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Volunteer Recognition Goals

The primary goal of volunteer awards is to **recognize and appreciate** the significant impact of volunteers, **which boosts morale, fosters retention, and inspires others** to engage in community service. These awards **validate** the time and talent invested, strengthen the relationship between volunteers and organizations, and **build a culture of appreciation and leadership**.

Volunteer Recognition Overview

Given by the Council (GSEP)	**Given by the Service Unit**
- Community Impact Awards designed to honor volunteers at the Troop level and the Service Unit Level. - Council Excellence & Legacy Awards designed to honor council wide impact and commitment to the movement.	- Volunteer of Excellence Award - Friend of GSEP Award (also given at the Council Level) - Service Unit Created Awards - Years of Service (5, 10, 15, 20) - Numeral Guard (5,10,15,20,25,30)
Awarded by the Council Winners are selected by the Council appointed Volunteer Awards Committee Awards are purchased by the Council Awards are distributed at Council Wide events	Awarded by SU Leadership Winners are selected by SU Leadership Awards are purchased by SU Leadership Awards are distributed at SU events.

Council Awards Overview

Community Impact Awards		**Council Excellence & Legacy Awards**	
Troop Level Awards	**Service Unit Level Awards**	**Council Excellence**	**Legacy Awards**
- Rising Star - Top Cookie - Campfire Catalyst - Roots to Wings - Lasting Sisterhood - Heart of the Troop - Giving Heart - Voice of the Troop	- Super Service Unit - Leadership Knot - CEO Award - Rookie of the Year - SU Growth - SU Retention - Top Cookie	- Thanks Badge - Thanks Badge II - Honor Pin - Appreciation Pin - Gertrude McGonigle - GSEP Award - Diversity Award - Lights of Loyalty - Friend of GSEP	- Years of Service (25+) - Numeral Guard (35+)
Nomination Window: 4/15-6/1		**Nomination Window**: 10/1 – 12/15	
Awarded at Fall Adult Learn and Lead (FALL) Event (10/24/26)	Awarded at Volunteer Kick Off (8/9/26)	Awarded at Annual Meeting (5/2027)	

How to Nominate:

1. Determine the award that best reflects the volunteer's impact.
2. Review the nomination details and specific award criteria in the **Volunteer Awards Guide** to ensure the volunteer is eligible.
3. Review and collect the specific information requested in the nomination form. See the list of nomination form questions for each award in the **Volunteer Awards Guide.**
4. Get required number of endorsements from other community members. Provide Endorsers the award specific **Endorsement Template** or send them the **Endorsement Form.**
5. Submit the nomination form **HERE** including uploading any endorsements into the form. Reference the **Nomination Best Practice** section of this Volunteer Awards Guide.

Note on Nominations

- ✓ Every candidate must be an **active, registered Girl Scout member**.
- ✓ Nominators cannot also write an endorsement
- ✓ A nominator or endorser cannot be a family member
- ✓ An individual can only earn one of the nominated awards per year, not including Numeral Guard, Years of Service, and group awards.

Nomination Best Practices

Recognizing volunteers well means telling a clear, compelling story of their impact. Use these five best practices to strengthen your nominations and endorsements:

1. Be specific, not generic. Use concrete examples of the volunteer's impact—numbers, stories, and outcomes carry far more weight than broad praise.

Non-Example	Example
"Maria is an amazing leader who always goes above and beyond."	"Over the past year, Maria organized 12 troop meetings, led 3 community service projects, and helped 8 girls complete their Bronze Award."

2. Match the story to the award. Tailor your nomination to reflect the exact criteria of the award so reviewers can easily see the alignment.

Non-Example	Example
"Jasmine is kind, dependable, and everyone enjoys working with her."	"This award recognizes innovative leadership, and Jasmine demonstrated this by creating a virtual badge program that reached 50 girls across three troops."

3. Show impact on girls. Emphasize how the volunteer's actions directly benefited and empowered Girl Scouts, not just how helpful they were to adults.

Non-Example	Example
"Lynn is always willing to help other leaders and keeps things organized."	"Because of Lynn's mentorship, first-year Daisies gained confidence speaking in front of groups and independently planned their first Take Action project."

4. Provide several examples. Show consistent impact by including multiple distinct examples rather than relying on just one strong story.

Non-Example	Example
"Sam did a great job planning our end-of-year celebration."	"Sam organized a troop camping trip, launched a cookie sales mentoring program for new girls, and led a service project benefiting a local food bank."

5. Keep it clear and compelling. Write in a straightforward, engaging way—avoid jargon and make it easy for reviewers to quickly grasp why this person stands out.

Non-Example	Example
"Alex served as SUCM and led our JGLCD, including coordinating volunteers, running the wishes table, and supporting all the girls on the GLC."	"In just one year, Alex transformed a struggling troop into an engaged, confident group of girls who now lead their own meetings."

Pro Tip: Strong nominations make the reviewer's job easy—clear alignment, vivid examples, and a focus on girl impact will always stand out.

Community Impact Awards: Service Unit Level

Nomination Timeline: 4/15-6/1

Awards granted at the Volunteer Kick Off Event (8/9/26)

Service Unit level awards are designed to recognize and honor the work of volunteers serving in Service Unit roles across the council. Some of the below awards require nomination and endorsements, and some are automatically granted based on Service Units meeting specified criteria. Please see details on each potential award below.

