

girl scouts   
of the desert southwest  
southern new mexico  
& west texas

# Girl Scout Volunteer Award Guide



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# Adult Recognition

Rec-og-ni-tion [rek eg 'ni SHen] - noun




- Identification of a thing or person from previous encounters or knowledge - “She remembered my name.”
- Acknowledgement of someone’s existence or validity - “They see me, hear me, and appreciate my participation.”

# Purpose of Recognition

It is nice to be recognized for good things. When people recognize us, it feels like they care we are here and they value our contributions.

People volunteer for all sorts of reasons, but most volunteers want to do a good job and to make a positive difference. When volunteers know their time and energy are appreciated and that we all value them, they commit themselves to Girl Scouts. They want to know their service is helping the greater good, making the world a better place. That means our recognition is one of the most powerful ways we can retain the invaluable women and men who volunteer for Girl Scouts of the Desert Southwest.

Three Keys to successfully recognizing volunteers:

-  Do it well.
-  Do it often.
-  Make it meaningful.

# Council Award Requirements

**Nomination deadline:  
Sunday, October 15, 2023**

## **Award Presentation**

Council level awards are presented at the annual Ceremony of Honors held in the spring. Awardees are notified that they will be honored, and provided registration instructions, but the awards are kept secret until the presentation at the event! All volunteers are encouraged to attend to support their fellow difference makers.

## **Who Can Submit Nominations**

**Girl Scout Volunteers  
Girl Scouts  
Community Members  
Council Staff**

## **Nomination Criteria for all Awards**

1. Service performed was between October 1, 2022 and September 30, 2023 (except for the PVSA).
2. Volunteer Award Nomination Form (linked in each description) and required number of endorsement letters.
3. The candidate:
  - a. Is an active, registered Girl Scout member in good standing.
  - b. Can be involved at any level of volunteering, from parent helpers to service unit team members, to council volunteers.
  - c. Encourages each of our members and shows progression as a leader in their role.
  - d. Actively recognizes, understands, and practices the values of inclusive behaviors.
4. The service performed is above and beyond the expectations for the position held.

## **How to Submit a Nomination**

- Review all award descriptions and requirements in the Adult Recognition Handbook.
- Recruit others to complete and submit the required endorsement letters to you to include in the nomination submission packet.
- Complete and submit the Nomination Form (linked in each award description) with the required number of endorsement letters.

# Council Award Requirements cont.

## Nomination Review Process

The Adult Recognition Committee is comprised of volunteers and staff from throughout GSDSW territory. They review each nomination and endorsement and compare the information presented about the volunteer with the criteria established for each award. They only know what is presented in the completed nominations. Upon review, they will:

1. Approve the candidate for nominated award or,
2. Approve the candidate for a different award or,
3. Deny the award. In a case where there is no indication given that the candidate's service met the award criteria, the nomination could be denied.

The committee decisions are sent to the GSDSW Board of Directors for final approval. Upon final approval, you will be notified regarding the status of your nomination.



# Formal Recognition Considerations

## Best Practices

Acceptance of any position, whether done on a paid or volunteer basis, implies a willingness to perform duties stated in the position description and to devote the time necessary to perform those duties under normal circumstances. Therefore, while doing a "good job" and putting in many hours is certainly worth thanks, it does not necessarily indicate performance "above and beyond the expectations" of the position.



## Choosing the Right Award

Occasionally, a candidate's outstanding service meets the criteria for more than one award. In this case, one should consider which award might be more meaningful to the recipient. For example, an active volunteer who has made great contributions at both the local Service Unit and Council levels might be a candidate for either the Honor Pin or the Daffy Tabor, Estelle Yates or Grace Schneider Awards. If the person were relocating, the Daffy Tabor, Estelle Yates or Grace Schneider Award, which are specific to this council, might be the recipient's preference since it would be conceivable that the person might be recognized with the Honor Pin in another area at a future time.

