

GSCB Volunteer Appreciation & Recognition Handbook

Table of Contents

- Volunteer Recognitions..... 3
 - GSUSA National Recognition..... 3
 - Juliette Gordon Low World Friendship Medal..... 3
 - GSCB Council Recognitions 4
 - GSCB Board Approved Recognitions 4
 - GSCB Service Unit Recognitions 7
- Standout Nomination and Endorsement Tips 9
 - Presentation Matters..... 9
 - Be Goal-Oriented..... 9
 - Know your Audience..... 9
 - Identify Volunteers Beyond Main Roles 9
- Girl Scout Years of Service and Numeral Guards..... 10
 - Numeral Guards 10
 - Years of Service 10
- Other Girl Scout Recognitions 10
- Volunteer Appreciation 11
 - Informal Appreciation Ideas..... 11
- Adult Uniform Guide 12
 - Uniform Basics 12
 - Position Pins 13
- Thank you!..... 13

Volunteer Recognitions

Volunteer recognition is a way to honor our adult volunteers whose service directly or indirectly supports the girl experience in Girl Scouting. Honoring the service of our adult volunteers for their strong commitment and devotion to Girl Scouting is an established part of the Girl Scout experience.

Showing appreciation for each other is a good way to show respect, relate to each other's strengths and to build mutual commitment. Recognitions are tangible and visible reminders of rewarding relationships between volunteers and Girl Scouting.

All recognitions noted in this packet may be granted to a deserving Girl Scout only once during his or her Scouting experience.

GSUSA National Recognition

Juliette Gordon Low World Friendship Medal

Those nominated for the World Friendship Medal are individuals or councils who provide and promote girl-led global opportunities and global Take Action Projects. They demonstrate a long-term commitment and dedication to promoting and expanding the global dimension of Girl Guiding and Girl Scouting. They support and promote the Juliette Low World Friendship Fund or other Girl Scouts of the USA global funding opportunities. They have led an effort that created resources and activities that they promoted and implemented to increase the global dimension of Girl Guiding and Girl Scouting to the council and the larger community. This nominee also has been recognized over the past several years—by a council, girl and adult members, and the larger community—as a leader who leverages the global understanding and impact of Girl Guiding and Girl Scouting.

JGL World Friendship Medal Nomination Example

Troop Leader who has a passion for travel, international volunteering and Girl Scouting who has served as the Council's Global Volunteer Liaison for four years. In this role, she was tasked with increasing the global dimension of Girl Scouting throughout both the council and the community at large. She began by collaborating with council membership staff members to identify the most underserved girls in the council's jurisdiction. She found a huge opportunity for growth among Hispanic girls and volunteers, specifically within the Honduran community, spanning several urban and rural areas. By reaching out to the leaders and those communities, she forged partnerships and led girl and volunteer-recruitment efforts that brought a 68 percent increase in girl membership and a 72 percent increase in adult membership over four years.

She also helped launch a twinning opportunity with a Honduran school for daughters of single moms. Through this partnership, the volunteer helped 15 Girl Scouts plan and attend an international trip to Honduras to help build and supply a new library for a local school. During her four years as Global Volunteer Liaison, she led two other international trips to World Association of Girl Guides and Girl Scouts World Centers for 35 Girl Scout Ambassadors. She also has spoken and shared her experiences at each bi-annual volunteer enrichment workshop, encouraging and recruiting other Girl Scout volunteers to lead trips to the five World Centers.

In addition to sharing her passion and expertise in global Girl Scouting, this volunteer has been a regular contributor to the Juliette Low World Friendship Fund and has spoken to ten local corporations about financial support for the fund.