Award	Definition	Eligible Volunteers	Endorsements Req'd	Awards Given Council Wide
Super Service Unit	Recognizes an SU volunteer who has gone above and beyond providing time, skills and leadership in their role. **Nomination required.**	SU Volunteer for 5+ years	2	Unlimited
Leadership Knot	Three SU with highest percentage of Bronze, Silver & Gold recipients in prior membership year.	n/a	n/a	3
CEO Award	All SUs who exceed membership goals.	n/a	n/a	Unlimited
SU Rookie of the Year	Recognizes 1st or 2nd year SU Team member that goes above and beyond and has made a significant impact. **Nomination Required.**	SU Volunteer	2	3
SU Growth	SU with highest percentage of girl retention in membership year	n/a	n/a	1
SU Retention	SU with highest girl growth in membership year	n/a	n/a	1
Top Cookie Award	Honors volunteers who have gone above and beyond in support of the Cookie Program, including being a Cookie expert, supporting others, encouraging girl-led activities/entrepreneurship and facilitating cookie program engagement. **Nomination Required.**	SU Cookie Manager	2	Unlimited

Service Unit Level Award Detail

Award: **Super Service Unit**	Eligible Positions: **Service Unit Volunteers**
The Super Service Unit Award recognizes a service unit volunteer who has gone above and beyond providing time, skills, and leadership in their role on the Service Unit team.	
Criteria: - Active Registered GSEP Volunteer - Actively served as a service unit team member for five years or more - Service performed has measurable impact on at least one service unit - Service performed is above and beyond the expectations for the position held, offering programs, events and support services to its members. - Actively recognizes, understands and practices the values of inclusive behaviors	
Nomination Form LINK	**2 Endorsements Required**; Endorsement Form LINK

Award: **Rookie of the Year**	Eligible Positions: **Service Unit Volunteers**
Recognizes first or second year SU team member that goes above and beyond their position description and has made a significant impact within their Service Unit or Council.	
Criteria: - Active Registered GSEP Volunteer - Serving for the first time in a Service Unit role and are in Year 1 or Year 2 - Takes initiative, contributes new ideas, and supports Service Unit activities - Service performed is above and beyond the expectations for the position held - Helps provide a safe, inclusive and enriching experience for Girl Scouts - Inspires and encourages fellow volunteers	
Nomination Form LINK	**2 Endorsements Required**; Endorsement Form LINK

Award: **Top Cookie**	Eligible Positions: **Service Unit Cookie Managers**
The Top Cookie Award honors Service Unit Cookie Managers who have gone above and beyond in their support of the Girl Scout Cookie Program, including being a cookie expert in their community, supporting others throughout the Cookie Program, encouraging girl-led activity and entrepreneurship throughout the cookie program, and facilitating Cookie Program engagement in their community.	
Criteria: - Active Registered GSEP Volunteer - Has made a positive impact on their Service Unit - Has provided outstanding service related to the success of the Cookie Program - Has exhibited strong communication with families, Troop Cookie Managers, the Service Unit, and the Council - Modeled honest and responsibility during every step of the Cookie Program including managing inventory appropriately	
Nomination Form LINK	**2 Endorsements Required;** Endorsement Form LINK

Community Impact Awards: Troop Level

Troop Level Awards Overview: Troop level awards are designed to recognize and honor the work of volunteers serving in troops across the council.

Nomination Timeline: 4/15-6/1

Awards granted at the Fall Adult Lead and Learn Event (FALL) (10/24/26)

Award	Definition	Eligible Volunteers	Endorsements Req'd
Rising Star	A Troop Leader new to the role who has hit the ground running and made a significant impact on their troop.	Troop Leader for 2 or fewer years	1 caregiver
Lasting Sisterhood Award	Troop Leader who has created a strong community with their troop and troop caregivers ensuring long term girl retention and investment.	Troop Leader	1 caregiver
Heart of the Troop Award	Troop level volunteer who constantly volunteers and gives significant time and energy to the troop.	Troop level volunteer (not a leader)	1 caregiver
Giving Heart Award	Troop Leader that teaches the value of service and ensures her troop gives back to their community in powerful ways.	Troop Leader	1 caregiver
Voice of the Troop Award	Troop leader that ensures girls truly take the lead in their troop – deciding and running the troop themselves	Troop Leader	1 caregiver
Roots to Wings Honor	Troop Leaders that have been with their troop from Daisy/Brownie to Ambassadors	Troop Leader	None
Top Cookie Award	Troop Cookie Managers who have gone above and beyond in support of the Cookie Program.	Troop Cookie Manager	1 caregiver
Campfire Catalyst	Troop Volunteer who provides girls with robust, varied and meaningful outdoor experiences.	Troop Volunteer	1 caregiver

Troop Level Award Detail

<table>
<tr><td>Award: Rising Star Award</td><td colspan="2">Eligible Positions: 1st – 2nd Year Troop Leaders</td></tr>
<tr><td colspan="3">This award recognizes the service of a volunteer who is new to the role of Girl Scout leader/co-leader and has hit the ground running. This adult volunteer has been in this role for a short time but has made a big impact on their troop/group or service unit, fully embraced the Girl Scout movement with energy and passion, and has performed outstanding work within their first two years.</td></tr>
<tr><td colspan="3">Criteria:
- Active Registered GSEP Volunteer
- The candidate helps provide a safe, inclusive and enriching experience for Girl Scouts.
- Volunteered for two (2) years or less with a troop as a leader/co-leader
- Completed all required GSEP training for new leaders
- Attended, or had a proxy attend, local service unit meetings
- Girls in the candidate’s troop participated in the Girl Scout Product Program
- Made a significant impact on their troop and performed outstanding work</td></tr>
<tr><td colspan="3">Nomination/Endorsement Form Prompts:
1. Give specific examples of how this troop leader went above and beyond the expectations of a troop leader
2. Describe ways in which this leader has ensured every Girl Scout has had an excellent and meaningful Girl Scout Leadership Experience.
3. Describe, in detail, the positive impact of this Troop Leader on the girls and families in their troop.
4. Add any other details or information to support the committee in making a decision.</td></tr>
<tr><td colspan="3">Endorsement Form Prompts: 1 Caregiver Endorsement Required
1. What is the most memorable way in which this volunteer positively impacted the girls in the troop, specifically aligned to the Rising Star Award?
2. What are some examples of how this volunteer built girls’ courage, confidence, and character?
3. How has this volunteer impacted you, your Girl Scout, and/or the Girl Scout Troop?</td></tr>
<tr><td>Nomination Form LINK</td><td>Endorsement Form LINK</td><td>Endorsement Form Template</td></tr>
</table>

