

Girl Scouts of Central Texas Volunteer Awards Guide



Your go-to resource for service unit,
council, and national awards.

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The Importance of Volunteer Awards

Girl Scouts of Central Texas is fortunate to have so many dedicated adult volunteers who share their time, skills, and talents to make a meaningful, lasting difference in the lives of Girl Scouts. Service unit, council, and national awards are an important way to let your fellow volunteers know that their time and energy are appreciated and valued.

Candidate Eligibility

To be eligible to receive a service unit, council, or national award, a volunteer must:

- Have performed service above and beyond the expectations of the position held.
- Be a registered adult member of Girl Scouts of the USA.
- Have an eligible criminal background check on file at Girl Scouts of Central Texas.
- Be in good standing with Girl Scouts of Central Texas.

Nominate a Volunteer

Anyone can nominate a volunteer for a service unit, council, or national award, including Girl Scout adult and youth members, caregivers, and council staff. Self-nominations are only accepted for the **10+ years Volunteer Service Award**.

The nomination process is as easy as 1-2-3!

1

Find the right award for your candidate by reviewing the **decision tree** and the **service unit, council, and national** awards criteria.

2

Recruit others to write **letter(s) of recommendation**. Not all awards require a letter of recommendation.

3

Use the resources on pages 15 and 16 of this guide to write a strong nomination. Then submit the appropriate nomination form.

- The deadline for the **Council and National Awards Nomination Form** and the **10+ Years Volunteer Service Award Form** is April 1.
- Reach out to your service unit leadership to find out how to nominate a volunteer for a service unit award.



The Service Unit Outstanding Leader Award and Service Unit Outstanding Volunteer Award may only be earned once. Some awards' criteria require a volunteer to have earned a prerequisite award. Reach out to your service unit leadership or volunteer support specialist if you need a list of your nominee's previously earned awards. **Contact us** if you need help connecting with them.

