# 2024 TPM Cookie Training





## **Hearthside Leadership**

"For me, it's all about teams learning and growing together, achieving ever-greater levels of performance, deepening commitment to our customers and striving to be their preferred partner. Hearthside's organization and culture are poised for transformational performance and growth, and I look forward to leading the company on that valuable mission."

#### Darlene's leadership values

- 1. Power in a team–working, thinking and believing together
- 2. Inclusivity–everyone can add value, provide new perspectives
- 3. Personal accountability and ownership
- 4. Transparent and open communication
- 5. Speed wins-learn fast, think fast, act fast, turn and pivot
- 6. Continuous improvement-be the best at getting better
- 7. Learn every day
- 8. Share a common goal

#### Darlene Nicosia, CEO





Bobbi Jo Raffetto COO



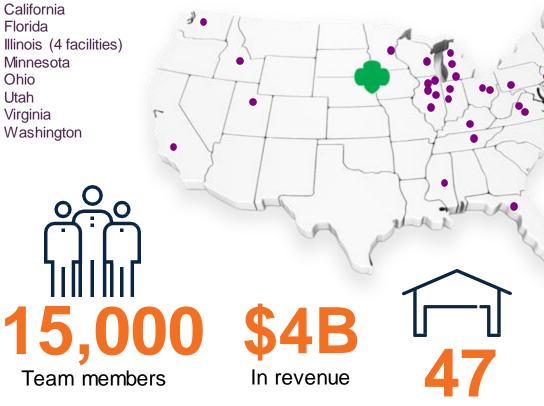
Aneth Padron Boozer VP Transformation



## Where do we get our cookie power?

#### Fresh & Frozen facilities:

- California
- Florida •
- Illinois (4 facilities)
- Minnesota
- Ohio
- Utah
- Virginia
- Washington



**Facilities across US** 

& Europe

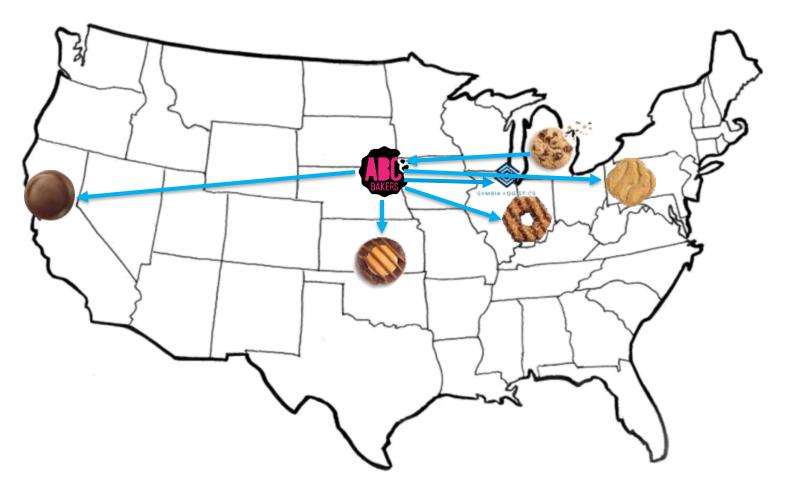
Shelf-stable facilities:

- Idaho
- South Dakota
- Illinois (8 facilities)
- Indiana
- Kentucky
- Michigan (4 facilities)
- Minnesota
- Mississippi
- Netherlands
- New Jersey
- Ohio (2 facilities)
- Tennessee (2 facilities)
- Virginia
- Pennsylvania
- Wisconsin

www.hearthsidefoods.com www.abcbakers.com



# This distribution network increases flexibility and reduces risk





## Actions have been taken to support your growth

Hearthside invested and made strategic choices so that our great tasting cookies are available for every selling moment





## Journey of a Girl Scout Cookie





## Meet the Cookies



## We proudly bake <u>A</u>merica's <u>Best C</u>ookies

## **5 Core Classics**











CARAMEL DELITES PEANUT BUTTER SANDWICH THIN MINTS

PEANUT BUTTER PATTIES TREFOILS

## +4 More Crowd Pleasers









CARAMEL CHOCOLATE CHIP



LEMONADES

TOAST-YAY!