Nominee Criteria

- ✓ Registered Member
- ✓ Background Checked

Nomination and Approval Process

- ✓ Submit a nomination using the [GSUSA Nomination Form](#)
- ✓ Have peers submit TWO letters of endorsement (directions found on GSUSA Nomination Form)
- ✓ Nominations and Endorsements Mailed to:
Vice President of Global Girl Scout
Girl Scout of the USA
420 Fifth Ave., New York, NY, 10025
- ✓ Approval is completed by the GSUSA National Board of Directors

Recognition Delivery

- ✓ Honorees are acknowledged at the discretion of Girl Scouts of the USA National Board of Directors

GSCB Council Recognitions

GSCB Board Approved Recognitions

Board Approved Recognitions are an esteemed way to recognize your peers that leave you in awe. Volunteers nominated for these recognitions are gamechangers, not just for their Troops but also for their Service Unit and maybe neighboring Service Unit(s) too! They plan and/or host events for Girl Scouts near and far. They partner with other organizations to serve the community, grow awareness for causes (not just Girl Scouting) and create opportunities for Girls to learn, grow, give back and so much more!

GSCB Recognitions

- ✓ Evergreen Pin
- ✓ Seagull Pin
- ✓ GSCB Pin
- ✓ Beacon Award

GSUSA Recognitions

- ✓ Appreciation Pin
- ✓ Honor Pin
- ✓ Thanks Badge
- ✓ Thanks Badge II
- ✓ President's Award

Nominee Criteria:

- ✓ Registered Girl Scout Member
- ✓ Approved Background Check on record
- ✓ Adult Member has completed their respective role agreements and training
- ✓ Adult Member doesn't have Council Debt or a pending Financial Misuse Investigation
- ✓ Individual actively recognizes, understands, and practices the values of inclusive behaviors






Nomination and Approval Process – Submission deadline is December 31st, annually

- ✓ GSCB Member submits a Nomination using the [GSCB Board Approved Award Nomination Form](#)
- ✓ Peers submit required Endorsement using the [GSCB Board Approved Award Endorsement Form](#)
- ✓ GSCB Board Approved Recognitions s Committee reviews all nominations and endorsements
- ✓ GSCB Board Approved Recognitions s Committee recommends approvals to Board of Directors
- ✓ GSCB Board of Directors votes on recommendations
- ✓ GSCB Staff Member notifies all nominators and invites awardees to the Annual Meeting

Recognition Delivery

- ✓ Honorees are acknowledged at the GSCB Annual Meeting

GSCB Board Approved Recognitions

Recognition	Endorsements	Examples
 <p>Appreciation Pin Awarded to a volunteer or staff member providing exemplary service in support of delivering the GSLE, whose service has measurable impact on one geographic area, and helps GSCB reach or surpass its goals for that area</p>	2	Diana Vinson was innovative in coordinating a new Family Partnership Fundraiser for her Service Unit, introducing Dessert Wars which raised more than \$500 and was open to girls in other Service Units.
<p>Evergreen Pin** Awarded to Volunteer(s) delivering outstanding Outdoor Programming to at least one Service Unit or Program Grade Level <i>Eligible three years post Appreciation Pin</i></p>	3	For a volunteer who used their training in Outdoor to host a council wide event for girls to camp overnight at Camp Todd. Every girl who attended earned 3 badges. To make the event a success, 25 volunteers got the needed training to meet ratios and facilitate programming.
 <p>Honor Pin Awarded to a volunteer or staff member providing exemplary service in support of delivering the GSLE, whose service has measurable impact on two or more geographic areas, and helps GSCB reach or surpass its goals in those areas</p>	3	Keli Witt saved the day in finding the Service Unit a new cookie cupboard location with days to spare. She started a S'more tasting event as well, she promotes area events and ensures that girls know every opportunity they can take advantage of to enhance their experience in Girl Scouting. Keli has been an exceptional asset to her Service Team in driving membership and participation.
 <p>Seagull Pin Awarded to volunteer in any role within the service unit whose service impacts the entire council <i>Only one Seagull Pin awarded annually</i></p>	3	Michelle Metcalf partnered with a local church to offer an event series called Girl Scout Sundays. She continued to partner with this church to offer a summer outreach program. Additionally, she coordinates a Give Thanks dinner, and girl programs, including Red Cross Emergency Response training to girl members across multiple Service Units.
 <p>Thanks Badge Awarded to a volunteer or staff member whose service has had an exceptional, measurable impact on meeting the mission delivery goals of the entire council or the entire Girl Scout Movement</p>	4	Brenda Bilous serves as a Leader to three troops, Service Unit Manager, and Council Trainer. She also led a summer sampler troop. Her roles as SUM and Troop Leader inspire and motivate her peers. Additionally, her roles as Trainer and an Outreach facilitator impacted the council at large. In her roles she has enabled other volunteers to introduce the Outdoors and the GSLE to girls throughout the Peninsula. As an Outreach Facilitator she has enabled girls to experience Girl Scouting who would not normally be able to participate.
 <p>Thanks Badge II Awarded to a previous Thanks Badge recipient (volunteer or staff member) who has continued to provide exemplary service <i>Individual has achieved Thanks Badge</i></p>	5	Cheryl Price served as Director of Summer Roundup which required organizing programs volunteers, and girls creating opportunities for girls across council to have a summer resident camp experience. She is trained as a facilitator for various Outdoor activities, also supports camp as a Kitchen Manager and has worn the hat of Gold Award advisor a few times.

