



# Adult Recognitions in Girl Scouting

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## **Appreciation and Recognition**

Appreciation is an ongoing, everyday process for anyone, anywhere, anytime. Showing appreciation for one another is a good way to show respect, to relate to each other's strengths, and to build mutual commitment. Recognitions are tangible reminders of rewarding relationships between people and Girl Scouting.

Be creative in recognizing volunteers! Think "outside the box" when determining how your Service Unit can best recognize the unique talents and contributions of a member.

Giving and receiving recognition is part of every phase in the process of managing human resources. The adult recognitions system is designed to be a valuable component of every volunteer support system. It offers tangible, visible awards for significant service.

Expressions of gratitude vary, from informal words of thanks to formal acknowledgment at a meeting, from Troop greetings made by girls to an official award. Recognition should fit the service rendered and the individual or group recipient. At certain times a symbol made by girls would be appropriate; at other times a purchased token would be more meaningful.

Presenting the award or token of esteem at a suitable ceremony not only enhances the expression of appreciation, it also increases the significance for the recipient. Appropriate GSCB publicity about the award, the guest list for the ceremony and the verbal presentation will make the expression of gratitude memorable.

All awards noted in this brochure may be granted to a deserving Girl Scout only once during his or her Scouting experience. The person nominating a Girl Scout for one of these awards *cannot* also serve the dual role of serving as a party supporting the nomination. Other individuals must write letters of recommendation in support of the nomination.



Adult Recognitions in Girl Scouting

**Section I:** Summary of Adult Recognitions

**Section II:** Some Ways to Say Thank You

**Section III:** GSUSA Awards

**Section IV:** Service Unit Level Awards

**Section V:** Board Approved Awards

## **Section I: Summary of Adult Recognitions in Girl Scouting**

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## **Award**

## **Eligible Candidates**

### **GSUSA**

Years of Service Pin

Adult volunteers after completing **volunteer** service of five year intervals

### **Service Unit Level**

Green Angel Patch and Certificate

Troop Committee Members or active parents, Leaders and Service Team members

Outstanding Volunteer Award

Service Unit Event Director, Service Unit Day Camp Director, Troop Coordinator, Service Unit Product Sales Program Manager or Program Consultant

Outstanding Leader

Troop Leader, Assistant Leader/Co-Leader

Special Supporters Certificate

The individual, business or organization that is supportive of Troops

Leadership Development Pin & Leaves

An active registered member of GSUSA who has completed one year as a Leader, Assistant Leader or Troop Coordinator

### **GSUSA Awards Requiring Board Approval**

Appreciation Pin

Manager of successful Product Sale Program, Director of a Day Camp, Service Unit Manager, etc.

Honor Pin

An individual who performs a service to two or more Service Units within the GSCB such as: Day Camp Directors, Director of Program Events for the GSCB, Facilitator, etc.

Thanks Badge

An individual who performs a service that benefits the total GSCB or the entire Girl Scout organization

Thanks Badge II

See Thanks Badge (The candidate must have already received the Thanks Badge)

### **GSCB Awards Requiring Board Approval**

Seagull

Any registered adult with a pattern of consistent service which impacts the entire Girl Scouts of the Chesapeake Bay

Juliette Low Humanitarian Award

An adult member that has had a profound impact on the lives of girls in Girl Scouting such as a Troop Leader, etc.

**See your Service Unit Recognitions Chair for specific information and forms. Contact GSCB for more information on Religious Recognitions.**

## Section II: Some Ways to Say Thank You

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If recognition takes the form of a pin, badge, certificate or other tangible token or is merely a formal thank you, presentation at an appropriate ceremony can highlight the expression of appreciation and enhance its significance for the recipient. When and how the recipient is recognized will make the expression of gratitude memorable.

### **Some times to keep in mind for recognition could include:**

- October 31 – Juliette Gordon Low's Birthday
- February 22 – Thinking Day, the Birthday of Lord Baden-Powell and Lady Baden-Powell
- March 12 – The Birthday of Girl Scouting in the United States
- April 22 – Leader's Day
- National Volunteers Week
- Annual GSCB Meeting
- Immediately following service rendered
- Year-end Membership Ceremony
- Service Unit Meeting
- Special Recognition Event
- Community or County Recognition Event
- Board or Club Meeting of an outside group rendering a service

