



ADULT RECOGNITIONS DIGEST

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ADULT RECOGNITIONS

Adults join the Girl Scout movement to be of service to girls and because they believe in the values of the Girl Scout Leadership Experience. Volunteers give generously of their time, talents and skills. Their reward is in the giving - to girls, and to each other. Adults deserve appreciation for the valuable work they do. Recognition is an attitude, whether it is a simple thank you for a job well done or a formal commendation for outstanding service. Such acknowledgment is a signal to recipients that their work is sincerely valued and appreciated. It is important that a recognition be timely and not as a parting gesture.

The Adult Recognitions Program, as developed by GSUSA, begins with basic thank yous and works up to formal recognitions. **It is important that all criteria be met, the nomination applications be complete, and, upon receiving an award, the recipient has ample time to meet additional criteria before being nominated for the next award.**

This Digest contains suggestions for thank yous, adult recognitions available, award criteria, and information on the approval process. It also contains deadlines for nomination submission. These deadlines must be met to present the award in the time intended. Missed deadlines can hold up approval and presentation of awards until the next program year.

For further information, contact Girl Scouts of Central Maryland and ask for the Volunteer Resource Center or e-mail vrc@gscm.org.

TO GET STARTED

When it is time to recognize volunteers, make a list of all those deserving a special thank you or award and list what they did. Consider the length of time and the scope of their service. This will ensure no one has been forgotten and awards are appropriate.

WHO	Include everyone who helped.
WHERE	Location of the presentation should fit the service the volunteer has provided. For example, a badge/program consultant should be thanked at a troop's Court of Awards. Presentations can be made privately, at community events, or at council events if appropriate.
WHEN	Time of the presentation should fit the scope of the work.
WHAT	What thank you or award is most appropriate for the work performed? GSUSA's adult recognitions program is developed with the growth of volunteers in mind.

INFORMAL AWARDS AND THANK YOU

It is important to provide meaningful acknowledgment of the time, energy, skills and passions that volunteers share with us whether it is for 4 hours, or 4 days, or 4 months, 4 years, or 40 years and to have a mixture of types of recognition to meet varied needs and personal preferences of all these various volunteers. That means throughout the year there would be opportunities for informal reward and formal awards for all types of volunteer roles.

Informal rewards are those day-to-day ways to say thank you. These could include things like thank you letters from staff, volunteers, parents, or compliments on specific actions you notice.

One of the most meaningful thank yous are from the girls themselves. Think about ways you can involve girls in the process. Let the girls be creative – perhaps a video, a skit, a photo album. Just ask them how they would like to show their appreciation. Here are some ideas you might want to use:

- Electronic greeting cards: Most greeting card companies have online tools for you to send free e-cards for any occasion. Here are a just few examples of e-card sites: [Blue Mountain](#), [American Greetings](#), [Hallmark](#), and [e-Greetings](#).
- Virtual flowers: Similar to electronic cards, you can send electronic versions of flowers! Pick a picture of the flowers you would like to send and simply send by e-mail. There are several options available online, but a few examples include: [virtualflowers](#), [iflowers](#), and [123greetings](#).

Perhaps you'd like to recognize a volunteer with many years of service. GSCM has two pins that you may want to present. The first is a free Numeral Guard that is available from your Membership and Community Development Specialist. This pin, given in 5 years intervals, indicates the number of total registered Girl Scout years – girl and adult. There is also a Years of Service Pin that recognizes the years of Adult Service also in 5 year intervals. This pin is available for purchase in the GSCM stores. Your presentation could include an event inviting former girl members and adults the volunteer worked with, a scrap book of memories from years of service, a special gift from the GSCM's store, or an engraved gift. Again, include the girls in the planning to make it meaningful.

GSUSA and GSCM Adult Awards

When volunteers have given significant service above and beyond their position, they should be considered for a GSUSA or GSCM award. Here is a brief overview of the awards available:

GSCM EverGreen Award

Recognizes a member for 50+ years of membership in Girl Scouting. It is presented at the council's Annual Meeting. The GSCM Adult Recognition Committee reviews members' registration information. Submit Form – 06-500.