GSCB Board Approved Recognitions

Recognition	Endorsements	Examples
<p style="text-align: center;">GSCB Pin**</p> <p>Awarded for continued service that impacts the entire council or Girl Scout movement after the Thanks II has been earned.</p> <p style="text-align: center;"><i>Individual has achieved Thanks and Thanks Badge II</i></p>	4	NEW! Examples to come!
<p style="text-align: center;">President's Award</p> <p>Awarded to a Service Unit or a Program Delivery Team within a Service Unit who significantly contributed to one or more council goals in the following areas: Membership Growth, Membership Retention, Fund Development, or Public Relations and visibility in their community</p>	3	<p>Service Unit 24 started a relationship with the low-income housing for Senior Citizens in their community. This relationship now serves the community and Service Unit with a partnership that includes supplying and distributing Thanksgiving meals to the residents. Turkeys are supplied by the City of Wilmington and the girls in the Service Unit provide the side dishes. Serving greater than 150 tenants.</p>
<p style="text-align: center;">Beacon Award*</p> <p>Awarded to registered Girl Scout who has provided exceptional, outstanding service that benefits the total Council or entire Girl Scout Movement far beyond the call of duty as a Girl Scout Volunteer.</p> <p style="text-align: center;"><i>Individual has achieved Thanks and Thanks Badge II</i></p>	Board of Directors and CEO	<p>Joan was Girl Scout growing up, worked on staff at GSCB, was a leader, and an "Area Chair." She is a member of the Archives Committee, Women of Distinction Committee, Community Development Committee, served on the Board of Directors. If there is a service position, I'm willing to bet that Joan has had that position. Joan also chairs the Catholic Committee on Girl Scouting, where she has touched many lives by helping girls earn the Catholic Awards. She has been a Girl Scout for 75 years. I can't even begin to imagine the number of lives she has influenced in that time. You have probably seen Joan at several events throughout the entire peninsula—because Joan is willing to travel to wherever she is needed. In 2016, Joan received the Order of the First State from then Governor Jack Markell for her work on behalf of Girl Scouts of the Chesapeake Bay. Joan lives and breathes Girl Scouts.</p>

*Nominated by the Board of Directors to the CEO

** Design pending

GSCB Service Unit Recognitions

Service Unit Recognitions are a great way to acknowledge the hard work and efforts of your local service unit and troop volunteers! These peers inspire you with their great ideas, offer their resources to lighten your load or are simply exemplary in their passion and enthusiasm for Girl Scouting.

Giving and receiving recognition should be an intentional part of the volunteer lifecycle. Be creative in recognizing volunteers! Think “outside the box” when determining how your Service Unit can best recognize the unique talents and contributions of a member. You are empowered to recognize your peers in ways that are approved by your Service Unit and can vary from the process and recognitions established at GSCB.

