



# **Recognitions**

# **Award**

# **Guide**



## **The Girl Scout Promise**

**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**

**Por mi honor yo trataré:**

**De server a Dios**

**Y a mi pátria,**

**Ayudar a las personas en todo**

**momento,**

**Y vivir conforme a la Ley de**

**las Girl Scouts**



# The Girl Scout Law

I will do my best to be  
Honest and Fair,  
Friendly and Helpful,  
Considerate and Caring,  
Courageous and Strong,  
and Responsible for what I say and do, and to  
Respect myself and others,  
Respect authority,  
Use resources wisely,  
Make the world a better place  
and be a  
Sister to every Girl Scout.

Yo me esforzaré a:  
ser honrada y justa,  
cordial y servicial,  
considerada y compasiva,  
valiente y fuerte, y  
responsable  
de lo que digo y hago  
y a  
respetarme a mí misma y a  
los demás,  
respetar la autoridad,  
usar los recursos de manera  
prudente,  
hacer del mundo un lugar  
mejor, y  
ser hermana de cada una  
de las Girl Scouts

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## A Message from our President & CEO, Cynthia Breunig

Let me share with you my belief in the importance of Adult Recognitions in Girl Scouting. In 1987, Girl Scouts of the USA implemented a nationwide system of Recognitions for Adults in response to the dedicated work volunteers do for our girls each and every day. Without the efforts of all of our devoted volunteers, the Girl Scout Leadership Experience could not be successful. Without volunteers, our girls wouldn't blossom into women of courage, confidence and character who make the world a better place.

In addition to the national awards adults may receive, Girl Scouts of San Gorgonio has created awards unique to our Council to reflect the d of volunteers we have among us. These Council awards highlight special acts or exceptional service to troops, service areas, regions or council.

Who can be nominated for awards? Each award has its own requirements, which you may learn about on our Recognitions webpage and in this handbook, but thinking about your experience in Girl Scouts with fellow volunteers, is the best way to start. Here are just a few tips to recognize hardworking, committed people.

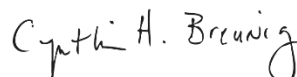
- Have you witnessed a volunteer go above and beyond in a troop or service area capacity?
- Maybe a volunteer extended herself or himself in a regional position or council setting that required a large dedication of time. Maybe a volunteer worked tirelessly to meet Council's goals or diligently performed the duties of a regional position.
- Have you been mentored as a new leader or during a product sale, or were you assisted and trained to host an event by a driven individual?
- Has there been an event you or your girls have enjoyed that was hosted by an enthusiastic volunteer?
- Are there families in your service area or region that are committed to scouting and the growth of the program?
- Do you know of a male figure that has stepped up to support scouting and programming?

Girl Scouts of San Gorgonio values our volunteers and recognizes their continued efforts and contributions to developing strong girls. Recognitions directly impact accountability, forward thinking, progress, retention and provide continued inspiration and motivation at every level of the Girl Scout organization. Adult volunteer teams, individuals, families and organizations in the community that provide invaluable support to Girl Scouting are eligible for a recognition.

I hope you take the time to nominate a deserving volunteer. The backbone of our organization can be found within your devoted arms. Our girls, fellow volunteers and Council staff admire all of the volunteer efforts put forth in our community.

Thank you and happy nominating.

Cynthia Breunig



## Don't I Know You?

Recognition: It's huge! We humans need to be recognized, and it's nice to be recognized for good things. When people recognize us, it feels like they care we are here and they value our contributions.

People volunteer for all sorts of reasons, but most volunteers want to do a good job and to make a positive difference. When volunteers know their time and energy are appreciated and that we all value them, they commit themselves to Girl Scouts. They want to know their service is helping the greater good, making the world a better place. That means our recognition is one of the most powerful ways we can retain the invaluable women and men who volunteer for Girl Scouts of San Geronimo.

Three Keys to successfully recognizing volunteers:

- ◆ Do it Well.
- ◆ Do it Often.
- ◆ Make it Meaningful

## Creating a Year-Round Culture of Appreciation

A culture of appreciation is one where anyone working toward the Girl Scout Mission feels respected and valued for her or his service and contribution.

**We create that type of culture** by identifying means of recognition, tools and resources we can use for recognition, and collaboration between staff and volunteers to recognize all of our good work.

**An ideal volunteer recognition system includes** a mixture of informal and formal methods to acknowledge all accomplishments, regardless of role or length of service. These methods also meet a wide variety of personal preferences. When thinking of ways to thank volunteers, ask "What can GSME or our Service Unit do to show appreciation in a meaningful way to this person?"

**Keep in mind** that successful recognition in any organization includes inclusiveness, accessibility, and consistency, and consider how your Service Unit's recognition efforts affect retention and volunteer re-engagement. Thanking a volunteer at the end of a project or the GS year also offers the opportunity to encourage participation in the same role or other opportunities coming up. However, please remember to show appreciation in appropriate ways throughout a person's participation and not only at the end.

# Informal Recognition for Volunteers

**Informal recognition is the day-to-day appreciation**—the intangible benefits and heartfelt ways of saying “Thank you.” These sincere expressions of appreciation are based on specific contributions and are given in a timely manner. Informal recognition is powerful and effective because they make people feel valued by a personal touch.

Consider:

- ◆ A Welcome or Thank you card
- ◆ Showing interest in the person’s life beyond Girl Scouts “What are you passionate about beyond Girl Scouts?”
- ◆ A Shout-out at the Service Unit Meeting or on the Service Unit Facebook group
- ◆ Complimenting the person’s work to the Service Team
- ◆ Sending a letter of appreciation to the person’s work supervisor/company
- ◆ Look her or him in the eye and say, “Thank you so much (name) for (be specific). Your service is invaluable.”

