



# PIONEER PIN



# GUIDE



## Our Core Values:

**Living** - We *live* our lives with God at the centre. Our relationships are centred on Him and we rely on His Word for teaching and direction.

**Community** - We promote a sense of **community** and belonging within our companies and churches.

**Partnering** - We partner with churches to reach local communities with the good news of Jesus Christ.

**Uniqueness** - We accept the **uniqueness** of each girl and leader, using our individual talents to serve others as we grow together.

**Safety** - We require **safety** for all girls and leaders.

**Fun** - We have **fun** in everything we do.

## Our Vision Statement

Girls' lives transformed; God's world enriched.

## Our Aim

To help girls become followers of the Lord Jesus Christ and through self-control, reverence, and a sense of responsibility to find true enrichment of life.

*Girls' lives  
transformed*

## What is the Pioneer Pin?

- It is the highest National Award.
- The Applicant should exhibit the characteristics of our Vision, Mission, Values and Aim:
  - There should be evidence of a growing Christian life
  - There should be evidence of reflecting Girls' Brigades Core Vision, Mission and Values throughout the Pioneer journey.
  - Self-Control - should be evident in the report from her company captain/coordinator
  - Reverence – shown in her attitude to church attendance and personal response and attitude to God
  - Sense of Responsibility – will be evident in her company involvement, and outside activities. Acceptance of leadership responsibilities and participation in service of others.

## Requirements for the Pioneer Pin

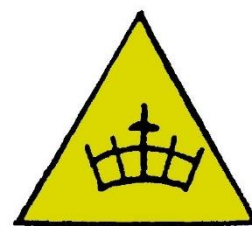
- All 3 Pioneer Triangles Completed
- Foundations PLT and one other PLT Completed
- One 'GB' Award gained while in Pioneers
- 6 month's service completed in their company
- Pioneer Pin Interview Panel recommendation
- References from the Captain/Team Leader and Chaplain



2019 NSW Girls' and Boys' Brigade Awards presentation

For Girls' Brigade Australia's International and National Awards Policy, please see SharePoint.

## The Pioneer Record of Work: (aka Pioneer Record Book) Requirements



### All Triangles: Blue/Red/Gold

#### Discover Program:

Minimum 20 hours have been completed - minimum 5 hours on each aspect Skills, Spiritual, Service.

There is a clear description of what activities were completed and the time taken is recorded e.g. 5 x ½ hour = 2.5 hrs. Our Girls' Brigade requirements can be included in the 20 hours needed to a maximum of 20%. See page 8 for an example.

#### Explore Program:

A minimum of twenty (20) hours work to be done with challenges from the Channel Topic. Our Girls' Brigade requirements can be included in the 20 hours needed to a maximum of 20%. See an example on page 9.

#### Check:

- That the same Channel/Achievement has not been used for more than one triangle
- That no schoolwork has been included
- That the hours allocated agree with total hours recorded
- Start and finish dates – minimum time to complete Pioneer Pin is 2 ½ years.
- That the girl completed the evaluation sections by herself

**Our Girls' Brigade** — Has Essential (2hours), Encounter (3 hours) and a Promotional Activity been completed each year? Has different topics been covered each year for Essential and Encounter? These hours can be included in the 20 hours needed each year to a maximum of 20%.

**In Company Service** — Has this page been completed?

Note: service counted in the achievement cannot be utilized as hours for In Company Service and vice versa.

**GB Awards** — Minimum Requirement has been obtained and recorded.

Minimum requirement is earning one 'GB' Award **as a Pioneer**.

**Pioneer Leadership Training (PLT)** — Has she completed at least two courses? – Foundations and one other course. Dates are recorded.

**Queen's Award Candidate** — if a candidate; ensure girl's start date has been recorded.

**Young Leader Award** - There is now a space in the Pioneer Record Book to record if a girl has completed her Young Leader Award. This does not replace what is required for a triangle and is optional.

## The Interview

### The Interview Panel:

The interview will consist of a 3-person panel. The interview is conducted so that the panel can get to know the girl, to hear her story and encourage her on her journey.

The panel should comprise:

- State/Regional Girls' Brigade Leader.
- A Chaplain/minister
- One other – could be a community representative (encouraged) or another commissioned leader
- **No one on the panel can be from the girl's company or family.**

Please note: where there are no appropriate representatives within the state, a representative from a different state can sit on the panel, utilizing an online form of communication. Example: a representative from NSW can assist with a TAS interview.

The interview panel will consider if the girl has:

- A true incentive to improve herself and achieve.
- A willingness to talk about her experiences in Girls' Brigade and what benefit it was to her.
- A good attitude to her place in society and a sense of responsibility to others.
- An awareness of her own development (e.g. change in opinions and attitudes, confidence and willingness to try new challenges).
- Exhibited growing characteristics of our Vision, Mission, Values and Aim.

It is the responsibility of the region/state to organise an interview and panel, coordinating with the applicant and the company.