Join Us

Volunteer Awards Committee

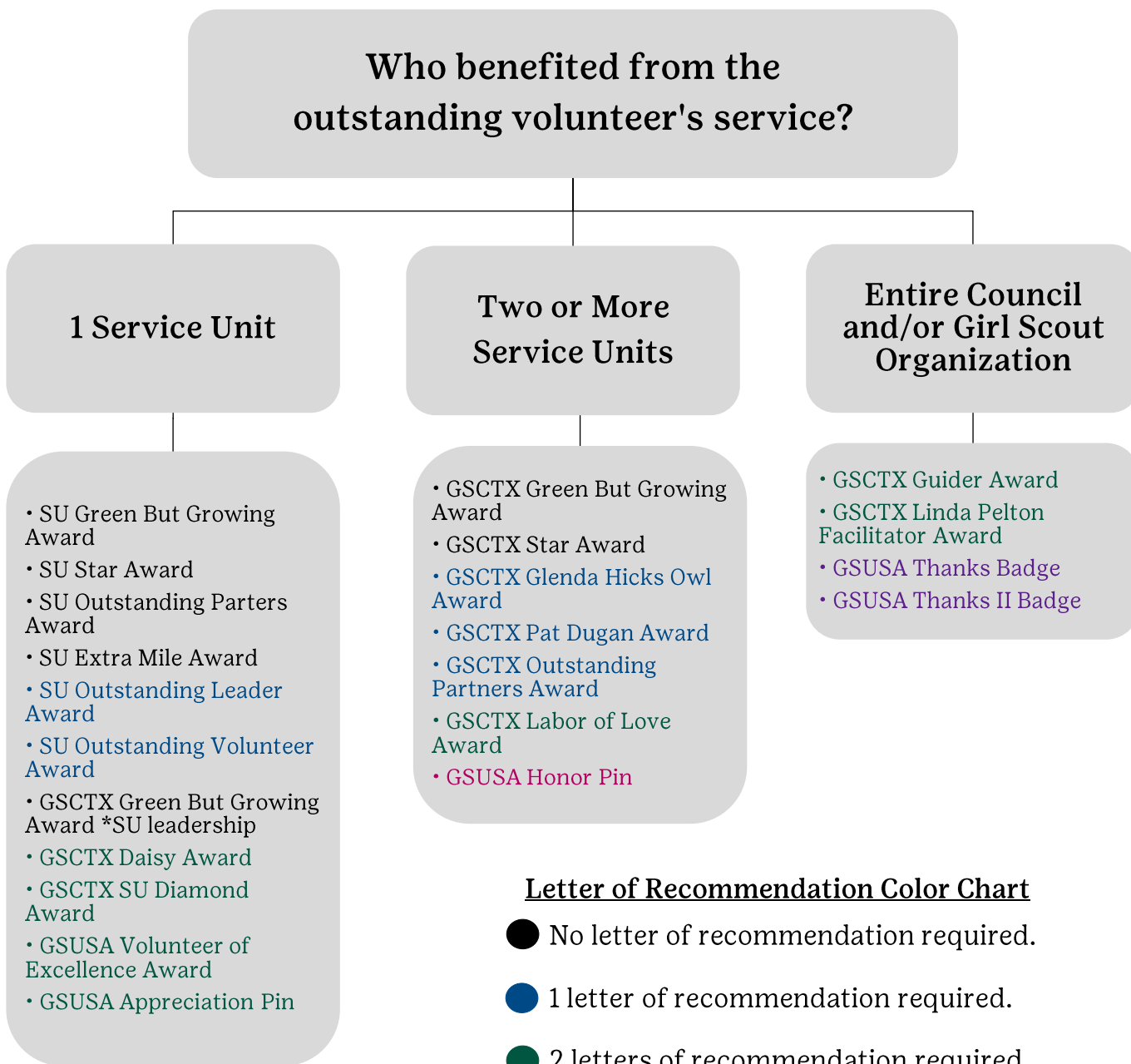
Council and national awards are reviewed and approved by the Girl Scouts of Central Texas Volunteer Awards Committee. **Apply by April 1 to be a part of the committee.**

Volunteer Recognition Ceremony

Council and national awards, including the Volunteer Service Award for ten or more years, are presented at the annual GSCTX Volunteer Recognition Ceremony during the Volunteer Enrichment Conference in July. **Register in the spring to attend.**

Awards Decision Tree

Want to nominate an outstanding volunteer but not sure which award is best? Use this chart as your first step. Then review the specific **service unit (SU)**, **council (GSCTX)**, and **national (GSUSA)** award criteria to narrow down your options.



Letter of Recommendation Color Chart

- No letter of recommendation required.
- 1 letter of recommendation required.
- 2 letters of recommendation required.
- 3 letters of recommendation required.
- 4 letters of recommendation required.

Membership Numeral Guards and Volunteer Service Awards



Membership Numeral Guards

Represent the total number of years of registered membership, both as a youth and adult member.



Volunteer Service Awards

Recognize adults for years of active volunteer service to Girl Scouting, not including youth years.

Membership Numeral Guards and Volunteer Service Awards are available in five-year increments beginning with five years. Total years include the current membership year and do not need to be consecutive.

Volunteer Service Awards recognizing five years of service and Numeral Guards may be purchased from the **Girl Scouts of Central Texas retail shop**. They are provided by some service units at their annual service unit recognition event.



Girl Scouts of Central Texas recognizes volunteers with ten or more years of service at the recognition ceremony during the Volunteer Enrichment Conference in July. **Submit the 10+ Years Volunteer Service Award Form by April 1** to nominate yourself or another eligible volunteer.

