





## GSHPA COMMUNITY RECOGNITIONS

**Submit required order form to the Council Shop by January 31<sup>st</sup> with list of names of recipients and check to cover cost. Community pays for the awards.**

Recognition Title and Source	Who Qualifies	Criteria	Nomination and Approval Process
 <b>Community Leader of Distinction</b> GSHPA	<p>For volunteers actively giving outstanding service to one Girl Scout Community/group</p> <p>(This award is determined by each Community's Volunteer Recognition Group – list of recipients' names and payment for pins is due to Council Shop by <b>January 31</b>)</p>	<ul style="list-style-type: none"> <li>Registered GS Leader, Asst. Leader, or Co-Leader for at least two years</li> <li>Appropriate training for the position has been acquired</li> <li>Attendance at most Community Meetings expected</li> <li>Troop participation in most Community Events</li> <li>Troop participation in Council Product sales</li> <li>On time completion of paperwork expected</li> </ul>	<ul style="list-style-type: none"> <li><b>Who Completes Nomination Form?</b> Any individual aware of the volunteer's service</li> <li><b>How Many Endorsement Forms?</b> Nomination forms only are required</li> <li><b>Where is the Form?</b> Pages 31-32.</li> <li><b>Who Gives Awards &amp; When?</b> Presented by Community Leadership at a GS Community recognition event – paid for by GS Community</li> </ul>
 <b>Community Volunteer of Distinction</b> GSHPA	<p>For volunteers actively giving outstanding service to one Girl Scout Community/group</p> <p>(This award is determined by each Community's Volunteer Recognition Group – list of recipients' names and payment for pins is due to Council Shop by <b>January 31</b>)</p>	<ul style="list-style-type: none"> <li>Registered Girl Scout Adult – for example:               <ul style="list-style-type: none"> <li>Community Team Member, Registrar, Product Sale Chair, Community Recognition Committee, Age Level Coordinator, Event Coordinator, etc.</li> </ul> </li> <li>Has provided outstanding service that benefits the Community for at least two years</li> <li>Appropriate training for the position has been acquired; provides training to volunteers as required</li> <li>Attendance at appropriate Community meetings expected</li> <li>On time completion of paperwork expected</li> </ul>	<ul style="list-style-type: none"> <li><b>Who Completes Nomination Form?</b> Any individual aware of the volunteer's service</li> <li><b>How Many Endorsement Forms?</b> Nomination forms only are required</li> <li><b>Where is the Form?</b> Pages 31-32.</li> <li><b>Who Gives Awards &amp; When?</b> Presented by Community Leadership at a GS Community recognition event – paid for by GS Community</li> </ul>



## GSHPA COUNCIL SHORT-TERM RECOGNITIONS

Submit to the Volunteer Recognition Committee by October 31<sup>st</sup>. Council provides the awards.

Recognition Title and Source	Who Qualifies	Criteria	Nomination and Approval Process
  <b>Heartfelt Thanks Award</b>  (Certificate)  GSHPA	Volunteers whose leadership efforts have benefitted girls directly or indirectly through service to GSHPA	<ul style="list-style-type: none"> <li>• Be a registered Girl Scout adult</li> <li>• For volunteers who have served with distinction on board committees, operational committees, program committees or ad hoc groups (such as Strategic Planning Committee, 100<sup>th</sup> Anniversary Committee, etc.), or have rendered other valuable service to GSHPA as may be determined by the Board Chair and/or council CEO</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Who Completes Nomination Form?</b> Any adult member of GSHPA, including staff (pages 19-21)</li> <li>• <b>How Many Endorsement Forms?</b> One endorsement in addition to 3-page nomination form (page 22)</li> <li>• <b>Who Gives Awards &amp; When?</b> Presented at a council recognition event</li> </ul>
  <b>Heart of a Volunteer Award</b>  (Certificate)  GSHPA	Volunteers whose leadership efforts have benefitted girls directly or indirectly through service to GSHPA	<ul style="list-style-type: none"> <li>• Be a registered Girl Scout adult</li> <li>• For volunteers who have served girls through leadership of short-term (less than one year) activities, groups or projects; creation and/or organization of a special event for girls or adults</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Who Completes Nomination Form?</b> Any adult member of GSHPA, including staff (pages 19-21)</li> <li>• <b>How Many Endorsement Forms?</b> One endorsement in addition to 3-page nomination form (page 22)</li> <li>• <b>Who Gives Awards &amp; When?</b> Presented at a council recognition event</li> </ul>


## GSHPA COUNCIL RECOGNITIONS

Submit to the Volunteer Recognition Committee by October 31<sup>st</sup>. Council provides the awards.