Award: **Campfire Catalyst**	Eligible Positions: **Troop Volunteers**	
This award recognizes a Troop Volunteer who provides girls with robust, varied, and meaningful outdoor experiences that build girls' outdoor skills and confidence. The volunteer puts significant energy and creativity in designing and facilitating experiences that build girls' respect and appreciation for the outdoors.		
Criteria: - Active Registered GSEP Volunteer - Organized and helped the troop go on multiple outdoor adventures - Multiple specific examples of building girls' outdoor skills and confidence - Multiple specific examples of increasing girls' respect and appreciation for the outdoors		
Nomination Form Prompts: 1. Describe all of the outdoor activities that this nominee has facilitated or supported with their troop in the past membership year. 2. What are some examples of how this volunteer built girls' outdoor skills and confidence? 3. What are some examples of how this volunteer increased girls' respect and appreciation for the outdoors?		
Endorsement Form Prompts: **1 Caregiver Endorsement Required** 1. What is the most memorable way in which this volunteer positively impacted the girls in the troop, specifically aligned to the Campfire Catalyst Award? 2. What are some examples of how this volunteer built girls' outdoor skills and confidence? 3. How has this volunteer impacted you, your Girl Scout, and/or the Girl Scout Troop?		
Nomination Form LINK	Endorsement Form LINK	Endorsement Form Template

Award: **Heart of the Troop Award**	Eligible Positions: **Troop Helpers**	
This award honors a Troop Helper or other non-Troop Leader/non-Troop Cookie Manager volunteer who constantly volunteers and gives significant amounts of time and energy to the troop. The contributions of this volunteer allow the troop to engage in more activities and experiences because of the time they spend volunteering and supporting. Other volunteers' roles become easier because of this volunteer's commitment and efforts.		
Criteria: - Active Registered GSEP Volunteer - Supported the troop as a volunteer in a helper role for at least two years - Consistently goes above and beyond to support the troop - Directly supports the troop leaders or TCM in ways that make their roles easier.		
Nomination Form Prompts: 1. How long has this person supported the troop as a registered and cleared volunteer? 2. What are some specific examples of how this volunteer went above and beyond to support the troop? 3. What are some specific examples of how this volunteer supported the troop leaders or troop cookie manager in way that made their role easier?		
Endorsement Form Prompts: **1 Caregiver Endorsement Required** 1. What is the most memorable way in which this volunteer positively impacted the girls in the troop, specifically aligned to the Heart of the Troop Award? 2. What are some examples of how this volunteer supported the troop so that girls had multiple experiences that built courage, confidence, and character? 3. How has this volunteer impacted you, your Girl Scout, and/or the Girl Scout Troop?		
Nomination Form LINK	Endorsement Form LINK	Endorsement Form Template

Award: **Giving Heart Award**	Eligible Positions: **Troop Leaders**
This award recognizes a Troop Leader that teaches the value of service and ensures their troop gives back to their community in powerful ways. This volunteer goes above and beyond to organize and facilitate events and activities that allow girls to make a measurable impact on the community.	
Criteria: - Active Registered GSEP Volunteer - Has facilitated multiple service projects with the troop - Has designed and implemented multiple activities that build girls' understanding of the importance of giving back to the community - The troop's projects and service have measurable impact on the greater community	
Nomination Form Prompts: 1. Describe all of the community service projects or events this volunteer has facilitated with the troop this year. 2. What are some examples of specific activities that built girls in the troop's understanding of the importance of giving back to the community? 3. What are some specific examples of community impact based on the troop's projects?	
Endorsement Form Prompts: **1 Caregiver Endorsement Required** 1. What is the most memorable way in which this volunteer positively impacted the girls in the troop, specifically aligned to the Giving Heart Award? 2. What are some examples of how this volunteer ensured girls have opportunities to give back and positively impact the community? 3. How has this volunteer impacted you, your Girl Scout, and/or the Girl Scout Troop?	
Nomination Form LINK	Endorsement Form LINK | Endorsement Form Template