**Service Team members** have a wonderful opportunity to recognize leaders in the community. You are there, right in the center of what is going on in your area! You know the volunteers better than anyone and know what they are doing. So think about the person you sit next to at the Leader’s meeting or event and talk to her. Ask what her troop has been doing, how did she hear about it, did they have a great time. If you think she should be recognized, DO IT! There are awards that start at the Service Unit level. Don’t sit back and hope someone else will nominate her, do it yourself! Let everyone know the great work going on in the Unit.

## How Service Units can say “Thank You” to Volunteers

- ◆ Make sure everyone knows each other. Be particularly welcoming and helpful to new volunteers
- ◆ Make the Service Unit meeting FUN. Have a theme or a game to keep everyone coming each month
- ◆ Make the meeting valuable so they want to come back. Do a short workshop, ceremony, or have a brain storming session for a Journey
- ◆ Start and end your meetings on time
- ◆ Thank volunteers for attending the meeting! They could have stayed home
- ◆ Engage volunteers—ask for opinions; ask for help to start developing your future Service Team members!
- ◆ Involve volunteers in roles they are willing to do and have the talents, skill, interest, and time to do
- ◆ Write a thank you note to active parents who have helped out
- ◆ Create your own awards: serious or funny. Examples on next page
- ◆ Nominate people for the Regional/Council/GSUSA awards.

## **WHO WILL YOU RECOGNIZE TODAY?**

- ✦ **For service above and beyond**
- ✦ **They exceed expectations**
- ✦ **Make significant contributions on a Service Unit or Council level**

**If you know someone like this consider taking the time to say “thank you” in a fun or**

**unique way. Here are some to get you started:**

- ❖ **A roll of Lifesavers. “Thanks for being a lifesaver”**
- ❖ **Extra Gum. “Thanks for going the EXTRA mile”**
- ❖ **Peppermint Patti. “You’re worth a mint”**
- ❖ **Nestles Treasure Candy. “You’re a Treasure”**
- ❖ **Can of Mountain Dew. “Thanks for all you DEW”**
- ❖ **Collect recipes and make a cookbook.**
- ❖ **Pack of flower seeds. “Thanks for helping us grow”**
- ❖ **Micro wave Popcorn. “Thanks for keeping things popping”**
- ❖ **At a Leader meeting do a team building activity**



## Creative Ways to Say “Thank You” or “We Appreciate You

**1. Use small star patches for your Service Unit’s Shining Star Award**

**2. Make pins out of puzzle pieces and write:**  
*You fit us well*  
*(or You’re an Essential Piece)*

**3. Give rulers and say:**  
*You measured up to the job*

**4. Give a magnifying glass that says:**  
*Thanks for your vision*

**5. Give a bone-shaped trophy:**  
*Funny Bone for the volunteer who keeps you from taking things to seriously*

**6. Give a light bulb or a small light bulb pin with:**  
*What a great idea!*

**7. Give a mini-flashlight with:**  
*Your vision is our guiding light*

**8. Spray paint old keys with golden paint:**  
*Thank you for being a key member of our team*

**9. Give packets of vegetable or flower seeds with:**  
*Thanks for planting the seeds of our success*

**10. Give a coffee gift card with:**  
*Our cup runneth over with our thanks to you for your time and efforts*

## Recognition of Girl Scouts Volunteers at the Troop Level

Everyone, girls, parents, and volunteers, can be saying “thank you” for all the work that is done on the troop level. Recognition is best done immediately or as soon as possible. Right after the training, thank a parent or leader who has become Troop Camp Trained so the troop can go camping. She or he will be preparing the girls to go camping and insuring that the girls and others enjoy the experience and want to go again! That’s big! A Troop Cookie Manager works hard, too, and you can show her your support by telling her how much your daughter learned about customer service, marketing and setting goals.

**Here are some simple ways** girls and parents can encourage volunteers and thank them for their service.

- ◆ Send a thank you note or card
- ◆ Make posters or giant cards showing how important and appreciated your leaders are.
- ◆ Plan a surprise party and invite parents and families
- ◆ Make a skit about a trip you took and present it to the leaders
- ◆ Create a scrap book from your activities and give to the Leaders
- ◆ Make a special craft or gift for them
- ◆ Write a poem or story or create pictures to honor them
- ◆ Bake a cake or cookies and serve them
- ◆ Plant a flower or tree in their honor
- ◆ Just say Thank You!
- ◆ Let your leader know how she has helped you
- ◆ Give a photo of the troop from a trip or event
- ◆ Create a “ You are Special” Award
- ◆ Do a good turn for your leaders

**Parents, be cheerleaders for your daughters’ troop! Show your support by:**

- ◆ Being on time to and from the meeting
- ◆ Offer to help plan a field trip, startup activity, opening, offer your skills
- ◆ Show interest in what is going on in the troop.
- ◆ Take training to help out with camping or leading a Journey
- ◆ Think about friends you have that may offer to plan an activity for the girls



## Formal Recognition for Volunteers

Girl Scouts is a volunteer driven organization, where dedicated adult volunteers are essential in providing leadership experiences for girls. The formal recognition process established by Girl Scouts of the USA and Girl Scouts of San Geronimo is one way to recognize outstanding contributions of volunteers.

Nominate a special volunteer for an adult recognition. These range from local regional, council-level and even national awards. Take a moment to nominate an outstanding individual or group for a regional, council or national award.

## Volunteer Recognitions Positions

Appointment of the positions below are determined by Troop Support and are based on the needs of the region.

### **Service Unit Recognitions Coordinator**

The role of the Service Unit Recognitions Coordinator is to educate and inform the volunteers in their service unit about the recognitions that are available. We like to think of this as building an “Attitude of Gratitude” within your service unit. The recognitions coordinators partner with the service unit manager to present, on a regular basis at service unit meetings, information about the awards available at the Regional, Council and National levels, stay on top of nomination deadlines and where to find information about the Council Recognitions program.