# Formal Recognition Considerations cont.

## Focus on Service

Focus refers to the areas or groups benefiting from the service. In many cases, a volunteer works with a troop, and/or coordinates Service Unit events, and/or participates on a council-wide committee or task group. To help determine which award is appropriate, review award descriptions and criteria on pages 10-24.



## Impact of Service

When you consider impact, consider both the number of years in a position and the results of a person's service. Length of time in a position, while always deserving of appreciation, does not necessarily justify an official award. The results of service are more important than length of service, but often it takes some time in a position before the person can achieve truly outstanding results.



# How to write a Nomination or Endorsement

**Be Specific** - if the form asks you to describe a service provided that meets the qualifications of the award, be very descriptive.

## **Uninformative Example**

Sally Jones should receive the award because she is always organized and is great with parent volunteers. We are all very fond of her and are willing to be under her leadership.

## **Informative Example**

Sally Jones should receive the award because she is a great example of adult volunteer leadership to both girls and adults. Under the wing of her leadership, ten parents are actively volunteering with troop functions. She recently delegated event preparation details to us while she was out of town for a few weeks.

Because she sends regular troop volunteer emails about the bank account status, upcoming adventures, year-to-date troop goals progress, and continuing volunteer needs, we feel informed and organized to step up to the leadership challenge! Sally is always paying thanks for our support to the troop. When she came back from her trip, she paid thanks to us at the Service Unit meeting by organizing a potluck in recognition of her troop volunteers who provide her with endless support.

Other troop leaders at the meeting were taking notes on all of her great ideas!

**Avoid using only “feel good” statements**- provide concrete facts rather than opinions.

## **Uninformative Example**

Mary Smith is really good with cookies with her Cadette troop. When she took over as Service Unit Cookie Chair when the previous volunteer resigned, it was a successful sale.

## **Informative Example**

When the Service Unit Cookie Chair resigned, Mary Smith volunteered to help. She has worked with the cookies for several years and was able to adapt to the service unit level. She processed 19,000 packages of cookies without any errors. Through skillful management techniques, her service unit achieved 100% troop participation, and increased cookie sales by 40%.

**Show Results** - how is the service measurable?

## **Uninformative Example**

Brenda Garcia provided an excellent training to our volunteers.

## **Informative Example**

Brenda Garcia not only provided excellent Medic First Aid training to the volunteers in the area, she was called upon last minute when the assigned trainer became ill. Because of her volunteer service, 20 new recruits had a chance to become certified in First Aid and CPR.

# Letter of Endorsement Sample

**Letter of Endorsement of Jane Jones for the Honor Pin  
January 20, 2023**

The opening paragraph should introduce the purpose of the letter, the nominee, and the reason for the nomination.

I am writing this letter to support Jane Jones who is the Volunteer Support Coach in the Blue Sky Service Unit for the Honor Pin. Jane has diligently worked in our neighborhood as well as Desert Water and Dry Creek Service Units to provide quality training to leaders which has resulted in improved delivery of Girl Scouting in all three areas.

The body of the letter should describe the specific service, who benefited from the service and provide results of the service that went beyond the position description.

Jane recognized that many of our leaders did not complete the trainings necessary to help them be successful in their first year as leaders. She realized that in our community many adults work second and third shifts which became a real challenge in trying to get them trained. She found that several close by areas were struggling with the same issue. She called a meeting of the Service Teams and proposed that they offer training at unconventional times due to the nature of the audience they wanted to serve. Everyone was immediately in agreement with her proposal.

Jane went to the Volunteer Support staff at the Girl Scout council. Working together with both volunteers and staff, Jane established and delivered three training sessions that offered the courses needed by the untrained volunteers. The amazing thing is that they were offered at a local church from 6 - 9 am when everyone was getting off work. Jane's dedication paid off when 30 inexperienced leaders from three Service Units were trained to work with their troops. She showed that by collaborating with each other, much can be accomplished. Jane's work across the three Service Units benefited over 200 girls in new troops and has created strong relationships with the three Service Teams and staff members. For her innovation in training and in partnership with three Service Units and staff member, Jane Doe deserves the Honor Pin.

