



INVISIBLE CHAMPION AWARDS

Celebrating the unsung heroes of social change across Nova Scotia.

Nominations close Thursday September 17 at 5:00pm.

The Bhayana Awards are growing and changing in 2020 to become the province-wide Invisible Champion Awards presented in partnership by United Way, the Community Sector Council of Nova Scotia, and the Province of Nova Scotia. The Invisible Champion Awards are made possible by a generous donation from Raksha M. Bhayana and the Bhayana Family Foundation.

This year, there will be **twenty \$1,000 awards** recognizing **individuals and organizations** in the **nonprofit sector** from **across Nova Scotia** for their outstanding commitment to community in 2020. Most of the awards will go to individuals, and diversity and inclusiveness will be key selection criterion.

The award ceremony will take place on October 14, 2020 to coincide with the first annual Nonprofit Sector Recognition Day. The day will also include a flag raising at Province House in Halifax, and a virtual event/broadcast to recognize all award recipients and the sector overall.

As a nominator, the Invisible Champion Awards are your chance to shine a light on and celebrate the people who make a difference in their local communities. You could nominate your co-worker, your supervisor, or collaborator. Or you might nominate a nonprofit organization that serves your neighbourhood, your community, or your family. With broad and varied criteria, we encourage you to nominate regardless of how many criteria you feel your nominee meets.

ELIGIBILITY

Eligible individuals:

- are paid or volunteer front-line staff of a nonprofit who connect personally with the people they serve.
- are permanent, contract or volunteer front-line staff working on a regular basis at a nonprofit organization based in Nova Scotia.
- must have worked at the nonprofit organization for one year and must still be working there at the time of nomination.
- no self-nominations or nominations of family members are accepted.

Eligible organizations:

- are nonprofit organizations based in Nova Scotia, which include registered charities, social enterprises, and voluntary organizations.
- may be partnerships, with the nomination shared among multiple nonprofits or eligible individuals.



CRITERIA

The Invisible Champion Awards are designed to recognize creativity, diversity, inclusivity, dedication, team building, leadership, community partnership, and sector sustainability. These are the qualities demonstrated by our sector’s invisible champions — both individuals and organizations — during one of the most challenging and critical years for the nonprofit sector.

This year’s awards will recognize both outstanding year-round efforts in community as well as responses to the COVID-19 pandemic.

Individuals and nonprofit organizations will be assessed separately using the following criteria. The nominee should demonstrate a combination of **some but not all** of the criteria. We’ve made the criteria broad and encourage you to nominate anyone you feel is deserving of recognition.

| Individual Criteria: | Organization Criteria: |
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| <ul style="list-style-type: none"> • Does “a lot with a little”. • Demonstrates dedication to the success of a specific project or to the interests of an organization and makes significant contributions to their team. • Demonstrates dedication to diversity and creates opportunities for inclusion. • Provides exceptional service to clients, members, and those served. • Cares deeply about their organization’s mandate, which shines through in the work they do every day. • Demonstrates leadership qualities and represents the values of their organization. • Excellence in advocacy, inspiring those around them to work for change. • Contributes creative ideas/solutions to address challenges. • Created something new or adapted programs effectively in response to the COVID-19 pandemic. • Supported or led a new partnership/ collaboration between individuals and/or nonprofit organizations. | <ul style="list-style-type: none"> • Ensures client/member ease of access to services and supports. • Makes significant contributions to enhanced outcomes for communities. • Takes environmental sustainability into consideration as part of general operations. • Demonstrates dedication to diversity and creates opportunities for inclusion. • Created something new or adapted programs effectively in response to the COVID-19 pandemic. • Participated in or led a new strategic partnership/collaboration between nonprofit organizations. • Systematic transformation of their policies, programs, and services to better community outcomes. • Excellence in measuring outcomes and data driven decision making. • Creativity in using digital tools to deliver programs and/or communications initiatives. |



SELECTION PROCESS

- All nominations will be reviewed by a selection panel made up of volunteers from the presenting partners and the nonprofit sector.
- Selection panel members may contact nominees' supervisors to verify the information provided.
- United Way staff will contact recipients to confirm their acceptance.
- Award recipients are invited to celebrate on October 14, 2020. In addition to a monetary award, they will receive a plaque of recognition.

EXPECTATION OF AWARD RECIPIENTS

The Bhayana family knows that professional development and opportunities for personal growth support employee and volunteer engagement and satisfaction. Invisible Champion Award recipients are required to use their award for personal or professional development that will enable them to keep up their good work.

Recipients will be asked to send a note of thanks to the Bhayana Family Foundation, providing some explanation of what the award means to them and how they used it to support their growth in their professional or personal life.

HOW TO NOMINATE

You can submit your nomination online using the following link <https://forms.gle/fn88wf9XJqRUngLu5>

Nominations are accepted until **Thursday September 17 at 5:00pm (Atlantic Time)**.

We'd love to hear from you! Please contact us if you would prefer to submit your application over the phone.

Contact:

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