### **Regional Recognitions Chair**

The Regional Recognitions Chair is responsible for working with the Service Unit Recognitions Coordinators to ensure the promotion of the Regional, Council and National Awards, assists with procurement of sufficient nominations to equitably represent the demographics of their assigned region. Convenes the Coordinators to review and select recipients of Regional Awards.

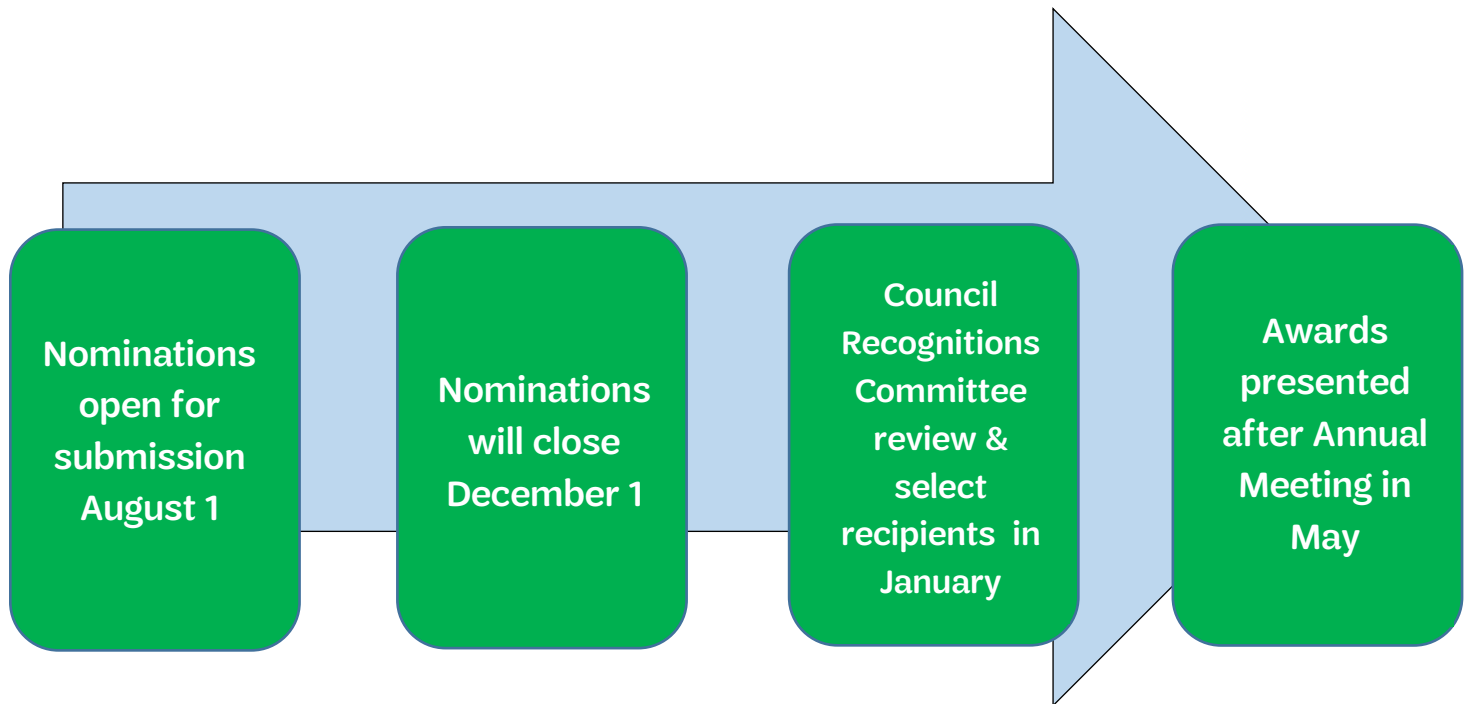
### **Council Recognitions Committee**

Council Recognitions Committee members are well versed in the Regional, Council and National Award criteria and standards. They assist the Service Unit Recognitions Coordinators and the Regional Recognitions Chair in procuring nominations from the region, review nominations submitted through the Council nomination system, attend Council Recognitions Committee Meetings as requested and prepare recommendations to the Council Executive Team of nominees for Council and National Awards.

### **Nominators Responsibilities**

As a nominator, it will be your responsibility to connect with the service unit recognitions coordinator and or regional recognitions chair prior to submission of a nomination. This will ensure the candidates have met the criteria for an award. In order for the recognitions committee to consider nominees for an award, nominations must be **clear, descriptive, and inclusive**.

## Council Award Timeline








## Annual Meeting and Recognition Celebration

Each year, we plan an annual recognitions event in conjunction with the Council Annual Business meeting. Council level and National Level awards are given at this event, including *Years of Membership Numeral Guards* and *Years of Service Pins* of 20 years or more.

Information about the event is sent out via email, mail and social media and is available on the website [www.gssgc.org](http://www.gssgc.org)





All adult Girl Scout members are invited.

## Award Summary & Criteria

Earned Awards <i>Recipients are all who qualify</i> <i>None require nomination or endorsement</i>		
Award	Criteria	Approval
Membership Numeral Guards 	A GSUSA recognition, the numerals show the total number of years (not necessarily continuous or consecutive) of registered membership, both as a girl and an adult, in any Girl Scout/Girl Guide organization. Recognition is received in increments of five years. Membership numeral guards 5, 10 and 15 are presented and purchased by the Regions. Membership numeral guards 20+ are presented and purchased by Council.	Regional Recognitions
Volunteer Years of Service Award Pin 	A GSUSA recognition, the service award pin shows the total number of years (not necessarily continuous or consecutive) of registered membership in any Girl Scout/Girl Guide organization as an adult member. Recognition is received in increments of five years. Service Award Pin years of 5, 10 and 15 are presented and purchased by the Regions. Service Award Pin years of 20+ are presented and purchased by Council.	Regional Recognitions
President's Peak Patch 	A GSSGC recognition awarded for 2 completed years of volunteer service as a co-leader or troop helper. Award is presented and purchased by the region.	Regional Recognitions
Snow Caps 	An expansion of the President's Peak Patch, one snow cap for every two years of continued service as a co-leader or troop helper to GSSGC up to ten years. Award is presented and purchased by the region.	Regional Recognitions
Presidential Arcs 	An expansion of the President's Peak Patch, one arc for every two years of continued service as a co-leader or troop helper to GSSGC up to ten years. Award is presented and purchased by the region.	Regional Recognitions

