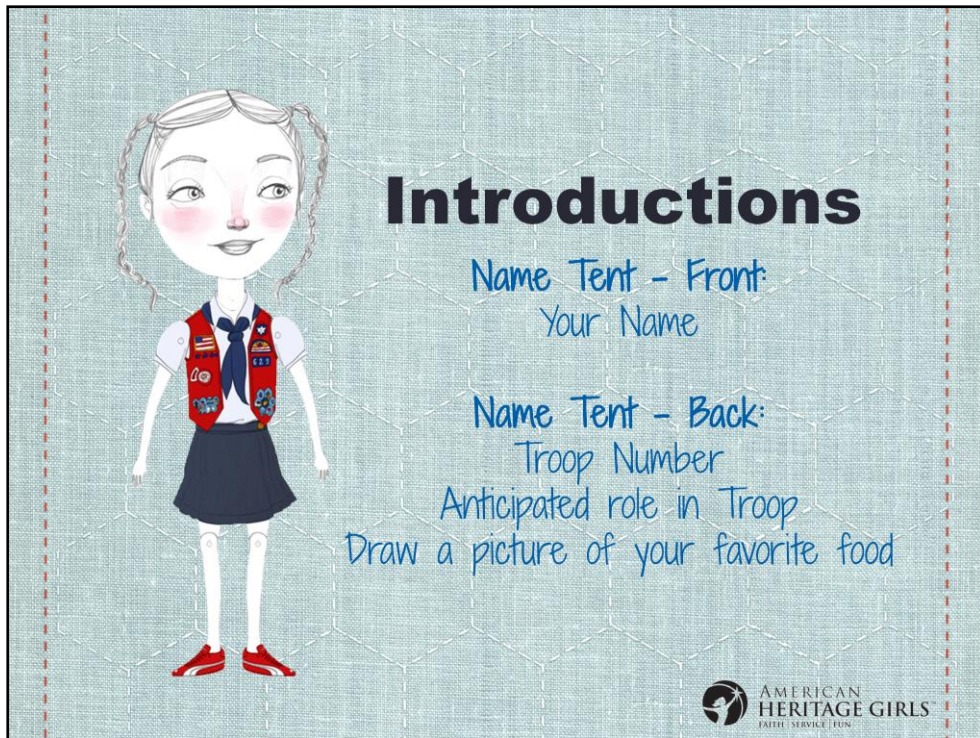


Welcome to
American Heritage Girls!



Be sure to have the PowerPoint displayed as a full screen Slide Show (without the presenter notes showing) when people arrive.

Relax, smile, and enjoy your AHG Basic Training session!



After everyone is settled, facilitate AHG Basic Training Activity Guide **“Activity 1 – Introductions”**



American Heritage Girls Founder and Chief Executive Officer, Patti Garibay, shares an encouraging welcome to new AHG Volunteers.

Play video clip when you are ready. (Hover on screen at bottom left for Play button)

Opening Prayer



Please take a moment to open with prayer. This is a wonderful time to set the tone for the day, thank God for the willing, servant hearts of the new Volunteers being trained, and praise Him for all he will do in the lives of the girls and families of the Troop.

What is AHG all about?

MISSION STATEMENT

Building women of integrity through service to God, family, community and country.

VISION STATEMENT

American Heritage Girls is the premier national character development organization for young women that embraces Christian values and encourages family involvement.



American Heritage Girls is a Christ-centered non-profit character development ministry for girls ages 5 – 18, dedicated to its mission of *building women of integrity through service to God, family, community and country*. AHG utilizes scouting-type methods to achieve its mission.

American Heritage Girls is an ecumenical ministry, honoring various faith traditions which align with AHG's Statement of Faith. Through the Charter Ministry Agreement, AHG, Inc. partners with local churches, para-church organizations and private schools in order to accomplish its mission.

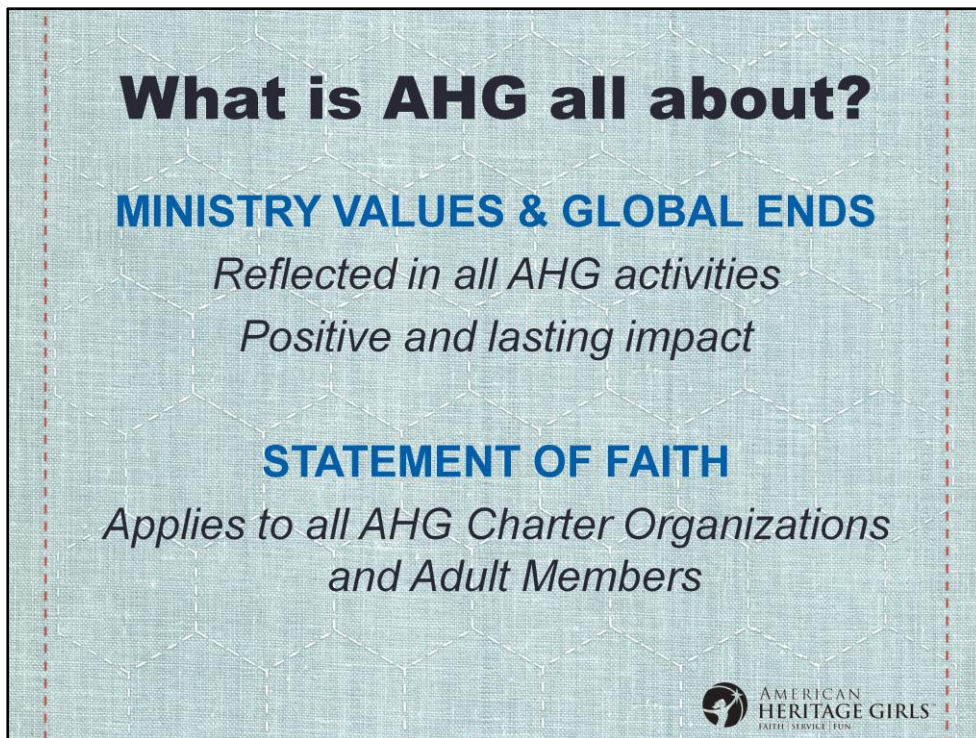
Distribute "Statement of Faith" Handout.

AHG Mission

Building women of integrity through service to God, family, community and country.

AHG Vision

American Heritage Girls' vision is to be the premier national character development organization for young women that embraces Christian values and encourages family involvement.



Distribute handouts detailing “The Ministry Values of AHG” and “The Global Ministry Ends of AHG”.

