



# ADULT AWARDS

**QUÉBEC**  
**2021**

*Recognizing our Adult Members  
for a job well done  
is a key component of valuing their efforts.  
Formal awards can be granted throughout the year  
and are an excellent opportunity to publicly recognize  
the Member's contribution to Guiding.  
Informal recognition in the way of a  
simple thank you, a Tip of the Hat  
or kind word of appreciation should be ongoing.  
Do it today – award a Member!*

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## STEPS FOR NOMINATING GUIDERS FOR AWARDS

- 1- **Recognize** the Member you want to acknowledge for her contribution to Guiding.
- 2- **Consult** [Awards and Recognition](#) in Member Zone or refer to pages in this booklet.
- 3- **Select** the award that matches the service of the Member you are nominating.
- 4- **Complete** the [Awards Application \(R.3\)](#). Ensure that you have filled in the information needed for the appropriate award. The nominated Member's iMIS Membership number can be obtained from the provincial office or on your Unit Roster accessible in MemberZone.
- 5- **Write** a *letter of support* about why you think this Member is deserving of the award.
- 6- **Second letter** may be required; ask another Member to write this additional letter of support for your nomination.
- 7- **Send** the Awards Application (R.3), the iMIS profile and letters of support to each Member of the awarding council, Provincial Council or to the Awards Team [gc-awards-prix@guidescanada.ca](mailto:gc-awards-prix@guidescanada.ca) for approval. In the case of a National award, send the R.3 and accompanying documents and/or fee(s) to National.
- 8- **Forward** the completed R.3 form to the provincial office once the award has been approved to ensure that the Guider's iMIS Profile is brought up-to-date.
- 9- **Decide** if the requested award is not approved, what award would be an acceptable substitution.

## FILLING OUT THE AWARDS APPLICATION (R.3)

**Nominee's Name, Membership (iMIS) Number, and Presentation Date** must all be filled in. The nominee's iMIS profile can be requested from the Provincial Office.

**Check the Award** (only one per page) that you are applying for. Take note, in the space beside the award, of the Approval Needed and Requirements.

### Approval Section

**"Recommended by"** is the Member recommending the award.

**"Local Council"** is filled in by the Awards Team Member or District Commissioner.

**"Provincial Council"** is filled in by the Provincial Commissioner (for Québec Council and National awards).

**"National Council"** is filled in by the Guiding Ambassador (National)

### ATTACHMENTS TO ACCOMPANY THE APPLICATION FORM

1. The Awards Application (R.3) lists the attachments required for each award.
2. One to four supporting letters, as required. Please review and give all letter writers a copy of "Tips for Writing a Support Letter" (page 10) and "Sample Support Letter" (page 11) as well as a copy of the Guider's iMIS profile.
3. A copy of the Guider's Membership (iMIS) Profile.
4. For the "Honorary Life Award," there is a fee that must accompany the application (approx. 500\$). The cheque is made out to GIRL GUIDES OF CANADA and must accompany the application when it is sent to the Quebec Council office. Cost of the pin: 140\$.

## Membership Pins



All girl and adult Members receive a **Membership pin provided indicating the number of years of GGC Membership. Only one Membership pin is worn at a time. Pins are provided by the District** at the beginning of each Guiding year. After 15 years, Membership pins are awarded at five year intervals. Pins for years 20 and up (5 year increments) are presented at the AGM by Provincial Council.

## Unit Guider Appreciation Award



The Unit Guider Appreciation pin is presented to each new Unit Guider in the first year of service to GGC in a Guiding Unit (Sparks, Brownies, Guides, Pathfinder and Rangers). The pin is presented by the Unit Guider's council and is only presented to a Member once. No award application is required.



## Unit Guider Award

The Unit Guider Award is presented to Unit Guiders in recognition of good service in the Unit Guider role. Nominators must provide a completed R.3 form, along with two letters of support. The award is granted by the council concerned. The years of experience are cumulative and a Unit Guider may receive any or all of the award levels during her tenure in Guiding. The bronze can be received by a Unit Guider in her first year. The award is given in three levels:



Bronze  
1-3 years



Silver  
(4-10 years)



Gold  
(11+ years)

## Commissioner Award Pin

The Commissioner Award is presented to Commissioners in recognition of good service in a Commissioner role by:



- **Leading by example**
- **Actively welcoming new Members and retaining current Members**
- **Mentoring adult Members**
- **Upholding the values of GGC**
- **Gaining the respect of Members, girls and parents**

Nominators must provide a completed R.3 form, along with two letters of support. This award is granted by the council concerned and can be presented during a Member's tenure or upon retirement.

