

## Girl Scouts of Colorado Volunteer Recognition Awards Guide

The volunteer recognition awards are designed to acknowledge the merit of volunteers who have gone above and beyond the expectations of the volunteer role(s) they hold, and who have deeply impacted Girl Scouts in ways that support and further GSCO council goals and the Girl Scout mission. Submissions are due no later than March 31 of every year. Contact [inquiry@gscolorado.org](mailto:inquiry@gscolorado.org) for more information.

**Girl Scouts Mission Statement** Girl Scouting builds girls of courage, confidence, and character who make the world a better place.

**Girl Scouts of Colorado Mission Statement** Girl Scouts of Colorado prepares girls and adults to create unique leadership paths, ignite change, and share a worldwide sisterhood through traditions and new experiences.

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

- Membership Development/Community Cultivation
  - Connect girls and adults who want to join with the opportunities available to them
  - 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 they need to be successful
- Program
  - Support and recognize girls earning the Highest Awards in Girl Scouting 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 (Girl's Guide, Journeys)
  - Provide the opportunity for all interested girls to participate in product programs and attend a camp
- Leadership and Governance
  - Engage and support council volunteer committees (MCC, BGC, Property, etc.)
- Fund Development
  - Support culture of giving within GSCO volunteer networks

## About the Awards

**What recognitions are available?** There are six national volunteer recognitions available based on service given to Girl Scouting: Volunteer of Excellence, Appreciation Pin, Honor Pin, Thanks Badge, Thanks Badge II, and the Juliette Gordon Low World Friendship Medal. There are two GSCO recognitions available based on service given to Girl Scouts: GSCO President's Award, given to a service team; and Rising Star, awarded to a new (1<sup>st</sup>/2<sup>nd</sup> year) volunteer.

**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 troop leader or a troop cookie manager will be eligible for a Volunteer of Excellence award if they are going above and beyond while serving in that role; 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. Refer to the Award Criteria chart at the end of this document for details. If you have questions, please contact your Volunteer Support Specialist to discuss your nomination prior to March 31.

**Who can receive recognitions?** Any active, registered adult member of Girl Scouts.

**Who can nominate Girl Scout volunteers for recognitions?** A community member, girl, family member, another volunteer, staff member, or even the individual themselves, can all be nominators. People asked to endorse the nomination of a volunteer cannot be related or married to the volunteer. Please note: Girls who have benefitted from the nominated volunteers' contributions (*i.e.*, troop members) *can* endorse volunteer nominations. You may submit nominations any time between January 31 and March 31. Nominations are reviewed only once a year.

**Nominations and endorsements must be received by midnight March 31 to be considered. The form is on our website on the volunteer appreciation/recognition pages or click here: <https://www.girlscoutsofcolorado.org/en/for-volunteers/volunteer-appreciation.html>**

**Who approves awards?** Girl Scouts of Colorado staff and the volunteer recognition awards committee review nominations and endorsements, reach a consensus on awards to be granted, and notify nominators regarding decisions made.

**How will I know if the person I nominated is approved?** Nominations will be reviewed in April. The nominator will be notified of the award status. If the recognition award is not approved or a different award is recommended/selected, an explanation will be provided. If the nominator has questions about the status of a nomination, she can contact her volunteer support specialist or contact the adult experience manager at GSCO.

