



Saying “Thanks”

The Care & Keeping
of Adult Volunteers



Second Edition 2023

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.*

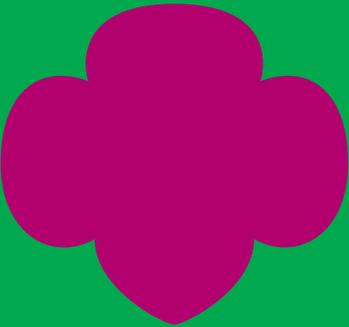
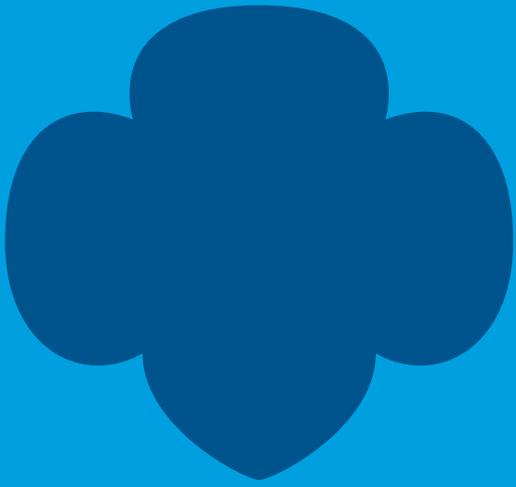




Table of Contents

Let's have a Culture of Appreciation	4
Let's Start at the Very Beginning	6
People Like Us Do Things Like This	7
Let's think about the Calendar	7
Keep in mind	8
Volunteers	9
Does it have to be formal?	10
Informal Recognitions	10
Formal Recognitions	13
Presentations.....	13
The Service Unit Recognition Event	14
Official Girl Scout Awards: Formal Recognition.....	15
Numeral Guard Pin	15
Years of Service Pin	15
Green & Growing.....	15
Soaring through the Ranks	15
Volunteer of Excellence	16
Appreciation Pin.....	16
Honor Pin.....	17
Thanks Badge.....	17
Commitment to Excellence.....	18
The Juliette Spirit Award	18
Formal Team and Committee Recognitions	19
The President's Award.....	19
Excellence in Collaboration Award.....	20
How to Write a Great Nomination & Endorsement.....	21
Special Days in Girl Scouts	22
But wait! You want more?!.....	23



On the inside, you know how much you appreciate your friends and colleagues. You understand that you couldn't do what you do without them or how much you appreciate seeing a friendly, helpful face when you are trying to get things done. Don't you love knowing you have allies helping you to make the world a better place—whether it is your coleader, your girls, your troop parents, the service team members, GSME staff members, those awesome specialty volunteers, or others in the community?

Have you told them? Or shown them?



Let's have a Culture of Appreciation

Wouldn't it be awesome if folks knew what you were thinking—at least when you're thinking great things about them?

Unfortunately, if you don't tell people that you appreciate them, whether it is them just showing up, helping with a project, contributing to the conversation, helping attach badges to troop vests, driving carpools, providing a listening ear when you needed it, or whatever else, they don't know.

Maybe it feels weird constantly saying thank you, writing thank you notes, or giving tokens of appreciation to people for doing things that might feel obvious, but if it makes people feel good about contributing to the group, then isn't that worth it? The more you do it, the more you make that pattern of recognition and appreciation a part of your troop or service unit culture. You create a culture of appreciation!



Three Keys to successfully recognizing and expressing appreciation is to:

1. Do it often
2. Be specific
3. Make it meaningful

What does it mean to “Do it Often?”

Say “Thank you” frequently rather than wait for a special occasion. And the sooner the better.

Don’t get hung up on “I should write a thank you note” unless you love doing it. If that feels like a chore to you, you can call, email, or text to say the same things. GSME now has an [eCard generator](#) on our website that you can use to send a free eCard to others! You need the name and email of the person you want to thank, you can write a personalized message, and click send. They’re quick, cute, and nice to receive! Give it a try.

What does it mean to “Be specific?”

