

Honouring, Gratitude and Commitment in Scouting

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Management Summary

This paper reflects the current gratitude and honouring possibilities of the Swiss Guide and Scout Movement and gives the Swiss federal assembly as well as to the regional and state Scout levels incentives how to improve in the future the gratitude and honouring possibilities in Scouting.

Status quo

At the moment the Swiss Guide and Scout Movement knows on national level only four personal, one impersonal and one external honouring possibilities. In Addition, there are different forms for gratitude but only one is documented.

Furthermore, there is a “Benevole” certificate, which acts as an employees’ certificate for voluntary work.

On regional level each of the 22 regions have their own traditions such as gatherings or special ceremonies and when their members finish a volunteering or project.

Purpose of the paper

The purpose of this paper is to contribute towards the Swiss Guide and Scout Movement on how to adapt the current honouring and gratitude regulations to improve them for the future. This consists in open them up, add additional possibilities, honour members more recurrent and make the honours and awards more visible within and outside the organization.

Theoretical Framework

This paper is based on a case study with a qualitative survey which was sent to different European NSO’s. The results of the survey are presented, compared, and condensed to extract possible honours and awards which can be adapter to the Swiss Guide and Scout Movement.

Presentation and condensation

First the current honouring possibilities are presented, and a general analysis is done. Then selected NSO’s are presented and analysed. Deriving from this presentation and analysis, feasible recommendations for Switzerland are elaborated and presented at the end.

Recommendations towards the national Scout assembly

We recommend to the federal Scout assembly to reorganize and improve the honour and gratitude regulations of the Swiss Guide and Scout Movement.

This involves the creation of The Silver Wolf, Scout Act Honour, Honour for Youth Engagement, and length of Service Award.

Next the redevelopment of the Scouting Service, the Honorary Membership, the Prix Bénévolé and the award for non-members.

Regarding thankfulness we encourage the federal executive board to sum up and describe currently used recognitions and thank-you's in an official regulation.

Finally, we recommend adapting the current handling of the Wood Badge Pearls according to the actual Wood Badge Framework.

Preface

I would like to thank several people who have supported me during the elaboration of this paper.

First, I would like to thank Thomas Hirt v/o Kirk for his input, supervision, and lecturing. Further thanks goes to the respondents to the survey as well as to Adrian Elsener v/o Dento, Philippe Keller v/o Lobo and Ursina El Sammra v/o Dum-Bei for giving further insights into the topic from the view of the Executive Board of the Swiss Scout and Guide Movement.

A final thank you goes to Tobias Heer v/o Stereo who helped designing the new honours and awards presented in the recommendation for this paper.

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List of Abbreviations

NAAG	National Award Advisory Group
NSO	National Scouting Organization
PPL	Scouts and Guides Liechtenstein
SLSK	Slovakian Scouting
SGSM	Swiss Guide and Scout Movement
WAGGGS	World Association of Girl Guides and Girl Scouts
WOSM	World Organization of the Scout Movement

1. Introduction

During the past five years I had the chance to work for the Swiss national Scout Jamboree “mova” which took place in July and August 2022 in Goms (Region of Valais). During the preparation of this mega event over 500 members formed the “mova”-crew. The mova-crew were the ones who created and planned the Swiss national Jamboree. The biggest one ever taking place in Switzerland with over 30’000 participants and 5’000 staff attending. It not only was the biggest Scouting event ever in Switzerland it also was one of the biggest events of the whole country since years.

Inside the mova-crew where several members, which dedicated an enormous amount of time and energy to make the Swiss national Jamboree possible. Nearly all the work was done on a voluntary and unreimbursed base.

After successfully finishing the event, the board of directors of the Swiss national Jamboree recommended to the Swiss Guide and Scout Movement (SGSM) federal Scout assembly to honour the camp chiefs and the head of departments (16 out of those 500 of the mova crew). But we were confronted with the problem that, according to the honouring and appreciation regulations of the SGSM, only one fitting honouring and gratitude was available. But in our opinion this one was not valuable enough for such a dedicated commitment which resulted in such a successful and overwhelming national Jamboree.

1.1. Initial Situation

The honouring and appreciation regulations of the SGSM only know six honouring permissibility’s, from which only four out of them are for members inside the National Scout Organization (NSO). Next to the honouring and appreciation regulations a regulation for farewells of volunteers exists (SGSM, 2014).

Furthermore, there is a “Bénévole” certificate, a record of attainment for voluntary youth work. But it is not very well known outside of the volunteering circle within the human resources department of private and public companies. This particular topic is not part of this paper and was already recognised by the SGSM which is taking on different measurements to improve this.

In addition, it is usual in Switzerland to honour and gratitude somebody only after the completion of a project or the finish of a voluntary role or position. Not during the job, project, or volunteering.

1.2. Problem description

Scouting in Switzerland depends as in many other community and social activities heavily on voluntary work to take place. This voluntary work is mostly done by a very small group of people, which not only profited from the activities but also provide those for others. On one side those volunteers are declining for years in Switzerland and are spread more and more across different areas. On the other side the society has very high, still raising, expectations for those men and women who provide those activities pared with rising legal requirements. The only thing which is not raising that fast as societies expectations and legal requirements towards those volunteers is the honouring and thankfulness for the time invested and work done.

1.3. Objectives of the paper

A proposal should be made towards the SGSM federal assembly on how to amend or adapt the current honouring and recognition regulations. This should include more options for gratitude to fit the volunteering work better and establish a system where thankfulness is not only presented at the end of a volunteering but also during itself. Furthermore, the visibility of volunteering within and outside the organisation should be improved.

1.4. Structure of the paper

On the first part of the paper the current situation is displayed, and the different honouring and appreciations are presented in detail.

In a second part different approaches from other European NSO's are presented. Those are being refined and their key elements extracted. Then it is evaluated and been agreed on which one could be transferred to the SGSM.

In the last part improvements of the current state are shown on how the SGSM could improve their honour and gratitude regulations to be thankfuller as she is today.

1.5. Delimitation

This paper presents ideas how the topic can be improved in the future. It does not include all possible solutions. The existing honours on the local/corps, regional and, state level in Switzerland are very brief presented but not taken into deeper consideration. A presentation of the paper in front of the SGSM federal assembly as well as any further steps are neither part of this paper. The paper will be made available to the state representatives, the federal Executive Board, and the federal Board of Directors.

2. Scouting in Switzerland

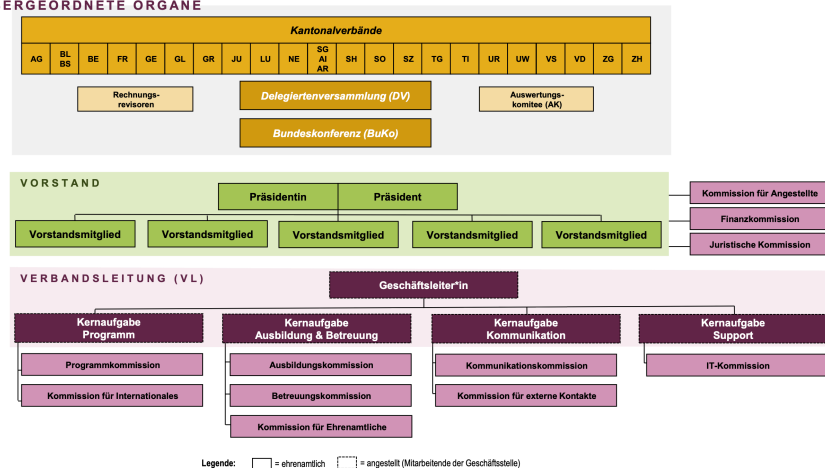
The SGSM is the biggest youth movement in Switzerland with 51'064 Members as per 1.1.2023 (SGSM, 2023a). The SGSM is organized in different levels. At the top, at federal level is the SGSM. She also is the NSO representing all Scouts and Guides of Switzerland towards the two world organizations World Organization of the Scout Movement (WOSM) and World Association of Girl Guides and Girl Scouts (WAGGGS).

Below the federal level is the state level which is divided into 22 different state Scouting organizations. Depending on the size of the state these are further divided into regions and on very few occasions in corpses. The base of Scouting in Switzerland are 725 Scouting groups (SGSM, 2023b).

Graphic 1

ORGANISATIONSSTRUKTUR PFADIBEWEGUNG SCHWEIZ (PBS)

ÜBERSICHT ÜBERGEORDNETE ORGANE



Graphic 1. Organization of the MSDS (2023b)

3. Current honouring and appreciation possibilities within the SGSM

In this chapter the honouring and appreciation regulations are presented.

3.1. Honouring on federal level

The valid honouring and appreciation regulation of the SGSM was developed in 2012 and remains unchanged and valid since then. As of today, the regulations only know six honouring possibilities (SGSM, 2012).

All honours are granted by the federal Board of Directors (except the Prix Bénévole) and should be published in the federal Scout magazine, according to the regulation. Furthermore, the honours are noted in midata (the national members register). Normally the honouring takes place at end of a job, project, or volunteering. Depending on the position this takes place on the federal scout assembly or during the MERCI event.

The honours and appreciations have the following criteria's to be awarded (SGSM, 2012):

3.1.1. Honorary Member

To be honoured as an Honorary Member the following criteria's must be fulfilled:

- many years of involvement in various functions and in different committees or projects at federal level and
- the commitment exercised should have a significant effect on the entire Scout movement in Switzerland

The insignia is a pin and a certificate. Honorary members are invited to the federal Scout assembly as guests and get the federal Scout magazine for free.

Additional comments on the regulations amend:

- the Honorary Membership shall not be awarded in an inflationary manner
- the honoured member is displayed in the Hall of Fame with a comment why he/she was honoured

Graphic 2



Graphic 2. Pin for the Honorary Members from Zwäg (2023)

3.1.2. Honours for Special Commitment

To be awarded with the Honours for Special Commitment the following criteria's must be fulfilled:

- Longstanding commitment in different functions and in different committees or projects at cantonal and/or federal level or
- Successfully implemented a major project

The insignia is an engraved pocket knife and a certificate.

Additional comments on the regulations amend:

- Commitment to major project is e.g., BuLa, KaLa, Jamboree etc.

3.1.3. 4th Wood Badge Pearl (Wood Badge)

To be awarded with the 4th Wood Badge Pearl the following criteria's must be fulfilled:

- longstanding commitment in various functions and on different committees or projects in training, supervision, or programme at federal level and
- the commitment exercised should have a significant effect on the entire Scout movement in Switzerland and
- have passed the Gilwell course (2nd Wood Badge Pearl)

The insignia is the 4th Wood Badge Pearl.

Additional comments on the regulations amend:

- combination with earlier or later Honorary Membership is possible
- the 4th Wood Badge Pearl should not be awarded in an inflationary manner
- leading numerous training courses is not enough for this honour

- the honoured member is displayed in the Hall of Fame with a comment why he was honoured

3.1.4. 3rd Wood Badge Pearl

To be awarded with the 3rd Wood Badge Pearl the following criteria's must be fulfilled:

- many years of commitment in various functions in training, supervision, and the programme at cantonal and/or national level
- have passed the Gilwell course (2nd Wood Badge Pearl)

The insignia is the 3rd Wood Badge Pearl.

Additional comments on the regulations amend:

- must be at least 28 years old

3.1.5. Prix Bénévole

The Prix Bénévole is to honour a group of people who have made a special commitment to an unusual project or committee.

All projects can be awarded, and the award is granted by the federal Scout assembly which selects the best project out of a preselection. The preselection is done by a jury consisting of various bodies.

The insignia is a symbolic award.

Comments on the regulations amend:

- competition for submission of proposals
- preselection of five nominations by jury (representatives from various bodies)
- election of "Volunteer of the Year" from five proposals by the delegates
- support by sponsors (prize donors)
- possible report in the media after election

3.1.6. Recognition for "external" person

The recognition for an "external" person is to give a recognition to a non-member who committed towards the Scouts Movement.

The insignia is a certificate.

Comments on the regulations amend:

- Possible bodies from which the "external" persons could come:
 - foundations
 - from the parliamentarian group

3.2. Thanking on federal level

Next to the honouring the SGSM knows different ways of thanking. Those are not described in any regulation of the SGSM but conducted since many years.

3.2.1. MERCI event

The MERCI event takes place once a year, mostly in summer, for all members of the federal level. The MERCI event is a relaxed dinner with Aperol for having a nice and relaxed afternoon/evening with a short speech from the federal Executive Board and the federal Board of Directors. At the MERCI Event volunteer members of the commissions, teams and projects are thanked.

3.2.2. Commissions event

As well once a year each commission has the possibility and budget to organize an event within their own commission. This can be as well a dinner, or an activity for all members of the commission. Each commission plans its own event.

3.2.3. Christmas card

On Christmas every member of the federal level and all affiliates from federal projects receive a Christmas card written by the federal Board of Directors and the General Secretary.

3.2.4. Scout Shop Member Card

Every member of the federal level and all affiliates from federal projects receive a Scout Shop Member Card, where they can buy goods on a 10% discount at the federal Scout Shop.

3.2.5. Training Courses

Elected volunteers of the federal level have the possibility to get internal and external trainings for free.

3.2.6. Farewell gift

Once a member of the federal level finishes his project or volunteering, changes the job or volunteering he receives a thank you gift. The gift is organized by the corresponding commission or department. The final celebration is done within the commission or department (SGSM, 2014).

3.2.7. Bénévole

The “Bénévole” certificate. is a record of attainment in voluntary youth work. But it is not very well known outside of the volunteering circle within the human resources department of different companies. This issue was already recognized by the SGSM and measures against it are in place and preparations such as being present on the biggest HR affair in Switzerland and promoting the Bénévole certificate. In Addition, a national wide campaign was launched with the title “Lessons Learnt” (Gelernt ist gelernt).

Graphic 3



Graphic 3. Sujet «Grillplausch» of the campaign «gelernt ist gelernt.» from SGSM (2023c)

More details to the Bénévole certificate can be found on the SGSM website (SGSM 2023d).

3.2.8. Future

The SGSM is planning to introduce a welcome kit for volunteers who start in a new role at the SGSM. The idea is that new volunteers receive something useful for their new role. The welcome gift is planned to be launched end of 2023 or beginning of 2024.

3.3. Honouring on state/regional level

On state and regional levels, the honouring and appreciation of volunteering is done differently in most of the regions. Common sense is like in the federal level to have a yearly thank you event for all, and commissions events for the different commissions. Also, the Christmas card is very widespread.

As on the federal level the honouring and thank you takes place after the completion of a project or the end of a voluntary or job. Some states honour long outstanding service in addition with an Honorary Membership. The Honorary Membership are mostly without any rights and obligations.

The delegates of the states have in addition the possibility to propose members for federal Honour for Special Commitment and the 3rd Gilwell Wood Badge Pearl. But in both cases the federal Board of Directors are the granters.

The only state that has an award, I am aware of, is the Golden Duck from Scouting State of Bern. The Golden Duck is awarded once a year to honour individuals, groups, projects, etc., who have achieved something extraordinary and unique in the spirit of Scouting since last year (Pfadi Kanton Bern, 2023).

As mentioned in the introduction, we will not dive deeper into this topic, as this goes far beyond the scope of this paper with 22 state organisations and many more regional organizations.

3.4. Honouring on corps and group level

As on the state and regional level, each group and corps has their own traditions and ways to be thankful to their volunteers.

As on the regional and state level, we will not dive deeper into this topic, as this goes far beyond the scope of this paper with 725 local Scouting groups.

3.5. Conclusion of honouring and thanking in Swiss Scouting

As we have seen there are few possibilities to honour and appreciate someone for their Scouting achievements in Switzerland. It would be great to not only publish the honouring online but also the appreciations and thanking's, as those are not mentioned in the current regulations (except the farewell gifts).

Although there are already some possibilities, they are not used very often. Only very few people are honoured on the national assembly each year. Furthermore, there are honouring possibilities which were not used since years, which leads to the question if it makes sense to have an honour who is nearly never used.

Unfortunately, neither the honouring nor the thankfulness is very visible except for the attendants and receivers (except the Honorary Membership Pin and the Wood Badge Pearls).

4. Honouring in other European countries

For this paper a questionnaire (see Attachment C) has been sent out to 26 different NSO's across Europe. Unfortunately, the response rate was very low. I only got replies from Belgium, Liechtenstein, and UK. Further insights about Slovakia and the Netherlands came through personnel contacts.

4.1. Belgium

The answers replied by Belgium are from the Belgian Scouting Association "Les Scouts". Next to Les Scouts four additional Associations make up the Belgian NSO "Guiding and Scouting in Belgium".

Les Scouts thank their volunteers of the federal level at the end of their mandate or when they resign. They receive a signed poster and a gift. Furthermore, they become member of the association of former Scouts (Menard, 2023).

The only honour Belgium Scouts can receive is the Scout Order of Merit. It is an honorary degree of recognition to active and resigned members of the Scout and Guide Association (Ordre Guide et Scout du Mérite, 2023a). The Scout Order of Merit has three classes: Commanders, Officers, and Knights. The honour is confirmed by the small and large Council of the Order, who also defines the rank which will be awarded to the person. Each member of Guiding and Scouting in Belgium can only be awarded once.

To get the award the following conditions must be fulfilled:

- the applicant has to be over 25 years old
- must be engaged in the Scouting association and have demonstrated, outside the movement, a true Scout spirit by carrying out a significant humanitarian action or work
- nominated by a member of the Order's Council or a holder of one of the Order's distinctions
- the nomination has to be supported by the NSO

In addition, depending on the class, further conditions must be fulfilled:

- Commander
 - Having returned (after an interruption) to service the Scout and Guide Movement
- Officer
 - have taken on responsibilities within the Scout or Guide Movement
 - actively contributed to the development of the Scout movement, particularly among the most disadvantaged populations
- Knight:
 - more than eight years active serving in Scouting
 - have demonstrated, outside the movement, a true Scouting spirit by carrying out a significant humanitarian action and/or work

Graphic 4



Graphic 4. Medals of the Scout Order of Merit from Ordre Guide et Scout du Mérite (2023).

From top left to bottom right: Commander's Tie (WOSM side), Commander's ribbon, Officer's ribbon, Knight's ribbon, Commander's pin (WOSM and WAGGGS side), Officer's pin (WOSM and WAGGGS side), Knight's pin ((WOSM and WAGGGS side), Commander's Tie (WAGGGS side)

Officer's Rosette (WOSM side), The Knight's Medal (WOSM side), Officer's Rosette (WAGGGS side), The Knight's Medal (WAGGGS side)

Note that there is only one medal per level. One side of the medal always having the Lillie and the other side having the Trefoil.

4.2. Liechtenstein

Liechtenstein has two ways of honouring. The first one being the Honorary Membership and the second one are gifts (PPL, 2019).

The Honorary Membership, which can be awarded after 20 years of active engagement for the Scouts and Guides Liechtenstein (PPL) on federal level or as Chief Scout of a local group or its deputy. The honouring is confirmed by the national assembly. Honorary Members are freed from active work but are invited to contribute towards the organization.

Apart of the Honorary Membership the PPL grants the following gifts:

- gift for members of the federal level, Chief Scout of a local group, their deputies, and officials (e.g. Team Members, Coaches, etc.) each five years beginning at ten years of active service
- for weddings and birth of a child
 - members of the federal level, Chief Scout of a local group, their deputies, and officials (e.g. Team Members, Coaches, etc.) receive a gift and card
 - Honorary Members get a card
 - active leaders are publishing in the national Scouting magazine
- patrons receive a yearly birthday card and flowers

Once a member of the federal level or an official finish his volunteering he receives a personnel gift as an appreciation of his work during his active service.

Furthermore, in case of death of an active member or of a member who served outstanding the PPL organizes an appropriate condolence e.g. death notification, goodbye-Delegation and flowers, card of condolences and obituary. The PPL also commemorate on the last Sunday of October all deceased members on a church service.

4.3. Netherlands

Scouting in the Netherlands knows a wide variety of honouring. The highest one representing the national Honours which are awarded by the government (Scouting NL, 2023a).

As this paper focuses on Scouting awards, national Honours will not be presented within this paper. For more information about it, please visit the Kanselarij website (Kanselarij, 2023).