Award: **Voice of the Troop Award**	Eligible Positions: **Troop Leaders**
This award recognizes a Troop Leader that builds and strengthens girls' teamwork and leadership skills by designing and implementing a troop structure that puts girls fully in charge. In this leader's troop, girls take the lead in all parts of troop functioning – making decisions, implementing activities, setting up and planning events, and more. This Troop Leader goes to incredible efforts to rise up girls and their voices.	
Criteria: - Active Registered GSEP Volunteer - Constantly and thoughtfully designs and implements activities that foster girl leadership - Goes above and beyond to ensure the troop reflects the voices and opinions of the girls involved - Girls in the troop have significant opportunities to make decisions and plans - Girls lead the troop in multiple concrete ways	
Nomination Form Prompts: 1. What are some specific examples of activities this troop leader has facilitated that allowed for girls to lead the troop? 2. What are some concrete responsibilities and decision making powers owned by girls in the troop? 3. Give specific examples of projects or experiences that were significantly girl-led in the troop and how the troop leader ensured that this happened.	
Endorsement Form Prompts: **1 Caregiver Endorsement Required** 1. What is the most memorable way in which this volunteer positively impacted the girls in the troop, specifically aligned to the Voice of the Troop Award? 2. What are some examples of how this volunteer supported the troop so that girls had multiple experiences that built courage, confidence, and character? 3. How has this volunteer impacted you, your Girl Scout, and/or the Girl Scout Troop?	
Nomination Form LINK	Endorsement Form LINK | Endorsement Form Template

Award: **Lasting Sisterhood**	Eligible Positions: **Troop Leaders**	
The volunteer has been nominated for the **Lasting Sisterhood Award**. This award recognizes a Troop Leader who has created a strong community with their troop and troop caregivers ensuring long term girl retention and investment. This volunteer goes above and beyond to ensure every girl feels welcomed and included in the troop, thoughtfully designing activities and interactions that strengthen friendships and connections.		
Criteria: - Active Registered GSEP Volunteer - Majority of girls have been with the troop for at least 4 years - Facilitates activities that strengthened the bond between girls - Designs and facilitates activities that strengthen the connection of families and caregivers of the troop - Goes above and beyond to ensure an inclusive and welcoming experience for all girls in the troop		
Nomination Form Prompts: 1. How many girls have been in the troop for 4 or more years? 2. What are some specific activities that the volunteer has facilitated that has strengthened the bond between girls? 3. What are some specific activities that the volunteer has facilitated to strengthen the connection of families/caregivers to the troop?		
Endorsement Form Prompts: **1 Caregiver Endorsement Required** 1. What is the most memorable way in which this volunteer positively impacted the girls in the troop, specifically aligned to the Lasting Sisterhood Award? 2. What are some examples of how this volunteer built girls' connections to each other and the Girl Scout community? 3. How has this volunteer impacted you, your Girl Scout, and/or the Girl Scout Troop?		
Nomination Form LINK	Endorsement Form LINK	Endorsement Form Template

Award: **Roots to Wings Honor**	Eligible Positions: **Troop Leaders**
Leaders who have been with their troop from Daisy/Brownie all the way through to Ambassadors.	
Criteria: - Active Registered GSEP Volunteer - Has been a leader with the troop from when at least 3 girls in the troop were Brownies or younger - Currently leads a troop where at least 3 girls are currently ambassadors. - Has made a significant impact on their troop and performed outstanding work.	
Nomination Form Prompts: - Does this Troop Leader currently have at least 3 girls who are currently Ambassadors and started as Brownies or younger? - Has this Troop Leader been in the Troop Leader role from when current Ambassadors were Brownies or younger?	
Nomination Form LINK	No Endorsements Needed

Award: **Troop Top Cookie**	Eligible Positions: **Troop Cookie Managers**	
This award honors Troop Cookie Managers who have gone above and beyond in their support of the Girl Scout Cookie Program, including being a cookie expert in their community, supporting others throughout the Cookie Program, encouraging girl-led activity and entrepreneurship throughout the Cookie Program, and facilitating Cookie Program engagement in their community.		
Criteria: - Active Registered GSEP Volunteer and Troop Cookie Manager (TCM) - Has made a positive impact on his/her troop or service unit Cookie Program. - Has provided outstanding service related to the success of the Cookie Program. - Has exhibited strong communications with families, the Service Unit, and the Council and troops regarding the Cookie Program. - Has modeled honesty and responsibility during every step of the Cookie Program including managing inventory appropriately.		
Nomination Form Prompts: 1. Give specific examples of how this Troop Cookie Manager went above and beyond their role. 2. Describe how this volunteer encouraged girl-led activity and entrepreneurship through the Cookie Program. 3. Describe specific examples of how this volunteer facilitated Cookie Program engagement in the larger community. 4. Describe specific examples of how this volunteer supported families and caregivers through the Cookie Program		
Endorsement Form Prompts: **1 Caregiver Endorsement Required** 1. What is the most memorable way in which this volunteer positively impacted the girls in the troop, specifically aligned to the Top Cookie Award? 2. What are some examples of how this volunteer built girls' entrepreneurial skills through the Cookie Program? 3. How has this volunteer impacted you, your Girl Scout, and/or the Girl Scout Troop?		
Nomination Form LINK	Endorsement Form LINK	Endorsement Form Template

Council Excellence & Legacy Awards

Council Excellence & Legacy Awards Overview: Council Excellence & Legacy Awards are designed to recognize and honor the work of volunteers across the council – especially those making an impact across multiple areas.