GSCM Daisy Award

Recognizes member and non-member adults who serve troops, communities, counties, council, or Girl Scouting in a supporting role such as Troop Committee members, Cookie Managers, Event Directors, community persons volunteering on behalf of Girl Scouting. Candidates must have served in that role for more than one year. Submit Form 06-118.

GSUSA Volunteer of Excellence

Recognizes volunteers who have contributed outstanding service while partnering directly with girls in any pathway to implement the Girl Scout Leadership Experience through the use of the National Program Portfolio or who have contributed outstanding service in support of the council's mission delivery to girl and adult members. Requires two (2) letters of endorsement. Submit Form – 06-119.

GSUSA Appreciation Pin

Recognizes a member's exemplary service in support of delivering the Girl Scout Leadership Experience and has a measureable impact within one geographic area/service unit. Requires (2) letters of endorsement Submit Form 06-116.

GSCM Black-Eyed Susan Pin

Recognizes continued outstanding service given by a GSUSA Appreciation Pin recipient in the geographic/service unit. Requires two (2) letters of endorsement. Submit Form 06-116.

GSUSA Honor Pin

Recognizes a member's exemplary service in support of delivering the Girl Scout Leadership Experience and has a measurable impact on two or more geographic area/service units. Requires three (3) letters of endorsement. Submit Form 06-120.

GSUSA Thanks Badge

To recognize outstanding service that benefits the total council or entire Girl Scout organization. Requires four (4) letters of endorsement. Submit Form 06-104.

GSUSA Thanks Badge II

To recognize a previous Thanks Badge award recipient who has continued to provide exemplary service in a leadership role which resulted in a measurable impact benefitting the entire Girl Scout movement. Requires four (4) letters of endorsement. Submit Form 06-104.

GSUSA President's Award

Recognizes the efforts of a service team, committee, or volunteer team whose exemplary service in support of delivering the Girl Scout Leadership Experience surpassed team goals and resulted in significant, measurable impact toward reaching the council's overall goals. Submit form 06-117.

When submitting Letters of Endorsement, please attach the endorsement letter outline (06-101) to each letter. Please Note: Endorsement letters must be written by individuals other than the nominator.

More detailed descriptions of these awards follows including nomination criteria and examples of potential award candidates.

Thanks Badge

Description

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.

Criteria

- The nominee is an active, registered adult Girl Scout.
- 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.

Nomination

A nomination form is completed and submitted to the council's recognition committee, along with supporting documentation indicating how the nominee meets the criteria. The recognition committee reviews the nomination documentation, then approves or denies it. The recognition committee sends notification of the decision to the council's board of directors for confirmation.

Example of nominee

A volunteer saw an opportunity to use Journeys to increase membership in one of the council's target markets through the camp pathway. She helped the council partner with local companies and groups to provide in-kind, financial, and volunteer support to build a Take-Action Tree House at each camp. She led a task group of girls to design and develop progressive programming, based on girl-led processes and Journey content, which culminated in take-action projects. The three-year project brought in 300 new Girl Scouts, a 5 percent overall increase in camp registrations the following year, 90 new volunteers, and new partnerships with 11 local organizations.

Thanks Badge II

Description

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 total council or entire Girl Scout Movement.

Criteria

- The nominee is an active, registered adult Girl Scout.
- The nominee has received the Thanks Badge.
- 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.

Nomination

A nomination form is completed and submitted to the council's recognition committee, along with supporting documentation indicating how the nominee meets the criteria. The recognition committee reviews the nomination documentation, then approves or denies it. The recognition committee sends notification of the decision to the council's board of directors for confirmation.

Example of nominee

After receiving the Thanks Badge, the volunteer from the Thanks Badge example was motivated by the success of the Take-Action Tree House project and submitted to present this best practice at a GSUSA conference. She then served for two years on a national task group to help educate and support all 111 other councils as they create long-term plans that integrate all council departments to implement the cap pathway to grow membership and deliver the Girl Scout Leadership Experience (GSLE) through Journey use.