Make it direct and specific to what they have done: “Jenn, thank you so much for driving girls to the sheep farm for our field trip last week. The girls in your car were so excited to see the sheep, I’m sure they were wiggly and full of energy. I hope they did a good job of cleaning their shoes before they got back in the car. I really appreciate how you brought snacks for the whole troop to have, too. That was really thoughtful!”

So, that thank you, whether delivered speaking in person or in a note or email later, specifically mentions helpful things that Jenn did for the troop and how it helped you and your troop. Giving some details of what helped acknowledges the person’s effort and reinforces that that type of support is really appreciated.

What does it mean to “Make it Meaningful?”

This overlaps with the idea of giving them specifics about what you appreciate, AND you want to thank them in a way that is meaningful to them. Some people might enjoy being recognized at your troop’s court of awards for being a super helpful parent, but some people might find that embarrassing and uncomfortable. Some people might appreciate a patch and a certificate, while others might forget both of those on the floor of their car until they go to clean it out. Most people just appreciate the sentiment, but please find out enough about the person to be sure you don’t hurt them in your attempts to thank them. We have some ideas in a few pages! Keep it about them for it to be meaningful.





Let's Start at the Very Beginning

Contact is the very first step in a good relationship. The first time we meet someone or the 900th time, we want to make contact. Doing so, we can establish and build better relationships with simple things like:



- Say hi or hello!
- Make eye contact.
- Remember names and address people by their names.
- Pronounce a person's name correctly (if you're not sure, ask)
- Use **“Positive Presupposition”**-That is the act of assuming everyone is there for good reasons with good intentions.
- Start the conversation with small talk and friendly questions.
- Find common ground.

As a leader—a service team leader, a troop leader, a parent leader, a girl leader, any kind of taking-the-initiative leader—you have a wonderful opportunity to recognize others and their contributions in the community. You see what is going on and where people are trying to make the world a better place. Think about the person sitting next to you. Ask her or him what the troop has been doing and how the girls like it. If people share things they've done with their troop that make you think, Wow! We should recognize them! Then please **DO IT!** **If you see someone really stretch, give her a shout out!**

Recognition is connection. We humans need connection, and we need progression.





People Like Us Do Things Like This

“People like us do things like this”—author Seth Godin uses this phrase to define culture. Isn’t that a cool way of looking at culture? It goes hand in hand with the concept of Ubuntu, a South African word that generally translates to “I am me because we are we.” #GivesUsGoodChills

We’re glad you are part of our Us and our We because you are taking time right now to learn about our GSME Culture of Appreciation and ways you might recognize and express appreciation to your Girl Scout friends. That’s awesome!! AND that is continuing to create our Culture of Appreciation! Each time any of us recognizes another or expresses appreciation, we’re building and creating that culture!

What are some different ways you might express appreciation?

Let’s think about the calendar



Girl Scouts is year-round, even if your troop or group takes part of the year off, so let’s look at the calendar to consider obvious times to be thinking about recognition and appreciation, times during the year when people may step up a bit more than others, as well as times when it makes extra sense to say thank you.

Often, at the beginning of the new Girl Scout Year (**September/October**) volunteers and parents are working extra hard to pull things together. They are working around new school year schedules and sports, and getting back into the swing of fall. Troops are probably starting their year with the Fall Product Program, so girls are working at making sales, which needs support too. Maybe your troop wants to kick off the new year with a late season camping trip or a trip to a pumpkin patch or apple orchard. Your service unit might be setting up a Fall Product kick-off event or a Back to Troop event to get things started.

This late summer/early fall time is often a very busy time for volunteers all around. It’s easy to feel harried and stressed, so when others see how hard folks are working and express appreciation, it can mean twice as much!! AND you know who knows best how hard folks are working? Volunteers who are working right alongside!

Of course it is awesome if others recognize the hard work, but think about it: when you’re in there collecting materials and organizing carpools, and you see others doing similar work, you can relate. That’s when you might express appreciation with little “Go Bags” for each driver for your field trip. Just a little bag with maybe a bottle of water, a candy bar, a bag of chips or popcorn, and a You Rock sticker!

