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2020-2021 End of Year Reflection & Goal Setting

Dear Service Unit Team Members,

Thank you for all you have done in the 2020-2021 Girl Scout year! We know this has been a unique and challenging year for our volunteers, families, and girls; you have done an incredible job showing how Girl Scouts can be a force for good in your communities.

We know that 2020 & 2021 was and has been anything but normal. We've seen you keep Girl Scouts going in your communities with resilience and determination. For this year's end of year reflection, focus on what you learned and what you can take with you into the future. Then, set goals to help you continue to meet the needs of girls and families in our ever-changing communities.

Why is it important to take time to reflect on the past year and set goals? It is an opportunity to connect with your team and understand what you learned, how you grew, and what you want to do next. It also sets you up for success for next year and years to come!

Process:

- The Service Unit Manager or another SU team member should facilitate this conversation with the SU team at a meeting in May or June of 2021. Troop leaders are welcome to be involved in the conversation as well!
- Once the conversation is complete, you can either send your answers to the reflection questions and your goals via email to vsupport@girlscoutsrv.org OR you can type them directly onto this form and email it as an attachment.
- Responses are due by June 30, 2021.
- Not sure how to facilitate this conversation? We're here to help! Contact us at vsupport@girlscoutsrv.org and we'd be happy to schedule some time to talk you through how you can host a successful conversation.

A couple of end-of-year reminders:

- Your service unit finance report is due June 30, 2020 to ensure you receive your annual service unit funding. Please submit it at Volunteers.GirlScoutsRV.org/finance-report.
- Have you renewed your membership for 2022? Remember to renew your service unit volunteer role too!

Thank you for all you do for girls!
Yours in Girl Scouting,
The Volunteer Support Team

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2020-2021 Reflection Questions

Service Unit Name: _____

Team Members Participating: _____
_____
_____

What did we learn as we adapted to COVID that we can bring with us into future years?

- _____
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- _____
  _____
- _____
  _____
- _____
  _____

What worked well? What do we want to continue doing?

- _____
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- _____
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- _____
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- _____
  _____

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SMART Goals for 2021-2022

As you think about the 2022 Membership Year, we encourage you to work with your service unit team to set three SMART goals:

- One goal focused on Diversity, Equity, Inclusion & Access (DEIA),
- One goal focused on the legacy you want to leave for future service unit volunteers and,
- One goal focused on something else you're excited to accomplish!

The Volunteer Support Team will work with you and support you and your team in meeting your goals. Please review our DEIA guidance document to support development of your DEIA goal.

SMART Goals are:

- **S**pecific – what exactly is the goal and what does a good job look like?
- **M**otivating – are we excited and interested in this goal?
- **A**ttainable – Is the goal realistic and achievable?
- **R**elevant – is the goal important and aligned with GSRV?
- **T**rackable – how will we measure and track our progress and results?

Examples:

- *DEIA Goal: In 2022, we will offer a DEIA badge-earning program that is accessible to all PGLs and open to girls in other service units.*
- *Legacy Goal: By May 2022, we will bring in two new service unit volunteers – one Recruiter and one PR/Communications Coordinator – so we can reach more girls and families in our community.*

DEIA Goal: _____

_____

_____

Legacy Goal: _____

_____

_____

Third Goal: _____

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