# ABC offers healthful features for consumers at no additional cost











✓ 6 varieties are made with vegan ingredients





### **Lemonades**®

This original treat features the slightest hint of lemon, for a refreshing, completely unique flavor that stands out as a beloved Girl Scout staple!

Highly sought after cookie with some Council mix percentages reaching +13%

Contains: soy, wheat. Manufactured in a shared facility with: milk, peanut, coconut





YAY! French Toast inspired cookies dipped in delicious icing and full of flavor in every bite!

6% average Council mix

Contains: wheat, soy. Manufactured in a shared facility with: milk, peanuts, coconut





## **Caramel Chocolate Chip**



 ✓ Free of the five major allergens: wheat, peanuts, eggs, tree nuts and soybeans.

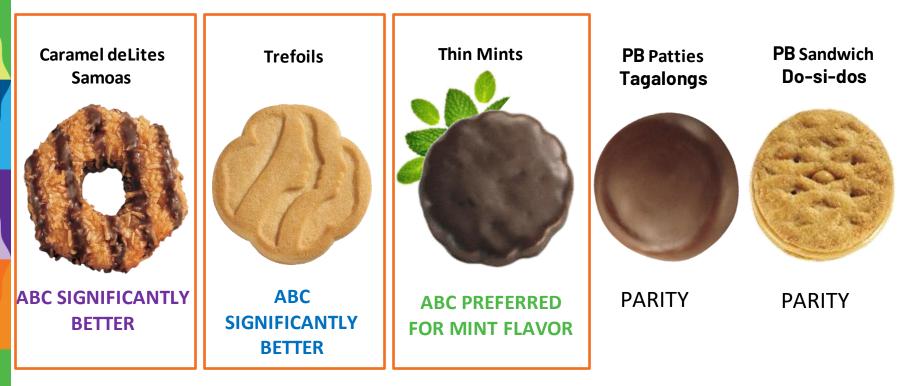
- ✓ Made with real chocolate
- ✓ Re-sealable pouch





# Our core cookies are professionally tested and preferred

We partner with Contract Testing, Inc. They combine the best practices of sensory science and product research with leading-edge insight based on reviewing research for hundreds of products.



- No cookies from the other baker were preferred.
- Our cookie names are easy for girls to learn and for consumers to understand!



### No change in counts or weights in over a decade

Complete nutritional info at abcbakers.com and abcsmartcookies.com

Cookie Variety	Net Weight	Number of Cookies
Thin Mints	9 oz	32
Caramel deLites	7 oz	15
Peanut Butter Patties	6.5 oz	15
Trefoil	9 oz	40
Lemonades	8.5 oz	16
Peanut Butter Sandwich	8 oz	20
Toast-yay!	8.5 oz	16
GF Caramel Chocolate Chip	5oz	12
Adventurefuls	6.5 oz	15