The closing of the letter must include the writer's name, service unit name as well as her address, phone number, and email. Here is an example:

Sincerely,

Mary Smith  
Blue Sky Service Unit  
1234 Main Street  
El Paso, TX 79924  
602-452-7000 or msmith123@aol.com

# Formal Recognition Official GSUSA Awards

**Volunteer  
of Excellence  
Pin**



**Appreciation  
Pin**



**Honor  
Pin**



**Thanks  
Badge**



**Thanks  
Badge II**



# Formal Recognition Official Council Awards

**Cookie  
Champion**

**Fall Product  
Champion**

**Outdoor  
Enthusiast**

**Family  
Award**

**Girl Scout  
Support Award**

**Regional  
Leader of  
the Year**

**Girl Scout  
of the  
Year**

**Heritage  
Award Pin**

**Man Enough  
to be a  
Girl Scout  
Award**

# Formal Recognition

## Official Council Awards cont.

**Fund  
Development  
Award**

**Go-Getter  
Award**

**Innovator  
Award**

**Risk-Taker  
Award**

**Leader  
Award**

**President's  
Award**

**Daffy Tabor  
Award**

**Estelle Yates  
Award**

**Grace  
Schneider  
Award**

# Numeral Guard and Years of Service Pin

## Numeral Guard



The Numeral Guard is a longevity recognition for an individual for their total years of registered membership, including years as a girl and as an adult member.

## Years of Service Pin



The Years of Service Pin is a longevity recognition for an adult volunteer's dedication to Girl Scouting.

- Years do not need to be consecutive.
- Pins are available in five-year increments.
- Individuals track their total years.
- GSDSW does not automatically distribute pins.  
Please submit a request form to receive your pin(s).

# Council Awards



## **VOLUNTEER OF EXCELLENCE - a GSUSA award**

Volunteer of Excellence Award recognizes a volunteer who has 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 has contributed outstanding service in support of the council's mission delivery to girl and adult members.

### **Additional Criteria:**

- The candidate was an active, registered Girl Scout member for the year of nomination.
- Completion of appropriate training for position held.
- Service performed was beyond expectations for the position to deliver Girl Scout Leadership Experience (GSLE) to girls in any pathway or supported Council goals in one or more of the following areas: Membership Development, Community Cultivation, Volunteer Relations and Support, Program, Leadership and Governance, Fund Development, and Council Support Service to girl and adult members.
- The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

### **Nomination: Submit nomination form**



## **APPRECIATION PIN - a GSUSA award**

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 effect on one geographic area of service, helps reach and surpass the mission-delivery goals of the area.

### **Additional Criteria:**

- The candidate was an active, registered Girl Scout member for the year of nomination.
- Service performed was above and beyond the expectations for the position held.
- Service given benefited at least one service unit within council jurisdiction.
- The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

### **Nomination: Submit nomination form and one letter of endorsement**

# Council Awards



## HONOR PIN - a GSUSA award

The Honor Pin recognizes an individual's exemplary service in support of delivering the Girl Scout Leadership Experience (GSLE), which has had measurable effect on two or more geographic areas of service, allowing the council to reach and surpass its mission-delivery goals.

### Additional Criteria:

- The candidate was an active, registered Girl Scout member for the year of nomination.
- Service performed was above and beyond the expectations for the position held.
- Service given benefited two or more service unit within council jurisdiction.
- The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

**Nomination: Submit nomination form and one letter of endorsement**



## THANKS BADGE- a GSUSA award

The Thanks Badge recognizes an individual's exemplary service in support of delivering the Girl Scout Leadership Experience (GSLE), which has had measurable effect on meeting the mission-delivery goals and priorities of the entire council or the entire Girl Scout Movement.

