

Girl Scouts of Gateway Council, Inc. - Community Development Troops

FY 2024-2025 City Grant Proposal Term Sheet

Grant Recipient: Girl Scouts of Gateway Council, Inc. (“Girl Scouts” or “Recipient”)

Program Name: Community Development Troops Program (the “Program”)

City Funding Request: \$10,000

Contract/Grant Term: July 1, 2025 – June 30, 2026

Any substantial change to this FY 2024-2025 City Grant Proposal Term Sheet (the “Term Sheet”) will require City Council approval.

PROGRAM OVERVIEW:

Girl Scouts is a nationally acclaimed, research-based framework that helps girls develop the skills, confidence, and character they need to thrive as leaders in their lives and communities. Through hands-on activities in STEM, the outdoors, life skills, and entrepreneurship, girls engage in programming that is girl-led, cooperative, and active. Whether they're designing robots, launching small businesses, exploring nature, or leading service projects, Girl Scouts learn to discover who they are, connect with others, and take action to make the world a better place.

This experience is particularly powerful for girls from low-income households and underserved communities, many of whom face significant barriers to accessing enrichment programs, mentorship, or consistent leadership development opportunities. For these girls, Girl Scouts offers more than a program - it provides a safe, structured space where they are celebrated for who they are and supported in who they wish to become. Studies consistently show that Girl Scout participation leads to higher self-esteem, stronger academic performance, better decision-making skills, and a deeper sense of civic responsibility. For girls navigating poverty, food insecurity, housing instability, or trauma, Girl Scouts can serve as a powerful protective factor and a foundation for long-term success.

To ensure equitable access to this experience, Girl Scouts of Gateway Council, Inc. operates Community Development Troops throughout Duval County. These troops are designed to remove barriers such as cost, transportation, and the availability of volunteer leaders. Community Development Troops are held in accessible locations, primarily Title I schools, community centers, and housing communities, and are led by trained facilitators or Girl Scout staff. Girls in these troops receive free membership, uniforms, Program supplies, and transportation assistance when needed, ensuring that cost is never a deterrent to participation.

A key strategy within this model is the teacher-led troop, which brings Girl Scouting directly into the school setting. Led by educators or school staff, these troops meet on campus after school, leveraging trusted adult relationships and a familiar environment to create a consistent, nurturing, and high-quality experience. Particularly effective in Title I schools, this approach helps remove logistical barriers and aligns well with academic and social-emotional development goals.

Currently, Community Development Troops are operating at the following Duval County sites:

- Middle and High Schools: Bridge to Success Academy, Fort Caroline Middle School, Highlands Middle, Lakeshore Middle School, Matthew Gilbert Middle School, Oceanway Middle School, Ribault Middle School, Riverside High School
- Elementary Schools: Alexander Prep, Normandy Village Elementary, Northshore Elementary, RCSA Intracoastal Elementary, George W. Carver Elementary, R.L. Brown Elementary, Pickett Elementary, Westview Elementary

Program Goals:

- Eliminate financial and logistical barriers to Girl Scout participation
- Equip girls with critical life and leadership skills through hands-on learning
- Expand access to mentorship, positive peer relationships, and community engagement
- Foster social-emotional development, academic confidence, and personal resilience

Program Objectives:

- Serve at least 300 girls across 16–18 active Community Development Troop sites in Duval County
- Provide financial assistance for 100% of participating girls, including membership, uniforms, and Program materials
- Host a minimum of 40 skill-building troop meetings per site annually, aligned with Girl Scout program pillars
- Engage a diverse team of trained facilitators, teachers, and volunteers to lead troops and serve as consistent mentors
- Track participant outcomes in areas such as confidence, teamwork, goal-setting, and interest in STEM or community service

Funding from the City of Jacksonville will support Program operating expenses. Specifically, funding will be used to cover costs associated with staffing four troop leaders.

By investing in Community Development Troops, the City is helping build a stronger future for girls in Duval County—one where every girl has the tools, support, and belief to lead.

PROGRAM SCOPE OF WORK AND DELIVERABLES:

The Community Development Troop Program will provide consistent, high-quality Girl Scout programming to girls across under-resourced communities in Duval County. All activities are designed to support leadership development, skill-building, and social-emotional growth, while removing barriers to participation. The Program's scope of work includes the following core components:

- **Community-Based Troops**
Approximately 16–18 troops will meet weekly at partner schools and community sites, offering a minimum of 40 troop meetings per site annually. Troops will be led by trained facilitators, staff, or teacher-leaders and will follow the Girl Scout Leadership Experience curriculum.
- **Uniform & Starter Kit Distribution**
Each participating girl, an estimated 300 total, will receive a Girl Scout uniform (sash or vest), insignia, and a starter kit of materials and supplies that enable her to fully engage in troop activities from the start.
- **Badge-Earning Activities**
Girls will participate in structured, hands-on programming aligned with the four core pillars of Girl Scouts: STEM, life skills, the outdoors, and entrepreneurship. Each girl will complete at least 4 badges during the Program year, with topics tailored to their age level and troop interests.
- **Transportation Support**
For girls who face logistical challenges, such as a lack of safe, reliable transportation, the Program will provide assistance to ensure regular attendance. Transportation support is expected to serve at least 100 girls across the troop sites.

- **Community Service Projects**

All Community Development Troops will engage in at least one service-learning project during the year, designed and led by the girls to address needs in their neighborhoods. These projects promote teamwork, empathy, and civic responsibility while reinforcing the values of Girl Scouting.

Together, these deliverables ensure that every girl enrolled in the Program receives a complete, enriching Girl Scout experience, one that helps her grow in confidence, connect with her community, and develop into the leader she is meant to be.

PROGRAM COSTS/PAYMENT TERMS:

The total cost to operate the *Community Development Troop* Program in Duval County is estimated at \$225,000. The \$10,000 requested from the City of Jacksonville will specifically cover costs associated with staffing four troop leaders.

Recipient shall be compensated at a rate of \$32.44 per Program participant, per session (meeting), up to a maximum of \$10,000.

City funds shall be used for the provision of Program services for the sole benefit of Duval County residents. City funds shall be disbursed on a reimbursement basis upon delivery and approval of supporting documentation, as required by KHA, which may include but is not limited to sign-in sheets, participation reports, executed waivers and permission slips, etc.

Other funding will be provided by private donors, corporate sponsors, foundations, and Girl Scouts of Gateway Council's product sales and fundraising efforts.

PROGRAM IMPACT & REPORTING:

i. Measurement of Goals and Objectives

Program success will be measured by tracking:

- Number of girls served from targeted neighborhoods
- Attendance at troop meetings and events
- Pre/post surveys on confidence, problem-solving, and leadership skills

Recipient shall be required to provide the City with a report no later than 45 days after the completion of the Program. The required report shall detail the outcome of the Program in terms of the Program success metrics referenced above.

ii. Prior Year Achievements

In the past year, over 300 Duval County girls participated in no-cost Girl Scout programs. 85% reported feeling more confident in school and leadership activities. Partnerships grew with local schools, afterschool programs, and community centers.

iii. Anticipated Impact

The Program will serve at least 60 underserved girls with City of Jacksonville support. These girls will gain leadership skills, positive mentors, and the opportunity to explore STEM, service, and personal development in a safe, girl-led space.