## ❖ Definitions of Girl Scout Terms

- ❖ 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. This model incorporates the four skill areas that form the foundation of Girl Scouts: STEM, Outdoors, Entrepreneurship, and Life Skills. The model helps girls thrive in five key ways by ensuring she:
  - Develops a strong **sense of self**
  - Displays **positive values**
  - Seeks **challenges and learns** from setbacks
  - Forms and **maintains healthy relationships**
  - Learns to **identify and solve problems** in her community
  - To bring the GSLE to life, the focus is on the 3 Processes: activities are led by girls, feature cooperative learning, and highlight learning by doing. Through the GSLE 3 Keys, girls explore making a positive impact:
    - Discover: Girls understand themselves and their values and use their knowledge and skills to explore the world
    - Connect: Girls care about, inspire, and collaborate with others locally and globally
    - Take Action: Girls act to make the world a better place
- ❖ Recognition Award Committee: A group of volunteers from across the state who review and approve or deny nominations for adult recognitions.
- ❖ Areas of Service: These may be functional (e.g., Product Program, Program Support, Volunteer Management, Recruitment, Fund Development, Membership Development, Community Cultivation, Leadership and Governance, Council Support Service) or geographical (e.g., two cities or service units, areas, regions).
- ❖ National Program Portfolio: The available program and awards for girls at each program level. This includes all aspects of the GSLE - *The Girl's Guide to Girl Scouting*, all badges and Journey awards and the 4 Pillars, STEM, Outdoors, Entrepreneurship, and Life Skills, offered by GSUSA.

## Process

Decide on the award for which you are going to nominate the individual. Be sure to fully review the requirements for the award to determine if your nominee's service will qualify.

Complete a nomination form. Ask two to four (or more) people, who are not relatives of the nominee, to complete the endorsement form in support of the nomination. Each award has a required number of endorsements in order for the award to be granted. It is highly recommended that the nominator ask more than the required minimum number of people to

endorse the nomination, to ensure that enough endorsements are received by the deadline. It is the nominator's responsibility to ensure that all endorsements needed to meet the award criteria. Awards are submitted no later than March 31. (See *Award Criteria* at-a-glance chart below.) The volunteer recognition award nomination/endorsement form is available on the [volunteer appreciation page](#) of our website. There is also a helpful resource that outlines some tips on writing strong nominations and endorsements on the same page.

The Volunteer Recognition Awards Committee will review nominations and endorsements during the month of April. Nominators will be notified of the status of their application by email.



Awards may be presented in a variety of locations, for example a troop event or a service unit event. Presenting the award to the volunteer in a meaningful way and including people important to them to witness the presentation of the award, is what matters most!




### Tips for Nominations & Endorsements

- 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. People who may be able to endorse the nomination of a volunteer include: other volunteers like service team members or troop volunteers; friends; Girl Scout staff; girls; girls' families; and co-workers.
- In the nomination or endorsement, speak specifically to the criteria for the award and share details about what makes the volunteer's accomplishments outstanding, and above and beyond the expectations for the position. Great nominations and endorsements include answers to questions in paragraph form with lots of details.
- Make sure that the nomination and endorsements include a variety of information about the nominated volunteer.
- A volunteer can be nominated for several awards over their years of service. Once an award is received, **the next award will be based only on the service since the last award was given.** For this reason, it's important for nominators and endorsers to be detailed in their statements.
- As the nominator, **you are responsible for making sure that the correct number of endorsements are returned by the deadline.** Ask *more than the minimum* number of people to endorse the nomination, in order to best ensure that the endorsement requirement is satisfied. See endorsement criteria for each award in the chart below.
- The endorsements must be completed by people other than the nominator. For example, for the Volunteer of Excellence award, one nomination and two endorsements are needed, and all must be completed by three different individuals.
- Make sure the endorsers are not related to the nominee. Nominators can be related or married to the nominee.
- Be sure to meet the deadline by midnight on March 31.
- If you need assistance, reach out to your volunteer support specialist or the adult experience manager - [inquiry@gscolorado.org](mailto:inquiry@gscolorado.org) or call 1-877-404-5708.


