

# Volunteer Recognitions Handbook



*We appreciate you!*

*Volunteer Recognitions May 2025*

## The Girl Scout Law

*I will do my best to be honest and fair, friendly and helpful, considerate and caring, courageous and strong, and responsible for what I say and do,*

*and to respect myself and others, respect authority, use resources wisely, make the world a better place, and be a sister to every Girl Scout.*

## The Girl Scout Promise

*On my honor, I will try:*

*To serve God\* and my country,  
To help people at all times,  
And to live by the Girl Scout Law.*

*\*Members may substitute for the word God in accordance with their own spiritual beliefs.*



# Table of Contents

● DON'T I KNOW YOU?	4
● CREATING A YEAR-ROUND CULTURE OF APPRECIATION	4
● INFORMAL RECOGNITION FOR VOLUNTEERS	5
● FORMAL RECOGNITION	7
● FORMAL RECOGNITION CONSIDERATIONS	8
● HOW TO WRITE A GREAT NOMINATION	9
● AWARDS PRESENTED AT THE SERVICE UNIT LEVEL	10
● AWARD PRESENTED AT THE COUNCIL LEVEL	11
● AWARDS PRESENTED BY GIRL SCOUTS OF CALIFORNIA'S CENTRAL COAST THAT DO NOT GO THROUGH A NOMINATION PROCESS	21
● COUNCIL AWARD STEPS	22
● FREQUENTLY ASKED QUESTIONS	23
● INSIGNIA PLACEMENT	24



# Recognition

## Don't I Know You?

Recognition: It's huge! We humans need to be recognized, and it's 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 California's Central Coast.

### Three Keys to successfully recognizing volunteers:

- **Do it Well.**
- **Do it Often.**
- **Make it Meaningful**

## Creating a Year-Round Culture of Appreciation

A culture of appreciation is one where anyone working toward the Girl Scout Mission feels respected and valued for her or his service and contribution. Remember the concept of Ubuntu: "I am me because we are we".

**We create that type of culture** by identifying means of recognition, tools and resources we can use for recognition, and collaboration between staff and volunteers to recognize all of our good work.

**An ideal volunteer recognition system** includes a mixture of informal and formal methods to acknowledge all accomplishments, regardless of role or length of service. These methods also meet a wide variety of per-

sonal preferences. When thinking of ways to thank volunteers, ask "What can Girl Scouts of California's Central Coast or our Service Unit do to show appreciation in a meaningful way to this person?"

**Keep in mind** that successful recognition in any organization includes inclusiveness, accessibility, and consistency, and consider how your Service Unit's recognition efforts affect retention and volunteer re-engagement. Thanking a volunteer at the end of a project or the Girl Scout year also offers the opportunity to encourage participation in the same role or other opportunities coming up. However, please remember to show appreciation in appropriate ways throughout a person's participation and not only at the end.

# 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.”*

## Informal Recognition for Volunteers

Informal recognition is the day-to-day appreciation—the intangible benefits and heartfelt ways of saying “Thank you.” These sincere expressions of appreciation are based on specific contributions and are given in a timely manner. Informal recognition is powerful and effective because it makes people feel valued by a personal touch.

Consider:

- **A Welcome or Thank you card**
- **Showing interest in the person’s life beyond Girl Scouts**  
**“What are you passionate about beyond Girl Scouts?”**
- **A Shout-out at the Service Unit Meeting or on the Service Unit Facebook group**
- **Complimenting the person’s work to the Service Team**
- **Sending a letter of appreciation to the person’s work supervisor/company**
- **Look her or him in the eye and say, “Thank you so much (name) for (be specific). Your service is invaluable.”**



## **Creative Ways to Say “Thank You” or “We Appreciate You”**

- **Use small star patches for your Service**
- **Make pins out of puzzle pieces and write: You fit Us Well (or You’re an Essential Piece)**
- **Give rulers and say: You measured up to the job**
- **Give a magnifying glass that says: Thanks for your vision**
- **Give a bone-shaped trophy: Funny Bone for the volunteer who keeps you from taking things to seriously**
- **Give a light bulb or a small light bulb pin with: What a great idea!**
- **Give a mini-flashlight with: Your vision is our guiding light**
- **Spray paint old keys with golden paint: Thank you for being a key member of our team**
- **Give packets of vegetable or flower seeds with: Thanks for planting the seeds of our success**
- **Give a coffee gift card with: Our cup runneth over with our thanks to you for your time and efforts.**

# Formal Recognition: Official Awards

Where are official recognitions/ awards presented?