**Regional Awards**

*Recipients are all who qualify.*

Award	Criteria	Form Requirements	Approval
<p>Volunteer Achievement Award</p> 	<ul style="list-style-type: none"> <li>• Volunteer serves on a board, task force, committee or group, troop leadership or regional advisory team</li> <li>• Volunteer has completed all trainings for the position</li> <li>• Applicable for volunteers who have never earned a recognition</li> </ul>	<p>Nominations: 2</p>	<p>Regional Recognitions Committee</p>
<p>Leader of Distinction</p> 	<ul style="list-style-type: none"> <li>• Must be a registered volunteer serving as a co leader</li> <li>• Provides service beyond the scope of the Volunteer Achievement Award</li> <li>• Cannot be given to a first year leader</li> <li>• Recommended after a volunteer has earned the Volunteer Achievement Award</li> </ul>	<p>Nominations: 2 (Nomination from a girl in nominee's troop is encouraged)</p>	<p>Regional Recognitions Committee</p>
<p>Volunteer of Distinction</p> 	<ul style="list-style-type: none"> <li>• Must be a registered adult volunteer who serves in a capacity other than leader or co-leader</li> <li>• Provides outstanding service to the region</li> <li>• Cannot be given to a first year leader</li> <li>• Recommended after a volunteer has earned the Volunteer Achievement Award</li> </ul>	<p>Nominations: 2</p>	<p>Regional Recognitions Committee</p>
<p>Mentoring Matters</p> 	<ul style="list-style-type: none"> <li>• Must be a registered adult volunteer who serves in any capacity: leader, co-leader, facilitator, team member, advisory team member, etc.</li> <li>• Recognizes a volunteer who has provided mentoring support to a new volunteer</li> <li>• The volunteer mentored must return for a 2nd year</li> </ul>	<p>Nominations: 2 (One <b>must</b> come from a person mentored person by the nominee)</p>	<p>Regional Recognitions Committee</p>

## Girl Scouts of San Gorgonio's Memorial Awards

### The Rocket Man Award

Dave Breunig, lovingly nicknamed "Rocket" by our Girl Scouts, was a phenomenal man. His giving heart, kind soul and amazing smile made you feel a glow just to be in his presence. It takes an amazing man to follow in Rockets footsteps and be bestowed such an award.

This award is presented to male volunteers who have given exemplary service to a troop, region or council-wide for more than 2 consecutive years.

### Reita Dykes Peak Performance Award

Reita Dykes was a Girl Scout for over 75 years, and she inspired generations of girls in the Inland Empire to be courageous and confident through the Girl Scout Leadership Experience. Reita was also well known for her love of camp, and she would frequently attend Camp Azalea Trails and Camp Tautona. Reita was the first Girl Scouts San Gorgonio Council alumna to join the Juliette Gordon Low Society. Because of Reita's commitment to providing leadership opportunities to girls within the Inland Empire, her generous legacy is being used for programming at Camp Skyland Ranch. The San Gorgonio Council expresses its deepest gratitude for Reita's unwavering commitment and dedication to upholding the Girl Scouts mission by ensuring her legacy will live on in the generations of Girl Scouts to come.

This award is presented to a registered adult female Girl Scout in good standing for 10 consecutive years.

### Andy Clark Memorial Award

Andy Clark was a member of our Council Board from 1953-57 and held the position of Established Camp Chair. Andy was instrumental in establishing the "Trail to Regional Senior Camp" that was attended by campers from California, Utah, Arizona and Nevada.

Awarded to a registered member who has made Girl Scouts a high priority for a minimum of five years, tackles what needs to be done, seeks no limelight and is unselfish with their time and skills, providing enrichment opportunities to Girl Scouts.

#### Margaret Scout Service Award







Margaret Ferris was a young lady in a small town in the U.S.A. Seeing the Girl Scouts from a local camp parade down Main Street, Margaret wanted to start Girl Scouts in her town. Starting the Golden Rod Troop of Girl Scouts, Margaret's dream was to be worthy of earning the "Golden Eaglet" the highest honor a girl could earn. Setting out to earn the required 21 Merit Badges, Margaret spent time serving her community. She swam a lake to a local telegraph office to summon help for a local leader, administered first aid to a robbery victim, helped out local families whose fathers were serving in World War I and acquired other helpful skills including sewing, Morse code, semaphore signaling, cooking and cleaning. Her dedication was rewarded when she was presented with her Golden Eaglet. Click [here](#) to learn more about Margaret Ferris and "The Golden Eaglet".





This award is presented to a registered girl in grades 6<sup>th</sup>-12<sup>th</sup> who has performed a minimum of 50 hours of service to the Girl Scout Community.