## ABC innovation in Girl Scout cookie packaging







## We also seek to make the world a better place

208.26m GALLONS OF WATER

Over 500k TREES

**1.78m** POUNDS OF AIR PARTICULATE

> 124.95m KILOWATT HOURS

**Over 100k** CUBIC YARDS OF LANDFILL MATERIAL

> **12.19m** GALLONS OF FUEL



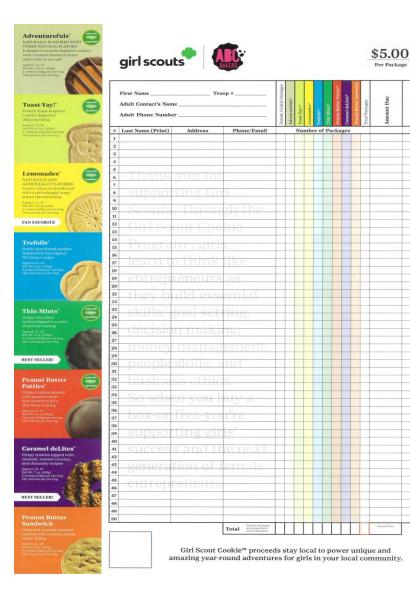


## **Gluten-Free and the order card**

42 43 44

45 46 47

48 49 50



- Help manage GSU supply.
- Encourage girls to share their QR code to their digital site.
- Discuss with Girl Scouts and their family other ways they can market this cookie.
- We plan to have them in the cookie cupboards in March.
- If it's not available online or for direct ship, it's no longer available to order.



## **Talking Points, Hints, and Helpers**

- Review with your families and Girl Scouts
- Meant to support you and Girl Scouts with questions
- Can use the document to answer with printed statements or can put into their own words
- Not meant to forward as a document to those outside of Girl Scouts





## Introducing the theme for 2024!



Every Girl Scout has their own magic skills they can unlock during cookie season! Girls can have fun while building upon what they already know and have yet to learn. Just like Lottie the axolotl, every girl has the magic skill of regeneration and growth!



# Our digital toolkits and online resources are easy to access

#### Volunteers

- Theme clip art, certificates, etc.
- Selling safely video and tips
- Cookie information & calculators
- Activity tips and how-to's
- Standard forms
- Rally Guide

### **Girls & families**

- Booth sale poster
- Girl videos
- Activity tips & how-to's
- Social media kit



### Doorhanger





# We offer virtual training and powerful online tools for cookie volunteers

















ABC IMAGE LIBRARY flickr



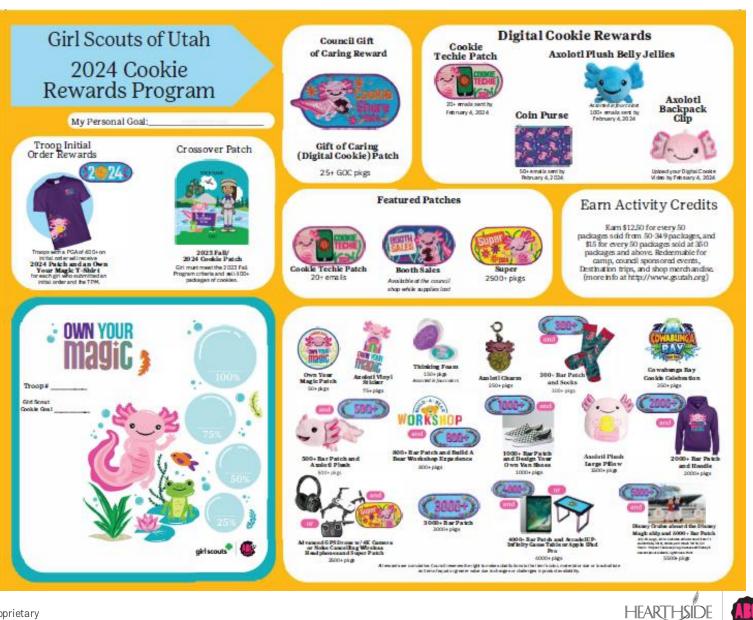
DIGITAL GUIDES & Council resources available



