

## Approved Changes to Volunteer Policies and Procedures Effective August 1, 2023

### **CRIMINAL BACKGROUND CHECK (adding information about conducting additional checks for abuse and neglect)** (changes on P. 7)

Caregivers and girls trust that Girl Scouts is a safe place, and we do not take that trust lightly. GSMISTS is committed to maintaining policies and procedures that create a safe environment for our members. One of those policies is to conduct a criminal background check for all new volunteers and repeat them every three years.

GSMISTS also reserves the right to conduct checks on volunteers regarding abuse and neglect cases.

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### **CHILD ABUSE (including information about whether GSMISTS volunteers are mandated reporters)** (changes on P. 14)

GSMISTS maintains and supports environments that are free of child abuse and neglect as defined by the Child Abuse Prevention and Treatment Act. Child abuse and neglect are unlawful acts and it is against GSMISTS policy for any volunteers or employed staff, male or female, to physically, sexually, or mentally abuse or neglect any child.

GSMISTS reserves the right to refuse membership endorsement or reappointment, and to dismiss or to exclude from affiliation with GSMISTS, any volunteer who in the judgment of GSMISTS poses a risk of injury to a minor or is believed to have abused or neglected any child or who has been convicted of any crime against a child.

According to the Michigan Department of Health and Human Services (MDHHS), GSMISTS volunteers are not mandated reporters. If any GSMISTS volunteer reasonably suspects or reasonably believes a girl member is being abused, ~~that volunteer must immediately~~ they should report these suspicions to Child Protective Services MDHHS, by calling 855-444-3911. Reports to MDHHS can be anonymous. The reporting GSMISTS volunteer ~~must~~ should also complete and file a GSMISTS [Accident/Incident Report Form](#).

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### **POSITION DESCRIPTIONS (adding information regarding signing and submitting position descriptions)**

(changes to P. 20)

Each volunteer position will have a volunteer position description that defines specific responsibilities, clarifies expectations, and forms the basis for assessment of volunteer performance, reappointment, rotation to another position, and/or release. **This position description must be signed and returned to GSMISTS.**

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### **Fund Raising (including information about volunteers writing grants and crowdfunding)**

(changes to p. 32)

*Fund raising involves adults asking businesses and organizations for money or in-kind contributions to support troop activities.* Fund raising involves adults asking businesses, organizations, or individuals for money or in-kind contributions to support troop activities. Girls are not allowed to fund raise unless they are working on their Girl Scout Gold Award. Sponsors, such as local businesses and organizations, can help ensure that all girls in the community have an opportunity to participate in Girl Scouting. Periodically, troops and service units may plan activities that require larger than usual budgets (e.g., Destinations such as a trip to Juliette Gordon Low's home). In addition, community organizations, businesses, faith-based organizations, and individuals may become sponsors by providing group meeting places, providing activity materials, loaning equipment, or donating money. They may even volunteer their time and talent. Donations of goods and services are called "in-kind" contributions.

**Due to strict IRS reporting guidelines and standards, volunteers may not apply for grant funding of any kind. Generally, a grant requires a formal application to be submitted. If you are requested to complete more than a simple donation request form or to submit an IRS Tax Designation Letter, please contact GSMISTS Fund Development Dept.**

**Crowdfunding sites such as Kickstarter, Go Fund Me, etc, including those provided by social media platforms such as Facebook, are not allowed.**