

Volunteer Recognitions At-a-Glance

Recognition	Who to Consider	Criteria	Nomination and Approval Process
<i>Episodic Volunteer Recognitions:</i>	Episodic Volunteers	<ul style="list-style-type: none"> • Be a registered Girl Scout adult • An adult who gives time to Girl Scouting at the council or national level on a sporadic basis 	<ul style="list-style-type: none"> • Submit an application describing the volunteer's accomplishments to the recognitions task group outlining how the service has benefited the girls and the organization • Recognitions task group reviews the application and approves or denies the nomination • Recognitions task group sends out notification of its decision
<i>Community Participation</i> <i>Thank you letter</i>	Episodic Volunteers	<ul style="list-style-type: none"> • Have at least given a one-time service to the council or to the national organization 	
<i>Citizenship in Girl Scouting</i> <i>Certificate</i>	Episodic Volunteers	<ul style="list-style-type: none"> • 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 	
<i>Social Responsibility in Girl Scouting</i> <i>Volunteer Service Pin Level I, II, or III</i>	Episodic Volunteers	<ul style="list-style-type: none"> • An individual who commits to a fourth round of episodic or short-term service • Provide support to the council or to the national organization 	

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<p>Progressive Volunteer Awards:</p> <p><i>Stage 1: Girl Scout Volunteer Achievement Award (Volunteer Development Pin)</i></p>	Progressive Volunteers	<ul style="list-style-type: none"> • Be a registered Girl Scout adult • Have completed a first successful service: <ul style="list-style-type: none"> ○ On a board committee or ○ On task group assignment or ○ On service unit management or ○ To GSUSA for one year 	<ul style="list-style-type: none"> • Submit an application describing the volunteer's accomplishments to the recognitions task group outlining how the service has benefited the girls and the organization during the current membership year • Local or national recognitions task group reviews the application and approves or denies the nomination • Recognitions task group sends out notification of its decision
<p><i>Girl Scout Mentoring Award (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 • Coaches or mentors a new volunteer resulting in her/his retention to continue volunteering for two years 	
<p><i>Girl Scout Volunteer Executive Award (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 	
<p><i>Girl Scout Volunteer Diversity Award (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 ○ Training • Managing diversity by: <ul style="list-style-type: none"> ○ Creating a system that supports the councils' goals 	

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<i>Girl Scout Community Cultivation Award (Silver Key)</i>	Progressive Volunteers	<ul style="list-style-type: none"> • Be a registered Girl Scout adult • Have increased volunteer membership by using the talents and skills of all the dimensions of diversity: <ul style="list-style-type: none"> ○ 18-29 ○ episodic volunteers ○ males ○ 55 plus • Have increased girl membership that reflects the diversity in the council's jurisdiction: <ul style="list-style-type: none"> ○ Racial/ethnic ○ Disability ○ Socioeconomic • STUDIO 2B <ul style="list-style-type: none"> ○ Retaining 11-17 year olds ○ Marketing the concept to the community • 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 	
<i>Girl Scout Fund Development Award (Copper Key)</i>	Progressive Volunteers	<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 reflect the diversity in the council's jurisdiction through: <ul style="list-style-type: none"> ○ Grants ○ Planned giving ○ Annual giving ○ Bequests 	

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<p>Outstanding Volunteer Award</p> <p><i>Certificate is also available</i></p>	<p>For a volunteer in a position other than 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"> • Submit an application describing the volunteer's accomplishments to the recognitions task group outlining how the service has benefited the girls and the organization • Recognitions task group reviews the application and approves or denies the nomination • Recognitions task group sends out notification of its decision
<p>Outstanding Leader Award</p> <p><i>Certificate is also available</i></p>	<p>For a troop/group leader, assistant leader, 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 four program goals to select a wide range of program activities with girls ○ Helping girls to recognize, understand, and practice the values of inclusive behavior ○ Building an effective By Girls, For Girls approach with girls 	<ul style="list-style-type: none"> • Submit an application describing the volunteer's accomplishments to the recognitions task group outlining how the service has benefited the girls and the organization • Recognitions task group reviews the application and approves or denies the nomination • Recognitions task group sends notification of its decision to the council board of directors for confirmation
<p>President's Award</p>	<p>For a geographic area team or program delivery team</p>	<ul style="list-style-type: none"> • All be registered Girl Scout adults • Must have significantly contributed to meeting one or more council goals in membership growth and retention, fund development, or increased community visibility • Must reflect the diversity of the area they serve • Actively recognize, understand, and practice the values of inclusive behavior 	<ul style="list-style-type: none"> • Submit an application describing the volunteer's accomplishments to the recognitions task group outlining how the service has benefited the girls and the organization • Recognitions task group reviews the application and approves or denies the nomination • Recognitions task group sends notification of its decision to the council board of directors for confirmation