AHG’s Ministry Values & Global Ends

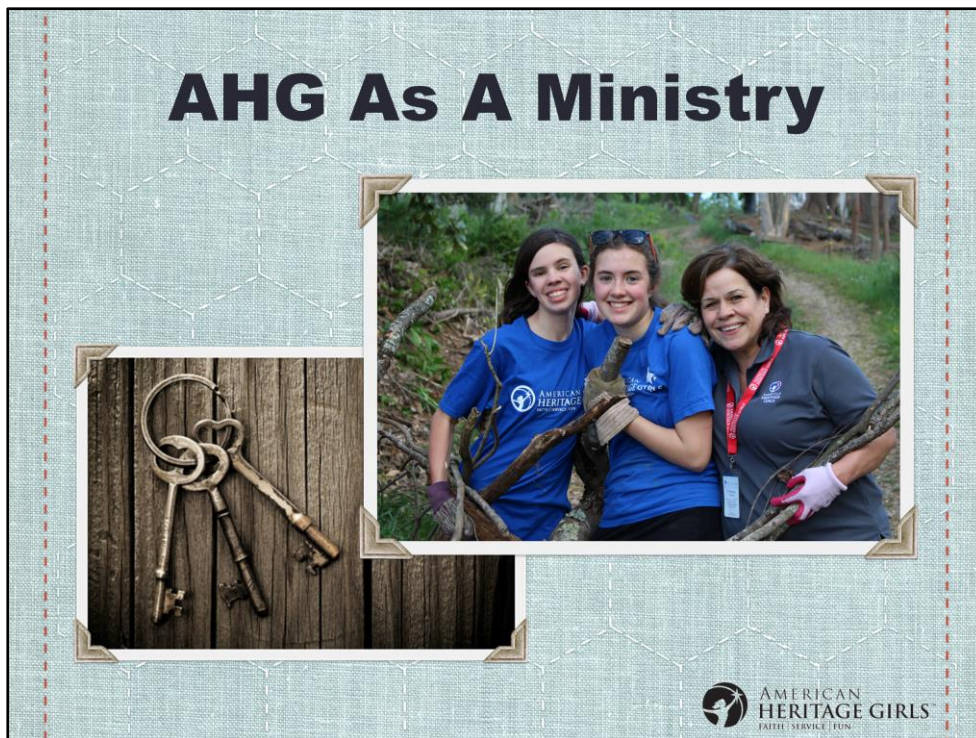
AHG’s Ministry Values help drive decisions regarding the AHG program, its Charter Organizations, its membership standards and much more. These are the values upon which the AHG ministry is built.

The complete verbiage is found on the hand-out you received.

The Global Ministry Ends, created by AHG’s National Board of Trustees and for which the AHG ministry is accountable, paint a picture of the positive impact and reach of the American Heritage Girls Program.

AHG’s Statement of Faith

AHG is a Christ-centered ministry, and just as Jesus carefully chose His leadership, so does the American Heritage Girls. Each Charter Organization and AHG Volunteer agree to adhere to the AHG Statement of Faith. Providing godly, faith-filled adults to mentor AHG girl members is of utmost concern.



According to the Barna Group, a nationally recognized research organization dedicated to research in the Christian realm, a person's lifelong behaviors and views are generally developed when they are young. Essentially this means the first 12 years of a girl's life, determine who she becomes. This makes AHG's work vitally important.

Proverbs 22:6 says: "Train up a child in the way he should go; even when he is old he will not depart from it."

As an AHG Volunteer, this is a great privilege and responsibility. You hold "sacred keys" to unlock lifelong faith in the girls you serve. However, you can only do this effectively if you are serving from a healthy place.

George Barna, founder of Barna Research states that, "this battle is a spiritual one, so you must be armed with spiritual artillery. You must be spiritually alive, spiritually vibrant".

Some self reflective questions to consider as you begin or continue your journey with AHG:

- Are you "spiritually fit"?
- Are you in the Word, worshipping every day? Intimacy with Him makes you ready on the ground.
- Are you connected to a community of believers, who know you? Love you? Care for you? Pray for you?
- Do you sense an urgency to share the gospel with today's youth? With today's families?
- Is your prayer life thriving and growing?
- You will have to represent Truth well to your Troop, where are you in terms of your worldview? Can you discern right from wrong despite societal messaging of a moral neutrality?
- Are you allowing the Holy Spirit to work through you, releasing control, allowing others to use their gifts and faithfully believing that God will provide resource for those He has called?
- Do you believe that God does not call the equipped but equips the called?

It is the hope and prayer of AHG that as you walk in these ways, the girls for whom you serve, the volunteers with whom you serve, as well as you and your family would be enriched and experience the rich opportunities that the AHG ministry provides, due to His blessing.

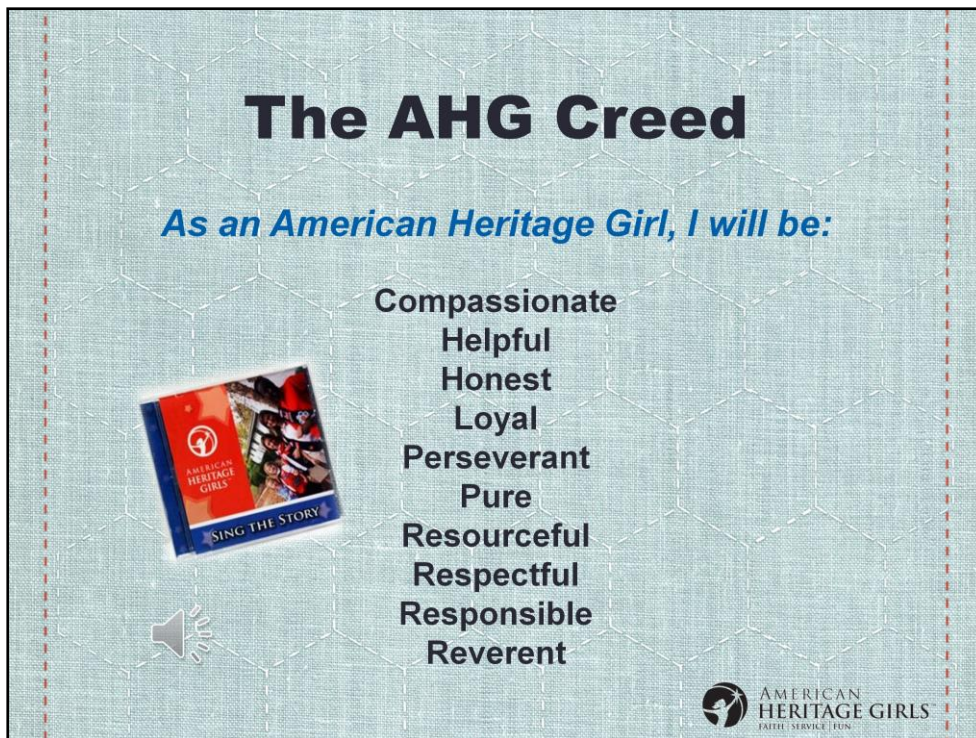
The AHG Oath

I promise to love God,
Cherish my family,
Honor my country,
And serve in my
community.



One of the first experiences a new American Heritage Girl enjoys is the learning of the AHG Oath. As a part of AHG Basic Training, you will also learn the Oath. The four fingers used in the salute make memorizing the 4 parts of the Oath a little easier.

After describing the AHG Oath, facilitate AHG Basic Training Activity Guide **“Activity 2 – Learn The AHG Oath”**



The AHG Creed provides ten essential character traits of a God-loving woman. The Creed should also be incorporated into an opening flag ceremony at each regular Troop meeting. When reciting the Creed, girls stand at attention and continue to keep their hand raised in the 4-finger salute used when reciting the AHG Oath.

Find fun techniques to help girls learn the Creed virtues. One fun tip to help girls and leaders learn the Creed is with AHG's Creed Song.