The honouring's and awards in Scouting Netherlands are four honours, five awards and membership years badges. Furthermore, the federal Scout organization empowers the regions to create their own regional honours and awards (Scouting NL, 2023a). All receivers of honours and awards are published on the Hall of Fame of Scouting Netherlands.

4.3.1. The Honours

Scouting Netherlands has four different honours, in descending order: The Silver Wolf, the Golden Red Deer, the Golden Eagle Owl, and the Golden Fox (Scouting NL, 2023b).

The Golden Eagle Owl and the Golden Fox can be granted for activities on the local level and the Golden Red Deer as well under special circumstances.

The awards granted on local levels are granted by the correspondent interregional assessment committee or the national assessment committee if applied by the national team. The Silver Wolf is always granted by the national Board.

To receive an Honour the following requirement must be fulfilled:

- his/her activities must be well above average

In addition, depending on the class further conditions must be fulfilled:

- Silver Wolf
 - has been active within Scouting for at least twenty years
 - has ensured innovation within the association and/or improvement of Scouting
 - has been in possession of the Golden Red Deer for three years

- has ensured the continuity of the organizational units in which he/she is involved
- is an organizer of national or international activities OR makes a substantial contribution to the national organization
- his/her activities are of interest to a larger number of members (minimum national level OR the reach is at least three different organizational units), they are also of more significance to the entire Scouting Nederland association
- Golden Red Deer
 - has been active within Scouting for at least fifteen years
 - has ensured innovation within the association and/or improvement of Scouting
 - he/she meets three of the following four criteria:
 - is in possession of the Golden Eagle Owl for three years
 - has ensured the continuity of the organizational units in which he/she is involved
 - is the organizer of (supra)regional activities OR is part of the organizing team of a national activity OR makes a substantial contribution to the national organization in another similar way
 - his/her activities are of interest to a larger number of members (minimum regional level OR the reach is at least two different organizational units), they are also of more significance to the entire Scouting Nederland association
- Golden Eagle Owl
 - has been active within Scouting for at least ten years
 - has taken care of two of the following points:
 - improving the quality of Scouting
 - Ledengroei
 - guiding other volunteers
 - supporting an organizational unit
 - managing an organizational unit
 - meets two of the three criteria's:
 - has been in possession of the Golden Fox for at least three years

- has ensured the continuity of the organizational units in which he/she is involved
 - is the organizer of innovative group activities OR makes a substantial contribution to (supra)regional and/or national activities
- Golden Fox
 - has been active within Scouting for at least five years
 - has taken care of one of the following points:
 - improving the quality of Scouting
 - Ledengroei
 - guiding other volunteers
 - supporting an organizational unit
 - managing an organizational unit

Graphic 5



Graphic 5. The Scouting honours from Scouting NL (2023)

4.3.2. The Awards

Next to the honours five awards exist. Those are the Award for Special Merit, Award for Courage, Award for Social Commitment, Friendship sign, and the sign of honour (Scouting NL, 2023c).

Some details about the different awards:

- Award for Special Merit
 - Criteria: Is awarded to executives and extraordinary members, who have made a special contribution to an activity or project at (inter)national, (supra)regional or local level
 - Applicant: board of an organizational unit, national HRM team.
 - Assessment: interregional assessment committee
 - Remarks: Can be obtained more than once
- Sign of Courage
 - Criteria: Is awarded to all members in special cases of courageous service to others
 - Applicant: board of an organizational unit, national HRM team.
 - Assessment: National Assessment Committee
 - Remarks:
 - it can be obtained more than once
 - it can be assigned to an entire subgroup or branch
 - it can be awarded posthumously
- Sign for Social Commitment
 - Criteria: Is awarded to youth members, executives or extraordinary members who have committed to (local) social issues and are the initiators of the activity. Youth members must commit significantly more as the regular activities that already occur in the Scouting program
 - Applicant: Scouts and explorers team leader, tribal board or robber Scouts advisor, organizational unit board, national HRM team
 - Assessment: interregional assessment committee
 - Remarks:
 - it can be obtained more than once
 - it can also be assigned to an entire subgroup or branch
- Friendship sign
 - Criteria: is awarded to everyone for a special service rendered to Scouting at a local, regional, or national level.
 - Requester: All members can request a friendship sign.
 - Remarks:

- any member can issue this award
 - it can be obtained more than once
 - it can also be awarded to an entire organization (for example to a foreign Scouting group).
- Badge of Honour
 - Criteria: the applicant deems this person (external, ex-members, executives, and extraordinary members) worthy of wearing a badge of honour from the relevant organizational unit
 - Applicant: board of an organizational unit
 - Remarks:
 - recipients of the Badge of Honour are honorary members
 - Scouting Netherlands does not formally recognize honorary members as a form of membership
 - receiving the sign does not entitle to membership of the Vereniging Scouting Nederland.

Graphic 6



Graphic 6. The awards from Scouting NL (2023)

4.3.3. Lustrum signs

At last Scouting Netherlands have lustrum signs to celebrate the membership years of a member of Scouting Netherlands. The years as youth member as well as the years as volunteer count. After 60 years the member receives the “Scout for life” sign. The Lustrum signs consists of a batch and a pin.

Graphic 7



Graphic 7. The lustrum signs from Scouting NL (2023)

4.4. Slovakia

Scouting Slovakia (SLSK) knows different ways to honour and award its members. As of today, they have four different awards (SLSK, 2023a) as well as eight different honours (SLSK, 2023b) which will be presented in order of importance.

4.4.1. The Silver Wolf

The Silver Wolf is the highest honour and award of the SLSK (SLSK, 2023c).

The Silver Wolf is awarded only to male members for outstanding merit in the Scouting movement and for many years of work in Scouting, and for exemplary personal and moral attitudes. There is a maximum of seven living Silver Wolf bearers.

It is granted by the Council of the Silver Wolf and the Head of the SLSK.

All recipients of the Silver Wolf are automatically in the choir of bearers. The senior of the choir is the oldest living bearer. The senior is managing the group and invites the group if needed, but at least once a year to a meeting. If the senior has not convened for a meeting the speaker has to take over this responsibility. The speaker is elected within the choir of bearers.

The bearers of the Silver Wolf have the right to participate in any Scouting activities or organizational components of the SLSK. Furthermore, they have the right to take position on any issue and problem of the SLSK and submit their recommendations and proposals to the corresponding representatives inside the organization.

Graphic 8



Graphic 8. The Silver Wolf from SLSK (2022)

4.4.2. The Silver Trefoil

Like the Silver Wolf, the Silver Trefoil is the highest honour and award of the Slovakian Scouting (SLSK, 2023d).

The Silver Trefoil is awarded only to female members for outstanding merit in the Scouting movement and for many years of work in Scouting, and for exemplary personal and moral attitudes. There is a maximum of seven living Silver Trefoil bearers.

It is granted by the Council of the Silver Wolf and the Head of the SLSK.

All recipients of the Silver Trefoil are automatically in the choir of bearers. The senior of the choir is the oldest living bearer. The senior is managing the group and invites the group if needed, but at least once a year to a meeting. If the senior has not convened for a meeting the speaker has to take over this responsibility. The speaker is elected within the chair of Bearers.

The bearers of the Silver Trefoil have the right to participate in any Scouting activities or organizational components of the SLSK. Furthermore, they have the right to take position on any issue and problem of the SLSK and submit their recommendations and proposals to the corresponding representatives inside the organization.

Graphic 9



Graphic 9. The Silver Trefoil from SLSK (2022)

4.4.3. The Scouting Service Medal

The Scouting Service Medal is awarded for longstanding engagement in Scouting. (SLSK, 2023e).

It consists of three different classes (gold, silver, bronze), is for members only (until 2017 the lowest class could also be awarded to non-members) and is always awarded with a decorative decree. In 2020 the original badge was replaced with a medal. (SLSK, 2022).

The 3rd class Scouting Service Medal is granted by the state council or the chief of the SLSK. The 2nd and 1st class Scouting Service Medal is granted only by the Chief of the SLSK.

To receive the Scouting Service Medal the following requirements must be fulfilled:

- 1st class (gold)
 - more than 20 years of dedicated and active work as a Scout official or
 - extraordinary merit in the development of the Scouting movement
- 2nd class (silver)
 - more than 10 years of service as a Scout official or
 - dedicated work with youth
 - credit for improving the quality of the program
 - merit in the development of the Scouting movement
 - credit for the expansion of Scouting activities
- 3rd class (bronze)
 - more than five years of service as a Scout official
 - particularly successful active leadership activity
 - merit in the advancement of Scout youth
 - credit for the development of the Scouting movement

The Scouting Service Medal can be awarded multiple times, but each class only once. It is also possible to be awarded posthumously.

In contrast to the Silver Wolf and the Silver Trefoil the number of holders is not limited and there is no choir or corps of recipients. Being awarded a Scouting Service Medal does not grant any additional rights.

Graphic 10



Graphic 10. The three classes of The Scouting Service Medal from SLSK (2022)

4.4.4. The Syrinx Medal

The Syrinx Medal is awarded as gratitude for the long-term help and development of Scouting for adults in Slovakia (SLSK, 2023f).

It consists of three different classes (gold silver, bronze).

The 3rd class Syrinx Medal is granted by the former KDSaS Council (Slovakian Adult Scouting Council) now part of the Board for Development and Youth and the N-SLSK (Executive Committee of the Slovakian Scouting). The 2nd and 1st class Scouting Service Medal is only granted by the N-SLSK.

To receive the Scouting Service Medal the following requirements must be fulfilled:

- 1st class (gold)
 - lifelong, continuous, and exemplary work in the development of Scouting for adults in Slovakia
 - the entire movement benefits from the work in one of the following fields organizational, educational, program, publishing, charitable or international
- 2nd class (silver)
 - more than 10 years continuous and exemplary work in the development of Scouting for adults in Slovakia (e.g. education of adult officials, work in adult care circle, activity in adult Scouts' units)
- 3rd class (bronze)
 - more than 5 years of dedicated and active work in the development of Scouting for adults in Slovakia (e.g. education of adult officials, work in adult care cycle, activity in adult Scouts' units) or
 - members of other Scouting organizations in Slovakia and abroad who have contributed to the development of Scouting for adults or
 - in exceptional cases, persons who are not members of any Scouting organization, but have significantly contributed to the development of Scouting for adults in Slovakia

The Syrinx Medal can also be awarded posthumous. There is no limit to the number of holders of the 3rd and 2nd class Syrinx Medal. The number of holders of the Syrinx Medal 1st class is not limited, but it can be increased by a maximum of 3 members per year. As the Scouting Service Medal there is no choir or corps of recipients, and being awarded with it does not grant any additional rights.

Graphic 11



Graphic 11. The three classes of The Syrx Medal from SLSK (2022)

4.4.5. Scout Act Honour Badge

The Scout Act Honour Badge is awarded for all members who have proven bravery in saving human life and health or extraordinary and exemplary action in saving nature or material goods (SLSK 2023g)

The award can be awarded up to three times to a member and can be awarded posthumous. The Scout Act of Honour Badge is granted by the Chief of the SLSK

Graphic 12



Graphic 12. The Scout Act of Honour Badge from SLSK (2022)

4.4.6. Scout Service Award

The Scout Service Award is awarded to members in recognition of outstanding sacrificial and courageous voluntary assistance in national or global events such as humanitarian crises, wars, pandemics, etc. The award is related to volunteering within the Scout Service project, but it can also be awarded to Scouts and Girl Scouts who have demonstrated their dedication and help within individual volunteering or within the provision of voluntary aid through other humanitarian organizations (SLSK, 2022)

The award can be awarded multiple times, but only once for every occurrence and it can be awarded posthumous. The Scout Service Award is granted by the Chief of the SLSK.

Graphic 13



Graphic 13. The Scout Service Award from SLSK (2022)

One further distinction of the Scout Service Award is the “Scout Service – Ukraine Award”.

To receive the Scouting Service Ukraine Award the following requirements must be fulfilled:

- for service in the field (on borders, in hot-spots, in coordination and refugee centres) of a minimum of four 12-hour shifts; or
- for active work in the transportation of persons from borders and hot-spots, transportation, and distribution of material for a minimum of four days, or
- for active coordination of activities related to the military conflict in Ukraine in his/her area for a minimum of 1 month.

Graphic 14



Graphic 14. The Scout Service – Ukraine Award from SLSK (2022)

4.4.7. Honorary Membership

The Honorary Membership is an award for the work on the development and assistance of the Scouting movement (SLSK 2023h).

The Honorary Membership is granted by the Chief of the SLSK and can also be awarded to non-members of the SLSK.

To receive an Honorary Membership the following requirements must be fulfilled:

- long-term self-sacrificing work with youth or improving and expanding Scouting activities or
- excellent and extraordinary merit for the development of the Scouting movement
- developing a good name and helping the Scouting movement in Slovakia or abroad

Honorary Membership holders receive the SLSK magazine for free and are kept in the register of Honorary Members. Furthermore, they can request to get informed with public information. The Honorary Membership is not a substitute for full membership.

The award has no insignia.

4.4.8. Scout Gratitude Medal

The Scout Gratitude Medal is an award for citizens (non-registered Scout and non-officials). It is awarded as a deep expression of gratitude for helping the Scout movement (SLSK, 2023i).

The Scout Gratitude Medal is granted by the State Council or the Executive Board of the SLSK.

To receive the Scout Gratitude Medal one of the following requirements must be fulfilled:

- citizens of the Slovak Republic not registered in SLSK and public officials for significant assistance provided to the Scouting movement, or
- partners and parents of Scout officials who made their work in the Scout movement possible with their long-term dedication and understanding, or

- members of foreign and Slovak Scouting organizations outside of the SLSK, who have particularly merited mutual cooperation between partner organizations and international belongings

Graphic 15



Graphic 15. Scout Gratitude Medal from SLSK (2022)

4.4.9. The 7 Lilies

The 7 Lilies are an award for every age and every organizational member from cub Scout to leaders and contain seven steps. It is given for exemplary Attitude (SLSK, 2023k).

Up to the sixth level the award can be granted by anybody or every organizational unit within the SLSK. The last level only can be granted by a lower organizational level, accredited training teams or the Executive Board of the SLSK.

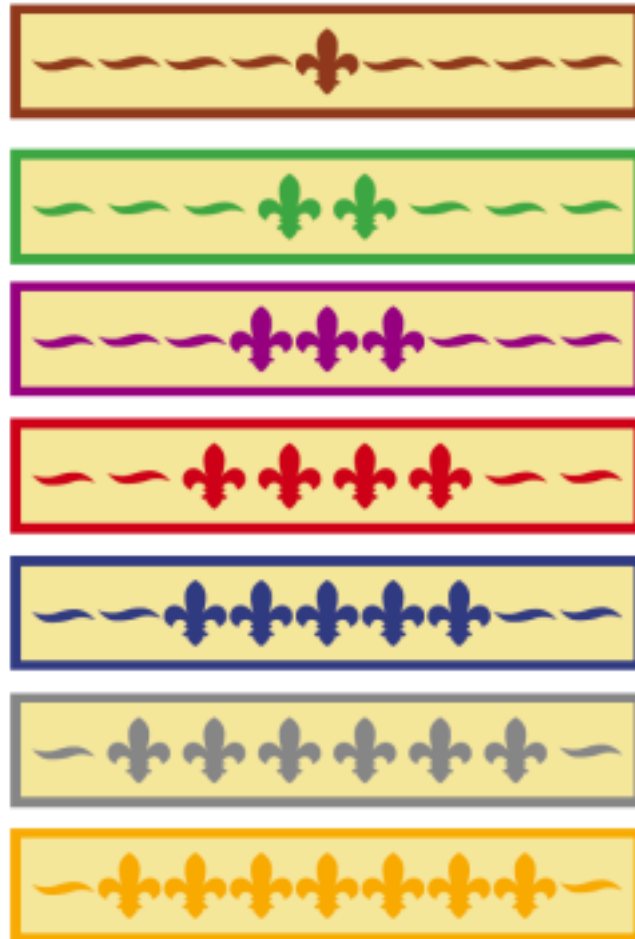
It is recommended, that the 7 Lilies are awarded as follows:

- Level seven for Rovers, leaders, and adult leaders
- Level five and six for Venture Scout
- Level three and four for Scouts and Guides

- Level one and two for Brownies and Cub Scouts

In extraordinary cases it is possible to get a higher level as the recommendation is. The award is usually awarded once a year. But can be awarded twice a year for exceptionally cases. It is possible to gain all seven Lilies for the same activity.

Graphic 16



Graphic 16. The 7 Lilies from SLSK (2022)

4.4.10. Scout of the Year

The Scout of the Year Award is awarded yearly in smaller groups. Always four members inside this smaller group receive the award, a female leader, a male leader a female advisor and a male advisor (SLSK, 20231).

To be eligible to receive the award the nominee must:

- having completed a leader/advisor course
- been at least two years in the position of a departmental, congregational, or regional leader / active as advisor of the group

- set an example with his behaviour, motivates his environment with exemplary and selfless work

The award can only be given in every category once in a lifetime. The process involves an online voting where all members of the Head Office, the director of the Headquarters and regional leaders' vote.

Graphic 17



Graphic 17. The Scout of the year Badge from SLSK (2022)

4.4.11. Lifetime Membership

The Lifetime Membership is an award for older and deserving members of the SLSK who have contributed to the development of the Scouting movement (SLSK, 2023m).

The award is granted by the Executive Board of the SLSK.

To receive the Lifetime Membership the following requirements must be fulfilled:

- Minimum age of 80 years
- contributed to the recreation of Scouting during the periods where Scouting was forbidden, or
- over 20 years of self-sacrificing work with youth for improving and expanding Scouting activities

People working for the StB (State Security between 1945 and 1990) are not eligible.

The award has no designated insignia.

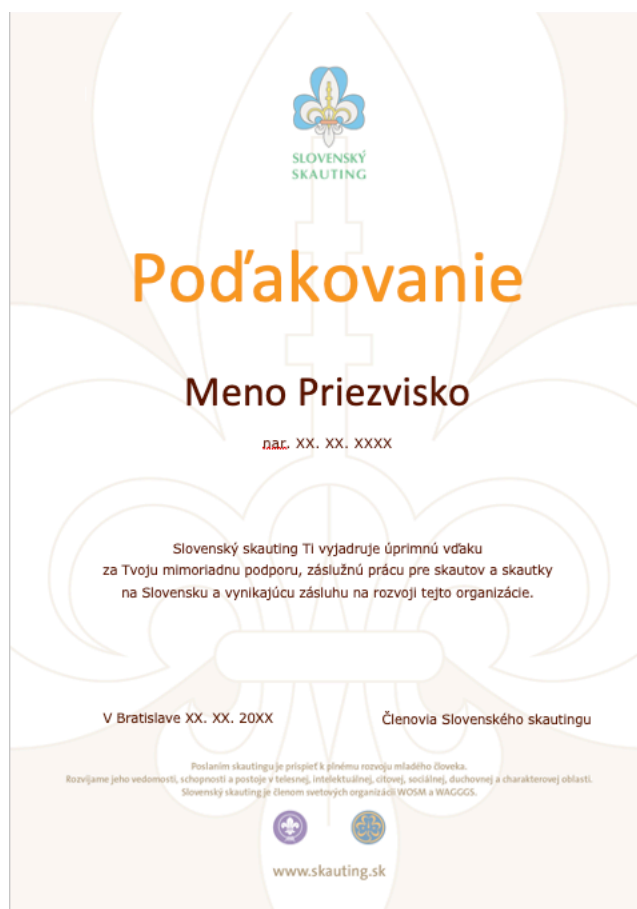
4.4.12. Acknowledgement of Slovakian Scouting

The Acknowledgement of Slovakian Scouting can be awarded to members and non-members of Slovakian Scouting for helping and developing of the Scouting movement at a state or federal level (SLSK, 2023n).

The award can be granted by any congregational, state council or established SLSK council and can be awarded multiple times.

The award consists of a certificate.

