout community. You can ask your Membership Manager for support!





# OCMT Annual Vision Plan

## Girl Scout Mission:



Building girls of  
courage, confidence,  
and character  
who make the world  
a better place.



## Essential responsibilities of the OCMT

Recruit volunteers and girls reflective of the diversity of the community:

- ◆ Overseas Committee Management Team members
- ◆ Troop Leaders and Program Volunteers
- ◆ Girls

Assist leaders and other troop volunteers in promoting the delivery of the Girl Scout Leadership Experience:

- ◆ Provide essential enrichment training and OC networking and discussion
- ◆ Support all volunteers through meetings and other communication and support initiatives
- ◆ Coordinate girl-led OC events
- ◆ Participate in council and community events
- ◆ Volunteer recognition





# OCMT Year at a Glance

## Important Dates

MY26 and Overseas Updates | October 1, 2025  
Founders Day (Juliette Low's Birthday) | October 31, 2025  
Digital Cookie Sales Begin | January 6, 2026  
In-Person Cookie Sales Begin | January 30, 2026  
Adult Award Nominations Due | February 15, 2026

World Thinking Day | February 22, 2026  
Girl Scout Week | March 8-14, 2026  
Girl Scout Birthday | March 12, 2026  
Early Bird Renewal | Begins April 1, 2026  
Girl Scout Leader Day | April 22, 2026

### July-September

- OCMT Planning Meeting
- Recruitment and registration\*
- Complete required trainings
- Complete Bylaws and Constitution
- Private Org requirements (if applicable)
- Community Partnership

### October-December

- Fall check-in with Membership Manager
- Overseas Updates begin
- Troop Leader training
- Ensure quality Girl Scout programming\*
- Cookie Order Due\*\*
- Obtain permission from Private Org to sell cookies\*\*

### January-March

- Winter check-in with Membership Manager
- Cookie Program\*\*
- Adult Awards (due February 15)
- Ensure quality Girl Scout programming

### April-June

- End-of-Year check-in with Membership Manager
- Bridging and End-of-Year activities
- Complete End-of-Year survey and financial reports by June 30
- OCMT Transition (outgoing checklist and incoming checklist)
- Honor Community/Troop submissions due

\*Year-long activities    \*\*If applicable to your community

## OCMT Plan for Success — Membership Goals

Previous Year Total

20\_\_\_ Goal

20\_\_\_ to Date

+/- to Goal

New girls				
New adults				
Girls retained				
Adults retained				
Girls early renewal				
Adults early renewal				
Camp Attendance (if applicable)				
New troops formed				
Cookie program bonus (if applicable)				
Volunteer toolkit year plans created				
Other				

**Notes:**

# Forms and Documents

As a member of the OCMT, it is essential to become familiar with the Forms and Documents section of our website. This section contains key resources needed to support troops and ensure compliance with USA Girl Scouts Overseas guidelines. Regularly reviewing and understanding these documents will help you stay informed and support safe, quality Girl Scout experiences.

## Most Popular

- Activity Notification and Insurance Request
- Safety Activity Checkpoints
- Volunteer Essentials
- Background check request
- Girl and Adult Health History
- Permission Slip and Media Release

Check out these and many more on the Forms and Documents page on our website: [Here](#)



# Constitution and Bylaws

Each USAGSO community operates under a Constitution and Bylaws that outlines structure, roles, responsibilities and procedures. These documents provide a framework for how the community is organized and managed, ensuring consistency, fairness and alignment with USAGSO policies. These cover key areas such as elections, decision-making processes and term limits. It is important for all OCMT members to be familiar with their community's Constitution and Bylaws, as they guide effective leadership and promote a transparent, collaborative environment. Your Membership Manager will ask for your updated version at your first check-in of the Girl Scout year.

A Constitution and Bylaws template is available on the Form and Documents section of our website to help communities establish or update their governing documents in alignment with USAGSO guidelines. This template provides a clear structure and ensures consistency across communities. However, some locations may have additional requirements based on host-nation regulations or installation policies. Communities affiliated with a Private Organization (PO) should consult their local PO office to ensure their Constitution and Bylaws include all necessary elements for approval and compliance. Following both USAGSO and local guidelines helps ensure smooth operations and official recognition.

# Safety Activity Checkpoints

## Adventures Awaits with Girl Scouts!

One of the most exciting parts of being a Girl Scout is going on amazing adventures and trying new things! At USA Girl Scouts Overseas, safety is always our top priority. Before planning any activity, please review the Safety Activity Checkpoints to ensure it is safe and age-appropriate for all participating levels. If the activity is considered high-risk or requires supplemental insurance, don't forget to submit an [Activity Notification Form](#) to at least two weeks prior to your event.