Nomination Timeline: 10/1-12/15

Awards granted at the Annual Meeting (May)

Award	Definition	Eligible Volunteers	Endorsements Req'd
Lights of Loyalty	Volunteer whose long-term commitment and service to the organization and the mission are extraordinary.	All volunteers with 30+ years of service	2
Thanks Badge	Volunteer who has provided exceptional, outstanding service that benefits the total council or entire Girl Scout Movement.	All volunteers	4
Thanks Badge II	Thanks Badge recipient who has since provided continuing distinguished service benefiting the total council that significantly surpasses the original achievement.	All volunteers	4
Honor Pin	Volunteer whose outstanding service has impacted multiple service units.	All volunteers	3
Diversity Award	Volunteer who has demonstrated an outstanding commitment to promoting diversity in her/his community, service unit, or council.	All volunteers	2
Friend of GSEP	Business or organization who supports GSEP by providing meeting space, hosting programs, providing financial support, or other means of visible support to the council.	Any organization	2
Gertrude McGonigle	Individual who has proven to be a positive role model while working directly with girls and has exemplified the values and traditions of Girl Scouting. This award is given in honor of Gertrude K. McGonigle by her daughter, in recognition of her mother's long-standing interest and support of Girl Scouting in the Reading/Berks County area.	All volunteers with 10+ years service	2
Appreciation Pin	Individual's exemplary service in support of delivering the Girl Scout Leadership Experience (GSLE).	All volunteers	2
GSEP Award	"The ultimate GSEP volunteer." This award honors three legacy council leaders: Janet A. Clark (Girl Scouts Freedom Valley), Ellen Mary Cassatt (Girl Scouts of Southeastern	All volunteers with 10+ years service	4

	Pennsylvania), and Ronnie Backenstoe (Girl Scouts- Great Valley Council).		
Numeral Guard 35, 40, 45, 50, 55, 60	The Numeral Guard recognizes an individual's total years of registered membership including years as a girl and an adult member. LINK TO SUBMIT	All volunteers	n/a
Years of Service 25, 30, 35, 40, 45, 50	The Years of Service Pin recognizes a volunteer's length of service in five-year increments. LINK TO SUBMIT	All volunteers	n/a

Council Excellence & Legacy Award Detail

Award: **Lights of Loyalty**	Eligible Positions: **Volunteers with 30 or more Years of Service**
This award honors a volunteer whose long-term commitment and service to the organization and the mission are extraordinary.	
Criteria: 1. The candidate is an active, registered Girl Scout member for 30 or more years (Years of Service only, please do not count years as a girl). 2. The candidate's long-term commitment to the organization and the mission span at least one geographic area, service unit, or entire Council. 3. The service performed by the candidate is above and beyond the expectations for the position(s) held. 4. The candidate actively recognizes, understands, and practices the values of inclusive behaviors.	
Nomination Form Prompts: 1. Describe the candidate's Girl Scout volunteer service over the past 30 or more years. How specifically has their commitment to the Girl Scout Mission been demonstrated over time? 2. Provide two specific examples of how the candidate has gone above and beyond the expectations of their volunteer roles. What did they do, and what difference did their action make? 3. Describe the lasting impact of the candidate's service on girls, volunteers, a Service Unit, or the broader Council. Include specific accomplishments, outcomes, or examples of how their contributions have strengthened Girl Scouts. 4. Share a specific example of how the candidate has demonstrated inclusive behaviors and helped create a welcoming environment where girls, families, or volunteers feel valued, respected and included. 5. Is there any other information you would like to include about this nominee and their impact?	
Endorsement Form Prompts: **2 Endorsements Required** 1. Describe a specific experience you have had with this candidate that demonstrates their extraordinary commitment to Girl Scouts. What did they do that went beyond what was expected? 2. What lasting difference have you personally observed as a result of this candidate's service? Please share a specific example of their impact on girls, volunteers, or the Girl Scout community.	

Award: **Thanks Badge**	Eligible Positions: **Active, registered Volunteer**

This award honors a volunteer who has provided exceptional, outstanding service that benefits the total Council or entire Girl Scout Movement.

Criteria:

1. The candidate is an active, registered Girl Scout member.
2. The service performed benefits the Council or entire Girl Scout Movement.
3. The candidate demonstrates an ongoing commitment to leadership and service that has a measurable impact.
4. The service is so significantly beyond expectations, that no other award is appropriate.
5. The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

Nomination Form Prompts:

1. Describe the candidate's most significant contributions to Girl Scouts. What specific initiatives, accomplishments, or leadership efforts demonstrate service significantly beyond the expectations of their volunteer role?
2. Explain how the candidate's contributions have benefited the entire Council or Girl Scout Movement, rather than only an individual troop, Service Unit, or community. Identify the populations, geographic areas, or programs affected.
3. What measurable or lasting results have come from the candidate's leadership and service? Include specific outcomes, such as increased participation, expanded opportunities, improved volunteer support, or strengthened programs, where applicable.
4. Share a specific example of how the candidate has demonstrated inclusive behaviors and helped create a welcoming environment where girls, families, or volunteers feel valued, respected and included.
5. Is there any other information you would like to include about this nominee and their impact?

Endorsement Form Prompts: **4 Endorsements Required**

1. Describe a specific contribution you have personally observed that demonstrates this candidate's exceptional service. What did they do, and how did it benefit the Council or Girl Scout Movement?
2. Share an example of the candidate's lasting impact or inclusive leadership. What changed or improved because of their actions?

Award: **Thanks Badge II**	Eligible Positions: **Volunteer who previously received the Thanks Badge**

This award honors a Thanks Badge recipient who has since provided continuing distinguished service benefiting the total Council that significantly surpasses the original achievement.

Criteria:

1. The candidate is an active, registered Girl Scout member.
2. The candidate must have already received the Thanks Badge.
3. The service performed benefits the Council or entire Girl Scout Movement.
4. The candidate demonstrates an ongoing commitment to leadership and service that has a measurable impact.
5. The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

Nomination Form Prompts:

1. Identify the candidate's original Thanks Badge achievement and describe the new contributions they have made since receiving that award. What additional responsibilities, initiatives, or accomplishments distinguish their subsequent service?
2. Provide specific examples demonstrating how the candidate's service since receiving the Thanks Badge has significantly surpassed their original achievement. Explain what makes these contributions substantially different or greater in scope and impact.
3. Describe how the candidate's subsequent service has benefited the entire Council or Girl Scout Movement. What measurable results or lasting improvements have come from their contributions?
4. Share a specific example of how the candidate has demonstrated inclusive behaviors and helped create a welcoming environment where girls, families, or volunteers feel valued, respected and included.
5. Is there any other information you would like to include about this nominee and their impact?