Graphic 18



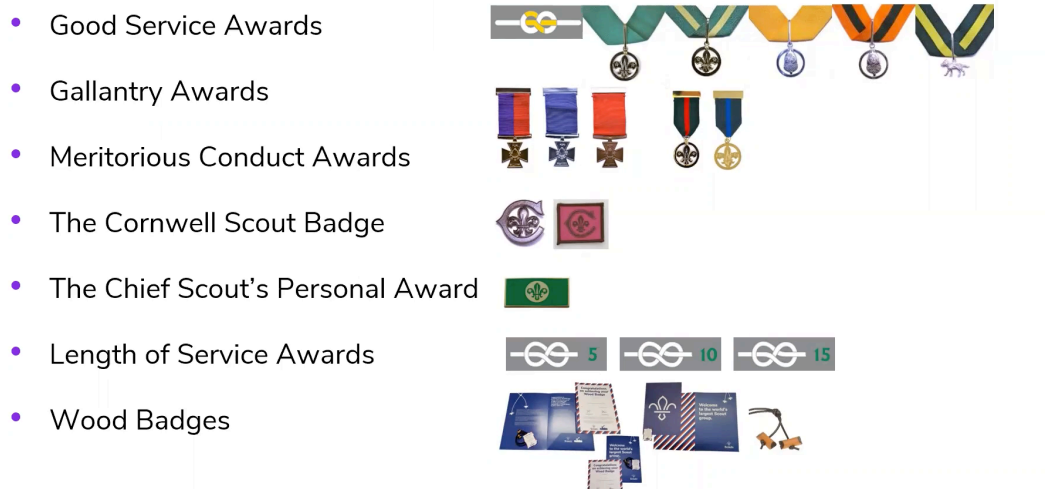
Graphic 18. Acknowledgement of Slovakian Scouting from SLSK (2023n)

4.5. United Kingdom

Scouting in the United Kingdom knows a wide variety of ways for honouring its members. The highest one representing the Nation Honours which are awarded by Great Britain's Prime Minister (Scouts UK, 2023a).

As this paper focuses on Scouting honours and awards, the National Honours will not be presented within this paper. For more information about it, visit the Scouts UK website (Scouts UK, 2023b).

Graphic 19



Graphic 19. All UK Scouting awards from Scouts UK (2023c)

4.5.1. Good Service Awards

The Good Service Award is to thank you for all volunteers for their contribution towards the Scouts (Scouts UK, 2023c).

The Good Service Award has six classes and is divided into two categories, the “Lower Good Service Awards” and the “Higher Good Service Awards”.

The Lower Good Service Awards is granted by County, Area, or Regional Commissioners and above. The Higher Good Service Awards are granted by District Commissioners and above.

To receive a Good Service award the following requirements must be fulfilled:

- hold a volunteer appointment as a member
- have enough service for the award they're being nominated for
- have a valid disclosure (if relevant for their active roles)

- have not received a Good Service award in the last five years
- not already have the award they're being nominated for
- have completed all mandatory training relevant to all active roles (or is within three years of appointment to the active roles)
- have the correct previous Good Service award (if relevant for the award they're being nominated for)

In addition, depending on the class further conditions must be fulfilled:

- The Silver Wolf
 - awarded for service of a most exceptional nature.
 - normally at least a Silver Acorn has been previously gained and a further prolonged period of exceptional service has been achieved
 - In practice, it's rarely awarded for less than 30 years of service
 - it is the Chief Scout's unrestricted gift
 - no length of service is prescribed
- The Bar to the Silver Acorn
 - at least five years of similarly distinguished service after receiving the Silver Acorn
 - has completed the Wood Batch training
- The Silver Acorn
 - least 20 years specially distinguished and appreciably better than outstanding service
- The Bar to the Award for Merit
 - at least five years of further outstanding service after receiving the Award for Merit
- The Award for Merit
 - keen, conscientious, imaginative, and dedicated service over a sustained period
 - minimum of 12 years outstanding service (exceptionally 10 years)
- The Chief Scout's Commendation for Good Service
 - not less than 5 years of outstanding good service
 - very real contribution made to the Scouts

Graphic 20



Graphic 20. The six classes of the Good Service awards and their badges from Scouts UK (2023c)

4.5.2. Gallantry Awards

The Gallantry Awards are awarded to an individual has put their own life at risk, whilst undertaking a meritorious act (Scouts UK 2023d).

The Gallantry Award has three classes and are granted by the National Award Advisory Group (NAAG).

To receive the award the nomination must be submitted within 12-18 months of the incident/issue with eye-witness reports e.g. an independent eyewitness, emergency services or any other rescue services and articles about the incident (newspapers, radio, social media etc.).

The differentiation of the three classes is done by the level of risk for the own live:

- The Bronze Cross “...where life has been at extraordinary risk”.
- The Silver Cross “...where life has been at considerable risk”.
- The Gilt Cross “...where life has been at moderate risk”.

Graphic 21



Graphic 21. The three classes of the Gallantry award and their badges from Scouts UK (2023d)

4.5.3. Meritorious Conduct award

The Meritorious Conduct Award is awarded for those who have conducted themselves with a high degree of courage, endurance, initiative, or dedication to the Scouts, often through difficulties, without necessarily involving any element of risk (Scouts UK 2023d).

The Meritorious Conduct Award has two classes and are granted by the NAAG.

The Chief Scouts' Commendation for Meritorious Conduct is awarded for meritorious conduct of high standard and the Medal for Meritorious Conduct for exceptionally high standard.

Graphic 22



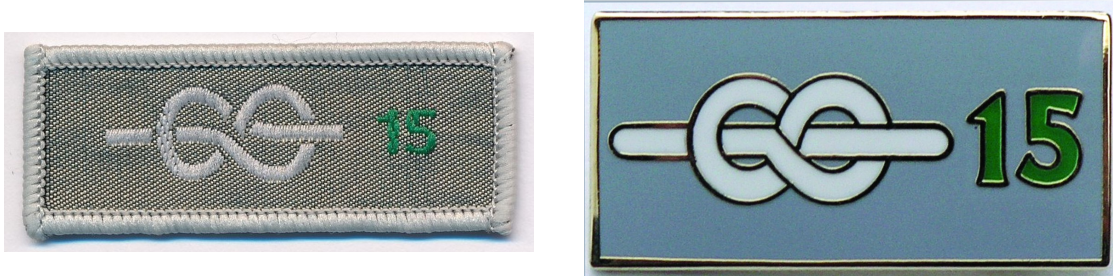
Graphic 22. The two classes of the Meritorious Conduct award and their badges from Scouts UK (2023d).

4.5.4. Length of Service Award

The Length of Service award is one way the Chief Scout shows gratitude for Service. (Scouts UK, 2023e).

The Length of Service award is issued for 5, 10, 15, 20, 25, 30, 40, 50, 60 and 70 years of service (has not to be continuous and not in a youth role). The badge is shipped automatically four times a year to the correspond members and can be exchanged for a brooch.

Graphic 23



Graphic 23. Example of the 15 years' Service award badge and brooch from Scouts UK (2023e).

4.5.5. Other Awards

There are four further Awards, the Cornwell Scout Badge, the Chief Scout's Personal Award (Scouts UK 2023d) and the Commissions Commendation (Scouts IK 2023f) and the Thanks Badge (Scouts UK 2023g).

The second, third and fourth of those are to be considered more appropriate if not all necessary requirements for Good Service award are fulfilled.

The Cornwell Scout Badge

The Cornwell Scout Badge is only available to a young person, under the age of 25, in respect of great heroism or pre-eminently high character and devotion to duty coupled with great courage and endurance. (Scouts UK 2023d).

The Cornwell Scout Badge is granted by the NAAG.

Graphic 24



Graphic 24. The Cornwell Scout Badge from Scouts UK (2023d).

The Chief Scout's Personal Award

This Chief Scout's Personal Award can be granted for different reasons and has no specific requirements. It is a recognition for an achievement or an adversity someone has overcome (Scouts UK 2023d).

The Chief Scout's Personal Award is granted by the Chief Scout.

Graphic 25



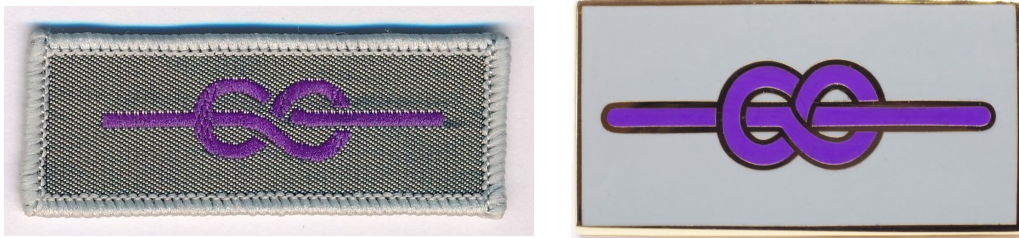
Graphic 25. The Chief Scout's Personal Award from Scouts UK (2023d).

The Commissioner's Commendation

The Commissioner's Commendation can be awarded to everyone (including non-members) for their contribution to Scouts (Scouts UK, 2023f).

The Commissioner's Commendation is granted by various commissioners in Scouting UK.

Graphic 26



Graphic 26. The Commissioner's Commendation badge and pin from Scouts UK (2023f).

Thanks Badge

The Thanks Badge is a local thank you for a short-term valuable piece of work or a longer-term commitment for a non-member (Scouts UK, 2023g).

It comes in one class but two different finishes and a signed thank you letter. It can be granted by any Scouts UK member.

Graphic 27



Graphic 27. The two different Thanks Badges from Scouts UK (2023g).

4.5.6. Youth Awards

Scouting in UK knows few more awards like the Queen/King Scout Award, the Duke of Edinburgh Scheme, the Chief Scout's Awards, the Explorer Belt, and the Scouts of the World Award.

They are all named award but are basically achievements steps within the different branches and therefore not an award in the sense of an honouring award and will therefore not further be presented in this paper.

5. Honouring on international level

5.1. European Region

According to my research no awards exist on European Regional level in contrast to the Asia-Pacific Regional Awards.

5.2. WOSM

WOSM only has one honour: the Bronze Wolf.

Apart of the Bronze Wolf the Wood Badge Pearls are also highly respected at international level, although they are not perceived as an honour by WOSM.

Next, is the ongoing discussion if the purple scarf should be earned for the contributions done towards Scouting or if it is given a sign of being a WOSM official.

5.2.1. The Bronze Wolf

“The Bronze Wolf Award is Scouting’s highest honour. It recognizes the outstanding service, commitment, and contributions of volunteers to the Scout Movement and is the only award presented by the World Scout Committee.” (Scout, 2023).

Graphic 28



Graphic 28. WOSM Bronze Wolf Award and batch from Wikipedia (2023).

5.3. WAGGGS

WAGGGS has several awards for Girl Guiding and Girl Scouting. Unfortunately, no pictures of the awards and insignias could be found on the WAGGGS Website.

5.3.1. WAGGGS Medal of Service

The WAGGGS Medal of Service is the highest form of recognition from WAGGGS (WAGGGS, 2023).

The WAGGGS medal of service comes in one class but to different versions. One for volunteers and one for staff. Both are granted by the WAGGGS World Board.

To receive a WAGGGS Medal of Service the following requirements must be fulfilled:

- WAGGGS Volunteer Medal of Service
 - distinguished themselves
 - outstanding service to Girl Guiding and Girl Scouting at both national and world levels
 - the service is considered to be exceptional, noteworthy and/or extraordinary in his nature
 - must have held a voluntary position within WAGGGS (at regional and/or world level)
 - must be in a Member Organisation “in good standing” with WAGGGS
 - have made an exceptional contribution in terms of time, expertise, talents, resources and/or influence to enable WAGGGS to achieve its Mission and/or Objectives.
- WAGGGS Staff Medal of Service
 - service to Girl Guiding and Girl Scouting is considered to be exceptional, noteworthy and/or extraordinary in nature
 - deemed to be over and above what could normally be expected of an individual fulfilling that job or role
 - must have held a paid position within WAGGGS or a Member Organisation “in good standing” with WAGGGS
 - have made an exceptional contribution in terms of time, expertise, talents, resources and/or influence to enable WAGGGS to achieve its Mission and/or Objectives

5.3.2. WAGGGS Olave Award

The WAGGGS Olave Award is awarded to Girl Guide and Girl Scout groups that have created positive change in their communities within a different theme chosen for every Triennium (WAGGGS, 2022).

The WAGGGS Olave Award is granted by a panel of judges representing all five WAGGGS regions.

5.3.3. WAGGGS For Her World Award

Unfortunately, no further information has been found to this award.

5.3.4. Honorary Associates

The Honorary Associate Pin is awarded to volunteers and staff who contributed their time and expertise to serve as a member of the WAGGGS' global team for a minimum of three consecutive years (WAGGGS, 2023b).

The WAGGGS Honorary Association is granted by the World Board. And is send after the completion of the term of service. Members are invited to the attend the world and regional conferences at their own expense and receive the WAGGGS newsletter twice a year.

5.3.5. World Board Pin

The World Board Pin is awarded to former members of the World Board who have contributed their time and expertise to serve WAGGGS (WAGGGS, 2023b).

The WAGGGS World Board Pin is granted by the World Board. Members are invited to the attend World and Regional Conferences at their own expenses.

6. Wood Badge Pearls

The Wood Badge Pearls are one of the most known signs for Scouting apart of the Neckerchief. They are highly respected and honoured on an international level and consists of six levels.

The first two levels are worldwide used for the same, the successfully finished training of the Gilwell course (Wood Badge Training) and active leadership. The 3rd and 4th are interpreted differently in each country. The 5th is either not used in the NSO or representing the primary responsibility for Wood Badge training in a NSO, as it originally symbolized the role of Deputy Camp Chief of Gilwell. The wearer's position as an official representative of Gilwell Park, and his or her function in maintaining the global integrity of Wood Badge training (WOSM, 2020). The 5th Wood Badge Pearl is associated with this role. Retiring from the role means also having to return the 5th Wood Badge Pearl.

The 6th Wood Badge was only worn by, Robert Baden-Powell, and Sir Percy Everett.

6.1. Awarding Wood Badge Pearls

In this chapter we want to present for what the 3rd and 4th Wood Badge Pearls are awarded.

6.1.1. Switzerland

In the SGSM the 3rd and 4th Wood Badge Pearl are awarded as an honour for longstanding commitment in training, supervision/coaching, or program. The 5th Wood Badge Pearl is not awarded in Switzerland.

6.1.2. Belgium

At Les Scouts in Belgium the 3rd Wood Badge Pearl is received when someone has completed his 2nd training cycle (Ménard, 2013).

The 4th Wood Badge will be awarded:

- after the completion of the 3rd training cycle
- after carrying out a certain function for a certain period of time
- having participated in 5 continuing training events

- be involved in the conceptualization, design, or complete development of an aspect of Scouting (pedagogical, support, adult training, tool, events, application of a WOSM policy etc.)

The 5th Wood Badge Pearl is not awarded.

6.1.3. WOSM

In the Wood Badge Framework from WOSM of the year 2020 the different Wood Badge Pearls are explained as follows: (WOSM, 2020):

- Wood Badges 1&2
 - All adult in Scouting whether at leadership or support levels
- Wood Badge 3
 - Adults in Scouting who are at managing, planning, and implementing levels
- Wood Badge 4
 - Adults in Scouting who are at a higher level of conceptualizing, designing and developing

7. Conclusion on the honours and awards

As described in the last few chapters Scouting has multiple different honours, awards, and ways to show appreciation across Europe. Some similar in naming, some similar in purpose.

In general, the awards can be summarized in five different categories: honours for a specific job or task, service honours, honours for bravery acts, honours for longitude of service, and honours for non-members.

7.1. What can be transferred to Swiss Scouting?

In Switzerland only honours for a specific job or task and service honours are known today. In addition, the honours are received generally at the end of a volunteering or project, unlike in other countries where they are also received within service. This limits the times someone is honoured in Swiss Scouting and should be changed. An honour, award or appreciation during service can result in a motivation boost to continue the volunteering, project, or job for a further period of time. One possibility to achieve this is to introduce a length of service award. And start honouring members as well during their volunteering.

Although there is an association for former Scouts, the Silver Scouts, leaving members are no longer an active part of the association and their knowhow and ideas are mostly not in reach anymore except through to personnel contacts. This should be changed to profit from the knowledge of former members also after they finish their volunteering.

Furthermore, the SGSM only awards members once with a specific honour. This is due to the facts that the SGSM do not have different classes for an honour or award and in the Swiss mentality, that the same award should not be earned multiple times. This combined with the fact that only few honours exist, results in a very restrictive honouring. In addition, the existing honours should not be diluted, according to the current regulation for honours and awards. The only way to honour more members is the enlargement of the honours and awards. This way we could honour more members for their merit for Scouting in Switzerland.

Furthermore, we should strictly separate the Wood Badge Pearls from the honours and appreciations as this is done in different countries. They are highly respected on an

international level but should be granted for Service according to the WOSM Wood Badge Framework updated in 2020.

Youth members (participants) of the association, who show extraordinary commitment cannot be honoured yet. As Scouting is a youth organization, we should also empower our youth members and award them for extraordinary commitment. As well we should empower our members to embrace change to protect our Environment or further develop our society.

Today all honours from the SGSMS must be granted by the federal Board of Directors. Furthermore, the federal Board of Directors can propose members to be honoured as well. This double role should be changed. As well we should make sure, that the states also have the possibility to grant some honours and awards.

There are different ways a non-member can contribute a lot towards Scouting in Switzerland and this engagement should also be possible to be appreciated more often and as well by lower levels of Scouting, as those are mostly working together with those parties. By honouring and awarding external parties the awareness for Scouting in Switzerland could be increased.

9. Reorganisation of Honours and Awards

As described in the previous chapter we recommend to adapt and reorganize the honours and awards within the SGSM. Suggestions and recommendations for different honouring and awarding recommendations are made in this chapter.

Important; all honours and awards shall be communicated in the national Scouting magazine and/or newsletter and must be documented in midata.

For the Silver Wolf, the Scouting Service, and the Honorary Membership a public available register on the SGSM's website should be created. Next to the name it should show which honour or award the person has received as well as when and why he/she was honoured. The wish of honourees, who wish not to appear on the publicly available Hall of Fame must be respected.

9.1. The Silver Wolf

First, we encourage the SGSM to develop the Silver Wolf.

The recipients of The Silver Wolf should be honoured for their “outstanding merit, service, commitment, and contributions to the Swiss Scout Movement and for many years of volunteering in Scouting on all three level (local, regional/state, and federal) in different functions and councils. Their service must have a significant effect on the entire Scout movement in Switzerland”.

To receive the Silver Wolf no previous honours, must be held, but it is recommended to grant it to recipients of the Scouting Service 1st class.

The award is granted by the federal Board of Directors and comes always with a medal, a badge (to be worn on left chest pocket), a pin which is allowed to be worn outside of Scouting as well and a certificate. They also shall be mentioned in the SGSM Hall of Fame. Active members of the Board of Directors cannot grant the award to themselves.

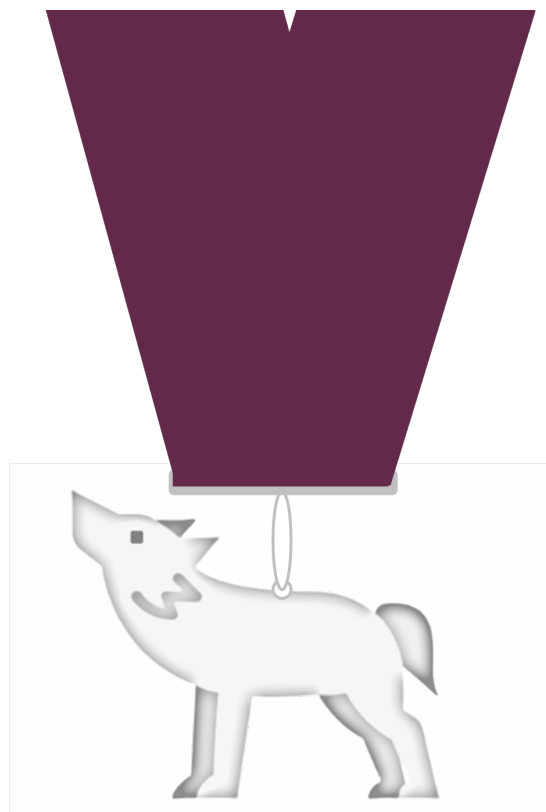
We suggest limiting the numbers of living bearers. There should be, at any given time no more than combined twelve bearers of both sexes. The bearer organizes themselves in the silver honorary members group. The chairmen and chairwoman are the oldest female and male bearers. The bearers of the Silver Wolf have the right to participate in any Scouting activities or organizational components of the SGSM. Furthermore, they have the right to take position on any issue and problem of the organization and

submit their recommendations and proposals to the corresponding representatives inside the organization. This includes the speaking and advisory right at the federal assemblies. They have the duty to meet at least once a year to discuss current issues and problems of the organization. If needed, they can meet more often.