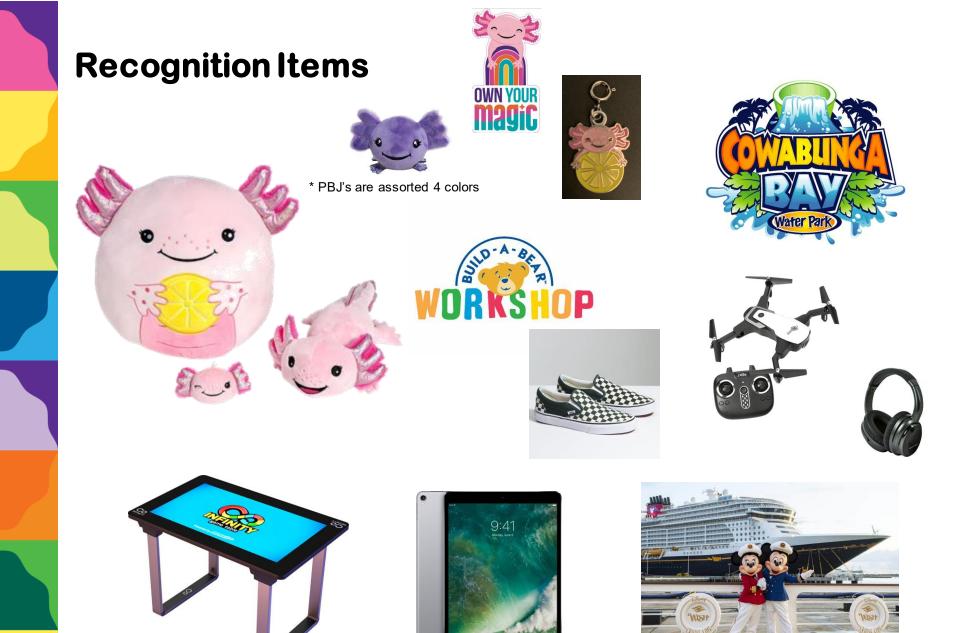
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## **Recognition Insert**



FOOD SOLUTIONS





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## Program



The purpose of the Girl Scout Cookie Program ...it's about more than just selling cookies. Help girls learn the five skills:



#### Goal Setting

Girls set cookie sales goals and, with their team, create a plan to reach them. This matters because girls need to know how to set and reach goals to succeed in school, on the job, and in life.

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#### Decision Making

Girls decide where and when to sell cookies, how to market their sale, and what to do with their earnings. This matters because girls must make many decisions, big and small, in their lives. Learning this skill helps them make good ones.



#### Money Management

Girls develop a budget, take cookie orders, and handle customers' money. This matters because girls need to know how to handle money—from their lunch money to their allowance to (someday) their paycheck.



#### People Skills

Girls learn how to talk (and listen!) to their customers, as well as how to work as a team with other girls. This matters because it helps them do better in school (on group projects, on sports teams, and on the playground) and, later, at work.



#### Business Ethics

Girls act honestly and responsibly during every step of the cookie sale. This matters because employers want to hire ethical employees—and the world needs ethical leaders in every field.



#### girl scouts

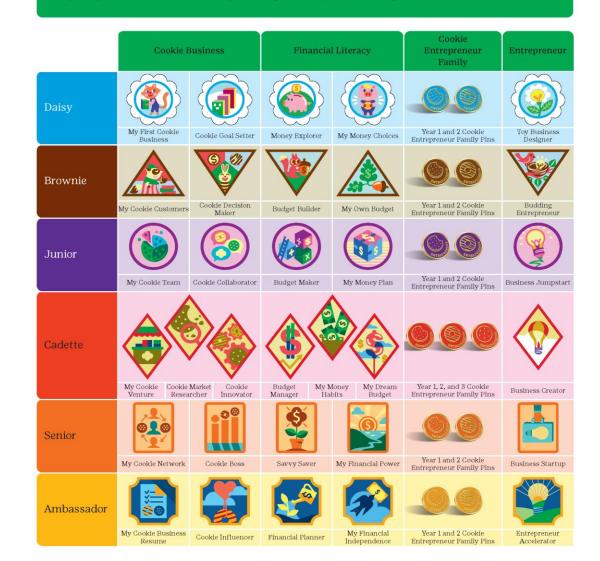
#### Progressive Learning with Badges

#### Family Entrepreneurship Pins

## Council or SU programs/rallies

#### Entrepreneurship Badges & Pins

When you sell Girl Scout Cookies, you practice-goal setting, decision making, money management, people skills, and business ethics—as you learn to think like an entrepreneur. You can earn badges and pins each year you run your own Girl Scout Cookie business. Then explore your own business idea by earning an Entrepreneur badge.



