



GSUSA
Adult
Awards

Girl Scouts of Colorado

**Adult Recognition
Booklet**

Girl Scout of Colorado Adult Recognitions

The adult recognitions are designed to recognize volunteers who have gone above and beyond the expectations of the volunteer role they hold, and who have deeply impacted the Girl Scouts in ways that support and further GSCO's Council goals and mission. **Submissions are due March 31 of every year. Contact inquiry@gscolorado.org for more information.**

Mission: Girl Scouting builds girls of courage, confidence and character who make the world a better place. Girl Scouts of Colorado makes it easy, meaningful and fun for girls and volunteers to grow as leaders.

Council Goals: Grow and retain GSCO's adult and girl membership using the following strategies:

- Membership Development/ Community Cultivation
 - Connect girl and adults who want to join with the opportunities available to them within a week of their initial expression of interest
 - Implement necessary support including grants and outreach to recruit and retain a membership demographic that reflects the current Colorado census
 - Engage Alumni as volunteers in support of the Girl Scout Leadership Experience
- Volunteer Relations and Support
 - Provide excellent customer service and recognition of volunteer service to our membership
 - Provide outstanding training and enrichment opportunities, and ensure that new volunteers can obtain the necessary training within 4 weeks of getting started
- Program
 - Support and recognize girls earning the highest awards in Girl Scouts including Bronze Silver and Gold
 - Provide support to volunteers and girls to increase their understanding and implementation of the Girl Scout Leadership Experience and elements of the National Program Portfolio (Girls Guide, Journeys)
 - Provide the opportunity for all interested girls to sell cookies and attend a camp
- Leadership and Governance
 - Engage and support council volunteer committees (MCC, BCG, Property etc.)
- Fund Development
 - Support pathways and culture of giving within GSCO volunteer networks
 - Council Support Service (such as IT, Customer Service, and Merchandising)
 - Support council business processes to achieve efficient and customer friendly service model

Girl Scouts of Colorado Adult Recognitions Process

1. Decide on the award you are going to nominate the individual. *Be sure to fully review the requirements for the award in order to determine if your nominee's service will qualify*
2. Recruit two (2) others who are not relatives of the nominee to provide letters of endorsement to accompany the nomination
3. Nominators, complete the nomination online form here, DUE MARCH 31
4. Endorsee, complete the endorsement form here, DUE MARCH 31
5. The Adult Recognitions Committee will make award decisions during the month of April, and notify nominators of the status of their application via email. The process for presenting awards will be determined at that time.

Girl Scouts of Colorado Recognitions Terms and FAQs

GSUSA: Girl Scouts of United States of America

GSLE: Girl Scout Leadership Experience -This model engages girls in discovering themselves and the world around them, connecting with others, and taking action to make the world a better place. This model begins with a definition of leadership that girls understand and believe in: a leader is defined not only by the qualities and skills one has, but also by how those qualities and skills are used to make a difference in the world.

- Discover: Girls understand themselves and their values and use their knowledge and skills to explore the world.
- Connect: Girls care about, inspire, and team with others locally and globally.
- Take Action: Girls act to make the world a better place

Recognition Committee: A group of volunteers from across the state who review and approve or deny nominations for GSUSA recognitions and sends decisions to the council board for confirmation when appropriate.

Areas of Service: These may be functional (i.e. Product Sales, Recruitment, Program Support, Volunteer Management) or geographical (i.e. two cities or service units, areas, etc.).

Position Description: A document outlining duties, responsibilities and expectations of a volunteer position. Girl Scouts of Colorado position descriptions can be found here [Ways to Volunteer](#).

National Program Portfolio: The available program and awards for girls at each Program Level. This includes the Girls Guide to Girl Scouting, and all three Journey series.

What are Girl Scout Adult Recognitions? The Recognitions awarded as a part of this process honor outstanding service performed for Girl Scouting. This booklet describes recognitions needing review and by the Girl Scouts of Colorado Recognition Committee and confirmation from Board of Directors.

What recognitions are available? There are 7 volunteer recognitions available based on service given to Girl Scouting: Volunteer Excellence, Appreciation Pin, Honor Pin, Thanks Badge, Thanks Badge II, President's Award and the Juliette Gordon Low World Friendship Medal. Description and criteria follow later in this booklet.

How can I figure out which award is appropriate for my nominee? Read the criteria carefully. The awards are designed to recognize service at different scales of impact. For example, a volunteer will be eligible for a Volunteer of Excellence award if the impact is directly with girls, whereas the Appreciation Pin is more appropriate for a volunteer who has impacted a service unit or region of girls and volunteers with her work. Please do not hesitate to contact a Program Team member to discuss your nomination prior to March 31.