November is a great time for appreciation and really pulling your girls in on expressing it. With Thanksgiving right there, lots of people do Gratitude Trees, making leaves out of handprints. Often Girl Scout troops will hold their first Court of Awards for the year and include a potluck dinner to invite families to come together. This is a fun way to let caregivers see their girls receive badges and patches they’ve earned and to hear about some of what they’ve done in Girl Scouts. It is also a time when the girls can thank parents and volunteers who have helped their troop. Perhaps they do a skit or sing a song or make something to share with them.

The **December** holidays can be a fun time to exchange tokens of appreciation. They might be more general, but it is nice to recognize people for showing up. It takes a lot to plan a meeting, much less a field trip or special project, so when people come to those meetings and get into the activities, don't you feel happier? And that flows into the winter months where the weather doesn't always play according to your plans. When troop or team members are flexible and help make things work, be sure to say thanks—whether you're leading the activities or someone else is. Appreciation can go in all directions! *#360Appreciation*

The Girl Scout Cookie Program is a major focus **February-April**. In so many ways it is the most awesome time of the year because it is when girls are working to earn money toward their goals and learning so much about goal setting, people skills, business ethics, money management, and decision making, but that magic doesn't just happen, does it? Grown-ups provide the wonderful, magical scaffolding for girls to be able to do all of that while building their leadership skills, cooperating together, and learning by doing! From taking meeting time to do goal setting and create a troop budget, to participating in a Cookie Rally, to looking at the Entrepreneur Family Pins, to practicing skills associated with making sales, to working World Thinking Day activities and Girl Scout Week activities into the middle of it, to delivery day, and then setting up a booth sale (or more), there is A LOT of collaboration and support going on. Every troop manages the load differently, but by talking about it all together, everyone is more likely to see where the heavy lifting is happening and to remember to say, "Thank you" along the way!

Girl Scout Leader Appreciation Day falls in **April**. This is a nationally recognized day that coincides with Earth Day on April 22nd. Please take a moment to thank Girl Scout leaders all around you! (GSME is starting a program to send out notice to parents to remind them to thank their girls' troop leaders, too.) You can find these cute thank you card templates for younger girls and older girls on our website-[Younger Girl Appreciation card](#), and [Older Girl Appreciation card](#).

May and June tend to be when troops wind down for the Girl Scout year. If that is the case for your troop, please be sure to hold another Court of Awards to invite families to and to celebrate another great year of Girl Scouting. What better way to express appreciation than to celebrate! Remember, these larger celebrations are the most fun when everyone brings something to share and help. Invite families to sign up to bring things or to help with certain parts ahead of time, expectations are clear. Everyone appreciates knowing what others want them to do, ahead of time.

If you do meet through the **summer**, great! Have fun!! And be appreciative of the warm weather and flexible schedules. And if you don't meet during the summer, think about ways you all can stay in touch—it doesn't have to be constant, but if you take a trip, you could send postcards to your troop mates (or service team members or committee members) to let them know you're thinking about them. Everyone appreciates being thought of!



Keep in mind

Successful recognition in any organization requires inclusiveness, accessibility, and consistency. If you're a troop leader or service unit manager or adult recognitions committee, will you please keep a list of your members and volunteers and how they are officially recognized?

Some people are easier to thank or to recognize than others, but we want all Girl Scouts to feel seen and appreciated for who they are and how they contribute. Some come to Girl Scouts already knowing how to lead groups or to plan events or to do whatever super cool thing they do, and they're really easy to appreciate because they shine!

Sometimes we have to look a little more closely or ask others to help us see what makes others shine. Please put in that extra bit of work. Please invite all members of your group to be on the lookout for good work, for people showing up, for people who are growing and stretching in their contributions to the community. It's cool in a troop when the girls are on the lookout for someone else in the troop who "does a good turn."

*Do a
good turn
daily*



Some leaders will bring their Do a Good Turn Daily sign to every meeting, place it upside down where all can see, and challenge their girls to catch someone else doing a good turn. The first one who does, gets to turn over the sign! How cool is that? It's appreciation for TWO girls—the one who does the nice thing AND the one who spots the nice thing!!

Let's do more of that—with our girls, but also with adults! Let's catch each other doing good turns in all different ways.