### Additional Criteria:

- The candidate was an active, registered Girl Scout member for the year of nomination.
- Service given benefits the entire Council or Girl Scout organization.
- Service performed is so significantly above expectations that no other award is appropriate.
- The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

**Nomination: Submit nomination form and two or more letters of endorsement**



# Council Awards



## **THANKS BADGE II - a GSUSA award**

The Thanks Badge II honors a previous Thanks Badge award recipient who has continued to provide exemplary service in a leadership role, resulting in a measurable effect that benefits the entire Girl Scout Movement.

### *Additional Criteria:*

- The candidate was an active, registered Girl Scout member for the year of nomination.
- Previous Thanks Badge award recipient.
- Continued to provide exemplary service in a leadership role that benefited the entire Council or Girl Scout Organization.
- Service performed is so significantly above expectations that no other award is appropriate.
- The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

**Nomination: Submit nomination form and two or more letters of endorsement**



## **COOKIE CHAMPION AWARD - a GSDSW award**

The Cookie Champion award recognizes an adult member who has continued to provide exemplary service in the Troop Cookie Coordinator or Service Unit Cookie Chair role, resulting in a measurable effect that benefited the troop, service unit and the council.

### *Additional Criteria:*

- The candidate was an active, registered Girl Scout member for the year of nomination.
- Completion of appropriate training for position held.
- Candidate must have served in the Troop Cookie Coordinator or Service Unit Cookie Chair role for at least three Girl Scout membership year.
- The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

**Nomination: Submit nomination form and one letter of endorsement**

# Council Awards

## **FALL PRODUCT CHAMPION AWARD - a GSDSW award**

The Fall Product Champion award recognizes an adult member who has continued to provide exemplary service in the Troop Fall Product Coordinator or Service Unit Fall Product Chair role, resulting in a measurable effect that benefited the troop, service unit and the council.

### *Additional Criteria:*

- The candidate was an active, registered Girl Scout member for the year of nomination.
- Completion of appropriate training for position held.
- Candidate must have served in the Troop Fall Product Coordinator or Service Unit Fall Product Chair role for at least three Girl Scout membership year.
- The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

**Nomination: Submit nomination form and one letter of endorsement**



## **OUTDOOR ENTHUSIAST - a GSDSW award**

The Outdoor Enthusiast recognizes an adult member who has delivered outstanding outdoor education to at least one Service Unit or program delivery audience.

### *Additional Criteria:*

- The candidate was an active, registered Girl Scout member for the year of nomination.
- Completion of appropriate training for position held.
- Candidate has provided outstanding service in a way that furthers the outdoor education of girls and/or adults.
- Candidate has performed at a level that exceeds the expectations for the position held.
- Candidate has delivered outdoor educational opportunities that span a minimum of three years.
- The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

**Nomination: Submit nomination form and one letter of endorsement**

# Council Awards

## **FAMILY AWARD - a GSDSW award**

The Family Award is presented to a family that supports Girl Scouts with outstanding volunteer service. The service given must be beyond normal expectations and benefit two or more service units within the council jurisdiction.

### *Additional Criteria:*

- Nominated family has at least one active, registered Girl Scout member for the year of nomination.
- Family supports Girl Scouts with outstanding volunteer service, which is beyond normal expectations.
- Members of the family have provided continuous service for at least three years with GSSDW.
- Service given benefits two or more service unit within council jurisdiction.
- The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

**Nomination: Submit nomination form and two or more letters of endorsement**



## **GIRL SCOUT SUPPORT AWARD - a GSDSW award**

The Girl Scout Support award is presented to a parent, grandparent, or caregiver who has gone above and beyond in their service to a troop or to an individually registered member.

### *Additional Criteria:*

- Nominated parent, grandparent, or caregiver was a registered Girl Scout member for the year of nomination.
- Candidate provided Girl Scouts with outstanding volunteer service which is beyond normal expectations.
- Candidate has provided service to a troop or an individually registered member.
- The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

**Nomination: Submit nomination form and one letter of endorsement**

# Council Awards

## **REGIONAL LEADER OF THE YEAR - a GSDSW award**

This leader provides girls with exceptional leadership opportunities through exemplary implementation of the girl led model.

