# Service Unit, Council, and National Volunteer Awards Guide

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The 5Ws of the Volunteer Awards

Who?
Girl Scouts of Central Texas is fortunate to have so many dedicated volunteers who share their time, skills, and talents to make a meaningful, lasting difference in the lives of Girl Scouts.

What?
There are three formal adult award programs that recognize truly significant service in Girl Scouting: service unit, council, and national awards. View the decision tree and awards criteria and examples to determine which award is the best fit for your candidate.

When?
Service Unit Awards
Each service unit typically appoints a volunteer recognitions coordinator who manages service unit (SU) volunteer recognitions, including service unit awards. SUs determine their own timeline for nomination deadlines and awards presentation. SU recognition events are usually held in May or June. Service unit award orders must be submitted at least four weeks prior to the SU recognition event for processing. Contact Customer Care if you need help identifying your SU volunteer recognitions coordinator or equivalent.

Council and National Awards
- Submit the Council and National Award Nomination Form, including letter(s) of recommendation when applicable, by March 15th.
- Award recipients will be recognized at the annual Girl Scouts of Central Texas (GSCTX) Volunteer Awards Ceremony in July.

Where?
Volunteer award pins can be proudly showcased on the official adult navy vest on the right side.

Why?
We honor our adult volunteers’ outstanding service by nominating them for service unit, council, and national awards, because adult volunteers make Girl Scouting happen! Awards are an important way to let adult volunteers know that their time and energy are appreciated and valued.
Numeral Guards and Volunteer Service Award Pins

**Membership Numeral Guards** represent the total number of years of registered membership, both as a youth and adult member and not necessarily continuous or consecutive.

**Volunteer Service Award Pins** recognize adults for years of active volunteer service to Girl Scouting, not including youth years and not necessarily continuous or consecutive.

Girl Scouts of the United States of America (GSUSA) Membership Numeral Guards and Volunteer Service Award Pins are available in five-year increments beginning with five years.

The service unit recognitions committee member or volunteer eligible for the Numeral Guard or five-years of Volunteer Service Award Pin may purchase or order them from the **Girl Scouts of Central Texas (GSCTX) Austin retail shop**. These pins can be presented at a service unit recognition event.

Volunteer Service Award Pins (10 years and over) are council level awards, which must be approved by GSCTX staff and are presented at the annual GSCTX Volunteer Recognition Ceremony in July.

Service unit (SU) leadership or SU volunteer recognition coordinators should submit a 10+ Volunteer Service Award Pin Nomination Form to ensure eligible volunteers are recognized.

**Numeral Guard and Volunteer Service Award Pin Placement**

The **Membership Numeral Guard** is attached to the Official Girl Scout Membership Pin and is placed to the left of the pin on clothing or on the insignia tab.

The **Volunteer Service Award Pin** is worn below the personalized ID pin on the right side. If an adult has received more than one Volunteer Service Award Pin over the years, the last one received is the one worn on the adult uniform.
Frequently Asked Questions

**Who can nominate an adult volunteer for an award?**
Any Girl Scout individual, troop, service unit, or council staff can nominate a volunteer. Self-nominations will not be accepted.

**What are the candidate eligibility requirements?**
All candidates must be registered adult members of Girl Scouts of the United States of America (GSUSA), have a current eligible criminal background check on file at Girl Scout of Central Texas (GSCTX), and be in good standing with GSCTX.

**Can a volunteer receive the same award more than once?**
Yes, except for two awards that can only be earned once: the Service Unit Outstanding Leader Award and the Service Unit Outstanding Volunteer Award. For all other awards, a volunteer can be nominated for and receive the same award. However, the award must be for a new volunteer service for which they have not previously received an award.

Nomination Process

Service unit, council, and national awards are a great way to make your fellow volunteers feel appreciated! Know a special someone who has gone above and beyond for Girl Scouts? Nominate them for one of the awards!