Volunteers

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 they are valued, 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 tell these invaluable women and men who volunteer that we appreciate them and that we want them to stay with Girl Scouts of Maine.

How much does a person volunteer?

Well, it's not a competition.

Generally, people are doing what they can do—maybe because that's all they know they can do or maybe because their plate is full from other commitments and challenges. A person's volunteer role or title is not the only thing to take into consideration, when planning appreciation. Later on we'll look at specific awards determined by the scope of a person's role.

When someone stretches or grows, will you please recognize that? Before thinking about the role specifically, let's consider the gift of time, talent, or treasure. When someone gives one or more of these things, will you please thank them?





Does it Have to be Formal?

Informal recognitions

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. Here are some ideas for informal ways you might recognize volunteers at the troop or service unit level:

- A Welcome or Thank you card
- A note from the girls
- A GSME e-card
- Showing interest in the person’s life beyond Girl Scouts by asking “What are you passionate about beyond Girl Scouts?”
- A shout-out at the troop or service unit meeting or on the service unit Facebook group
- Complimenting the person’s work to the girls or 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.”

You can be creative in how you do it too! What about:



A Shining Star award



“We’re lucky to have you!”



“You’re an essential part of our picture”



“You measure up!”



“Thanks for your vision”



“Your vision is our guiding light”



“Thanks for helping us keep our sense of humor”



“Thank you for being a key to our success”



“Thanks for planting the seeds of our success”



“Our cup runneth over with our thanks for your time and effort!”



“We’re stuck on you”

What other ideas can you and your crew come up with? Will you please share them on the GSME Volunteer Swap or in the Service Team Network Facebook groups?

Recognition of Girl Scout volunteers at the troop level

Everyone—girls, parents, and volunteers—can be saying “thank you” for all the work that is done on the troop level. Recognition is best done immediately or as soon as possible. Right after the training, thank a parent or leader who has become troop camp trained so the troop can go camping. She or he will be preparing the girls to go camping and ensuring that the girls and others enjoy the experience and want to go again! That’s big!

Similarly, Troop Cookie Managers work hard, too! Show them your support by telling them how much your daughter learned about customer service, marketing, and setting goals.

If you’re a parent, caregiver, or girl looking for ideas of ways you can thank your troop volunteers, consider these ideas:

- A Welcome or Thank you card
- A note from the girls
- A GSME eCard
- Make posters or giant cards showing how important and appreciated your leaders are
- Plan a surprise party and invite parents and families
- Make a skit about a trip you took and present it to the leaders
- Create a scrap book from your activities and give to the Leaders
- Make a special craft or gift for them
- Write a poem or story or create pictures to honor them
- Bake a cake or cookies and serve them
- Plant a flower or tree in their honor
- Just say Thank You!
- Let your leaders know how they have helped you
- Give a photo of the troop from a trip or event
- Create a “You are Special” Award
- Do a good turn for your leaders
- Always be prepared at meetings and events
- Always keep the Girl Scout Law and follow the Promise

What other ideas
might be just right
for your troop’s
volunteers?

Caregivers, be cheerleaders for your girl’s troop!

Show your support by:

- Being on time to and from the meeting
- Offer to help plan a field trip, start-up activity, opening, offer your skills
- Show interest in what is going on in the troop
- Take training to help out with camping or leading a Journey
- Think about friends you have who may offer to plan an activity for the girls
- Showing interest in the person’s life beyond Girl Scouts by asking “What are you passionate about beyond Girl Scouts?”
- A gift card to a coffee shop with a note that says something like “Thanks for getting us going!”
- A gift basket of items to help the troop—markers, glue sticks, hand sanitizer, etc., and a coupon for your help with some troop task like preparing materials or driving for a field trip.
- Gather other parents/families from the troop to do something special at the end of the year (or for Volunteer Appreciation Day, April 22nd), as you would for a sport coach or teacher.

How service units can say “Thank You” to volunteers

“Thank you from your service unit!”