Please send your form to: [overseascustomer@usagso.org](mailto:overseascustomer@usagso.org)



Switzerland



Taiwan



Germany

Check out the Trip and Travel Requirements Chart on the next page for more detailed instructions on what is needed for the type of activity you are participating in.



## Trip and Travel Requirements Chart

For all trips: Follow all guidelines in the Volunteer Essentials manual along with Safety Checkpoints found online at [www.usagso.org](http://www.usagso.org). Report any incident/accident to USAGSO within 48 hours using the Incident Report Form also found on our website.

Type of Trip or Travel	Training Needed <i>Follow the Adult to Youth Ratios. See the Safety Activity Checkpoints.</i>	Paperwork for Each Participant <i>(Collected and Maintained by the Troop Leader)</i>	Due to USAGSO - a minimum of two weeks in advance of activity
Day Trip (example - a visit to the fire department, library, etc.)	<ul style="list-style-type: none"> <li>- Troop Leader Onboarding</li> <li>- Child Protection Training</li> <li>- Overseas Updates</li> <li>- First Aid/CPR Certification, if activity requires (see appropriate Safety Activity Checkpoints)</li> </ul> <p>No campfires or outdoor cooking unless appropriately trained.</p>	<ul style="list-style-type: none"> <li>- Signed Permission Forms</li> <li>- Health History Forms</li> </ul>	<p>Submit online or email to <a href="mailto:overseascustomer@girlscouts.org">overseascustomer@girlscouts.org</a>:</p> <ul style="list-style-type: none"> <li>- Activity Notification &amp; Insurance Request Form ONLY if participating in high risk activities needing USAGSO approval or needing supplemental insurance</li> </ul> <p>Your Overseas Committee likely requires notification of day trips. Please check with your local OCMT for specifics.</p>
Overnight Trip at a USAGSO program, Overseas Committee (OC) event, Leader's home, hotel, or to a site where girls sleep in enclosed facilities providing flush toilets and drinkable water.	<ul style="list-style-type: none"> <li>- Troop Leader Onboarding</li> <li>- Child Protection Training</li> <li>- Overseas Updates</li> <li>- First Aid/CPR Certification, if activity requires (see appropriate Safety Activity Checkpoints)</li> </ul> <p>No campfires or outdoor cooking unless appropriately trained.</p>	<ul style="list-style-type: none"> <li>- Signed Permission Forms</li> <li>- Health History Forms</li> </ul>	<p>Submit online or email to <a href="mailto:overseascustomer@girlscouts.org">overseascustomer@girlscouts.org</a>: Activity Notification &amp; Insurance Request Form required.</p> <p>All adults participating will need a Girl Scout membership and Background Check. Your Overseas Committee likely requires notification of overnight trips. Please check with your local OCMT for specifics.</p>
Overnight Trip involving tent camping at a facility with drinkable water and established bathroom facilities.	<ul style="list-style-type: none"> <li>- Troop Leader Onboarding</li> <li>- Child Protection Training</li> <li>- Overseas Updates</li> <li>- First Aid/CPR Certification, if activity requires (see appropriate Safety Activity Checkpoints)</li> <li>- Outdoor Training Certificate</li> </ul>	<ul style="list-style-type: none"> <li>- Signed Permission Forms</li> <li>- Health History Forms</li> </ul>	<p>Submit online or email to <a href="mailto:overseascustomer@girlscouts.org">overseascustomer@girlscouts.org</a>: Activity Notification &amp; Insurance Request Form required.</p> <p>All adults participating will need a Girl Scout membership and Background Check.</p>
Primitive Camping and Backpacking Trips	<ul style="list-style-type: none"> <li>- Troop Leader Onboarding</li> <li>- Child Protection Training</li> <li>- Overseas Updates</li> <li>- Outdoor Training Certificate</li> <li>- General First Aid/CPR Certification</li> <li>- Advanced First Aid or Wilderness First Aid / First Responder required if you will be more than 30 minutes away from EMS response</li> </ul>	<ul style="list-style-type: none"> <li>- Signed Permission Forms</li> <li>- Health History Forms</li> </ul>	<p>Submit online or email to <a href="mailto:overseascustomer@girlscouts.org">overseascustomer@girlscouts.org</a>: Activity Notification &amp; Insurance Request Form required.</p> <p>All adults participating will need a Girl Scout membership and Background Check.</p>
International Travel that Does NOT Involve Passport Control (for example, traveling from Austria to Italy)	<ul style="list-style-type: none"> <li>- Troop Leader Onboarding</li> <li>- Child Protection Training</li> <li>- Overseas Updates</li> <li>- General First Aid/CPR Certification</li> <li>- Review GSUSA's <a href="#">Exploration: The Guide to Global Travel Toolkit</a></li> </ul>	<ul style="list-style-type: none"> <li>- Signed Permission Forms</li> <li>- Health History Forms</li> </ul>	<p>Submit online or email to <a href="mailto:overseascustomer@girlscouts.org">overseascustomer@girlscouts.org</a>:</p> <ul style="list-style-type: none"> <li>- Activity Notification &amp; Insurance Request Form submitted <b>4-weeks in advance</b></li> </ul> <p>All adults participating will need a Girl Scout membership and Background Check.</p>
International Travel that Involves Passport Control (for example, traveling from Saudi Arabia to the United States, from the United Kingdom to Switzerland, or from Japan to India)	<ul style="list-style-type: none"> <li>- Troop Leader Onboarding</li> <li>- Child Protection Training</li> <li>- Overseas Updates</li> <li>- General First Aid/CPR Certification</li> <li>- Review GSUSA's <a href="#">Exploration: The Guide to Global Travel Toolkit</a></li> </ul>	<ul style="list-style-type: none"> <li>- Signed Permission Forms</li> <li>- Health History Forms</li> <li>- Proof of COVID Vaccination (if required)</li> </ul>	<p>Submit online or email to <a href="mailto:overseascustomer@girlscouts.org">overseascustomer@girlscouts.org</a>:</p> <ul style="list-style-type: none"> <li>- Activity Notification &amp; Insurance Request Form submitted <b>6-months in advance</b> (International Plan 3PI supplemental insurance required)</li> </ul> <p>Plus these additional details submitted to your assigned Membership Manager:</p> <ul style="list-style-type: none"> <li>- Participant list with each traveler's full name, phone number, and email address due <b>3-months in advance</b></li> <li>- For any travelers under the age of 18, a list of their parent/guardian's full name, phone number, and email address due <b>3-months in advance</b></li> <li>- Detailed itinerary including flight numbers, lodging address, etc. due <b>4-weeks in advance</b></li> <li>- Copies of passports and visas (if required) for all participants due <b>4-weeks in advance</b></li> <li>- For any travelers under the age of 18, a notarized letter from the parent/guardian stating the trip leaders/chaperones have permission to travel with their child and permission to seek medical treatment for their child if necessary due <b>2-weeks in advance</b></li> </ul>

