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<th>AWARD</th>
<th>CRITERIA</th>
<th>ENDORSEMENTS</th>
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| Appreciation Pin             | • Service performed by the nominee is above and beyond the expectations for the position held  
• Service made an impact on one geographic area within the council's jurisdiction  
• Be an active, registered adult Girl Scout with approved volunteer screening on file with the council. | 1 endorsement letter with 2 signatures                                       |
| Honor Pin                    | • Service performed by the nominee is above and beyond the expectations for the position held  
• Service made an impact on two or more geographic areas within the council's jurisdiction  
• Be an active, registered adult Girl Scout with approved volunteer screening on file with the council | 1 endorsement letter with 3 signatures  
(It is suggested that 1 endorsement be from the second area of service)       |
| Thanks Badge                 | • The outstanding service performed by the nominee resulted in outcomes that benefitted the total council or the entire Girl Scout organization  
• Service is so significantly above and beyond the call of duty that no other award would be appropriate  
• Be an active, registered adult Girl Scout with approved volunteer screening on file with the council | 1 endorsement letter with 4 signatures                                       |
| Thanks Badge II              | • Has received the Thanks Badge  
• The outstanding service performed by the nominee resulted in outcomes that benefitted the total council or the entire Girl Scout organization  
• Service is so significantly above and beyond the call of duty that no other award would be appropriate  
• Be an active, registered adult Girl Scout with approved volunteer screening on file with the council | 1 endorsement letter with 4 signatures                                       |
| President's Award (Certificate) | • Recognizes the efforts of a service delivery team or committee whose exemplary service in support of delivering the Girl Scout Leadership Experience surpassed team goals and resulted in significant, measurable impact toward reaching the council's overall goals | None required                                                             |
## COUNCIL AWARDS

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| Alliance Award (Plaque)              | An organization or business that has developed a council-wide alliance that facilitates Girl Scouting on a significant level, i.e.  
- Co-sponsor council-wide activities  
- Provide a substantial in-kind gift that impacts council services                                                                 | 1 endorsement letter with 1 signature     |
| Chris Arkley Significant Impact Award|  
- Perform at a level that exceeds the expectations of the position as outlined in the position description  
- Significantly impacted one area of the council operations or policy such as:  
  - Service unit  
  - Board of Directors  
  - Council task group  
- Continued outstanding service for 3 years after receiving the Appreciation Pin  
- Be an active, registered adult Girl Scout with approved volunteer screening on file with the council                                                                 | 1 endorsement letter with 2 signatures     |
| Dennis Chew Outstanding Fundraiser Award |  
- Promote and expand business and community support to Girl Scouts of Northern California  
- Significantly contributed to a substantial increase in contributions received by the council  
- Perform at a level that exceeds the expectations of the position held as outlined in the position description                                                                 | 1 endorsement letter with 2 signatures     |
| Heritage Award                       |  
- Has been a Girl Scout member for 10 or more years  
- Promotes the history of Girl Scouts through artifact preservation, restoration, sharing and/or by planning and attending heritage events/programs  
- Is knowledgeable of the history of Girl Scouting and uses history to help the council reach its service delivery goals  
- Be an active, registered adult Girl Scout with approved volunteer screening on file with the council                                                                 | 1 endorsement letter with 2 signatures     |
| Outdoor Trailblazer Award            |  
- Provide experiences that inspire, are creative, and offer recreational and educational opportunities for girls through group interaction and self-discovery in the outdoors  
- Goes beyond a troop experience, making the outdoor experience possible for a wide number of girls through mentorship or facilitation of adults from numerous troops using the Girl Scout Leadership Experience in the outdoor program  
- Be an active registered adult Girl Scout or group with approved volunteer screening on file with the council                                                                 | 1 endorsement letter with 2 signatures     |
| Phyllis Jones Amistad Award          |  
- Has demonstrated commitment to diversity by contributing to help the council reach its strategic goal of diversity and inclusion through significantly increasing the number of diverse Girl Scouts in a troop, service unit, outreach program, or camp over a period of time (not just one event)  
- Be an active registered adult Girl Scout or a group of registered Girl Scouts (group can be a service team, group of teens, or group of adults)  
- Have approved volunteer screening on file with the council if adults are working with girls                                                                 | 1 endorsement letter with 3 signatures     |
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| Maud Whalen Continued Exceptional Service Award | • Previously received the Honor Pin  
• Significantly contributed to meeting one or more council goals in membership growth and retention, fund development, or increased community visibility in two or more geographic areas over a sustained period of time  
• Consistently perform at a level that exceeds the expectations of the position as outlined in the position description  
• Serve as an exceptional role model for other adults and girls  
• Be an active, registered adult Girl Scout with approved volunteer screening on file with the council  

| ENDORSEMENTS | 1 endorsement letter with 3 signatures  
(It is suggested that 1 endorsement be from the second area of service) |

| Eleanor L. Thomas Exemplary Leadership Award | • Have an extraordinarily profound impact on girls’ lives through her/his empowerment of those girls as shown in the girls’ endorsement letters  
• Provide the girls with exceptional leadership opportunities through exemplary implementation of the girl led model for at least five years  
• Serve as an exceptional role model for girls and other adults  
• Be an active, registered adult Girl Scout with approved volunteer screening on file with the council  
• Be an active troop/group leader that has completed the required troop leadership courses  

| ENDORSEMENTS | 1 endorsement letter with 3 adult signatures  
AND 3 letters written by girls  
(Total of 6 endorsers) |

| Ruth Robertson Commitment to Excellence Award | • Provide service that essentially changes the organization for the better  
• Actively recognize, understand, and practice the Girl Scout philosophy and values  
• Demonstrate a high level of volunteer commitment in various fields  
• Demonstrate long-term commitment to the Girl Scout organization through at least ten years of service  
• Be an active, registered adult Girl Scout with approved volunteer screening on file with the council  

| ENDORSEMENTS | 1 endorsement letter with 4 signatures |

| Circle of Empowerment Award | • Empower others to deliver the Girl Scout mission by providing support, guidance, and professional development to other Girl Scout adults  
• Serve as an exceptional role model, mentor and coach whose guidance enables others to realize their full potential in Girl Scouting  
• Shares her/his passion and vision for the Girl Scout movement in a way that lights a flame in others to serve girls  
• Demonstrate long-term commitment to the Girl Scout organization through at least ten years of service  
• Be an active, registered adult Girl Scout with approved volunteer screening on file with the council  

| ENDORSEMENTS | 1 endorsement letter with 4 signatures |