- Make sure everyone knows each other. Be particularly welcoming and helpful to new volunteers but don't ignore those who are returning!.
- Make the service unit meeting FUN. Have a theme or a game to keep everyone coming each month.
- Make the meeting valuable so they want to come back. Do a short workshop, ceremony, or have a brainstorming session for a Journey.
- Start and end your meetings on time.
- Thank volunteers for attending the meeting! They could have stayed home.
- Engage volunteers—ask for opinions; ask for help to start developing your future service team members!
- Involve volunteers in roles they are willing to do and have the talents, skill, interest, and time to do.
- Give out the “You make a world of difference” pin on the spot to volunteers who step up to help unexpectedly or did something well. You can purchase them at the GSME Shop.
- Write a thank you note to active parents who have helped out.
- Create your own awards: serious or funny.
- Nominate people for the GSUSA National awards.

More Fun ideas:

- A roll of Lifesavers. “Thanks for being a lifesaver”
- Extra Gum. “Thanks for going the EXTRA mile.”
- Peppermint Patti. “You're worth a mint”
- Nestles Treasure Candy. “You're a Treasure”
- Can of Mountain Dew. “Thanks for all you DEW”
- Collect recipes and make a cookbook.
- Pack of flower seeds. “Thanks for helping us grow.”
- Microwave Popcorn. “Thanks for keeping things popping.”
- At a Leader meeting do a team building activity

And what other ideas do you have?

Whoever you are and whomever you are thanking, please remember:

1. Do it often
2. Be specific
3. Make it meaningful

You've got this!



Formal recognitions

Formal recognitions are also powerful to offer. Formal recognition is the periodic presentation of tokens of honor and appreciation. It might be a quarterly court of awards ceremony where you give a certificate to those who have helped or an annual awards banquet where specific recognitions are distributed and celebrated.

Formal recognition is given to an individual or group, and it generates a sense of connectedness among the group and to the larger organization. Some examples of meaningful, formal awards include:

- Achievement certificates
- Public recognition in front of peers and or media
- Personalized gifts or awards
- Badges or pins
- Nominations for local, council, and national awards.

When planning formal recognition, ask yourself these questions:

1. Is this real and relevant to the entire audience?
2. Is this how the volunteers want to be recognized?
3. Will this build the team to create a sense of celebration?

Consider the impact of the presentation as much as the recognition itself. Consider the recipient's comfort: what will make this special for her or him? When possible, please do present formal recognitions in front of the larger group because it gives all present the opportunity to express their appreciation and to discover ways they might like to support the mission themselves. If the recipient is dead-set against receiving the award in front of others though, please do announce the award or put it into your newsletter or on your Facebook group.

Here's the thing: Some people do not like to be recognized in public, BUT if you are recognizing others in public for similar service, will you please be certain to tell them that? Make sure they understand that you will be publicly recognizing some folks and that you want to respect their wishes, but you don't want them to feel bad if you do not call them up with the others because they've told you not to. No matter how well you know someone, will you please ask them their preference? The worst is to hurt someone's feelings when you're trying to recognize them and respect their comfort level.

Presentations

When planning presentations consider the location. Choose a place that is right for your group, the recipient(s), and the recognition. If you are presenting a specialty volunteer who spent three months to prepare the troop for a hike up Old Speck, then making the presentation on a trail (or at the top of Old Speck) would make great sense, right? However, if you are recognizing a volunteer who has managed your Service Unit Facebook group and takes notes at leader meetings, then recognizing her at the end of year celebration fits the bill.

If the purpose of the gathering is specifically about presenting recognitions, please make sure you have a room suited to the size of your group—not too big, not too small. #BeAGoldilocks. If your room is “too big,” arrange the chairs and tables to one end or one side and set up so everyone can see each other to create a more intimate feeling. If it's on the small side, consider opening doors or pushing furniture to the edges to open up some space in the middle.

Whatever the size, make sure everyone can see and hear. If you need to use a microphone, do that. When people cannot hear or see, they do not feel welcome or appreciated. Check beforehand by having someone talk at the “place of presentation,” and YOU go to the different places around the room to see if you can see and hear. Remember to imagine heads in front of you—do you have to lean too far to see around them? Can you REALLY hear what the person is saying or do you have to strain. What if others at your table were whispering?

