

Girl Scout Council of Greater New York In Honor of Excellence

Volunteer and Community Recognition

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APPRECIATION & RECOGNITION

Appreciation should be an everyday process for everyone. Showing appreciation for one another is a good way to show respect, to relate to each other's strengths and to build mutual commitment. Whether working in partnership with girls or other adults, everyone can benefit from a positive atmosphere and attitude of appreciation.

Recognitions are tangible reminders of rewarding relationships and jobs well done between adult volunteers and Girl Scouting. We recognize those whose service goes above and beyond, who exceed expectations, whose contributions are significant, who are a model of outstanding performance.

Girl Scout Council of Greater New York has a Council Adult Recognition System in place that will ensure the proper form of Appreciation & Recognition for its many adult volunteers. In the following few pages you will find the necessary information that will help you decide which recognitions are available in order to nominate the volunteers in your community. You will find questions answered, recognition descriptions, forms and applications.

Directions For Adult Recognitions Application

1. Please read each Recognition Award category.
2. Fill out the Nomination Form for Adult Recognition.
3. Answer all the questions to the best of your ability.
4. If more than one reference is needed for the nomination, please use the Letter of Endorsement For Adult Recognition. Please feel free to make copies of the form as necessary.
5. Fill out Years of Service and Years of Membership forms in five-year intervals.
6. Return all completed forms *no later than January 15 to:*

Girl Scout Council of Greater New York
Volunteer Recognition Committee
43 West 23rd Street
New York, NY 10010
Phone: 212-645-4000 Fax: 212-645-4599

Some Frequently Asked Questions

Q. We worry that if we give too many Recognitions, their significance will be “watered down”. How do we maintain quality?

A. We should celebrate having growing numbers of people who deserve recognition. Take pride in having many to recognize. Girl Scout Adult recognitions are not a competition. There should be no limit on the number of awards given.

Q. What about recognizing people more than once? Should you give the same recognition or duplicate different pins?

A. It’s great to celebrate people whose continuing service and commitment make a difference in Girl Scouting. Rather than giving a duplicate pin, consider personalizing a certificate, gift or service. This would be appropriate when someone deserves repeated recognition at the same level, for example, as an outstanding volunteer or for an Honor Pin.

Q. How does a person decide which pin to wear?

A. In addition to the Girl Scout membership pin and the World Trefoil pin, it’s most appropriate to wear only two pins. They should be the most meaningful, recent or highest awards. People with numerous pins usually retire the remaining ones with honor, either placing them in a scrapbook or framing them together with certificates and other mementos.

Q. If a nomination requires three or four reference letters can one letter be photocopied and signed by other people?

A. Each individual who gives a reference should give her/his own account of the significant contributions of the nominee.

Recognition Placement Guide

1. World Trefoil Pin
2. Adult Position Pin
3. Girl Scout membership Pin
4. Membership numeral guard
5. Appreciation Pin, Certified Executive Director’s Pin, Thanks Badge or Thanks
6. Lifetime membership pin
7. Personalized identification pin
8. Bridge to Adult Girl Scout pin, Girl Scout Gold Award, Girl Scout Gold Award Alliance pin, Outstanding Leader Award, Outstanding Volunteer Award, Trainer’s Pin, Years of Service Pin

An Overview of Adult Recognitions In the Girl Scout Council of Greater New York

Earned Recognitions:

Leadership Development Pin
Years of Service Pin
Years of Membership

Borough Level Recognitions:

Outstanding Leader Award
Outstanding Volunteer Award
Outstanding Service Team Member Award
Skyline Award
Super Service Certificate

Council Level Recognitions:

Thanks Badge II
Thanks Badge
Honor Pin
Appreciation Pin
President's Award
Impact Award

Council/National Level Recognitions: (NEW!!!)

Community Participation
Citizenship in Girl Scouting
Social Responsibility in Girl Scouting
Girl Scout Volunteer Achievement Award
Girl Scout Mentoring Award
Girl Scout Volunteer Executive Award

Note:

Council/National level awards are nominated by staff or a council board member and are approved by the Council President.