Who can receive recognitions? Any actively registered Girl Scout volunteers. *Recognitions at a Glance* will help determine the appropriate recognitions for the nominee.

Who can nominate Girl Scout volunteers for recognitions? Anyone! A community member, parent, girl, volunteer, staff member or even the individual themselves. You may submit nominations year-round but nominations are reviewed one time a year in April by the Recognition Committee. Nominations must be received online by the close of business March 31 to be considered for that membership year. For more information, please contact inquiry@gscolorado.org.

How will I know if the person I nominated is approved? Nominations will be reviewed within three weeks of deadline date. The awards committee will send an email notifying the nominator of the approval status. If the recognition is not approved, the committee will provide an explanation and/or alternative recommendation.

Tips for nominating:

- As the nominator you are responsible for making sure that the correct number of endorsements are returned and that each form is completed by a different person.
- Make sure the endorsement come from someone other than the nominator. A person nominating a nominee may not also serve as an endorser.
- Make sure the endorsers are not related to the nominee.
- Clearly outline the service provided by the nominee that is above and beyond the expectations of the position in both the nomination and the endorsements.
- Be specific about how the service goes above and beyond the expectations of the position. The recognition committee relies on the information and documentation provided about the nominee to make decisions on recognitions. Persons who may be able to clarify nominees' accomplishments include service team members, family, friends, Girl Scout staff, girls and volunteers, parents of girls and co-workers.
- Speak specifically to the criteria for the particular recognition you are requesting. Give specific examples of the nominee's outstanding accomplishments that are above and beyond the expectation for the position.
- Make sure that the nomination and recommendations include a variety of information about the nominee.
- A person can be nominated for several awards over their years of service. Once an award is received the next award will only be based on the service since the last award was given.
- Be sure to meet the deadline by the close of business March 31.

Recognitions at a Glance

Name of Award	Who to Consider	Endorsement Letters	Where can Recognition be Presented?
Volunteer Excellence <i>Approved by GSCO Staff</i>	Volunteer who completed a term of service and, performed beyond expectations for their position in delivering GSLE or meeting Council goals	2	Troop, Service Unit function or council event or training, such as volunteer appreciation event.
Appreciation Pin <i>Approved by GSCO Recognitions Committee</i>	Volunteer who completed a term of service and, performed beyond expectations for their position in delivering the GSLE to make an impact on 1 area of service within the council's jurisdiction	2	Troop, Service Unit function or council event or training, such as volunteer appreciation event.
Honor Pin <i>Approved by GSCO Recognitions Committee</i>	Volunteer who completed a term of service and, performed beyond expectations for their position in delivering GSLE To made an impact on <u>2 or more</u> areas of service with the council's jurisdiction	3	Troop, Service Unit function or council event or training, such as volunteer appreciation event.
Thanks Badge <i>Approved by GSCO Recognitions Committee</i>	Volunteer provided outstanding service that benefited the entire council or Girl Scout organization	4	Troop, Service Unit function or council event or training, such as volunteer appreciation event.
Thanks Badge II <i>Approved by GSCO Recognitions Committee</i>	Nominee has already received the Thanks Badge. Outstanding service performance resulting in outcomes that benefitted the entire council.	4	Troop, Service Unit function or council event or training, such as volunteer appreciation event.

<p>President's Award</p> <p><i>Approved by GSCO Recognitions Committee</i></p>	<p>Service-delivery team or committee contributed to meeting 1 or more of the council's goals. The team reflects the diversity of the target audience.</p>	<p>2</p>	<p>Troop, Service Unit function or council event or training, such as volunteer appreciation event.</p>
<p>Juliette Gordon Low World Friendship Medal</p> <p><i>Approved by GSUSA</i></p>	<p>See Criteria within this booklet</p>		

Recognitions Detail

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, and Merchandising). For more information on Council goals, see page 1 of this booklet.
- 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. 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%, and on satisfaction surveys, volunteers report feeling highly valued 22%.

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 area of service, helps the council reach and surpasses 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 have aided the council in surpassing its goals in implementing the Girl Scout Leadership Experience in one area of service within the council's jurisdiction. Areas of service are defined as Product Sales, Program Support, Volunteer Management, Recruitment, Fund Development etc. or geographically as Service Unit or Region.
- 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. 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.

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 have aided the council in surpassing its goals in implementing the Girl Scout Leadership Experience on two or more areas of service within the council's jurisdiction.
- Areas of service are defined as Product Sales, Program Support, Volunteer Management, Recruitment, Fund Development etc or geographically as Service Unit or Region.
- 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. 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.