**Council Awards**



*Recipients per year vary and are indicated in criteria.*




Award	Criteria	Form Requirements	Approval
<p>Free Spirit Award</p> 	<ul style="list-style-type: none"> <li>• May be awarded to one adult per Region who is a registered member in good standing</li> <li>• Delivers creative, ambitious, innovative girl programming beyond troop level</li> <li>• Their positive attitude and program enhances girl experiences</li> </ul>	<p>Nominations: 4</p>	<p>Council Recognitions Committee (CRC) &amp; Council Executive Team (CET)</p>
<p>Green Genes</p> 	<ul style="list-style-type: none"> <li>• Recognizes families with a minimum of two registered adults in good standing</li> <li>• Service provided to the Council beyond the troop level i.e. service unit or regional events, entrepreneurial programming, Council sponsored activities</li> </ul>	<p>Nominations: 3 (One <b>must</b> come from a regional advisory team member)</p>	<p>CRC &amp; CET</p>
<p>Trefoil Award</p> 	<ul style="list-style-type: none"> <li>• Awarded to one registered adult (ages 18-29) in good standing per region</li> <li>• Directly works with girl members and embodies the Girl Scout Promise and Law</li> </ul>	<p>Nominations: 3 (One <b>must</b> come from a non-related girl member)</p>	<p>CRC &amp; CET</p>
<p>Lead the Way</p> 	<ul style="list-style-type: none"> <li>• May be awarded to three registered adults in good standing per Region</li> <li>• Nominee has gone above and beyond in any capacity during either of the Council Entrepreneurial Programs</li> </ul>	<p>Nominations: 3 (Including one from a Product Program team member)</p>	<p>CRC &amp; CET</p>
<p>The Rocket Man</p> 	<ul style="list-style-type: none"> <li>• Male registered adults in good standing</li> <li>• Consecutive contribution for 2 or more years in any capacity that supports Girl Scouts outside of Product Program</li> </ul>	<p>Nominations: 3</p>	<p>CRC &amp; CET</p>
<p>Whatever It Takes</p> 	<ul style="list-style-type: none"> <li>• Up to three registered adults in good standing per region may be awarded</li> <li>• Supports the Girl Scout Mission and maintains a consistent positive attitude</li> <li>• Eligible after second year of adult membership</li> <li>• Has previously earned at least one Regional Award</li> </ul>	<p>Nominations: 4</p>	<p>CRC &amp; CET</p>

Award	Criteria	Form Requirements	Approval
<p>Reita Dykes Peak Performance</p> 	<ul style="list-style-type: none"> <li>• Must be a registered female adult member in good standing for 10 or more consecutive years</li> <li>• Embodies the Girl Scout Mission, Promise and Law</li> <li>• Provides leadership and service that extends beyond the troop level and impacts 3 or more Regions (i.e. delegate, training, task force, Council Committee, etc)</li> </ul>	<p>Nominations: 4 one from CEO or Board Chair</p>	<p>CRC &amp; CET</p>
<p>Shining Star</p> 	<ul style="list-style-type: none"> <li>• Must be a registered adult member in good standing</li> <li>• Offers outstanding service to the entire Council over the course of 3 consecutive years</li> <li>• Must have previously received a Council award</li> </ul>	<p>Nominations: 4 one from CEO or Board Chair</p>	<p>CRC &amp; CET</p>
<p>Andy Clark Memorial Award</p>	<ul style="list-style-type: none"> <li>• One adult member in good standing per region awarded that contributes a minimum of 5 years to Girl Scouts of San Gorgonio</li> <li>• Offer enrichment opportunities to registered members of San Gorgonio</li> <li>• Service provided without expectation of recognition</li> </ul>	<p>Nominations: 4 one from CEO or Board Chair</p>	<p>CRC &amp; CET</p>
<p>Fund Development Award</p> 	<p>OR</p> <ul style="list-style-type: none"> <li>• Increases contributions of in-kind donations, grants, corporate, foundations, endowments, major gifts</li> <li>• Individual contributions i.e. recruit of new members to the Daisy Society or Juliette Gordon Low Society</li> </ul>	<p>Nominations: 2 one from CEO or Board Chair</p>	<p>CRC, CEO and Vice President of Fund Development</p>
<p>Regional Leader of the Year</p> 	<ul style="list-style-type: none"> <li>• One leader per year, per Region</li> <li>• Provides girls with exceptional leadership opportunities through exemplary implementation of the girl led model</li> <li>• Serve in a troop leadership position for at least 5 consecutive years</li> <li>• Serves as an exceptional role model for girls and other adults</li> <li>• Current in all training requirements for their position</li> </ul>	<p>Nominations: 5 (One <b>must</b> come from a non-related girl in the nominee's troop.)</p>	<p>CRC &amp; CET</p>

Award	Criteria	Form Requirements	Approval
Council Leader of the Year 	<ul style="list-style-type: none"> <li>Recipients of the Regional Leader of the Year within the previous two years who have remained in good standing are eligible</li> <li>Two new nominations supporting continued leadership of the troop are required</li> <li>Cannot be a prior recipient of this award</li> </ul>	Nominations: 2 excludes previous submission (One <b>must</b> come from a Service Unit Manager)	CRC & CET
Appreciation Plaque	<ul style="list-style-type: none"> <li>Recipients may be individuals or organizations</li> <li>Recipients need not be registered members</li> <li>Has contributed service or in-kind to one or more Service Units or geographic regions</li> <li>Said contribution furthered the Council's goals</li> </ul>	Nominations: 2 (one <b>must</b> be from Service Unit Manager or Team Member)	CRC & CET
Girl Scout of the Year (presented at the Gold Award Gala)	<ul style="list-style-type: none"> <li>Registered Senior or Ambassador Girl Scout members are eligible</li> <li>Exemplifies through both words and actions the highest ideals of character, conduct, patriotism and service</li> <li>Upholds the mission of Girl Scouts</li> <li>Has held leadership positions in both Girl Scouts and the community</li> <li>Embodies the Girl Scout Promise and Law both during Girl Scouts and day to day</li> </ul>	Nominations: 4	CRC & CET
Margaret Scout Service Award (presented at the Gold Award Gala)	<ul style="list-style-type: none"> <li>Registered Cadette, Senior or Ambassador Girl Scout members are eligible</li> <li>Must have performed a minimum of 50 hours of service to the Girl Scout community</li> <li>Service performed while embodying the Girl Scout Promise and Law in both action and attitude</li> </ul>	Nominations: 1	CRC & CET

