

Recognition for Adult Volunteers

Why you need to recognize your volunteers

As the Overseas Committee Chair you need to take the time to recognize your volunteers. The best way to do this is to delegate the job to an independent committee. We will talk about that committee in a moment.

The importance of recognition to volunteers has been proven over and over again. If you have someone who is doing a remarkable job, you need to let him or her know it. Girl Scouts realizes how important this process is and has developed many ways to achieve this recognition.

So how does someone get an award?

There are several different awards available in Girl Scouts. Some are earned awards that require specific steps be completed to acquire them. Other Girl Scout awards are presented to volunteers who have done an outstanding job that is considered above and beyond their position. Many of these awards are distributed on the local level. For some awards someone must nominate a person and the nomination must be submitted to the USAGSO-North Atlantic Board Awards Committee.

At first you may think this process is too complicated and it's time to step away from the whole thing. But you need to go further into the fascinating world of Girl Scout adult awards and learn enough to know that really things are not as complicated as they seem.


OC Awards Committees

Remember how we mentioned above that the best thing to do is to find people to be on the Awards Committee? This is such a good idea that it should be right up there at the top of your "to do" list. An OC Awards Committee can save you time, effort and a way to avoid conflict. You are in a much better position if you are not the one making the final decision on these awards.


So how do you go about putting this committee together? Simple, ask your OC Management Team for recommendations. Find people in your community that are willing to do a short term volunteer job. Talk to people from organizations like the Red Cross or the military that know all about recognition. Have one of your high school age Girl Scouts be on the committee. You only need three or five members to make this committee work. The odd number is for voting purposes.

After you have the committee together, you need to take the time to go through the PowerPoint Awards Committee training with them. What's great about this is you learn more at the same time. But we want to take the time right now to teach you more about Girl Scout adult recognition. Please go through the following pages and look at the awards available and what requirements are needed to earn or be nominated for them. When you get through there will be a fun game to play!

Girl Scouts of the USA Volunteer Recognitions At-A-Glance



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

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| <p><i>Progressive Volunteer Awards:</i></p> <p><i>Stage 1: Girl Scout Volunteer Achievement Award (Volunteer Development Pin)</i></p> | Progressive Volunteers | <ul style="list-style-type: none"> • Be a registered Girl Scout adult • Have completed a first successful service on: <ul style="list-style-type: none"> ○ a board committee or ○ task group assignment or ○ overseas committee management or ○ to GSUSA for one year <div style="text-align: center;">  </div> | <ul style="list-style-type: none"> • Submit an application describing the volunteer’s accomplishments to the Awards Committee outlining how the service has benefited the girls and the organization during the current membership year • Local Awards Committee or National Recognitions task group reviews the application and approves or denies the nomination • Recognitions task group sends out notification of their decision |
| <p><i>Girl Scout Mentoring Award (White Key)</i></p> | Progressive Volunteers | <ul style="list-style-type: none"> • Be a registered Girl Scout adult • Have gained sufficient skills and experience as a coach or mentor • Coaches or mentors a new volunteer resulting in their retention to continue volunteering for two years | |
| <p><i>Girl Scout Volunteer Executive Award (Black Key)</i></p> | Progressive Volunteers | <ul style="list-style-type: none"> • Be a registered Girl Scout adult • Served in a leadership role at the Overseas Committee or national level • Have made significant contributions as a board officer, delegate, chair/liaison, program consultant, board or group chair, overseas committee chair, or other clearly defined leadership capacity | |
| <p><i>Girl Scout Volunteer Diversity Award (Gold Key)</i></p> | Progressive Volunteers | <ul style="list-style-type: none"> • Be a registered Girl Scout adult • Have increased membership in underrepresented populations through: <ul style="list-style-type: none"> ○ Program delivery ○ Community cultivation ○ Community collaboration • Have increased awareness and understanding through: <ul style="list-style-type: none"> ○ Enrichment events ○ Training • Managing diversity by: <ul style="list-style-type: none"> ○ Creating a system that supports the Overseas Committees’ goals | |

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| <p><i>Girl Scout Community Cultivation Award (Silver Key)</i></p> | <p>Progressive Volunteers</p> | <ul style="list-style-type: none"> • Be a registered Girl Scout adult • Have increased volunteer membership by utilizing the talents and skills of all the dimensions of diversity: <ul style="list-style-type: none"> ○ 18-29 ○ episodic volunteers ○ males ○ 55 plus • Have increased girl membership that reflects the diversity in the Overseas Committee jurisdiction: <ul style="list-style-type: none"> ○ Racial/ethnic ○ Disability ○ Socio-economic • STUDIO 2B <ul style="list-style-type: none"> ○ Retaining 11-17 year olds ○ Marketing the concept to the community • Have established effective partnerships that help achieve the Overseas Committee’s membership goal <ul style="list-style-type: none"> ○ Corporate partnerships ○ Government agencies ○ Foundations ○ Small businesses ○ Religious institutions ○ Other | |
| <p><i>Girl Scout Fund Development Award (Copper Key)</i></p> | <p>Progressive Volunteers</p> | <ul style="list-style-type: none"> • Be a registered Girl Scout • Have helped to reach the USAGSO-North Atlantic’s fund development goal by increasing financial and/or in-kind resources through: <ul style="list-style-type: none"> ○ Grants ○ Corporations/foundations ○ Major gifts • Have increased individual contributions that reflects the diversity in the Overseas Committee’s jurisdiction through: <ul style="list-style-type: none"> ○ Grants ○ Planned giving ○ Annual giving ○ Bequests | |