## Awards Presented at Service Unit/Local Level

- **Membership Numeral Guard (5 and 10 years)**
- **Volunteer Years of Service Pin (5 and 10 years)**  
Service Unit Recognitions Committees may purchase numeral guards (5 and 10 years) through the council retail shops. The Volunteer Years of Service Pins can be ordered through the council, [here](#). These are then presented by the Service Unit.

## Awards Presented at the Council Level

- **Membership Numeral Guard (15, 20, 25, 30, 35, 40, 45, 50 and above)**
- **Volunteer Years of Service Pin (15, 20, 25, 30, 35, 40, 45, 50 and above)**
- **Girl Scouts of California's Central Coast Go-Getter, Innovator, Risk Taker, and Leader Awards**
- **Girl Scouts of California's Central Coast Fund Development Award**
- **Girl Scouts of California's Central Coast Super Service Unit Award**
- **Girl Scouts of California's Central Coast Regional Leader of the Year**
- **Girl Scouts of California's Central Coast Girl Scout of the Year**
- **Girl Scouts of California's Central Coast Lead the Way**
- **Girl Scouts of California's Central Coast Man Enough to Be a Girl Scout**
- **Girl Scouts of California's Central Coast Art McLoughlin Award**
- **Girl Scouts of California's Central Coast Heritage Award Pin**
- **GSUSA Volunteer of Excellence**
- **GSUSA Appreciation Pin**
- **GSUSA Honor Pin**
- **GSUSA Thanks Badge**
- **GSUSA Thanks Badge II**

Awards are approved by the Adult Awards Recognition Committee and forwarded for approval to the Girl Scouts of California's Central Coast's Board of Directors.

# Formal Recognition Considerations

## Best Practices

The desire to recognize all dedicated volunteers must be balanced with an obligation to preserve the value of the recognition. There must be at least two years between awards of an individual (this does not apply to the G.I.R.L. awards). Consider using informal recognitions between awards to encourage great volunteers to continue serving while they grow in the Girl Scout organization.

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 a GSCCC Award. If the person were relocating, a local award which is 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.



## Focus of Service

Focus refers to the areas or groups benefiting from the service. In many cases, a volunteer works with a troop/group, 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 12-20.

## 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 Great Nomination

## 1. Be Specific

If the form asks you to describe a service provided that meets the qualifications of the award, be very descriptive.

### **Uninformative Example:**

Lisa Leadsalot 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:**

Lisa Leadsalot 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 10 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 day troop goals progress, and continuing volunteer needs, we felt informed and organized to step up to the leadership challenge! Lisa is always paying thanks to our support to the troop. When she came back from her trip, she paid thanks to us at the Service Unit meeting. She organized 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!

## 2. Show Results

### **Uninformative Example:**

Tonya Trainer provided an excellent training to our volunteers.

### **Informative Example:**

Tonya Trainer not only provided excellent Medic First Aid training to the volunteers 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.

## 3. Avoid using only “feel good” statements

### **Uninformative Example:**

Susie Sales was so kind and helpful to the girls during the cookie sale.

### **Informative Example:**

When the Service Unit Cookie Manager resigned, Suzie Sales volunteered to help. She has worked with the cookies for several years and was able to adapt to the service unit. She processed 19,000 boxes of cookies without any errors and supported the girls and adults with a smile. Many adults stated how pleasant it was to work with Suzie Sales.