Created and sung by real AHG Girls, the CD "Sing the Story" is available for purchase in AHG's online Store. Here is a sample from the CD called "The AHG Creed Song."

Play Creed Song when you are ready (icon on screen).

I have a creed (I have a creed)
 That I live by (that I live by)
 To help me choose (to help me choose)
 The way that's right (the way that's right)
 I have a creed that I live by
 To help me choose the way that's right
 I'll be compassionate, Helpful and Honest
 I'll be loyal, Perseverant and Pure
 I'll be Resourceful, Respectful, Responsible and Reverent
 This will be my creed

Take a minute or two to talk with someone next to you about the character trait in the AHG Creed that resonates with you and why.

Inclusion Policy



American Heritage Girls' Inclusion Policy states:

All biological girls of any color, creed, race, national origin and socioeconomic status who agree to live according to the standards of the AHG Oath and the AHG Creed are invited to be a member of American Heritage Girls.



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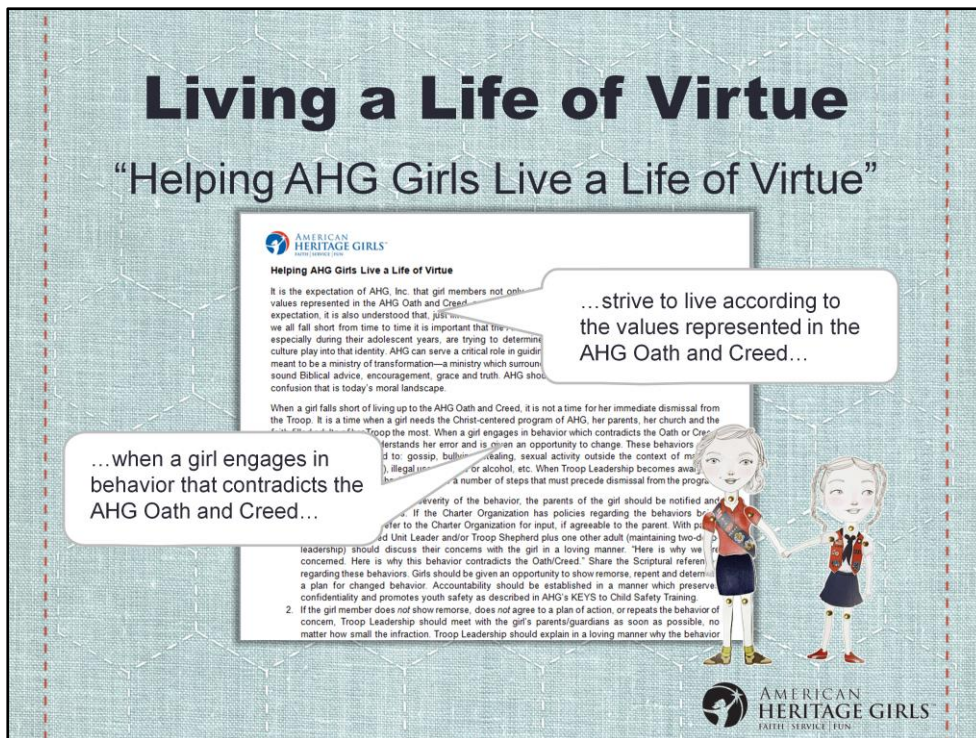
It is important that your Troop and its members understand this policy and are guided by its principles to create a welcoming environment for all girls in the community who may wish to participate. In fact, AHG is a wonderful, safe place for a girl to learn, experiment with new skills, build friendships, and experience the Gospel through the mentorship of the Troop's Volunteers and AHG's Christ-centered program.

It is crucial not only in fulfilling the mission of American Heritage Girls, but also in fulfilling the Great Commission, that AHG create an inclusive program, in which girls of all abilities can actively participate. Create an environment in which all girls can feel welcome, grow and experience a level of independence. Work closely with parents to make the most of each girl's AHG experience. AHG offers additional resources for girl who are differently abled, such as Individualized Achievement Plans and Special Needs Training.

Using AHG as an Outreach Ministry

AHG offers an effective vehicle for bringing un-churched families into the church through its well rounded, appealing character development program that uses Scout-type methods.

Inviting members' friends and neighbors to an AHG meeting is encouraged. Bringing parents into the AHG family is vital and seeking help from the Charter Organization is beneficial.



From time to time, your Troop may need to address issues relating to the behavior of a girl that does not align with AHG's Oath and Creed. While American Heritage Girls are not expected to be perfect, part of joining an AHG Troop involves striving to live out the AHG Oath and Creed. “Helping AHG Girls Live a Life of Virtue” is a resource specifically designed to help Troops shepherd a girl toward behavior that best matches the Oath and Creed. It's important that Troop Volunteers are familiar with this document.

The “Helping AHG Girls Live a Life of Virtue” document should be included in your Troop's Policy Handbook that is shared with all families as well. The document is available on AHGsource, the online resource for training, tools, badge helps, documents, and information to help Volunteers deliver the AHG program. AHGsource is available to all registered AHG adult Volunteers. We will learn more about this valuable tool later in this training presentation.

The Importance of the Charter Organization



Troops must be established within a Charter Organization. The Charter Ministry Agreement (signed annually as a part of Charter Renewal) is the “contract” between AHG, Inc. and the Charter Organization.

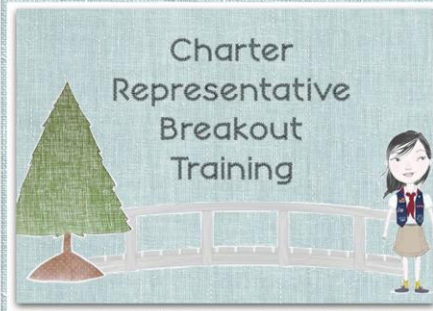
Charter Organizations “own” the Troop and while operating within AHG’s Policies and Guidelines.

The Charter Organization:

- Legally owns the Troop and its materials
- Assists in selecting and approving Volunteers
- Provides meeting space and resources
- Provides monetary support to the Troop
- Is charged with upholding spiritual authority
- Is accountable for making sure safety standards are being practiced, approving special trips when necessary
- Assists in mediating conflict between adults

Troops should work to build a strong relationship with the Charter Organization helping the Charter Organization accomplish its goals for youth. Troops should function as a ministry of the Charter Organization, both as an outreach to that community and a program for members of the Charter Organization. Investing time in relationship building with the Charter will reap great rewards to the Charter and the Troop

The Role of the Charter Representative



The Troop's Charter Representative (or Charter Rep) is a registered member of AHG and is part of the Troop Board. The Charter Rep also serves as a Voting Member of AHG. As a result of their important role as a voting member and liaison to the Troop and Charter Rep, AHG pays for his/her registration fee. The Charter Rep may or may not have a girl in the Troop, but either way the Charter Rep should be an active, engaged part of the Troop.

Charter Representative Breakout Training is available on AHGsource and should be taken by all Charter Reps. This training details the responsibilities of the role and highlights resources that might be useful to him/her.