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Appreciation Pin <i>Certificate is also available</i>	For volunteers actively giving outstanding service to at least one geographic area or program delivery audience	<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 	
Honor Pin <i>Certificate is also available</i>	For volunteers actively giving outstanding service in more than two geographic areas	<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 	
Thanks Badge <i>Certificate is also available</i>	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 councilwide ○ Developing broad participation in policy-influencing through the democratic process ○ Ensuring that inclusive behavior is recognized, understood, and practiced at all levels 	
Thanks Badge II <i>Certificate is also available</i>	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 	<ul style="list-style-type: none"> • Submit an application describing the volunteer's accomplishments to the council recognitions task group outlining how the service has benefited the organization • Council recognitions task group reviews the application and approves or denies the nomination

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		<ul style="list-style-type: none"> ○ Pluralism ○ Marketing and Communications ○ Strategic Leadership ○ Human Resources 	<ul style="list-style-type: none"> • Council recognitions task group sends its recommendation to the National Board Adult Recognitions Task Group
Leadership Development Pin	For troop/group leader, assistant leader, or 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 training and have demonstrated position competence • Actively recognize, understand, and practice the values of inclusive behavior 	<ul style="list-style-type: none"> • The candidate submits an application which is reviewed by a designated volunteer or employed staff member. If all requirements have been met, the recognition is authorized
<i>Additional Recognition:</i> Green Leaf Silver Leaf Gold Leaf	For Prior Leadership Development Pin Recipients ~	<ul style="list-style-type: none"> • Green Leaf: Represents 10 contact hours or one CEU of additional training • Silver Leaf: Represents 50 contact hours or five CEUs of additional training • Gold Leaf: Represents 250 contact hours or 25 CEUs of additional training 	<ul style="list-style-type: none"> • Candidates applying for leaves need to document their hours and describe how the workshop/course has improved their work with girls
Trainer's Pin		<ul style="list-style-type: none"> • Be a registered Girl Scout adult • Have completed the council train-the-trainer course or demonstrated competence in planning, designing, delivering, and evaluating training 	<ul style="list-style-type: none"> • Adult Development Director or appropriate designee approves the recognition
Instructor-of-Trainer's Pin	For certified GSUSA instructors of trainers	<ul style="list-style-type: none"> • Be a registered Girl Scout adult • Have either waved or completed training and completed a practicum • Primary responsibility is to plan, design, deliver, and evaluate council train-the-trainer courses 	<ul style="list-style-type: none"> • Awarded directly by Girl Scouts of the USA

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Other Girl Scout Recognitions	Descriptions
<i>Girl Scout Gold Award Alliance</i>	The Girl Scout Gold Award Alliance Pin is worn by members of a council's Girl Scout Gold Award Alliance. As established by the National Council in 1993, the purpose of the Girl Scout Gold Award Alliance is to support girls working toward the Girl Scout Gold Award and to increase public recognition of this award.
<i>Outgoing President's Pin</i>	The Outgoing President's Pin honors a council president upon conclusion of her/his final term of office. The council board of directors makes the decision to present this pin to the council president.
<i>Volunteer Years of Service Pin</i>	The Years of Service Pin recognizes an adult member registered with Girl Scouts of the USA for her/his years of active volunteer service at five-year intervals (5, 10, 15, etc.). This pin differs from the numeral guard in that it represents the number of years an adult volunteer has actively provided service, whereas the numeral guard recognizes years of membership.
<i>Award Certificate</i>	The Award Certificate (UPC #09981) is an all-purpose recognition suitable for "service of exceptional quality" from an individual or a group. It is especially valuable when you want to recognize someone who has already received an awarded recognition, such as the Appreciation Pin or Honor Pin, for additional service. It can also be presented together with such a pin, to document in writing the date and reason for the award. Comes with a calligraphic pen for use in adding the honoree's name.
<i>Lifetime Membership Pin</i>	The Lifetime Membership Pin may be worn by any adult who is a lifetime member of Girl Scouts of the USA. This pin is a gold-filled disc featuring the three girls' profiles or an eagle logo with laurel at the bottom. It can be worn on the right side of the uniform above the personalized identification pin and can be purchased by or given as a gift to any lifetime member.
<i>Juliette Low World Friendship Medal for Councils</i>	The Juliette Low World Friendship Medal is a prestigious national award for excellence in international understanding, program, and service and is granted by the National Board of Directors of Girl Scouts of the USA to individuals, organizations, or Girl Scout councils.
<i>Juliette Low World Friendship Medal for Organizations</i>	<ol style="list-style-type: none"> 1. The organization has given special assistance in furthering international understanding in the community and in Girl Scouting. 2. The organization has provided special service or funds to promote international opportunities for Girl Scouts.
<i>Religious Recognitions</i>	A number of religious groups have recognitions for adults who have given distinguished service by working with young people through Girl Scouts of the USA or other youth agencies.