### *Additional Criteria:*

- The candidate was an active, registered Girl Scout member for the year of nomination.
- Completion of appropriate training for position held.
- Serve in a troop leadership position for at least five consecutive years.
- Serves as an exceptional role model for girls and adults.
- The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

**Nomination: Submit nomination form and two or more letters of endorsement**



## **GIRL SCOUT OF THE YEAR - a GSDSW award**

Awarded to a registered Senior or Ambassador Girl Scout.

### *Additional Criteria:*

- The candidate was an active, registered Girl Scout member for the year of nomination.
- Exemplifies through both words and actions the highest ideals of character, conduct, patriotism, and service.
- Upholds the mission of Girl Scouts.
- Has held leadership positions in both Girl Scouts and the community.
- Embodies the Girl Scout Promise and Law both during Girl Scouts and day to day.
- The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

**Nomination: Submit nomination form and one letter of endorsement**

# Council Awards

## **HERITAGE AWARD - a GSDSW award**

The Heritage award recognizes an individual's exemplary service in sharing the history of Girl Scouting in the USA and Girl Scouts of the Desert Southwest with its members and the community thereby furthering the Girl Scout Mission.

### *Additional Criteria:*

- Candidate made presentations at events and meetings.
- Candidate set up Girl Scouts history displays in the community.
- Assisted with setting up displays at local Girl Scout offices.

**Nomination: Submit nomination form**



## **MAN ENOUGH TO BE A GIRL SCOUT AWARD - a GSDSW award**

This award recognizes our male volunteers that have gone above and beyond in service of Girl Scouts.

### *Additional Criteria:*

- A male Girl Scout Adult Member who is an approved volunteer.
- Embodies the Girl Scout Promise and Law.
- The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

**Nomination: Submit nomination form**



## **FUND DEVELOPMENT AWARD - a GSDSW award**

The Fund Development award recognizes a volunteer whose outstanding service has provided financial support to the council through:

- Increasing contributions of in-kind donations, grants, corporate, foundations, endowments, major gifts.
- Individual contributions i.e., recruitment of new members to the Juliette Gordon Low Society.

**Nomination: Submit nomination form**

# Council Awards

## **GO-GETTER AWARD - a GSDSW award**

The Go-Getter award recognizes a volunteer who puts their goals into action, pursues leadership positions, and perseveres through challenges.

### Additional Criteria:

- The candidate was an active, registered Girl Scout member for the year of nomination.
- The candidate can be involved at any level of volunteering, from parent helpers to service unit team members.
- The service performed is above and beyond the expectations for the position held.
- The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

**Nomination: Submit nomination form and one letter of endorsement**



## **INNOVATOR AWARD - a GSDSW award**

The Innovator award recognizes a volunteer who uses creativity to imagine and implement solutions. An innovator brings new ideas that benefit a troop or service unit or provides a "spark" to enhance current activities or events.

### Additional Criteria:

- The candidate was an active, registered Girl Scout member for the year of nomination.
- The candidate can be involved at any level of volunteering, from parent helpers to service unit team members.
- The service performed is above and beyond the expectations for the position held.
- The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

**Nomination: Submit nomination form and one letter of endorsement**

# Council Awards

## **RISK-TAKER AWARD - a GSDSW award**

The Risk-Taker award recognizes a volunteer who seeks new adventures and experiences. They step outside their comfort zone to provide the best experience for girls or they take positive action on issues in the community.

### *Additional Criteria:*

- The candidate was an active, registered Girl Scout member for the year of nomination.
- The candidate can be involved at any level of volunteering, from parent helpers to service unit team members.
- The service performed is above and beyond the expectations for the position held.
- The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

**Nomination: Submit nomination form and one letter of endorsement**



## **LEADER AWARD - a GSDSW award**

The Leader award recognizes a volunteer who listens to opinions and feelings different from their own. They handle conflict with compassion and clear communication. A leader works hard to bring positive change to the world and builds team spirit while bringing people together.