# Awards Presented at the Service Unit Level

## The Numeral Guard

**A GSUSA Award  
Less than 15 Years**

Numeral Guards recognize the number of combined years as a girl and adult member. Pins are available in 5-year increments.

Numeral Guards for 15 years and above are complimentary and should be requested by the SU Recognitions Chair. SU pays for (and orders themselves) 5 and 10 year numeral guards.

### Instructions:

- For fewer than 15 years, Service Units can order and purchase pins for volunteers via [www.girlscoutscoc.org/en/our-council/shop](http://www.girlscoutscoc.org/en/our-council/shop). All numeral pin recipients should be recognized at their local Service Unit Recognitions Event.
- The Service Unit Recognitions Chair (or appointee or individuals) submits a [form](#) indicating the eligible individuals for earned awards for presentation at the Service Unit level.
- Girl Scouts of California's Central Coast will add the awards into individual records.



## Years of Service Pin

**A GSUSA Award  
5 and 10 Years**

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. Council pays for all Years of Service (5 and 10 years of Service pins are still given out at SU)

### Instructions:

- The Service Unit Recognitions Chair (or appointee or individuals) submits a [form](#) indicating the eligible individuals for earned awards for presentation at the Service Unit level.
- Girl Scouts of California's Central Coast will add the awards into individual records.
- Girl Scouts of California's Central Coast provides these pins at no cost to the Service Unit.



# Awards Presented at the Council Level

## What are the Nomination Requirements?

1. Awards are for work done the prior Girl Scout year.
2. Review the awards and determine what award you think best fits the work your nominee has done. (GSCCC may select a different award.)
3. Girl Scout membership will be required for both the prior year and current Girl Scout year.

## Submitting the Forms

Submit the [NOMINATION FORM](#) here.



## Nomination Review Process

The Volunteer Recognitions Awards Specialist will:

1. Review the nominations, and will reach out to nominators if clarification is needed or if we have questions about the nomination.
2. Review each completed nomination individually, based on the award's criteria.
3. Recommend approval of the nominated award or approval of the award for a different award category or recommend denial 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 Awards Specialist will notify you in the event the award is denied.
4. Verify that the recipient has not received an award within the past two years (this does not apply to the G.I.R.L. awards).
5. Present all nominations and recommendations to Girl Scouts of California Central Coast's Leadership Team.

The Leadership Team will approve or deny the recommendations.

The Leadership Team will send the recommendations to Girl Scouts of California's Central Coast Board of Directors for approval.

Upon approval, you will be notified regarding the status of your nomination.

# The Numeral Guard

**A GSUSA Award**  
**15+ Years**

Numeral Guards recognize the number of combined years as a girl and adult member. Pins are available in 5-year increments 15, 20, +.

Numeral Guards for 15 years and above are complimentary and should be requested by the SU Recognitions Chair. SU pays for (and orders themselves) 5 and 10 year numeral guards.

#### Instructions:

- For fewer than 15 years, Service Units can order and purchase pins for volunteers via [www.girlscoutshop.com](http://www.girlscoutshop.com). All numeral pin recipients should be recognized at their local Service Unit Recognitions Event.
- The Service Unit Recognitions Chair (or appointee or individuals) submits a [form](#) indicating the eligible individuals for recognition at the Service Unit level.
- Girl Scouts of California's Central Coast will add the awards into individual records.



# Years of Service Pin

**A GSUSA Award**  
**15+ Years**

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. Council pays for all other years and for all Years of Service (5 and 10 years of Service pins are still given out at SU)

#### Instructions:

- The Service Unit Recognitions Chair (or appointee or individuals) submits a [form](#) indicating the eligible individuals for earned awards for presentation at the Service Unit level.
- Girl Scouts of California's Central Coast will add the awards into individual records.
- Girl Scouts of California's Central Coast provides these pins at no cost to the Service Unit.