Expressions of gratitude vary, from informal words of thanks to formal acknowledgment at a meeting, from troop greetings made by girls to an official recognition. Recognition should fit the service rendered and the individual or group recipient. At certain times a symbol made by the girls would be appropriate; at other times a purchased token would be more meaningful. Presenting the recognition or token of esteem at a suitable ceremony not only enhances the expression of appreciation, but it also increases the significance for the recipient. Appropriate GSCB publicity about the recognition, the guest list for the ceremony and the verbal presentation will make the expression of gratitude memorable. These recognitions are reviewed on a rolling basis – there is no firm deadline.

GSCB Service Unit Recognitions

- ✓ Green Angel Patch
- ✓ Volunteer of Excellence Pin
- ✓ Rising Star Pin
- ✓ Unforgettable Cookie Pin
- ✓ Honey Roasted Rockstar Pin
- ✓ First Year Leader Patch

Nominee Criteria

- ✓ Registered Girl Scout Member
- ✓ Approved Background Check on record
- ✓ Adult Member has completed their respective role agreements and training
- ✓ Adult Member doesn't have Council Debt or a pending Financial Misuse Investigation
- ✓ Individual actively recognizes, understands, and practices the values of inclusive behaviors.

Nomination and Approval Process – Service Units with a Recognitions Committee

- ✓ Service Unit Recognitions Committee receives and reviews the nomination(s) and forwards request to GSCB.
- ✓ Submit a Nomination using the [GSCB Service Unit Approved Award Nomination Form](#)
- ✓ Volunteer Support Specialist will coordinate sending the recognitions materials to Service Unit



Nomination and Approval Process – Service Units without a Recognitions Committee

- ✓ Submit a Nomination using the [GSCB Service Unit Approved Award Nomination Form](#)
- ✓ Ask one peer to submit an Endorsement using the [GSCB Service Unit Approved Award Endorsement Form](#)
- ✓ Volunteer Support Team will review the submissions against criteria and provide approval or denial
- ✓ Volunteer Support Specialist will communicate with the Service Unit and coordinate sending the recognition materials

Recognition Delivery

- ✓ Honorees are presented with the recognition at the local Service Unit Level

GSCB Service Unit Recognitions

Recognition	Endorsements	Examples
 <p style="text-align: center;">Green Angel Patch Awarded to a volunteer whose service is outstanding and creative</p>	1	Kelly is an active and creative leader that is regularly developing and delivering interesting and engaging programming for girls in both her troop and the Service Unit. Kelly has stepped up in many ways and now supports her community in the Service Unit Role. She has a positive attitude and provides constructive feedback to drive improvement for girls.
 <p style="text-align: center;">Volunteer of Excellence Pin Awarded to a volunteer who has contributed outstanding service while partnering directly with girls in any pathway to implement the Girl Scout Leadership Experience or have contributed outstanding service in support of GSCB's mission to girl and adult members</p>	1	Michelle is a great community advocate with her passion for her community extending to the girls in her troop. Michelle has done a fantastic job of exposing her troop to community government, on the local and state level. She has taken her troop across the state of Delaware to perform community service, even contributing ornaments for the Delaware state tree at the National Christmas tree lighting in Washington, D.C.
<p style="text-align: center;">Rising Star** Awarded to a volunteer who puts her/his goals into action, pursues leadership positions and perseveres through challenges <i>Eligible three years post Green Angel Patch</i></p>	1	NEW! Examples to come!
<p style="text-align: center;">Unforgettable Cookie** Awarded to a volunteer who continues to support the Cookie Program at the Troop and/or Service Unit level year after year <i>Eligible three years post Green Angel Patch</i></p>	1	NEW! Examples to come!
<p style="text-align: center;">Honey Roasted Rockstar** Awarded to a volunteer who continues to support the Fall Product Program at the Troop and/or Service Unit level year after year <i>Eligible three years post Green Angel Patch</i></p>	1	NEW! Examples to come!
<p style="text-align: center;">First Year Leader Patch* Awarded to a first year Troop Leader(s) who have completed one year of service and plan to continue to lead an active Troop*</p>	N/A	Melanie started a brand new Brownie troop for the 2020-2021 Membership Year. Completing training, building a team of volunteers, and leading Girl Scouts through a number of experience. Melanie has committed to continuing her troop for the 2021-2022 Membership Year and is excited to expand her Girl Scout knowledge.