Awards Placement



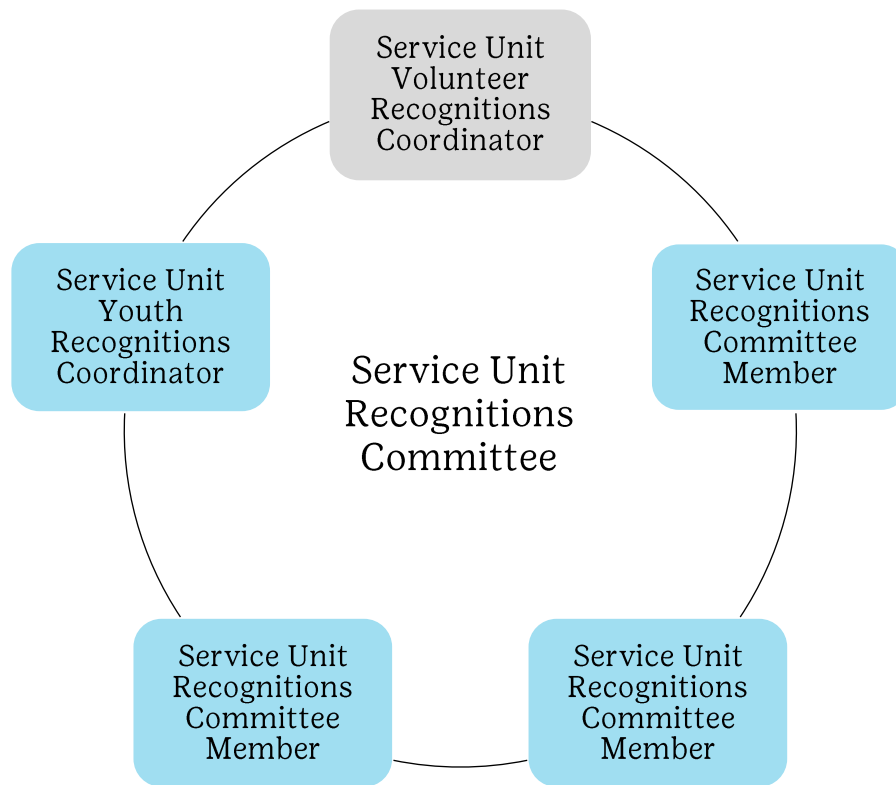
The Membership Numeral Guard is attached to the Official Girl Scout Membership Pin on the left side of the adult vest.

The Volunteer Service Award is worn below the personalized ID pin on the right side. If you have received more than one Volunteer Service Award over the years, only the most current one is worn.

Service unit, council, and national awards may be proudly showcased on the right side of the adult vest above the Volunteer Service Award.

Service Unit Recognitions Committee

Outstanding volunteers who have gone above and beyond that benefit their service unit are recognized with service unit awards.



- Service unit awards are approved and presented at the service unit level.
- Each service unit selects a system for nominating and approving candidates. Most service units ask for nominations from their service unit membership. Typically, the Service Unit Recognitions Committee, led by the service unit volunteer recognitions coordinator, reviews the nominations and selects the final recipients.
- The number of members serving on the Service Unit Recognitions Committee will vary depending on a service unit's size.
- Position descriptions for Service Unit Recognitions Committee roles are found in the [Service Unit Roster Form](#). The service unit volunteer recognitions coordinator, service unit recognitions committee members, and service unit youth recognitions coordinator must submit this form each membership year (October 1 through September 30) to accept or renew the role.
- Service unit leadership and service unit volunteer recognitions coordinators receive a record of their service unit's volunteers previously earned awards each fall.
- Service unit leadership and service unit volunteer recognitions coordinators submit the [Service Unit Awards Order Form](#) four weeks before their recognition ceremony to request the award pins.
- Typically, service unit recognition ceremonies are held in the spring or summer.

Reach out to your service unit leadership to learn about your service unit award nomination process and deadline so you can nominate an exceptional volunteer. Service unit leadership can also assist you if you are interested in forming or joining the Service Unit Recognitions Committee.

[Contact us](#) if you need help connecting with your service unit.

Service Unit Awards



Service Unit Green But Growing Award

Recognizes a volunteer in their first year of holding a particular role who went above and beyond the expectations of the position held, which benefited their service unit.