### **Some ways to say “thank you” could include:**

- A display of photos in the community honoring individuals or Troops who have given outstanding service
- A framed photograph of the Girl Scouts who participated in a particular project or event
- A thank you statement published in GSCB's publications, community newsletter or paper or broadcast on radio or television
- Plant a tree in the person's name
- Dedicate a garden or play area in the person's name or donate equipment to a local Service Unit
- A citation at an appropriate meeting
- A Girl Scout gift item selected for its appropriateness - available through one of GSCB's *Bay Shops*
- An addition to the volunteers' personal collection
- A certificate of appreciation

## Section III: GSUSA Awards

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### Years of Service Pin

#### Criteria for Selection

1. Available in five year designations to registered adult volunteers.
2. Recognizes only **adult volunteer** years of service. This recognition differs from the numeral guard in that it represents *adult* membership only.



#### Examples of Possible Candidates

Adult volunteers after completing volunteer service at five years intervals.

#### Nomination and Approval Procedures

1. Service Unit Recognition Chair completes application and mails to Newark Resource Center c/o Recognitions.
2. Fifteen years or more may be presented at Annual GSCB Meeting if received by March 1. Please send a list of names of those with 15 years or more of service so we can include their names in the Annual GSCB Meeting program. You do not have to attend the annual meeting to be recognized in the program.

Cost assumed by GSCB

## Section IV: Awards at the Service Unit Level

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### Green Angel Patch

#### Criteria for Selection

1. Given one time only.
2. Given to an adult registered with GSUSA.
3. Given for creative, outstanding service to a Troop. For instance: A volunteer who provides girls with exciting programs and opportunities to grow with enthusiasm or a Troop committee member who does not only what is expected, but does it creatively.
4. Length of service is not a criteria.
5. The candidate has completed appropriate Girl Scout educational sessions for any positions held (if applicable).



#### Examples of Possible Candidates

Troop/Group Committee Members or active parents, volunteers and Service Team volunteers.

#### Nominations and Approval Procedures

1. Volunteers and Service Team members recommend candidates to the Service Unit Recognitions Chair.
2. The Service Unit Recognitions Chair reviews the recommendations and decides whether the award is appropriate.
3. The application is reviewed for thoroughness and signed by the Service Unit Manager.
4. The Service Unit Recognitions Chair then forwards the application to the Newark Resource Center c/o Recognitions. The awards will be returned to the person designated. Payment must accompany the application.
5. The Service Unit Recognition Chair will contact the person who initiated the paperwork to help plan an appropriate presentation.

Cost assumed by Service Unit \$ 1.75

### Outstanding Leader Award

#### Criteria for Selection

1. The candidate is a registered Girl Scout in a Troop in a Leader, Co-Leader or Assistant Leader capacity.
2. The candidate has completed appropriate Girl Scout educational sessions.
3. The candidate's performance as a Leader is so outstanding in nature that it warrants recognition by the Service Unit.



#### Examples of Possible Candidates

Troop Leader, Co-Leader, Assistant Leader

#### Nominations and Approval Procedures

1. An individual or Troop familiar with the candidate's performance as a Leader submits to the Service Unit Recognitions Chair a written account that includes the name of the candidate and includes the details requested on the application.
2. The application is reviewed for thoroughness by the Service Unit Recognitions Chair and signed by the Service Unit Manager.
3. The Service Unit Recognitions Chair then forwards the application to the Newark Resource Center c/o Recognitions. The awards will be returned to the person designated. Payment must accompany the application.
4. The award should be presented locally with an appropriate activity and publicity. Troop members and families should be encouraged to attend.

Cost assumed by Service Unit \$ 3.50

## **Section IV: Awards at the Service Unit Level**

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### **Outstanding Volunteer Award**

#### **Criteria for Selection**

1. The candidate is an adult member registered with Girl Scouts of the USA and is serving in a capacity **other than Leader**.
2. The candidate has completed appropriate Girl Scout educational sessions (if applicable).
3. The service performed by the candidate is of benefit to the Service Unit and is beyond the expectations for the position held to an extent that warrants Service Unit wide recognition.



#### **Examples of Possible Candidates**

Possible candidates for this award might include but are not limited to the following:

- A Service Unit Event Director who has managed a successful Service Unit wide event on three or more occasions.
- A Service Unit Day Camp Director who has run a day camp so successfully that participation has increased over a two-year period.
- An outstanding Troop Coordinator.
- An outstanding Liaison for girls registering individually in the Service Unit.
- A person who has long tenure with the Service Unit and a consistently high level of performance.
- A Product Sales Program Service Unit Manager who has efficiently promoted, managed and reported on at least two product sales programs.
- A Program Consultant who has retained or increased membership within the Service Unit.