### *Additional Criteria:*

- The candidate was an active, registered Girl Scout member for the year of nomination.
- The candidate can be involved at any level of volunteering, from parent helpers to service unit team members.
- The service performed is above and beyond the expectations for the position held.
- The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

**Nomination: Submit nomination form and one letter of endorsement**

# Council Awards

## **DAFFY TABOR AWARD - a GSDSW award**

The Daffy Tabor award recognizes the significant contributions of a board officer, delegate, chair/liaison, service unit team member, or other clearly defined leadership role within the council's East Region. By using talents and skills that reflect the diversity in the council's jurisdiction those contributions have resulted in an increased volunteer/girl membership.

### Additional Criteria:

- The nominee was a registered Girl Scout adult volunteer for the year of nomination.
- Successful completion of a term of service, in a leadership role, in the council's East Region along with all requirements for the position.
- Performed beyond expectations for the position resulting in an increase of volunteer/girl membership.
- Actively recognized, understood, and practiced the values of inclusive behavior.

**Nomination: Submit nomination form and two or more letters of endorsement**



## **ESTELLE YATES AWARD - a GSDSW award**

The Estelle Yates award recognizes the significant contributions of a board officer, delegate, chair/liaison, service unit team member, or other clearly defined leadership role within the council's Central Region. By using talents and skills that reflect the diversity in the council's jurisdiction those contributions have resulted in an increased volunteer/girl membership.

### Additional Criteria:

- The nominee was a registered Girl Scout adult volunteer for the year of nomination.
- Successful completion of a term of service, in a leadership role, in the council's Central Region along with all requirements for the position.
- Performed beyond expectations for the position resulting in an increase of volunteer/girl membership.
- Actively recognized, understood, and practiced the values of inclusive behavior.

**Nomination: Submit nomination form and two or more letters of endorsement**



# Council Awards

## **GRACE SCHNEIDER AWARD - a GSDSW award**

The Grace Schneider award recognizes the significant contributions of a board officer, delegate, chair/liaison, service unit team member, or other clearly defined leadership role within the council's West Region. By using talents and skills that reflect the diversity in the council's jurisdiction those contributions have resulted in an increased volunteer/girl membership.

### *Additional Criteria:*

- The nominee was a registered Girl Scout adult volunteer for the year of nomination.
- Successful completion of a term of service, in a leadership role, in the council's West Region along with all requirements for the position.
- Performed beyond expectations for the position resulting in an increase of volunteer/girl membership.
- Actively recognized, understood, and practiced the values of inclusive behavior.

**Nomination: Submit nomination form and two or more letters of endorsement**



# Service Unit & Troop Awards

## **PRESIDENT'S AWARD - a GSDSW award**

The President's award recognizes the efforts of a service unit team or committee whose exemplary service in support of delivering the Girl Scout Leadership Experience (GSLE) surpassed team goals and resulted in significant, measurable impact toward reaching the council's overall goals.

### Additional Criteria:

- All members of the service unit team were active, registered Girl Scout member for the year of nomination.
- Adult members of the service unit have completed appropriate trainings for their positions.
- Delivered Girl Scout program to the membership resulting in the retention of at least 75% of the troops and troop leaders of the previous year.
- Overall girl membership for the service unit reached or surpassed the council goals.
- Service Unit maintains ongoing communications with each troop leader using methods that serve the needs of each leader as well as with individually registered girls with in the service unit.
- Cultivated contacts in the community through scheduled talks to civic groups, sponsorship agreements, media coverage and community profile updates.
- Council required reports are submitted on time.
- Service Unit encourages adult participation in fund development and has increased annual giving support to the council.
- Composition of the adult Girl Scout members reflects the diversity of the community.

**Nomination: Submit nomination form and supporting documentation**



## **HONOR TROOP - a GSDSW award**

The Honor Troop is a guide for troops to ensure a well-rounded year of Girl Scouting. Use this as a tool to lead your troop successfully and ensure girls are exposed to diverse girl-led leadership opportunities.