It is very important to engage your Charter Representative regularly. A few ways to accomplish this may include:

- Keep the Charter Rep "in the loop" about Troop activities and events
- Ask the Charter Rep how the Troop can pay for the Charter Organization and provide service.
- Invite the Charter Rep to all ceremonies and Boards of Review
- Talk with your Charter Rep about how to elevate the presence of the Troop at the Charter Organization and in the community
- Thank your Charter Rep regularly!
- Ask your Charter Rep to consider nominating a candidate to the AHG National Board of Trustees.

Time Filler: "What are ways that our Troop could give back to the Charter Organization?"



One of the most important components of today's training is for all of you, our Volunteers, to connect with, and get to know each other.

Periodically we will stop to do some one on one and small group sharing. As we apply what we are learning, we hope you will also learn about each other.




Time To Connect Activity:

Have participants close their eyes and ask “Envision the 9 year old you. Which adults in your life (besides your parents) were making a positive impact on you?” Now as the participants think about who is on *their* list of key people who have impacted their lives, ask them to also consider whose list they will be on someday.

Break into small groups of 2-4 and share who the people were and why you remember them.


Additional things to discuss and share:

How will you embody those same characteristics as “your person of impact” as you serve in AHG?

Time to Reflect 

**How do you believe God will
use you to make a difference
in the life of a girl?**

*Take a few minutes to answer this question and
then take a five-minute stretch break!*

 AMERICAN
HERITAGE GIRLS
FAITH • SERVICE • FUN

“Time to Reflect” moments are a time where we ask that you look inward, reflect on what we have been discussing and what you have learned, and listen for what God might be sharing with you personally.

Take a few minutes to answer this question, in the space provided, on your **“Time To Reflect Worksheet”**, then take a five-minute stretch break!

When you return to your seat, we will dig deeper into the AHG Program.

Balanced and Progressive Programming



AHG offers a balanced and progressive program. Let's talk about what that means.

Question: "What are the benefits of a balanced program?"

Balanced Program – Balanced programming addresses the holistic development of the girl members (physical, emotional, social, intellectual and spiritual maturity)

Question: "What are the benefits of a progressive program?"

Progressive Program – A progressive program is conducted at a pace and depth appropriate for each girl's developmental stage.

A progressive program will continue to grow with the girl, offering new opportunities along the way. This helps with retention of girl members and engagement with the Troop.

Six Program Emphases

- ❖ Life Skill Enhancement
- ❖ Girl Leadership
- ❖ Developing Teamwork and Building Confidence (through Outdoor Skills)
- ❖ Character Development
- ❖ Social Development
- ❖ Spiritual Development



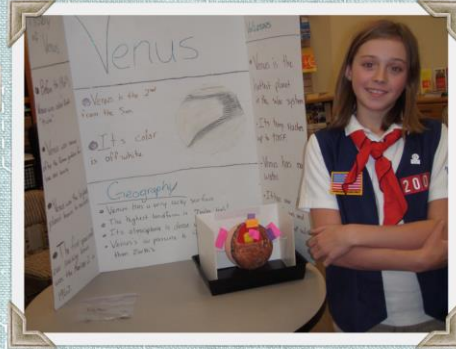
The AHG program is built upon six Program Emphases that address the physical, emotional, social, intellectual and spiritual needs of today's young woman.

They are:

- ❖ Life Skill Enhancement
- ❖ Girl Leadership
- ❖ Developing Teamwork and Building Confidence (through Outdoor Skills)
- ❖ Character Development
- ❖ Social Development
- ❖ Spiritual Development

Life Skills Enhancement

Program Emphasis



Life Skills Enhancement is accomplished through AHG's multi-level Badge program. Through the course of a girl's AHG experience, she can choose from over 200 Badge opportunities.



From Archery to Cake Decorating to Emergency Preparedness, girls are able to explore a variety of topics and gain skills through badgework in the 6 Frontiers of skill.

Requirements to earn each badge evolve and become more challenging as a girl grows older and moves through the program. Badges begin at the Tenderheart level with a basic skill mastery and continue to the Pioneer/Patriot level where the girl will display a higher level of mastery through teaching the younger girls in her Troop a basic skill. Older girls also will also learn about a vocation around that Life skill.

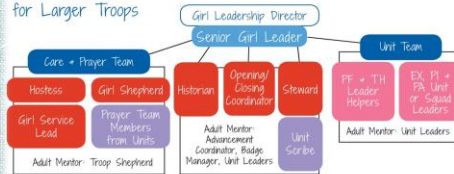
Because of the increasing complexity of the Badge requirements, girls at the Tenderheart level might earn up to 5 badges with their Troop during a program year, while Older girls may typically earn around 3 badges with their Troop per year.

Girl Leadership

Program Emphasis



Basic Structure
for Larger Troops

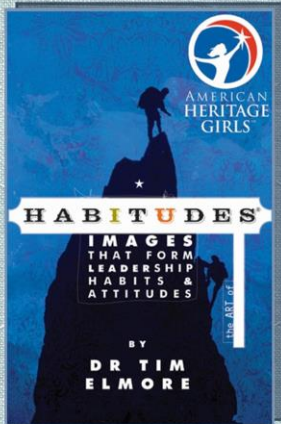


Girl Leadership opportunities are available at every level of the American Heritage Girl program. From a Pathfinder's ability to choose between two preselected activities, to the Tenderheart calling a Flag Ceremony, to an Explorer planning a skit for a Ceremony, to a Pioneer serving as a Camp Aide at a Multi-Troop Camporee, to a Patriot planning a Troop Father Daughter Dance –the opportunities for girls in AHG to practice their leadership skills are endless.

AHG's Girl Leadership Position Guide is available in AHGsource under Program Emphases Resources > Girl Leadership. This Guide serves as a Tool to help your Troop's girls lead their Troop as you gently guide them in the way they should go. Remember it is vital to offer ownership of the Troop to the girls beginning at a young age. If the girls feel they do not have an important role in the Troop, they will quickly lose interest as they grow and more opportunities compete for their time.

Girl Leadership

Program Emphasis



Habitudes® for AHG

www.growingleaders.com/ahg

- Free online leader resources
- Purchase girl books



AHG often partners with like-minded organizations to bring useful resources to our Troops. One such resource for AHG in regards to Leadership Studies include the nationally acclaimed Habitudes Curriculum. When taught in the Troop setting, Habitudes offers a visual picture that explains an important leadership concept. Habitudes leadership lesson plans teach timeless character and leadership principles through the power of an image, a conversation and an experience.

Allocating time each month to this activity will assist Explorers through Patriots in strengthening their leadership muscle.

Developing Teamwork & Building Confidence

Program Emphasis



Developing teamwork and building confidence is accomplished well through outdoor experiences – campouts, high adventure activities, and other outdoor endeavors are always a favorite option for girls and provide lasting memories and strong friendships. Outdoor experiences are critical to today’s girls who spend countless hours in screen time. These experiences are integral to building friendships, working collaboratively and solving problems together – an aptitude that will serve girls throughout their lives!

AHG offers many resources for Outdoor Training. Over the many years of AHG, girls have reported that their outdoor experiences are amongst their fondest memories of their AHG experience. Be intentional about planning with your girls several outdoor opportunities – they are the “tie that binds” and keeps girls coming back to the Troop year after year!