![How to Nominate a Volunteer](image)

**Step 1:** Review the [decision tree](#) and [awards criteria](#) to find the right award for your nominee.

**Step 2:** Verify with SU leadership to determine if your nominee has received previous awards. The Service Unit Outstanding Leader Award and the Service Unit Outstanding Volunteer Award can only be received once.

**Step 3:** Make sure your nominee meets all the requirements for the award.

**Step 4:** Recruit others who can complete any additional letters(s) of recommendation.

**Step 5:** Fill out and submit the nomination form and attach the letter(s) of recommendation, if applicable.
# How to Write a Strong Nomination

We want to know how fabulous your award candidates are so we can recognize them! Use the chart below to help turn a general statement into a strong nomination statement for the Service Unit Recognition Committee or GSCTX Volunteer Awards Committee to review.

## Nominator Tips
Make sure to include:
- How the candidate met the award criteria
- Specific accomplishments
- The impact the candidate has had
- How the candidate exceeded expectations for their role
- Growth – candidate’s new accomplishments and service since they received their last award (if applicable)

<table>
<thead>
<tr>
<th>General Statement</th>
<th>Thoughtfully Consider</th>
<th>Strong Nomination Statement</th>
</tr>
</thead>
<tbody>
<tr>
<td>“José has been a leader for a long time.”</td>
<td>How many years? Through which levels?</td>
<td>“For 11 years, José has led a large troop from Daisies, persevering through the difficult middle school years, to their current Senior troop.”</td>
</tr>
<tr>
<td>“LaToya is a great leader.”</td>
<td>What kind of leadership qualities does LaToya exhibit? What makes LaToya stand out?</td>
<td>“LaToya continually brings leadership opportunities to the youth members in the troop. LaToya encourages a youth-led approach by allowing them to vote on and implement their activities.”</td>
</tr>
<tr>
<td>“Susan always goes above and beyond.”</td>
<td>Be specific! Tell a story about the great benefits those around them receive due to her efforts.</td>
<td>“Susan’s troop voted to start the aMuse Journey. Susan never considered herself a ‘creative soul’, when it came to artistic endeavors, so she recruited troop caregivers, artists, and actors as resources for youth members to draw from. As a result, the troop had a great time learning from community experts and discovering caregiver talent in their own troop! They now have several opportunities for Take Action projects.”</td>
</tr>
<tr>
<td>“Marisol has been the best day camp administrator we have ever had!”</td>
<td>Be specific! Tell a story about the great benefits those around her receive due to her efforts.</td>
<td>“For the past ten years, Marisol has headed up a day camp that supports 200-300 youth members yearly. She recruited adult help when there didn’t seem to be any. At one point, day camp was in danger of being cancelled until Marisol stepped in and started an email and phone campaign to recruit the needed volunteers to hold the camp.”</td>
</tr>
</tbody>
</table>
When you nominate a volunteer for an award, you are recommending that their efforts, accomplishments, and excellence be acknowledged by the entire council. Some awards require letter(s) of recommendation, which are important for determining if the criteria for an award have been met. A letter of recommendation should be well thought out and explain how the volunteer’s service meets, or exceeds, the criteria for the award.

**Helpful Tips for Writing a Letter(s) of Recommendation**

- Include how you know the candidate and for how long.
- Explain what volunteer position(s) the candidate holds.
- Show heart and passion when telling how the candidate impacts the lives of youth members by the service they give.
- Ask and answer questions such as – How many? What? How? Who? Why? Discuss the candidate’s accomplishments and specifically explain how they have contributed.
- Highlight specific examples of the candidate’s performance which explain how the service was beyond what others in the same position have done.
- Use simple numbers, data, or statistics whenever appropriate to support the statements being made.
- Explain how a candidate’s actions impact youth members through direct or indirect service.
- Give specifics about how the volunteer service has impacted one or multiple service units, an area, the council, or the entire Girl Scout movement (as appropriate for the award).