#### **Nominations and Approval Procedures**

1. An individual or Troop familiar with the service performed submits to the Service Unit Recognitions Chair a written account that includes the name of the candidate and includes the details requested on the application.
2. The application is reviewed for thoroughness by the Service Unit Recognitions Chair and signed by the Service Unit Manager.
3. The Service Unit Recognitions Chair then forwards the application to the Newark Resource Center c/o Recognitions. The awards will be returned to the person designated. Payment must accompany the application.
4. It should be presented locally with an appropriate activity and publicity.

Cost assumed by Service Unit \$ 3.50

## Section IV: Awards at the Service Unit Level

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### GSUSA Leadership Development Pin

#### Criteria for Selection

1. The candidate is an active, registered member of Girl Scouts of the USA, who has completed one year as a Leader, Assistant Leader or Troop Coordinator (registered 01, 02 or 04).
2. Completion of Leadership Essentials.
3. Participation in at least two meetings or events beyond the Troop level.
4. The candidate has completed:
  - Education in First Aid and Camping or has secured an adult resource person who has successfully completed such education or its equivalent.



#### Examples of Possible Candidates

The candidate is an active registered member of GSUSA who has completed one year as a Leader, Assistant Leader or Troop Coordinator.

#### Nominations and Approval Procedures

1. Individual submits an application to the Service Unit Recognitions Chair who verifies information.
2. The application is reviewed and signed by the Service Unit Manager.
3. Send to Newark Resource Center c/o Recognitions.
4. The Service Unit Recognitions Chair then forwards the applications to the Newark Resource Center c/o Recognitions. The awards will be returned to the person designated. Payment must accompany the application.
5. The pin should be presented at the conclusion of the first year at an event in the Service Unit.

Cost assumed by Service Unit/Individual \$ 5.15

### Additional Leadership Development Recognitions



Leaders should be encouraged to take additional educational sessions in subjects that will increase their skills in working with their Troops. Completion of various workshops or other forms of education will be recognized by the awarding of small green leaves representing additional education. A green leaf will be given for accumulating ten hours. After receiving five green leaves the recipient may replace the leaves with one silver leaf. Five silver leaves may be replaced with one gold leaf.



Workshops should be experiential in nature and delivered by an accredited institution or organization. Some examples would be: Fall School workshops, American Camping Association camp crafters course, Red Cross Lifesaving, Sports Instruction workshop, Edith Macy Conference workshops in art, science, puppetry, song-leading, etc., film makers workshop, music and dance workshops given by a local college. Completion of various workshops should be at least one hour in length. Do not include hours for Essential First Aid/CPR or Camp Training.



Cost to be assumed by Service Unit/Individual \$ 1.95 each

## Section V: Awards Requiring Board Approval

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### Appreciation Pin

#### Criteria for Selection

To recognize an adult who has delivered outstanding service to at least one geographic Service Unit.

1. The candidate is a registered Girl Scout adult volunteer.
2. The candidate has provided outstanding service to a geographic Service Unit in a way that furthers GSCB's goals.
3. The service goes beyond the expectations for the position.



#### Examples of Possible Candidates

1. The manager of a successful Product Sales Program.
2. The director of an outstanding local day camp or program event.
3. A volunteer whose management of a Service Unit has seen an increase in membership and a stable retention pattern.
4. A Delegate to the Annual GSCB Meeting who significantly enhanced the work of the GSCB.
5. An adult who works directly with girls so well that the result is an increase in the retention rate.

#### Nominations and Approval Procedures

An individual or Troop familiar with the service performed completes the application. Individuals familiar with the service submit letters of endorsement with the application to the Newark Resource Center c/o Recognitions. The Recognitions Task Group reviews the application or narrative account and the letters of endorsement and recommends approval or denial to the GSCB Board of Directors. The GSCB Board of Directors approves or denies the award and notifies the Recognitions Task Group and nominating group or individual. Presentation held at the Annual GSCB Meeting.

Cost assumed by GSCB

Deadline: December 1

Requirement: Two letters of endorsement

### Honor Pin

#### Criteria for Selection

To recognize an adult member who has delivered outstanding service to two or more geographic Service Units.

1. The candidate is a registered Girl Scout adult volunteer.
2. The candidate has provided outstanding service to two or more geographic Service Units in any way that furthers GSCB's goals.
3. The service goes beyond the expectations of the position.