Character development is woven throughout AHG's program but is especially developed through a wide variety of community service. Service is so important that it holds a special place on a Girl's uniform through the AHG Service Star. Girls begin to serve as young as the Pathfinder level and continue to the Patriot level.

Troops are expected to provide a minimum of three Service Projects per year to their community – doing so allows them to earn the HUGS patch (HUGS= Heritage Girls United Giving Service). One of those service projects should coincide with AHG's Birthday which is celebrated by giving service – the National Day of Service is held on the third Saturday in September. Service is AHG's middle name, as the organization's tagline is "Faith, Service and Fun."

Girls who think outwardly emulate Christ's example while growing in confidence. Girls who serve realize that they can be part of the solution and understand that God has a plan and a purpose for their lives.



Social development happens in a variety of ways in the AHG program, but is the highlight of special events and activities. Troop meetings should always include a time of fun and fellowship through a song or game. Keeping the fun in AHG allows friendships to flourish and enthusiasm to thrive.

Consider a pancake breakfast or spaghetti dinner, a father-daughter dance, or mother-daughter tea, a lock-in or sleepover, or marching in a parade. Older girls love out of town adventures. Domestic Mission Trips lead to a bond of serving together and overnight camping brings social interactions to a whole new level.

Be creative! Enlist the girls in the Troop to help decide what sorts of events interest them.

Spiritual Development

Program Emphasis



Spiritual Development is large part of the AHG Program and should be woven throughout. Girls can earn Religious Awards and display them on their AHG uniform. The Troop Shepherd is a wonderful person to assist girls with achieving this goal. The Shepherd might also engage girls to lead worship or a devotional at Troop meetings, and to help with opening and closing prayers. Encourage girls to ponder Biblical truths and God's creativity while discussing life experiences. AHG helps to "put legs" on a girl's faith by encouraging her to desire to learn more about God while discovering the purpose He has for her. Badges like Daughter of the King, Bible Basics and Mission Minded, to name a few, help a girl focus on her faith while discovering the Father's love for her.

Uniformed Organization



Disclaimer: While we won't be covering the uniform guidelines for adults and girls in this training, the Unit Level breakout trainings will explain the intricacies of uniform standards.

Ask the following question: "AHG is a uniformed organization; what are the benefits of having a uniform?"

In people's responses, make sure the following are highlighted:

- Sense of identity within your Troop and AHG nationwide
- Sense of pride in being a part of American Heritage Girls
- Sense of equality
- Easily recognized in the community
- Girls aspire to the next level
- Visual representation of the girl's and Troop's accomplishments



Girls have an opportunity at each level to set a goal and to earn a “Level Award”. The requirements for these awards can be found in the Girl Handbook and in AHGsource. Girls who are participating fully in a well-balanced program should have no problem earning the Level Award. Level Awards aren’t required to continue in the AHG program, but girls will receive the best experience by participating in AHG’s advancement program.

Each award has a historical namesake. Girls can have fun learning about the positive impact these historical figures have had on our country. Girl Level Awards serve as a guideline for Unit planning for the Troop Volunteer.



Touch briefly on each topic below. If the presenter is unfamiliar with these items, more detailed information is available in AHGsource.

More detail will be provided in the Breakout sessions for Unit Leaders as well.

AHG's highest honor is the Stars & Stripes Award, shown on the left. Detailed information about the candidacy process is available in AHGsource. This is a rare Award which requires much planning and stamina. The Stars and Stripes is earned by girls who have fulfilled many requirements, one of which includes a 100 hour plus Service Project.

In addition to individual girl awards, Troops as a whole may earn special recognition through AHG's HUGS (Heritage Girls United Giving Service) Award, as well as the prestigious National Honor Troop Award.

Ceremonies



Ceremonies are a special way to mark a significant occasion or accomplishment. In AHG, having ceremonies, whether simple or elaborate, is a great way to celebrate and create lasting memories. Traditions in AHG are very important and engrave an indelible memory onto the hearts and minds of girls and their Volunteers. Ceremony ideas can be found in AHGsource.

Purposes for having a ceremony:

- Celebrate Girl's accomplishments
- Rite of passage
- Encourage Girls to aspire to the next level
- Honoring country
- Commemorate events
- Good opportunity for Girl Leadership

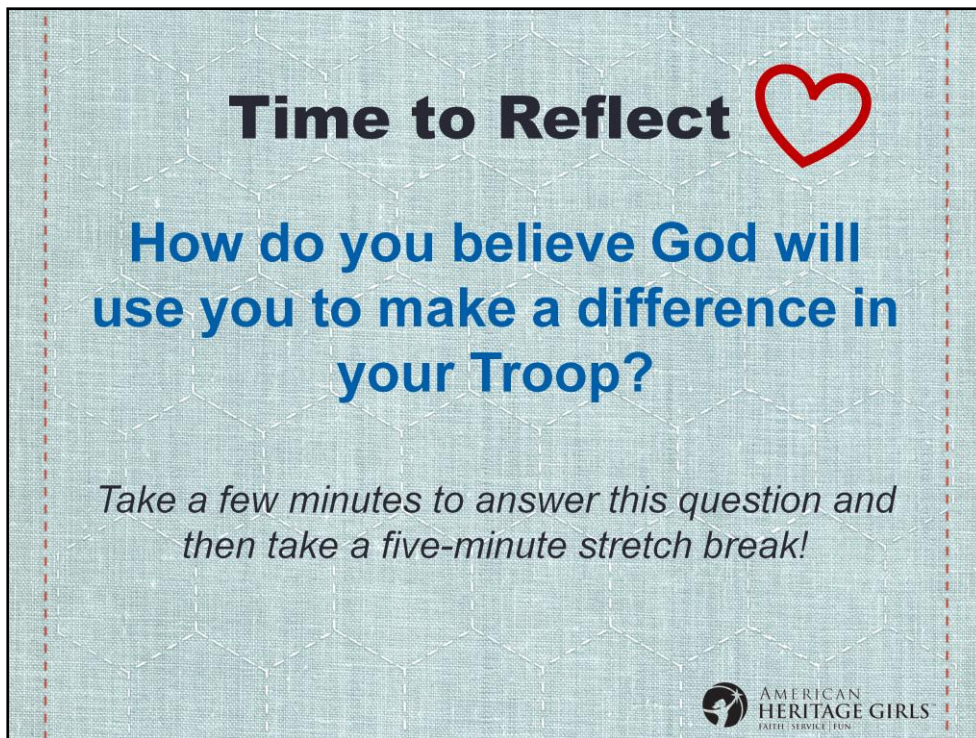
Ceremonies throughout the year could include:

- Dedication Ceremony (beginning of Year)
- Mid-Year or End-Of-Year Court of Awards
- AHG Sunday
- Religious Recognition
- Flag Ceremony
- Crossing Over or Bridging (Year End)
- Stars & Stripes Award Presentation