Council level recognitions are submitted to and reviewed by the Council Recognition Committee.

Borough level and Earned recognitions are submitted to and reviewed by the Borough Recognition Committee.

General Guidelines

ALL RECOGNITION *nomination* forms: President's Award, Council Level, Borough Level and Earned are due by January 15th.

1. Carefully review the criteria for each award category to ensure that all requirements have been met.
2. Give clear, concise facts and dates and be sure that the questions are thoroughly answered.
3. Please be sure that all letters of endorsement (if applicable) are attached to the *nomination* form prior to mailing the package.
4. Carefully choose the persons who will write *letters of endorsement*. They should be able to express in writing, the details of the nominee's contribution. Their letters must be clear and to the point (use the Letter of Endorsement for Adult Recognition form enclosed in this booklet). One *letter of endorsement* may be submitted by the nominator.
5. **All Earned Recognition Applications**, (except years of service and years of membership) **require a copy of the training card**.
6. All Earned Recognition Applications (except years of service and years of membership) and President Award Applications must be signed by the Service Unit Manager or the Borough Membership Manager.
7. Service Unit Team as defined by GSUSA **must include**:

Service Unit Manager	Registrar
Troop Organizer	Family & Friends Manager
Troop Consultant	Cookie Campaign Manager
8. Submit applications before deadline whenever possible.
9. Submissions postmarked and received after the deadline will not be accepted for consideration.
10. Applications returned to a volunteer for more detailed information, must be resubmitted by the deadline as indicated on the correspondence.
11. All applications and *nomination* forms should be sent to:

Girl Scout Council of Greater New York
Volunteer Recognition Committee
43 West 23rd Street
New York, NY 10010-4283

Attention: Sr. Director of Membership & Volunteer Recognitions

Earned Recognition Requiring Approval of the Borough Recognition Committee

Leadership Development Pin

The Leadership Development pin recognizes adult troop / group leaders, assistant troop /group leaders or group coordinators who demonstrate competence, continuous improvement and participate in training in subject areas that will increase their skills in working with girls.

Criteria:

1. The candidate is a registered Girl Scout adult.
2. The candidate has completed one successful year in the position of troop / group leader, assistant leader or group coordinator.
3. The candidate has completed the appropriate basic job training.
4. The candidate has participated in at least two meetings beyond the troop or group.
5. The candidate has completed training in first aid and camping **or** has secured an adult resource person who has successfully completed such training or its equivalent. (This requirement may be eliminated if the troop/group is not involved in outdoor activities). You must indicate on the application if the Troop/Group is involved in outdoor activities.

Nominated by:

Self-nomination

Approval:

The Borough Recognition Committee reviews the application and authorizes the recognition if all requirements are met.

Form of Recognition: Leadership Development Pin

Additional Recognition:

Candidates applying for leaves need to document their hours and describe how the workshop/course has improved their work with girls. Training must have been taken within the last three years.

Green Leaf: Represents ten contact hours or one CEU of training. Five green leaves are replaced by one silver leaf.

Silver Leaf: Represents 50 contact hours or five CEUs of training. Five silver leaves are replaced by one gold leaf.

Gold Leaf: Represents 250 contact hours or 25 CEUs of training.

Earned Recognition Requiring Approval of the Borough Recognition Committee

Years of Membership

A membership numeral that recognizes the **total years of registered membership** (both girl and adult) in any Girl Scout/Girl Guide organization at five-year intervals.

Criteria:

The candidate is a registered Girl Scout adult.

Nominated by:

Nominated or self-nomination. Submit *Years of Membership* form. **Honor System**

Form of Recognition: Numeral guard in five-year intervals.

Approval:

Application approved by Borough Recognition Committee.

Earned Recognition Requiring Approval of the Borough Recognition Committee

Volunteer Years of Service Pin

The Years of service Pin recognizes an adult member registered with the Girl Scouts of the U.S.A. for her/his years of **active volunteer service** at five-year intervals.

Criteria:

The candidate is a registered Girl Scout adult.