**Letter of Recommendation Requirements**

- May not be from the same person who is writing the nomination.
- Should be different than the nomination form to give a different perspective.

Remember that you are nominating or recommending a volunteer for a service unit, council, or national award. Tell us how awesome they are!
The opening should include the date, introduce the nominee, briefly explain how you know the nominee and for how long, and the reason for the nomination.

January 20, 2023

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 daughter’s troop leader for the past seven years and make Troop 15’s Girl Scout Leadership Experience next to none. My daughter and I agree that there could be no troop leader more deserving of this award!

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

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, ten campouts, countless community service projects, six Take Action projects, two Bronze Award projects, and one Silver Award project. Additionally, Troop 15 earned the GSCTX Super Troop Award for the last six years due to Araceli’s strong leadership and organizational skills.

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 welcomed five new youth members from three different schools and eight new adult members over the past five years.

The closing of the letter should briefly summarize previous points and clearly state which award is being recommended. Conclude the letter by including your full name and service unit name as well as phone number or email.

My daughter has had an exceptional Girl Scout experience, and Girl Scouting is by far her 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
Blue Sky Service Unit
602-452-7000 or pjones123@aol.com
Awards Decision Tree

Before consulting the decision tree, ensure that your candidate is eligible for a service unit (SU), council (GSTCX), or national (GSUSA) award:
- a volunteer who went above and beyond the expectations of the position held
- a registered adult member of GSUSA
- has a current eligible criminal background check on file at GSTCX
- is in good standing with GSTCX

If you are unsure, contact Customer Care.

Who benefitted from the outstanding volunteer's service?

1 Service Unit
- SU Green-But-Growing Award
- SU Star Award
- SU Outstanding Partners Award
- SU Extra Mile Award
- SU Outstanding Leader Award
- SU Outstanding Volunteer Award
- GSTCX Green-But-Growing Award *SU leadership
- GSTCX Daisy Award
- GSTCX SU Diamond Award
- GSUSA Volunteer of Excellence Award
- GSUSA Appreciation Pin

2 or More Service Units
- GSTCX Green-But-Growing Award
- GSTCX Star Award
- GSTCX Glenda Hicks Owl Award
- GSTCX Pat Dugan Award
- GSTCX Outstanding Partners Award
- GSTCX Labor of Love Award
- GSUSA Honor Pin

Entire Council and/or Girl Scout Organization
- GSTCX Guider Award
- GSTCX Linda Pelton Facilitator Award
- GSUSA Thanks Badge
- GSUSA Thanks II Badge

Awards 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.
Service Unit Awards

Service unit awards recognize outstanding volunteers who have gone above and beyond the expectations of the positions held within the boundaries of their local service unit (SU). **Nominate a special adult volunteer in your service unit for a service unit award to be presented at the annual service unit recognition ceremony held by individual service units.**

Service unit awards are approved and presented at the service unit level. Each service unit selects a system for nominating and approving candidates for recognition in their service unit. Most service units ask for nominations from their service unit membership, then a service unit recognition committee reviews and selects the final recipients.

The SU recognitions coordinator or other designee orders the service unit awards using the [Service Unit Awards Order Form](#). Service unit award orders must be submitted at least four weeks prior to the service unit recognition event (typically held in May/June) for processing. Only one Service Unit Awards Order Form can be submitted per membership year (October – September).