With the introduction of the silver honorary group, the SGSM could still profit from the wide and in dept know-how and mutual interest of their former most important members.

It should be possible to renounce the Silver Wolf and therefore be freed from all duties and granted rights. If not already received, renounced Silver Wolves automatically receive the Scouting Service 1st class. They are allowed to keep the insignias of the Silver Wolf but are only allowed to wear the insignias of the Scouting Service 1st class. They are registered as Silver Wolf bearers in the Hall of Fame but with the amendment “retired”.

Graphic 29



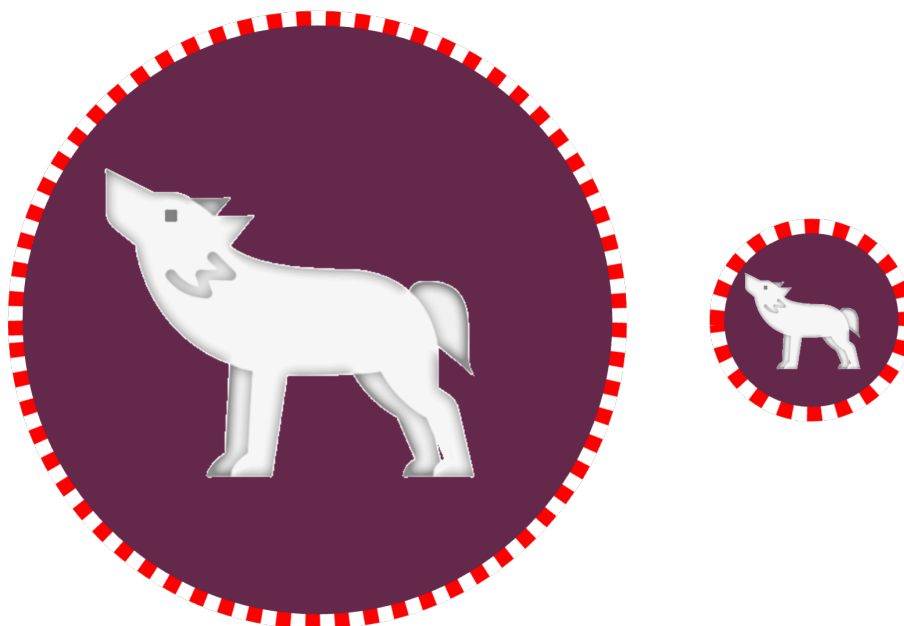
Graphic 29. The Silver Wolf Medal, own creation (2023).

Details medal: 50mm width, 30mm high, 925 sterling silver

Strap holder: 30mm width, 3mm high, nickel silver, attached centrally

Band: 35 mm width, 1000mm long, cotton, colour #632949

Graphic 30



Graphic 30. The Silver Wolf badge and pin, own creation (2023).

Details badge: 80mm diameter, 2 mm border, cotton, background colour #632949, border colour #D72425, #ffffff, Wolf colour #C0C0C0

Details pin: 25mm diameter, 2 mm border, nickel-silver, background colour #632949, border colour #D72425, #ffffff, Wolf colour #C0C0C0

9.2. The Scouting Service Award

Next to the creation of the Silver Wolf we encourage the SGSM to create the Scouting Service award. This award can be awarded to all volunteer members serving in the SGSM as a thank you for their contribution towards the Swiss Scouting Movement. This award should replace the existing Honour for Special Engagement.

The Scouting Service Award should have three different classes: Gold, Silver, and Bronze. There are three different classes like the personal development batches of the Cub Scouts and Scouts which also consist of three levels. The three different classes are further divided into two categories, the “Lower Scouting Service Award” for the 3rd class and the “Higher Scouting Services Award” for the 2nd and 1st class.

The idea behind the lower Scouting Service is that the state level has an honour, which they can grant themselves without the involvement of the federal level that is embedded in the federal framework.

This means the lower category is granted by state or federal Executive Board or federal Board of Directors and the higher one only by the federal Board of Directors. This gives the Executives Boards of the upper two levels (state and federal) the possibility to grant an award to their members who showed outstanding good service and merit in the development of the Scout movement without being dependent of the federal Board of Directors.

Each class can be awarded once to a member.

The award comes with a medal, a badge (to be worn on the left flap to close the chest pocket), a pin which is allowed to be worn outside of Scouting as well, and a certificate. Each class can be awarded once for each member, who always wears the insignias of the highest class.

All recipients shall be mentioned in the SGSM Hall of Fame

To be awarded with a Scouting Service the following requirements must be fulfilled:

- 1st class (Gold)
 - more than 15 years of service as an appointed Scout official
 - have received the 2nd class
 - appointed federal Scout official
 - extraordinary good service
 - extraordinary merit in the development of the Scouting movement
 - keen, conscientious, imaginative, and dedicated service over a sustained period
- 2nd class (Silver)
 - more than 10 years of service as an appointed Scout official
 - normally have received the 3rd class
 - appointed federal Scout official
 - better than outstanding good service
 - merit in the development of the Scouting movement
- 3rd class (Bronze)
 - more than five of service as an appointed Scout official
 - successful active leadership activity
 - outstanding good service
 - merit in the development of the Scout movement

There are no limits to the number of bearers of the 2nd and 3rd class Scouting Service. The numbers of bearers for the 1st class Scouting Service is not limited but can only be increased by a maximum of 3 per year.

There is no quorum of recipients for the Scouting Service Award.

The members of the 1st class Scouting Service Award have the right to participate in any Scouting activities and federal assemblies as guests at their own costs (non-voting, non-advisory). No obligations come with this award.

Graphic 31



Graphic 31. The Honours for Exceptional Commitment medal, own creation (2023).

Details medal: 50mm diameter, nickel-silver with gold, silver, and bronze finish

Strap holder: 10mm ring, nickel silver

Band: 16 mm width, 1000mm long, cotton, colour #D72425, #D9B789, #0092B2

Graphic 32



Graphic 32. The Honours for Exceptional Commitment badge and pin, own creation (2023).

Details badge: 50mm width, 30 mm high, cotton, colour #D72425, #D9B789, #0092B2

Details pin: 25mm diameter, nickel-silver with gold, silver, and bronze finish, engraved and coloured #000000

9.3. The Honorary Membership

The Honorary Membership shall continue to exist. It will be the third highest honour after the Silver Wolf and the Scouting Service medal. The Honorary membership should be awarded for “Many years of involvement in various functions and in different committees or projects at federal level and their commitment must have had an effect on the entire Scout movement in Switzerland”.

In contrast to the Scouting Service Award, which is linked to a service duration with outstanding service, the Honorary Membership is not.

The Honorary Membership always comes with a badge, a pin which is allowed to be worn outside of Scouting as well, and a certificate. Furthermore, all recipients shall be named in the SGSM hall of fame.

The Honorary Membership is granted by the federal Board of Directors.

There is no limit to the number of holders of the Honorary Membership. The Honorary Membership grants no further rights but also comes with no obligations.

Graphic 33



Graphic 33. The honorary membership badge and pin, own creation (2023).

Details badge: 50mm width, 30mm high, 1,5 mm border, cotton, colour #632949

Details pin: 24mm width, 28mm high, nickel-silver, engraved and coloured #632949

9.4. The Scout Act Honour

The Scout Act Honour is an award for those who take who have proven bravery in saving human life and health or exemplary action in saving our nature, saving, or improving our social environment or protect our material goods. The act must be of major significance.

The insignias are a badge (to be worn on the scarf) and a certificate. Furthermore, all recipients shall be named in the SGSM hall of fame.

The Scout Act honour can be awarded up to three times but per incident only once. For each time the recipients receive the award an exclamation mark will be added (a maximum of three).

The honour is granted by the Executive Board of the regions, states, and federal level as well as the federal Board of Directors.

Graphic 34



Graphic 34. The Scout Act Award, own creation (2023).

Details Badge: 160mm width, 80mm width, 2mm border, logo, and border colour #632949, background colour #8b426b, exclamation mark colour #ff7d00

9.5. The Honour for Youth Engagement

Most of our participants are of younger age, but there is no award for their great achievements and meritorious acts available. We therefore encourage the SGSM to create an Honour for Youth Engagement.

This honour is only available to a youth member, under the age of 17 (participants in the SGSM age between 5 and 17), in extraordinary cases and when a participant is not in a leadership position nor in any other Scout official role, the honours can be granted until the age of 22. It is received in respect of great achievements, meritorious act and devotion to duty coupled with great courage and endurance.

The Honour for Youth Engagement always comes with a badge (to be worn on the scarf) and a certificate. Furthermore, all recipients shall be named in the SGSM hall of fame.

The Honour for Youth Engagement is granted by the Executive Board of the regions, states, and federal level as well as the federal Board of Directors.

There is no limit on the number of holders of the Honour for Youth Engagement, but it should not be awarded in an inflationary manner, it should be a very special honour for our younger members who achieved something extraordinary.

Graphic 35



Graphic 35. The Youth Length of Service Award badge and key holder, own creation (2023).
Details Badge: 160mm width, 80mm width, 2mm border, logo, and border colour #632949, background colour #8b426b, hands colour #000000

9.6. The Length of Service Award

Furthermore, we encourage the SGSM to develop a national Length of Service Award, which can be awarded to all members serving in the SGSM. All officials, from the local Scout group leader to the board of directors should be included and be awarded with the Length of Service Award. This includes also, coaches, planning members of state or national Jamborees, parents' councils, etc.. The commitment (duration of service) does not have to be continuous and the data for awarding the Length of Service Award is extracted from midata.

We encourage to created two Length of Service Awards. One for general service and one for service on a specific level. Both Length of Service Awards always come with a badge and a certificate.

The general Length of Service Award is granted for each five years of service (5, 10, 15, 20, 25). On the 30 year of service the recipient receives the “Scouting for live” Length of Service Award. Next to the badge and the certificate, a key holder can be requested. The General Engagement Badge is sent out automatically by the Secretary General always at the end of July.

Only the highest General Length of Service Award is worn on the right chest pocket of the uniform.

Graphic 36



Graphic 36. The General Length of Service Award badge and key holder, own creation (2023).

Details badge: 30mm diameter, nickel-silver, Cabin Scratch font engraved and coloured #000000

Details key holder: 35mm width, 70mm, heigh, steel, Cabin Scratch (36pt), engraved and coloured #000000

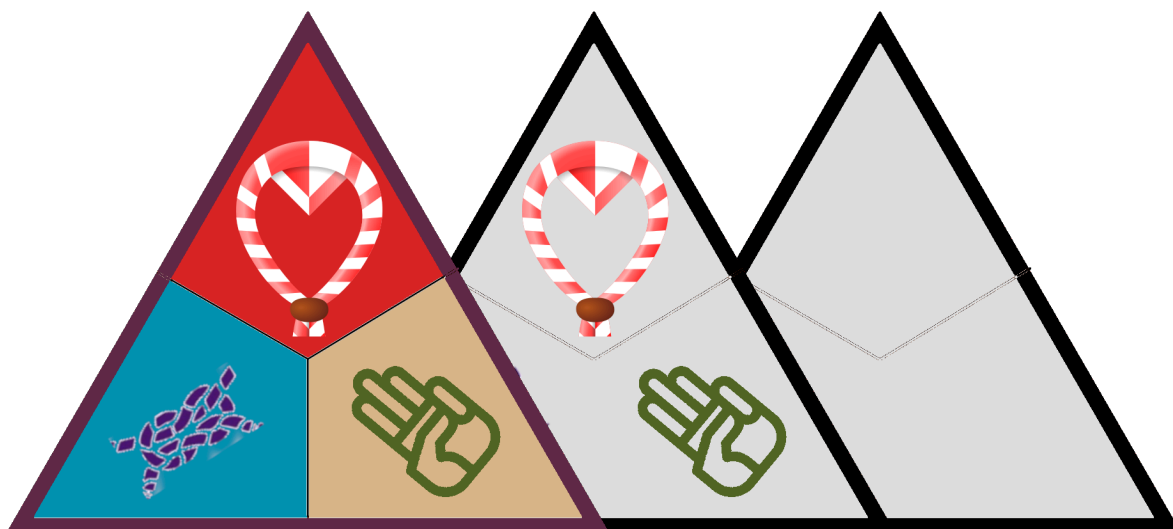
In contrast to the General Length of Service Award, the level of Service is decisive (local, regional/state, or federal) for the Specific Length of Service Award. It comes in three classes and are granted after the completion of the advanced leadership training (Aufbau) respectively three and five years of service in the specific level. From this the following steps arise:

- local level (incl. corps): leader training, 3 years of service, 5 years of service
- regional or state level: leader training, 3 years of service, 5 years of service
- federal level: leader training, 3 years of service, 5 years of service

The federal Specific Length of Service Awards is sent out by the Secretary General, the regional and state specific Length of Service Award by the secretary of the state and the local one by the local Chief Scout. The badges are sent automatically each end of July.

Only the highest class of all three levels are worn on the right arm, as a top badge, if further badges are worn.

Graphic 37



Graphic 37. The Specific Length of Service Award badge, own creation (2023).

Details Badge: 80mm width, 70mm width, 2mm border, border colour 1st class #632949, border colour 2nd and 3rd class #000000, background colour 1st class #D72425, #0092B2, #D9B789, background colour 2nd and 3rd class #dedede, colour symbols #ffff, #ff4647, 4B146E, #5636423

9.7. The Social Award

The idea of the Prix Bénévole should remain to award a group of people who have made a special commitment to a project or committee. It was very rarely granted in the past, although the idea, to promote best in class and shining projects within the organisation is a very good idea and gives them the opportunity to present an extraordinary project in front of the federal Scout assembly. The old Prix Bénévole should therefore be replaced by the Social Award.

The Social Award always comes with a unique wooden sculpture fitting the topic who the project group can take home or present it on their local scout centres and a certificate.

The Social Award is granted by the federal Board of Directors.

There is no limit on the number of recipients, but we encourage to only award one project per year.

9.8. Awards for non-members

We propose to discontinue the recognition for “external” persons and instead introduce two new awards for non-members of the SGSM for their contribution towards the Swiss Scouting Movement. Those are:

- The Scout Gratitude Coin, for
 - citizens and public officials for their significant assistance provided to the Scouting movement, or
 - partners and parents of Scout officials who made the work in the Scout movement possible with their long-term support and understanding
- The Thanks Pin
 - for a short-term valuable piece of work or a longer-term commitment as a non-member

The Scout Gratitude Coin comes always with a coin and a certificate, the Thanks Pin comes with the pin and a general certificate.

The Scout Gratitude Coin is granted by granted by the Executive Boards of the regions, states and, federal level and the federal Bord of Directors while the Thanks Pin can be granted by all members of the SGSM in their Name. The Thanks Pin can be purchased on the federal scout shop.

Both awards can be granted multiple times. Furthermore, they can also be granted to an entire organization.

Graphic 38



Graphic 38. The Scout Gratitude Coin, own creation (2023).

Details: 27,4 mm diameter, nickel-silver, engraved and coloured #632949

Graphic 39



Graphic 39. The Thanks pin, own creation (2023).

Details: 20mm width, 10mm high, nickel-silver, engraved

9.9. Wood Badge

We recommend adapting the current handling of the 3rd and 4th Wood Batch Pearl to the actual Wood Badge Framework released in 2020 and no longer use it in the honouring possibilities as it is custom in the SGSM today. The different honours for the Scouting Service were created for honouring special commitment.

This means, the 3rd Wood badge should be awarded for “Adults in Scouting who are at managing, planning and implementing levels”, the 4th Wood Badge is awarded for “Adults in Scouting who are at a higher level of conceptualizing, designing and developing”, and the 5th is awarded to the main responsible of the Wood Badge course within the SGSM as long as he/she is in office.

First the restriction that the volunteering must be related to training, supervision, or program needs to be listed for the eligibility to receive the 3rd and 4th Wood Badge Pearl.

In our interpretation for receiving the 3rd Wood Batch Pearl someone should be at least on the state level and have there the role of a leading commissioner or a role on the federal level (e.g., leading a delegation to an international event is not enough, even it is done several times).

For 4th Wood Badge Pearl we see the requirement that the receiver should be in a higher role within the federal level, e.g. Leading Commissioner.

9.10. Thanking

We propose to keep the existing thanking on the federal level and extend it by introducing wedding cards and congratulations cards for members of the federal and

state/regional level. Scouts are well connected so those information's are known and shared without being reported in the midata.

10. Recommendation towards the national assembly

We encourage the national assembly to reorganize and improve the honours and awards regulation of the Swiss Scouting Movement. Further we strongly recommend splitting the honouring's and award's from the Wood Badge Pearls.

Suggestions and ideas for improvements of the honouring regulation were presented in the previous chapter. Those honours and awards can be implemented as proposed or further improved and refined.

Most important for us is to encourage honouring and awarding more members and non-members during and not only at the end of their volunteering, job, or projects.

We do not recommend shortening the different Scouting Service classes (as there is one class open for the states/regions, one unrestricted and one restricted class). Further on we do not recommend to get rid any of the other awards, as each one of those stands for its own topic. The idea of having for most honours and award a badge and a pin/keyholder is to enhance the visibility inside and outside the organization and should be maintained. The Badges are mostly worn on the Scout uniform, while the pins and the keyholders are used in the private environment. The reason why the keyholder of the General Length of Service Award and the badge for the Specific Length of Service Award is only sent out on request is to minimize gadgets who are produced and never used.

On the other hand, we also not recommend enlarging the honours and awards on a large scale but are open for a moderate enlargement especially for the Scouting Service. We also see the potential to rebrand the three classes with animals or symbols in a similar way as it is done in the Netherlands and UK.

As the Honorary Membership will become less honourable, we recommend that the existing Honorary Memberships are reviewed, and the appropriate honours are being awarded (staying as an Honorary Membership, award the Scouting Service, or award the Silver Wolf).

For the Length of Service Award, it is possible to only introduce one of the two badges, but we recommend introducing both.

We encourage the SGSM to promote the new Social Award within the organization, as we are sure there are a lot of lighthouse-projects, in scouting, worth to be known by the wider scouting community.

As the Wood Batch Pearls are an international recognition, their further development within WOSM should be tracked and the awarding requirements constantly adapted to the actual WOSM regulations. Furthermore, we recommend continuing discuss the role of the Wood Patch Pearls within the European Scout Region to get a common understanding for their value and what they stand for.

Regarding the Thanking, we encourage the federal Executive Board to continue with thanking, and in addition to compile and publish today's practice and extend it by introducing wedding cards and congratulations cards for members of the federal and state/regional level.

Further we see the need to adapt the regulations for clothing and badges according to the new honouring and awarding regulations.

As a last point the SGSM Hall of Fame should finally be established and published, as demanded by the regulations.

11. Further objects for research

In the field of honouring, awarding, and thanking a lot more research and comparison could be done.

First, more European countries could be analysed and compared to get a broader and deeper common understanding. Also focus more on the state and regional levels, to get a deeper understanding of how honouring, awarding und thanking on a state and regional level is done and could be improved.

Another question is whenever the European region should also create their own honours and awards as the Asian-Pacific region is doing it right now and how they should be defined.

We also see some more work regarding how and when the Wood Badge Pearls are awarded and how other NSO's see the role and granting of the Wood Badge Pearls, to create a better international understanding on one of the most important Scouting insignia.

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13. Attachment A: Draft of the regulations for honouring and awarding (in German)

RICHTLINIE EHRUNGEN UND AUSZEICHNUN- GEN AUF BUNDES- EBENE

Einleitung

In der Pfadibewegung Schweiz gibt es mehrere Möglichkeiten, das Engagement von Personen auf Bundeebene zu ehren und auszuzeichnen. Es gibt folgende Ehrungen und Auszeichnungen (in Rangfolge ihrer Wichtigkeit):

1. Der Silberne Wolf
2. Die Ehrung für ausserordentliches Engagement
3. Die Ehrenmitgliedschaft
4. Die Ehrung für Courage
5. Die Ehrung zum Jugendengagement
6. Die spezifische Engagement Auszeichnung
7. Die allgemeine Engagement Auszeichnung
8. Die Soziale Auszeichnung
9. Die Pfadi Dankesmünze
10. Der Dankes-Pin



Der Silberne Wolf ist die höchste Ehrung, welche die Pfadibewegung Schweiz einem Mitglied verleihen kann. Die Ehrung für ausserordentliches Engagement ist die zweithöchste Ehrung, welche einem Mitglied verliehen werden kann und soll für Verdienste und Engagement für die Pfadibewegung verliehen werden.