Executive Awards			
Volunteer Executive Award	<ul style="list-style-type: none"> <li>Highest Council Award</li> <li>Granted to a registered adult volunteer who qualifies for executive leadership at the Council or National level</li> <li>Have made significant contributions that have impacted meeting the mission-delivery goals and priorities of the entire Council</li> </ul>	Nominations: 2 (one from a member of the Executive Team or Board Member)	CET

National Awards <i>Recipients are all who qualify.</i>			
Award	Criteria	Form Requirements	Approval
Appreciation Pin 	Recognizes an individual's exemplary service in support of delivering the GS Leadership Experience with impact on one regional area of service. <b>Criteria:</b> <ul style="list-style-type: none"> <li>The nominee is an active, registered adult Girl Scout in good standing</li> <li>The service performed by the nominee is above and beyond the expectations for the position held, and has made an impact on <u>one geographic area</u> within the Council's jurisdiction</li> <li>The nominee must have earned either Leader of Distinction or Volunteer of Distinction</li> </ul>	Nominations: 3	CRC & CET
Honor Pin 	Recognizes an individual's exemplary service in support of delivering the GSLE which has had measurable impact, allowing the council to reach and surpass its mission delivery goals. <b>Criteria:</b> <ul style="list-style-type: none"> <li>The nominee is an active, registered adult Girl Scout in good standing</li> <li>The service performed by the nominee is above and beyond the expectations for the position held and made an impact on <u>two or more regional areas</u> within the council's jurisdiction</li> <li>Recipients must have already earned the Appreciation Pin</li> </ul>	Nominations: 4	CRC & CET

Award	Criteria	Form Requirements	Approval
<p data-bbox="191 499 358 527">Thanks Badge</p> 	<p data-bbox="410 270 1013 474">The Thanks Badge honors an individual whose ongoing commitment, leadership, and service have had an exceptional, measurable impact on meeting the mission-delivery goals and priorities of the entire council or the entire Girl Scout Movement.</p> <p data-bbox="410 485 509 512"><b>Criteria:</b></p> <ul data-bbox="459 522 1008 905" style="list-style-type: none"> <li data-bbox="459 522 1008 585">• The nominee is an active, registered adult Girl Scout in good standing</li> <li data-bbox="459 596 1008 835">• The outstanding service performed by the nominee resulted in outcomes that benefitted the total council or the entire Girl Scout organization, and is so significantly above and beyond the call of duty that no other award would be appropriate</li> <li data-bbox="459 846 1008 905">• Recipients must have already earned the Honor Pin</li> </ul>	<p data-bbox="1050 558 1237 585">Nominations: 5</p>	<p data-bbox="1300 575 1425 602">CRC &amp; CET</p>
<p data-bbox="183 1020 370 1047">Thanks Badge II</p> 	<p data-bbox="410 915 1013 1087">The Thanks Badge II honors a previous Thanks Badge recipient who has continued to provide exemplary service in a leadership role, resulting in a measurable impact that benefits the entire Girl Scout Movement. <b>Criteria:</b></p> <ul data-bbox="459 1098 1008 1373" style="list-style-type: none"> <li data-bbox="459 1098 1008 1161">• The nominee is an active, registered adult Girl Scout in good standing</li> <li data-bbox="459 1171 1008 1234">• The nominee has received the Thanks Badge</li> <li data-bbox="459 1245 1008 1373">• The outstanding service performed by the nominee resulted in outcomes that benefitted the total council or the entire Girl Scout</li> </ul>	<p data-bbox="1050 1115 1237 1142">Nominations: 5</p>	<p data-bbox="1300 1131 1425 1159">CRC &amp; CET</p>
<p data-bbox="199 1514 354 1577">Volunteer of Excellence</p> 	<p data-bbox="410 1383 1013 1591">Recognizes volunteers who have contributed outstanding service while partnering directly with girls in any pathway to implement the GSLE through the use of the National Program Portfolio or in support of the Council’s mission delivery to girl and adult members.</p> <p data-bbox="410 1602 509 1629"><b>Criteria:</b></p> <ul data-bbox="459 1640 1008 1875" style="list-style-type: none"> <li data-bbox="459 1640 1008 1703">• The nominee is an active, registered adult Girl Scout in good standing</li> <li data-bbox="459 1713 1008 1808">• The nominee has successfully completed a term of service and all requirements for the position</li> <li data-bbox="459 1818 1008 1875">• The nominee has performed beyond expectations for the position to deliver</li> </ul>	<p data-bbox="1050 1604 1237 1631">Nominations: 4</p>	<p data-bbox="1300 1621 1425 1648">CRC &amp; CET</p>

	<p>the Girl Scout Leadership Experience to girls using the National Program Portfolio OR</p> <ul style="list-style-type: none"><li>• The nominee's performance has performed beyond the expectations of the position and has supported the council's mission delivery goals in one or more of the following functional areas: Membership Development/ Community Cultivation, Volunteer Relations and Support, Program, Leadership and Governance, Fund Development, and Council Support Service (such as IT, Customer Service, Product Sales, etc.</li><li>• The nominee actively recognizes, understands, and practices the values of inclusive behavior</li><li>• Recipients have already earned the Thanks Badge</li></ul>		
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## **Girl Scouts of San Gorgonio's Goals**

Many of the awards Council has to recognize volunteers have a requirement of "...has significantly contributed to meeting one or more council goals in..."

What does that mean? Here are Council's goals:

### ***MEMBERSHIP:***

Increase girl market share, diversity and adult membership.

### ***VOLUNTEERISM:***

Expand and diversify volunteer opportunities through development of structures and systems that provide volunteers with valuable, relevant and transferable skills.

### ***PROGRAMS:***

Provide valuable opportunities for all girls to participate in the Girl Scout Leadership Experience through innovative, robust pathways.

### ***FUNDING:***

Build our culture of philanthropy through the creation of sustainable and diverse funding sources and cultivating new sources of revenue.