<table>
<thead>
<tr>
<th>Service Unit Award</th>
<th>Criteria</th>
<th>Examples</th>
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</thead>
</table>
| SU Green But Growing Award          | • This service unit award recognizes a volunteer in their first year of service in a particular role who went above and beyond the expectations of the position held.  
• Benefits their service unit.  
• Service that has been demonstrated within the first year of holding the volunteer position.  
• No letter of recommendation required. | • A new leader who has taken on extra service unit work and/or provides exceptional troop/group leadership in delivery of the Girl Scout Program.  
• New product program coordinator who did an excellent job in their first year. |
| SU Star Award                       | • This service unit award recognizes a volunteer for performing a specific task that is a benefit to their service unit.  
• No letter of recommendation required. | • An experienced leader who has retained an unusual number of youth members or who helped their troop lead the SU campout.  
• An event coordinator who led an exceptional SU event.  
• A troop cookie coordinator who managed a high volume of sales. |
| SU Outstanding Partners Award       | • This service unit award recognizes at least two volunteers that work as a team to provide service to the service unit that goes above and beyond the expectations for the position(s) held.  
• Benefits their service unit.  
• No letter of recommendation required. | • Two leaders who led a troop together and are both exceptional role models for the members.  
• Two leaders or co-leaders who work as a team to plan a service unit event. |
| SU Extra Mile Award                 | • This service unit award recognizes a volunteer who consistently provides outstanding service and goes the ‘extra mile’.  
• Benefits their service unit.  
• No letter of recommendation required. | • A service unit cookie or fall product manager who increased sales and efficiency.  
• An event coordinator who has gone above and beyond to help facilitate multiple SU events. |
<table>
<thead>
<tr>
<th>Service Unit Award</th>
<th>Criteria</th>
<th>Examples</th>
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</thead>
<tbody>
<tr>
<td>SU Outstanding Leader Award</td>
<td>• This service unit award recognizes outstanding troop/group leadership qualities in the delivery of the Girl Scout Program to youth.</td>
<td>• A leader who has provided exceptional support to the youth members in earning the Bronze, Silver, or Gold Award.</td>
</tr>
<tr>
<td></td>
<td>• Benefits the youth in their service unit.</td>
<td>• A leader who goes over and above to ensure that all the youth members in the troop feel accepted and valued by the troop and provides exceptional troop/group leadership in delivery of the Girl Scout Program.</td>
</tr>
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<td></td>
<td>• <strong>This award is given only once to a troop/group leader in recognition of their outstanding efforts.</strong></td>
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<td></td>
<td><strong>One (1) letter of recommendation required:</strong> Must be from members of the troop: caregivers, volunteers, or youth members.  The letter of recommendation cannot be from the same person who is nominating.</td>
<td></td>
</tr>
<tr>
<td>SU Outstanding Volunteer Award</td>
<td>• This service unit award recognizes a volunteer for outstanding service, other than troop/group leader, that is beyond the expectations for the position that benefits their service unit.</td>
<td>• An outstanding service unit director, registrar, treasurer, SU lead, event director, or Product Program manager.</td>
</tr>
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<td></td>
<td>• <strong>This award is given only once to a volunteer in recognition of their outstanding efforts.</strong></td>
<td>• A service unit volunteer recognitions coordinator who planned the SU recognition event, led informal recognition efforts in the SU, and chaired the SU Recognitions Committee.</td>
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<tr>
<td></td>
<td><strong>One (1) letter of recommendation required:</strong> Must be from members of the service unit, troop, families, or youth members.  The letter of recommendation cannot be from the same person who is nominating.</td>
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</table>
Council Awards

Council awards recognize outstanding volunteers who have gone above and beyond the expectations of the positions held within the boundaries of their local service unit and extend their service to neighboring service units within the 46-county area that makes up the Girl Scouts of Central Texas (GSCTX). Nominate a special adult within GSCTX jurisdiction for a council award.

Council award nominations are reviewed by the GSCTX Volunteer Awards Committee, which is comprised of GSCTX volunteers and staff. The committee selects the final recipients. Recipients are announced at the annual GSCTX Volunteer Awards Ceremony.