Examples:

- A new leader who took on extra service unit work and/or provided exceptional troop/group leadership in delivery of the Girl Scout program.
- A new Product Program coordinator or manager who supported their troop or service unit in managing a high volume of sales and participating Girl Scouts, resulting in the service unit achieving or exceeding its goals.

Note: An exceptional service unit director, registrar, treasurer, or service unit lead in their first year is eligible for the **GSCTX Green But Growing Award**.



Service Unit Star Award

Recognizes a volunteer for performing a specific task that is a benefit to their service unit.

Examples:

- An experienced leader who retained and/or recruited an unusual number of youth members or guided their troop to lead a service unit event.
 - An event coordinator who led an exceptional service unit event that provided leadership opportunities for Girl Scouts from various troops.
 - A troop cookie coordinator or fall product coordinator who increased the number of participating Girl Scouts and managed a high volume of sales.
-



Service Unit Outstanding Partners Award

Recognizes at least two volunteers who worked as a team to provide service to the service unit that went above and beyond the expectations for the position(s) held and benefited their service unit.

Examples:

- Two leaders who led a troop together and are exceptional role models for their members.
 - Two leaders who worked as a team to facilitate a Girl Scout-led service unit event.
 - Service unit recognitions committee members who worked together to informally and formally recognize their service unit's volunteers throughout the year.
-



Service Unit Extra Mile Award

Recognizes a volunteer who consistently provided outstanding service and went the extra mile, which benefited their service unit.

Examples:

- A service unit cookie or fall product manager who increased the number of participating Girl Scouts as well as total sales and efficiency.
- An event coordinator who went above and beyond to facilitate multiple service unit events that provided leadership opportunities for their youth members.



Service Unit Outstanding Leader Award

Recognizes outstanding troop/group leadership qualities in the delivery of the Girl Scout program to youth and benefited the youth in their service unit.

This award is given only once to a troop/group leader in recognition of their outstanding service. If a volunteer already earned this award, considering nominating them for the GSCTX Daisy Award on page 9 or GSUSA Volunteer of Excellence Award on page 13.

Required: One letter of recommendation

The letter of recommendation cannot be from the same person who is nominating.

Examples:

- A volunteer who provided exceptional support to youth members in earning the Bronze, Silver, or Gold Award.
 - A troop leader who went over and above to ensure that all the youth members in the troop feel accepted and valued by the troop and provided exceptional leadership in delivery of the Girl Scout Leadership Experience.
 - A troop cookie coordinator or troop fall product coordinator who skillfully managed the Product Program by providing stellar caregiver/youth member training and communication and guided the troop to achieve or exceed their goals while learning the five skills.
-



Service Unit Outstanding Volunteer Award

Recognizes a volunteer for outstanding service, other than troop/group leader, that was beyond the expectations for the position and benefited their service unit.

This award is given only once to a volunteer in recognition of their outstanding service. If a volunteer already earned this award, considering nominating them for the GSCTX Service Unit Diamond Award on page 12 or GSUSA Appreciation Pin on page 13.

Required: One letter of recommendation

The letter of recommendation cannot be from the same person who is nominating.

Examples:

- An outstanding service unit director, registrar, treasurer, service unit lead, event director, or Product Program manager who provided inspirational leadership, which led the service unit to exceed its goals.
- A service unit volunteer recognitions coordinator who chaired the Service Unit Recognitions Committee and led informal and formal recognition efforts in the service unit, including planning the service unit recognition event.
- A troop coach who provided support to numerous troop leaders throughout the year, which increased troop leaders' confidence, feeling of belonging, and engagement with the service unit and made a difference in the lives of Girl Scouts in their community.

Council Awards



GSCTX Green But Growing Award

Recognizes a volunteer in their first year of holding a particular role who went above and beyond the expectations of the position held.

- Benefits at least two GSCTX service units.
- The exception would be service unit leadership doing an exceptional job in their first year of leading a service unit. Service unit leadership includes service unit director, service unit registrar, service unit treasurer, and service unit leads.