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## **Important Program Dates**

December to January 20: Service Unit Cookie Rallies

January 16: Digital Cookie email campaign begins. Girl Scouts can set up storefront and send emails

January 20: Cookie program begins

January 27: Smart Cookies cookie booth signups fast pass begins January 30: Smart Cookies cookie booth all signups begin February 4: end of Initial Order taking February 6: TPM deadline for initial orders 8:00 p.m. February 7: Service Unit deadline for initial orders 8:00 p.m. March 2: Baileys warehouse pickup March 4-9: outlying cookie deliveries March 15-30: Cookie Booths March 30: Cookie program ends April 8: TPM deadline to submit all troop to girl transfers and rewards 8:00 p.m.

April 8: TPM deadline to submit all troop to girl transfers and rewards 8:00 p April 9: Service Unit deadline for final rewards 8:00 p.m.

Full calendar available online at gsutah.org and in training manuals. This is not all inclusive



# Banking and Finances



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#### **Cookie Finances**

#### ACH Schedule

- March 21: Troop accounts may be ACH debited for \$1/package of the initial order less digital cookie payments.
- April 8: Troop accounts ACH debited for the remaining balance owed begins.

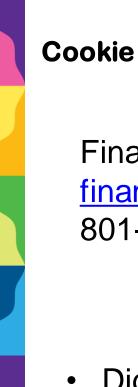
Council might delay ACH sweep due to changes in the program.

#### Non-Sufficient Funds (NSF)

We recognize there might be extenuating circumstances which prevent a troop from having \$1/package or remaining balances due by the ACH dates.

TPM needs to contact Linda Neeley, CFO, at 801-716-5112 if they are not able to pay the final balance due by the due date.





#### **Cookie Finances**

Finance Department finance@gsutah.org 801-716-5129

- Digital Cookie: Council takes care of all credit card fees
- Venmo not allowed
- Square or Zelle: Troops incur credit card fees



#### **Cookie Finances**

#### **Troop Proceeds**

• Troop Proceeds are \$.70/package

#### Troop Opt Out

- Cadette, Senior and Ambassador troops may opt out of rewards for extra **activity credits.**
- Girls in opt-out troops receive all patches, troop rewards, cookie celebrations and high-level rewards *(if earned).*
- TPM can choose the opt-out option in Smart Cookie.

Each 500+ seller will receive an additional \$10 Each 800+ seller will receive an additional \$15 Each 1000+ seller will receive an additional \$20 These totals are not cumulative. Girls selling less than 500 packages are not affected.

Girls will receive all patches, troop rewards, Cowabunga Bay, Build-A-Bear and council higher level rewards.



## Submit Initial Order and Recognition

- TPMs enter in the cookie order by variety for each girl from the Girl Order Card. NEW THIS YEAR: Caregivers can enter their Girl Order Card into Digital Cookie and it will automatically send to Smart Cookies. Digital Cookie orders automatically populate into Smart Cookies once the caregiver has approved the order.
- Enter booth cookies by variety into Smart Cookies.
- TPM SUBMIT their IO by 8:00 P.M. on February 6, 2024.
- If you miss the deadline or need to make an adjustment after submitting, you will need to contact your SUPPR before the SUPPR deadline.



## **Initial Order Pickup/Delivery**

## Warehouse Pick-up: Saturday March 2, 2024

North Salt Lake 400 N. 700 W.

Salt Lake Distribution Center 1525 S. 5282 W.

Ogden 2940 Midland Dr. St. George 715 E. Commerce Dr.

Cedar City TBD

Lehi 333 Millpond Dr. Unit #7



Additional pre-arranged deliveries will be the week of March 4-9. Delivery schedule will be created by Baileys based on warehouse needs, driver, and truck availability.