<table>
<thead>
<tr>
<th>Council Award</th>
<th>Criteria</th>
<th>Examples</th>
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</thead>
</table>
| GSCTX Green But Growing Award      | - This GSCTX award recognizes a volunteer in their first year of service in a particular role who went above and beyond the expectations of the position held.  
- Benefits their service unit and at least one additional service unit of GSCTX. The exception would be SU leadership doing an exceptional job in their first year of leading a service unit.  
- Service that has been demonstrated within the first year of holding the volunteer position.  
- Service contributes to council’s goals.  
- No letter of recommendation required. | - Council event or program volunteer doing an outstanding job in their first year of service by hosting events for multiple service units to attend.  
- Council facilitator conducting an exceptional number of trainings in their first year for multiple service units.  
- Exceptional SU leadership who exceeded membership goals, increased SU meeting attendance and/or training participation, etc. |
| GSCTX Star Award                   | - This GSCTX award recognizes a volunteer for performing a specific task that is a benefit to the council.  
- Benefits their service unit and at least one additional GSCTX service unit.  
- No letter of recommendation required. | - Volunteer who serves on a council sponsored committee.  
- Volunteer who has assisted employed staff in completing assigned tasks. |
| GSCTX Daisy Award                  | - **Candidate must have previously received the Service Unit Outstanding Leader Award.**  
- This GSCTX award recognizes a troop/group leader who continues to provide exceptional troop/group leadership in delivery of the Girl Scout Program.  
- Focus of service displays outstanding communication skills, delivery of the Girl Scout program, and assists with recruitment of new youth.  
**Two (2) letters of recommendation required.** Must be from a youth and/or caregiver member of the troop. The letters of recommendation cannot be from the same person who is nominating. | - A leader who has consistently retained 75% of troop members.  
- A leader who consistently supports the youth in their troop/group, exhibits outstanding communications skills, offers high quality programming, and recruited six new youth to the troop. |
<table>
<thead>
<tr>
<th><strong>Council Award</strong></th>
<th><strong>Criteria</strong></th>
<th><strong>Examples</strong></th>
</tr>
</thead>
</table>
| GSCTX Glenda Hicks Owl Award | • This GSCTX award recognizes a council volunteer facilitator who leads council certification classes for service beyond the expectations for the position.  
  • Benefits their service unit and at least one additional service unit of GSCTX.  
  • Service contributes to **council’s goals**.  
  **One (1) letter of recommendation required.** The letter of recommendation cannot be from the same person who is nominating. | • Volunteer facilitator who consistently conducts an exceptional number of training classes for certification.  
  • Volunteer facilitator who assists in curriculum development for Council-wide training. |
| GSCTX Guider Award | • **Candidate must have previously received the GSCTX Glenda Hicks Owl Award.**  
  • This GSCTX award recognizes a council volunteer facilitator for continued service beyond the expectations for the position.  
  • Benefits the entire council.  
  • Service contributes to **council’s goals**.  
  **Two (2) letters of recommendation required.** The letters of recommendation cannot be from the same person who is nominating. | • Council volunteer committee chair or council committee member who serves on Council Training Committee in an exemplary role.  
  • Council facilitator who consistently trains other facilitators. |