Examples:

- A volunteer in their first year who hosted events that were attended by numerous troops from multiple service units.
- A new council facilitator who conducted an exceptional number of trainings for two or more service units.
- A new council committee member who contributed to the committee reaching or exceeding its goals.
- Exceptional service unit leadership who exceeded membership goals, increased service unit meeting attendance and/or training participation, etc.



GSCTX Star Award

Recognizes a volunteer for performing a specific task that is a benefit to council or benefited at least two GSCTX service units.

Examples:

- A volunteer who served on a council committee and contributed to its goals.
- A volunteer who assisted employed staff in completing assigned tasks.
- A volunteer who ran a multi-service unit event such as a campout.



GSCTX Daisy Award

Recognizes a troop/group leader who continues to provide exceptional troop/group leadership in delivery of the Girl Scout program.

- **Candidate must have previously received the Service Unit Outstanding Leader Award.**
- Focus of service displays outstanding communication skills, delivery of the Girl Scout program, and assisting with recruitment of new youth.

Required: Two letters of recommendation

The letters of recommendation cannot be from the same person who is nominating.

Examples:

- A leader who consistently retained a high percentage of troop members, supported the youth in their troop, exhibited outstanding communications skills, offered high quality programming, and recruited numerous new youth to the troop.
- A leader who supported the Girl Scouts in their troop through numerous leadership experiences such as planning a troop trip, hosting a service unit event, and earning the Bronze, Silver, or Gold Award.
- A troop cookie coordinator who continued to provide exceptional leadership and communication skills leading to the troop achieving or surpassing their goals.



GSCTX Glenda Hicks Owl Award

Recognizes a council volunteer facilitator who led council certification classes for service beyond the expectations for the position.

Benefits at least two GSCTX service units.

Required: One letter of recommendation

The letter of recommendation cannot be from the same person who is nominating.

Example:

- A council volunteer facilitator who consistently conducted an exceptional number of training classes for certification.
- A council volunteer facilitator who assisted in curriculum development for council-wide training.



GSCTX Guider Award

Recognizes a council volunteer facilitator for continued service beyond the expectations for the position.

- **Candidate must have previously received the GSCTX Glenda Hicks Owl Award.**
- Benefits the entire council.

Required: Two letters of recommendation

The letters of recommendation cannot be from the same person who is nominating.

Example:

- A council volunteer committee chair or council committee member who served on the Council Training Committee in an exemplary role.
- A council volunteer facilitator who consistently trained other facilitators.



GSCTX Linda Pelton Facilitator Award

Recognizes a council volunteer facilitator who has consistently exceeded expectations.

- **Candidate must have previously received the GSCTX Guider Award**
- Benefits the entire council.

Required: Two letters of recommendation

The letters of recommendation cannot be from the same person who is nominating.

Example:

- A council volunteer facilitator who went beyond expectations for the position and demonstrated a commitment to adult education in Girl Scouting.
- A council volunteer facilitator who consistently trained other facilitators and is involved in the administration of the training program.



GSCTX Pat Dugan Award

Recognizes a Product Program volunteer (Fall Product Program or Cookie Program) who went above and beyond the expected duties and gave service of exceptional benefit.

- Focus of service works with other service units to increase growth in youth participating in Product Program.
- Benefits at least two GSCTX service units.

Required: One letter of recommendation

The letter of recommendation cannot be from the same person who is nominating.

Examples:

- A service unit Product Program manager who mentored a service unit Product Program manager from a different service unit throughout the year.
- A service unit Cookie Program volunteer who facilitated Girl Scout-led Cookie Rallies that were open to other service units and attended by numerous Girl Scouts from at least two service units.
- A service unit Product Program volunteer who went beyond the expectations of the position and assisted with increasing youth participation in the GSCTX Product Program in two or more service units.
- A service unit Product Program volunteer who conducted an exceptional number of trainings for youth and/or adult volunteers in two or more service units.



GSCTX Outstanding Partners Award

Recognizes at least two volunteers who worked as a team to provide service to council.

