





Volunteer Recognitions At-A-Glance

GSUSA Service Unit Recognitions

Recognition Title and Source	Who Qualifies	Criteria	Nomination and Approval Process	Application Submission/Deadline	Who Pays for Award
 <p>Outstanding Volunteer Award GSUSA</p>	<p>Volunteer in a position other than leader or in addition to leader</p>	<ul style="list-style-type: none"> • Be a registered Girl Scout adult • Complete appropriate training or demonstrate ability/skills for the position • Perform at a level that exceeds the expectations of the position as outlined in the position description agreement in one or more of the following areas: <ul style="list-style-type: none"> ○ Membership ○ Program ○ Fund development ○ Pluralism ○ Marketing and Communications ○ Strategic Leadership/Governance ○ Human Resources • Actively recognize, understand, and practice the values of inclusive behavior 	<ul style="list-style-type: none"> • Who Completes Application? An individual or group • How Many Letters of Endorsement? One (1) completed by nominator • Who Gives Awards & When? Service Unit recognition at a Service Unit meeting or event 	<p>Submit to Service Unit Recognition Committee/SUM by March 15</p>	<p>Sponsoring group(s) or individuals</p>
 <p>Outstanding Leader Award GSUSA</p>	<p>For a troop/group leader or asst. leader/advisor or coordinator for outstanding performance in working with girls</p>	<ul style="list-style-type: none"> • Be a registered Girl Scout adult • Demonstrate competence in at least two of the following: <ul style="list-style-type: none"> ○ Involving adults in the community to help broaden the program opportunities for girls ○ Increasing girl membership to support the council membership goal ○ Using the Girl Scout Leadership Experience model to select a wide range of program activities with girls ○ Helping girls to recognize, understand, and practice the values of inclusive behavior • Build and use an effective 'girl led' approach with girls 	<ul style="list-style-type: none"> • Who Completes Application? An individual or group familiar with the candidate's performance • How Many Letters of Endorsement? Two (2) from individuals or groups familiar with the candidate's performance • Who Gives Awards & When? Service Unit recognition at a Service Unit meeting or event 	<p>Submit to Service Unit Recognition Committee/SUM by March 15</p>	<p>Sponsoring group(s) or individuals</p>

Volunteer Recognitions At-A-Glance

GSUSA Service Unit/Council/National Recognitions for:

EPISODIC VOLUNTEERS*


Recognition	Who to Consider	Criteria	Nomination and Approval Process	Application Submission/Deadline	Who Pays for Award
<p>OVERVIEW OF</p> <p><i>Episodic Volunteer Recognitions</i></p> <p>GSUSA</p>	Episodic Volunteers	<ul style="list-style-type: none"> • Be a registered Girl Scout adult • Provide time to Girl Scouting at the council or national level on a sporadic basis 	<ul style="list-style-type: none"> • Who Completes Application? An individual or group • Who Gives Awards & When? Appropriate Recognition Committee reviews the application and approves or denies the nomination • Appropriate Recognition Committee sends out notification of their decision • Volunteers who provide service only to the national organization will be recognized by GSUSA 	<p>Submit an application describing the volunteer's accomplishments to Service Unit/ Council/National Recognition Committee outlining how the service has benefited the girls and the organization</p> <p align="center">Service Unit – by March 15</p>	Sponsoring group(s) or individuals
<p><i>Community Participation</i></p> <p><i>Thank you letter</i></p>	Episodic Volunteers	<ul style="list-style-type: none"> • Criteria as listed above plus... • Have at least given a one-time service to the council or to the national organization 	As listed above	Local level (Sample provided—see Appendix I)	Sponsoring group(s) or individuals
<p><i>Citizenship In Girl Scouting</i></p> <p><i>Certificate</i></p>	Episodic Volunteers	<ul style="list-style-type: none"> • Criteria as listed above plus... • Be an individual who returns for a second or third round of civic participation • Provide support through two or three episodic or short-term assignments for the council or the national organization 	As listed above	Local level (Sample provided—see Appendix J)	Sponsoring group(s) or individuals