# The Go-Getter Award

A Girl Scouts of California's Central Coast Award

The Go-Getter Award recognizes a volunteer who puts her/his goals into action, pursues leadership positions and perseveres through challenges. **\*Limited availability.**

**Additional Criteria:**

- I. The candidate is an active, registered Girl Scout member.
- II. The candidate can be involved at any level of volunteering, from parent helpers to service unit team members.
- III. The candidate encourages the G.I.R.L. in each of our members and shows progression as a leader in their role.
- IV. The service performed is above and beyond the expectations for the position held.
- V. The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

**Nomination:** Submit [NOMINATION FORM](#).



# The Innovator Award

A Girl Scouts of California's Central Coast 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.

**\*Limited availability**

**Additional Criteria:**

- I. The candidate is an active, registered Girl Scout member.
- II. The candidate can be involved at any level of volunteering, from parent helpers to service unit team members.
- III. The candidate encourages the G.I.R.L. in each of our members and shows progression as a leader in their role.
- IV. The service performed is above and beyond the expectations for the position held.
- V. The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

**Nomination:** Submit [NOMINATION FORM](#).



\*G.I.R.L. Awards will gradually be omitted.

# The Risk-Taker Award

A Girl Scouts of California's Central Coast 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. \***Limited availability**

**Additional Criteria:**

- I. The candidate is an active, registered Girl Scout member.
- II. The candidate can be involved at any level of volunteering, from parent helpers to service unit team members.
- III. The candidate encourages the G.I.R.L. in each of our members and shows progression as a leader in their role.
- IV. The service performed is above and beyond the expectations for the position held.
- V. The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

**Nomination:** Submit [NOMINATION FORM](#).



# The Leader Award

A Girl Scouts of California's Central Coast Award

The Leader Award recognizes a volunteer who listens to opinions and feelings different from her/his own. He or she handles 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. \***Limited availability**

**Additional Criteria:**

- I. The candidate is an active, registered Girl Scout member.
- II. The candidate can be involved at any level of volunteering, from parent helpers to service unit team members.
- III. The candidate encourages the G.I.R.L. in each of our members and shows progression as a leader in their role.
- IV. The service performed is above and beyond the expectations for the position held.
- V. The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

**Nomination:** Submit [NOMINATION FORM](#).



\*G.I.R.L. Awards will gradually be omitted.

# Fund Development Award

A Girl Scouts of California's Central Coast Award

## Criteria:

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

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

**Nomination:** Submit [NOMINATION FORM](#).



# Super Service Unit Team Member Award

A Girl Scouts of California's Central Coast Award

The Super Service Unit Team Member Award recognizes a service unit volunteer who has gone above and beyond providing time, skills, and leadership in her/his role on the service unit team.

## Additional Criteria:

- I. The candidate is an active, registered Girl Scout member.
- II. The candidate has actively served as a service unit team member for five years or more.
- III. The service performed has measurable impact on at least one service unit.
- IV. The service performed is above and beyond the expectations for the position held, offering programs, events, and support services to its members.
- V. The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

**Nomination:** Submit [NOMINATION FORM](#).



# Regional Leader of the Year

A Girl Scouts of California's Central Coast Award

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

- Has served in a troop leadership position for at least 5 consecutive years.
- Has served as an exceptional role model for girls and other adults with highest ideals of courage, confidence and character.
- Current in all training requirements for their position.

**Nominations:** Submit [NOMINATION FORM](#). One leader per year, per county.



# Girl Scout of the Year

A Girl Scouts of California's Central Coast Award

**Criteria:**

- Registered Senior or Ambassador Girl Scout members are eligible.
- 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.

**Nominations:** Submit [NOMINATION FORM](#).



# Lead the Way

A Girl Scouts of California's  
Central Coast Award

May be awarded to three registered adults in good standing per county. Nominee has gone above and beyond in any capacity during either of the Council Entrepreneurial Programs.

Nominations: Submit [NOMINATION FORM](#).