Nominated by:

Nominated or self-nomination. Submit *Years of Service* form.

Form of Recognition: Volunteer Years of Service Pin in five-year intervals.

Approval:

Application approved by Borough Recognition Committee.

Awarded Recognition Requiring Approval of the Borough Recognition Committee

Outstanding Leader Award

The Outstanding Leader Award recognizes troop / group leaders, assistant troop / group leaders or group coordinators whose performance in working with girls is so outstanding that it merits recognition

Criteria:

1. The candidate is a registered Girl Scout adult.
2. The candidate has completed appropriate training, has demonstrated competence in girl-adult partnership, communication membership development, pluralism and program delivery.
3. The candidate's work with girls has **exceeded** expectations for the position as outlined in the job description and agreement.
4. The candidate's Troop/Group must have participated in the Cookie Campaign **and** Family & Friends Campaign in the year that the nomination is for.

Nominated by:

An individual or group familiar with the candidate's performance submits a *nomination* form and **two letters of endorsement** that documents the candidate's accomplishments and outstanding leadership qualities to the borough recognition committee. The *nomination* form outlines how the service performed has benefited the girls.

Approval:

The recognition committee reviews the nomination form and letters of endorsement, approves or denies the nomination and notifies the nominating individual or group.

Form of Recognition: Outstanding Leader Award Pin

Potential candidates for the Outstanding Leader Award could be the following:

- The Leader whose creative activities attract increasing numbers of girls to the troop.
- The leader who develops a series of activities that gives girls the opportunity to interact with people of different cultures in the community.
- The leader who recruits and retains an active troop committee that results in increased program opportunities for the girls in the troop.

Awarded Recognition Requiring Approval of the Borough Recognition Committee

Outstanding Volunteer Award

The Outstanding Volunteer Award recognizes an adult in a position **other than leader, or in addition** to leader whose service benefits a geographic area in a way that is beyond the expectations for the position.

Criteria:

1. The candidate is a registered Girl Scout adult.
2. The candidate has completed appropriate training **or** demonstrated competence for the job.
3. The candidate has performed at a level that exceeds the expectations of the position as outlined in the job description and agreement.

Nominated by:

An individual or group familiar with the candidate's performance submits a *nomination* form and *narrative* account of the candidate's accomplishments to the borough recognition committee.

Approval:

The borough recognition committee reviews the *nomination* form and *narrative*, approves or denies the nomination and notifies the nominating individual or group.

Form of Recognition: Outstanding Volunteer Award Pin

Potential candidates for the Outstanding Volunteer Award could be the following:

- A recruiter who has retained or increased adult or girl membership in an area beyond the goals set for that area.
- An event director who has managed several successful events with increased use of girl planning involvement.
- A consultant who consistently provides high quality programs to girls.

Awarded Recognition Requiring Approval of the Borough Recognition Committee

Outstanding Service Team Member

The Outstanding Service Team Member award recognizes an individual working on a service unit team who has demonstrated outstanding service to her geographic service area.

Criteria:

1. The candidate is a registered Girl Scout adult.
2. The service unit must have had a full team (as defined by GSUSA) in place for **at least three years**.
3. The candidate has been a member of the service unit team for **at least 2 years**.
4. The candidate's work within the geographic service area has **exceeded** expectations for the position as outlined in the job description and agreement.
5. Service Unit must submit Service Unit Roster for current year and two prior years with application as proof of Service Unit Team positions.

Service Unit Team as defined by GSUSA must include the following:

**Service Unit Manager
Troop Consultant
Troop Organizer**

**Registrar
Family & Friends Manager
Cookie Campaign Manager**

Nominated by:

A member of the service unit team or the service unit manager submits a *nomination* form to the borough recognition committee that documents the candidate's accomplishments.

Approval:

The borough recognition committee reviews the *nomination* form, approves or denies the nomination and notifies the nominating individual or group.

Form of Recognition: Outstanding Service Team Member Pin

Potential candidates for the Outstanding Service Team Member pin could be the following:

- Any member of the service unit team who meets the requirements.

