girl scouts

Gold Award Coach Role Description and Agreement

Girl Scouts of Eastern Iowa and Western Illinois

Every Gold Award begins with a Girl Scout's big idea and grows through their leadership, determination, and the support of people who believe in them. The Gold Award is the highest award a Senior or Ambassador Girl Scout (grades 9–12) can earn. To earn it, a Girl Scout identifies an issue they care about and leads a project that creates lasting change. Each project connects to a national and/or global issue.

Purpose of the Role: As a coach, you'll be a trusted guide, helping Girl Scouts develop their ideas and grow as leaders. You'll support them throughout their experience as they navigate the Gold Award process and standards—and be their champion as they build confidence, bring their project to life, and make a difference in their communities.

Term: Coaching roles last for a three-year term and can be renewed by coach and council agreement.
Time Commitment: Varies throughout the year based on the needs of assigned Girl Scouts and council structure.
Reports to and Supported by: Amy Brunner, AmyB@girlscoutstoday.org

Coaching Approach

Coaching a Gold Award isn't about having all the answers—it's about believing in a Girl Scout's potential and helping them find their own path. Here's what that looks like in practice:

- **Let Girl Scouts Lead:** This is their project. Honor their ownership, agency, and decision-making throughout.
- **Believe the Gold Award is Achievable for Every Girl Scout:** Help Girl Scouts set ambitious, meaningful goals, while offering the guidance and encouragement they need to move forward without pressure.
- **Celebrate Growth, Not Perfection:** Honor the experience, not just the destination. Growth, grace, learning, and leadership development matter more than a flawless project.
- **Practice Equity:** Get to know each Girl Scout and adapt your coaching style so they have the support they need to participate fully and succeed.

What Coaches Do

- Be a steady, consistent point of contact for each Girl Scout throughout their Gold Award experience.
- Support Girl Scouts through each stage of the Gold Award while encouraging their ownership, agency, and decision-making.
- Help guide the Girl Scout's understanding of the Gold Award standards.
- Encourage Girl Scouts to communicate their ideas, plans, and impact clearly.
- Provide timely, constructive, age-appropriate feedback.

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- Use coaching conversations to help Girl Scouts think critically, solve problems, and grow as leaders.
- Respond to communication within 2–3 business days.
- Initiate regular check-ins (2 times per month) to support progress and ongoing engagement.
- Communicate any changes in availability to the Girl Scout and council staff as soon as possible.
- Notify the council contact of any barriers or challenges that may require additional support or affect a Girl Scout's ability to succeed.
- Communicate clearly and respectfully with Girl Scouts, families, council staff, and fellow coaches.
- Represent the value of the Gold Award within the broader community when opportunities arise.

You'd Be a Good Fit If You...

- Enjoy encouraging and supporting teenagers.
- Value youth agency, leadership, growth, and reflection.
- Communicate with empathy, flexibility, and respect.
- Ask thoughtful questions and enjoy helping others problem-solve.
- Are willing to learn and grow in the role.
- Have experience mentoring or coaching youth (helpful but not required).
- Respects the Girl Scout's ideas and decision-making process
- Can help connect Girl Scouts with community resources, partners and experts when appropriate
- Complete child abuse prevention training: within the first 2 weeks (as suggested)

Role Expectations

- Maintain a current Girl Scout membership and background check.
- Complete the required GSUSA Child Abuse and Neglect Prevention Course on gsLearn within the first 2 weeks and annually thereafter.
- Complete Gold Award Coach training within the first 4 weeks.
- Attend bi-monthly cohort meetings and learning sessions.
- Participate in ongoing learning to stay current on Gold Award standards, tools, and resources.
- Follow GSUSA and council policies and expectations.

By signing below, I acknowledge that I have reviewed and understand the expectations of the Gold Award Coach role. I am excited to serve as a Gold Award Coach!

Volunteer Name: _____ **Date:** _____

Signature:_____

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