

VESP//A

**AWARDS
FOR
EXCELLENCE**

2025

ABOUT VESPIIA



The Veterans, Emergency Services & Police Industry Institute of Australia (VESPIIA) stands as the pioneering professional body in Australia, uniquely crafted to champion the tireless efforts of those who support the backbone of our nation—Veterans, Emergency Services, Police, and their families. Serving as a dedicated bastion of support, VESPIIA provides initiatives designed to uplift the organisations, committed staff, and selfless volunteers who tirelessly deliver essential support and programs to the heroes in our communities.

ABOUT THE AWARDS

The VESPIIA Awards for Excellence are key component of VESPIIA's commitment to champion best practice service delivery to Veterans, Emergency Services, Police and their Families. The awards recognise the outstanding initiatives and innovative efforts of staff, volunteers, organisations, suppliers, allied and researchers. They celebrate the hard work and successes across the year, provide an opportunity for acknowledgement by your peers, and promote the diverse and important work done for our communities.



AWARD CATEGORIES



INDIVIDUAL

- // Volunteer of the year
- // Staffer of the year
- // Academic of the year
- // Student of the year
- // Service Chaplain of the Year

ORGANISATION & TEAM

- // Best Strategic Partnership
- // Supplier Team of the year
- // Allied Team of the year
- // Organisation of the year
- // New kid on the block

PROGRAM

- // Transition Program of the year
- // Social Program of the year
- // Volunteer Program of the year
- // Impact on a shoestring
- // Impact through events
- // Diversity, Equity, and Inclusion Program of the Year
- // Research Piece of the Year

WHY SHOULD YOU ENTER?

There are many benefits to entering the awards, including:

- To celebrate your, and your team's hard work and achievements during the year
- Show your organisation's leadership and your Board and stakeholders that you excel in your field and how your achievements compared with others in the sector
- The VESPIIA Awards for Excellence provide a benchmark for excellence. By entering, you can align your organisation's work with the best in the sector and reward your staff for the creative, impactful and innovative work that they do.
- Use the application process as a best-practice review of the programs, products and campaigns you have undertaken over the past year
- Showcase innovation and best practice to your peers and provide others with an insight on why they would want to work with your organisation!
- Take pride that you, or your organisation, are finalists and/or winners in the most prestigious awards for our sector.

ENTERING THE AWARDS

How to enter

Entrants will be advised to complete the online submission form and upload supporting documentation as required.

Supporting documents.

Entrants for all categories will be asked to provide the following

- The organisation's logo (high-res EPS or JPG minimum 600dpi).
- At least two images suitable for the Awards publication.
- Up to three pieces of other materials to enhance the submission. These could include videos, audio, collateral, presentation or other media suitable for showing at VESPIIA's Awards Dinner.

Please note that these materials may be used in presentations and other published materials related to the Awards. VESPIIA reserves the right to reproduce entries in all VESPIIA publications and in other promotional materials, including the VESPIIA website and media releases.

Requirements

The submitting organisation must ensure the submission is approved by the

- Board Chair
- CEO
- Head of Department
- or equivalent.

The submitting organisation or individual does not need to be a member of VESPIIA but must meet all criteria for their selected award. Submission fee's may be higher for non-members.

Campaigns must be conducted, or partially conducted, during the last 18 months, unless otherwise specified.

Past winners of individual award categories are not eligible to nominate again within two years.

How much does it cost to submit?

VESPIIA aims to make all our programs as accessible as possible. As a new program for the Institute the 2025 Awards for Excellence will not have a fee to enter as many categories as you like.

To help us deliver the best Awards program possible, there are a number of Sponsorship opportunities available.

Visit www.vespia.org or email hello@vespia.org for more information.

Team Information

You are encouraged to credit all members of the team that contributed to the submission.

Please include the names of up to 6 key personnel or key contributors (agencies/suppliers etc) involved in the submission. Only the personnel listed will be issued individual award certificates. If more than six personnel, you may choose to have the Organisation and Campaign/Program Title only listed on the certificate.

Please contact the VESPIIA team if you wish to purchase additional trophies. Please be sure to spell names correctly and include their rank and/or post nominals.

Images

At minimum, a high-quality headshot photo of the nominee is required for promotional purposes. You may provide up to four (4) high-quality images of the nominee, such as on site, with an example of their work, engaged in consultation, etc.

Image file names should succinctly describe the subject matter. For example 'louise street piazza open day.jpg', not 'IMG00023.jpg'

The basic minimum requirements for electronic images are:

- File format: *.jpeg or *.png
- Resolution: 300ppi;
- Dimensions: ideally 1920px x 1080px
- Size: 5MB max.
- No special characters/symbols in file names (e.g. +!@)

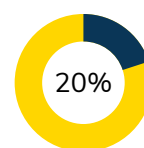
VOLUNTEER OF THE YEAR

This award acknowledges the significant and highly valued contribution made by volunteers to our community and organisations. This award honours a volunteer or team of volunteers who have assisted through their efforts and dedication of time to an organisation and cause.