Awarded Recognition Requiring Approval of the Borough Recognition Committee

Skyline Award

The Skyline award honors the contribution of a volunteer whose performance is superior within the scope of her / his assignment.

Criteria:

1. The candidate is a registered Girl Scout adult.
2. The candidate can hold **any** volunteer position.
3. The candidate has been a registered Girl Scout for a **minimum of 3 years**.
4. The candidate's work is superior or above the expectations of the position.

Nominated by:

An individual or group familiar with the candidate's performance submits a *nomination* form that documents the candidate's accomplishments.

Approval:

The borough recognition committee reviews the *nomination* form, approves or denies the nomination and notifies the nominating individual or group.

Form of Recognition: Skyline Award Pin

Awarded Recognition Requiring Approval of the Borough Recognition Committee

Super Service Certificate

The Super Service Certificate honors the contribution of an individual or group **outside** of the Girl Scout organization.

Criteria:

1. The candidate is not a registered Girl Scout.
2. The candidate is an individual or group outside the Girl Scout organization.
3. The service performed by the nominee is superior and creates a pronounced impact on a troop, service unit(s) or borough.

Nominated by:

An individual or group familiar with the candidate's service submits a *nomination* form that documents the service provided by the candidate. Be as specific as possible in your description of the service performed.

Approval:

The borough recognition committee reviews the *nomination* form, approves or denies the nomination and notifies the nominating individual or group.

Form of Recognition: Super Service Certificate

Potential candidates for the Super Service Certificate could be the following:

- An individual who provides a meeting place for troops, groups or Service Units.
- An organization, school or House of Worship that provides a meeting place for troops, groups or Service Units.
- A sponsor

Awarded Recognition Requiring Approval of the Council Recognition Committee

Appreciation Pin

The Appreciation Pin recognizes an adult who has delivered outstanding service to at least one geographic area or service unit.

Criteria:

1. The candidate is a registered Girl Scout Adult.
2. The candidate has provided outstanding service to a geographic area in a way that furthers the council's goals.
3. The service goes beyond the expectations of the position.

Nominated by:

An individual or group familiar with the service performed submits a *nomination* form and *narrative* account that documents the service and its scope and impact to the council's recognition committee. Be as specific as possible in your account of the service performed.

Two individuals or groups familiar with the service performed submit *letters* of endorsement. **Letters must accompany nomination form.**

Approval:

The recognitions committee reviews the *nomination* form, *narrative* account and the letters of endorsement and recommends approval or denial to the council board of directors. The council board of directors approves or denies the award and notifies the recognition committee and nominating individual or group.

Form of Recognition: Appreciation Pin

Potential candidates for the Appreciation Pin could be the following:

- A corporate volunteer who recruits coworkers to lead or sponsor troops or provide career mentors for girls from under-represented populations in the council.
- A person who develops and implements a successful family partnership program that exceeds financial goals.
- A geographic area director or program delivery team leader whose management of the area team results in an increase in membership ratio in all groups and a stable retention pattern over several years.
- A consultant who develops and implements an interactive pluralism program that helps girls and adults develop a greater appreciation of people who are different from themselves.

Awarded Recognition Requiring Approval of the Council Recognition Committee

Honor Pin

The Honor Pin recognizes an adult member who has delivered outstanding service to **two** or more geographic areas.

Criteria:

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

Nominated by:

An individual or group familiar with the service performed submits a *nomination* form and *narrative* account that documents the service and its scope and impact to the council recognition committee. Be as specific as possible in your account of the service performed.

Three individuals or groups familiar with the service performed submit *letters of endorsement* to the council's recognition committee. **Letters must accompany nomination form.**

Approval:

The recognition committee reviews the *nomination* form, *narrative* account and the *letters of endorsement* and recommends approval or denial to the council board of directors. The council board of directors approves or denies the award and notifies the recognition committee and the nomination individual or group.