Benefits at least two GSCTX service units.

Required: One letter of recommendation

The letter of recommendation cannot be from the same person who is nominating.

Examples:

- Two or more volunteers who worked as a team during planning and/or carrying out of council-sponsored events and exceeded expectations.
- Partners who put in multiple hours and worked on a Girl Scout house, camp, or service center, including on-going maintenance.
- Two volunteers who facilitated Girl Scout-led service unit or council events that were attended by numerous members of two or more service units.
- Two or more volunteers who worked as a team on a council committee and exceeded expectations.
- Two service unit volunteers who hold service unit leadership positions, which includes service unit director, service unit treasurer, service unit registrar, and service unit leads, who worked together to mentor service unit leadership from a different service unit throughout the year.



GSCTX Labor of Love Award

Recognizes a volunteer for service performed requiring physical labor, technical skills, or manual skills.

Benefits at least two GSCTX service units.

Required: Two letters of recommendation

The letters of recommendation cannot be from the same person who is nominating.

Examples:

- A volunteer who performed work on a camp facility or other GSCTX property.
 - A volunteer who used their technical skills to plan and/or implement a science or engineering program or project.
-



GSCTX Service Unit Diamond Award

Recognizes a long-standing volunteer who continues to support and contribute to the service unit in various roles for numerous years that warrants council recognition.

Benefits their service unit.

Required: Two letters of recommendation

The letters of recommendation cannot be from the same person who is nominating.

Examples:

- An exceptional service unit director, registrar, treasurer, service unit lead, event director, or Product Program manager who has volunteered for many years in addition to serving in at least one other service unit position such as a service unit recognitions committee member.
- A service unit event coordinator who has continued to chair and coordinate the service unit annual campout for years leading to increased youth participation while also serving as a service unit troop coach for many years.
- A service unit volunteer recognitions coordinator who led and improved their service unit's formal and informal recognition program over numerous years while also serving as the service unit community service coordinator. As the service unit community service coordinator, the volunteer created and maintained a list of annual community service opportunities for their service unit's troops and Girl Scouts and coordinated multiple service unit wide service projects.

National Awards

National awards recognize volunteers who have typically served for numerous years, previously received service unit and council awards, and whose service contributes to council's goals.



GSUSA Volunteer of Excellence Award

Recognizes a volunteer who has contributed outstanding service while partnering directly with youth in any pathway to implement the Girl Scout Leadership Experience through use of the National Program Portfolio or who has contributed outstanding service in support of the council's mission delivery to youth and adult members.

Required: Two letters of recommendation

The letters of recommendation cannot be from the same person who is nominating.

Examples:

- A Silver or Gold Award mentor who successfully mentored and supported numerous youth members within their community.
- A service unit event coordinator who organized and executed four events that are attended by large number of youth members with a percentage of the youth in attendance being new to Girl Scouts.
- A troop leader noticed that the diversity of the youth members did not match the diversity of the community. Volunteer worked with council staff to identify potential underserved areas in the community and then partnered with their service unit team and council staff to create and implement a recruitment strategy.
- A volunteer who has been a leader for multiple troops and served many youth members over the years.



GSUSA Appreciation Pin

Recognizes an individual's exemplary service in support of delivering the Girl Scout Leadership Experience that benefits the service unit.

Required: Two letters of recommendation

The letters of recommendation cannot be from the same person who is nominating.

Examples:

- Service unit volunteer whose leadership for numerous years has increased volunteer participation, youth and adult member retention, and satisfaction in their service unit.
- Service unit Product Program manager who increased sales and youth participation over multiple years.
- Service unit event director's outstanding programming resulted in an increase in participation of youth and volunteers over time and provided numerous Girl Scout leadership opportunities.
- Service unit volunteer held registration events which increased membership and retention above council goals.
- A service unit cookie manager who maintained a cookie cupboard at their residence throughout the entirety of the Cookie Program and managed a high-volume Cookie Program for multiple years.