### Important Notes on Insurance –

Every registered member of the Girl Scouts of the USA is automatically covered under the Basic Activity Accident Insurance (Plan 1). To assure coverage of all registered members, the entire cost of the Basic Plan is paid for by the Girl Scouts of the USA. Plan 1 covers/provides:

- Both non-registered and registered members for any approved, sponsored and supervised Girl Scout activity
- Basic accident protection (not medical expenses/sickness)
- No event duration time frame

When participating in Girl Scout activities not covered under the Basic Activity Accident Insurance (Plan 1) the purchase of supplemental insurance is strongly recommended but not required. USAGSO committees operating in countries that either require or provide insurance may opt out of purchasing supplemental insurance.

For more information on Insurance, please review our [Insurance Quick Guide](#).





# The Honor Program

The Honor Program recognizes USA Girl Scout Overseas communities, troops and Juliettes who exemplify the Girl Scout values through consistent participation, leadership and service. Troops in an Honor Community actively engage in programming, complete annual requirements such as financial reports and leader training and contribute to community service initiatives. This distinction highlights a commitment to fostering a strong, supportive troop environment and encouraging girl-led growth. Troops that earn Honor Community status serve as role models and help maintain the high standards of Girl Scouting within our overseas community.



Kaiserslautern Honor Community 2024



Rota Honor Community 2024

Be sure to check out the [Honor Program booklet](#) for detailed information on requirements. It's also a great resource for planning your year!

# Fostering Community Partnerships

Strong community partnerships are key to a successful Girl Scout program. Your community partners may include local school principals, installation commanders or representatives of a local club. Whoever your partners may be, it is important to take time to meet with them and thank them for their support. When scheduling a meeting with your community partners, remember the following:

## Represent

As a key Girl Scout volunteer, you represent the Girl Scout organization through your actions and appearance. Be sure to know the name and official title of the person you will be meeting and to wear your official GSUSA uniform or other Girl Scout garb appropriate for the occasion. Wearing the Girl Scout uniform shows your commitment to the mission and affiliation to the organization. What's the official GSUSA adult uniform?

The adult members' uniform is navy blue business attire with the official pins and awards either pinned to the attire or to the navy adult vest (pictured right). Women complete their uniform by wearing an official Girl Scout scarf, and men wear a Girl Scout tie.



## Share

Key community partners support girls for a reason- so be sure to do your research and come prepared to share. A program partner or donor may want to know the number of girls reached through their program or donation, while an installation commander or school principal may want to know how Girl Scouts are improving their community or school. Whatever their motivation is to support girls, bring data and stories\* to illustrate the positive impact of your partnership. \*USAGSO loves to show off our girls! Share your stories via this [form](#), and we'll showcase your OCMT on social media.