## Merit Awards

The Merit Award is presented to adult Members for service to Guiding above the basic requirements of the position held.

In order to be considered for the Merit Award, a Member must demonstrate:

- Especially dedicated or excellent service to Guiding
- Having gone above and beyond the basic requirements of their Guiding position

The Merit Award can be awarded three times in the following order:

- Bronze Merit: For a Member's first Merit Award
- Silver Merit: For a Member's second Merit Award
- Gold Merit: For a Member's third Merit Award



Nominators must provide a completed R.3 form, along with two letters of support. This award is granted by the council concerned.

An adult Member may receive any or all of the Merit Awards during her tenure in Guiding, **but the awards must be received in the specified order.**

## Medal of Merit

The Medal of Merit Award is presented for exceptional service to Guiding above the basic requirements for the position held.



In order to be considered for the Medal of Merit, a Member must demonstrate:

- Exceptional service to Guiding, meaning they display exceptional commitment to their Guiding role
- Having gone above and beyond the basic requirements of their Guiding position

Except in special cases, **the Medal of Merit is awarded only to those who hold a Gold Merit Award.**

Nominators must provide a completed R.3 form, along with two letters of support. This award is granted by the provincial council.

## Provincial Commissioner's Honours Award - Bronze, Silver, Gold



The Provincial Honours Award is given to recognize a Guider who was involved in the planning of provincial events, camps or initiatives.

- Bronze** - Being directly involved in the planning and organization of provincial events, camps, or initiatives **twice** in one Guiding year
- Silver** - Being directly involved in the planning and organization of provincial events, camps, or initiatives **three** times in one Guiding year
- Gold** - Leading or Co-leading provincial events, camps, or initiatives in one Guiding Year

### Quebec Award



The Quebec Award is given for distinctive contributions to Guiding in Québec. The Member must be a registered adult Member in good standing with GGC and **must hold the Gold Merit award or equivalent.**

### Québec Provincial Commissioner's Award



The Québec Provincial Commissioner's Award is given to recognize a Guider(s) who has/have undertaken to plan and execute a special event on behalf of GGC-Québec Council. The Québec Guider must be an active registered Member in good standing. The Guider must Chair or Co-chair a provincial event for girls and Guiders. ***Since 2017, the new mandate of the Québec Provincial Commissioner's award will recognize a Guider(s) who, through a body of multiple leadership successes, has/have made a significant impact on Guiding for both youth and adult Members.*** The provincial commissioner determines who will receive this award. A letter of support from the provincial commissioner will be given to the Guider at the time of presentation.

### Team Award

The Team Award may be given to each Member who has been part of team that planned and carried to completion an event or project. In order to be considered for the Team Award, the Members of a team must demonstrate:



- Operating as a well-functioning team
- Planning and carrying to completion an event or project. OR
- Working well during a time of adversity.

Nominators must provide a completed R.3 form, along with two letters of support which describe the team as a whole. Team Awards are authorized by the Provincial or National Council (depending on the team level), and presented by the council concerned. A Member may receive the Team Award more than once. The Team Award is not to be presented to non-Guiding Members of a team, except with approval from the Guiding Ambassador.

### Provincial Scholarships



This year alone (2021), we are offering **2 - \$500** scholarships for youth only and the Hay Foundation is offering **2 - \$1000** scholarships for youth or adults. This scholarship is conditional on acceptance to a full-time post-secondary program at an institution of the applicant's choice. The \$500 or \$1000 scholarships will be awarded to the recipients as soon as GGC-Québec Council has received proof that the recipients are, in fact, full-time students attending the institution indicated on their applications.

Deadline to apply: June 1<sup>st</sup> [Québec Scholarship](#)



### ***Gold Thanks Pin***



The Gold Thanks Pin may be given to a girl or adult Member who has contributed in any capacity that deserves thanks. There is no specific criteria other than that a Member must have displayed service deserving of thanks. The pin is often given for one specific action, but can also be given for overall good service. Nominators must provide a completed R.3 form, along with a letter describing the nominee's service to Guiding. This award may be given at any level with the permission of the council concerned. The Gold Thanks Pin may be awarded more than once to the same Member, but consideration should be given to the presentation of a different award.