Honor Pin

Description

The Honor Pin recognizes an individual's exemplary service in support of delivering the Girl Scout Leadership Experience (GSLE), which has had measurable impact on two or more geographic areas of service, allowing the council to reach and surpass its mission-delivery goals.

Criteria

- The nominee is an active, registered adult Girl Scout.
- The service performed by the nominee is above and beyond the expectations for the position held and made an impact on two or more geographic areas within the council's jurisdiction.

Nomination

A nomination form is completed and submitted to the council's recognition committee, along with supporting documentation indicating how the nominee meets the criteria. The recognition committee reviews the nomination documentation, then approves or denies it. The recognition committee sends notification of the decision to the council's board of directors for confirmation.

Example of nominee

A Facilitator realized that although the council created online courses and resources about the GSLE, at volunteer meetings she heard comments indicating that many volunteers still were hesitant to use Journeys to deliver the GSLE to girls. She worked with the Volunteer Management department to develop a GSLE Coach role, which would support all direct-service volunteers as they implemented what they learned in the courses and put Journeys into action. This role was piloted in four service-delivery teams where, after the first year, Journey sales increased by 30 percent; girls shared the impact of 14 new take-action projects via the council's Web site; and the volunteer-satisfaction scores increased by 12 percent.

Appreciation Pin

Description

The Appreciation Pin recognizes an individual's exemplary service in support of delivering the Girl Scout Leadership Experience (GSLE). This service, which has had measurable impact on at least one geographic area of service, helps the council reach and surpass its mission-delivery goals for that area.

Criteria

- The nominee is an active, registered adult Girl Scout.
- The service performed by the nominee is above and beyond the expectations for the position held, and made an impact in one or more geographic areas within the council's jurisdiction.

Nomination

A nomination form is completed and submitted to the council's recognition committee, along with supporting documentation indicating how the nominee meets the criteria. The recognition committee reviews the nomination documentation, then approves or denies it. The recognition committee sends notification of the decision to the council's board of directors for confirmation.

Example of nominee

At an event, a Troop Leader noticed that the diversity of the girls did not match the diversity of the community. She talked with her council's staff members and found that they had identified a potential for membership increase among the Hispanic communities in her area. She partnered with the service-delivery team to create and implement recruitment strategies to reach both girls and adults and new ways of work to support new members. As a result, Hispanic girl membership rose by 14 percent and adult membership by 15 percent last year. While those new members participated in series and camps, 78 percent of them participated in troops.

The GSCM Black-Eyed Susan Award, which is given to previous Appreciation Pin recipients, uses the same criteria as the Appreciation Pin.

President's Award

Description

The President's Award recognizes the efforts of a service-delivery team or committee whose exemplary service in support of delivering the Girl Scout Leadership Experience surpassed team goals and resulted in significant, measurable impact toward reaching the council's overall goals.

Criteria

- All service -delivery team members are registered Girl Scouts.
- All service- delivery team members have met all requirements and expectations of the positions held.
- The service -delivery team has significantly contributed to meeting one or more of the council's mission-delivery goals.
- The service- delivery team reflects the diversity of the target audience or area it serves, in girl and adult membership, in all pathways offered.
- The service -delivery team actively recognizes, understands, and practices the values of inclusive behavior.

Nomination

A nomination form is completed and submitted to the council's recognition committee, along with supporting documentation indicating how the nominee meets the criteria. The recognition committee reviews the nomination documentation then makes a recommendation to the Council's Board of Directors.

Example of nominees

Members of a service-delivery team saw the need to better communicate information and opportunities with girls and adults in their area, so they organized a group of 15 teens and five volunteers, representing all communities in their jurisdiction, to create new communication strategies using social media (including Facebook, Twitter, and NING). As a result, 36 percent more girls attended their local events, 90 percent of open service-team positions were filled, and the council gained 1,350 friends on Facebook.