### Before the interview:

At least three (3) weeks before, the Regional/State Commissioner needs to have:

- The girl's Pioneer Record of Work, completed and checked
- The Captain/Team Leader's reference and a Chaplain's reference
- The Application form for Award (included in Record of work)

The Interview Panel needs to have the Pioneer Record of Work and references at least one (1) week prior to the interview. This will make it much easier for the panel to direct questions to the girl about her work and achievements in Girls' Brigade.

## The Interview:

- Girls must attend interview in full, current Girls' Brigade uniform.
- Panel will chat with the girl, trying to keep it informal and friendly. It is not a test!
- Suggested questions topics are:
  - Getting to know you
  - Girls Brigade awareness
  - Christian Commitment
  - Current Affairs

## After the Interview:

- At the conclusion of the interview, the panel writes a short report on their findings and thoughts, and makes a recommendation for the Pioneer Pin. This is to be recorded on the application form in the Pioneer Record of Work.
- All panel members are to sign the form in the Pioneer Record of Work.
- Regional extra step: The Pioneer Record of Work including the application form is then forwarded to the State Office with payment of the appropriate fee. All Pioneer Record of Work must be sent electronically.
- The Pioneer Record of Work will then be checked and signed by the State Coordinator/Commissioner and forwarded onto the National Commissioner. Allow six weeks for the National Commissioner to read and sign the book. Note: references do not need to be sent to the National Commissioner.
- Once approved by National Commissioner, the Certificate and Pin will be issued by the National Office.
- The award can be presented at Company, Regional or State level event. Please allow a minimum of 3 months from the sending in the Pioneer Record of Work to presentation.



## Example: Discover Program

| DATE STARTED  | MARCH 2021   | DATE COMPLETED     | OCTOBER 2021  |             |          |
|---|--|--------------------|---|-------------|----------|
| OUR BRIGADE TOPIC<br><br>Live GIRLS' BRIGADE (Promotional Activity) | ACTIVITIES COMPLETED<br>Penelope Pioneer helped at a Bunnings BBQ where she handed out promotional bags for our company. She helped put the bags together in preparation for the day and was able to speak to girls about GIRLS' BRIGADE on the day.   |                    | OUR BRIGADE HOURS<br><br>1 hour preparation/ 4 hours on the day<br>TOTAL 5 hours                |             |          |
| CHANNEL/ACHIEVEMENT<br><br>Living Skills                            | ACTIVITIES COMPLETED<br><b>Skills:</b><br>Penelope gained skills through a weekly program learning about skin care, hair care and make up in 5 x 1-hour sessions<br>Penelope was involved in several discussions about family relationships and how to identify and deal with changes within a relationship 4 x ½ hour sessions<br><b>Service:</b><br>Penelope ran several sessions with the Senior group in our company with Cosmetology. She helped set up, support and organised the sessions. This included 3 x 1-hour sessions teaching skin care, hair care and make up skills and lead devotions on self- image/self-esteem 1 Samuel 16:7. 3 x 45 minutes plus 9 x 15 minutes.<br><b>Spiritual:</b><br>Penelope engaged in the spiritual aspect of Living skills, through a series of DVDs and weekly devotions 18 x ½ hours Penelope grew in understanding and spiritual perspective of self-image, peer pressure, parents and relationships. Self-Image Romans 12:3, Matthew 6:28. Philippians 4:13. Peer Pressure Romans 12:2, 1 Corinthians 10:13, Proverbs 1:10. Parent Relationships Ephesians 6:1-3, Exodus 20:12. |                    | CHANNEL/ACHIEVEMENT HOURS<br><br>SKILLS 7 HOURS<br><br>SERVICE 7 HOURS<br><br>SPIRITUAL 9 HOURS |             |          |
| DATE AWARDED  | NOVEMBER 2020  | LEADER'S SIGNATURE | L. Leader   | TOTAL HOURS | 28 HOURS |



## PIONEER'S REFLECTIONS

*Look back at your time in Pioneers this year and write a reflection using the following questions:*

What do you think you have learnt through these activities?

What was your favourite skill to learn?

What impact did you have on others?

How did completing this work give you a Christian perspective on issues you face in everyday life?