#### Examples of Possible Candidates

1. An individual who directs a successful Day Camp that serves girls from more than one Service Unit.
2. An individual who manages successful program events for GSCB or for a Service Unit within GSCB.
3. A program consultant who implements an event or activity that brings girls together from different parts of the GSCB.
4. An Association Chair who has enhanced the policy decision making process of the GSCB based on the needs of the Association.

#### Nominations and Approval Procedures

An individual or Troop familiar with the service performed completes the application. Individuals familiar with the service submit letters of endorsement with the application to the Newark Resource Center c/o Recognitions. The recognitions task group reviews the application or narrative account and letters of endorsement and recommends approval or denial to the GSCB Board of Directors. The GSCB Board of Directors approves or denies the award and notifies the Recognitions Task Group and nominating group or individual. The presentation is held at the Annual GSCB Meeting.

Cost assumed by GSCB

Deadline: December 1

Requirement: Three letters of endorsement

## Section V: Awards Requiring Board Approval

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### Thanks Badge

#### Criteria for Selection

Recognizes an adult member whose performance is truly outstanding and benefits the total Council or the entire Girl Scout movement.

1. The candidate is a registered Girl Scout adult volunteer.
2. The candidate has provided outstanding service that benefits the total GSCB or Girl Scout movement.
3. The service is significantly beyond expectations that no other award is appropriate.

#### Examples of Possible Candidates

1. An individual who supervises a GSCB wide encampment or *destination* resulting in membership retention and continuous delivery of Girl Scout Program.
2. A person who establishes a successful collaboration with a local museum or science center that results in increased program opportunities for girls.
3. An individual who carries a policy decision making role at the local and national levels at a consistently high level.

#### Nominations and Approval Procedures

An individual or Troop/Group familiar with the service performed completes the application. Individuals familiar with the service submit letters of endorsement with the application to the Newark Resource Center c/o Recognitions. The Recognitions Chair reviews the application or narrative account and letters of endorsement and recommends approval or denial to the GSCB Board of Directors. The GSCB Board of Directors approves or denies the award and notifies the Recognitions Chair and nominating group or individual. The presentation is held at the GSCB Annual Meeting.

Cost assumed by GSCB

Deadline: December 1

Requirement: Four letters of endorsement

### Thanks Badge II for continuing service

#### Criteria for Selection

This recognizes an adult member who has already received the *Thanks Badge* and who has continued to contribute in extraordinary ways that benefit the total GSCB or the entire Girl Scout movement.



1. The candidate is a registered Girl Scout adult.
2. The candidate has received the *Thanks Badge*.
3. Since receipt of the *Thanks Badge*, the candidate has provided distinguished service by: Continuing to perform at the same high level for an extended period of time or increasing her/his sphere of influence or using her/his skills and talents to move into another field of endeavor.
4. The service benefits the total GSCB or entire Girl Scout movement.
5. The service is outstanding and is significantly beyond the expectations that no other award is appropriate.

#### Examples of Possible Candidates

1. A program consultant who, after developing math and science activities for girls through-out the GSCB, serves as Director for a math and science event with nation-wide participation.
2. The Chair of a strategic planning task group whose leadership inspires a pluralistic, visionary plan.

#### Nominations and Approval Procedures

See procedures for the *Thanks Badge*.

The presentation is held at the GSCB Annual Meeting.

Cost assumed by GSCB

Deadline: December 1

Requirement: Four letters of endorsement

## Section V: Awards Requiring Board Approval

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### Seagull Pin

#### Criteria for Selection.

1. The candidate has completed appropriate Girl Scout educational sessions (*if applicable*) and is a registered member of GSUSA.
2. The candidate has demonstrated a pattern of consistent service that impacts all of GSCB.



#### Examples of Possible Candidates

A combination of the following types of contributions:

- Fall School of Girl Scouting Chair or long term committee member
- Director of a Day Camp of sufficient size to support entire GSCB or of a multi-week Day Camp
- Teen Leadership Weekend Chair or long term committee member

#### Nominations and Approval Procedures

The Recognitions Chair reviews the application or narrative account and letters of endorsement and recommends approval or denial to the GSCB Board of Directors. The GSCB Board of Directors approves or denies the award and notifies the Recognitions Chair and nominating group or individual. The presentation is held at the GSCB Annual Meeting.

Cost assumed by GSCB

Deadline: December 1

Requirement: Three letters of endorsement

### Juliette Low Humanitarian Award

#### Criteria for Selection

This award is given to an adult member who has had a profound impact on the lives of girls in Girl Scouting. This person may have led a Troop for many years and never held a Service Team position. There is only one recipient of this award each year, but only if there is an appropriate candidate.