# Man Enough to Be a Girl Scout Award

A Girl Scouts of California's  
Central Coast Award

Male registered adults in good standing in any capacity that supports Girl Scouts who have gone above and beyond in service of Girl Scouts.

Nominations: Submit [NOMINATION FORM](#).



# Art McLoughlin Award

A Girl Scouts of California's  
Central Coast Award

The Art McLoughlin Award is presented to a male volunteer who embodies the values of a true Girl Scout, courageous and strong. Art McLoughlin has been a member of Girl Scouts for over 40 years, volunteering with Girl Scouts of California's Central Coast and Girl Scouts of the USA. He has been a strong advocate for getting girls outdoors to experience the thrill of nature and explore the world around them. GSCCC is proud to recognize Art's incredible leadership in the Girl Scout world by presenting this award annually in his honor.

Male registered adults in good standing who have contributed 2 or more consecutive years in any capacity that supports Girl Scouts.

Nominations: Submit [NOMINATION FORM](#)



# Heritage Award Pin

## A Girl Scouts of California's Central Coast Award

The Heritage Award recognizes an individuals' exemplary service in sharing the history of Girl Scouting in the USA and Girl Scouts of California's Central Coast with its members and the community there by furthering the Girl Scout Mission.

### Examples of Service:

- Making presentations at events and meetings.
- Setting up Girl Scout history displays in the community.
- Assisting with setting up displays at local GS offices.

**Nominations:** Submit [NOMINATION FORM](#).



# 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.

### Additional Criteria:

- The candidate is an active, registered Girl Scout member.
- The candidate has successfully completed a term of service and all requirements for the position for which the candidate is being nominated.
- The candidate has performed beyond expectations for the position to deliver the Girl Scout Leadership Experience to girls using the National Program Portfolio. Or the candidates performance has been beyond the expectations of the position and has supported council's mission delivery goals in one or more of the following functional areas: Membership, Volunteer Support, Program, Leadership or Governance, Strategic Planning, Fund Development, Pluralism and Council Support Service ( IT, Customer Service, Merchandising, Marketing/Communications).
- 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).

- **Additional Criteria:**  
The candidate is an active, registered Girl Scout member.
- The service performed has measurable impact on at least one geographic area, service unit, or program audience in a way that furthers the council's mission-delivery goals.
- 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](#).



# Honor Pin

A GSUSA Award

The Honor Pin recognizes a volunteer whose outstanding service has impacted multiple service units.

- Additional Criteria:**
- The candidate is an active, registered Girl Scout member.
  - The candidate has provided outstanding service in any role to at least two service units in a way that furthers the council's goals.
  - Their service goes beyond the expectations of their position and has a measurable impact.
  - The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

**Nomination:** Submit [NOMINATION FORM](#).



# Thanks Badge

A GSUSA Award

The Thanks Badge recognizes a volunteer who has provided exceptional, outstanding service that benefits the total council or entire Girl Scout Movement.

**Additional Criteria:**

- The candidate is an active, registered Girl Scout member.
- The service performed benefits the council or entire Girl Scout Movement.
- The candidate demonstrates an ongoing commitment to leadership and service that has a measurable impact.
- The service is so significantly beyond expectations, that no other award is appropriate.
- The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

**Nomination:** Submit [NOMINATION FORM](#)



# Thanks Badge II

A GSUSA Award

The Thanks Badge II recognizes a Thanks Badge recipient who has since provided continuing distinguished service benefiting the total council that significantly surpasses the original achievement.