## **Booths**





## **Booth Scheduler**

- New for 2024: Booth sign-ups are NOT in cumulative rounds, which means if you miss round 1, you will only be able to sign up for 2 booths in round 2. Each round is open for a set amount of time, except round 3, which does not close.
- Sign-ups are not limited by chain.

Round #	Start Time		# Choices	End Time	
Early Bird	January 27	8:00 AM	1	January 28	8:00 PM
1	January 30	6:00 PM	3	January 31	6:00 PM
2	February 1	6:00 PM	2	February 2	6:00 PM
3	February 3	8:00 AM	unlimited	n/a	n/a



# Council Sponsored Booth Locations DO NOT APPROACH

- Associated Food Stores
  - Dan's Market
  - Dick's / Kent's Market
  - Fresh Market
  - Lee's Marketplace
  - Lin's Fresh Market
  - Macey's
- Sam's Club
- Smith's
- Walmart
- Harmons
- JoAnn Fabric & Craft





### **Booth Procedures**

- Shifts are generally 2-3 hours.
- 2 adults and 2 Girl Scouts minimum and 5 maximum at each door.
- Caregivers supervising at a booth must sign a Conduct Agreement Form located on GSU website.
- All booth locations must be entered and approved in Smart Cookies.
- Troops must cancel shifts if they are unable to attend.
- If a troops must leave a shift early, do not cancel the booth in Smart Cookies.
- Adults must always supervise girls closely, including restroom breaks.



## **Cookie Cupboards**

- Cupboards open Thursday, March 7 (based on cookie availability).
  - Please check the gsutah.org website for cupboard hours as they may change based on troop needs.
- Place pending orders 24-48 hours in advance.
  - Helps with inventory management
- Only full cases of the same variety can be obtained until March 25.



# Smart Cookies and Digital Cookie

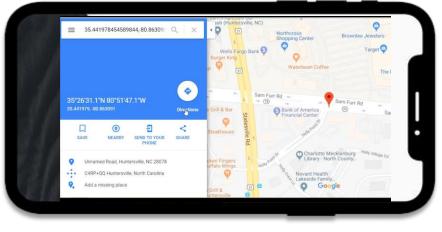


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# Smart Cookies sales management platform was developed and is supported by IBM to streamline and simplify the cookie experience

- Single sign-on and user-friendly responsive design across all devices (laptop, tablets, smartphones)
- Comprehensive booth management with social sharing capabilities. Smart Booth Divider makes assigning cookies to girls even easier.
- Real-time dashboards optimize inventory management for Troop, Service Unit, Council, and Cupboard Manager Flexible planned order process
- Extensive reports library: users, orders, booths, rewards, finances and inventory. Three year archive.







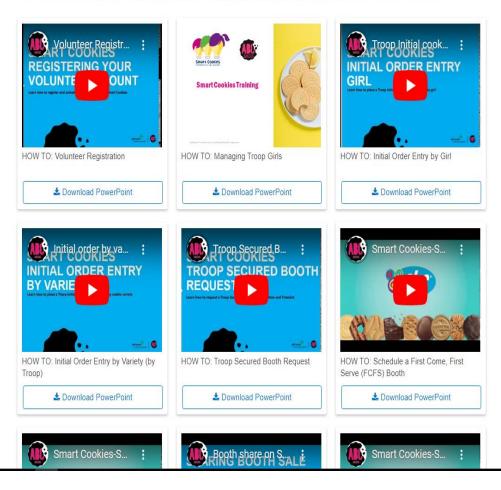
## Volunteer training in Smart Cookies Help tab

Safety and Smart Cookies Training 

Smart Cookies Training

#### **Smart Cookies Training**

Learn how to use Smart Cookies to build your cookie business, track goals, and connect with customers.