*The First Year Leader Patch will be automatically provided at the beginning of each year to leaders that meet the defined criteria.

** Design pending

Standout Nomination and Endorsement Tips

Presentation Matters

- ❖ Type your nomination or endorsement where you can run spellcheck and transfer your content to the form using copy and paste functions.
- ❖ Try to minimize filler words and go beyond saying things like “she just always steps up” and “she really loves Girl Scouting.” We know all volunteers make a difference, detail what makes this one irreplaceable!

Be Goal-Oriented

- ❖ Who did what, where was it done, how was it done, and what was the outcome? Think of an interview where you might use the SAR format, what was the Situation? What Actions were taken? What was the Result? OR a SMART objective, this person was tasked with tackling a problem or achieving a goal so be Specific, include Measurables, detail Actions taken, what was Realistic, and what was the Timeline?
- ❖ Remember excellence doesn’t always mean winning. You may nominate someone for not achieving a goal but coming very close and learning along the way. Behaviors and the ability to pivot, overcome, innovate, and demonstrate resilience are all phenomenal ways to be excellent, show passion for Girl Scouting, and make a difference for the organization.

Know your Audience

- ❖ The Board Approved Recognitions Committee will be reviewing all GSCB Council level nominees – and most of them have done this before! The committee may not know the volunteer that you are nominating, so paint a clear picture of your nominee and why they are amazing. It doesn’t need to be a formal school paper, but it should tell the Committee exactly what they need to know to make an informed decision.

Identify Volunteers Beyond Main Roles

- ❖ Leaders aren’t the only ones who are amazing! Remember to nominate your Adult Members, Admin Volunteers and Troop Support Volunteers. You can have helping hands that don’t work with money or girls and therefore don’t have a Background Check, but don’t let that recognition requirement deter you.

Developing Impactful Nomination Statements		
Initial Statement	Additional Consideration	Stronger Statement
“She has been a leader for a long time.”	How many years? Serving which levels in that time?	“For 11 years, she has led a large troop for Daisies preserving through difficult middle school years, to their current Senior Troop.”
“She is a great leader.”	What kind of leadership qualities does she exhibit? What makes her stand out amongst other leaders?	“She continually brings leadership opportunity to the girls. She encourages a girl-led approach by allowing girls to vote on and implement their activities.”
“She always goes above and beyond.”	Be specific. Tell a story about the benefits those around her received due to her efforts	“Her troop voted to start aMuse Journey. Because she has never considered herself a “creative soul” when it came to artistic endeavors, she recruited troop parents, artists, and actors as resources for the girls to draw from. As a result, the girls have had a great time meeting community expert and discovering parent talent in their own troop. They now have several opportunities for Take Action projects.”

Girl Scout Years of Service and Numeral Guards

Numeral Guards



The Numeral Guard recognizes the combined number of years accumulated as a registered member, girl, and adult, in five-year increments. All numeral pin recipients should be recognized at the Service Unit level.

Numeral Guards can be purchased for volunteers via Girl Scout Shop [here](#).

Years of Service





Years of Service is a longevity recognition for an adult volunteer's dedication to Girl Scouting, presented in five-year increments. Years of volunteerism do not need to be consecutive. GSCB provides Service Units with their requested years of service pin.

The Service Units must complete the [GSCB Request for Years of Service Pins](#) request form annually. Providing the quantity of pins by year and names of the recipients.