Sämtliche Ehrungen werden in midata durch die ernennende Instanz eingetragen und im Sarasani kommuniziert.

Wir ermutigen die Kantonalverbänden weitere Ehrungen und Auszeichnungen zu gestalten, welche sich in der Hierarchiestufe unterhalb der PBS-Ehrungen befinden.

Weiter gibt es neben dieser Richtlinie die Richtlinie über die Verabschiedung von Ehrenamtlichen auf der Bundeebene, die Richtlinie über Danksagungen auf Bundesebene und die Richtlinie über die Vergabe von Tisons.



1. DER SILBERNE WOLF

Die Träger des Silbernen Wolfs werden für **herausragende Verdienste, Leistungen, Engagement und Beiträge für die Schweizerische Pfadibewegung** sowie für **langjährige Freiwilligenarbeit** in der Pfadi **auf allen drei Ebenen (lokal/corps, regional/kantonal und auf Bundesebene)** in **verschiedenen Funktionen und Gremien** geehrt. Ihr Einsatz hat einen **bedeutenden Einfluss auf die gesamte Pfadibewegung** in der Schweiz.

Rahmenbedingungen

Vorschlag durch:	Kommissionsleitungen oder Verbandsleitung
Ernennung durch:	Vorstand
Übergabeort:	Delegiertenversammlung
Insignien:	Silberner Wolf, Badge (auf der linken Brusttasche zu tragen), Pin und Urkunde
Verantwortlich für die Koordination	KfE

Anmerkungen

- Die Anzahl der lebenden Träger/innen des Silbernen Wolfes ist auf zwölf limitiert
- Die Träger des silbernen Wolfes sollten die Ehrung für ausserordentliches Engagement erster Klasse erhalten haben
- Die Insignien dürfen ausserhalb der Pfadi getragen werden
- Die Geehrten werden in der Hall of Fame mit Foto, Name und der Begründung für die Ehrung erwähnt
- Die Geehrten haben das Recht, an allen Pfadi-Aktivitäten der Schweiz und den Versammlungen der PBS teilzunehmen

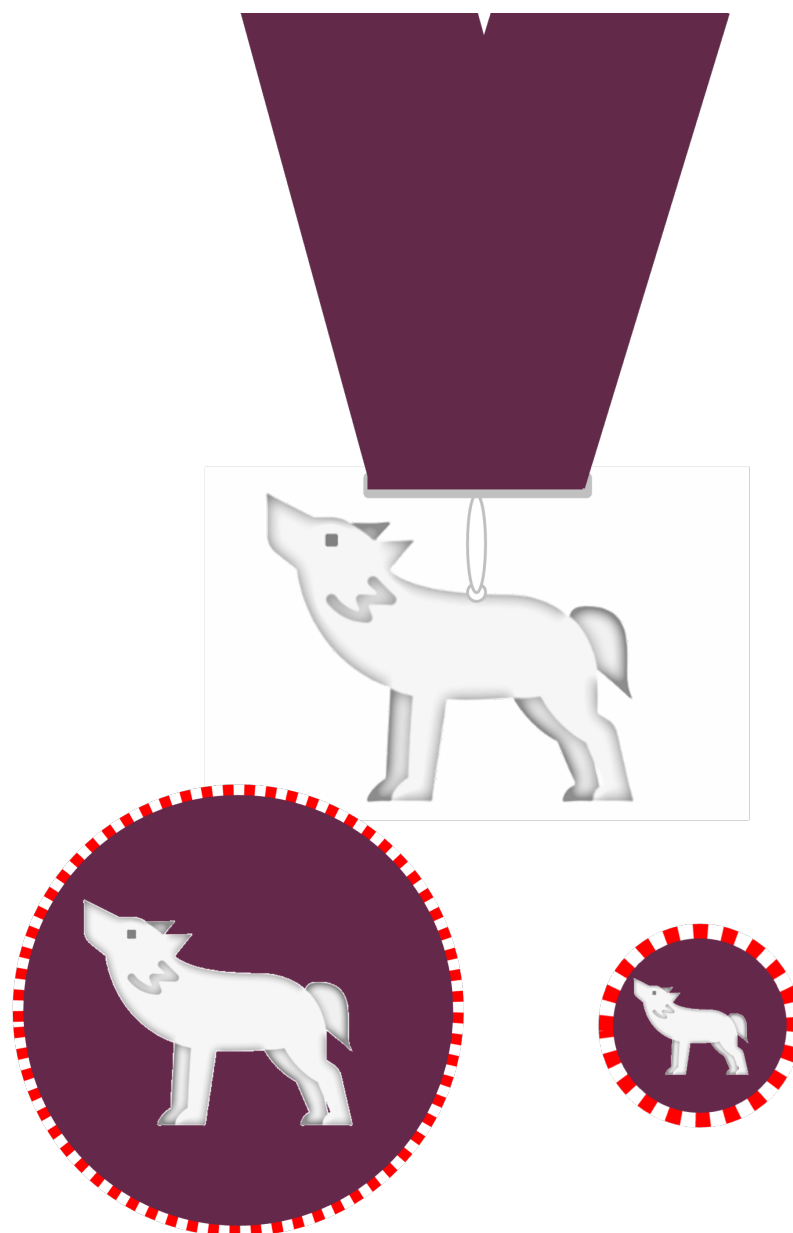


- Die Geehrten haben das Rede- und Beratungsrecht an den Versammlungen der PBS
- Die Geehrten erhalten den Sarasani kostenlos

Die Träger und Tragerinnen des Silbernen Wolfes sind automatisch im Gremium der Silbernen Ehrenmitglieder. Das Gremium tagt mindestens einmal jährlich, bei Bedarf mehrmals. Das Gremium hat das Recht, zu allen Fragen und Problemen der Pfadibewegung Schweiz intern Stellung zu nehmen und ihre Empfehlungen und Vorschläge den entsprechenden Vertretern innerhalb der Organisation zu unterbreiten. Der Vorsitzende und die Vorsitzende sind die ältesten männlichen und weiblichen Träger/innen. Der Vorstand und die Verbandsleitung dürfen das Gremium proaktiv zu Problemen oder Fragestellungen innerhalb der Organisation befragen.

Es ist erlaubt auf den Silbernen Wolf zu verzichten und damit von allen Rechten und Pflichten befreit zu werden. Die verzichtende Person erhält automatisch die Ehrung für ausserordentliches Engagement 1er Klasse (falls noch nicht erhalten). Die Insignien des Silbernen Wolfes dürfen behalten werden, aber nur die Insignien der Ehrung für ausserordentliches Engagement dürfen getragen werden. In der Hall of Fame werden sie als Träger des Silbernen Wolfes mit dem Zusatz "zurückgetreten" eingetragen.





Details Medaille: 50mm breit, 30mm hoch, 925 Sterlingsilber

Bandhalter: 30mm breit, 3mm hoch, Neusilber, zentriert aufgehängt

Band: 35 mm breit, 1000mm lang, Baumwolle, Farbe #632949

Details Badge: 80mm Diameter, 2 mm Rand, Baumwolle, Hintergrundfarbe #632949, Randfarbe #D72425, #ffffff, Wolfsfarbe #C0C0C0

Details Pin: 25mm Diameter, 2 mm Rand, Neusilber, Hintergrundfarbe #632949, Randfarbe #D72425, #ffffff, Wolfsfarbe #C0C0C0



2. DIE EHRUNG FÜR AUSSERORDENTLICHES ENGAGEMENT

Mit der Ehrung für ausserordentliches Engagement sollen **Mitglieder** geehrt werden, welche **hervorragende, ehrenamtliche Verdienste in der Pfadibewegung Schweiz erbracht** haben.

Dabei soll zwischen drei Klassen unterschieden werden:

- 1. Klasse
 - mehr als 15 Jahre ehrenamtliches Engagement in der Pfadi
 - die Ehrung 2ter Klasse erhalten
 - aktiv auf Bundesebene
 - ausserordentliche Leistungen
 - ausserordentliche Auswirkung auf die Entwicklung der Pfadibewegung in der Schweiz
 - leidenschaftlicher, pflichtbewusster, ideenreicher und engagierter Einsatz über einen längeren Zeitraum hinweg
- 2. Klasse
 - mehr als 10 Jahre ehrenamtliches Engagement in der Pfadi
 - in der Regel die Ehrung 3ter Klasse erhalten
 - aktiv auf Bundesebene
 - mehr als hervorragende Leistungen
 - wesentliche Auswirkung auf die Entwicklung der Pfadibewegung in der Schweiz
- 3. Klasse
 - mehr als fünf Jahre ehrenamtliches Engagement in der Pfadi
 - erfolgreiche aktive Leitungstätigkeit
 - hervorragende Leistung
 - merkliche Auswirkung auf die Entwicklung der Pfadibewegung in der Schweiz



Rahmenbedingungen

Vorschlag 1 und 2. Klasse durch:	Kantonsleitende, PBS-Projektleitungen, Kommissionsleitungen oder Verbandsleitung
Vorschlag 3. Klasse durch:	Kantonsleitungen, Kantonsleitende, PBS-Projektleitungen, Kommissionsleitungen, Verbandsleitung
Ernennung 1. und 2. Klasse durch:	Vorstand
Ernennung 3 Klasse durch:	Kantonsleitende, Verbandsleitung oder Vorstand
Übergabeort:	Delegiertenversammlung der ernennenden Instanz
Insignien:	Eine Medaille, ein Badge (an der linken Lasche zum Verschliessen der Brusttasche zu tragen), einen Pin und eine Urkunde
Verantwortlich für die Koordination	KfE der ernennenden Instanz

Anmerkungen

- Jede Klasse kann jedem Mitglied nur ein Mal verliehen werden
- Mit der dritten Klasse haben die Kantonalverbände die Möglichkeit eine Ehrung einzuführen, welche im Rahmenwerk der Bundes Ehrungen eingebettet ist
- Es können maximal 3 Mitglieder pro Jahr mit der Ehrung für ausserordentliches Engagement 1. Klasse, ausgezeichnet werden
- Die Anzahl der Träger/innen der 2. und 3. Stufe ist nicht begrenzt
- Die Insignien der höchsten Klasse werden getragen
- Die Insignien dürfen ausserhalb der Pfadi getragen werden
- Das ernennende Gremium muss höher als das Vorschlagende sein
- Die Geehrten werden in der Hall of Fame mit Namen und der Begründung für die Ehrung erwähnt
- Die Geehrten haben das Recht, an allen Pfadi-Aktivitäten der Schweiz teilzunehmen



- Die Geehrten für ausserordentliches Engagement 1. Klasse haben das Recht, an den Versammlungen der PBS als Gäste auf eigene Kosten (nicht stimmberechtigt, nicht beratend) teilzunehmen. Die geehrten der 2. und 3. Klasse haben dieses Recht nicht
- Die Geehrten erhalten den Sarasani kostenlos



Details Medaille: 50mm Diameter, Neusilber mit Gold, Silber and Bronze überzogen

Bandhalter: 10mm Ring, Neusilber, mittig aufgehängt

Band: 16 mm breit, 1000mm lang, Baumwolle, Farbe #D72425, #D9B789, #0092B2





Details Badge: 50mm breit, 30 mm hoch, Baumwolle, Farbe #D72425, #D9B789, #0092B2

Details Pin: 25mm Diameter, Neusilber mit Gold, Silber and Bronze überzogen, farbig graviert
#000000



3. DIE EHRENMITGLIEDSCHAFT

Die Ehrenmitgliedschaft wird für **langjähriges Engagement** in **verschiedenen Funktionen** und in **verschiedenen Projekten oder Gremien auf Bundesebene** verliehen. Das Engagement hat **Wirkung für die gesamte Pfadibewegung** in der Schweiz.

Rahmenbedingungen

Vorschlag durch:	Kantonsleitende, PBS-Projektleitungen, Kommissionsleitungen oder Verbandsleitung
Ernennung durch:	Vorstand
Übergabeort:	Delegiertenversammlung
Insignien:	Ein Badge (an der linken Lasche zum Verschliessen der Brusttasche zu tragen), einen Pin und eine Urkunde
Verantwortlich für die Koordination	KfE

Anmerkungen

- Die Insignien dürfen ausserhalb der Pfadi getragen werden
- Die Geehrten werden in der Hall of Fame mit Namen und der Begründung für die Ehrung erwähnt
- Die Geehrten erhalten den Sarasani kostenlos





Details Badge: 50mm breit, 30mm hoch, 1,5 mm Rand, Baumwolle, Farbe #632949

Details Pin: 24mm breit, 28mm hoch, Neusilber, farbig graviert #632949



DIE EHRUNG FÜR COURAGE

Mit der Ehrung für Courage sollen **Mitglieder** für **ausserordentliche Tapferkeit und Mut beim Retten eines oder mehrerer Leben oder ausserordentliches Engagement** für den **Erhalt unserer Natur, Erhalt und Aufbau unserer sozialen Einheit oder Schutz unserer materiellen Güter** ausgezeichnet werden. Die **Tat muss** von einer **ausserordentlichen Bedeutung** sein.

Rahmenbedingungen

Vorschlag durch:	Kantonsleitungen, Kantonsleitende, PBS-Projektleitungen, Kommissionsleitungen oder Verbandsleitung
Ernennung durch:	Kantonsleitende, Verbandsleitung oder Vorstand
Übergabeort:	Privater Rahmen
Insignien:	Ein Badge (zu Tragen am Foulard) und eine Urkunde
Verantwortlich für die Koordination	Kantonsleitung des entsprechenden Kantons, rsp. KfE

Anmerkungen

- Das ernennende Gremium muss höher als das vorschlagende sein
- Die Ehrung darf maximal drei Mal vergeben werden, jedoch nur ein Mal pro Vorkommnis
- Pro Ehrung wir ein Ausrufezeichen hinzugefügt (maximal 3)





Details Badge: 160mm breit, 80mm hoch, 2mm Rand, Logo- und Randfarbe #632949, Hintergrundfarbe #8b426b, Ausrufezeichen #ff7d00



4. DIE EHRUNG ZUM JUGENDENGAGEMENT

Mit der Ehrung zum Jugendengagement sollen **Teilnehmende unter 17 Jahren** für **besondere Leistungen, ausserordentliche (vorbildliche) Taten und Hingabe**, gepaart mit **grossem Mut oder Ausdauer** geehrt werden. In Ausnahmefällen und wenn die Person in der Rolle des Teilnehmers unterwegs ist, kann das Jugendengagement bis zum 22. Altersjahr verliehen werden.

Rahmenbedingungen

Vorschlag durch:	Kantonsleitungen, Kantonsleitende, Kommissionsleitungen, Verbandsleitung oder Vorstand
Ernennung durch:	Kantonsleitende, Verbandsleitung oder Vorstand
Übergabeort:	Privater Rahmen
Insignien:	Ein Badge (zu Tragen am Foulard) und eine Urkunde
Verantwortlich für die Koordination	Kantonsleitung des entsprechenden Kantons, resp. die KfE

Anmerkungen

- Das ernennende Gremium muss höher als das vorschlagende sein
- Die Ehrung darf jedem Mitglied nur ein Mal vergeben werden





Details Badge: 160mm breit, 80mm hoch, 2mm Rand, Logo- und Randfarbe #632949, Hintergrundfarbe #8b426b, Handfarbe #000000



5. DIE SPEZIFISCHE ENGAGEMENT AUSZEICHNUNG

Die spezifische Engagement Auszeichnung ist eine **Auszeichnung** für das **zeitliche Engagement**, das ein **Mitglied für die Pfadi in der Schweiz** auf einer **bestimmten Ebene** (lokal/corps, regional/kantonal oder Bundesebene) **erbracht hat**. **Alle Funktionäre** der PBS vom Pfadileiter bis zum Vorstand der PBS werden damit ausgezeichnet. Dazu gehören auch, ebenso, aber nicht ausschliesslich, Projektmitglieder, Coaches, Mitglieder von Delegationsleitungen, Elternräte, etc. .

Es gibt **pro Ebene** (lokal & corps, regional & kantonal und Bund) **drei Klassen**. Die dritte Klasse wird bei bestandenem Aufbau-Kurs verliehen. Die zweite und erste Klasse nach **drei** resp. **fünf** Jahren **Engagement** in der jeweiligen Stufe.

Rahmenbedingungen

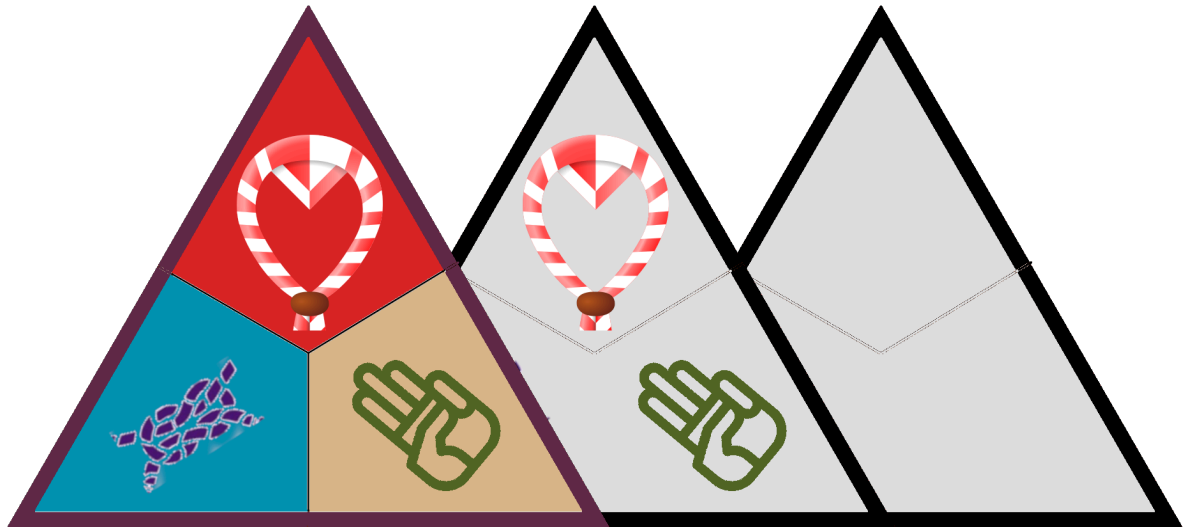
Ernennung durch:	Automatisch bei Kurserfolg resp. durch zeitliches Engagement auf der jeweiligen Stufe
Übergabeort:	Versand durch die Verbandsleitung für die Bundesebene, Kantonaleiter für die kantonale und regionale Ebene und Abteilungsleiter für die Abteilung und das Korps jeweils Ende Juli
Insignien:	Badge (zu Tragen am rechten Arm zu oberst) und eine Urkunde

Anmerkungen

- Das Zeitengagement für die Auszeichnung muss nicht fortlaufend sein
- Die Daten für die Verleihung werden aus midata entnommen
- Die Insignien der höchsten Klasse werden jeweils getragen



- Der Badge wird als oberster auf dem rechten Arm zu platziert



Details Badge: 80mm breit, 70mm hoch, 2mm Rand, Randfarbe 1^{te} Klasse #632949, Randfarbe 2^{te} und 3^{te} Klasse #000000, Hintergrundfarbe 1^{te} Klasse #0092B2, #D72425, #D9B789, Hintergrundfarbe 2^{te} und 3^{te} Klasse #dedede, Farbe Symbole #fffff, #ff4647, 4B146E, #5636423



6. DIE ALLGEMEINE ENGAGEMENT AUSZEICHNUNG

Die allgemeine Engagement Auszeichnung ist eine **Auszeichnung** für das **zeitliche Engagement**, das ein **Mitglied für die Pfadi in der Schweiz erbracht hat**. **Alle Funktionäre** der PBS vom Pfadileiter bis zum Vorstand der PBS werden damit ausgezeichnet. Dazu gehören auch, ebenso, aber nicht ausschliesslich, Projektmitglieder, Coaches, Mitglieder von Delegationsleitungen, Elternräte, etc. . Das Engagement für die Pfadi wird jeweils alle fünf Jahre verdankt (5, 10, 15, 20, 25). Beim 30 Jahr wird die «Pfadi fürs Leben» Auszeichnung vergeben.