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| <p><i>Outstanding Volunteer Award</i></p> <p><i>And certificate is also available</i></p>  | <p>For a volunteer in a position other than leader</p> | <ul style="list-style-type: none"> • Be a registered Girl Scout adult • Complete appropriate training or demonstrate ability/skills for the position • Perform at a level that exceeds the expectations of the position as outlined in the position description agreement in one or more of the following areas: <ul style="list-style-type: none"> ○ Membership ○ Program ○ Fund development ○ Pluralism ○ Marketing and Communications ○ Strategic Leadership/Governance ○ Human Resources • Actively recognize, understand, and practice the values of inclusive behavior | <ul style="list-style-type: none"> • Submit an application describing the volunteer’s accomplishments to the Awards Committee outlining how the service has benefited the girls and the organization • Recognitions task group reviews the application and approves or denies the nomination • Recognitions task group sends out notification of their decision |
| <p><i>Outstanding Leader Award</i></p> <p><i>and certificate is also available</i></p>  | <p>For a troop/group leader, assistant leader, or coordinator for outstanding performance in working with girls</p> | <ul style="list-style-type: none"> • Be a registered Girl Scout adult • Demonstrate competence in at least two of the following: <ul style="list-style-type: none"> ○ Involving adults in the community to help broaden the program opportunities for girls ○ Increasing girl membership to support the Overseas Committee membership goal ○ Using the four program goals to select a wide range of program activities with girls ○ Helping girls to recognize, understand, and practice the values of inclusive behavior ○ Building an effective BY Girls, For Girls approach with girls | |



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| <p>President's Award</p> | <p>For an Overseas committee Management team</p> | <ul style="list-style-type: none"> • All be registered Girl Scout adults • Must have significantly contributed to meeting Overseas Committee goals in membership growth and retention and increased community visibility • Must reflect the diversity of the area they serve • Actively recognize, understand, and practice the values of inclusive behavior | <ul style="list-style-type: none"> • Submit an application describing the volunteer's accomplishments to the OC Awards Committee outlining how the service has benefited the girls and the organization • OC Awards Committee reviews the application and approves or denies the nomination • OC Awards Committee sends notification of their decision to USAGSO-North Atlantic who assembles all applications to present to the USAGSO-North Atlantic Board Awards Committee reviews the application and approves or denies the nomination and then submits the nominations to the USAGSO-North Atlantic Board for confirmation |
| <p>Appreciation Pin <i>and certificate is also available</i></p>  | <p>For volunteers actively giving outstanding service to at least one geographic area or program delivery audience</p> | <ul style="list-style-type: none"> • Be a registered Girl Scout adult • Have significantly contributed to meeting one or more Overseas Committee goals in membership growth and retention, fund development, or increased community visibility in one geographic area • Actively recognize, understand, and practice the values of inclusive behavior | |
| <p>Honor Pin <i>and certificate is also available</i></p>  | <p>For volunteers actively giving outstanding service in more than two geographic areas</p> | <ul style="list-style-type: none"> • Be a registered Girl Scout adult • Have significantly contributed to meeting one or more Overseas Committee's goals in membership growth and retention, fund development, or increased community visibility in two or more geographic areas • Actively recognize, understand, and practice the values of inclusive behavior | |
| <p>Thanks Badge <i>and certificate is also available</i></p>  | <p>For volunteers actively giving service impacting all of USAGSO-North Atlantic or the entire Girl Scout movement</p> | <ul style="list-style-type: none"> • Be a registered Girl Scout adult • Have taken a leadership role at the USAGSO-North Atlantic wide level in one or more of the following areas during the previous four years <ul style="list-style-type: none"> ○ Increasing membership growth and retention ○ Increasing the percentage of adult generated funding in the total USAGSO-North Atlantic income ○ Increasing innovative program opportunities USAGSO-NA wide ○ Developing broad participation in policy-influencing through the democratic process ○ Ensuring that inclusive behavior is recognized, understood, and practiced at all levels | |