*Episodic Volunteers – see *Volunteer Recognition Handbook* for definition

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GSUSA Service Unit/Council/National Recognitions for:

EPISODIC VOLUNTEERS

Recognition	Who to Consider	Criteria	Nomination and Approval Process	Application Submission/Deadline	Who Pays for Award
<p>Social Responsibility in Girl Scouting</p> <p>Volunteer Service Pin Level I, II, Or III</p>	<p>Episodic Volunteers</p> 	<ul style="list-style-type: none"> Criteria as listed above plus... Be an individual who commits to a fourth round of episodic/short-term service Provide support to the council or to the national organization 	<p>As listed on previous page</p>	<p>Appropriate level</p>	<p>Sponsoring group(s) or individuals</p>

GSUSA Service Unit/Council/National Recognitions for:

PROGRESSIVE VOLUNTEERS*

<p>Progressive Volunteer Awards</p> <p>Stage 1:</p> <p>Girl Scout Volunteer Achievement Award</p> <p>(Volunteer Development Pin)</p>	<p>Progressive Volunteers</p> 	<ul style="list-style-type: none"> Be a registered Girl Scout adult Have completed a first successful service on: <ul style="list-style-type: none"> A board committee or Task group assignment or Service unit management or To GSUSA for one year 	<ul style="list-style-type: none"> Who Completes Application? An individual or group Who Gives Awards & When? Appropriate Recognition Committee reviews the application and approves or denies the nomination Appropriate Recognition Committee sends out notification of their decision Volunteers who provide service only to the national organization will be recognized by GSUSA 	<p>Submit an application describing the volunteer's accomplishments to Council/National Recognition Committee outlining how the service has benefited the girls and the organization during the current membership year</p> <p>GSHPA Council & National – by January 15</p>	<p>Council</p>
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*Progressive Volunteers – see *Volunteer Recognition Handbook* for definition

Volunteer Recognitions At-A-Glance

GSUSA Service Unit/Council/National Recognitions for:

PROGRESSIVE VOLUNTEERS

Recognition	Who to Consider	Criteria	Nomination and Approval Process	Application Submission/Deadline	Who Pays for Award
<p><i>Girl Scout Mentoring Award</i> <i>(White Key)</i></p>	Progressive Volunteers	<ul style="list-style-type: none"> • Be a registered Girl Scout adult • Have gained sufficient skills and experience as a coach or mentor • Have coached or mentored a new volunteer resulting in their retention to continue volunteering for two years 	As listed on previous page	As listed on previous page	Council
<p><i>Girl Scout Volunteer Executive Award</i> <i>(Black Key)</i></p>	Progressive Volunteers	<ul style="list-style-type: none"> • Be a registered Girl Scout adult • Served in a leadership role at the council or national level • Have made significant contributions as a board officer, delegate, chair/liaison, program consultant, board or group chair, service unit chair, or other clearly defined leadership capacity 	As listed on previous page	As listed on previous page	Council
<p><i>Girl Scout Volunteer Diversity Award</i> <i>(Gold Key)</i></p>	Progressive Volunteers	<ul style="list-style-type: none"> • Be a registered Girl Scout adult • Have increased membership in underrepresented populations through: <ul style="list-style-type: none"> ○ Program delivery ○ Community cultivation ○ Community collaboration • Have increased awareness and understanding through: <ul style="list-style-type: none"> ○ Enrichment events ○ Learning/training • Manage diversity by: <ul style="list-style-type: none"> ○ Creating a system that supports the council's goals 	As listed on previous page	As listed on previous page	Council

Volunteer Recognitions At-A-Glance



GSUSA Service Unit/Council/National Recognitions for:

PROGRESSIVE VOLUNTEERS

Recognition	Who to Consider	Criteria	Nomination and Approval Process	Application Submission/Deadline	Who Pays for Award
<p><i>Girl Scout Community Cultivation Award</i> <i>(Silver Key)</i></p>	<p>Progressive Volunteers</p>	<ul style="list-style-type: none"> • Be a registered Girl Scout adult • Have increased volunteer membership by utilizing the talents and skills of all three dimensions of diversity: <ul style="list-style-type: none"> ○ 18-29 year olds ○ Episodic volunteers ○ Males ○ Ages 55 plus • Have increased girl membership that reflects the diversity in the council jurisdiction: <ul style="list-style-type: none"> ○ Racial/ethnic ○ Disability ○ Socio-economic • Have established effective partnerships that help achieve the council's membership goal: <ul style="list-style-type: none"> ○ Corporate partnerships ○ Government agencies ○ Foundations ○ Small businesses ○ Religious institutions ○ Other 	<p align="center">As listed on previous page</p>	<p align="center">As listed on previous page</p>	<p align="center">Council</p>
<p><i>Girl Scout Fund Development Award</i> <i>(Copper Key)</i></p>	<p>Progressive Volunteers</p>	<ul style="list-style-type: none"> • Be a registered Girl Scout adult • Have helped to reach the council's fund development goal by increasing financial and/or in-kind resources through: <ul style="list-style-type: none"> ○ Grants ○ Corporations/foundations ○ Major gifts • Have increased individual contributions that reflects the diversity in the council's jurisdiction through: <ul style="list-style-type: none"> ○ Grants ○ Planned giving ○ Annual giving ○ Bequests 	<p align="center">As listed on previous page</p>	<p align="center">As listed on previous page</p>	<p align="center">Council</p>



Volunteer Recognitions At-A-Glance

GSHPA COUNCIL RECOGNITIONS

Recognition Title and Source	Who Qualifies	Criteria	Nomination and Approval Process	Application Submission/Deadline	Who Pays for Award
 <p>Forever Green GSHPA</p>	<p>For volunteers actively giving outstanding service to one service unit/group for an extended period of years</p>	<ul style="list-style-type: none"> • Be a registered Girl Scout adult • Have received appropriate recognition prior to this time • Have continued to give outstanding long-term service to Girl Scouting in one service unit/group for an extended period of years • The service performed has exemplified the Girl Scout program and has significantly influenced the lives of girls and/or adults in the Council 	<ul style="list-style-type: none"> • Who Completes Application? Any individual or group aware of the volunteer's service • How Many Letters of Endorsement? Two (2) in addition to nominator • Who Gives Awards & When? Presented at a council recognition event 	<p>Submit to Council Volunteer Recognition Committee by January 15</p>	<p>Council</p>
 <p>Heart of PA GSHPA</p>	<p>For volunteers actively giving outstanding service that benefits the entire council</p>	<ul style="list-style-type: none"> • Be a registered Girl Scout adult • Have provided outstanding service that benefits the entire Council • The service is so significantly beyond expectations of the position(s) held that no other award is appropriate 	<ul style="list-style-type: none"> • Who Completes Application? Any individual or group aware of the volunteer's service • How Many Letters of Endorsement? Three (3) in addition to nominator • Who Gives Awards & When? Presented at a council recognition event 	<p>Submit to Council Volunteer Recognition Committee by January 15</p>	<p>Council</p>



Volunteer Recognitions At-A-Glance

GSUSA NATIONAL RECOGNITIONS

Recognition Title and Source	Who Qualifies	Criteria	Nomination and Approval Process	Application Submission/Deadline	Who Pays for Award
 <p>Appreciation Pin GSUSA</p>	<p>For volunteers actively giving outstanding service to at least one geographic area or program delivery audience</p>	<ul style="list-style-type: none"> • Be a registered Girl Scout adult • Have significantly contributed to meeting one or more council goals in membership growth and retention, fund development, or increased community visibility in one geographic area • Actively recognize, understand, and practice the values of inclusive behavior 	<ul style="list-style-type: none"> • Who Completes Application? Any individual or group aware of the volunteer's service • How Many Letters of Endorsement? Two (2) in addition to nominator • Who Gives Awards & When? Presented at a council recognition event 	<p>Submit to Council Volunteer Recognition Committee by January 15</p>	<p>Council</p>
 <p>Honor Pin GSUSA</p>	<p>For volunteers actively giving outstanding service in more than two geographic areas</p>	<ul style="list-style-type: none"> • Be a registered Girl Scout adult • Have significantly contributed to meeting one or more council goals in membership growth and retention, fund development, or increased community visibility in two or more geographic areas • Actively recognize, understand, and practice the values of inclusive behavior 	<ul style="list-style-type: none"> • Who Completes Application? Any individual or group aware of the volunteer's service • How Many Letters of Endorsement? Three (3) in addition to nominator • Who Gives Awards & When? Presented at a council recognition event 	<p>Submit to Council Volunteer Recognition Committee by January 15</p>	<p>Council</p>