### ***COMMUNITY VISIBILITY:***

Build our community visibility by expanding our media presence in all markets, partnering with organizations and cultural institutions, and communicating the community impact of Girl Scouts. Ensure communications are multi-lingual.

## Do's and Do Not's

### Do...

- Give as many details as possible. The recognitions committee can only work with what is in front of them. If you don't tell them about it they won't know.
- Be result-oriented. Do not say that the candidate is responsible, friendly, etc. – tell the results they achieved.
- Explain how you feel the person has shown growth in her/his contributions to Girl Scouting since her/his previous award. Growth is one of the things the committee likes to see when progressing from one award to the other.
- Most importantly, only include information about the scope of work they are nominated for. If they are being nominated as an outstanding Service Unit Coordinator, the work they do with their troop, while appreciated, is not relevant and should not be included.

### Do not...

- Do not be vague. It is assumed that this is a nice person who you like and think positively of. Otherwise, you wouldn't be nominating them.
- Do not write about the many positions the candidate holds unless the positions are relevant to the award and you have personal experience working with the candidate in that role.
- Do not make assumptions about the responsibilities involved with service positions.
- Many service units and regional teams divide duties among several people. It is more important that s/he does them "above the expectation of the position."
- Do not just look at the position description or the award requirements and tell us s/he does each of these things – these are considered part of the position and not above and beyond.



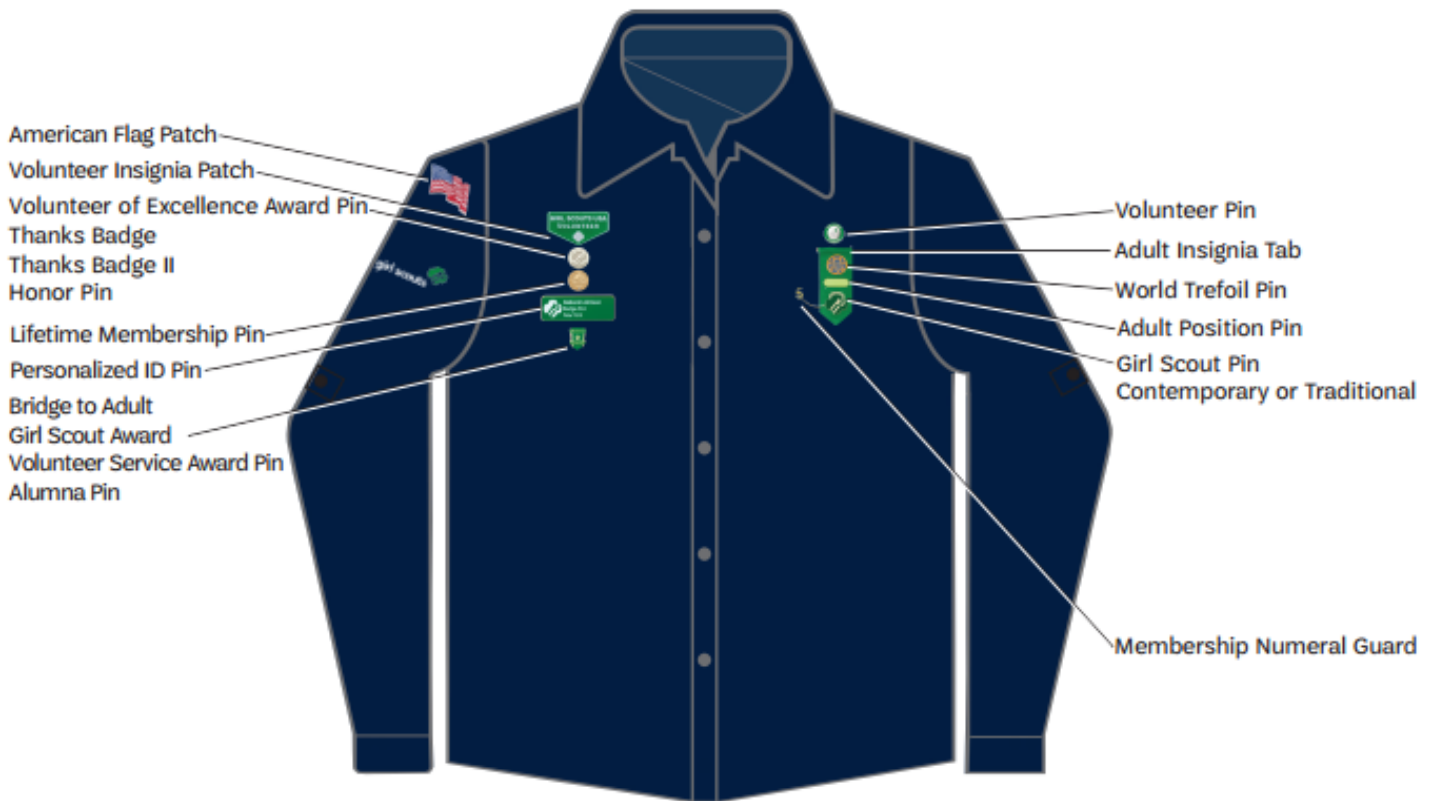
## Tips in Writing Strong Award Nominations -- Why It Matters

We want to know how fabulous your award candidates are so we can recognize them! This chart shows how a statement, with a little thought, can become a stronger nomination statement for the Council Recognitions Committee's review.

INITIAL STATEMENT:	THOUGHTFULLY CONSIDER	STRONG NOMINATION STATEMENT
"She has been a leader for a long time."	How many years? Through which levels?	"For 11 years, she has led a large troop from Daisies, persevering through the difficult middle school years, to their current age in high school."
"She is a great leader."	What kind of leadership qualities does she bring? What makes her stand out?	"She continually brings leadership opportunities to the girls. She encourages a girl-led approach by allowing girls to vote on and implement their activities."
"She always goes above and beyond."	Be specific! Tell a story about the great benefits those around her receive due to her efforts.	"Her troop voted to start the aMuse Journey. Because she has never considered herself a "creative soul" when it came to artistic endeavors, she recruited troop parents, artists and actors as resources for her girls to draw from. As a result, the girls have had a great time and discovered new things about their community! They now have several opportunities for Take Action projects."
"He's a dad who helps whenever needed."	Be specific! Tell a story about the support given to the girls, and how the girls benefitted.	"This Rocket Man came to the rescue during a troop camp-out when the troops discovered a nest of baby rattlesnakes in camp! He kept both the girls and leaders calm as he assisted, all the while educating the girls about the snakes and safety. The girls felt safe, and in control, thanks to good guidance from a Rocket Man!"