Endorsement Form Prompts: **4 Endorsements Required**

1. Describe a specific accomplishment or contribution you have observed since the candidate received their original Thanks Badge. How does it demonstrate an additional level of service or impact?
2. What measurable or lasting difference has the candidate's continued service made across teh Council or Girl Scout Movement? Please provide a specific example.

Award: **Honor Pin**	Eligible Positions: **Volunteer with role(s) in at least 2 Service Units**

This award honors a volunteer whose outstanding service has impacted multiple service units.

Criteria:

1. The candidate is an active, registered Girl Scout member.
2. The candidate has provided outstanding service in any role to at least two service units in a way that furthers the Council's goals.
3. Their service goes beyond the expectations of their position and has a measurable impact.
4. The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

Nomination Form Prompts:

1. Identify the two or more Service Units that have benefited from the candidate's service. Describe their volunteer role and specific contributions in each Service Unit.
2. Provide examples of how the candidate has gone beyond the expectations of their role to support multiple Service Units. What did they do, and how did their efforts extend beyond their ususal responsibilities?
3. Describe how the candidate's service has advanced Council goals, such as recruitment, retention, volunteer engagement program participation, or leadership development. Include specific results or measurable improvements in at least two Service Units.
4. Share a specific example of how the candidate has demonstrated inclusive behaviors and helped create a welcoming environment where girls, families, or volunteers feel valued, respected and included.
5. Is there any other information you would like to include about this nominee and their impact?

Endorsement Form Prompts: **3 Endorsements Required**

1. Describe a specific example of the candidate's contributions to at least two Service Units. What did they do, and what impact did their service have?
2. How have you seen the candidate strengthen Girl Scouts across Service Units? Describe a specific improvement, accomplishment, or opportunity that resulted from their efforts.

Award: **Diversity Award**	Eligible Positions: **Active, registered Member**

This award honors a volunteer who has demonstrated an outstanding commitment to promoting diversity in her/his community, service unit, or Council.

Criteria:

1. The candidate is an active, registered Girl Scout member.
2. The service performed made a measurable impact.
3. The service performed by the candidate is above and beyond the expectations for the position held, not only establishing the presence of, but engaging social, ethnic, and other groups in Girl Scouts.
4. The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

Nomination Form Prompts:

1. Describe a specific initiative, action, or ongoing effort the candidate has undertaken to engage communities or groups that have been underrepresented or faced barriers to participating in Girl Scouts. Who did they seek to engage, and what did they do?
2. Explain how the candidate's efforts went beyond the expectations of their volunteer role. What steps did they take to actively engage girls, families, or volunteers, rather than simply making opportunities available?
3. What measurable results have come from the candidate's efforts? Include specific examples of increased participation, new partnership, expanded access, improved engagement or other outcomes?
4. Share a specific example of how the candidate has demonstrated inclusive behaviors and helped create a welcoming environment where girls, families, or volunteers feel valued, respected and included.
5. Is there any other information you would like to include about this nominee and their impact?

Endorsement Form Prompts: **2 Endorsements Required**

1. Share a specific example of how you have seen this candidate actively engage a girl, family, volunteer, or community that might otherwise have faced barriers to participating in Girl Scouts. What actions did they take?
2. What difference have you observed as a result of the candidate's efforts to promote diversity and inclusion? Describe a specific outcome or change.

Award: **Friend of GSEP**	Eligible Positions: **Business or organization who supports GSEP**
This award honors a business or organization who supports GSEP by providing meeting space, hosting programs, providing financial support, or other means of visible support to one or more Service Units.	
Criteria: 1. The candidate's commitment to the organization and the mission played an integral role that furthers the Council's mission-delivery goals. 2. The service performed is above and beyond the expectations for the business or organization and has a measurable impact on one or more service units. 3. The candidate actively recognizes, understands, and practices the values of inclusive behaviors.	
Nomination Form Prompts: 1. Describe the business or organization's partnership with GSEP. What specific support have they provided, such as meeting space, program opportunities, financial contributions, supplies, or other resources? Identify the Service Units or communities that have benefited. 2. Provide specific examples of how the business or organization has gone above and beyond what would normally be expected of a community partner. What makes their commitment exceptional? 3. Describe the measurable impact of their support on girls, volunteers, or Service Unites. What opportunities, programs or improvements were made possible through their contributions? 4. How has the business or organization demonstrated inclusive practices or helped make Girl Scout opportunities more accessible and welcoming. 5. Is there any other information you would like to include about this nominee and their impact?	
Endorsement Form Prompts: **2 Endorsements Required** 1. Describe a specific experience with this business or organization that demonstrates its exceptional commitment to Girl Scouts. What support did it provide, and how did it exceed expectations? 2. What difference has this partnership made for girls, volunteers, or your Service Unit? Please share a specific example of an opportunity or accomplishment made possible by its support.	

Award: GERTRUDE K. McGONIGLE	Eligible Positions: **Active, registered member for at least 10 years**

This award honors an individual who has proven to be a positive role model while working directly with girls and has exemplified the values and traditions of Girl Scouting. This award is given in honor of Gertrude K. McGonigle by her daughter, in recognition of her mother's long-standing interest and support of Girl Scouting in the Reading/Berks County area.