| GSCTX Linda Pelton Facilitator Award | • **Candidate must have previously received the Council Guider Award**  
  • This GSCTX award recognizes a council volunteer facilitator who has consistently exceeded expectations.  
  • Benefits the entire council.  
  • Service contributes to **council’s goals**.  
  **Two (2) letters of recommendation required.** The letters of recommendation cannot be from the same person who is nominating. | • Council facilitator who goes beyond expectations for the positions and demonstrates a commitment to adult education in Girl Scouting.  
  • Council facilitator who consistently trains other facilitators and is involved in the administration of the training program. |
| GSCTX Pat Dugan Award | • This GSCTX award recognizes a Product Program volunteer (Fall Product Program or Cookie Program) who has gone above and beyond the expected duties and given service of exceptional benefit.  
  • Focus of service works with other service units to increase growth in youth participating in Product Program.  
  • Benefits their service unit and at least one additional service unit of GSCTX.  
  • Service contributes to **council’s goals**.  
  **One (1) letter of recommendation required.** The letter of recommendation cannot be from the same person who is nominating. | • Council Product Program volunteer who goes beyond expectations of position and assists with increasing youth participation in the GSCTX Product Program.  
  • Council Product Program volunteer who conducts an exceptional number of trainings for youth and/or adult volunteers. |
<table>
<thead>
<tr>
<th><strong>Council Award</strong></th>
<th><strong>Criteria</strong></th>
<th><strong>Examples</strong></th>
</tr>
</thead>
</table>
| GSCTX Outstanding Partners Award | - This GSCTX award recognizes at least two volunteers that work as a team to provide service to council.  
- Benefits their service unit and at least one additional service unit of GSCTX.  
- Service contributes to council’s goals.  
**One (1) letter of recommendation required.** The letter of recommendation cannot be from the same person who is nominating. | - Two volunteers who work as a team during planning and/or carrying out of council sponsored events and exceed expectations.  
- A partner duo who put in multiple hours and work on a scout house, camp, or service center, including on-going maintenance. |
| GSCTX Labor of Love Award | - This GSCTX award recognizes a volunteer for service performed requiring physical labor, technical skills, or manual skills that benefit the council.  
- Benefits their service unit and at least one additional service unit of GSCTX.  
- Service contributes to council’s goals.  
**Two (2) letters of recommendation required.** The letters of recommendation cannot be from the same person who is nominating. | - Volunteer who performed work on a camp facility or other GSCTX property which benefited the council.  
- Candidate who used their technical skills to plan and/or implement a science or engineering program or project. |
| GSCTX Service Unit Diamond Award | - This GSCTX award recognizes a volunteer who continues to support the service unit in various roles for numerous years that warrants council recognition.  
- Benefits their service unit.  
- Focus of service is for long-standing volunteers who continue to contribute to the service unit.  
**Two (2) letters of recommendation required.** The letters of recommendation cannot be from the same person who is nominating. | - An exceptional service unit director, registrar, treasurer, SU lead, event director, or Product Program manager who has served for several years.  
- Volunteer who has continued to chair and coordinate the service unit annual campout. |
National Awards