### ***Silver Thanks Pin***



The Silver Thanks Pin may be given to a non-Member who has contributed in any capacity that deserves thanks. There is no specific criteria, other than that the person must have displayed service deserving of thanks. The pin is often given for one specific action, but can also be given for overall good service. Nominators must provide a complete R.3 form, along with a letter describing the nominee's service to Guiding. This award may be given at any level with the permission of the council concerned.

### ***Provincial Letter of Congratulations***

The Provincial Letter of Congratulations can be requested from the provincial office when a situation arises which is not covered by any other form of recognition. A request for a Provincial Letter of Congratulations from the provincial commissioner requires approval from the Awards Team.

### ***Certificate of Appreciation***



Certificates of Appreciation are available to recognize service given to Guiding by Members and friends of Guiding.

### ***Letter of Commendation***

A Letter of Commendation may be given to a girl or adult Member in recognition of service to GGC. There is no specific criteria, other than that the person must have displayed service deserving of recognition. **It may be given to/from any Member or non-Member.** It may be given more than once to the same person.

### ***Tip of the Hat***



Although not an award, it's a crest to show a Guider how much you appreciate how she went out of her way to accomplish an extra task without being asked. Write-up is sent to: [qc-awards-prix@guidescanada.ca](mailto:qc-awards-prix@guidescanada.ca).

## National Awards

To make an award nomination, please fill out an [R.3 application form](#) and include any relevant letters of support. The nomination package can then be sent electronically to the appropriate council or Unit Administrator as deemed by your province. Please be sure to contact your local District Commissioner to help with your nomination submission. [National Awards](#)

### **Beaver Award**



The Beaver Award is granted by the Board of Directors to adult Members for exceptional service to Guiding at the provincial or national level. In order to be considered for the Beaver Award, a Member must demonstrate exceptional service to Guiding at the provincial or national level, and exceptional commitment to their provincial or national Guiding role.

Except in rare cases, **the Beaver is awarded only to those who hold the Medal of Merit.**

The application comes from the province to the Board of Directors. Nominators must provide a completed R.3 form, along with two letters of support. The award is granted by the Board of Directors.

### **Gold Maple Leaf Award**

The Gold Maple Leaf Award is granted by the Board of Directors to adult Members for exceptional service at the national level which contributes to the enrichment of Guiding in Canada. In order to be considered for the Gold Maple Leaf, a Member must demonstrate:



- Exceptional service to Guiding at the national level
- A meaningful contribution to the enrichment of Guiding in Canada.
- The Gold Maple Leaf is only awarded to those who hold the Beaver.

The application comes from national council to the Board of Directors. Nominators must provide a completed R.3 form, along with two letters of support. This award is granted by the Board of Directors.

### **Honorary Life Award**

The Honorary Life Award (HLA) is granted by the Board of Directors to adult Members. This prestigious award is given in recognition of ongoing, dedicated, and long-term service to Guiding. On occasion, the HLA may be awarded to a Member who has made a significant contribution to society. In addition, the HLA could be given:



- Upon a Member's retirement from active Guiding, or
- Upon a Member's completion of a significant role in Guiding that could signify the peak of someone's Guiding career, or
- In recognition of sustained, long-term, exceptional service to Guiding in a Unit Guider role.

The HLA is typically awarded after 30 years of service. Applications must be submitted through the Commissioner concerned and accompanied by the required fee (approx. \$500). Nominators must provide a completed R.3 form, along with three letters of support which clearly detail how the nominee has met the above criteria. The application comes from the province to the Board of Directors. This award is granted by the Board of Directors. Cost of the pin \$140.

### **Fortitude Award**



The Fortitude Award is granted by the Board of Directors to girl or adult Members who have shown great courage and endurance in adversity. The application comes from the province to the Board. The Award may be given posthumously in special circumstances. Fortitude must have been demonstrated within the past 12 months; however, the onset of adversity may have occurred further in the past. Posthumous applications must be made no more than one year after death.