If this is at your troop court of awards, you’re probably fine in your normal meeting place, but if this is your service unit end of year celebration where you have more people who know each other less well all drawn together for this recognition, you really want to check on these things to make sure all feel welcome.

What else can you do to help folks feel welcome at a presentation?

- Nametags—even parents at your troop celebration
- Greeters—someone who greets folks at the door, helps them with the nametag, and then takes them in to introduce them to someone who has already arrived or to show them to where they’ll be sitting.
- Smiling faces who welcome them with their name! “Hi Sue! I’m so glad you were able to come! Crystal has been excited to show you what she made last week!”
- What else? What makes you feel welcome?

The service unit recognition event

What is the event? Although recognition occurs year-round on an informal level, service units get together at the end of each year at an organized volunteer recognition event to celebrate a year well done! Some units call it the End of Year Banquet; some hold a tea or ice cream sundae party; some invite leaders to bring their daughters. All are celebrations!

This is a time to celebrate and reflect upon the year; recognizing the outstanding commitments brought forth by sister Girl Scouts. Some service units may create their own local area awards or present GSME and/or GSUSA awards that you see in this guide. Whether you are on the giving or receiving end of these formal recognitions, this is a special time for all!

Who organizes the event? The service team or a committee formed by the volunteer support coordinator plans and hosts the event. The adult recognitions chair can make event recommendations to the service team, in preparation of the annual event.





Official Girl Scout Awards: Formal Recognition

The official awards are given to people who go above and beyond, who provide excellence in this big sisterhood of Girl Scouts.

As we work together to create this culture of appreciation, we become better at creating excellence and at recognizing it. Let's look at how we can formally recognize excellence and service in Girl Scouts.

Numeral Guard Pin



Every Girl Scout is eligible for Numeral Guard Pins, awarded in 5-year increments for total years as a Girl Scout. Numeral Guards are awarded upon self-nomination by contacting an adult recognition committee member. Service teams are encouraged to help volunteers determine number of member years and submit nominations accordingly.

Years of Service Pin



Every adult volunteer is eligible for Years of Service Pins, awarded in 5-year increments for years of volunteer service as an adult. Years of Service Pins are awarded upon self-nomination by contacting an adult recognition committee member. Service teams are encouraged to help volunteers determine number of service years and submit nominations accordingly. (Thanks!)

Green & Growing

New
MY24



The Green & Growing Award recognizes those go-getters who shine in their first two years as a troop volunteer. These volunteers have completed their basic troop leader courses and at least one additional course, including First Aid/CPR certification, Troop Camp Training, and/or Let's Plan: Events. They have submitted paperwork on time and have participated in big sisterhood activities at either the service unit or statewide level. This award is presented at the service unit level.

Soaring through the Ranks

New
MY24



The Soaring through the Ranks Award recognizes those volunteers who have worked with a troop from Daisies to Ambassadors. This award is presented at the service unit level.

Volunteer of Excellence



The Volunteer of Excellence award recognizes those volunteers who have gone above and beyond, who have contributed outstanding service while partnering directly with girls in any pathway to implement the Girl Scout Leadership Experience through use of the national program portfolio or who have contributed outstanding service. The Volunteer of Excellence award nomination can be submitted and the award may be presented at any time of year, usually but not exclusively, at the service unit level.

Criteria

- The candidate is an active, registered adult Girl Scout.
- The candidate has successfully completed a term of service and all requirements for the position.
- The candidate has performed beyond expectations for the position to deliver the Girl Scout Leadership Experience (GSLE)
- The candidate actively recognizes, understands, and practices the values of inclusive behavior.
- **Scope:** the service made an impact on at least one troop.

Nomination

Complete and submit a nomination form with two letters of endorsement to indicate how the nominee meets the criteria. The service team or volunteer support staff must approve the nomination. The adult recognition committee will review the nomination and then approve or deny the award.

Appreciation Pin



The Appreciation Pin is awarded to a volunteer or staff member providing exemplary service in support of delivering the GSLE, whose service has measurable impact on one geographic area, and helps GSME reach or surpass its mission delivery goals for that area. The Appreciation Pin nomination is submitted by the first Thursday of February. The award is presented either at the GSME Annual Celebration or at the volunteer's local service unit volunteer celebration.

