

# MEMO

Attachment E



**Date:** April 12, 2012  
**To:** Board of Directors  
**From:** Barbara J. Bonifas, CEO  
**Subject:** Memorandum of Understanding

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Please review the attached Memorandum of Understanding and two articles from a recent issue of *The Chronicle of Philanthropy* (Attachment F). We will discuss our work to date on the social issues facing Girl Scouting and our progress in sharing this memorandum of understanding. The articles are interesting because they report on the types of scrutiny and “culture wars” being waged on nonprofits, as well as the effect that social media is having on Girl Scouts and other nonprofits.



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**MEMORANDUM OF UNDERSTANDING**  
**Girl Scouts of Western Ohio**  
**Archdiocese of Cincinnati Parish or School**  
**Archdiocese of Cincinnati Office of Youth & Young Adult Ministry**

This memorandum of understanding constitutes an agreement between an **Archdiocese of Cincinnati parish or school with Girl Scout troop**, the **Girl Scouts of Western Ohio**, and the **Archdiocese of Cincinnati Office of Youth & Young Adult Ministry** for the purpose of confirming a framework for the cooperative relationship detailed below.

Girl Scouting is proud of its long-standing and mutually supportive relationship with the Catholic Church, which dates back to 1914. As noted in its constitutional documents, the motivating force in Girl Scouting is spiritual. Through Girl Scouting, young women are encouraged to become stronger members of their respective faith communities:

We, the members of Girl Scouts of the United States of America (are) united by a belief in God... (*Preamble, Constitution of Girl Scouts of the United States of America*)

Grounded in the Girl Scout Promise and Law, Girl Scouting is a nonformal, experiential, and cooperative education program that promotes girls' personal growth and leadership development. (*Constitution, Article III, Girl Scouts of the United States of America*)

On my honor, I will try: To serve God and my country, To help people at all times, And to live by the Girl Scout Law. (*The Girl Scout Promise*)

The Archdiocese of Cincinnati acknowledges decades of mutual support and close cooperation with Girl Scouting. Girl Scout troops have been a consistent presence in a great many of our parishes and schools for generations, working in close cooperation with Catholic pastors, principals and other Church leaders to nurture the healthy development of young women, and building faith through the Catholic religious awards programs. Moreover, in its Catholic Committee on Girl Scouting the Archdiocese has benefited from decades of extraordinary volunteer service by Catholic women and men who have found in the Girl Scout program a means to help Catholic girls develop into capable and confident Catholic women who take great pride in their Marian Medal and other religious awards.

As regards the Girl Scout troop(s) at \_\_\_\_\_ (*insert name of host parish or school here*), and based on this long and fruitful history, the Girl Scouts of Western Ohio, the parish or school named above, and the Archdiocese of Cincinnati Office of Youth & Young Adult Ministry agree to the following:

**Girl Scouts of Western Ohio agrees to:**

- Respect the teaching of the Roman Catholic Church, and the practices, policies, aims and objectives of the Archdiocese of Cincinnati and its parishes and schools;
- Assist in meeting those objectives through its programming for girls aged 5-17 and through support of religious awards;
- Provide year-round support to the Girl Scout troops/groups and volunteers located in Catholic institutions (e.g., parishes, schools);
- Maintain regular, ongoing communications with the Archdiocese of Cincinnati, normally through the Office of Youth and Young Adult Ministry;
- Communicate regularly and work closely with and support the parish's or school's designated liaison;
- Provide policies, procedures and assistance to ensure the selection of quality Girl Scout leaders and other volunteers;

- Screen and approve Girl Scout leaders and volunteers in accord with Girl Scout policies and procedures and the policies and procedures of the Archdiocese of Cincinnati and the parish or school in which the Girl Scout troop is located;
- Operate its troops and volunteers that are located in Catholic institutions in compliance with Catholic teaching and Archdiocesan policy, with due attention to the Archdiocese of Cincinnati Decree on Child Protection;
- Promote and provide support for the achievement of religious awards;
- Provide general liability insurance for volunteers currently registered with Girl Scouts of the USA; (Note: Coverage is provided with respect to claims arising out of an official Girl Scout activity, and is in effect when claims exceed the volunteer's insurance regarding losses arising from the ownership, maintenance, or use of a motor vehicle or watercraft.)
- Provide the training and support necessary for volunteers to effectively carry out the Girl Scout program;
- Provide and adhere to due process described in the Girl Scout grievance procedures, in cooperation with representatives of the parish or school and the Archdiocese of Cincinnati;
- Participate in good faith in resolving any and all grievances, whether initiated by the Girl Scouts through their grievance procedures, the Archdiocese, or the parish or school;
- Establish regular, clear and ongoing communications with parish or school leadership;
- Recognize and honor the principle that religious instruction is the responsibility of parents and religious leaders.

**The Archdiocese of Cincinnati parish or school \_\_\_\_\_ (insert name of parish or school here) agrees to:**

- Provide adequate facilities for the Girl Scout troop and/or service team to meet on a regular basis with time and place reserved;
- Approve the adult leadership selections of the Girl Scout program operating on the premises of the parish or school, in accord with the policies and procedures of the Archdiocese of Cincinnati and the parish or school in which the Girl Scout troop is located, and in cooperation with the screening and approval procedures of the /Girl Scouts;
- Include Girl Scouting as one part of its overall program for youth and families;
- Appoint an official liaison who will oversee all Girl Scout operations within the parish or school, and who will become a registered member of Girl Scouts of Western Ohio so as to obtain relevant information and communications, and meet regularly with a representative of the Girl Scouts of Western Ohio;
- Ensure that its adult Girl Scout leaders and volunteers are in compliance with the Archdiocese of Cincinnati Decree on Child Protection, and any other applicable policies, and have received the necessary Girl Scout and church ministry training and preparation in accord with their roles;
- Oversee the Girl Scout program so as to ensure its quality and its alignment with Catholic teachings and Archdiocesan policy and procedures.

**The Archdiocese of Cincinnati Office of Youth and Young Adult Ministry agrees to:**

- Provide ongoing support for religious awards programs through its Catholic Committee on Girl Scouting and Office of Youth and Young Adult Ministry;
- Provide guidance to the Girl Scouts of Western Ohio and individual Girl Scout troops/groups operating in Catholic settings (parishes, schools, etc.) in matters related to Catholic teaching and/or Archdiocesan policy;
- Participate as appropriate in resolving grievances having to do with Church teaching and/or Archdiocesan policy;

- In conjunction with the Girl Scouts of Western Ohio and the Archdiocesan Catholic Committee on Girl Scouting, establish standards of quality for Girl Scout troops and volunteers, including but not limited to special provisions for orientation and training for Girl Scout leaders operating in Catholic settings.

This memorandum of understanding will be in effect for three years, renewable, and may be terminated by any one of the above parties at any time.

Parish Pastor or School Principal

Signed: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

Girl Scouts of Western Ohio

Signed: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

Office of Youth & Young Adult Ministry

Signed: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_