GSCB recognizes individuals with 15+ years of service at the GSCB Annual Meeting, as submitted by the Service Units. All submissions must be received by March 15th annually for recognition at the GSCB Annual Meeting.

Other Girl Scout Recognitions

Other Girl Scout Recognitions	
Other Girl Scout Recognitions	Description
<p>Grade Level Volunteer Pins</p>	<p>Volunteer pins are available for each grade level and for general volunteers. These volunteer pins are not earned but are often given in recognition of service supporting girls in a particular program level in a variety of ways. Examples might be to present the pin to recognize completing the first year as a troop leader or for bridging to a new program level.</p>
<p>Girl Scout Gold Award Alliance</p>	<p>The Girl Scout Gold Award Alliance Pin is worn by members of a council's Girl Scout Gold Award Alliance. As established by the National Council in 1993, the purpose of the Girl Scout Gold Award Alliance represents an elite group of women who have achieved the Highest Award in Girl Scouts since 1916. These women include those who earned the Golden Eagle of Merit, Golden Eaglet, Curved Bar, First Class, and the Girl Scout Gold Award. They are recognized for their embodiment of community leadership and leave behind a sustainable legacy.</p>
<p>Lifetime Membership Pin</p>	<p>The Lifetime Membership Pin may be worn by any adult who is a lifetime member of Girl Scouts of the USA. This pin is a gold-filled disc featuring the open Trefoil, three girls' profiles or an eagle logo with laurel at the bottom. It can be worn on the right side of the uniform above the personalized identification pin and can be purchased by or given as a gift to any lifetime member. Pin may be purchased from Girl Scout Shop here.</p>

Other Girl Scout Recognitions	
Other Girl Scout Recognitions	Description
Religious Recognitions 	Several religious groups have recognitions for adults who have given distinguished service by working with young people through Girl Scouts of the USA or other youth agencies. More information can be found here .
Bridge to Adult Girl Scout Award 	This recognition honors those who have bridged from a Girl Scout Ambassador to an adult Girl Scout.

Volunteer Appreciation

Recognizing volunteers is easy and doesn't have to take a lot of time! It's important to show appreciation when you feel thankful.

When should volunteer be appreciated and recognized?

All the time! In a culture of appreciation, recognition is not a singular event, but a continuous demonstration of appreciation. Below are a few special times to consider recognizing volunteers:

- ❖ Juliette Gordon Low's Birthday – October 31st
- ❖ Thinking Day - February 22nd
- ❖ Girl Scout Birthday/Week – March 12th
- ❖ Volunteer Appreciation Day – April 22nd
- ❖ National Volunteer Week
- ❖ Year-end Ceremony

Informal Appreciation Ideas

- ❖ A display of photos in the community honoring individuals or troops who have given outstanding service
- ❖ A framed photograph of the Girl Scouts who participated in a particular project or event
- ❖ A thank you statement published in community newsletter or paper, or broadcast on radio or television
- ❖ Plant a tree in the person's name
- ❖ Dedicate a garden or play area in the person's name or donate equipment to a local service unit
- ❖ Mention at an appropriate meeting
- ❖ A Girl Scout gift item - available through the Bay Shop or GSUSA store
- ❖ [Volunteer Appreciation Certificate](#) - Use this generic certificate to recognize any volunteer for any exceptional service to Girl Scouts of the Chesapeake Bay!
- ❖ [Volunteer Recognition Card](#) - This simple "congrats" message is perfect for accompanying an informal recognition.
- ❖ [Volunteer Gift Tags](#) - Print and cut out these Thank You gift tags.
- ❖ [Share their story with us](#)—we may feature them on our social networks and other publications
- ❖ Send a thank you note or card
- ❖ Give a simple, verbal thanks or go for a high five