Volunteer of Excellence

Description

The Volunteer of Excellence award recognizes those volunteers who have contributed outstanding service while partnering directly with girls in any pathway to implement the Girl Scout Leadership Experience (GSLE) through use of the National Program Portfolio or who have contributed outstanding service in support of the council's mission delivery to girl and adult members.

Criteria

- The nominee is an active, registered adult Girl Scout.
- The nominee has successfully completed a term of service and all requirements for the position.
- The nominee has performed beyond expectations for the position to deliver the GSLE to girls using the National Program Portfolio, **or** the nominee's performance has been 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, Merchandising, MarComm).
- The nominee actively recognizes, understands, and practices the values of inclusive behavior.

Nomination

A nomination form is completed and submitted to the council's recognition committee, along with supporting documentation indicating how the nominee meets the criteria. This award must have approval by a majority of the group submitting the nomination (example – Service Team). The recognition committee reviews the nomination documentation, then approves or denies it.

Examples of nominee

- A volunteer Program Advisor works over the course of the year with a teen advisory committee of 30 current Girl Scout Seniors and Ambassadors who plan and deliver four performance day camps, using content from the *aMuse* Journey, targeted to girls in underserved areas of the council. As a result, those areas have a combined total of 210 new Junior girl members and 16 new adult volunteers; 92 percent of the girls at camp also signed up for other opportunities during the year.
- A college-student volunteer who was recruited by IT to help with data entry sees a posting on the council's Facebook page encouraging recognition of volunteers on Leader's Day. She sees an opportunity to use the council's Web site to make this type of volunteer recognition easy and relevant for everyone to use. In coordination with council staff, she helps launch a recognition page on the Web site that leverages tools like e-cards and online voting campaigns, highlights real volunteer success stories, and provides valuable information on ways to thank all volunteers throughout the year. As a result, 4,700 personal thank-yous are sent to volunteers by council leadership and staff, volunteers, parents, and girls in a year's time. Nominations for council- and GSUSA-earned awards also rise by 35 percent, and on satisfaction surveys, volunteers report feeling highly valued 22 percent more than the previous year.

GSCM Daisy Award

Description

The GSCM Daisy Award recognizes member and non-member adults who serve troops, communities, counties, council, or Girl Scouting in a supporting role such as Troop Committee members, Cookie Managers, Event Directors, community persons volunteering on behalf of Girl Scouting. Candidates must have served in that role for more than one year

Criteria

- Candidates must have served in that role for more than one year
- This award may be given to individuals or groups who are not registered Girl Scouts.

Nomination

A nomination form is completed and submitted to the council's recognition committee, along with supporting documentation indicating how the nominee meets the criteria. This award must have approval by a majority of the group submitting the nomination (example – Service Team). Nominations may be submitted throughout the year, but please allow 30 days for processing.

Example of nominee

A business owner who for the past 5 years has permitted use of her/his property for the Service Unit's Cookie Delivery Depot.

NOMINATION DEADLINES AND APPROVALS

Award	Deadline	Approval
GSCM EverGreen Award	November 1	Reviewed by GSCM Adult Recognitions Committee
GSCM Daisy	Ongoing	Service Delivery Team
GSUSA Volunteer of Excellence	November 1 February 28 May 1 August 1	Service Delivery Team recommendation Approved by GSCM Adult Recognitions Committee
President's Award	November 1	Reviewed by GSCM Adult Recognitions Committee and Approved by Board of Directors
Appreciation Pin GSCM Black-Eyed Susan Pin Honor Pin Thanks Badge Thanks Badge II	November 1 February 28	Reviewed by GSCM Adult Recognitions Committee and Approved by Board of Directors

Nomination forms are available on the GSCM website and from the Volunteer Resource Center.

Important Facts to Remember:

- Applications must be complete or the forms will be returned to the nominator for completion.
- When submitting Letters of Endorsement, please attach the endorsement letter outline (06-101) to each letter. Endorsement letters must be written by individuals other than the nominator.
- Applications must be submitted by stated deadlines to be considered.
- Recognitions Committee members are available to answer questions regarding the application process. Please contact the VRC.