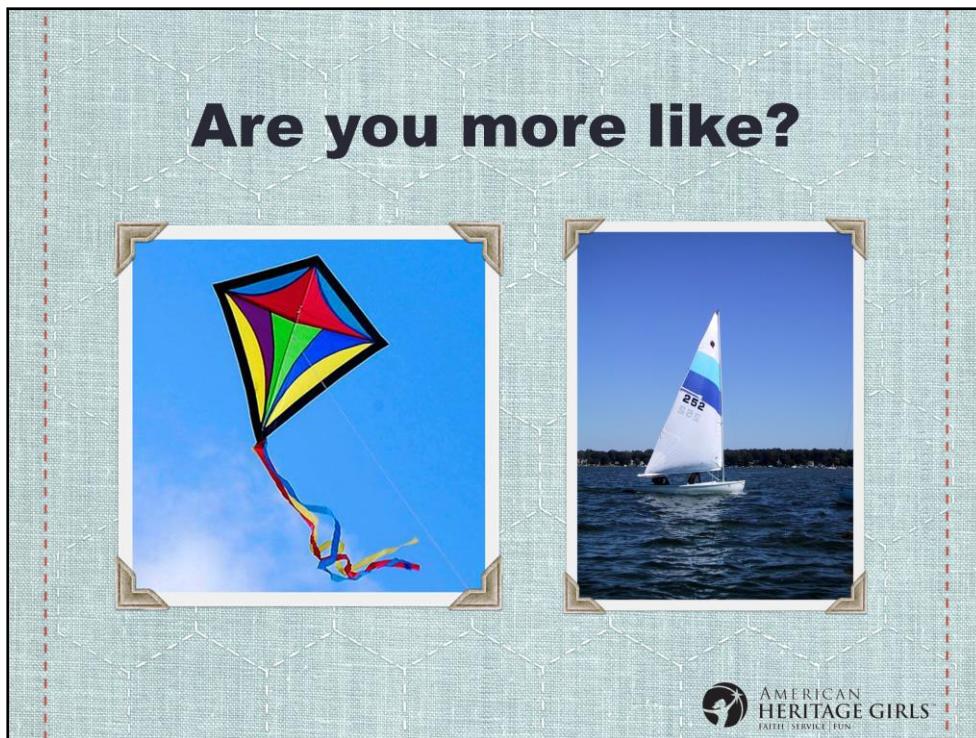
After describing the 6 Program Emphases in this section, now facilitate AHG Basic Training Activity Guide **“Activity 3 – Program Emphases Scenarios”**

Distribute scenario cards to groups of 2-4 depending on the size of your group.



“Time to Reflect” moments are a time where we ask that you look inward, reflect on what we have been discussing and what you have learned, and listen for what God might be sharing with you personally.

Take a few minutes to answer this question, in the space provided, on your **“Time To Reflect Worksheet”**, then take a five-minute stretch break!

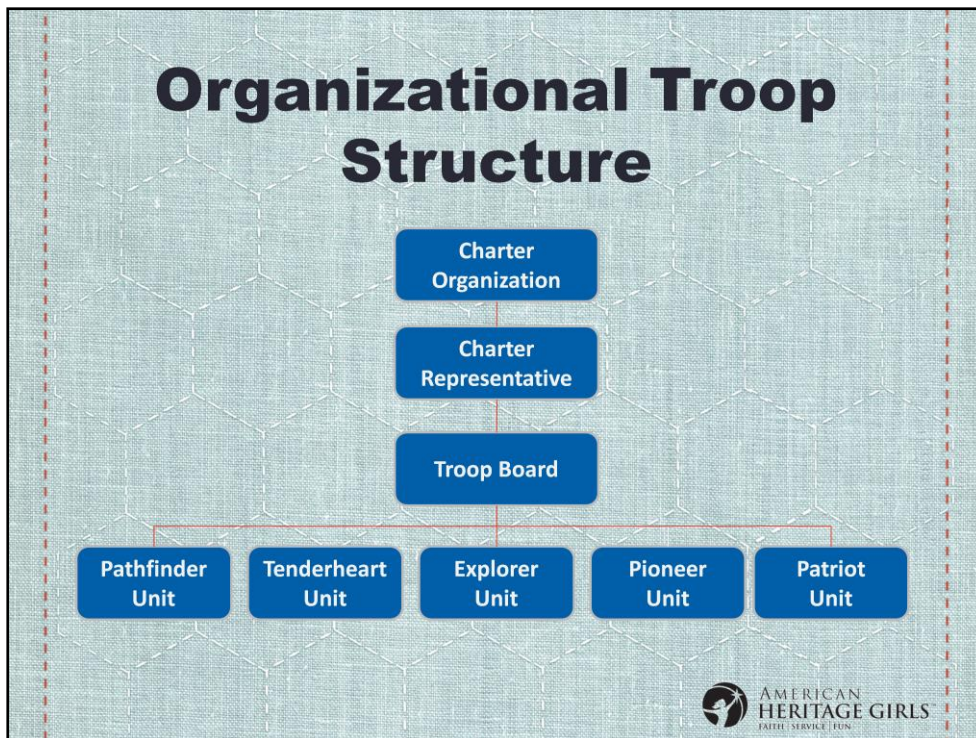


After everyone is settled back into their seats, Facilitate AHG Basic Training Activity Guide **“Activity 4 – Are You More Like?”**

“This next activity will demonstrate what Habitudes, AHG’s in Troop Leadership Principle Curriculum, does to drive a concept home for the girls. Although Habitudes uses imagery to teach leadership principles, today we want to take the power of the image and use it to create an environment where you can connect with one another. This activity is designed to engage a different part of your brain. Jesus modeled this for us when he spoke in parables. He used an image to connect with his audience, those that could put themselves in the scene, understood his point. The Habitudes curriculum challenges girls to insert themselves into the idea or picture in order to gain a deeper understanding of the concept. So now you are going to creatively interpret several images to decide which one better represents you, bringing the image to life and allowing your partner to gain a better understanding of who God made you to be!

*Facilitator’s note: model this activity with a partner in front of the group:

1. Read the slide, “Are you more like a kite or a sailboat?”
2. Explain which one you are and why. For example: “Hmm.. I think I am more like a sailboat because, even though they are both directed by the wind, the sailboat has the ability to move around the whole lake freely and the kite is constrained to a fixed location.”
3. Have your partner share as well, “I feel like I am more like a kite because at times I feel like I am just flopping around in the wind, when I am actually being anchored down by God and directed by His Spirit.”
4. Instruct the participants to partner up and make their way around the room and do the same. Give them 10 minutes to do this activity. Let them know it’s okay if they do not make it to every image.



As mentioned earlier, the Charter Organization is the “owner” of the Troop and the authority at the local level. The Charter Representative is the liaison between the Charter Organization and the Troop.

The Troop Board, which includes the Troop Coordinator, Vice Coordinator, Troop Shepherd, Troop Treasurer and the Charter Rep, is the governing body for the Troop. In addition to the Troop Board, other members of the Troop’s Leadership Team would include Unit leaders, and Assistant Unit Leaders, as well as a variety of other adult Volunteers. Troops may vote to add members to their Troop Board such as a representative from the group of Unit Leaders, particularly if the Troop is very large. It is absolutely vital that communication between Volunteers and families flow freely with all constructive input welcomed.

In order for everyone to understand how the Troop is run and any key rules and policies, each Troop creates a Troop Policy Handbook that includes the policies of AHG along with any “best practices” that may be unique to the Troop. These Policy Handbooks should be distributed to each family at the beginning of the year, preferably during the Parent Meeting when parents register their girls and themselves, if Volunteering.