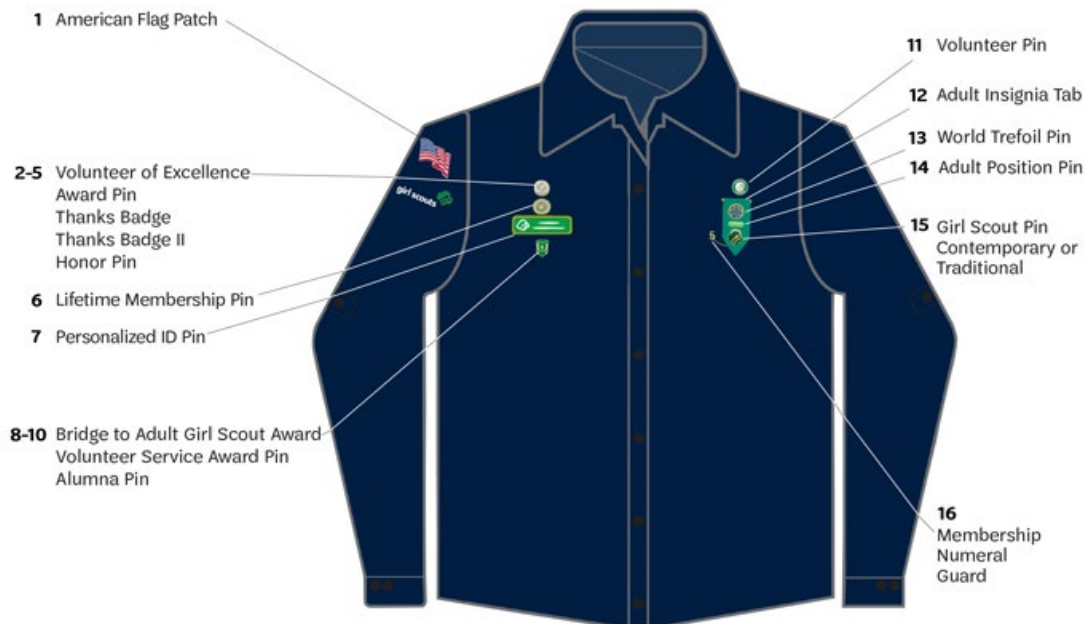
- ❖ Provide mentoring opportunities, help develop their leadership skills, or be a professional reference
- ❖ Give a shout-out on your troop's, group's, or your personal Facebook account or on other social media (Make sure you have permission to post photos of fellow volunteers/girls and don't forget to tag @gschesapeakebay!)
- ❖ Recommend and endorse them for skills on their professional LinkedIn page
- ❖ Share positive feedback
- ❖ Promote them to new roles
- ❖ Personalize one of our super cute and free thank-you cards.
 - [Daisies | Brownies | Juniors](#) (PDF)
 - [Cadettes | Seniors | Ambassadors](#) (PDF)
- ❖ Choose a project from [Girl Scouts at Home](#) to make and give to them.

Adult Uniform Guide

Uniform Basics

Adult members' uniform is navy blue business attire with the official pins and recognitions either pinned to their attire or a navy adult vest. Women complete their uniform by wearing an official Girl Scout scarf and men wear a Girl Scout tie.

If an adult has earned more than one special recognition (Appreciation Pin, Thanks Badge, or Honor Pin), the last one received is generally the one worn.