## Explore Program Example

| DATE STARTED   | MARCH 2021   | DATE COMPLETED     | OCTOBER 2021  |             |            |
|--|--|--------------------|---|-------------|------------|
| OUR GIRLS' BRIGADE TOPIC<br><br>Live GIRLS' BRIGADE (Promotional Activity) | ACTIVITIES COMPLETED<br>Penelope Pioneer helped at a Bunnings BBQ where she handed out promotional bags for our company. She helped put the bags together in preparation for the day and was able to speak to girls about GIRLS' BRIGADE on the day.   |                    | OUR GIRLS' BRIGADE HOURS<br><br>1 hour preparation/4 hours on the day<br>TOTAL 5 hours  |             |            |
| CHANNEL/ACHIEVEMENT<br><br>DOMESTIC GODDESS                                | ACTIVITIES COMPLETED<br>DIY<br><br>Learned how to do simple maintenance, repairs and functions around the house, including: Electrical Safety –changing light bulbs, cords and power boards, appliances, fuse boxes and safety switches; Cleaning – products, equipment, and helpful techniques; Washing –hand washing, machine washing, stain removal, drying; Mending clothes –patching, sewing up hems, and replacing buttons.<br><br>Devotions series on DIY theme: Relationship Advice – Never settle for broken –John 13:35; Noah: the ultimate DIY project –Genesis Ch.6:9-22; God can mend our brokenness –Ezekiel 36:26 and Psalm 147:3<br><br>Ready, Steady, Cook<br><br>Cooking on a budget –learned simple inexpensive cooking skills, including: scrambled eggs, porridge, easy noodles, macaroni cheese, fruit smoothies. Explored options for various food intolerances and choices (dairy free, gluten free, vegetarian) including substitution options and alternatives, and tried several alternative recipes.<br><br>Devotion series on Women of the Bible: Mary and Martha –hospitality and priorities; Tabitha –good works and faithfulness; Esther –courage and boldness; Ruth and Naomi –sacrifice and loyalty. |                    | CHANNEL/ACHIEVEMENT HOURS<br><br>8 HOURS<br><br>3.5 HOURS<br><br>7 HOURS<br><br>4 HOURS |             |            |
| Date Awarded   | November 2020  | Leader's Signature | L. Leader   | Total Hours | 26.5 HOURS |

## PIONEER'S REFLECTIONS

*Look back at your time in Pioneers this year and write a reflection using the following questions:*

What do you think you have learnt through these activities?

What was your favourite skill to learn?

What impact did you have on others?

How did completing this work give you a Christian perspective on issues you face in everyday life?

I really enjoyed the Domestic Goddess channel as I was able to learn skills that I can use in life. These skills I can also use at home to help my family.

My favourite skill to learn was Electrical safety as it was something I have never had the opportunity to learn before and something I feel I will need to know when I am older.

Making food and supper for the other girls and leaders in my company was fun. I liked seeing the girls try new foods and also making foods (like cake) without main ingredients (like dairy).

I enjoyed learning more about how the Bible has stories and accounts of the different things we face in our lives still. It gives me hope for my future.

## PIONEER PIN APPLICATION & INTERVIEW EXAMPLE

|  |                        |        |            |
|--|------------------------|--------|------------|
| Applicant's name:  | <b>Penlope Pioneer</b> |        |            |
| Company:   | <b>Sydney</b>          | State: | <b>NSW</b> |
| <input checked="" type="checkbox"/> I confirm that all the information contained in this record of work is correct<br><input checked="" type="checkbox"/> I confirm that I am a Queen's Award candidate and commenced in <b>2020</b> (year).               |                        |        |            |
| Signature of Applicant:  | <b>P Pioneer</b>       |        |            |
| <input checked="" type="checkbox"/> I endorse this application for the Pioneer Pin   |                        |        |            |
| Name:(Captain/Team Leader)   | <b>Lisa Leader</b>     |        |            |
| Signature: (Captain/Team Leader)   | <b>L Leader</b>        |        |            |
| <input type="checkbox"/> Attached you will find: <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> the Captain/Coordinator's Reference, and</li> <li><input checked="" type="checkbox"/> Chaplain/Minister's Reference</li> </ul> |                        |        |            |

## PIONEER PIN INTERVIEW

|               |                                    |       |                                 |
|---------------|------------------------------------|-------|---------------------------------|
| CONDUCTED AT: | <b>Girls' Brigade Australia HQ</b> | DATE: | <b>16<sup>th</sup> May 2021</b> |
|---------------|------------------------------------|-------|---------------------------------|

Comments from the Interview Panel:

Penelope was a kind, bubbly and caring girl. She demonstrated a knowledgeable understanding of the Bible and a keen interest to learn and grow in her Christian faith. We encouraged her to do so.

Penelope had a good grasp of what Girls' Brigade is about. Its mission, purpose and Aim. She enjoys seeing the younger girls learn more about God and also helping the older girls through some challenges they have faced.

We asked Penelope about how we as Christians should look after the environment more and her answer of printing less paper, recycling more plastic, using reusable cutlery and composting is a good and easy way for people to start.

This panel recommends Penelope for the Pioneer Pin.

| Name               | Signature       | Date       |
|--------------------|-----------------|------------|
| <b>Love Spirit</b> | <b>L Spirit</b> | 16/05/21   |
| <b>Joy Fruit</b>   | <b>J Fruit</b>  | 16/05/21   |
| <b>Peace Fruit</b> | <b>P Fruit</b>  | 16/05/2021 |

| Position                     | Signature | Date |
|------------------------------|-----------|------|
| <b>State Commissioner</b>    |           |      |
| <b>National Commissioner</b> |           |      |