GSUSA Honor Pin

Recognizes an individual's exemplary service in support of delivering the Girl Scout Leadership Experience; this support has had measurable impact on two or more service units to reach and surpass the mission-delivery goals of the council.

Required: Three letters of recommendation

The letters of recommendation cannot be from the same person who is nominating.

Examples:

- A volunteer who for multiple years successfully implemented a series of events that served members from at least two service units. They recruited a planning committee to expand the variety of activities, resulting in an increase in youth enrollment and increased volunteer participation.
 - Service unit volunteer who mentored volunteers from their service unit and volunteers from at least one other service unit.
-



GSUSA Thanks Badge

Honors an individual whose ongoing commitment, leadership, and service have had an exceptional, measurable impact on meeting the mission-delivery goals and priorities of the entire council or the entire Girl Scout Movement.

Required: Four letters of recommendation

The letters of recommendation cannot be from the same person who is nominating.

Examples:

- Volunteer who served on several council committees in an exceptional capacity and whose on-going commitment and work results in exceptional, measurable impact on meeting the mission-delivery goals of the entire council or the entire Girl Scout Movement.
 - A council board member who did exceptional work on fund development that benefited the entire Council and results in greater financial stability for the council.
 - A volunteer who organized and provided leadership to a successful annual giving campaign for multiple years that surpasses council financial goals.
-



GSUSA Thanks Badge II

Honors a previous Thanks Badge award recipient who has continued to provide exemplary service in a leadership role which resulted in a measurable impact benefiting the entire Girl Scout Movement.

Required: Four letters of recommendation

The letters of recommendation cannot be from the same person who is nominating.

Examples:

- A volunteer who, after many successful council wide events, went on to plan and direct a statewide or regional learning event.
- A volunteer who successfully influenced retention and quality programs, within the Girl Scouts of Central Texas, and shared that delivery system with other councils throughout GSUSA.

Five Tips to Make Your Nomination Shine

Follow these tips to write a strong nomination statement that the Service Unit Recognitions Committee or [GSCTX Volunteer Awards Committee](#) needs to approve your nomination.



Team up to get details of the candidate's service.

Reach out to other volunteers and your volunteer support specialist to get the full picture of your candidate's accomplishments this year. This is especially helpful for gathering relevant data and details.



Get to know the award criteria.

Craft your nomination statement to describe how the candidate's service met the award criteria and how their service was above and beyond the expectations of the position(s) held.



Be descriptive and specific.

Tell a story about your candidate's achievements and contributions. Give detailed examples and clearly explain the impact their service had within Girl Scouts, including who benefited and how.



Don't forget the data.

Include simple numbers, data, and statistics when appropriate to support and strengthen the statements being made and to show measurable outcomes of the candidate's service.



Avoid general nomination statements.

Adjectives and generalities are nice but do not give the committee the key information needed to approve the nomination. Go to the next page to see some strong nomination statement examples.

Strong Nomination Examples



GSCTX Green But Growing Award Nomination Example

General Nomination Statement

Marisol was an amazing first-year service unit registrar! She did so much for our service unit this year. She works hard and never hesitates to help others. She is also a terrific troop leader.

Strong Nomination Statement

This year our service unit found ourselves without a service unit registrar at the end of the summer when our previous one had to unexpectedly move. Marisol, who had been a troop school organizer for two years, quickly stepped up to fulfill this crucial role. Below are Marisol's remarkable accomplishments this year.

- Marisol recruited a volunteer to take over her troop school organizer position and enlisted three new volunteers to serve as troop school organizers in underserved schools, which doubled our service unit's number of troop school organizers.
- She hosted a training that was attended by all six of our troop school organizers where she shared recruiting best practices. With Marisol's guidance every step of the way, they created and executed a robust recruitment plan, leading to our service unit hosting twice as many recruitment events as last year and registering 75 new Girl Scouts.
- Due to Marisol's exceptional leadership, our service unit exceeded our membership goals this year, and we were able to bring Girl Scouting to 50 youth in three new schools.
- Additionally, Marisol facilitated five Jumpstart trainings for 15 new troop leaders this year and recruited three veteran troop leaders to serve as additional troop coaches. This made our new troop leaders feel connected and supported, and 90% have already renewed for next year.