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GSUSA NATIONAL RECOGNITIONS

Recognition Title and Source	Who Qualifies	Criteria	Nomination and Approval Process	Application Submission/Deadline	Who Pays for Award
 <p>Thanks Badge GSUSA</p>	For volunteers actively giving service impacting the council or the entire Girl Scout movement	<ul style="list-style-type: none"> • Be a registered Girl Scout adult • Have taken a leadership role at the council level in one or more of the following areas during the previous four years: <ul style="list-style-type: none"> ○ Increasing membership growth and retention ○ Increasing the percentage of adult generated funding in the total council income ○ Increasing innovative program opportunities council-wide ○ Developing broad participation in policy-influencing through the democratic process ○ Ensuring that inclusive behavior is recognized, understood, and practiced at all levels 	<ul style="list-style-type: none"> • Who Completes Application? Any individual or group aware of the volunteer's service • How Many Letters of Endorsement? Four (4) in addition to nominator • Who Gives Awards & When? Presented at a council recognition event 	Submit to Council Volunteer Recognition Committee by January 15	Council
 <p>Thanks Badge II GSUSA</p>	For prior Thanks Badge recipients	<ul style="list-style-type: none"> • Be a registered Girl Scout adult • Have taken a leadership role in developing a model that has been replicated at the national level in one or more of the following areas during the previous three years: <ul style="list-style-type: none"> ○ Membership ○ Program ○ Fund development ○ Pluralism ○ Marketing and Communications ○ Strategic Leadership ○ Human Resources 	<ul style="list-style-type: none"> • Who Completes Application? Any individual or group aware of the volunteer's service • How Many Letters of Endorsement? Four (4) in addition to nominator • Who Gives Awards & When? Presented at a council recognition event 	Submit to Council Volunteer Recognition Committee by January 15	Council

Volunteer Recognitions At-A-Glance

VOLUNTEER LEADERSHIP RECOGNITIONS

Recognition Title and Source	Who Qualifies	Criteria	Nomination and Approval Process	Application Submission/Deadline	Who Pays for Award
 <p>Leadership Development Pin GSUSA</p>	For troop/group leader, assistant leader, or group coordinator	<ul style="list-style-type: none"> • Be a registered Girl Scout adult • Have completed one successful year in the position of troop/group leader, assistant leader, or group coordinator • Have completed the appropriate learning/training and have demonstrated position competence • Actively recognize, understand, and practice the values of inclusive behavior 	<ul style="list-style-type: none"> • Who Completes Application? Any Leader or Assistant Leader • How Many Endorsements? None • Who Gives Awards & When? The Service Unit may wish to recognize all volunteers on a yearly basis who have received the award 	<p>Submit to your Associate, Membership Services</p> <p>Any time</p>	Recipient
 <p>Leadership Development Leaves GSUSA</p>	For prior Leadership Development Pin recipients	<ul style="list-style-type: none"> • Green Leaf: Represents ten contact hours or one CEU* of additional learning/training. • Silver Leaf: Represents 50 contact hours or five CEU's* of additional learning/training. • Gold Leaf: Represents 250 contact hours or 25 CEU's* of additional learning/training. <p>*Continuing Education Units</p>	<ul style="list-style-type: none"> • Who Completes Application? Any Leader or Assistant Leader • How Many Endorsements? None • Who Gives Awards & When? The Service Unit may wish to recognize all volunteers on a yearly basis who have received the award 	<p>Submit to your Associate, Membership Services</p> <p>Any time</p>	Recipient

For more information, see *Leadership Development Pin/Leaves* in the *Program and Adult Learning Calendar* for complete details and application.