### Additional Criteria:

- A series of mandatory requirements must be met along with troop's choice from a set of additional troop requirements.

**Nomination: The Honor Troop Application completed and submitted, along with supporting documentation needed.**

# Individual Award

## PRESIDENT'S VOLUNTEER SERVICE AWARD (PVSA)

Girl Scouts of the Desert Southwest is proud to be a certifying organization of the President's Volunteer Service Award (PVSA). The PVSA recognizes United States citizens and lawfully admitted, permanent residents of the United States who have achieved the required number of hours of service over a 12-month time period or cumulative hours over the course of a lifetime.

In 2003, the President's Council on Service and Civic Participation founded the President's Volunteer Service Award to recognize the important role of volunteers in America's strength and national identity. This award honors individuals whose service positively impacts communities in every corner of the nation and inspires those around them to take action, too. It is a national award led by AmeriCorps and managed in partnership with Points of Light. <https://presidentialserviceawards.gov/>

### Volunteer Eligibility

- United States citizen or lawful permanent resident of the United States.
- Must be at least five years old.
- Completes eligible service within a 12-month period (for annual Bronze, Silver, and Gold Awards) and over a lifetime (for Lifetime Achievement Awards).

Eligible Service: Unpaid acts of volunteer service benefiting others.

### Eligible Service Does Not Include:

- Donating funds
- Political lobbying (Non-partisan voter registration is an eligible activity)
- Religious instruction or proselytizing
- Conducting worship service
- Volunteer service performed as part of court-ordered community service
- Serving only family members

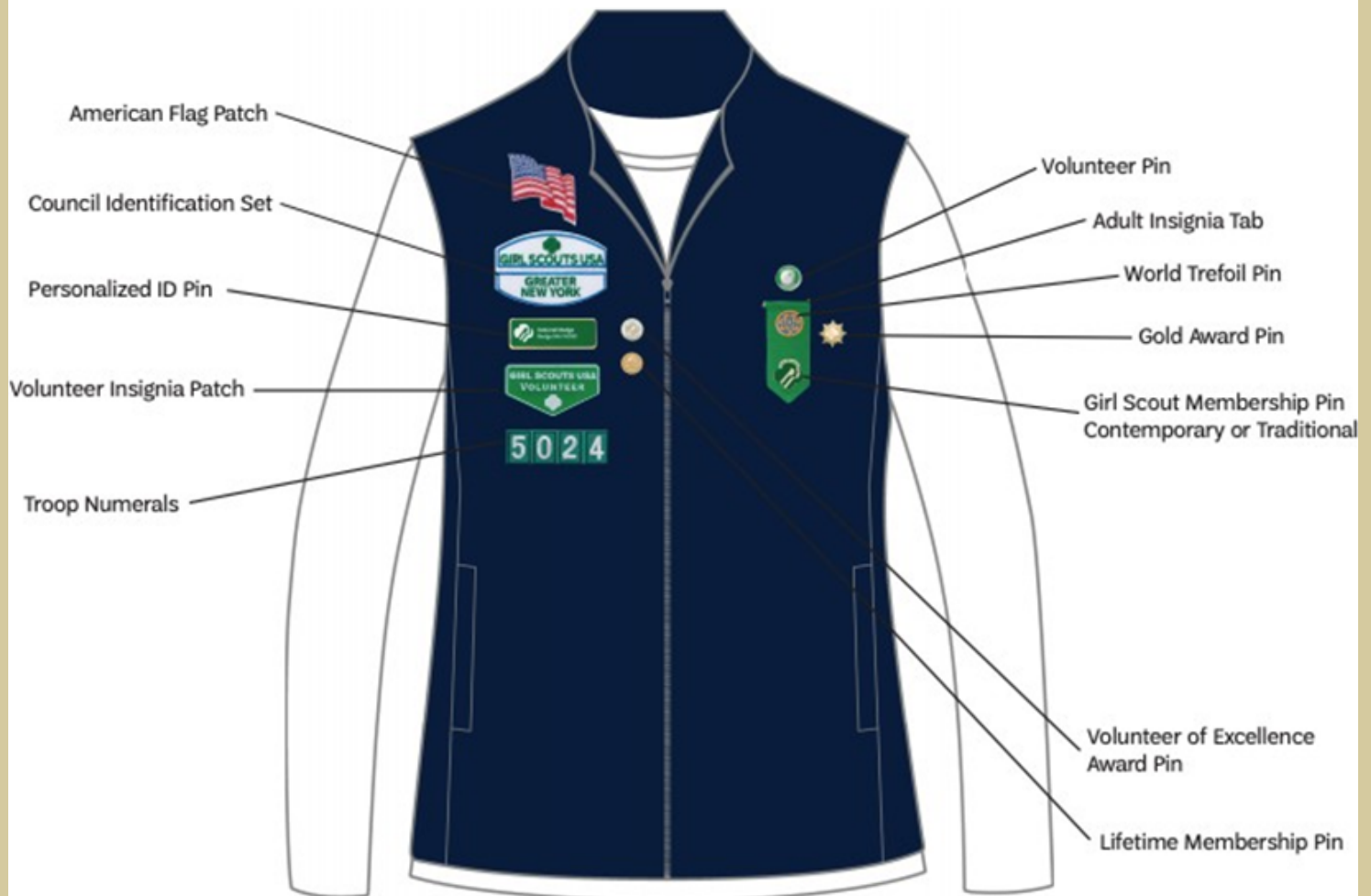
### Hours Required to Earn Awards in Each Age Group