## Thank

Most importantly, thank your community partners for their support. This can be a simple "thank you" or can include a small token of appreciation. If giving a gift, make sure it is simple, under \$10 USD in value, and represents the Girl Scout organization. A hand-made thank you card or box of Girl Scout cookies are a couple great options. For USAGSO military communities, OCMT members may wish to give the USAGSO challenge coin to key military partners. These coins should be reserved for the most important community members, such as the garrison commander, and should be presented by the OCMT or a designated member of your Girl Scout community at an official meeting or ceremony.



# End-of-Year Survey and Financial Report

All OCMT communities are required to complete the End-of-Year Survey and submit their finance reports by June 30. These financial reports help ensure transparency and accountability within our overseas communities. Timely submission is essential for properly closing out the Girl Scout year and preparing for a strong start to the next. Below is a sample budget form for reference- though you are welcome to submit the version your community uses. Financial resources can be found in the Forms & Documents section of our website.

## SAMPLE OCMT BUDGET

Year:  
OCMT Treasurer Name:  
OCMT Treasurer Phone and Email:

OCMT Bank Name:  
Account Number:

	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec
<b>Cash Beginning Balance:</b>	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
<b>INCOME</b>												
GSUSA Membership Dues												
Individual Troop Dues												
Donations												
Product Sales:												
Cookies												
Other												
Parent Contributions												
Program Events												
USAGSO Grants												
Interest Income												
Other: (Specify)												
Other: (Specify)												
Other: (Specify)												
<b>Total Income</b>												
<b>EXPENSES</b>												
National Memberships (Paid to USAGSO)												
Cookie Sale (Paid to USAGSO)												
Program Supplies												
Office Supplies												
Professional Fees												
Troop Resources:												
Books												
Startup Funds												
Other												
Equipment purchase/rental												
OCMT Events												
OCMT Trips												
Community Service Projects												
Insignia (badges, pins, etc.)												
Awards & Recognitions												
Financial Assistance/ Grants												
Other: (Specify)												
Other: (Specify)												
<b>Total Expenses</b>												
<b>EXCESS (DEFICIT) OF INCOME OVER EXPENSE</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Ending Cash Balance*</b>												

\*Add beginning cash balance and total income -- Subtract your total expenses to get your ending cash balance.



# Frequently Asked Questions

## **Who needs a background check?**

OCMT Members, troop leaders and episodic volunteers should all be registered and background checked through USAGSO.

## **Who do I contact if there is a conflict with a volunteer?**

Reach out to your Membership Manager. If you do not know who your Membership Manager is, contact [overseascustomercare@girlscouts.org](mailto:overseascustomercare@girlscouts.org).

## **What is an OVP and who can request support?**

OVPs are experienced volunteers who are available to all USAGSO Communities and can help with activities from leader trainings to girl experiences. Check out our website for more info!

## **Is there financial aid available?**

Yes! USAGSO never wants a girl to miss out on opportunities due to financial constraints. The financial aid request is available on our website.

## **What is a Microgrant?**

Microgrants are small grants provided by USAGSO, ranging from \$50-\$2,000, to support local Girl Scout events, projects or community outreach efforts that promote growth and engagement

# Mid-Year Assessment

Date: \_\_\_\_\_

## Goals

Review each goal in the Plan for Success

Identify what helped you meet any of the goals.

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What will you do differently to achieve the remaining goals?

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## Team

I'm proud of our team because:

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I would like us to change:

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# Action Steps

Steps we are taking to reach our goals:

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Who is responsible for coordinating these steps and when?

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# Ideas

Get ideas for the remainder of this year:

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Have you connected with other Overseas Committees doing great things? If yes, what are two best practices your OC will try?

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# Recognition

Who in your OC would you like to nominate for an Adult Award?

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Does your OC qualify for the Honor Community Award?

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# Year-End Assessment

Date: \_\_\_\_\_

## Goals

Review each goal in the Plan for Success

Identify what helped you meet any of the goals.

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What kept you from meeting your goals this year?

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## Team

I'm proud of our team because:

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I would like us to change:

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# USAGSO Support

I really appreciated USAGSO because:

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I wish that USAGSO would:

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## Ideas

List of great ideas for next year:

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## Recognition

Who in the OC has earned a recognition or award this year? Which troops earned Honor Troop?

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Who would you like to see nominated next year?

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Thank you!

Thank you for stepping up and taking on the role of Overseas Committee Management Team Member. We look forward to seeing your leadership skills grow and to the exciting adventures girls will make in your community.

You are appreciated!

USA Girl Scouts Overseas  
[overseascustomercare@girlscouts.org](mailto:overseascustomercare@girlscouts.org)

*Follow us on Facebook, Instagram and LinkedIn*