## Insignia Placement

# Girl Scout Adult



# **NOTES**

## **Recognition FAQs**

1. How do I nominate a volunteer for adult recognition?  
Go to <https://www.gssgc.org/en/for-volunteers/online-support-for-volunteers/adult-awards--recognitions.html> and submit a nomination from a desktop computer or iPad. Please do not use cellphones as nomination information does not always transmit to the Council database. (For a step-by-step process, please see the bottom of this document)
2. What is the general criteria for adult award recognitions?  
A nominee must have active membership with Girl Scouts of San Geronio and owe no Council debt at time of nomination. Criteria for specific awards are outlined on our webpage under forms. Search for Recognitions Award Guide.
3. Where are awards presented?  
Longevity Awards: Years of Membership, Years of Service under 20 years and Regional Awards are presented locally as determined by your Regional Recognitions Team. Longevity Awards 20 years or more, Council and National Awards are presented at the Annual Meeting and Adult Recognitions held in May of each year.
4. Can I self-nominate?  
No.
5. How many nominations can I submit?  
You may submit as many nominations as you wish.
6. When are the deadlines for adult recognitions?  
The deadline for submitting nominations can be found on the council website: [www.gssgc.org](http://www.gssgc.org)
7. Can I submit paper nominations if internet is not reliable in my area?  
Unfortunately, paper nominations are not accepted for recognitions.
8. How will I know when my nomination is received?  
The nominator will a follow-up email generated within 3-5 business days requesting additional information.
9. What if I am unsure which award the person should be nominated for?  
First, consult list to determine what awards the person may have already received.. On the nomination, please select "I am OPEN to panel suggestion for this award," and the Council Recognitions Committee will review nominations. The committee will select the most appropriate award based on the information provided in the nominations. If the nominator selects "I feel STRONGLY this award should be given," Council Committee options are limited. An award change with this statement will not occur unless the nominator agrees, otherwise award may be disapproved.

- 10. Am I able to cancel or withdraw a nomination after I sign and submit nomination?**  
You cannot withdraw a nomination after you sign and submit online nomination. If you wish to cancel an award, contact [awards@gssgc.org](mailto:awards@gssgc.org) for further steps.
- 11. Once I start a nomination can I save my spot and continue later?**  
Unfortunately no, once you start the nomination process you must finish in one session and submit after you enter your electronic signature.
- 12. Are nominations saved online for me to review?**  
No, online nominations are not visible after submitted. For that reason, PLEASE save your answers in a separate document and copy them into the text box on the survey.
- 13. What if a nominee's achievements are further back than 10 years? Can I include those achievements in the nomination?**  
Yes, please include all achievements not previously recognized for an award.
- 14. Can I preview nomination questions before submitting?**  
Exact questions are automatically generated to be tailored to the award selected and time in Girl Scouts. Most nominations will require the following general information:
- Contact info of nominee (email, phone)
  - Type of service (troop leader, SU Money Manager, Adult Educator, etc)
  - Focus area of service (troop, Service Unit, Region, Council)
  - Length of service
  - Names and emails for additional nominators
- 15. Who should the additional nominators be?**  
Anyone who can speak to the contributions and service of the nominee. This can be troop, Service Unit, or Regional volunteers, girls, parents, or even staff members.
- 16. What will nominators be asked?**  
Here are the general things you'll need to write about the nominee:
- Specific examples of how she/he/it has empowered girls or adults or gone "above and beyond" expectations
  - Specific stories of support or contributions she/he/it did that impressed you
  - Length of time she/he/it has spent in the service
- 17. Am I able to skip nomination questions?**  
No, you have to answer all required questions. The form will not allow you to move forward with the nomination if questions are blank.
- 18. Can I track my nomination once submitted?**  
Nominators are notified when a nomination is submitted, but are not updated on every step of the process.

### Step-by-step process for submitting a nomination

1. Go to <https://www.gssgc.org/> click **Volunteer** at top of page, then click **Recognitions** on the left side and then **Nomination Submission** to start the process.
2. Complete information regarding nomination type, nominee's position (i.e.; cookie manager, service unit manager, etc.), ~~being awarded~~, length of service, contact details, and geographic information.
3. If the nominee is award eligible, prompts will continue for nomination process, where you will confirm the award and enter contact information for additional nominators.
4. If the nomination is for service provided for the correct membership year, the nomination will be processed. If it's for the incorrect year (usually submitted for the current year rather than the previous) the nomination will be discarded.
5. **You must** submit your electronic signature then click "Sign/Submit to GSSGC" for review. Nominations without electronic signature are not complete, and will be discarded.





1751 Plum Lane, Redlands, CA 92374

## LOCATIONS

### CENTRAL SERVICE CENTER & EXECUTIVE OFFICES

1751 Plum Lane  
Redlands, CA 92374

### CENTRAL WEST SERVICE CENTER

9840 Indiana Avenue, Suites 7 & 8  
Riverside, CA 92503

### LOW DESERT SERVICE CENTER

75-180 Mediterranean, Suites A & B  
Palm Desert, CA 92211

### HIGH DESERT SERVICE CENTER

17189 Yuma St. Unit 1  
Victorville, CA 92395

### SOUTHWEST SERVICE CENTER

40880 County Center Dr., Suite G  
Temecula, CA 92591



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