National awards recognize outstanding volunteers who have gone above and beyond the expectations of the positions held. **These awards typically follow council level awards and are given to volunteers who have served numerous years.**

National award nominations are reviewed by the Girl Scouts of Central Texas (GSCTX) Volunteer Awards Committee, which is comprised of GSCTX volunteers and staff. The committee selects the final recipients. Recipients are announced at the annual GSCTX Volunteer Awards Ceremony.

<table>
<thead>
<tr>
<th>National Award</th>
<th>Criteria</th>
<th>Examples</th>
</tr>
</thead>
</table>
| GSUSA Volunteer of Excellence  | • This GSUSA 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.  
  • Service contributes to council’s goals.  
  • Candidate is typically someone who has been a volunteer for numerous years. **Two (2) letters of recommendation required.** The letters of recommendation cannot be from the same person who is nominating. | • A Silver or Gold Award mentor who has successfully mentored and supported numerous youth members within their community.  
  • A service unit event coordinator who organizes and executes 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 her service unit team and council staff to create and implement a recruitment strategy. |
| GSUSA Appreciation Pin         | • This GSUSA award recognizes an individual’s exemplary service in support of delivering the Girl Scout Leadership Experience that benefits the service unit.  
  • Service contributes to council’s goals.  
  • Candidate is typically someone who has been a volunteer for numerous years and has previously earned service unit and/or council awards. **Two (2) letters of recommendation required.** The letters of recommendation cannot be from the same person who is nominating. | • SU volunteer whose leadership for numerous years has increased volunteer participation, retention, and satisfaction in their service unit.  
  • SU Product Program manager who has increased sales and youth participation over multiple years.  
  • SU event director’s outstanding programming resulted in an increase in participation of youth and volunteers over time.  
  • SU 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. |
<table>
<thead>
<tr>
<th>National Award</th>
<th>Criteria</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td>GSUSA Honor Pin</td>
<td><strong>Candidate must have previously received the Appreciation Pin.</strong></td>
<td>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.</td>
</tr>
<tr>
<td></td>
<td>- This GSUSA award recognizes an individual’s exemplary service in support of delivering the Girl Scout Leadership Experience.</td>
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<tr>
<td></td>
<td>- Benefits their service unit and at least one additional GSCTX service unit.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Service contributes to <a href="#">council’s goals</a>.</td>
<td></td>
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<tr>
<td></td>
<td>- Candidate is typically someone who has been a volunteer for numerous years.</td>
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<td><strong>Three (3) letters of recommendation required.</strong> The letters of recommendation cannot be from the same person who is nominating.</td>
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<tr>
<td>GSUSA Thanks Badge</td>
<td><strong>Candidate must have previously received the Honor Pin.</strong></td>
<td>Volunteer who has 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.</td>
</tr>
<tr>
<td></td>
<td>- This GSUSA award recognizes 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.</td>
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<tr>
<td></td>
<td>- Benefits GSCTX or the entire Girl Scout Movement.</td>
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<td></td>
<td>- Service contributes to <a href="#">council’s goals</a>.</td>
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<td></td>
<td>- Candidate is typically someone who has been a volunteer for numerous years.</td>
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<td><strong>Four (4) letters of recommendation required.</strong> The letters of recommendation cannot be from the same person who is nominating.</td>
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<tr>
<td>GSUSA Thanks Badge II</td>
<td><strong>Candidate must have previously received the Thanks Badge.</strong></td>
<td>A volunteer who, after many successful council wide events, went on to plan and direct a statewide or regional learning event.</td>
</tr>
<tr>
<td></td>
<td>- This GSUSA award recognizes an individual who has continuously provided exemplary service in a leadership role which resulted in a measurable impact benefitting the entire council or the entire Girl Scout Movement.</td>
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<td></td>
<td>- Benefits GSCTX or the entire Girl Scout Movement.</td>
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<td></td>
<td>- Service contributes to <a href="#">council’s goals</a>.</td>
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<tr>
<td></td>
<td>- Candidate is typically someone who has been a volunteer for numerous years.</td>
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<tr>
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<td><strong>Four (4) letters of recommendation required.</strong> The letters of recommendation cannot be from the same person who is nominating.</td>
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Below are Girl Scouts of Central Texas’ top five council goals for membership year 2023 (MY23).

1. **Grow the Community of Girl Scouts in Central Texas, Increasing Access for All**
   - Serve 17,200 girls annually by 2024.
   - Remove barriers to participation regardless of race, ethnicity, sexual orientation, neurodiversity, and socioeconomic status.
   - Prioritize K-3 recruitment.
   - Attract, retain, and sustain volunteers and partners that support the demand for Girl Scouts and are inclusive and welcoming of all girls.
   - Serve girls with delivery models that are based on communities’ needs and priorities.

2. **Deliver Impactful, Outcome-Driven Programs**
   - Offer engaging volunteer- and staff-facilitated programs that support achievement of Girl Scout Leadership Experience (GSLE) outcomes, while meeting the needs of our communities.
   - Refine evaluation of program outcomes and effectiveness.

3. **Communicate and Demonstrate Value**
   - Focus resources on target market segments to increase the number of people who know who we are and what we do.
   - Influence and support K-3 recruitment strategies.
   - Influence and support volunteer and partner recruitment and onboarding strategies.

4. **Increase Our Fundraising Capacity to Support Serving More Girls**
   - Increase annual contributed support to $1.8M by 2024.
   - Create diverse funding opportunities and increase revenue, with a focus on growing individual donor pipeline.
   - Ensure GSCTX has adequate resources to advance its mission and support growth.

5. **Govern and Manage with Excellence**
   - Build and maintain an organizational culture of engagement, accountability, and collaboration that champions diversity and fosters belonging.
   - Be well governed by a diverse and engaged board that achieves 100% giving.
   - Ensure continued excellence in council operations by making data-informed business decisions.