**Additional Criteria:**

- The candidate is an active, registered Girl Scout member.
- The service performed benefits the council or entire Girl Scout Movement.
- The candidate demonstrates an ongoing commitment to leadership and service that has a measurable impact.
- The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

**Nomination:** Submit [NOMINATION FORM](#).





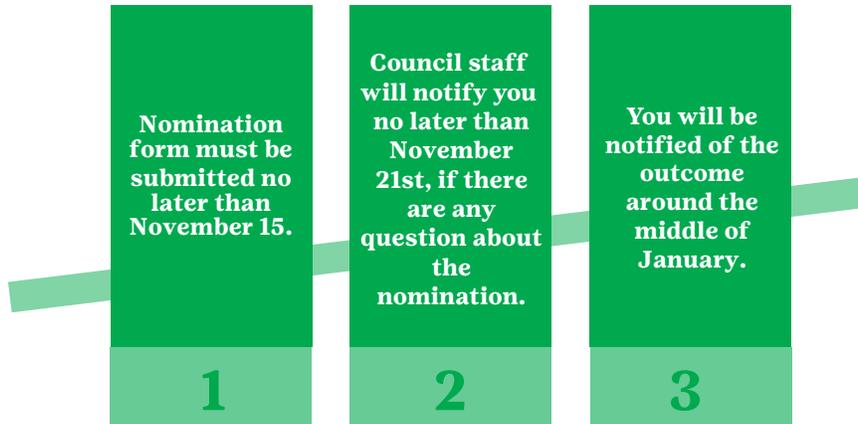
# Awards Presented by Girl Scouts of California's Central Coast That Do Not Go Through a Nomination Process

**The Leadership Knot** is awarded to three Service Units with the highest percentage of Bronze, Silver, & Gold Award recipients, based on a ratio of the number of eligible girls to awards earned in the previous membership year.

**The Service Unit Growth Award** is awarded to the service unit with the greatest girl membership growth in the previous membership year.

**The Service Unit Retention Award** is awarded to the service unit with the greatest girl member retention in the previous membership year.

# Council Award Steps



Nominations can be made on-line here:  
[NOMINATION FORM](#)

## Annual Meeting and Recognition Celebration

Each year we host a Volunteer Recognition/ Women of Distinction event for individuals who have poured their heart and soul into the Girl Scout organization. Council and National level awards are recognized at this event. Key individuals from the community and within the Girl Scout membership are recognized for paving the way for future girl leaders, acting as exemplary role models, and achieving lasting change in their communities.

Information about the event is sent out via email and social media and is available on the website [www.girlscoutscoc.org](http://www.girlscoutscoc.org).

All Girl Scout members are invited.



# FAQ's

## **Q: How do the G.I.R.L. awards work?**

**A:** The GIRL Awards are a progressive awards set. Each recipient is a Go-Getter, Innovator, Risk Taker, and a Leader. The first year a recipient earns this award they will receive a G, then an I, until the whole set is complete. Our Volunteer Support Team will track who has what letter and then work to encourage Service Unit leadership and troop parents to nominate you for the next letter. Moving forward, Girl Scouts will gradually discontinue the G.I.R.L. Awards and availability will be limited.

## **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 volunteer recognitions are not a competition. There should be no limit on 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 or framing together with other mementos.

