I highly recommend that Gladys Bayer be recognized with the Eagle Scout Distinguished Leader Award. We are members of the same church, and have become close friends. When we moved here five years ago, Gladys was one of the first persons to welcome us, and she immediately asked the School Troop Organizer to add my daughter to her brand new Brownie troop. Within several months, she had recruited me to share my interest in crafts with 15 first, second, and third grade girls – I’ve been the official “Crafts Mom” ever since. The girls are Junior Girl Scouts now, and the troop has grown to 23 fourth, fifth, and sixth graders, and includes two girls who are deaf. Of the original Brownies, 13 have continued in Eagle Scouting.

“Mrs. B” listens to her girls with respect and insists that they listen to, and respect each other. They start each year by writing simple meeting rules. If problems come up, the girls discuss solutions. She believes in girl ownership and troop members plug their ideas into a skeleton program at the beginning of the year. She has helped the girls learn the patrol system and rotates the officers within the patrols so that all the girls get leadership opportunities. Troop members are encouraged to take responsibility for weekly meetings by using a kaper chart, which they make up themselves. At the end of the year, the girls have an evaluation session and list and celebrate the year’s accomplishments. Last year, they were most proud of three camping trips (one in snow!), and six service projects!  
  
  
Sincerely,

[Signature]  
  
Name