### **Valour Award**



The Valour Award is granted by the Board of Directors to a girl or adult Member who has shown heroism in risking her life to save or attempting to save the life of another person. The Valour Award has three levels:

- **Bronze** for high risk to personal safety
- **Silver** for considerable risk to life
- **Gold** for greatest heroism and risk to life (highest award)

Applications must be made as soon as possible and no more than 12 months after the incident. The application comes from the Province to the Board of Directors. Nominators must provide a completed R.3 form, along with two letters of support. This award is granted by the Board of Directors. The cost of the pin is to the nominator i.e. approximately \$115.

### **50 Years of Membership**

Letters of recognition from the Guiding Ambassador are sent to women with 50 years of Membership and every five years thereafter. Members receive a letter and certificate from national council, and pins from their provincial council.

### **National Scholarships**



**Who can apply:** Girl and adult Members

**Application period:** Check Website [National Scholarship](#)

**Description:** We support Members in pursuing their educational goals by offering a variety of scholarships for students enrolled in a number of disciplines or a specific year of study. Members should be attending a recognized post-secondary institution, which can include a university, college or vocational school.

## TIPS FOR WRITING A SUPPORT LETTER

A letter of support for an award application is your chance to illustrate the impact of the Member's contributions to Guiding and to really highlight the nominee. Here are some tips to consider when writing a letter of support:

- Begin with an introduction which identifies the nominee, the award being applied for and a summary of the nominee's role(s) and accomplishments.
- In the body of the letter, explain why the individual is deserving of the award. Use specific examples within the letter. You can break the examples down into paragraphs and refer to her accomplishments in the areas of:
  - Guiding
  - Work
  - Personal (e.g. illness, disability, challenges, positive attitude, etc.)
  - Community (e.g. other volunteer roles)
- Be sure to include only the most relevant details, and clearly tie them to the award criteria. Why should this person receive this particular award?
- Letters can come from: Guiders, parents, girls, other volunteer organizations, employers/colleagues, teachers, etc.

**APPENDIX 1**  
**Sample Support Letter**  
(Adapted from Québec with permission)

Dear Ladies of the Award's Committee:

I am very pleased to commend Guider Leah for all her efforts as District Commissioner of our District and would like to see Leah awarded with the Commissioner Award.

Our Council noticed and continues to appreciate her commitment to Guiding and her relentless determination to promote Guiding and make it fun. We are so proud to have her as a Member of this organization. It is a joy for me to work with such a dedicated, ambitious and energetic Guider.

When Leah jumped into a new role as District Commissioner, she felt she was inexperienced, she had some great ideas and stepped up to take the lead when there were no other volunteers. She wanted to make sure that the District was well represented and also make sure that there was good communication with Province. Our District has gone through many changes since Leah's installment as DC and has faced many challenges with a very positive outlook. It is a well-run District, largely due to Leah's upbeat and creative ways along with her skills to keep her Guiders and Council motivated. Her leadership qualities shine. She understands the "Big Picture" and is the go-to person regarding anything in Guiding. She is one of the most enthusiastic Guiders I know.

She was instrumental in getting her District on Facebook and has made our District a great partner to Sister Districts through events like the Pinky Pearly Dance Project. Leah has increased the Guiding visibility in and around our City and surrounding communities.

Leah has been a Guider at the Guide level for 4 years and has always done a wonderful job. In a short number of years, we have seen Leah grow within the organization. She is someone we can rely on and always with a smile. She is a busy Mom who also works outside the home. Leah is involved in many different facets of Guiding and has volunteered in many events both at the District and Provincial levels.

I would like to thank Leah for the fantastic job she is doing. Her hard work and dedication shows in everything she does. She does all this with a fantastic attitude and willing disposition. Due to her extraordinary leadership, Guiding is truly impacted in many ways. It is on this basis that I am most pleased to recommend Leah to receive the Commissioner Award.

Guider Elena

## APPENDIX 2

### Sample Letter of Commendation

(Reprinted from a Letter of Commendation given to a Member)

Ms. ....  
Provincial Archives Adviser  
Membership  
Girl Guides of Canada-Guides du Canada  
(name of province) Council

Dear .....:

It is with great pleasure that I acknowledge, on behalf of the Provincial Council, your contribution to the Girl Guides of Canada-Guides du Canada in (name of province) with this Letter of Commendation.