Running an American Heritage Girl Troop is a group effort - *Many hands make light work and many hands bring talents and treasures that complement one another.* Always be thinking about ways to invite adults to volunteer and become engaged with the Troop.

Succession planning for the Troop Board members as well as Unit Leaders is critical. Ideally Troops will have someone shadowing or learning from the current Troop Volunteer whose role they will be assuming.



AHG has many standards in place to maintain a safe and healthy environment for its members. All adults serving in the Troop must register with American Heritage Girls, Inc., submit to a National Background Check, and complete AHG's KEYS to Child Safety Youth Protection Training. It is also necessary for Troops to have appropriate numbers of First Aid and CPR/AED certified adults at all events and activities.

Distribute "7C's of Selection Handout"

Ideally the Charter Organization should help with identifying Volunteers who would be ideal to serve in the Troop. Troops should gather references from adults wishing to serve, and meet with them to discuss their role to determine the best fit. Consider the all important *7C's of Selection*; this is a great tool for selecting Volunteers. AHG also suggests using tools like a Spiritual Gifts Assessment to be sure that adults are volunteering in an area of giftedness to both serve the Troop well while energizing the Volunteer.



Distribute “10 Ways To Keep Your Troop Safe – AHG Health & Safety Highlights”

AHG Troops participate in a variety of events and activities from regular Troop Meetings, to service projects, to field trips, campouts, and more. AHG Troops are responsible for administering the AHG program in a safe and responsible way. A thorough understanding of rules and best practices as well as compliance with AHG’s Health & Safety Guidelines is crucial to manage risk. Adherence to the Health & Safety Guidelines is also required in order for each AHG member to insure coverage by AHG’s group liability insurance.

AHG, Inc. has age guidelines and particular safety requirements for certain activities. Some activities are considered “High Adventure” and require additional consideration, documentation, and the High Adventure Health & Medical Form for participants.

All Adult Volunteers should view and understand AHG’s Health & Safety policies. They are available online in the treasure trove of information called AHGsource.

Troop Planning



Planning is perhaps the most crucial part in conducting an effective, safe and enjoyable AHG meeting, event or activity for girls. Proper planning allows activities to run with ease, risk to be reduced and an effective matching of girls needs and desires. Planning can seem like an overwhelming task, but investing time during the planning stage reaps a great harvest as Troop Members are able to know what to expect and enjoy a well-planned Troop Program Year.

Volunteers should remember to engage girls in the process – ask them what they want to do, learn, and experience in the life of their AHG Troop and let their interests and desires help drive the Troop's calendar of events.

Good questions to consider include:

- What is the vision for our Troop this year? How do we want the girls to grow? What opportunities will afford such growth?
- How many girls do we have? What ages/Levels?
- How many Badges do we want to complete? Are there girls eligible for Level Awards?
- How many outdoor experiences do we want to incorporate?
- What 3 (or more) service opportunities are we going to plan?
- What about social events, parties, or special ceremonies?
- What about activities with other Troops in the local area? Are there National offerings in which we want to participate?
- Would we like to pursue the Honor Troop Award? If yes, at what level?

Once you have an idea of what the Troop wants to accomplish, start plugging things into a planning calendar and take it from there. AHG, Inc has a variety of resources available to assist you. Have fun and dream big God-sized goals!

Working With Other Volunteers



As your Troop matures and grows, the Troop leadership and families will become more comfortable with the program elements and grow closer in relationship with one another.

It is often said AHG is not just a ministry for girls; it is a ministry for families. Consistent, intentional spiritual growth will make your AHG journey a true blessing to yourself, those you encounter and to our Heavenly Father.

Not only is it important to be intentional with your personal spiritual development, but you must also be intentional to build relationships among the Adult Volunteers in your Troop. Relationships take work and active listening is critical. Troop Shepherds are often an ideal choice to engage leadership in Troop Bible Studies or book clubs. Volunteers encourage one another through praise and prayer reports or they may just simply share a delicious meal together. If the leadership truly cares for one another, so will the girls. Healthy Troops, are those that are led by Volunteers who know and care for each other well. Creating women of integrity is done not only by instruction but by example as well. Don't be surprised that those you serve with will soon become some of your best friends!

Plan for and set aside time in your Troop for the Troop's Leadership Team to have some "girl time", fun and fellowship!



Hear the impact that serving with American Heritage Girls is having in the lives of these Volunteers.

Play video clip when you are ready. (Hover on screen at bottom left for Play button)

Embracing Conflict

“If your brother or sister sins, go and point out their fault, just between the two of you. If they listen to you, you have won them over. But if they will not listen, take one or two others along, so that ‘every matter may be established by the testimony of two or three witnesses.’ If they still refuse to listen, tell it to the church; and if they refuse to listen even to the church, treat them as you would a pagan or a tax collector.” – Matthew 18:15-17 (NIV)



Conflict is inevitable. God has designed each person uniquely. This uniqueness may cause relational stress, broken communication, and misunderstanding. If everyone was created in exactly the same manner, sharing exactly the same opinions, sharing exactly the same experiences, one may experience less conflict, but wouldn't life be boring?

Conflict will happen. And conflict can be a very good thing, particularly when it draws us closer to God- putting ourselves aside and seeking His divine counsel. Passionate people will have conflict and passionate people typically make up the Volunteer corps of an AHG Troop.

Conflict, however, if not dealt with quickly and effectively, can significantly impact the effectiveness of a Troop and in turn affect the girls. AHG believes the biblical model of conflict resolution detailed in Matthew 18 is the best solution.

Troops should be familiar with this model and with the Steps To Resolving Conflict flowchart available in AHGsource and in the Sample Troop Policy Handbook. Troops should communicate expectations and policies clearly to families and to Volunteers serving in the Troop to minimize conflict.

Conflict, confronted and resolved well, with Christ-like behavior can be a source of great growth for the individual and deeper connection as a leadership team.



AHG encourages Troops to recognize, honor, and thank their dedicated Volunteers. AHG offers Volunteer Pins and Tenure Pins, as well as Gem of a Leader and Jewel of a Coordinator Awards. Detailed information about Volunteer recognition can be found online in AHGsource.

Have fun thinking of creative ways to show your appreciation. Get the girls from the Troop involved, allowing them to “pay it forward” thanking the Volunteers. This can be done during AHG’s Volunteer Appreciation Week in April or perhaps during the Court of Awards at the Year End Ceremony. Anytime, Adult Volunteers love a hand made card thanking them for a job well done!



Distribute copies of the “Five Key Resources for AHG Volunteers” document.

AHG, Inc. is consistently developing resources to assist Volunteers in delivering the AHG Program. The most up-to-date resources, trainings, and documents can be found in AHGsource. AHGsource is accessible by all registered AHG Adults. Several times a month, AHG sends emails to its Volunteers that contain timely, valuable information to assist your Troop. AHG, Inc.’s monthly e-publication “AHGsource FOCUS” will also direct Troops to new and updated resources. Please insure that all Troop Volunteers are registered for safety reasons and in order to have access to the valuable resources that the National Office provides.