#### Examples of Possible Candidates

Any registered adult member is eligible. Although long years of service are not required, they will carry a lot of weight in the process of approval.

#### Nominations and Approval Procedures

An individual or Troop familiar with the service performed completes the application. Individuals familiar with the service submit letters of endorsement with the application to the Newark Resource Center c/o Recognitions. The Recognitions Chair reviews the application and letters of endorsement and recommends approval or denial to the GSCB Board of Directors. The GSCB Board of Directors approves or denies the award and notifies the Recognitions Chair and the nominating group or individual. The presentation is held at the GSCB Annual Meeting.

Cost assumed by GSCB

Deadline: December 1

Requirement: Three letters of endorsement

**PLEASE NOTE:** GSUSA and GSCB awards requiring Board approval are awarded at the GSCB Annual Meeting. For those who are unable to attend, these awards may be given at an appropriate Service Unit recognition event **AFTER** the GSCB Annual Meeting.

## Section V: Awards Requiring Board Approval

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### Girl Scout Episodic Volunteer and Progressive Volunteer Awards

#### Episodic Volunteer

This is defined as an adult who gives time to Girl Scouting at GSCB or National level on a sporadic basis. There will be three types of awards at this level, which may be earned during a specific time period as identified in the volunteer agreement. The agreement may be for a time period of one to three years, with an end-of-assignment review for each completed activity. The new awards are:

1. **Community Participation** – recognizes a one-time service to GSCB or to the National organization. Type of Recognition: A *Thank You* letter presented to the individual and to his/her employer, if desired.
2. **Citizenship in Girl Scouting** – for an individual who returns for a second or third round of civic participation, and who provides support through two or three episodic or short-term assignments for GSCB or the National organization. Type of Recognition: A certificate may be presented to the individual upon satisfactory completion of each round of service.
3. **Social Responsibility in Girl Scouting** – for an individual who commits to a fourth round of episodic or short term service, and who provides support to GSCB or to the National organization. Type of Recognition: After every four rounds of volunteering, the volunteer receives a Volunteer Service Pin. The pin will be number I, II, III, and will have different shapes and colors for each level of volunteer commitment.

#### Progressive Volunteer

This is an adult who is involved in Girl Scouts on a continual basis, rather than on an episodic basis, at GSCB or National level. Three different awards may be presented at this level. Volunteers may serve in the operational area, which is managed by the CEO, or in the governance area, which is managed by the President of the Board.

1. **Girl Scout Volunteer Achievement Award** – for the successful completion of a specific assignment. It may be awarded for the successful completion of initial service on a Board Committee, on a Task Group or in Troop Leadership. Type of Recognition: The Girl Scout Volunteer Development Pin is presented, and lays the foundation for the volunteer's growth and experience.
2. **Girl Scout Mentoring Award** – for a volunteer who has gained sufficient skills and experience and who becomes a consultant or mentor for another new adult member. Type of Recognition: A white key is awarded by the designated Council or the National organization and added to the chain which is attached to the Girl Scout Volunteer Development Pin.
3. **Girl Scout Executive Award** – for a governance volunteer and/or management volunteer who has served in a Leadership role at GSCB or National level. Type of Recognition: A black key is awarded to the volunteer by the designated GSCB or National organization, and it is added to the Girl Scout Volunteer Development Pin.

#### Nominations and Approval Procedures

In order to be considered for one of the new awards, the following selection criteria need to be met.

1. The candidate must be a registered Girl Scout adult and adhere to all policies and procedures of the Girl Scout organization.
2. The candidate must have completed appropriate orientation and education for the volunteer position in each category.
3. The volunteer must provide service in the Girl Scout organization at the Local or National level.
4. The candidate cannot be *grandfathered* in to earn these awards.

If all criteria are met, a designated GSCB or National staff member, GSCB or National Board member, or volunteer member completes an application. For governance volunteers, GSCB President or another member of the Board's Executive Committee completes and signs an application for the award.

If all of the requirements are met, the award is authorized through the Recognitions Chair or the identified designee.

The above requirements are consistent with the approval process noted in the monograph *Adult Recognitions in Girl Scouting*. The criteria and process relate to the Volunteer Development Recognition Awards. There is no official selection process for the Episodic Volunteer Awards, which may be given by the volunteer's manager after the work has been completed satisfactorily.