As the Provincial Archives Adviser for the Provincial Council, you had the unique and exciting opportunity to provide proper care and safe keeping of our textual records, publications, magazines, photographs, scrapbooks, uniforms, insignia and other artifacts which hold the history of more than 90+ years of Guiding history in our Province. During the time of your position on the Provincial Council, you also had the special challenge of re-locating our Provincial Archives from their former residence into a new location within our Provincial Council Building and, in so doing, to begin the process of properly cataloguing true archival materials, clearing up and removing non-archival materials, securing those materials that needed proper holding containers, setting up displays of archival records, uniforms, and insignia, and securing special funding to ensure this work was completed in a timely manner with the proper equipment. Thank you for your time and dedication in the preservation of our Guiding history.

Please accept this Letter of Commendation as a token of our appreciation.

Yours truly,

Guider

## TIPS FOR VOLUNTEER RECOGNITION

Feeling recognized by the organization you volunteer with is so important and helps volunteers feel motivated, invigorated and connected. Use these tips to maximize volunteer recognition in your area, community or council:

- Volunteer management best practices suggest that volunteer recognition activities should be sincere, authentic and personalized.
- Everyone prefers to receive recognition in different ways. Make sure that you check in with each volunteer to see how they like to be recognized for their work. If possible, this could be a question in your initial screening or interview with a new volunteer.
- Keep in mind that research has shown that the vast majority of volunteers (80%) prefer to be recognized informally, by hearing about how their work has made an impact on the organization. Less than 20% of volunteers want to be recognized using public methods such as awards ceremonies or media attention.
- Because recognition preferences vary, it's best to combine both formal and informal methods of recognition.
  - Examples of informal methods of recognition include:
    - Saying "thank you"
    - Communicating the impact of a volunteer's work
    - A thank-you card or handmade gift from the girls in a unit
    - Fun, informal awards between Guiders (e.g. "Best Decorated Campsite")
    - Encourage parents to send their Unit Guider a [High Five](#)
- When possible, recognition should come from the beneficiaries of a volunteer's actions, to best communicate the impact of their volunteering.
  - For example, girls and parents for a Unit Guider, or Unit Guiders for a District Commissioner.
- Be specific when recognizing a volunteer
  - For example, a Guider planned a great camp or engaged girls in a new way, a Commissioner increased girl Membership or recruited new Guiders, etc.
- When you do use formal or public methods of recognition (such as awards and ceremonies) ensure you do so consistently.

*Information adapted from Volunteer Canada's [2013 Volunteer Recognition Study](#) and [The Canadian Code for Volunteer Involvement](#).*

## AWARDS IN DETAIL

Name	Overview	Criteria	Application and Presentation	Other Details
<b>Membership Pins</b>	All girl and adult Members receive a Membership pin indicating the number of years of GGC Membership. Only one Membership pin is worn at a time.	Membership	Girls receive their Membership pins from their Guider/Commissioner while women receive their pins from their District Commissioner. Pins are provided at the beginning of each Guiding year. After 15 years, Membership pins are awarded at five year intervals. Pins for years 20 and up (in 5 year increments) are presented at the AGM by Québec Council.	
<b>50 Years of Membership</b>	Letters of recognition from the Guiding Ambassador are sent to women with 50 years of Membership and every five years thereafter.	50 years of Membership	Members receive a letter and certificate from national council, and pins from their provincial council.	
<b>New Unit Guider Appreciation Pin</b>	The New Unit Guider Appreciation Pin is presented to each new Guider after completing the first year of service to GGC in a Guiding Unit.	New Unit Guider	The pin is authorized and presented by the Unit Guider's Council, but may be presented by another Unit Guider in a Commissioner's absence. No award application is required but the Guider's iMIS profile should be updated.	The pin may only be presented to a Member once. This pin is accompanied by a <a href="#">certificate</a> .
<b>Letter of Commendation</b>	<b>A Letter of Commendation may be given to a girl or adult Member in recognition of service to GGC.</b>	<b>There is no specific criteria, other than that the person must have displayed service deserving of recognition.</b>		<b>It may be given to/from by any Member. It may be given more than once to the same person.</b>
<b>Gold Thanks Pin</b>	The Gold Thanks Pin may be given to a girl or adult Member who has contributed in any capacity that deserves thanks.	There is no specific criteria, other than that a Member must have displayed service deserving of thanks. The pin is often given for one specific action, but can also be given for overall good service.	Nominators must provide a completed R.3 form, along with a letter describing the nominee's service to Guiding. This award may be given at any level with the permission of the council concerned.	The Gold Thanks Pin may be awarded more than once to the same Member, but consideration should be given to the presentation of a different award.