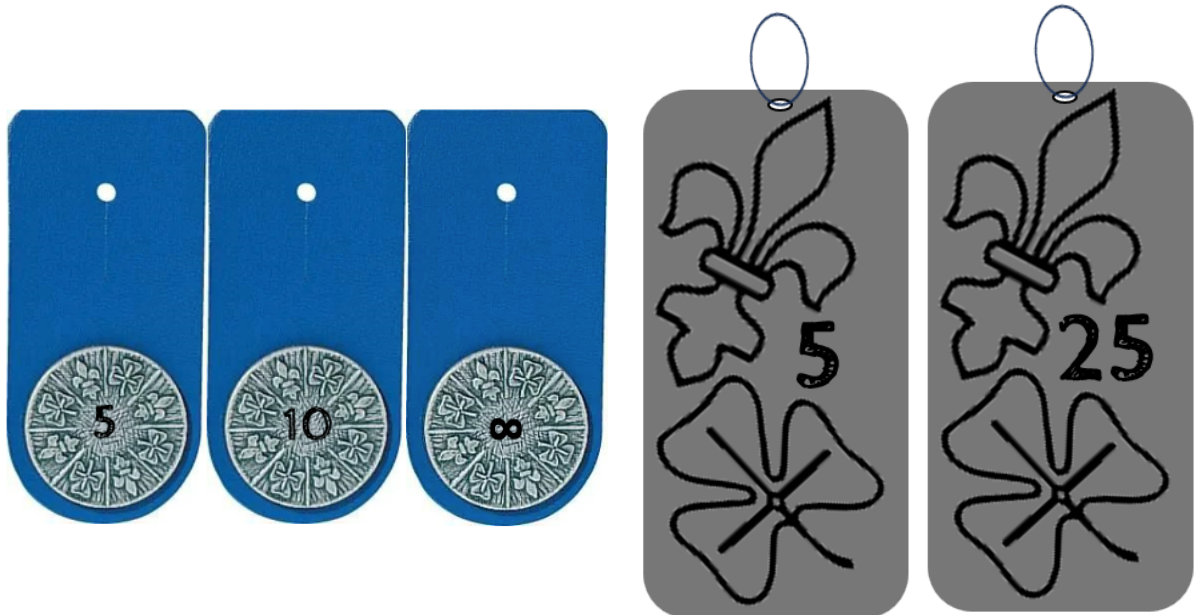
Rahmenbedingungen

Ernennung durch:	Automatisch durch zeitliches Engagement
Übergabeort:	Jährlicher Versand durch die Verbandsleitung jeweils Ende Juli
Insignien:	Leiterabzeichen (zu tragen an der rechten Brusttasche), einen Schlüsselanhänger (auf Anfrage) und eine Urkunde
Verantwortlich für die Koordination	KfE

Anmerkungen

- Das Zeitengagement für die Auszeichnung muss nicht fortlaufend sein
- Die Daten für die Verleihung werden aus midata entnommen
- Die Insignien der höchsten Jahresanzahl werden getragen
- Der Schlüsselbund darf ausserhalb der Pfadi getragen werden
- Das Leiterabzeichen und die Urkunde werden automatisch versendet, der Schlüsselanhänger auf Verlangen





Details Badge: 30mm Diameter, Neusilber, Cabin Scratch Schrift farbig graviert #000000

Details Schlüsselanhänger: 35mm breit, 70mm hoch, Edelstahl, Cabin Scratch (36pt), farbig graviert #000000



7. DIE SOZIALE AUSZEICHNUNG

Mit der Sozialen Auszeichnung soll eine **Gruppe von Mitgliedern** für das **spezielle Engagement** für ein **nicht alltägliches Projekt oder Gremium eines Leuchtturm- oder Vorzeigeprojekt** ausgezeichnet werden.

Für die Anerkennung können Mitglieder aller Ebenen (Abteilung bis Bundesebene) vorgeschlagen werden.

Rahmenbedingungen

Vorschlag durch:	Mitglied der Pfadibewegung Schweiz (exkl. Vorstand)
Ernennung durch:	Vorstand
Übergabeort:	Delegiertenversammlung
Insignia	Einzigartige Skulptur und eine Urkunde
Verantwortlich für die Koordination	KfE

Anmerkungen

- Das Projekt wird an der Delegiertenversammlung präsentiert
- Ein Projekt pro Jahr kann damit ausgezeichnet werden
- Dasselbe Projekt darf nur einmal ausgezeichnet werden



8. DIE PFADI DANKESMÜNZE

Die Pfadi Dankesmünze ist eine **Auszeichnung für Personen und Organisationen**, welche sich für die Pfadibewegung in der Schweiz **eingesetzt und verdient gemacht haben**. Dies sind auf der einen Seite **Bewohner/innen der Schweiz oder Mitglieder von Gremien, Verbänden, Politik, etc.** die die Pfadi mit einem **ausserordentlichen Engagement unterstützt** haben. Auf der anderen Seite, **Lebenspartner/innen und Eltern**, welche die Arbeit in der Pfadfinderbewegung durch ihre **langjährige Unterstützung und Verständnis ermöglicht** haben.

Rahmenbedingungen

Vorschlag durch:	Mitglieder der Kantonalen Leitung und Mitglieder auf Bundeebene
Ernennung durch:	Kantonsleitende, Verbandsleitung oder Vorstand
Übergabeort:	Persönlich in entsprechenden Rahmen
Insignien:	Dankesmünze und ein Persönlicher Dankesbrief
Verantwortlich für die Koordination	Kantonsleitende rsp. KfE

Anmerkungen

- Die Dankesmünze darf mehrmals vergeben werden
- Die Dankesmünze darf auch an Gremien und Organisation vergeben werden



Details Dankesmünze: 27,4 mm Diameter, Neusilber, farbig graviert #632949



9. DER DANKES-PIN

Die Dankes-Pin ist eine **Auszeichnung für Nicht-Mitglieder und Organisationen**, welche sich für die Pfadibewegung in der Schweiz mit **einem kurzen einflussreichen oder längeren Engagement verdient** gemacht haben. Dies können **Bewohner/innen der Schweiz oder Mitglieder von Gremien, Verbänden, Politik, etc.** sein.

Rahmenbedingungen

Ernennung durch:	Ein Mitglied der Pfadibewegung Schweiz
Übergabeort:	Persönlich in entsprechenden Rahmen oder Versand durch Mitglied
Insignien:	Pin und einem generellerem Dankesbrief
Verantwortlich für die Koordination	Das ausgebende Mitglied

Anmerkungen

- Der Dankes-Pin darf mehrmals vergeben werden
- Der Dankes-Pin darf auch an Gremien und Organisation vergeben werden



Details Dankes-Pin: 20mm breit, 10mm hoch, Altsilber



RICHTLINIE FÜR VERGABE VON TISONS

Einleitung

Diese Richtlinie regelt den Erhalt der Gilwell-Tison innerhalb der Pfadibewegung Schweiz. Die Pfadibewegung Schweiz orientiert sich dabei am Wood Badge Framework aus dem Jahre 2020, welches auf der WOSM-Weltkonferenz verabschiedet wurde.

Insgesamt anerkennt die Pfadibewegung Schweiz sechs Tisons. Diese sind:

- Das erste Tison erhält man im Gilwell-Kurs
- Das zweite Tison erarbeitet man sich im Gilwell-Kurs
- Das dritte Tison erhält man in einer höheren Position in der Kantonalen Leitung oder auf Bundesebene
- Das vierte Tison erhält man in einer höheren Position in der Bundesebene
- Das fünfte Tison erhält der Gilwell Kurs-Verantwortliche
- Das sechste Tison wurde nur zwei Mal vergeben und wird nicht weiter vergeben

Bei Anpassung des Wood Badge Framework wird diese Richtlinie aktualisiert.



1. DRITTES TISON

Für den Erhalt des **dritten Tison** muss ein **Mitglied** der Pfadibewegung Schweiz **mindestens drei Jahre** auf **kantonalen Ebene** tätig sein und dort eine **Rolle innerhalb der Kantonalen Leitung** haben, **oder** auf **Bundesebene mindestens fünf Jahre** in einer **gewählten Rolle** sein.

Rahmenbedingungen

Vorschlag durch:	Automatisch durch Zeit und Rolle
Ernennung durch:	Kantonsleitende, Verbandsleitung oder Vorstand
Übergabeort:	in geeignetem Rahmen
Insignien:	Drittes Tison und eine Urkunde
Verantwortlich für die Koordination	Ernennendes Gremium

Anmerkungen

- Der Gilwell-Kurs muss bestanden sein
- Die Zeit für die Auszeichnung muss nicht fortlaufend sein
- Die Daten für die Verleihung werden aus midata entnommen
- Das ernennende Gremium muss höher als das vorschlagende sein
- Die Leitung einer Delegation zu einer internationalen Veranstaltung reicht nicht aus (auch wenn dies mehrfach geschieht).



2. VIERTES TISON

Für den Erhalt des **vierten Tison** muss ein **Mitglied** der Pfadibewegung Schweiz auf **Bundesebene mindestens fünf Jahre** in einer **gewählten Rolle** als **Kommissionsleitung, PBS-Projektleitung oder Vorstand** sein.

Rahmenbedingungen

Vorschlag durch:	Automatisch durch Zeit und Rolle
Ernennung durch:	Vorstand
Übergabeort:	in geeignetem Rahmen
Insignien:	Viertes Tison und eine Urkunde
Verantwortlich für die Koordination	KfE

Anmerkungen

- Das dritte Tison muss bereits verliehen worden sein
- Die Zeit für die Auszeichnung muss nicht fortlaufend sein
- Die Daten für die Verleihung werden aus midata entnommen



3. FÜNFTES TISON

Das **fünfte Tison** entspricht einer **Rolle**. Dies ist die **Rolle des Gilwell-Kurs Verantwortlichen** innerhalb **der Pfadibewegung Schweiz**.

Rahmenbedingungen

Vorschlag durch:	Automatisch bei Amtsantritt
Ernennung durch:	Automatisch bei Amtsantritt
Übergabeort:	Persönlich bei Amtsantritt
Insignien:	fünftes Tison
Verantwortlich für die Koordination	Leiter Kernaufgabe und Betreuung

Anmerkungen

- Die Rolle des Gilwell-Kurs Verantwortliche ist die Leitung der AKOM
- Das fünfte Tison muss nach Abgabe der Rolle wieder abgegeben werden



14. Attachment B: Presentation (in German)

Ehrungen, Dankbarkeit und Engagement in der Pfadi

Gilwell-Arbeit
Jan Appl v/o Uhu
06. September 2023

Inhalt

- ▶ Einführung
- ▶ Status quo
- ▶ Andere Länder - Andere Möglichkeiten
- ▶ Die Weltebene
- ▶ Zusammenfassung
- ▶ Zukunft
- ▶ Empfehlung
- ▶ Fragen

Einführung

- ▶ Ausserordentliches Engagement von Personen
- ▶ Unpassende Ehrungsmöglichkeiten
- ▶ Keine on-the-job Ehrungen
- ▶ Nur beschränkte Sichtbarkeit des Engagements
- ▶ Keine Sichtbarkeit ausserhalb der Organisation

Status quo

- ▶ Richtlinie Ehrung und Anerkennung auf Bundesebene
 - ▶ Aus dem Jahr 2012
 - ▶ 6 Ehrungen
 - ▶ Ehrenmitgliedschaft
 - ▶ Ehrung für Spezielle Engagement
 - ▶ 3. Gilwell Tison
 - ▶ 4. Gilwell-Tison
 - ▶ Prix Bénévole
 - ▶ Anerkennung für externe Personen



Verantwortlich: Kommission für Ehrenämter (KE)

Verabschiedet durch: A-Präsidium (18.04.2012) (Jahr 01.09.2011 in der Kompetenz des Vorstand)

PDF-Referenz Nr. 4016.02.de

RICHTLINIE EHRUNGEN UND ANERKENNUNG AUF BUNDES- EBENE

Einleitung

In der Pfadibewegung Schweiz soll es mehrere Möglichkeiten geben, das Engagement von Personen auf Bundesebene zu ehren und zu anerkennen:

1. Ehrenmitgliedschaft
2. Ehrungen für spezielles Engagement
3. 3. Gilwell-Tison
4. 4. Gilwell-Tison
5. Anerkennung des Ehrenamtlichen Engagements («Prix Bénévole»)
6. Anerkennung für «externe» Personen

Die Ehrenmitgliedschaft ist dabei die höchste Ehrung, welche die Pfadibewegung Schweiz an einer Delegiertenversammlung einem Mitglied verleihen kann.

Mit dem 3. bzw. 4. Gilwell-Tison sollen die Verdienste für das Engagement in der Ausbildung, der Betreuung und des Programms geehrt werden. Diese Ehrung ist eine weltweite Pfaditradition und geht auf die Anfänge der Pfadibewegung zurück.

Mit der Ehrung für das spezielle Engagement können auch Personen geehrt werden, die den Gilwellkurs nicht besucht haben und sich in anderen Bereichen als der Ausbildung, der Betreuung oder des Programms engagiert haben.

Mit der Anerkennung des Ehrenamtlichen Engagements («Prix Bénévole») werden Personen stellvertretend für die ehrenamtliche Tätigkeit aller Mitglieder der Pfadibewegung Schweiz geehrt.



Pfadibewegung Schweiz
Mouvement Scout de Suisse
Movimento Scout Svizzero
Moviment Batazandes Suíza



Status quo

- ▶ Richtlinie Ehrung und Anerkennung auf Bundesebene
 - ▶ Aus dem Jahr 2011
 - ▶ 6 Ehrungen
 - ▶ Ehrenmitgliedschaft
 - ▶ Ehrung für Spezielle Engagement
 - ▶ 3. Gilwell Tison
 - ▶ 4. Gilwell-Tison
 - ▶ Prix Bénévole
 - ▶ Anerkennung für externe Personen

Verantwortlich: Kommission für Ehrenamtliche (KE)

Verabschiedet durch: 4. Personalarbeit (18.04.2012) (akt. 01.09.2011 in der Kompartiz des Vorstands)

PDF-Referenz Nr. 4076/02.de

RICHTLINIE EHRUNGEN UND ANERKENNUNG AUF BUNDESEBENE

Einleitung

In der Pfadibewegung Schweiz soll es mehrere Möglichkeiten geben, das Engagement von Personen auf Bundesebene zu ehren und zu anerkennen:


1. Ehrenmitgliedschaft
2. Ehrungen für spezielles Engagement
3. 3. Gilwell-Tison
4. 4. Gilwell-Tison
5. Anerkennung des Ehrenamtlichen Engagements («Prix Bénévole»)
6. Anerkennung für «externe» Personen

Die Ehrenmitgliedschaft ist dabei die höchste Ehrung, welche die Pfadibewegung Schweiz an einer Delegiertenversammlung einem Mitglied verleihen kann.

Mit dem 3. bzw. 4. Gilwell-Tison sollen die Verdienste für das Engagement in der Ausbildung, der Betreuung und des Programms geehrt werden. Diese Ehrung ist eine weltweite Pfadibraktion und geht auf die Anfänge der Pfadibewegung zurück.

Mit der Ehrung für das spezielle Engagement können auch Personen geehrt werden, die den Gilwellkurs nicht besucht haben und sich in anderen Bereichen als der Ausbildung, der Betreuung oder des Programms engagiert haben.

Mit der Anerkennung des Ehrenamtlichen Engagements («Prix Bénévole») werden Personen stellvertretend für die ehrenamtliche Tätigkeit aller Mitglieder der Pfadibewegung Schweiz geehrt.



Pfadibewegung Schweiz
Movement Scout de Suisse
Movimento Scout Svizzero
Moviment Battasendos Svizra

Seite 1

Status quo

- ▶ Richtlinie Verabschiedungen von Ehrenamtlichen auf Bundesebene
 - ▶ Aus dem Jahr 2014
 - ▶ Je nach Tätigkeit unterschiedlich hoher Betrag und Rahmen

Verantwortlich: Kommission für Ehrenamtliche

Verabschiedet durch: Kommission am 21.11.2014

PDF-Referenz Nr. 4076/02.de

RICHTLINIE VERABSCHIEDUNGEN VON EHRENAMTLICHEN AUF BUNDESEBENE

Grundsatz


Personen, die auf der Bundesebene aus einem Amt zurücktreten, sollen für ihren Einsatz zugunsten der Pfadi angemessen verdankt und würdig verabschiedet werden. Dies ist Teil unserer Kultur zur Wertschätzung des ehrenamtlichen Engagements.

Die vorliegenden Richtlinien klären den Rahmen, die Zuständigkeit und die Abläufe einer Verabschiedung und stellen damit eine gewisse Einheitlichkeit sicher.

Geltungsbereich

Die vorliegende Richtlinie gilt für folgende Funktionen:

- Mitglieder von Kommissionen und ihnen angehängten Teams, Projekten und Ad hoc AGs
- Spezialfunktionen
- Leitungen von Kommissionen, Teams, Projekten und Ad hoc AGs
- Mitglieder des Auswertungskomitees
- Mitglieder des Vorstands
- Explizit nicht gemeint sind: Reine Vertretungen in Drittorganisationen, ehrenamtliche Mitarbeitende bei unseren Stiftungen und bei Scout & Sport, Kursleitungen.



Pfadibewegung Schweiz
Movement Scout de Suisse
Movimento Scout Svizzero
Moviment Battasendos Svizra

Seite 1

Status quo

► Führung von Ehrenamtlichen auf Bundesebene

- Aus dem Jahr 2015
- Wertschätzung entgegenbringen

Kommission für Ehrenamtliche (KE)
13.11.2015

Platzbewegung Schweiz
Mouvement Scout de Suisse
Movimento Scout Svizzera
Moviment Bènvolede Svizra

Führung von Ehrenamtlichen auf Bundesebene

Ohne Ehrenamtlichkeit würde die Platzbewegung Schweiz nicht funktionieren. Die Ehrenamtlichen sollen deshalb für ihr Engagement gute Rahmenbedingungen vorfinden und umschichtgeführt werden. Entsprechend ist das Ehrenamtlichen-Management eine zentrale Aufgabe in der Führung der PBS und betrifft alle Führungspersonen.

Als Grundsatz dient dabei die **doppelte Zielsetzung der Führungsarbeit**. Einerseits soll Führung sicherstellen, dass die erforderlichen Leistungen erbracht und die vorgegebenen Ziele erreicht werden. Andererseits gilt es dafür zu sorgen, dass die geführten Ehrenamtlichen zufrieden sind und ihre Bedürfnisse berücksichtigt werden.

Dieses Merkblatt soll Führungspersonen beim Ehrenamtlichen-Management unterstützen und konkrete Handlungsempfehlungen liefern.

1. Gewinnung von Ehrenamtlichen

Handlungsfeld	Umsetzung
Relevante Zielgruppe und Kompetenzen definieren	<ul style="list-style-type: none"> • Vor der Suche festlegen, welche Kompetenzen für ein Amt nötig sind und bei der Suche daran orientieren (Pflichtenheft des Gremiums als Basis verwenden) • Berücksichtigung einer ausgewogenen Verteilung der Geschlechter und Regionen
Kompetente und auf auszubildende Personen bevorzugen	<ul style="list-style-type: none"> • Ehrenamtliche, die sich bereits auf kantonalen oder regionaler Ebene engagiert haben bevorzugen, da diese bereits das nötige Wissen über die Funktionsweise der PBS mitbringen • Quereinsteiger mit den erforderlichen Kompetenzen ebenfalls in Betracht ziehen • Vor Anträgen jeweils eine Empfehlung einholen
Interessenkonflikte vermeiden	<ul style="list-style-type: none"> • Bei Anfragen Rücksicht auf die Interessen der Kantonalverbände und Ableitungen nehmen. Gegebenenfalls vorher Kontakt aufnehmen und klären, ob diese Person angefragt werden darf. • Bei Personen mit klarer Fachverantwortung (z.B. Stellenverantwortlicher, Ausbildungsverantwortliche, etc.) Rücksprache mit der entsprechenden PBS-Fachkommission nehmen.
Bewusste Gestaltung der Anträge	<ul style="list-style-type: none"> • Definieren wer in welcher Form mit der Person Kontakt aufnehmen (wo möglich persönliche Kontakte nutzen und persönlich oder per Telefon anfragen) • Bei der Entscheidungsfindung unterstützen, z.B. transparent über Aufwand, Möglichkeiten und Ehrenzen informieren • Erwartungen des Ehrenamtlichen abholen und Erwartungen des Verbandes aufzeigen • Bei Absagen nach Grund fragen und bei grundlegendem Interesse mitteilen, eine separate Aufgabe in einem anderen Bereich oder zu einem späteren Zeitpunkt zu finden.