Recognition Title and Source	Who Qualifies	Criteria	Nomination and Approval Process
  <b>Forever Green</b>  GSHPA	For volunteers actively giving outstanding service to one Girl Scout Community/group for an extended period of years	<ul style="list-style-type: none"> <li>• Be a registered Girl Scout adult</li> <li>• Have continued to give outstanding <b>long-term</b> service to Girl Scouting in one GS Community/group for an extended period of years</li> <li>• The service performed has exemplified the Girl Scout program and has significantly influenced the lives of girls and/or adults in the Council</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Who Completes Nomination Form?</b> Any individual aware of the volunteer's service (pages 23-25)</li> <li>• <b>How Many Endorsement Forms?</b> A minimum of two (2) in addition to 3-page nomination form (page 26)</li> <li>• <b>Who Gives Awards &amp; When?</b> Presented at a council recognition event</li> </ul>
  <b>Heart of PA</b>  GSHPA	For volunteers actively giving outstanding service that benefits the entire council	<ul style="list-style-type: none"> <li>• Be a registered Girl Scout adult</li> <li>• Have provided outstanding service that benefits the entire Council</li> <li>• The service is so significantly beyond expectations of the position(s) held that no other award is appropriate</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Who Completes Nomination Form?</b> Any individual aware of the volunteer's service (pages 23-25)</li> <li>• <b>How Many Endorsement Forms?</b> A minimum of three (3) in addition to 3-page nomination form (page 26)</li> <li>• <b>Who Gives Awards &amp; When?</b> Presented at a council recognition event</li> </ul>

# GSUSA NATIONAL RECOGNITIONS

Submit to the Volunteer Recognition Committee by October 31<sup>st</sup>. Council provides the awards.

Recognition Title and Source	Who Qualifies	Criteria	Nomination and Approval Process
 <p><b>Volunteer of Excellence Pin</b></p> <p>GSUSA</p>	<p>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.</p>	<ul style="list-style-type: none"> <li>The nominee is an active, registered adult Girl Scout.</li> <li>The nominee has successfully completed a term of service and all requirements for the position.</li> <li>The nominee has performed beyond expectations for the position to deliver the GSLE to girls using the National Program Portfolio,</li> </ul> <p>or</p> <ul style="list-style-type: none"> <li>The nominee's performance has been beyond the expectations of the position and has supported the council's mission-delivery goals in one or more of the following functional areas: Membership Development/ Community Cultivation, Volunteer Relations and Support, Program, Leadership and Governance, Fund Development, and Council Support Service (such as IT, Customer Service, Merchandising, Marketing/ Communications.)</li> <li>The nominee actively recognizes, understands, and practices the values of inclusive behavior.</li> </ul>	<ul style="list-style-type: none"> <li><b>Who Completes Nomination Form?</b> Any individual aware of the volunteer's service (pages 23-25)</li> <li><b>How Many Endorsement Forms?</b> A minimum of two (2) in addition to 3-page nomination form (page 26)</li> <li><b>Who Gives Awards &amp; When?</b> Presented at a council recognition event</li> </ul>

## Examples of Nominee for Volunteer of Excellence


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 *aMaze!* 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% 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-you's are sent to volunteers by council leadership and staff, volunteers, parents, and girls in a year's time. Nominations for council-and GSUSA-earned awards also rise by 35 percent, and on satisfaction surveys, volunteers report feeling highly valued 22% more than the previous year.