Other useful resources for Volunteers include:

- Other Troop Volunteers
- Troop Coordinator
- Troop Board
- Charter Organization
- Hometown Mentor or other High Impact Partners
- Other local Troops
- AHG Troop Coach in the National Office



The AHG Inc., National Office in Cincinnati, Ohio is responsible for professionally guiding the ministry. The National Office has staff that handles:

- Branding & Marketing
- New Troop Development
- Member Services
- Training Tools and Leadership Development
- Program Development and Program Relationships
- Fiscal Responsibility
- Risk Management
- Merchandise Sales
- Strategies for continued growth

Since the birth of American Heritage Girls in 1995 around a kitchen table, dedicated Volunteers are the ones who put the program into action! They are modeling the Oath and Creed to the girls and helping to fulfill the AHG Mission. The AHG, Inc National office is committed to supporting, guiding, and partnering with its outstanding Volunteers.



Facilitate AHG Basic Training Activity Guide **“Activity 5 – Safety Awareness Scenarios”**

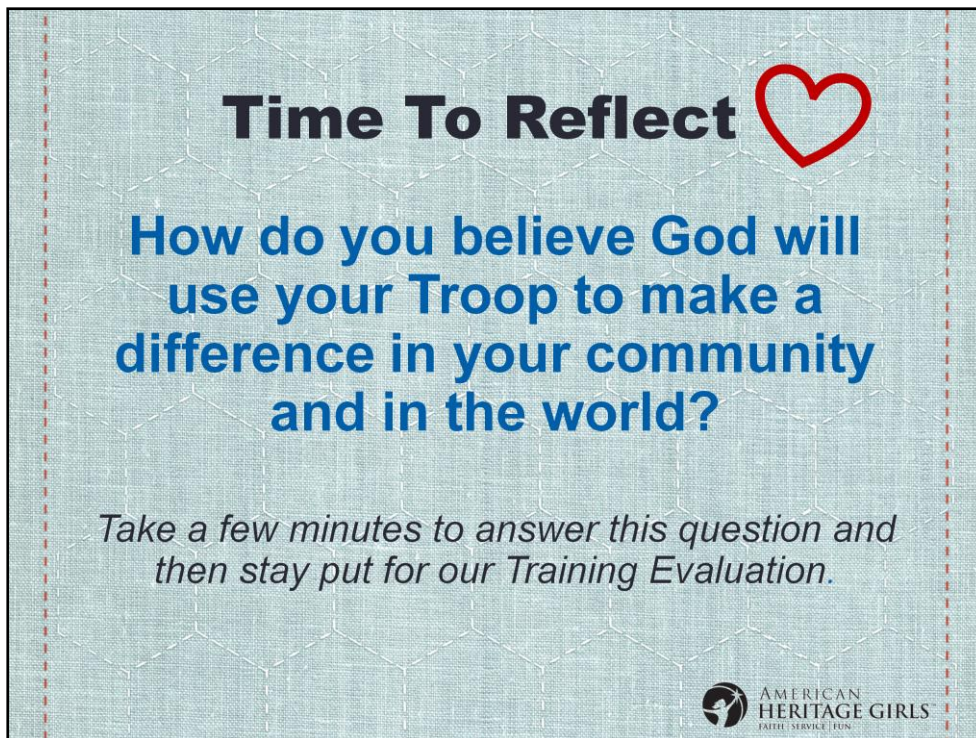
Distribute scenario cards to groups of 2-4 depending on the size of your group.



Now that we have spent some time learning about AHG's mission, about the program itself, about the role of Volunteers in delivering the program, here's the fun part – IT'S TIME TO GO DO IT!

As you reflect on all of the practical knowledge that has been shared today in this training, take some time to see the real-life stories of girls and leaders in AHG and what a dramatic and positive impact the program is having in their lives. Welcome to the Journey!

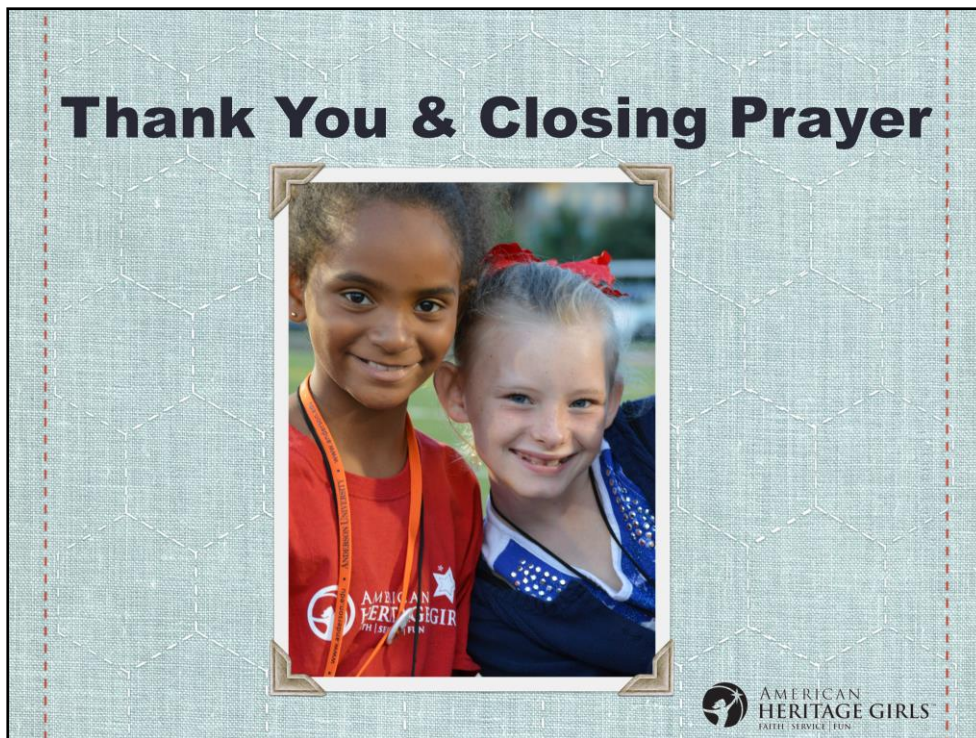
Play video clip when you are ready. (Hover on screen at bottom left for Play button)



“Time to Reflect” moments are a time where we ask that you look inward, reflect on what we have been discussing and what you have learned, and listen for what God might be sharing with you personally.

Take a few minutes to answer this question, in the space provided, on your **“Time To Reflect Worksheet”**, then stay put for our Training Evaluation.

Distribute Training Evaluation Sheets.



Thank participants. Talk about how evaluation and assessment are important to helping our organization grow and improve. Let them know of any next steps for training that day (if applicable).

Let participants know where to leave their Training Session Evaluation Sheets.

Close in prayer.

Use the Charge/Prayer below and feel free to add in your own special touches. Allow Training Session attendees to offer prayers as well.

Charge/Prayer : “Father God, we thank you for bringing us together today to learn more about Your ministry – the American Heritage Girls. Help us dear Lord to understand the importance of our role. Father, help us to seek You continually as we fulfill Your work. May we bring our love for You into each meeting and each activity and may every girl see You in us. Father we ask for a hedge of protection from the adversary for our families and our Troop’s families as we embark on this journey. May the meditations of our heart and the sacrifices of our hands be pleasing to you Oh Lord! Amen.