Form of Recognition: Honor Pin

Potential candidates for the Honor Pin could be the following:

- A person who organizes and provides leadership to a successful annual giving campaign that surpasses council financial goals.
- The director of a successful day camp that includes two or more areas.
- A program consultant who implements a series of events and activities that brings girls together from different parts of the council.
- A volunteer or staff member who directs a membership outreach task group that results in a significant increase in girl or adult membership in under-represented populations in several areas of the council.
- A training manager or trainer whose events for an area of the council receive consistently high ratings resulting in increased participation by adults from several geographic areas.

Awarded Recognition Requiring Approval of the Council Recognition Committee

Thanks Badge

The Thanks Badge recognizes an adult member whose performance is truly outstanding and benefits the total council or the entire Girl Scout movement.

Criteria:

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

Nominated by:

An individual or group familiar with the service performed submits a *nomination form* and *narrative account* that document the service and its results to the council's recognition committee. Be as specific as possible in your account of service performed.

Four individuals or groups familiar with the service performed submit *letters of endorsement* to the council's recognition committee. **Letters must accompany nomination form.**

Approval:

The recognition committee reviews the nomination form, narrative account and the letters of endorsement and recommends approval or denial to the council board of directors. The council board of directors approves or denies the award and notifies the recognition committee and the nominating individual or group.

- The National Board of Directors accepts nominations from the National Adult Recognition Committee for Thanks Badges awarded at the national level.

Form of Recognition: Thanks Badge

Potential candidates for the Thanks Badge could be the following:

- The director of a successful council or regional wider opportunity that results in increased extension and retention of older girls and significant positive publicity for the council.
- The chair of the council's fund development committee who develops and implements a plan that significantly increases the percentage of adult-generated funding for the council.
- An adult who establishes a successful collaboration with a local museum or science center that results in increased program opportunities for girls from all parts of the council.
- A person who plays a policy decision-making role at a consistently high level and attracts broad participation in policy influencing through the democratic process.

Awarded Recognition Requiring Approval of the Council Recognition Committee

Thanks Badge II

The Thanks Badge II for Continuing Service recognizes an adult member who has already received the Thanks Badge and who has continued to contribute in extraordinary ways that benefit the total council or the entire Girl Scout movement.

Criteria:

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

Nominated by:

An individual or group familiar with the service performed submits a *nomination form* and *narrative account* that documents the service and its scope and impact to the council's recognition committee. **Four** individuals or groups familiar with the service performed submit letters of endorsement. **Letters must accompany *nomination form*.**

Approval:

The recognition committee reviews the nomination form, *narrative* account and the *letters of endorsement* and recommends approval or denial to the council board of directors. The council board of directors approves or denies the award and notifies the recognition committee and the nominating individual or group.

- The National Board of Directors accepts nominations from the National Adult Recognition Committee for Thanks Badges awarded at the national level.

Form of Recognition: Thanks Badge II Pin

Potential candidates for the Thanks Badge could be the following:

- A council trainer who, after directing council-wide training events, successfully implements a statewide or regional training event.
- A board member whose continuous strong leadership in fund development has resulted in greater financial stability for the council.
- An administrative volunteer who initiates a volunteer support system that successfully members in the council and which has been replicated in the other councils.

Awarded Recognition Requiring Approval of the Council Recognition Committee

President's Award

The President's Award recognizes the efforts of a service unit in moving its assigned area toward achievement of the council's goals during a fiscal or membership year.

Criteria:

- Service Unit has a Team in place as defined by GSUSA.
- Team members are registered adult Girl Scouts.
- All team members have completed appropriate training, or demonstrated competence, or both, for the positions they hold.
- Overall adult membership for the area has reached or surpassed the adult membership goal agreed upon by the team and the Council.
- Overall girl membership for the area has reached or surpassed the membership goal agreed upon by the team and the council.
- The composition of the team reflects the diversity of the area.
- Team members cultivate contacts in the community, such as through scheduled talks to civic groups, sponsorship agreements, and community profile updates.
- Council-required reports are submitted on time.
- The team maintains ongoing communications with each troop / group and with leaders utilizing a variety of methods (meetings, telephone).
- The team maintains ongoing communication with girls registered individually in the area.
- The team encourages adult participation in fund development and has increased annual giving support to the council, i.e. the unit has participated in the council's Family & Friends and Cookie campaigns and have met their goals.