Criteria

- The candidate is an active, registered adult Girl Scout.
- The service performed by the candidate is above and beyond the expectations for the position held.
- **Scope:** the service made an impact on two or more troops in one or more geographic area within GSME's jurisdiction.

Nomination

Complete and submit a nomination form and two letters of endorsement via the GSME website Adult Recognitions page, to be shared with the GSME recognitions committee for confidential review. Approved by the GSME Board of Directors.

Honor Pin



The Honor Pin is awarded to a volunteer or staff member providing exemplary service in support of delivering the GSLE, whose service has measurable impact on two or more geographic areas, and helps GSME reach or surpass its mission delivery goals in those areas. The Honor Pin nomination is submitted by the first Thursday of February. The award is presented either at the GSME Annual Celebration or at the volunteer's local service unit volunteer celebration.

Criteria

- The candidate is an active, registered adult Girl Scout.
- The service performed by the candidate is above and beyond the expectations for the position held,
- **Scope:** the service made an impact on two or more geographic area within GSME's jurisdiction.

Nomination

Complete and submit a nomination form and three letters of endorsement via the GSME website Adult Recognitions page, to be shared with the GSME recognitions committee for confidential review. Approved by the GSME Board of Directors.

Thanks Badges



The Thanks I and II Badges are awarded to a volunteer or staff member whose service has had an exceptional, measurable impact on meeting the mission delivery goals of the entire council or the entire Girl Scout Movement. The Thanks Badge nomination is submitted by the first Thursday of February. The award is presented either at the GSME Annual Celebration in May or at the volunteer's local service unit volunteer celebration.

Criteria

- The candidate is an active, registered adult Girl Scout.
- **Scope:** The outstanding service performed by the candidate 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.
- The Thanks II Badge is awarded when this exceptional level of service is continued at a level that makes a measurable impact on the entire council or movement.

Nomination

Complete and submit a nomination form and four letters of endorsement via the GSME website Adult Recognitions page, to be shared with the GSME recognitions committee for confidential review. Approved by the GSME Board of Directors.



Commitment to Excellence

New
MY24



Sometimes volunteers go above and beyond because it is part of their DNA. They don't quit just because they've received an award. In fact they double down!

The Commitment to Excellence Badge is awarded to volunteers who have received Volunteer of Excellence, the Appreciation Pin, the Honor Pin, and/or the Thanks II Badge and who continue to serve at that level and scope.

Criteria

- The candidate continues to meet the criteria and scope of the already received award.

Nomination

Complete and submit a nomination form and the corresponding number of letters of endorsement via the GSME website Adult Recognitions page, to be shared with the GSME recognitions committee for confidential review. Approved by the GSME Board of Directors.

The Juliette Spirit Award

New
MY24



The Juliette Spirit Award recognizes an adult member who has served for at least 25 years, has delivered service that far exceeds expectation of any position, and has a lasting impact on GSME or GSUSA. This award may be given posthumously.

Nomination

Complete and submit a nomination form and four letters of endorsement via the GSME website Adult Recognitions page, to be shared with the GSME recognitions committee for confidential review. Approved by the GSME Board of Directors.





Formal Team and Committee Recognitions



Collaboration is among the most rewarding and most difficult things we do in Girl Scouts. It can be hard to work with others because of the oh-so-important steps of getting to know them and coming to understand what makes them tick as we let them get to know us and what makes us tick. Then, you add that not everyone has the same level of life experience or the same perspective?!!

Yes, people are complex and different and challenging and AWESOME—and awesome exactly because they have different perspectives and experiences, skills and interests, tastes and talents! Bonus: that complexity actually makes all of us smarter. It causes our brains to build synapses!

The President's Award



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

The President's Award nomination is submitted by the first Thursday of February. The award is presented either at the GSME Annual Celebration or at the service unit volunteer celebration.

Criteria

- All service team members are registered Girl Scouts
- All service team members have met all requirements and expectations of the positions held
- The service team has significantly contributed to meeting one or more of GSME's mission delivery goals
- The service team reflects the diversity of the audience or area it serves
- The service team actively recognizes, understands, and practices the values of inclusive behavior.