Criteria:

1. The candidate is an active, registered Girl Scout member for at least ten years.
2. The service performed made a measurable impact on at least one geographic area within the Girl Scouts of Eastern Pennsylvania.
3. The service performed by the candidate is above and beyond the expectations for the position held.
4. The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

Nomination Form Prompts:

1. Describe the candidate's Girl Scout service over the past 10 or more years, including their roles and direct work with girls. What demonstrates their sustained commitment to supporting girls?
2. Share two specific examples of how the candidate has served as a positive role model for girls. What did they do, and how did their actions demonstrate Girl Scout values and traditions?
3. Describe how the candidate gone beyond the expectations of their volunteer role to create meaningful experiences or opportunities for girls. What measurable or lasting impact has their service had on girls or a geographic area within GSEP?
4. Share a specific example of how the candidate has demonstrated inclusive behaviors and helped create a welcoming environment where girls, families, or volunteers feel valued, respected and included.
5. Is there any other information you would like to include about this nominee and their impact?

Endorsement Form Prompts: **3 Endorsements Required**

1. Share a specific experience you have witnessed that demonstrates how the candidate serves as a positive role model for girls. What did they do, and what did they girls learn or gain from the experience?
2. Describe a time when the candidate went beyond the expectations of their role to support girls. What impact did their actions have, and how did they demonstrate Girl Scout values or traditions?

Award: **Appreciation Pin**	Eligible Positions: **Active, registered Member**
This award honors an individual's exemplary service in support of delivering the Girl Scout Leadership Experience (GSLE).	
Criteria: 1. The candidate is an active, registered Girl Scout member. 2. The service performed has measurable impact on at least one geographic area, service unit, or program audience in a way that furthers the Council's mission-delivery goals. 3. The service performed is above and beyond the expectations for the position held. 4. The candidate actively recognizes, understands, and practices the values of inclusive behaviors.	
Nomination Form Prompts: 1. Describe the candidate's exemplary volunteer service. What specific actions or contributions have gone beyond the expectations of their position? 2. How has this volunteer supported the Girl Scout Leadership Experience by facilitating Gilr Led, Cooperative Learning and Learning by Doing in girl facing programming? 3. Identify the geographic area, Service Unit, or program audience that has benefited from the candidate's service. What specific improvements or opportunities have resulted from their contributions? 4. Describe how the candidate's service has advanced Council mission-delivery goals. Include measurable results, such as increased participation, expanded programming, stronger volunteer support, or other specific outcomes. 5. Share a specific example of how the candidate has demonstrated inclusive behaviors and helped create a welcoming environment where girls, families, or volunteers feel valued, respected and included. 6. Is there any other information you would like to include about this nominee and their impact?	
Endorsement Form Prompts: **2 Endorsements Required** 1. Describe a specific example of the candidate going above and beyond their volunteer responsibilities to support the Girl Scout Leadership Experience. What did they do that made their service exemplary? 2. What positive difference have you personally observed as a result of the candidate's service? Describe the impact on girls, volunteers, a Service Unit, or a program audience.	

Award: **GSEP Award**	Eligible Positions: **Active, registered member for at least 10 years**

The GSEP Award is the highest Council level award and recognizes "the ultimate GSEP volunteer." This award honors three legacy Council leaders: Janet A. Clark (Girl Scouts Freedom Valley), Ellen Mary Cassatt (Girl Scouts of Southeastern Pennsylvania), and Ronnie Backenstoe (Girl Scouts- Great Valley Council).

Criteria:

1. The candidate is an active, registered Girl Scout member for at least ten years.
2. The candidate exemplifies commitment and dedication that is remarkable and of extraordinary service to the entire Council.
3. The service performed by the candidate is above and beyond the expectations for the position(s) held.
4. The candidate actively recognizes, understands, and practices the values of inclusive behaviors.

Nomination Form Prompts:

1. Describe the candidate's Girl Scout service over the past 10 or more years, including theri volunteer roles, major contributions, and sustained commitment to GSEP's mission.
2. Provide specific examples of the candidate's most extraordinary contributions tot he entire Council. What did they accomplish that went significantly beyond the expectations of thier volunteer position?
3. Explain how the candidate's service has benefited GSEP as a whole, rather than only an individual troop, service Unit, or geographic area. Identify specific Council-wide initiatives, improvements, or accomplishments resulting from their leadership.
4. What lasting or measurable impact has the candidate made on GSEP? Describe specific outcomes and explain how their contributions have strengthened the Council or its ability to serve girls.
5. Share a specific example of how the candidate has demonstrated inclusive behaviors and helped create a welcoming environment where girls, families, or volunteers feel valued, respected and included.
6. Is there any other information you would like to include about this nominee and their impact?

Endorsement Form Prompts: **4 Endorsements Required**

1. Describe a specific contribution you have personally observed that demonstrates the candidate's extraordinary commitment to GSEP. How did their actions go beyond the expectations of their volunteer role?
2. What significant or lasting difference has the candidate made across the Council? Share a specific example that demonstrates the scope and impact of their service.

Service Unit Led Volunteer Appreciation

Healthy Service Units plan an annual Volunteer Recognition event, generally in the Spring, with the intent of honoring and recognizing the impact and effort of local volunteers.

All awards given by the Service Unit are…

- Purchased by the Service Unit
- Selected by the Service Unit
- Presented at a Service Unit Event

Awards Given by the Service Unit

The following are the awards granted by the Service Unit team for local volunteers. In addition to the four GSUSA/GSEP formal awards below, Service Units can choose to create and present additional awards designed by the Service Unit.