Age Group	Bronze	Silver	Gold	Lifetime Achievement
Kids (5-10 years old)	26-49 hours	50-74 hours	75+ hours	4,000+ hours
Teens (11-15)	50-74 hours	75-99 hours	100+ hours	4,000+ hours
Young Adults (16-25)	100-174 hours	175-249 hours	250+ hours	4,000+ hours
Adults (26+)	100-249 hours	250-499 hours	500+ hours	4,000+ hours

**Nomination: Submit a spreadsheet listing hours completed to [info@gsdsw.org](mailto:info@gsdsw.org).**

# Adult Award Insignia Placement

## Girl Scout Adult Navy Vest



# Frequently Asked Questions

**Q: We worry that if we give out 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 the number of awards given.

**Q: What about recognizing people more than once. Should you give the same recognition to a person more than once?**

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

**Q: How does a person decide which recognition to wear?**

A: If an adult has received more than one special recognition (e.g., Volunteer of Excellence & Appreciation pins), typically the highest award received is the one worn on the uniform. People with numerous pins usually retire the remaining ones with honor, either placing them in a scrapbook, framing together with other mementos.

**Q: If a nomination requires multiple endorsement letters can one letter be photocopied and signed by other people?**

A: Each individual who writes a letter of endorsement should give her/his own account of the significant contributions of the nominee. Photocopying or using "form" endorsement letters take the sincerity out of the letter and may give the committee cause to question if the nominee's service is deserving of the formal recognition.

**Q: Is there a hierarchy for the awards?**

A: We recognize that volunteers do amazing work and should be recognized when that work occurs. A volunteer can earn any award at any time\*, as long as they meet the criteria outlined for the award. However, we recommend that the awards are built upon, like we scaffold for the girls. For example, we might suggest the Volunteer of Excellence at the service unit level first, then one of the G.I.R.L. awards, and so on. (\*The only exception is the Thanks Badge II, which requires the candidate to have previously earned the Thanks Badge.

**Q: What is a "service area"?**

A: A service area refers to the areas in which a volunteer has an impact.

1. Community - the volunteer's local community/vicinity
2. Service Unit - the cluster of troops within a defined area, such as a school district
3. Council- the entire council footprint of Southern New Mexico and West Texas