Nomination

Complete and submit an application form with four letters of endorsement via the GSME website Adult Recognitions page, to be shared with the GSME recognitions committee for confidential review. Approved by the GSME Board of Directors.

Excellence in Collaboration Award

New
MY24



The Excellence in Collaboration Award recognizes the collaborative efforts of a service team or cross-unit committee in providing rich Girl Scout programming, using the Girl Scout processes in planning, design, and delivery of that programming.

Criteria

- All team or committee members are registered Girl Scouts
- All team or committee members have met all requirements and expectations of the positions held.
- The team or committee used the Girl Scout processes of Girl-led, Learn-by-doing, and Cooperative Learning to collaboratively plan their programming.
- The committee or team delivered high quality programs, utilizing Girl Scout program assets, made available to their whole unit or potential participants, if beyond a single unit.

Nomination

Complete and submit an application form with at least four letters of endorsement, including from three team members and a program participant, via the GSME website Adult Recognitions page, to be shared with the GSME recognitions committee for confidential review. Approved by the GSME Board of Directors.





How to Write a Great Nomination & Endorsement

You can access adult recognition forms on the [Girl Scouts of Maine website](#).

Be Specific

If the form asks you to describe a service provided that meets the qualifications of the award, please 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 date troop goals progress, and continuing volunteer needs, we felt informed and organized to step up to the leadership challenge!

Lisa is always thanking us for our support to the troop. When she came back from her trip, she praised 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!

Show Results

Uninformative example: Tonya Trainer provided an excellent training at our service unit meeting.

Informative example: Tonya Trainer not only provided excellent day camp training to volunteers at the local area meeting, she was called upon last minute when the assigned trainer became ill. Because of her volunteer service, 50 current girls and 20 new recruits had a chance to experience outdoor leadership skills at summer day camp.

The Informative examples are a little wordy, but they provide better recognition by describing the service and the effects. This is meaningful to the recognition committee readers and to Lisa and Tonya when they receive their awards and nomination packages. This doesn't mean that the nomination or endorsement letters need to be long, just descriptive.

Endorsement letters can be written by adult or girl members not related to the nominee.



Special Days in Girl Scouts

October 31

Juliette Gordon Low's birthday, also known as Founders Day

February 2

World Thinking Day, Lord and Lady Baden-Powell's birthdays.

March 12

The birthday of Girl Scouts in the United States

Girl Scout Week

The week in which March 12 falls is Girl Scout Week and many Girl Scouts wear their uniforms to their place of worship on Girl Scout Sunday or the Girl Scout Sabbath.

April 22

On Girl Scout Volunteer Day, girls are encouraged to show appreciation to the adult volunteers who help them make the world a better place.



Acknowledgments

Great gratitude and recognition to Elaine Taylor, Sue Boulay, Jeanie Duguay, Elizabeth Helton, Monique Stairs, and Kate McCarthy for their good work contributing to this guide for Adult Recognitions Committee and to staff and volunteers across our state for building our culture of appreciation in Girl Scouts of Maine.



But Wait! You Want More?!

Here are even MORE ways to say Thank you!!

1. Smile	8. Offer to babysit at a meeting	15. Honor their choices	22. Attend the awards ceremony
2. Say Thank You at a meeting or event	9. Take time to listen to them	16. Praise them to others	23. Be honest, specific, and kind with them
3. Offer to provide refreshments at a meeting or event	10. Show respect and honor their wishes	17. Respect their time	24. Offer to help at the meeting
4. Reimburse expenses	11. Greet them by name	18. Be interested in what the troop is doing	25. Consider nominating them for an award – Volunteer of Excellence
5. Send a “Just because” card	12. Remember to explain things; they are not mind readers	19. Register as an adult Girl Scout and be trained	26. Do what you say you will do when you commit to something.
6. Be pleasant	13. Complete your permission form and other paperwork on time and filled out.	20. Help the girls plan a party on Volunteer Appreciation Day April 22	Hey, Thank you for your appreciation!
7. Ask for help	14. Ask other parents to help out	21. Help the girls plan a meal for the leaders	