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.
- 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. 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.
- 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. 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.

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-team members are registered Girl Scouts.
- All service-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 approves or denies it.

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.

The Juliette Gordon Low World Friendship Medal

Description

The Juliette Low World Friendship Medal is awarded to individuals and councils who have enriched and leveraged the global understanding of Girl Guiding and Girl Scouting to grow responsible global citizens. This prestigious national award is approved by the Girl Scouts of the USA National Board of Directors.

Criteria

- Impact on girls: The nominee's efforts include girl involvement resulting in increased opportunities for girl-led global opportunities and Take Action projects resulting in significant global impact.
- Commitment: The nominee has demonstrated dedication and commitment over a significant amount of time by continuously promoting and expanding the global dimension of Girl Guiding and Girl Scouting. The nominee has promoted the Juliette Low World Friendship fund or other global Girl Scouting funding opportunities.
- Global awareness: The nominee has created and promoted resources and opportunities that increase the understanding of the global dimension of Girl Guiding and Girl Scouting to the council and the larger community.
- Leadership: The nominee is recognized by girl and adult members, and the larger community, as a leader who leverages the global impact of Girl Guiding and Girl Scouting.
- Membership: The nominee is a current registered Girl Scout adult member in a council or USA Girl Scouts Overseas.

Nomination Process

A Girl Scout council* or individual nominates a candidate or council* that meets all the criteria and has not previously received this award. The GSUSA nomination form is to be completed in full and submitted along with two letters of endorsement describing how the nominee meets the criteria for the award. Nominations may be submitted at any time by mailing the nomination form and endorsement letters to the Vice President of Global Girl Scouting at the address provided on the form. The nomination is presented to the International Commissioner for review. Final approval is by the GSUSA National Board of Directors. Upon approval, the Vice President of Global Girl Scouting will coordinate the presentation of the award to the nominee.

*"Girl Scout council" includes USAGSO

Example of Nominees

The first example is an individual with a passion for travel, international volunteering, and Girl Scouting who has served as the council's Global Volunteer Liaison for four years. In this role, she was tasked with increasing the global dimension of Girl Scouting throughout both the council and the community at large. She began by collaborating with council Membership staff members to identify the most underserved girls in the council's jurisdiction. She found a huge opportunity for growth among Hispanic girls and volunteers, and specifically within the Honduran community, spanning several urban and rural areas. By reaching out to the leaders and those communities, she forged partnerships and led girl- and volunteer-recruitment efforts that brought a 68 percent increase in girl membership and a 72 percent increase in adult membership over four years.

She also helped launch a twinning opportunity with a Honduran school for daughters of single moms. Through this partnership, the volunteer helped 15 Girl Scouts plan and attend an international trip to Honduras to help build and supply a new library for this school. During her four years as Global Volunteer Liaison, she led two other international trips to World Association of Girl Guides and Girl Scouts World Centers for 35 Girl Scout Ambassadors. She also has spoken and shared her experiences at each bi-annual volunteer enrichment workshop, encouraging and recruiting other Girl Scout volunteers to lead trips to the five World Centers.

In addition to sharing her passion and expertise in global Girl Scouting, this volunteer has been a regular contributor to the Juliette Low World Friendship Fund and has spoken to 10 local corporations about financial support for the fund.

Another example is a Girl Scout council that identified the need to increase its global impact and awareness of the global aspect of Girl Scouting in its strategic priorities, so it developed a five-year implementation plan. Throughout those five years, the council created a travel fund to support girl involvement in global Take Action projects and dedicated half of a full-time staff position to coordinating staff and volunteer fund-raising efforts for the fund and the Juliette Low World Friendship Fund.

The council encouraged Girl Scout Bronze, Silver, and Gold Award candidates to think globally. As part of its annual plan, the council hosted an event for award candidates to talk with girls who completed international projects and travel, as well as talk with potential award sponsors to plan for global impact and sustainability within the project.

The council also sponsored twinning opportunities with organizations in countries that represent the diversity of its girl and adult membership. Throughout a five-year period, the council has actively helped girls plan international trips to the five World Centers and successfully recruited volunteers to lead those trips.

Through effective communication of the intercultural aspects of Girl Scouting and Girl Guiding, this council has become a leader for cultural awareness and global action in the community. A page on its Web site is dedicated to sharing successes of its girls and volunteers in regard to global efforts. It also offers a course about global Girl Scouting for existing volunteers and community partners, and it provides girl and volunteer speakers at community events.