## Award Criteria


Award Criteria		
<b>All Awards</b>	<ol style="list-style-type: none"> <li>1. The nominee must be an active, registered adult member of Girl Scouts.</li> <li>2. The nominee must have successfully completed a term of service in their position and all requirements for the position.</li> <li>3. The nominee must actively recognize, understand, and practice the values of inclusive behavior.</li> </ol>	
Girl Scouts of Colorado Awards		
Award/Insignia	Criteria	Example
<p><b>NEW AWARD!</b>  <b>Rising Star Award Pin *</b></p> <p>(*custom award pin TBD)</p> <p><b>Required Endorsements: 1</b></p> <p><b>Approval:</b> GSCO Staff Committee in consultation with key volunteers</p>	<p>The nominee is in their <b><u>first or second membership year</u></b> providing direct support to girls. The nominee has performed above and beyond expectations for a new troop-level volunteer and is creating a valued program for girls. For example, the volunteer:</p> <ul style="list-style-type: none"> <li>- Has completed required volunteer training.</li> <li>- Incorporates the GSLE (Journeys and Badges) in troop/group meetings.</li> <li>- Has attended service unit meetings and/or service unit, area or council events.</li> <li>- Has taken troop/group on outings/fieldtrips.</li> <li>- Exceeds troop minimum requirement. A troop is minimally defined as three unrelated girls, with two unrelated adult leaders, and open to accepting new girl members and adults to volunteer.</li> <li>- Participates in the product program.</li> </ul> <p>This award is given to a maximum of 2 Volunteers per Service Unit each year.</p> <p><b>Who to Consider:</b> Troop Leadership Team members; Troop Support Volunteers; Troop Fall Product Program and Troop Cookie Managers.</p>	<p>Nancy has stepped up in a big way this year – she took on the TCM role for a troop with strong product program history and made sure it was easy for families to have what they needed. The troop met its goals, had no money problems, and turned in all their paperwork on time. Nancy helped other new volunteers learn how to use eBudde by answering questions.</p> <p>Nancy is a new troop leader who has started a troop of Daisies that grew to 25 girls in the first year. Every girl has already signed up for next year and parents keep saying how much fun their daughter is having with each outdoor field trip: the park, the fire house, and the zoo.</p>

<p><b>GSCO President's Award</b></p>  <p><b>Required Endorsements: 2</b></p> <p><b>Approval:</b> GSCO Volunteer Recognition Awards Committee</p>	<ol style="list-style-type: none"> <li>1. The service delivery team has significantly contributed to meeting one or more of the council's mission delivery goals.</li> <li>2. The service delivery team reflects the diversity of the target audience or area it serves, in girl and adult membership, in all pathways offered.</li> </ol> <p><b>Who to consider:</b> Service Unit teams or committees/groups directly or indirectly serving girls, the Girl Scout mission and</p>	<p>The Gold Award Committee has gone above and beyond to help GSCO achieve its goal of increasing Highest Awards. The committee helped with celebration events, with members often attending 2 or more events in other regions; stepped up to host additional training events to ensure more girls have an opportunity to receive a Gold Award; mentored the girls working on their Gold Award and revised the mentorship process to better support the girls going for the Gold Award.</p>
<b>National Awards</b>		
<b>Award/Insignia</b>	<b>Criteria</b>	<b>Example</b>
<p><b>Volunteer of Excellence</b></p>  <p><b>Required Endorsements: 2</b></p> <p><b>Approval:</b> GSCO Staff Committee</p>	<p>The nominee has performed beyond expectations for the position to deliver the GSLE to girls using the National Program Portfolio.</p> <p style="text-align: center;"><b>or</b></p> <p>The nominee's performance has been above and beyond the expectations for the position held and has supported one or more of the Council Goals.</p> <p><b>Who to Consider:</b> Troop Leadership Team members; Troop Support Volunteers; Troop Fall Product Manager; Troop Cookie Manager; facilitators/trainers; any registered Girl Scout adult member.</p>	<p>Nancy has been a troop leader for four years. She has led her troop through the Daisy petals and Brownie badges using STEM badges and Journeys, meeting all requirements. Her girls excel in product program areas and they use some of the proceeds to fund donations to Daisy's Circle.</p>
<p><b>Appreciation Pin</b></p>	<p>The nominee's performance has been above and beyond the expectations for the position held and has aided the council in surpassing its goals in implementing the Girl Scout Leadership Experience in one Area of Service.</p>	<p>Nancy has been a leader/co-leader for seven years. She has taken on the responsibility of service unit manager and has helped add several new troops to the SU. She is also responsible for planning and implementing a SU encampment.</p>