## **Smart Cookie TPM Training**

January 13, 2024 10:00 AM to 12:00 PM

Salt Lake Community College Student Events Center Room STC 130 4600 South Redwood Road Salt Lake City, Utah 84123

Registration available on gsutah.org beginning December 1 > Cookies tab Deadline to register is January 5, 2024



## DC24 Cloud = Digital Cookie

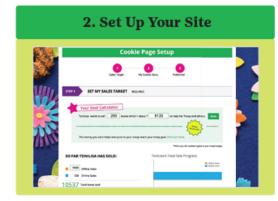
#### girl scouts

### Digital Cookie®

This cookie season, superpower your sale by adding Digital Cookie® to your toolkit.

1. Register for Digital Cookie®					
Create your	Digital Cookie Password				
for email addess: parentsemail@domain.com					
When you create you Password	r password, a confirmation email will be sent.				
	Passwords must be 8-16 characters, including 1 number, capital letter and lawercase letter, with optimal special characters 1, #, or \$				
Confirm password	SUBMIT				

Look for the Digital Cookie® registration email in your inbox to register. If you can't find it, contact yout council.



Take a few minutes to set your sales goal, share your cookie story, and upload a fun picture or video. Then publish and go!

#### Use the Digital Cookie® app to sell cookies wherever you go!

The app makes it easy for you to take payment from customers purchasing cookies.





Use the email in Digital Cookie® to reach out to customers. Ask them to visit your site, purchase, and share your site. Also, post your site on social media.

## 4. Track Your Progress



Use your Digital Cookie® platform to track sales and inventory and check progress towards your goal.

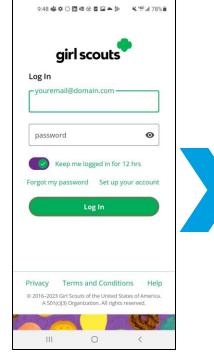
The Girl Scents name and mark, and all associated trademarks, including but not limited to Girl Scent Cookies, Girl Scent Cookie Program, Thin Minte, Trefois, Digital Cookie# and the Trefoil design and mark are owned by Girl Scouts of the USA.

Become a true cookie boss in four easy steps!



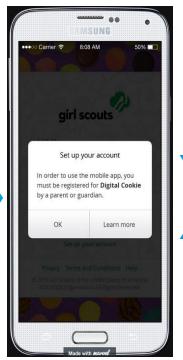
#### Mobile App-Logging In





Download the mobile app from the app store

Log in to the app using the same email and password created in Digital Cookie.

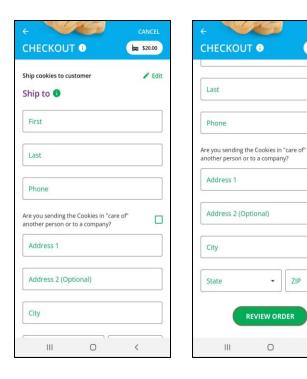


Girl Scout and troop sites must be set up in Digital Cookie using a browser first, before accessing the mobile app.

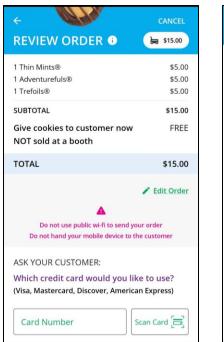


Select from the Girl OR the Troop persona. Troop login means the sales go to the whole troop-like at a booth.

#### Mobile App-Making a Sale



**Delivery or shipped orders** 



\$20.00

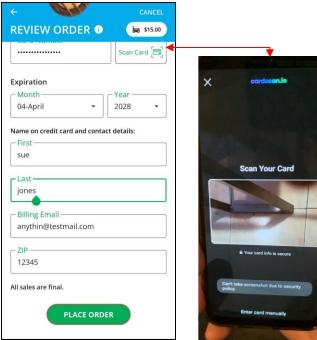
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**REVIEW ORDER** 