Nominated by:

The service unit managers submit an application for the award to the council recognition committee documenting completion of the criteria and their results.

Approval:

The council's recognition committee reviews the application and recommends approval or denial to the council board of directors. The council board of directors approves or denies the award and notifies the recognitions committee and the service unit managers.

Form of Recognition: Plaque with Girl Scout Logo on it and spaces for the names of service units to appear. Awards achieved in successive years are recognized by adding nameplates to the plaque. A certificate is also available for each unit.

Guidelines for Implementation:

- The council establishes procedures for applying for the award and informs all geographic area teams and program delivery teams of these procedures regularly.
- The procedures are in congruence with the council's overall membership development plan.

Awarded Recognition Requiring Approval of the Council Recognition Committee

Impact Award

The Impact Award honors the contribution of an individual or group **outside** of the Girl Scout organization.

Criteria:

1. The candidate is **not** a registered Girl Scout.
2. The candidate is an individual or group **outside** the Girl Scout organization.
3. The service performed by the nominee is superior beyond expectation and creates a pronounced impact on a Borough or the Council.

Nominated by:

An individual or group familiar with the candidate's service submits a *nomination* form that documents the service provided by the candidate to the council recognition committee. Be as specific as possible in your description of service performed.

Approval:

The council recognition committee reviews the *nomination* form and recommends approval or denial to the council board of directors. The council board of directors approves or denies the award and notifies the recognition committee and the nominating individual or group

Form of Recognition: Impact Award Plaque

Potential candidates for the Impact Award could be the following:

- An individual who provides a meeting place for borough or council events and has previously received the Super Service Certificate.
- An organization, school or House of Worship that provides a meeting place for borough or council events (meetings, trainings etc) and has previously received the Super Service Certificate.

Awarded Recognition Requiring Approval of the Council Recognition Committee

New!!! Volunteer Recognition for the Episodic (or short term) Volunteer. The Episodic Volunteer is an adult who gives time to the organization at the council or national level but volunteers sporadically.

Community Participation

The Community Participation award recognizes an episodic volunteer who provides a **one-time** or a **one-day** service to the council or GSUSA. **Volunteer service prior to October 1, 2002 will not count toward this award.**

Nomination/Approval:

A council or national staff member makes and approves the nomination.

Form of Recognition: A "Thank You" letter, to be presented to the volunteer and to the volunteer's employer, if desired.

Awarded Recognition Requiring Approval of the Council Recognition Committee

New!!! Volunteer Recognition for the Episodic (or short term) Volunteer.

Citizenship in Girl Scouting

The Citizens in Girl Scouting Award recognizes an episodic volunteer who returns for **second** and **third** rounds of service and provides support through two or three different short-term venues for the council or GSUSA. Volunteer service prior to October 1, 2002 will not count toward this award

Nomination/Approval:

A council or national staff member makes and approves the nomination.

Form of Recognition: A **Certificate** may be presented to the volunteer after completion of each volunteer assignment

Awarded Recognition Requiring Approval of the Council Recognition Committee

New!!! Volunteer Recognition for the Episodic (or short term) Volunteer

Social Responsibility in Girl Scouting

The Social Responsibility in Girl Scouting Award recognizes an episodic volunteer (individual, outside organization, group or business) who recommits for a **fourth** round of short-term service and provides support to the council or GSUSA. **Volunteer service prior to October 1, 2002 will not count toward this award.**

Criteria:

1. The candidate is a registered Girl Scout adult and adheres to all policies and procedures of the Girl Scout organization.
2. The candidate has completed appropriate orientation and training for the volunteer position in each category.
3. The candidate is providing service in the Girl Scout organization at the local or national level.
4. The candidate cannot be “grand-fathered in” to earn this award.