VOLUNTEER OF EXCELLENCE AWARD

	The GSUSA Volunteer of Excellence Award recognizes a volunteer who has contributed outstanding service while partnering directly with girls in any pathway to implement the Girl Scout Leadership Experience.
Criteria:	- The candidate is an active, registered Girl Scout member. - II. The candidate has contributed outstanding service in support of the council's mission-delivery - goals in one or more of the following areas: Membership Development/Community Cultivation, - Volunteer Relations and Support, Program, Leadership and Governance, Fund Development, and - Council Support Service to girl and adult members. - III. The service performed is above and beyond the expectations for the position held. - IV. The candidate actively recognizes, understands, and practices the values of inclusive behaviors.
Endorsements	2 Endorsement Required

FRIEND OF GIRL SCOUTING SERVICE UNIT AWARD

	The Friend of Girl Scouting Service Unit Award recognizes groups, community members, or individuals who have supported Girl Scouting in the community by offering meeting space, troop sponsorship, storage facilities, or another token of support.
Criteria:	- The recipient does not need to be a registered Girl Scout. - II. The service performed by the candidate is above and beyond the expectations for the - business or organization
Endorsements	2 Endorsements Required

NUMERAL GUARD (5-30 Years)

	The Numeral Guard is a longevity recognition for an individual for their total years of registered membership, including years as a girl and as an adult member.
Criteria:	- Years do not need to be consecutive - Pins are available in five-year increments - Form required for adults only. To purchase pins for girls, contact any GSEP Retail Shop. - Individuals track their total years and work with their service unit to receive their pin(s)
Submission Form	LINK

YEARS OF SERVICE PIN (5-20 Years)

	The Years of Service Pin is a longevity recognition for an adult volunteer's dedication to Girl Scouting
Criteria:	- Years do not need to be consecutive - Pins are available in five-year increments - Individuals track their total years and work with their service unit to receive their pin(s)
Submission Form	LINK

Service Unit Process

Each Service Unit typically appoints a Recognitions Coordinator or appointee who will manage the volunteer recognition for their area. Service Units determine their own timeline for nomination deadlines and awards presentation. They will manage the approval and next steps for each recognition.

Suggested documentation for formal awards

- Service Unit Awards Nomination Form
- Service Unit Awards Endorsement Forms (2 per nomination)

Purchasing the Formal Awards

The Service Unit can purchase the awards at any time at any GSEP Retail Shop. The cost of pins is the responsibility of the Service Unit and subject to change.

- Volunteer of Excellence Pin	$20.00
- Friend of Girl Scouting Service Unit	FREE
- Membership Numeral Guard	$4.00-4.25
- Years of Service Pin	$6.50-7.00

Frequently Asked Questions

Where are the details for other Council Wide Awards?

We are using this first set of awards to test out several new aspects of our volunteer awards program. We'll release information about the Council Excellence and Legacy Awards closer to the start of the new membership year. Nominations for those awards will open on 10/1.

How will you decide who is granted an award?

All award winners are selected by the Volunteer Adult Recognition Committee. This group of volunteers will review all the award nominations and endorsements, compare them to the criteria, and determine the volunteers who most robustly reflect the spirit of the award. Only complete nominations with the required number of endorsements will be considered.

If someone I nominated does not win, can I receive feedback about the rationale?

Depending on the volume of award nominations, we will attempt to provide some general information about why awards were not granted to specific volunteers. If there are a significant number of nominations, that feedback may be somewhat delayed.

Will nominees know if they win an award in advance of the event?

Yes! We plan to inform all award winners prior to the event where we will honor winners. At that time, we'll share information about how to join the specific event honoring them.

What if a nominee wins, but cannot attend the event?

We will ensure all winners receive their award and any additional information that goes along with that reward by mail or with a delivery to a Service Unit meeting.

Who can nominate a volunteer for an award? Nominations can be made by other volunteers, caregivers, and Girl Scouts. A volunteer cannot nominate themselves or have a family member nominate them. Additionally, GSEP staff cannot nominate volunteers.

Who is an appropriate person to endorse a nominee for an award? Nominators cannot also endorse a nominee. Additionally, volunteers being nominated cannot endorse themselves. Family members and GSEP staff cannot serve as endorsers. For any troop level awards, the endorser must be a caregiver of a Girl Scout in the troop. For Service Unit and Council Level awards endorsers can be other volunteers, Girl Scouts, or caregivers.

What happens if an endorsement or nomination is incomplete or submitted late? Only nominations and endorsements fully completed by the deadline will be considered to win an award.

What happens once a nomination or endorsement is submitted?

Upon submission, you will receive a confirmation email to the email address you provided in the form. Nominations will be reviewed throughout June. Winners of Service Unit Level Awards will be notified by the end of July and will be presented their awards during the Service Unit Leadership Kick Off at Valley Forge on 8/9/26. Winners of the Troop Level Awards will be notified by late September and will be invited to join the Fall Adult Lead and Learn at Laughing Waters on 10/24/26 to receive their award.

How do I submit my Years of Service and/or Numeral Guard information?

Click on the below links to submit your Years of Service and Numeral Guard. Years of Service 25 and above and Numeral Guard 35 and above will be celebrated during the Council Excellence and Legacy Awards in May 2027.

- Numeral Guard 5-30
- Numeral Guard 35 and above – purchased and honored by Council
- Years of Service 5-20
- Years of Service 25 and above – purchased and honored by Council