

RECOGNITION MYTH BUSTERS

- 1) **FICTION:** Service Units may honor only one outstanding leader and one outstanding volunteer with awards annually.
- 1) **FACT:** Any number of Outstanding Leader and Outstanding Volunteer pins may be awarded in any given year. Some years there could be several; some years there may be none. If an area needs to “catch up”, it might be desirable to spread the awards over several years so that the “specialness” of receiving an award is not diminished.
- 2) **FICTION:** Only one “big” recognition a year should be given in an association.
- 2) **FACT:** If there is more than one deserving volunteer, all can and should be recognized. There is no limit to the number of persons who can be honored!
- 3) **FICTION:** It is really hard to get an award approved by the Council Recognition Panel.
- 3) **FACT:** The Council Recognition Panel is committed to recognizing deserving individuals and approves almost all nominations. Occasionally more information or stronger documentation of exceptional service might be requested.
- 4) **FICTION:** Spring is the best time of year to recognize people.
- 4) **FACT:** It is appropriate and desirable to recognize people any time, unofficially or officially! Nomination packets for GSUSA or GSCNC awards needing Council Recognition Panel approval may be submitted at any time of the year. The Panel will meet as necessary to act on nominations. Nomination packets must be received 8 weeks before the proposed presentation date.
- 5) **FICTION:** A Thanks Badge can be presented only at the Annual Meeting Recognition Luncheon in April.
- 5) **FACT:** It is recommended that the Thanks Badge be presented at the Annual Meeting Recognition Luncheon because of the council-wide nature of this award. However, the most important consideration is that the presentation is meaningful to the recipient, and so giving the Thanks Badge at the association or even service unit level may be appropriate.
- 6) **FICTION:** Recognition training never “expires”.
- 6) **FACT:** Revisions to 390 and 391 classes have been made as recently as spring of 2007, and both handouts have been greatly expanded.

7) **FICTION:** Some Girl Scout volunteers do not want to be recognized. They “do it for the girls”.

7) **FACT:** While volunteers do not serve with the expectation of receiving an award, they do appreciate appropriate recognition showing that their efforts are valued. When due recognition in the form of “official” awards or simple expressions of gratitude are given, girls benefit from seeing “their” adults receive public approval from peers, and newer volunteers view fellow workers as respected role models.

8) **FICTION:** It is good to keep a “schedule” of recognitions that active volunteers have received so that the “next” pin can be awarded when the required number of years are up.

8) **FACT:** While keeping accurate and current records is a very good idea, awarding recognition should not be a “check-off” process. Simply serving in one or more positions for the prescribed number of years or even longer does not automatically warrant an award. Service must always be extraordinary, exceptional and above and beyond the expectations of the position held.

9) **FICTION:** Awards are ranked and should be given “in order”. For instance, Outstanding Volunteer, then Appreciation, followed by the Thanks badge.

9) **FACT:** There is no hierarchy of awards, and awards may be requested in whatever order fits the focus and impact of a person’s service over a period of time. For example, the Thanks Badge recipient could certainly receive an Honor Pin, or Outstanding Leader, or other official award, later in his/her volunteer life.

10) **FICTION:** Recognition training classes are only for members of the Council Recognition Panel or Association/Service Unit Recognition Committees.

10) **FACT:** 390 & 391 classes are for anyone interested in recognizing adults – parents as well as leaders, Service Unit leadership teams, trainers, SDEP volunteers, and Association leadership teams.

11) **FICTION:** The Association Recognition Committee has to vote on a nomination before it can be forwarded to the Council Recognition Panel.

11) **FACT:** The Association Recognition Committee receives and approves nominations for Outstanding Leader and Outstanding Volunteer Awards and any association-specific awards. For awards approved by the Council Recognition Panel, the Association Recognition Committee (or its chairperson) reviews the nomination packets and makes suggestions if appropriate. This supportive role can strengthen a nomination. It should be noted, however, that nominations may also go directly to the panel from other persons or groups within the council.