

## **Adult Recognition**

Everyone likes to feel appreciated, and expressing thanks is appropriate anytime. Whether in the form of a simple thank you for a small job well done, or a formal commendation for years of faithful service in a key position of an organization, such acknowledgment is an indication to the recipient that she or he is valued and appreciated, and that their contribution is recognized.

We establish a culture of appreciation at Girl Scouts of Eastern Pennsylvania by expressing gratitude on all levels to those who help foster the mission of Girl Scouting and continue to promote Girl Scouting in positive ways.

We are able to recognize commitment and demonstrate appreciation by:

- Being aware of the extra effort put forth by an individual
- Taking the time to mention a person's service and to express thanks for a job well done
- Helping people to attain a higher level of achievement through encouragement
- Recommending a person for special training or participation in a special event or project
- Developing a climate wherein work is sincerely noticed and noted on all levels

The way Girl Scouting recognizes people helps to define accountability for initiation, promotion and retention in the Movement, and provides for follow-through at every level of the Girl Scout operation.

**Whom do we recognize? *Anyone***

**Where do we recognize them? *Anywhere***

**When do we recognize them? *Anytime***

Any adult in any position may be considered for an award. Think about who really makes a difference in your Girl Scout experience and then determine the most appropriate way to recognize their contribution. Consult the Chart of Awards for specific criteria and award names to be presented at a Service Unit event or at the Council Awards Celebration.

When and how the recipient is recognized will make the expression of gratitude memorable. Whether the award is a simple certificate or commendation, or a pin, badge or other tangible token, a presentation ceremony enhances the significance of the award. Recognitions may be made on special Girl Scout holidays, at Girl Scout meetings, or at a special recognitions award event.

Some ways to say thank you informally might include:

- A thank you note, created and signed by girls
- Encouraging parents to contact leaders to say thank you

- Presentation of flowers or a meaningful gift at an event
- A citation at an appropriate Girl Scout meeting
- Girls planning an activity to do with or for their leaders
- A letter of praise published in a local newspaper
- A display of photos in the community honoring individuals who have given outstanding service
- Recognition on a special Girl Scout day:
  - Thinking Day (February 22)
  - Leaders Day (April 22)
  - National Volunteer Week – the last full week of October
  - Juliette Low’s Birthday (October 31)

## **GSUSA Formal Recognitions**

Girl Scouts of the USA Adult Recognitions are not only about being a terrific person and doing a good job, but also about significant accomplishment. GSUSA Adult Awards should be awarded for *truly exceptional and significant service that exceeds the scope and expectation of the position*. If the awards are distributed as a thank you to someone who has served in a location for along time and did a good job, then the significance of the award is devalued. A person receiving an Outstanding Leader, Outstanding Volunteer or Appreciation Pin stands far above the crowd. The personal achievements should be clearly and specifically stated in both the Nomination and Endorsement forms.

- Adapted from Adult Awards for the USA Girl Scouts Overseas Document 370

Adult Awards are not progressive or competitive. The Chart of Awards includes both GSUSA awards and local GSEP individual awards. Carefully read the criteria and ensure that the contribution of the individual is truly exceptional and exceeds the expectations for their position. Equally important is the selection of individuals who are able to provide substantive written endorsement. Thorough planning for the application and endorsement paperwork demonstrates that a conscientious effort has been made to recognize the outstanding service of this extraordinary individual.