Name	Overview	Criteria	Application and Presentation	Other Details
<b>Team Award</b>	The Team Award may be given to each member who has been part of team that planned and carried to completion an event or project.	<p>In order to be considered for the Team Award, the Members of a team must demonstrate:</p> <ul style="list-style-type: none"> <li>Operating as a well-functioning team</li> <li>Planning and carrying to completion and event or project.</li> </ul> <p>OR</p> <p>Working well during a time of adversity</p>	Nominators must provide a completed R.3 form, along with two letters of support which describe the team as a whole. Team Awards are authorized by the Provincial or National Council (depending on the team level), and presented by the council concerned.	A Member may receive the Team Award more than once. The Team Award is not to be presented to non-Guiding Members of a team, except with approval from the Guiding Ambassador.
<b>Unit Guider Award</b>	The Unit Guider Award is presented to Unit Guiders and Adult Participants in recognition of good service in the Unit Guider role.	<p>In order to be considered for the Unit Guider Award, a Member must demonstrate good service in their role by:</p> <ul style="list-style-type: none"> <li>Providing girls with diverse and exciting programs and opportunities that will help them be empowered</li> <li>Ensuring there are regular bridging opportunities in their unit</li> <li>Always welcoming new Members</li> <li>Attending trainings</li> <li>Participating in district or communities of Guiding meetings</li> <li>Upholding the values of GGC</li> </ul> <p>The award is given in three levels:</p> <ul style="list-style-type: none"> <li>Bronze Unit Guider Award (experience: 1-3 years)</li> <li>Silver Unit Guider Award (experience: 4-10 years)</li> <li>Gold Unit Guider Award (experience: 11+ years)</li> </ul>	Nominators must provide a completed R.3 form, along with two letters of support. The award is granted by the council concerned.	The years of experience are cumulative and a Unit Guider or adult participant may receive any or all of the award levels during her tenure in Guiding. The bronze can be received by a Unit Guider or adult participant in her first year. The Unit Guider award is typically awarded in order of Bronze, Silver and Gold, but can in exceptional circumstances be given out in a different order.

Name	Overview	Criteria	Application and Presentation	Other Details
<b>Commissioner Award</b>	The Commissioner Award is presented to Commissioners in recognition of good service in a Commissioner	<p>In order to be considered for the Commissioner, a Member must demonstrate good service in their role by:</p> <ul style="list-style-type: none"> <li>• Leading by example</li> <li>• Actively welcoming new Members and retaining current Members</li> <li>• Mentoring adult Members</li> <li>• Upholding the values of GGC</li> <li>• Gaining the respect of Members, girls and parents</li> </ul>	Nominators must provide a completed R.3 form, along with two letters of support. This award is granted by the council concerned and can be presented during a Member's tenure or upon retirement.	
<b>Merit Award</b>	The Merit Award is presented to adult Members for service to Guiding above the basic requirements of the position held.	<p>In order to be considered for the Merit Award, a Member must demonstrate:</p> <ul style="list-style-type: none"> <li>• Especially dedicated or excellent service to Guiding</li> <li>• Having gone above and beyond the basic requirements of their Guiding position</li> </ul> <p>The Merit Award can be awarded three times in the following order:</p> <ul style="list-style-type: none"> <li>• Bronze Merit: For a Member's first Merit Award</li> <li>• Silver Merit: For a Member's second Merit Award</li> <li>• Gold Merit: For a Member's third Merit Award</li> </ul>	Nominators must provide a completed R.3 form, along with two letters of support. This award is granted by the council concerned.	An adult Member may receive any or all of the Merit Awards during her tenure in Guiding. Except in special circumstances, the awards must be received in the specified order.
<b>Medal of Merit Award</b>	The Medal of Merit Award is presented for exceptional service to Guiding above the basic requirements for the position held.	<p>In order to be considered for the Medal of Merit, a Member must demonstrate:</p> <ul style="list-style-type: none"> <li>• Exceptional service to Guiding, meaning they display exceptional commitment to their Guiding role</li> <li>• Having gone above and beyond the basic requirements of their Guiding position</li> </ul> <p>Except in special cases, the Medal of Merit is awarded only to those who hold a Gold Merit Award or equivalent.</p>	Nominators must provide a completed R.3 form, along with two letters of support. This award is granted by the provincial council.	