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| <p>Thanks Badge II</p> <p><i>and certificate is also available</i></p>  | <p>For Prior Thanks Badge Recipients~</p> | <ul style="list-style-type: none"> • Be a registered Girl Scout adult • Have taken a leadership role in developing a model that has been replicated at the national level in one or more of the following areas during the previous three years: <ul style="list-style-type: none"> ○ Membership ○ Program ○ Fund development ○ Pluralism ○ Marketing and Communications ○ Strategic Leadership ○ Human Resources | <ul style="list-style-type: none"> • Submit an application describing the volunteer’s accomplishments to the OC Awards Committee outlining how the service has benefited the organization. • USAGSO-North Atlantic Board Awards Committee reviews the application and approves or denies the nomination • USAGSO-North Atlantic Board Awards Committee submits their recommendation to the National Board Adult Recognitions Task Group. |
| <p>USAGSO-NA Service Award</p>  | <p>For volunteers or organizations who are actively helping the Overseas Committee reach its goals</p> | <ul style="list-style-type: none"> • To recognize an individual or organization, in or outside of Girl Scouting, that has made a significant impact by providing special service to Girl Scouts, either on the USAGSO-North Atlantic level or Overseas Committee level. If individual is a Girl Scout volunteer they must have exceeded the requirements of their position description. | <ul style="list-style-type: none"> • Submit an application describing the volunteer’s accomplishments to the OC Awards Committee outlining how the service has benefited the girls and the organization • OC Awards Committee reviews the application and approves or denies the nomination • OC Awards Committee sends notification of their decision to USAGSO-North Atlantic who assembles all applications to present to the USAGSO-North Atlantic Board Awards Committee reviews the application and approves or denies the nomination and then submits the nominations to the USAGSO-North Atlantic Board for confirmation |

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| <p>Leadership Development Pin</p>  | <p>For troop/group leader, assistant leader, or coordinator</p> | <ul style="list-style-type: none"> • Be a registered Girl Scout adult • Have completed one successful year in the position of troop/group leader, assistant leader, or group coordinator • Have completed the appropriate training and have demonstrated position competence • Actively recognize, understand, and practice the values of inclusive behavior | <ul style="list-style-type: none"> • The candidate submits an application, which is reviewed by a designated OC volunteer or Awards Committee. If all requirements have been met, the recognition is authorized. |
| <p><i>Additional Recognition:</i></p> <p>Green Leaf</p> <p>Silver Leaf</p> <p>Gold Leaf</p> | <p>For Prior Leadership Development Pin Recipients~</p> | <ul style="list-style-type: none"> • Green Leaf: Represents ten contact hours or one CEU of additional training. • Silver Leaf: Represents 50 contact hours or five CEUs of additional training. • Gold Leaf: Represents 250 contact hours or 25 CEUs of additional training. | <ul style="list-style-type: none"> • Candidates applying for leaves need to document their hours and describe how the workshop/course has improved their work with girls. |
| <p>Trainers Pin</p>  | | <ul style="list-style-type: none"> • Be a registered Girl Scout adult • Have completed the Overseas Committee train-the-trainer course or demonstrated competence in planning, designing, delivering and evaluating training. | <ul style="list-style-type: none"> • The Adult Development Director or appropriate designee approves the recognition. |
| <p>Instructor-of-Trainer's Pin</p> | <p>For certified GSUSA instructors of trainers</p> | <ul style="list-style-type: none"> • Be a registered girl Scout adult • Have either waved or completed training and completed a practicum. • Primary responsibility is to plan, design, deliver, and evaluate Overseas Committee train-the-trainer courses. | <ul style="list-style-type: none"> • Awarded directly by Girl Scouts of the USA |

Recognition for Adult Volunteers Matching Game

The object of the game is to draw a line between the form of Girl Scout recognition and the description of the person who has earned or should be nominated for the award. If you would like the answers to the game, get in touch with your DMM!



Barbara has been an active leader for a year. She is an amazing leader and has really gone out of her way to make sure that the girls in her troop have quality program. The girls voted on a service project that had them working closely with a host country orphanage. Their leader set it up for the girls to visit the orphanage and collect needed items for the children for a year.



Charlie is an active volunteer who attended the Train the Trainer course in Heidelberg and was awarded this recognition for his efforts after completing the class.



Stephanie has been the OC Registrar for the last two years and has agreed to continue in that position for another year. She has done an outstanding job as OC Registrar. She is not a troop leader and has been at OCMT meetings regularly and has kept great records of the girls and adults in the OC.



The Base Fire Department has been a great supporter of the Girl Scouts. They have taught all the volunteers their First Aid and CPR classes. The Fire Department has kept in contact with the OCC and has even made an effort to combine classes with other organizations when there have not been enough volunteers for a just Girl Scout class. They have also opened up the Fire Station as an educational opportunity for the troops. One of their members has even used the equipment to bring science into the picture for troops working on science projects.



Jennifer is an enthusiastic Girl Scout volunteer. She has lead the initiative to start a STUDIO 2B three day gathering for all the Girl Scouts in the UK. She not only found out if other Overseas Committees were interested in the idea, she also did all the preplanning and found volunteers to staff the project. The event was a huge success, with over 100 girls from all over the UK. There have been three now and all have been successful.



Suzanne has been involved with all aspects of Girl Scouts in Italy. She has been the OCC for three years. After that she moved on to be a trainer and the Regional Training Coordinator for Italy. She is now a member of the USAGSO-NA board. During her tenure the membership in southern Italy has doubled. She has not only made sure that Girl Scouts is available to all girls, she has made sure that the adult volunteers have a good understanding of the Girl Scout program. She has also taken her board position seriously and cultivated several US businesses in Italy to sponsor Girl Scout projects. This sponsorship has now grown so that the companies have begun to sponsor Girl Scouts in all their European locations.