

**Q: We worry that if we give out too many recognitions, their significance will be “watered down”. What can we do to maintain quality?**

**A:** We should celebrate having growing numbers of people who deserve recognition. Take pride in having many to recognize. Girl Scout adult recognitions are not a competition. There should be no limit on the number of awards given.

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

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

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

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

**Q: If a nomination requires three or four endorsement letters can one letter be duplicated and submitted by other people?**

**A:** Each individual who writes a letter of endorsement should give her/his own account of the significant contributions of the specific candidate. Simply utilizing copy and paste to reuse an endorsement for multiple candidates takes the sincerity out of the letter and may give the committee cause to question if the candidate's service is deserving of the formal recognition.

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

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

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

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

1. Community- The volunteer's local community/vicinity
2. Service Unit- The cluster of troops within a defined area, such as a school district
3. Council- the entire 9 county footprint of lower southeastern Pennsylvania