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

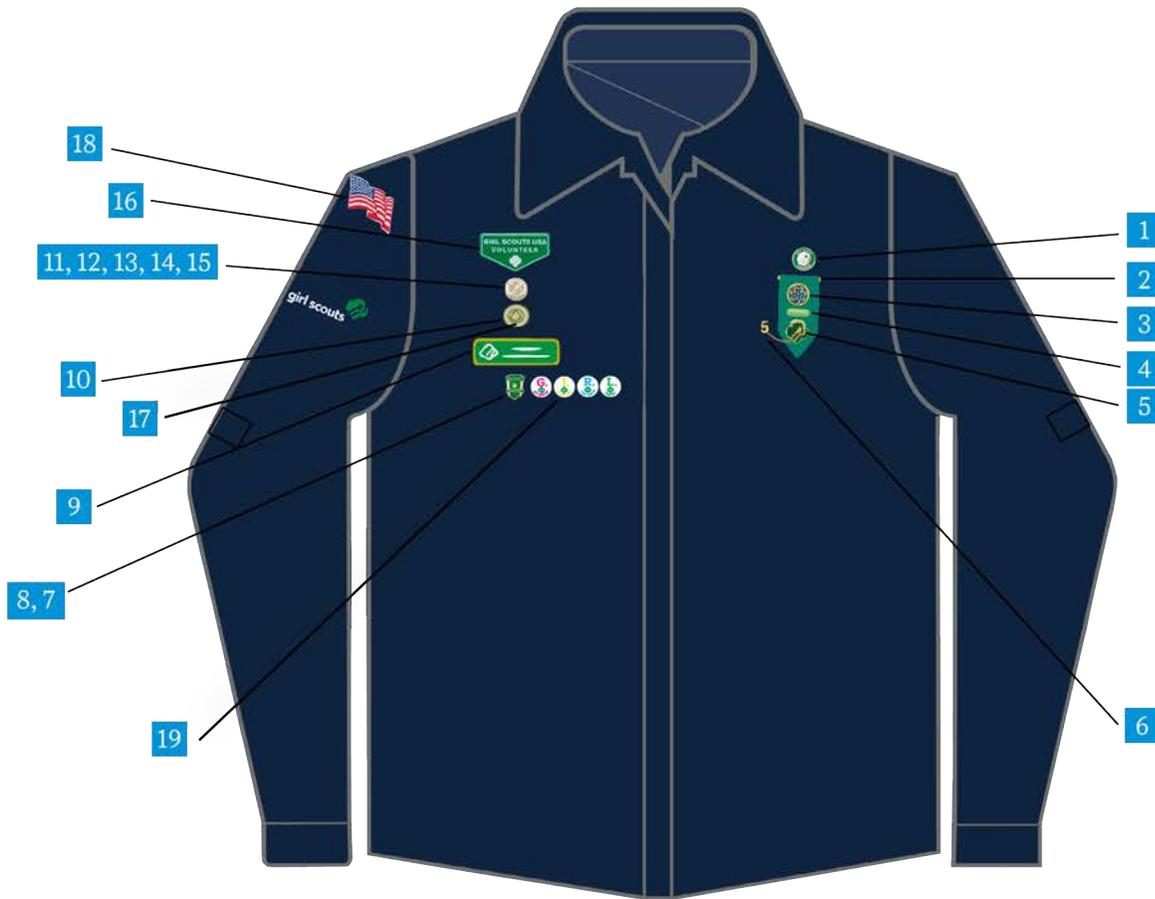
**A:** We recognize that volunteers do amazing work and should be recognized when that work occurs. A volunteer can earn any award at any time\*, as long as they meet the criteria outlined for the award. However, we recommend that the awards are built upon, like we scaffold for the girls. For example, 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 Unit”?**

**A:** A Service Unit refers to the areas in which a volunteer has an impact.

1. Community - the volunteers local community/vicinity
2. Service Unit - the cluster of troops within a defined area, such as a school district.
3. Council - the entire six county footprint of California's Central Coast

# Girl Scout Adult Insignia Placement



- |   |  |
|---|--|
| 1. Volunteer Pin                                | 11. Volunteer of Excellence Award Pin                              |
| 2. Adult Insignia Tab                           | 12. Thanks Badge   |
| 3. World Trefoil Pin                            | 13. Thanks Badge II  |
| 4. Adult Position Pin                           | 14. Honor Pin  |
| 5. Girl Scout Pin (contemporary or traditional) | 15. Appreciation Pin   |
| 6. Membership Numeral Guard                     | 16. Volunteer Insignia Patch                                       |
| 7. Volunteer Service Awards Pin                 | 17. Juliette Gordon Low Society Pin                                |
| 8. Bridge to Adult Girl Scout Award             | 18. American Flag Patch  |
| 9. Personalized ID Pin                          | 19. G.I.R.L. Pins  |
| 10. Lifetime Membership Pin                     | (Limited availability, G.I.R.L. Awards will gradually be omitted.) |



**girl scouts**   
of california's  
central coast

[www.girlscoutsccc.org](http://www.girlscoutsccc.org)

info@girlscoutsccc.org  
800-822-2427