Nomination/Approval:

With criteria having been met, **a designated council or national staff member or council board member completes an application and authorizes the award.**

Form of Recognition: A Volunteer Service Pin, to be presented in recognition of this round of service. The Volunteer Service Pin will be sized (small, medium, large) and color-coded for presentation at this level, based on the completion of subsequent opportunities.

Awarded Recognition Requiring Approval of the Council Recognition Committee

New!!! Volunteer Recognition for the Progressive Volunteer. The Progressive Volunteer is an adult volunteer who is involved in Girl Scouting on a continual basis rather than a sporadic basis at the council or national level, and should have opportunities for volunteer development.

The Girl Scout Achievement Award

The Girl Scout Volunteer Achievement award recognizes the *governance/governance volunteer* based on a **specific volunteer assignment** and may be awarded for initial successful volunteer completion on a task group assignment or board committee. For the management/managing volunteer, this award may be presented upon successful completion of the first experience of troop or group leadership or first service experience of Service Unit Management. May also be presented after successful completion of service to GSUSA for one year. **Volunteer service prior to October 1, 2002 will not count toward this award.**

Criteria:

1. The candidate is a registered Girl Scout adult and adheres to all policies and procedures of the Girl Scout organization.
2. The candidate has completed appropriate orientation and training for the volunteer position in each category.
3. The volunteer is providing service in the Girl Scout organization at the local or national level.
4. The candidate cannot be “grand-fathered in” to earn this award.

Nomination/Approval:

With criteria having been met, a designated council or national staff member or council board member completes an application and authorizes the award. For governance volunteers, the council president or another member of the board’s executive committee completes and signs an application for the volunteer recognition.

Form of Recognition: The Girl Scout Volunteer Development Pin, the first Recognition award received at this level, providing the foundation for the individual’s growth through the adult volunteer experience.

Awarded Recognition Requiring Approval of the Council Recognition Committee

New!!! Volunteer Recognition for the Progressive Volunteer.

The Girl Scout Mentoring Award (Stage 2)

The Girl Scout Mentoring award recognizes the *governance/governance volunteer* who has gained sufficient skills and experience at this level, becomes a coach and/or mentor for a new volunteer and has provided ongoing support resulting in retention of a new volunteer. **Volunteer service prior to October 1, 2002 will not count toward this award.**

Criteria:

1. The candidate is a registered Girl Scout adult and adheres to all policies and procedures of the Girl Scout organization.
2. The candidate has completed appropriate orientation and training for the volunteer position in each category.
3. The volunteer is providing service in the Girl Scout organization at the local or national level.
4. The candidate cannot be "grand-fathered in" to earn this award.

Nomination/Approval:

With criteria having been met, **a designated council or national staff member or council board member completes an application and authorizes the award.** For governance volunteers, the council president or another member of the board's Executive committee completes and signs an application for the volunteer recognition.

Form of Recognition: A Color-Coded Key is awarded and added to the chain, which is attached to the Girl Scout Volunteer Development Pin.

Awarded Recognition Requiring Approval of the Council Recognition Committee

New!!! Volunteer Recognition for the Progressive Volunteer.

The Girl Scout Volunteer Executive Award (Stage 3)

The Girl Scout Mentoring award recognizes the *governance or management volunteer* who has served in a leadership role at the council or national level and has made significant contributions to the organization. **Volunteer service prior to October 1, 2002 will not count toward this award.**

Criteria:

1. The candidate is a registered Girl Scout adult and adheres to all policies and procedures of the Girl Scout organization.
2. The candidate has completed appropriate orientation and training for the volunteer position in each category.
3. The volunteer is providing service in the Girl Scout organization at the local or national level.
4. The candidate cannot be "grand-fathered in" to earn this award.

Nomination/Approval:

With criteria having been met, **a designated council or national staff member or council board member completes an application and authorizes the award.** For governance volunteers, the council president or another member of the board's Executive committee completes and signs an application for the volunteer recognition.

Form of Recognition: A Color-Coded Key is awarded and added to the chain, which is attached to the Girl Scout Volunteer Development Pin.