GSUSA Appreciation Pin Nomination Example

General Nomination Statement

LaToya is a great leader. She always goes above and beyond for our service unit, and we can always count on her. She's improved many things over the years and has led numerous events.

Strong Nomination Statement

When LaToya took over as the service unit event director five years ago, our service unit had not hosted an event in almost a decade, because of this, we lacked a sense of community and connection. LaToya has steadily built up the number of service unit events by recruiting and supporting volunteers and Girl Scouts to coordinate events. She spearheaded the marketing and communication for all events, including promoting them, creating digital flyers, and making Google registration forms. For the past four years, she has also coordinated our service unit campout, which is attended by over 125 volunteers and youth members each year.

LaToya provided leadership opportunities for older Girl Scouts at almost every event by reaching out to their troop leaders and encouraging older Girl Scouts to join events as youth leaders. For example, each year older Girl Scout troops lead activities and our community campfire at our campout and plan and lead stations at our Outdoor Skills event and service unit Cookie Rally.

LaToya also created an inclusive and accessible service unit event model where all events except for the campout are free and fully funded by the service unit. Under LaToya's leadership, the 12 events we had this year and 35 events in all over the past five years have fostered a greater sense of community and belonging with our members, which has contributed to an increase in our volunteer and youth retention rates. Event participation is at an all-time high with a total of over 650 adult and youth members attending this year's events.

Letter of Recommendation Example

Some awards require letter(s) of recommendation, which must not be from the same person who is writing the nomination and are important for determining if the award criteria have been met. Follow the tips below to write a thorough letter of recommendation, which will significantly increase the chances that the nomination will be approved.

Opening

- Include the date.
- State the award you are recommending.
- Introduce the nominee and include their current volunteer position(s).
- Briefly mention how you know the nominee and for how long.

January 20, 2025

Dear Girl Scouts of Central Texas Volunteer Awards Committee,

I would like to strongly recommend Araceli Hernández for the Girl Scouts of Central Texas Daisy Award. I have seen Araceli excel in her role as my child's troop leader for the past seven years and make Troop 15's Girl Scout Leadership Experience next to none. My Girl Scout and I agree that there could be no troop leader more deserving of this award!

Body

- Describe the nominee's achievements in detail, including specific examples.
- Explain who benefited from the nominee's service.
- Provide results of the service that went beyond the position description.
- Include simple numbers, data, and statistics to demonstrate the nominee's impact.

Araceli puts her heart and soul into our Girl Scout troop. There is no end to the hours of work that she puts into making our Girl Scouts have a truly meaningful experience. Araceli has empowered 20 youth members over the last seven years from Daisies to Cadettes. She facilitates youth-led, cooperative, and experiential learning opportunities, including over 100 engaging troop meetings, 20 field trips, 10 campouts, countless community service projects, six Take Action projects, two Bronze Award projects, and one Silver Award project.

Troop 15 youth members are engaged and enthusiastic because Araceli encourages them to take leadership positions in the troop and make it their own. Because of this, the troop has had 100% retention for the last two years. Araceli has also recruited five new youth members from three different schools and eight new adult members over the past five years.

Closing

- Briefly summarize previous points and restate which award is being recommended.
- Conclude by including your full name, service unit name, phone number or email, and volunteer role, if applicable.

My child has had an exceptional Girl Scout experience, and Girl Scouting is by far their favorite activity largely due to our amazing troop leader. I hope GSCTX will recognize Araceli Hernández for her outstanding leadership and commitment to Girl Scouts with the GSCTX Daisy Award.

Sincerely,
Patricia Jones
Troop 15 Volunteer
Blue Sky Service Unit
602-452-7000 or pjones123@aol.com