Logo: FOTR, PRO LINGUIS, hajk

Prozess zur Wahl von Ehrenamtlichen

Stellt sich eine Person für ein Amt zur Verfügung, so muss sie durch das zuständige Gremium gewählt werden. Dadurch wird sie offizielles Mitglied der PBS-Bundesebene, profitiert vom Versicherungsschutz der PBS und kann Spenden abgeben.

1. KandidatIn erhält von vorgesetzter Führungsperson die «Vorlage Kandidatenblatt PBS» und füllt sie aus
2. Führungsperson leitet ausgearbeitetes Kandidatenblatt an die zuständige Kernaufgabenleitung / das zuständige Vorstandsmitglied weiter
3. Kernaufgabenleitung / Vorstandsmitglied beantragt die Wahl durch das zuständige Gremium
4. Kernaufgabenleitung / Vorstandsmitglied informiert die KandidatIn über die erhaltene Wahl
5. Die Geschäftsstelle kümmert sich um die nötigen Folgearbeiten:
 - Aufnahme Datenbanken, Adressverzeichnis, Whois-Who, etc.
 - Versand des PBS-Fouards und des Welcome-Packages an die vorgesetzte Führungsperson
 - Erstellen eines Zugangs zur Datenauswertungs-Plattform OpenClear
 - Erstellen einer offiziellen PBS-E-Mailadresse
 - Beantragen eines hajk-Rakett-Karte

2. Einführung von Ehrenamtlichen

Handlungsfeld	Umsetzung
Einführung in die Aufgabe	<ul style="list-style-type: none"> • Umsichtige Einführung in das Aufgabengebiet und Übergabe durch die VorgängerIn sicherstellen • Einführungstätigkeit beschreiben • Aufzeigen der Rechte, Pflichten und Entscheidungskompetenzen (Weisung Finanz- und Unterschiftskompetenz) • Vermittlung des nötigen Wissens über Zustattung und Funktionsweise des Verbandes • Welcome Package gemeinsam durchschauen und wichtige Dokumente erklärt erläutern • Gegenseitige Erwartungen klären • Administrative Fragen klären (z.B. Ablauf System) • Infofluss klären (Reaktionszeit, Erreichbarkeit, Kommunikationskanäle)
Hilfestellungen anbieten	<ul style="list-style-type: none"> • Einführung ins Team • Einführung in das Netzwerk (Ansprechpartner, relevante Personen im Verband, relevante Partnerorganisationen, Adressverzeichnis) • Bedarf an speziellen Einführungsmaßnahmen abklären (z.B. Gotti/Gottli, Coaching)
Wertschätzung entgegenbringen	<ul style="list-style-type: none"> • Bereitschaft für das Engagement wertschätzen • Neue Personen bewusst willkommen heissen • Aufnahmewort im Treff (z.B. gemeinsame Fouard/Bongabe)

Status quo

► Verschiedene nicht dokumentierte Dankesarten

- MERCI Anlass
- Kommisionsanlässe
- Weihnachtskarten
- Hajk Vergünstigung
- Interne und externe Trainings
- Bénévole Zertifikat
- Zusätzlich ab Q4/23 rsp. Q1/24
 - Starting Kit

Status quo

- ▶ Es wird bereits einiges gemacht

Status quo

- ▶ Es wird bereits einiges gemacht
- ▶ Hat Potential nach oben bspw.
 - ▶ Mehr Ehren
 - ▶ Ehrungen during the Job
 - ▶ Gruppenehrungen revitalisieren
 - ▶ Sichtbarkeit der Ehrungen erhöhen
 - ▶ Alle Dankesarten dokumentieren
 - ▶ Ehrungen und Verdankungen mehr publizieren
 - ▶ Z.B. im Sarasani oder die Hall of Fame erstellen (ist in den Reglementen verankert)

Was machen andere

- ▶ Umfrage an fast alle europäischen NSO gesendet
- ▶ Nur Rückmeldung von folgenden erhalten
 - ▶ Les Scouts (Belgien)
 - ▶ Liechtenstein
 - ▶ UK
- ▶ Zusätzlich durch private Kontakte
 - ▶ Niederlande
 - ▶ Slowakei

Les Scouts (Belgien)

- ▶ Verdankungen am Ende des Engagements
 - ▶ Geschenk und Urkunde
- ▶ Aufnahmen in den Verein der ehemaligen Pfadis
- ▶ Ehrung im Rahmen des „Ordre Guide et Scout du Mérite“ für besonders verdiente und engagierte Mitglieder
 - ▶ 3 Stufen (Ritter, Offizier, Hauptmann)
- ▶ Auf einer Seite ist immer die Lilie auf der anderen immer das Kleeblatt



Liechtenstein

- ▶ Ehrenmitgliedschaft
 - ▶ Nach 20 Jahren Engagement auf der Bundesebene oder als AL/AL-Stv.
- ▶ Jubilarsgeschenke
 - ▶ Ab 10 Jahre Engagement alle 5 Jahre
 - ▶ Nicht für Leiter nur Funktionäre
- ▶ Verabschiedungsgeschenk
- ▶ Hochzeits- und Geburtsgeschenke
 - ▶ rsp. Karten für Ehrenmitglieder
 - ▶ rsp. Nennung in der Pfadizeitschrift bei Leitern
- ▶ Kondolation bei verdienten ehemaligen oder aktiven Mitgliedern

Niederlande

- ▶ Royale Orden
 - ▶ Wird vom König/Regierung vergeben
- ▶ Ehrungen
 - ▶ Engagement in der Pfadi
 - ▶ Vier Klassen
 - ▶ Silber Wolf
 - ▶ Goldener Rothirsch
 - ▶ Goldene Eule
 - ▶ Goldener Fuchs
 - ▶ Die unteren drei können auch auf Lokaler Ebene erreicht werden
 - ▶ Nur der Silberne Wolf wird ausschliesslich durch die Bundesebene ausgegeben



Niederlande

► Auszeichnungen

- Besondere Verdienste
 - Für aussergewöhnliche Aktivitäten oder Projekte
 - Kann mehrmals verliehen werden
- Mut/Tapferkeit
 - Für mutige Tätigkeiten
 - Kann mehrmals und posthum verliehen werden
- Soziales Engagement
 - Für ein soziales Engagement oder bei einem Einsatz für Soziale Belange
 - Kann mehrmals erhalten werden
- Freundschaftsabzeichen
 - Für Externe welche die Pfadi in der Niederlande unterstützen
 - Kann von allen Mitgliedern verliehen werden
- Ehrenabzeichen
 - Für Mitglieder, welche würdig sind geehrt zu werden



Niederlande

► Lustrum Abzeichen

- Für die Dauer der Mitgliedschaft in der niederländischen Pfadi
 - Es zählen die Jahre als Teilnehmer und Leiter/Helfer/Ressource
- Anfänglich alle fünf Jahre vergeben, danach alle 10 Jahre
- Bei 60 Jahren erhält man das „Scout for Life“-Abzeichen



Slowakei

- ▶ Silber Wolf / Silbernes Kleeblatt
 - ▶ Maximal je 7 lebende Träger/innen
 - ▶ Sind in einem Trägerchor organisiert
 - ▶ Treffen sich mind. 1x jährlich
 - ▶ Haben das Recht intern zu allen Belangen der Pfadi in der Slowakei Stellung zu nehmen
- ▶ Service Medaille
 - ▶ Ehrung für Engagement in der Pfadi
 - ▶ Drei Klassen (Gold, Silber und Bronze)
 - ▶ Kann mehrmals verliehen werden, aber jede Klasse nur ein Mal
 - ▶ Kann auch posthum verliehen werden



Slowakei

- ▶ Syrix Medaille
 - ▶ Ehrung für Engagement in der Weiterentwicklung der Erwachsenen Pfadi (Roverstufe)
 - ▶ Drei Klassen (Gold, Silber und Bronze)
 - ▶ Die 3te und 2te Klasse sind unbeschränkt, die 1ste Klasse darf maximal 3x pro Jahr vergeben werden
 - ▶ Kann auch posthum verliehen werden
- ▶ Scout Act Honour Badge
 - ▶ Ehrung für Mut bei der Rettung von Menschenleben und Gesundheit oder aussergewöhnliche und beispielhafte Massnahmen zur Rettung der Natur oder materieller Güter
 - ▶ Kann bis zu drei Mal verliehen werden
 - ▶ Kann auch Posthum verliehen werden



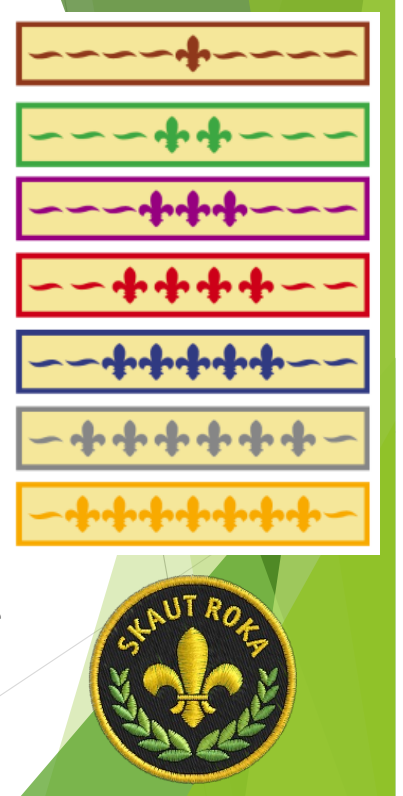
Slowakei

- ▶ Scout Service Award
 - ▶ Auszeichnung für herausragende, aufopferungsvolle und mutige freiwillige Hilfe bei nationalen oder globalen Ereignissen wie humanitären Krisen, Kriegskonflikten, Pandemien usw.
 - ▶ Kann mehrmals verliehen werden, aber nur ein Mal für eine Tätigkeit
 - ▶ Kann auch posthum verliehen werden
 - ▶ Es gibt für jedes globale Ereignis und humanitäre Krise eine spezifische Ausführung
- ▶ Ehrenmitgliedschaft
 - ▶ Langjährige Unterstützung bei der Weiterentwicklung der Pfadi in der Slowakei
- ▶ Pfadi-Dankesmedallie
 - ▶ Dank für externe, welche die Pfadi massgeblich unterstützen bspw. Eltern oder Lebenspartner



Slowakei

- ▶ Die 7 Lilien
 - ▶ Auszeichnung während der gesamten Pfadilaufbahn
 - ▶ Pro Stufe zwei Abzeichen (Roverstufe nur eins)
- ▶ Pfadi des Jahres
 - ▶ Wird in kleineren Gruppen immer an vier Personen verliehen, zwei Leitende (w/m) und zwei Funktionären (w/m)
 - ▶ Kann nur einmal im Leben erhalten werden
- ▶ Lebenslange Mitgliedschaft
 - ▶ Für Mitglieder über 80 die sich während des Kriegs und Besetzungszeiten für die Pfadi einsetzten oder über 20 Jahre sehr engagiert und aktiv sind
- ▶ Danksagung der Pfadi
 - ▶ Dankeszertifikat für eine Externe Person
 - ▶ Kann von jedem Mitglied verliehen werden



Vereinigtes Königreich

- ▶ Order of the British Empire
 - ▶ Wird vom König vergeben
- ▶ Good Service Awards
 - ▶ Ehrung für spezielles Engagement in der Pfadi
 - ▶ Sechs Klassen
 - ▶ Silber Wolf
 - ▶ Steifen zum Silbrigen Ahorn
 - ▶ Silbriges Ahorn
 - ▶ Streifen zur Verdienstauszeichnung
 - ▶ Verdienstauszeichnung
 - ▶ Das Lob für gute Verdienste



Vereinigtes Königreich

- ▶ Tapferkeits-Auszeichnung
 - ▶ Ehrung für Tapferkeit unter Einsatz des eigenen Lebens
 - ▶ Wo das eigene Leben unter ausserordentlichem Risiko stand
 - ▶ Wo das eigene Leben unter beachtlichen Risiko stand
 - ▶ Wo das eigene Leben unter mässigem Risiko stand
- ▶ Auszeichnungen für verdienstvolles Verhalten
 - ▶ Ehrung für ein hohes Mass an Mut, Ausdauer, Initiative oder Engagement, wobei sie Schwierigkeiten überwunden haben, ohne dabei notwendigerweise ein Risiko einzugehen.
 - ▶ Zwei Klassen für hohen und ausserordentlich hohen Mut und Ausdauer



Vereinigtes Königreich

- ▶ Verdienstzeit-Auszeichnung
 - ▶ Für 5, 10, 15, 20, 25, 30, 40, 50, 60 und 70 Jahre Engagement
- ▶ Cornwell Scout Badge
 - ▶ Auszeichnung für grossen Heldentum oder herausragende Charakterstärke und Pflichterfüllung gepaart mit grossem Mut und Ausdauer
 - ▶ Nur für Jugendliche unter 25 Jahren
- ▶ Chief Scouts persönliche Auszeichnung
 - ▶ Keine spezifischen Anforderungen
- ▶ Empfehlung einer Kommission
 - ▶ Für Mitglieder und nicht-Mitglieder
- ▶ Dankes-Badge
 - ▶ Für langjähriges Engagement eines nicht-Mitgliedes
 - ▶ Kann durch jedes Mitglied verliehen werden



Die Weltebene

- ▶ WOSM
- ▶ WAGGGS
- ▶ Für was stehen die Tisons?

WOSM

- ▶ Bronze Wolf



WAGGGS

- ▶ Medal of Service
 - ▶ Für ausserordentliches Engagement bei WAGGGS
 - ▶ Zwei Klassen für Freiwillige und Mitarbeitende
- ▶ WAGGGS Olave Award
 - ▶ Für Gruppen welche eine positive Veränderung in ihrer Region bewirkt haben
 - ▶ Ist verknüpft mit den WAGGGS Triennium Zielen
- ▶ WAGGGS For Her World Award
 - ▶ Leider keine Informationen gefunden
- ▶ Honorary Associate
 - ▶ Für mehr als drei Jahre Engagement bei WAGGGS
- ▶ World Board Pin
 - ▶ Für Mitgliederinnen der Weltverbandsleitung

Für was stehen die Tisons

- ▶ Auszug der Symbolik der Tisons aus dem Wood-Badge-Framework von WOSM aus dem Jahr 2020
 - ▶ Wood Badges 1 & 2
 - ▶ All adult in Scouting whether at leadership or support levels
 - ▶ Wood Badge 3
 - ▶ Adults in Scouting who are at managing, planning and implementing levels
 - ▶ Wood Badge 4
 - ▶ Adults in Scouting who are at a higher level of conceptualizing, designing and developing

Zusammenfassung

- ▶ Andere Länder haben mehr Ehrungsmöglichkeiten
- ▶ Andere Länder haben differenziertere Ehrungsmöglichkeiten
- ▶ Andere Länder ehren mehr und häufiger

Zusammenfassung

- ▶ Was kann übernommen werden/was sollte besser gemacht werden:
 - ▶ Spektrum der Ehrungen erweitern
 - ▶ Silberne Wolf
 - ▶ Ehrung für ausserordentliches Engagement mit mehreren Klassen
 - ▶ Ehrung für Courage
 - ▶ Ehrung zum Jugendengagement
 - ▶ Ehrung für zeitliches Engagement
 - ▶ Mehr Möglichkeiten für die Ehrung externer
 - ▶ Ehrungen sichtbarer in der Organisation machen
 - ▶ Ehrungen sichtbarer ausserhalb der Organisation machen
 - ▶ Strikte Trennung von Ehrungen und Tisons

Zukunft

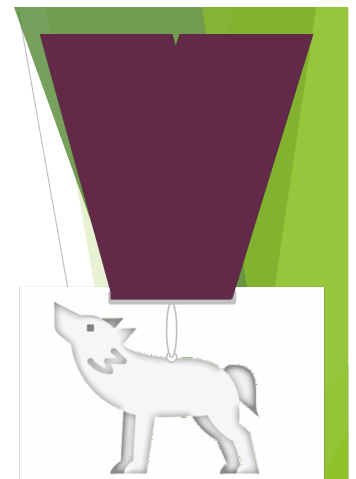
- ▶ Folgende Ehrungen werden vorgeschlagen (in Reihenfolge der Wichtigkeit):
 - ▶ Der Silberne Wolf
 - ▶ Die Ehrung für ausserordentliches Engagement
 - ▶ Die Ehrenmitgliedschaft
 - ▶ Die Ehrung für Courage
 - ▶ Die Ehrung zum Jugendengagement
 - ▶ Die spezifische Engagement Auszeichnung
 - ▶ Die allgemeine Engagement Auszeichnung
 - ▶ Die Soziale Auszeichnung
 - ▶ Die Pfadi Dankesmünze
 - ▶ Der Dankes-Pin

Zukunft

- ▶ Folgende Ehrungen werden vorgeschlagen (in Reihenfolge der Wichtigkeit):
 - ▶ Der Silberne Wolf
 - ▶ Die Ehrung für ausserordentliches Engagement
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 - ▶ Die Soziale Auszeichnung
 - ▶ Die Pfadi Dankesmünze
 - ▶ Der Dankes-Pin

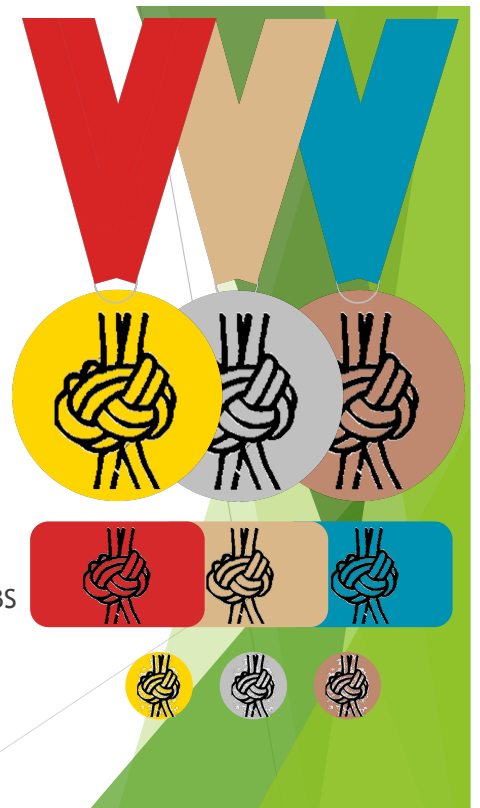
Silber Wolf

- ▶ Neue höchste Ehrung
- ▶ Limitiert auf 12 lebende Träger/innen
- ▶ Sind in einem Trägerchor organisiert
- ▶ Treffen sich mind. 1x jährlich
- ▶ Haben das Recht intern zu allen Belangen der Pfadi Stellung zu nehmen
- ▶ Werden an die Versammlungen der PBS eingeladen und haben Rede- und Beratungsrecht
- ▶ Erhalten den Sarasani kostenlos
- ▶ Werden in der Hall of Fame erwähnt
- ▶ Dürfen zurücktreten



