



## INVISIBLE CHAMPION AWARDS

*Celebrating the unsung heroes of social change across Nova Scotia*

**Nominations close Friday, March 8, 2024, at 4:00pm.**

The Invisible Champion Awards are presented by United Way and the Bhayana Family Foundation with the goal of celebrating the unsung heroes of social change across Nova Scotia. Award recipients will be celebrated at a special event in the spring to recognize the impact, diversity, people, and future of the nonprofit sector of Nova Scotia.

The Invisible Champion Awards are made possible by a generous donation from Raksha M. Bhayana and the Bhayana Family Foundation. There will be **twenty \$1,000 awards** recognizing **individuals/workers** and **organizations/teams** in the **nonprofit sector** from **across Nova Scotia** for their outstanding commitment to community in 2023. Most of the awards will go to individuals/workers, but the selection committee will also consider teams and organizations that embody the spirit of the Invisible Champion Awards.

This year one of the twenty awards will be designated for an Emerging Leader in the social sector.

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 a collaborator. Or you might nominate a nonprofit organization that serves your neighbourhood, your community, or your family. To recognize the value and importance of collaboration in the nonprofit sector, you may also nominate a team of people within an organization or a partnership of organizations. With broad and varied criteria, we encourage you to nominate regardless of how many criteria you feel your nominee meets.

## ELIGIBILITY

### Eligible individuals:

- Paid front-line staff of a nonprofit who connect personally with the people they serve.
- Permanent or contract\* front-line staff working on a regular basis at a nonprofit organization based in Nova Scotia.
- Must have worked at the nonprofit organization for at least one year and must still be working there at the time of nomination.
- No self-nominations or nominations of family members are accepted.
- Anyone who has received an Invisible Champion Award (previously known as the Bhayana Family Foundation Awards) in the past 10 years is not eligible.

### Eligible organizations:

- Nonprofit organizations based in Nova Scotia, which include registered charities, social enterprises, and voluntary organizations.
- May be a staff team from within a nonprofit organization based in Nova Scotia, with the nomination shared among eligible individuals.
- May be partnerships, with the nomination shared among multiple nonprofit organizations based in Nova Scotia.
- Any organization/team that has received an Invisible Champion Award (previously known as the Bhayana Family Foundation Awards) in the past 10 years is not eligible.

\* In previous years, volunteers have been eligible for the Invisible Champion Awards. This is no longer the case. If there is a nonprofit volunteer you believe is deserving of recognition, consider nominating them for a [Provincial Volunteer Award](#) or your local municipality's volunteer awards.

## CRITERIA

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

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

## EMERGING LEADER AWARD

One of the twenty awards is designated for an emerging leader. In addition to meeting the above eligibility and criteria, this person is a young professional (under age 30) who has been working in the sector for less than five years, and their early success and passion show promise for their future leadership and achievement in the nonprofit sector.

If your nominee meets these additional criteria, please indicate this in the appropriate field on the nomination form.

## SELECTION PROCESS

- All nominations will be reviewed by a selection panel made up of staff and volunteers from the nonprofit sector.
- The selection panel may contact nominees’ supervisors to verify the information provided.
- United Way staff will contact recipients to confirm their acceptance.
- Award recipients are invited to the celebration event in spring 2024 (date and location to be announced). If recipients are unable to attend the live presentation, their awards will be mailed to them.
- In addition to a monetary award, successful nominees will receive a memento of recognition.

## **EXPECTATION OF AWARD RECIPIENTS**

The Bhayana family knows that professional development and opportunities for personal growth support employee engagement and satisfaction. Individual Invisible Champion Award recipients are required to use their award to support their learning, leadership, or well-being. Organizations that receive an Invisible Champion Award are required to use their award to celebrate, support, and show appreciation for their staff team.

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**

Nominations will be accepted until **Friday, May 8, 2024, at 4:00pm (Atlantic Time)**.

You can [submit your nomination online](#). If you would prefer to provide your nomination over the phone or require other accommodation, please contact us. We are here to help.

We'd love to hear from you!

Contact:

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