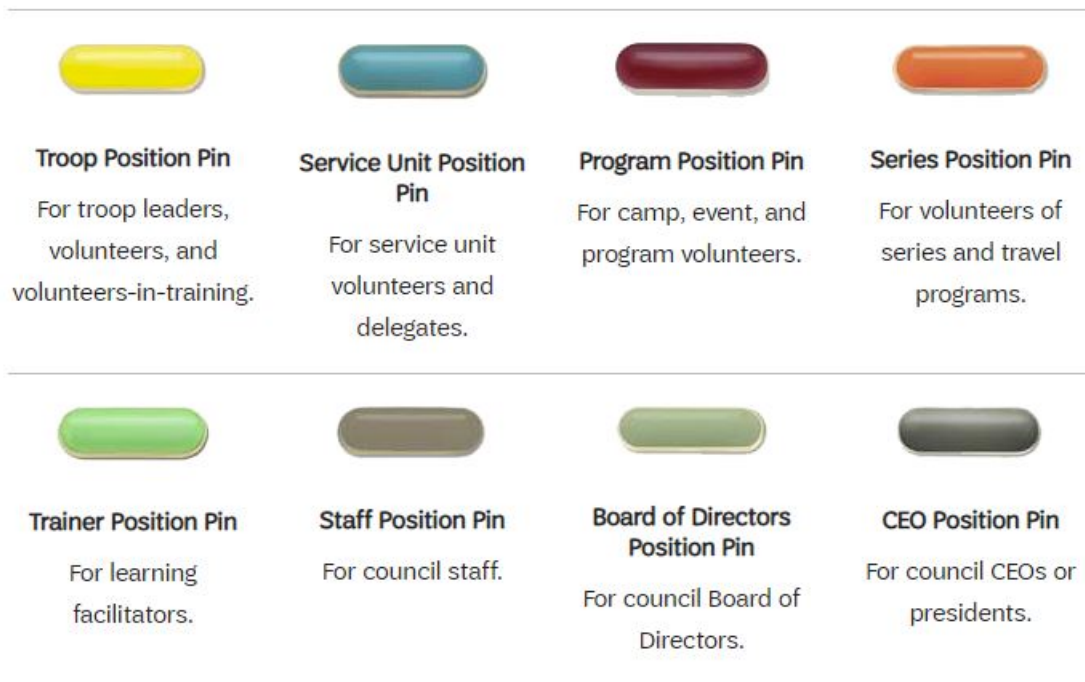


1. **American Flag Patch** – This patch identifies Girl Scouts living in the USA.
2. **Volunteer of Excellence Award Pin** – This recognition recognizes volunteers who have contributed outstanding service.
3. **Thanks Badge** – This pin honors an individual who has had an exceptional, measurable impact on Girl Scouts.
4. **Thanks Badge II** – This pin honors a previous Thanks Badge recipient who has continued to provide exemplary service.

5. **Honor Pin** – This pin recognizes an individual’s exemplary service in two or more geographic service areas.
6. **Lifetime Membership Pin** – Signifies that the adult is a registered lifetime member of Girl Scouts.
7. **Personalized ID Pin** – A name tag that can be ordered through your local Girl Scout shop to wear at Girl Scout events.
8. **Bridge to Adult Girl Scout Award** – This recognition honors those who have bridged from a Girl Scout Ambassador to an adult Girl Scout.
9. **Volunteer Service Award Pin** – This pin recognizes an adult member for years of active volunteer service at five-year intervals.
10. **Alum Pin** – This pin honors Girl Scout Alum.
11. **Volunteer Pin** – This pin signifies you are a Girl Scout volunteer.
12. **Adult Insignia Tab** – This tab holds the World Trefoil pin, your corresponding adult position pin, and your Girl Scout Membership pin.
13. **World Trefoil Pin** – This pin shows that you are part of the World Association of Girl Guides and Girl Scouts (WAGGGS).
14. **Adult Position Pin** – Represents your role within the organization (see “Position Pins” below).
15. **Girl Scout Membership Pin Contemporary or Traditional** – This pin signifies that you are a member of Girl Scouts.
16. **Membership Numeral Guard** – These numerals show the total number of years (not necessarily continuous or consecutive) of registered membership.

Position Pins

Adult Girl Scout members wear position pins to indicate their present position within the organization.



Thank you!

Girl Scouts of the Chesapeake Bay is fortunate to have so many outstanding volunteers who share their time and talents with us. Thank you for your support in recognizing the many outstanding volunteers that contribute to our success. Every single day, our volunteers are making a difference in the lives of

girls across the DelMarVA Peninsula. Remember, recognition comes in all forms and can go a long way in helping someone feel appreciated. Girl Scouts volunteers are amazing, lets ensure that they know it!

If you are not sure where begin, talk to others in your service unit or connect with your Volunteer Support Specialist.