 <p><b>Required Endorsements: 2</b></p> <p><b>Approval:</b> GSCO Volunteer Recognition Awards Committee</p>	<p><b>Who to consider:</b> Troop Leadership Team members; Service Unit team members; facilitators/trainers; any registered Girl Scout adult member</p>	
<p><b>Honor Pin</b></p>  <p><b>Required Endorsements: 3</b></p> <p><b>Approval:</b> GSCO Volunteer Recognition Awards Committee</p>	<p>The service performed by the nominee is above and beyond the expectations for the position held and has aided the council in surpassing its goals in implementing the Girl Scout Leadership Experience in two or more areas of service within the council's jurisdiction.</p> <p><b>Who to consider:</b> Troop Leadership Team members; Service Unit team members; facilitators/trainers; any registered Girl Scout adult member</p>	<p>Since receiving her Appreciation Pin, Nancy has continued her role as troop leader and SU manager. She has added coordinator for a cookie drop location as well as Cookie Cupboard location. She has been selected as a National Council Delegate and a member of MCC.</p>
<p><b>Thanks Badge</b></p> 	<p>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.</p>	<p>Nancy is currently serving as the chair of MCC. She is also a representative to the Board of Directors for GSCO. She worked with council staff to create a new STEM enrichment class and helped roll it out statewide ensuring each had</p>

<p><b>Required Endorsements: 4</b></p> <p><b>Approval:</b> GSCO Volunteer Recognition Awards Committee</p>	<p><b>Who to consider:</b> Troop Leadership Team members; Service Unit team members; facilitators/trainers; any registered Girl Scout adult member</p>	<p>access to the training class. Training new leaders has become her new passion!</p>
--	--	---

<p><b>Thanks Badge II</b></p>  <p><b>Required Endorsements: 4</b></p> <p><b>Approval:</b> GSCO Volunteer Recognition Awards Committee</p>	<ol style="list-style-type: none"> <li>1. The nominee has received the Thanks Badge.</li> <li>2. The outstanding service performed by the nominee resulted in outcomes that benefitted the total council or the entire Girl Scout organization and is so significantly above and beyond the call of duty that no other award would be appropriate.</li> </ol> <p><b>Who to consider:</b> Only previous Thanks Badge recipients</p>	<p>Nancy continues work toward the national and council mission and goals. She has become a Gold Award mentor and is working closely with several girls. She helped staff expand Highest Award training classes and helped launch the new class statewide at training events so more girls would have access to Highest Awards.</p>
--	--	---

<p><b>Juliette Gordon Low World Friendship Medal</b></p>  <p><b>Required Endorsements: 2</b></p> <p><b>Approval:</b> GSUSA National Board</p>	<ol style="list-style-type: none"> <li>1. 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.</li> <li>2. 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.</li> <li>3. 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</li> </ol>	<p>Nancy is a long-time volunteer serving the council for more than 30 years. She currently chairs the Global Girl Scouting Committee for GSCO and is an active volunteer at 2 World Centers: Pax Lodge and Our Cabana. Nancy has visited all 5 World Centers multiple times for WAGGGS events and training courses. She is actively engaged in promoting the Juliette Low World Friendship fund within our council and contributes to the Girl Scout movement at the council, national, and international levels. Through her work with the Global Girl Scouting Committee, Nancy has helped create World Center resources for all regions of our council so that girls across the state can utilize them in learning about the 5</p>
---	--	--



	<p>council and the larger community.</p> <p>4. 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.</p> <p>Contact Girl Scouts of Colorado for the Juliette Gordon Low World Friendship Medal application – <a href="mailto:inquiry@gscolorado.org">inquiry@gscolorado.org</a> or call 1-877-404-5708.</p>	<p>World Centers as well as created an international travel training program for troop leaders. She frequently attends council-wide events to promote learning about other cultures and the broader WAGGGS world.</p>
--	---	---