Die Ehrung für Ausserordentliches Engagement

- ▶ Zweit höchste Ehrung der PBS
- ▶ Erweitert auf drei Klassen
 - ▶ Erste Klasse ist limitiert auf maximal drei Ehrungen pro Jahr
 - ▶ Zweite und Dritte Klasse sind nicht limitiert
 - ▶ Die Dritte Klasse kann auch durch Kantonsleitende vergeben werden
- ▶ Mehrmalige Verleihung möglich, jede Klasse aber nur ein Mal
- ▶ Nur die Höchste Klasse wird getragen
- ▶ Träger/innen der ersten Klasse werden an die Versammlungen der PBS (auf eigene Kosten) eingeladen, haben aber weder Stimm- noch Sprachrecht
- ▶ Erhalten den Sarasani kostenlos
- ▶ Werden in der Hall of Fame erwähnt



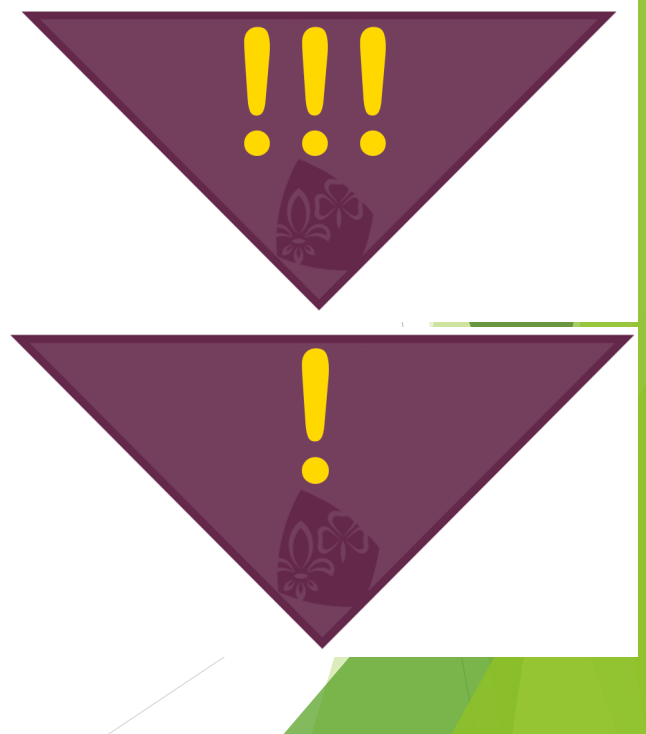
Ehrenmitgliedschaft

- ▶ Ehrung für langjähriges Engagement
- ▶ Erhalten den Sarasani kostenlos
- ▶ Werden in der Hall of Fame erwähnt



Die Ehrung für Courage

- ▶ Ehrung für Mut und Courage
 - ▶ Beim Retten von Leben
 - ▶ Erhalt der Natur
 - ▶ Erhalt oder Aufbau der Sozialen Einheit
 - ▶ Schutz der materiellen Güter
- ▶ Kann auch von Kantonsleitenden verliehen werden
- ▶ Kann bis zu drei Mal verliehen werden



Die Ehrung zum Jugendengagement

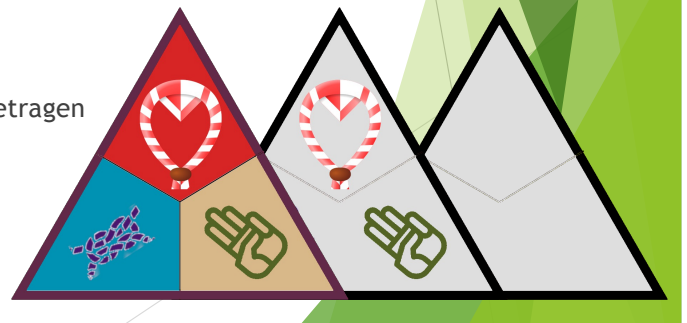
- ▶ Auszeichnung für Teilnehmende unter 17 Jahren
- ▶ In Ausnahmefällen bis 22, wenn die Person in der Rolle des Teilnehmers unterwegs ist
- ▶ Kann auch von Kantonsleitenden verliehen werden



Die spezifische Engagement Auszeichnung

- ▶ Ehrung für das zeitliche Engagement auf einer Ebene (Lokal/Corps, Regional/Kantonal, Bund) für alle Funktionäre*
- ▶ Drei Klassen pro Ebene
 - ▶ Nach dem Aufbaukurs, drei Jahren Engagement, fünf Jahren Engagement
- ▶ Der Badge wird automatisch per Ende Juli versendet
- ▶ Das Zeitengagement muss nicht fortlaufend sein
- ▶ Die Daten werden aus midata entnommen
- ▶ Die Insignien der höchsten Klasse werden jeweils getragen

* Für die Definition siehe Roverstufenbrochure im Cudesh



Die allgemeine Engagement Auszeichnung

- ▶ Ehrung für das zeitliche Engagement in der Pfadibewegung Schweiz für alle Funktionäre*
- ▶ Die Auszeichnung erfolgt automatisch alle fünf Jahre auf Ende Juli
 - ▶ Beim 30 Jahr erhält man die Auszeichnung „Pfadi fürs Leben“
- ▶ Das Zeitengagement muss nicht fortlaufend sein
- ▶ Die Daten werden aus midata entnommen
- ▶ Die Insignien der höchsten Jahreszahl werden getragen
- ▶ Das Leiterabzeichen und die Urkunde werden automatisch versendet, der Schlüsselanhänger auf Verlangen

* Für die Definition siehe Roverstufenbrochure im Cudesh



Die Soziale Auszeichnung

- ▶ Ehrung für ein spezielles Engagement, nicht alltägliches Projekt oder ein Leuchtturm- oder Vorzeigeprojekt innerhalb der PBS
- ▶ Es können alle Ebene der PBS mitmachen
- ▶ Das Projekt muss an der DV der PBS vorgestellt werden
- ▶ Es kann pro Jahr nur ein Projekt ausgezeichnet werden
- ▶ Als Auszeichnung erhält die Gruppe eine Skulptur passend zum Thema

Pfadi Dankesmünze

- ▶ Auszeichnung für Nicht-Mitglieder für ausserordentliches Engagement für die Pfadi
- ▶ Auszeichnung für Nicht-Mitglieder, welche durch ihr langjährige Unterstützung und Verständniss die Arbeit von wichtigen Funktionären ermöglicht haben
- ▶ Kann auch von Kantonsleitenden verliehen werden
- ▶ Kann mehrmals verliehen werden



Dankes-Pin

- ▶ Auszeichnung für Nicht-Mitglieder mit kurzem einflussreichem oder längerem Engagement für die Pfadi
- ▶ Jedes Mitglied kann den Dankes-Pin verleihen
- ▶ Der Dankes-Pin kann mehrmals verliehen werden



Tisons

- ▶ Für die Tisons soll eine neue Richtlinie erstellt werden mit folgenden Pfeilern:
 - ▶ Das erste Tison erhält man im Gilwell-Kurs
 - ▶ Das zweite Tison erarbeitet man sich im Gilwell-Kurs
 - ▶ Das dritte Tison erhält man nach drei Jahren in der Kantonalen Leitung oder nach fünf Jahren auf Bundesebene
 - ▶ Das vierte Tison erhält man nach fünf Jahren als Kommissionsleitung, PBS-Projektleitung oder PBS-Vorstand
 - ▶ Das fünfte Tison erhält der Gilwell Kurs-Verantwortliche
 - ▶ Muss nach Weitergabe der Rolle wieder abgegeben werden
 - ▶ Das sechste Tison wurde nur zwei Mal vergeben und wird nicht weiter vergeben
- ▶ Bei Anpassung des Frameworks, soll die Richtlinie ebenfalls angepasst werden

Empfehlung

- ▶ Anpassen der Ehrungsreglemente
 - ▶ basierend auf den Vorschlägen
- ▶ Erstellen des neuen Reglements über die Tisons auf Basis des Wood-Badge-Frameworks on WOSM
 - ▶ basierend auf den Vorschlägen
 - ▶ Strikte Trennung zu den Ehrungen und Auszeichnungen
- ▶ Die vielen Arten der Verdankung verschriftlichen und veröffentlichen
- ▶ Das Reglement über Bekleidung und Abzeichen an die neuen Ehrungsreglemente anpassen
- ▶ Die Hall of Fame umsetzen, so wie im Reglement bereits verankert
- ▶ Die hier genannten Reglemente regelmässig überprüfen und updaten

Empfehlungen

- ▶ Gedanken für die Weiterentwicklung
 - ▶ Weitere Stufen bei der Ehrung für ausserordentliches Engagement einführen (total max. 6)
 - ▶ Evt. mit Tieren oder Symboliken arbeiten wie die Niederlande oder UK
 - ▶ Überlegen ob die Form der Ehrenmitgliedschaft beibehalten werden soll oder nicht
 - ▶ Was differenziert sie zur Ehrung für aussergewöhnlichem Engagement? Für was soll sie stehen?
 - ▶ Braucht es noch eine Spezielle Ehrung für Soziales Engagement?
 - ▶ Was soll diese Ehrung ehren?
 - ▶ Dann muss die heutige Soziale Auszeichnung Gruppen- oder Projektauszeichnung heissen
 - ▶ Überlegen wie die Tisons verwendet werden sollen
 - ▶ Als Zeichen der Ausbildungsstufe oder als Zeichen der Funktion innerhalb der Ausbildung oder wie vorgeschlagen?

Fragen

- ▶ Gibt es Fragen?
- ▶ Gibt es Input zu den neuen Ehrungsmöglichkeiten?

Downloads

- ▶ Die Arbeit
- ▶ Die Präsentation
- ▶ Die Richtlinie über Ehrungen und Auszeichnungen auf Bundesebene
- ▶ Die Richtlinie über die Tisons der Pfadibewegung Schweiz

15. Attachment C: Questionnaire

Lieber XXX

Im Rahmen des Gilwell-Kurses in der Schweiz ist es üblich ein Ticket zu erarbeiten. Ein Ticket ist eine Arbeit, Engagement oder Portfolio, welches sich mit sich selbst oder mit der Pfadi-Bewegung auseinandersetzt. Bei der *Arbeit* geht es darum, sich intensiv mit einem Thema auseinander zu setzen und für die Pfadi in diesem Bereich einen Mehrwert zu erschaffen. Beim *Engagement* geht es darum einen zukünftigen Anlass vorzubereiten und durchzuführen. Und beim *Portfolio* handelt es sich um eine Selbstreflektion über die eigene Pfadikarriere.

Ich habe mich für eine *Arbeit* entschlossen. Das Thema meiner Arbeit und somit meines Gilwell-Tickets trägt den Titel: «Verdankung und Engagement in der Pfadi».

Die Arbeit soll drei Bereiche umfassen. Eine Beschreibung der heutigen Ehrungs- und Verdankungsmöglichkeiten in der Pfadibewegung Schweiz (PBS), einen Vergleich mit ausgewählten Ländern Europas und eine Empfehlung zu Handen der PBS, wie die Verdankungen auf nationaler Ebene verbessert werden könnten und wie man das Engagement in der Pfadi besser sichtbar machen könnte.

Für diesen zweiten Teil der Gilwell-Tickets, wäre ich Ihnen daher sehr verbunden, wenn Sie sich ein wenig Zeit nehmen und mich unterstützen würden, in dem Sie mir folgende Fragen beantworten – siehe unten. Vielen Dank.

Möchten Sie als Dankeschön eine Kopie dieses Gilwell-Tickets erhalten? Dann geben Sie mir Bescheid. Das Gilwell-Ticket wird in deutscher oder bei grosser Nachfrage in englischer Sprache verfasst.

Fragen zum Thema Verdankungen

- Welche Verdankungsformen für ehrenamtliche Arbeit haben Sie auf nationaler Ebene (e.g. schriftliche Verdankung, kleines Geschenk, Ehrenmitgliedschaft, weiteres Wood Badge Pearl/Tison, etc.)?
- Wie verdanken Sie ehrenamtliche Arbeit auf nationaler Ebene?
 - Was erhalten die Verdankten?
 - Wer überreicht die Verdankung?

- In welchem Rahmen wird die Verdankung überreicht?
- Wie verdanken Sie ehrenamtliche Arbeit auf regionaler Ebene?
 - Was erhalten die Verdankten?
 - Wer überreicht die Verdankung?
 - In welchem Rahmen wird die Verdankung überreicht?
- Verdanken sie die ehrenamtliche Arbeit nach einer Zeitspanne (beispielsweise alle 3 Jahre) oder jeweils nach Beendigung eines Projektes/Abgabe des Ehrenamtes?
- Was ist die höchste nationale Verdankung ihres Landes?
 - Was muss erfüllt sein, damit diese vergeben wird?
- Was ist die höchste nationale Auszeichnung ihres Landes?
 - Was muss erfüllt sein, damit diese vergeben wird?
- Haben Sie die Erlaubnis die Reglemente für die Verdankungen weiterzuleiten?
 - Könnten sie mir diese anhängen?

Fragen zur Sichtbarkeit Ehrenamt:

- Gibt es ein Badge/Erkennungszeichen für ehrenamtliche Tätigkeit innerhalb ihrer nationalen Organisation?
 - Wie sieht dieses aus?
 - Welches sind die Kriterien um diese verliehen zu bekommen?
 - Wer verleiht dieses?
- Gibt es ein Erkennungszeichen für ehrenamtliche Tätigkeit innerhalb ihrer nationalen Organisation, welche ebenfalls oder sogar mehrheitlich ausserhalb der Pfadi getragen wird (bspw. Pin für das Jackett)?
 - Wie sieht dieses aus?
 - Welches sind die Kriterien um diese verliehen zu bekommen?
 - Wer verleiht dieses?
- Haben Sie die Erlaubnis die Reglemente für die Sichtbarkeit des Ehrenamtes weiterzuleiten?
 - Könnten sie mir diese anhängen?

Fagen zum Wood Badge Pearl/Tison:

- Für welche Leistung wird das 3te Wood Badge Pearl/Tison vergeben?
- Für welche Leistung wird das 4te Wood Badge Pearl/ Tison vergeben?
- Wird in Ihrer Organisation das 5te Wood Badge Pearl/ Tison vergeben?
 - Wenn Ja, für welche Leistung?
- Haben Sie die Erlaubnis die Reglemente für die Wood Badge Pearl/ Tison weiterzuleiten?
 - Könnten sie mir diese anhängen?

Vielen Dank und liebe Grüsse

Jan Appl v/o Uhu

Dear XXX

As part of the Gilwell course in Switzerland, it is common to work on a ticket. A ticket is a paper, a commitment or a portfolio that deals with oneself or the national/regional Scouts movement. The paper is about working intensively on a topic and creating added value for the NSO/NSA in this area. The commitment is about planning and conducting a future event. And the portfolio is a self-reflection on one's own Scouting career.

I decided to do a paper. The topic of my paper, and thus of my Gilwell ticket, is "gratitude and commitment in Scouting".

My paper will cover three areas. A description of the current honouring and thanking possibilities in the Swiss Scout Movement (PBS), a comparison with selected countries in Europe and a recommendation towards the PBS on how thanking could be done better on a national level and how commitment in Scout could be made more visible.

For this second part of the Gilwell ticket, I would therefore be very grateful if you would take yourself time and support me by answering my following questions - see below. Thank you very much.

Would you like to receive a copy of this Gilwell ticket as a thank you? Then let me know. The Gilwell ticket will be written in German or, in case of huge demand, in English.

Questions about thanking

- What forms of thanking for voluntary work do you have at national level (e.g. written thanks, small gift, honorary membership, further Wood Badge Pearl/Wood Badge beards, etc.)?
- How do you thank volunteers at national level?
 - What do those thanked receive?
 - Who presents the thank-you?
 - In what context is the thank-you presented?
- How do you thank volunteers for their work at regional level?
 - What do those thanked receive?
 - Who presents the thank-you?
 - In what context is the thank-you presented?
- Do you thank the volunteer after a period of time (e.g. every 3 years) or each time a project is completed/volunteer position is handed over?
- What is the highest national thank-you in your country?
 - What must be fulfilled for it to be awarded?
- What is the highest national Scouting-award in your country?
 - What must be fulfilled for this to be awarded?
- Do you have permission to forward the regulations for the awards?
 - Could you send them to me?

Questions about the visibility of volunteering:

- Is there a badge/recognition for volunteering within your national organization?
 - What does this look like?
 - What are the criteria to get this awarded?
 - Who awards it?

- Is there a badge for voluntary work within your national organization which is also or even mostly worn outside of the Scouts (e.g. pin for the jacket)?
 - What does this look like?
 - What are the criteria for awarding it?
 - Who awards it?
- Do you have permission to forward the regulations for the visibility of volunteering?
 - Could you send them to me?

Questions about the Wood Badge Pearl/Wood Badge beard:

- For what achievement is the 3rd Wood Badge Pearl/Wood Badge beard awarded?
- For which achievement is the 4th Wood Badge Pearl/Wood Badge beard awarded?
- Is the 5th Wood Badge Pearl/Wood Badge beard awarded in your organisation?
 - If yes, for which achievement?
- Do you have permission to forward the regulations for the Wood Badge Pearl/Wood Badge beard?
 - Could you send them for me?

Thank you very much and best regards

Jan Appl v/o Uhu

16. Attachment D: Responses from the questionnaires

Dear Jan,

thank you for your email. You will find some answers below.

Please note that there are 5 associations in Belgium, gathered in the [Guiding and Scouting in Belgium \(GSB\)](#). **Les Scouts** are one of the 5 associations.

By national level, we mean our association (federal level), and by regional level, we mean the work "on the field", in the French and German speaking parts of Belgium. I hope you it will help you.

Questions about thanking

What forms of thanking for voluntary work do you have at national level (e.g. written thanks, small gift, honorary membership, further Wood Badge Pearl/Wood Badge beards, etc.)? We give a poster signed by other volunteers and a small gift. People leaving the association become automatically a [IAmA](#).

How do you thank volunteers at national level?

- o What do those thanked receive? From the collaborators (professionals): a signed poster
- o Who presents the thank-you? The collaborators spokesman-woman
- o In what context is the thank-you presented? Spring Day (brainstorming and teambuilding day for the collaborators)
- o Do you thank the volunteer after a period of time (e.g. every 3 years) or each time a project is completed/volunteer position is handed over? No, they are thanked at the end of their mandate, when quitting our association.
- o What is the highest national thank-you in your country? The medal of the Ordre Scout du mérite, or nothing.
- o What is the highest national Scouting-award in your country? In Belgium, the [Ordre Scout du mérite](#) delivers a medal for those whose actions in Scouting is admirable.

o What must be fulfilled for it to be awarded? People must ask for it, showing what they have accomplished.

o Do you have permission to forward the regulations for the awards?

o Could you send them to me? Please ask here: <https://ordreScoutdumerite.be/contact/>

o Questions about the visibility of volunteering:

o Is there a badge/recognition for volunteering within your national organization? The volunteers have a uniform: a shirt (branch colour for the leaders, light blue for the other volunteers) and a neckerchief (white and violet for the regional leaders. The collaborators are wearing it as well.) There are badges: association logo for all. The badge "Du temps, du talent et du Coeur"+ branches for leaders.

o What does this look like? <http://www.laScouterie-economats.be/5-uniformes-insignes>

o What are the criteria to get this awarded? None, you can buy it freely.

o Who awards it? Is there a badge for voluntary work within your national organization which is also or even mostly worn outside of the Scouts (e.g. pin for the jacket)

o What does this look like? <http://www.laScouterie-economats.be/autres-insignes/754-insigne-belgique-drapeau-europeen.html>

o What are the criteria for awarding it? None, you can buy it freely.

o Who awards it? Nobody

o Do you have permission to forward the regulations for the visibility of volunteering? There are none.

o Could you send them to me?

Questions about the Wood Badge Pearl/Wood Badge beard:

o For what achievement is the 3rd Wood Badge Pearl/Wood Badge beard awarded? The 3rd Wood Badge is awarded to volunteers who have completed their 2nd training cycle. (see attachment)

o For which achievement is the 4th Wood Badge Pearl/Wood Badge beard awarded? Several criteria must be met to be awarded the 4th Wood Badge:

- Completion of the 3rd training cycle.
 - Carrying out a certain function for a certain period of time.
 - Participation in 5 continuing training events.
 - Be involved in the conceptualization, design or complete development of an aspect of Scouting (pedagogical, support, adult training tool, events, application of a WOSM policy, etc.)
- o Is the 5th Wood Badge Pearl/Wood Badge beard awarded in your organisation? No

Hope it will help you!

Géraldine MÉNARD

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