Refer to GSHPA Web site for current forms: <http://www.gshpa.org/forms.html>


# GSUSA NATIONAL RECOGNITIONS

Submit to the Volunteer Recognition Committee by October 31<sup>st</sup>. Council provides the awards.

Recognition Title and Source	Who Qualifies	Criteria	Nomination and Approval Process
 <p><b>Appreciation Pin</b> GSUSA</p>	<p>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 one geographic area of service, helps the council reach and surpass its mission delivery goals for that area.</p>	<ul style="list-style-type: none"> <li>The nominee is an active, registered adult Girl Scout.</li> <li>The service performed by the nominee is above and beyond the expectations for the position held, and made an impact on two or more geographic areas with the council's jurisdiction.</li> </ul>	<ul style="list-style-type: none"> <li><b>Who Completes Nomination Form?</b> Any individual aware of the volunteer's service (pages 23-25)</li> <li><b>How Many Endorsement Forms?</b> A minimum of two (2) in addition to 3-page nomination form (page 26)</li> <li><b>Who Gives Awards &amp; When?</b> Presented at a council recognition event</li> </ul>

## Example of Nominee for Appreciation Pin

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/GS Community 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% and adult membership by 15% last year. While those new members participated in series and camps, 78% of them participated in troops.


Recognition Title and Source	Who Qualifies	Criteria	Nomination and Approval Process
 <p><b>Honor Pin</b> GSUSA</p>	<p>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.</p>	<ul style="list-style-type: none"> <li>The nominee is an active, registered adult Girl Scout.</li> <li>The service performed by the nominee is above and beyond the expectations for the position held and made an impact on two or more geographic areas within the council's jurisdiction.</li> </ul>	<ul style="list-style-type: none"> <li><b>Who Completes Nomination Form?</b> Any individual aware of the volunteer's service (pages 23-25)</li> <li><b>How Many Endorsement Forms?</b> A minimum of three (3) in addition to 3-page nomination form (page 26)</li> <li><b>Who Gives Awards &amp; When?</b> Presented at a council recognition event</li> </ul>

## Example of nominee for Honor Pin

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 council management team 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%; girls shared the impact of 14 new take-action projects via the council's Web site; and the volunteer-satisfaction scores increased by 12%.


# GSUSA NATIONAL RECOGNITIONS

Submit to the Volunteer Recognition Committee by October 31<sup>st</sup>. Council provides the awards.

Recognition Title and Source	Who Qualifies	Criteria	Nomination and Approval Process
 <p><b>Thanks Badge</b> GSUSA</p>	<p>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.</p>	<ul style="list-style-type: none"> <li>The nominee is an active, registered adult Girl Scout.</li> <li>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> </ul>	<ul style="list-style-type: none"> <li><b>Who Completes Nomination Form?</b> Any individual aware of the volunteer's service (pages 23-25)</li> <li><b>How Many Endorsement Forms?</b> A minimum of four (4) in addition to 3-page nomination form (page 26)</li> <li><b>Who Gives Awards &amp; When?</b> Presented at a council recognition event</li> </ul>

## Example of Nominee for Thanks Badge

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% overall increase in camp registrations the following year, 90 new volunteers, and new partnerships with 11 local organizations.

Recognition Title and Source	Who Qualifies	Criteria	Nomination and Approval Process
 <p><b>Thanks Badge II</b> GSUSA</p>	<p>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 entire Girl Scout Movement.</p>	<ul style="list-style-type: none"> <li>Be a registered Girl Scout adult</li> <li>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"> <li>Membership</li> <li>Program</li> <li>Fund development</li> <li>Pluralism</li> <li>Marketing and Communications</li> <li>Strategic Leadership</li> <li>Human Resources</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li><b>Who Completes Nomination Form?</b> Any individual or aware of the volunteer's service (pages 23-25)</li> <li><b>How Many Endorsement Forms?</b> A minimum of four (4) in addition to 3-page nomination form (page 26)</li> <li><b>Who Gives Awards &amp; When?</b> Presented at a council recognition event</li> </ul>

## Example of Nominee for Thanks Badge II

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.