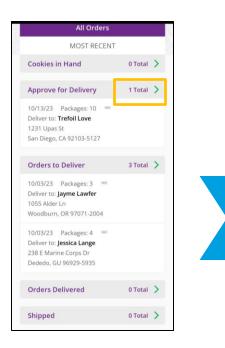
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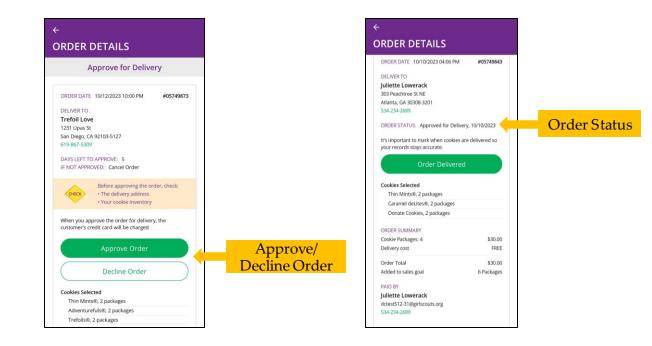
#### In-hand (Give cookies to customer now) orders

Scan Card

#### **Mobile App-Viewing Orders**

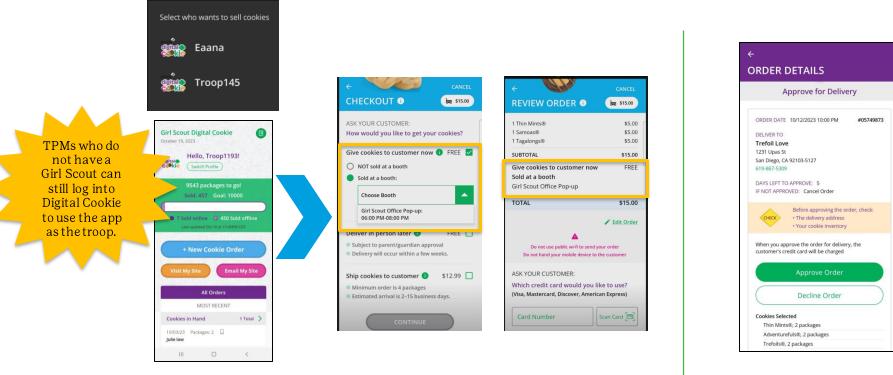


Click the green arrow in the section of orders you want to see more details.



Details about that customer's order including address, packages purchased, order status, and more.

#### Mobile App-Troop View



Troop View has the same options as the Girl Scout When placing a new cookie order under the troop, users have the option to assign a specific booth to the order.

All users will be able to approve/decline troop orders.

# **Social Media**



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## **Social Media Guidelines**

Please adhere to the following guidelines for girls/families/troops:

- You can market to collect indications of interest from family and friends.
- You cannot post a Fall Product Link on sites such as eBay, Craigslist, KSL Classifieds, Amazon, Next Door, Facebook Marketplace, yard sale sites, etc.
- All social media platforms should always be through accounts set to "private" or "closed".
- Friends and family or a Girl Scout must not market or share their contact information, sales links, or sales information on public-facing online sites. This also includes social media groups that are labeled as "closed" but include members of the public (city pages, special interest groups, yard sale sites, etc.). This ensures the safety of our Girl Scouts and adherence to the program sale guidelines, as well as the numerous posting guidelines on websites and social media.
- Please note it IS allowed to reply to someone's post with a comment directing them to send you a private message for a link. You should not, however, be the original poster on public pages asking people to message you. You cannot use paid social media advertisements to promote a Girl Scout's link or selling product in general.
- Girl Scouts must sign the <u>Girl Scout Internet Safety Pledge</u> before doing any online activities, and all online activities must be under the supervision of an adult.
- Do not expose a Girl Scout's email address, physical address, or phone number to the public.
- Girl Scouts under 13 can use their parent or guardian's online sites with their approval and supervision.
- Girl Scouts over the age of 13 may work in partnership with an adult to market products online, using the social media of the adult or their social media sites.