Criteria

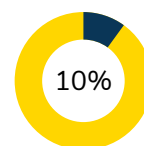
Volunteer's profile

Include a biography along with a list of volunteer activities undertaken in recent years.



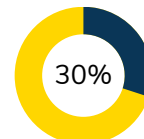
Volunteer's key involvement (organisation's cause)

Provide a description of the volunteer's key involvement with the organisation's cause.



Volunteer's impact - 30%

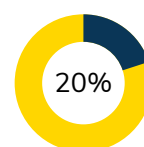
Provide a description of the volunteer's impact they have had on the community and the activities/programs/initiatives they seek to benefit.



Summary of award nomination - 20%

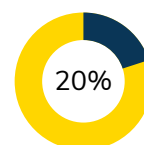
a) Tell us about any other important aspects of the nominee's voluntary work, such as obstacles overcome, innovation, initiative, dedication, broader benefits of the volunteer role etc. We want to know how this volunteer has gone above and beyond the call of service.

b) Please provide a short (approx. 1-3 min) video telling us why the nominee should win this award. This can be a simple video filmed on your phone. The quality of the production will not be considered in the judging process – it's about the story you tell.



Referral letter - 20%

A referral letter from the nominee's referee (CEO or equivalent) is required.



STAFFER OF THE YEAR

This award recognises the staff of the organisations, suppliers and allied who have made an outstanding contribution or achievement/s in their field, in support of Veterans, Emergency Services, Police and their families. The award recognises a staff member who represents balanced qualities in advocating for emerging professionals as well as high-quality outcomes in the workplace.

This award recognises passion, integrity, involvement in their profession, achievements, and ability to act as a role model within the organisation and community.

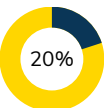
The individual shows strong promise and emerging capabilities in leadership, good emerging understanding of best practice, innovation, enterprise and/or strategic thinking. This individual must be formally employed but can be nominated from anywhere across your organisation, including but not limited to:

- // Activities, events and programs (social and/or transition)
- // Fundraising
- // Finance
- // Leadership & management
- // Community services
- // Administration

Criteria

Staffer's profile

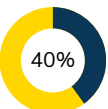
Include a biography along with a list of projects/programs they have worked on in recent years, including any volunteer or extracurricular work undertaken outside of their employment. Please note this information may appear in the final awards publication for winning entries.



Staffers key involvement (organisation's cause)

Provide a description of the staffer's role and their key involvement with the organisation's cause that demonstrates one or more of the following.

- // Demonstrated skills and excellence in the professional workplace, i.e. innovation, strategic thinking, high quality of work, excellent emerging communication skills and a high capacity for problem solving.
- // An activity or project that furthers the work of their organisation/business with significant impact to the beneficiaries it is designed for and makes a valuable contribution to teamwork.
- // The individual's commitment to continuing professional development and involvement with professional institutes, networks, events, outreach work or relevant voluntary activity.
- // The extent to which the individual serves as an advocate and role model for other emerging professionals in the industry or in the workplace; and/or Contribution to the sector/community and demonstrated emerging leadership qualities.

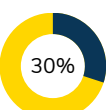


Include details where applicable of specific projects they have worked on, achievements made in the workplace and other factors such as obstacles overcome, innovation, initiative, dedication, broader benefits of their role etc. We want to know how this staffer has gone above and beyond the call of service.

Staffers impact

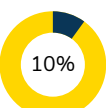
a) Provide a description of the impact they have had on the community they seek to benefit & their organisations mission.

b) Please provide a short (approx. 1-3 min) video telling us why the nominee should win this award. This can be a simple video filmed on your phone. The quality of the production will not be considered in the judging process – it's about the story you tell.



Referral letter

A referral letter from the nominee's referee (CEO or equivalent) is required.



ACADEMIC OF THE YEAR

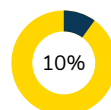
This award recognises an individual academic who has made an outstanding contribution within their university or institution to support Veterans, Emergency Services, Police, and their families. It celebrates academics who demonstrate leadership, mentorship, and commitment, significantly enhancing the educational and institutional environment.

The award highlights individuals who go beyond their research roles, actively contributing to their academic community, influencing institutional policies, mentoring students and peers, and fostering collaborations that positively impact sector-related communities.

Criteria

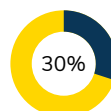
Academic Profile

Provide a biography outlining the nominee's professional background, highlighting their roles and responsibilities within their institution and community involvement.



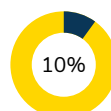
Leadership and Mentorship

Demonstrate how the nominee has exhibited leadership within their institution, mentoring peers or students, driving change, and contributing to a supportive educational environment.



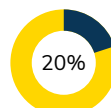
VESPIIA Code Alignment

How do you ensure best practice and ethical delivery is undertaken and that the partnership aligns with the VESPIIA Code?



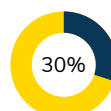
Collaboration and Engagement

Outline how the nominee has fostered collaboration within their institution or with external organisations, enhancing connections and opportunities for meaningful partnerships and community engagement.



Referral Letter

Include a referral letter from a senior academic leader (such as a Head of School, Dean, or equivalent) supporting the nomination and outlining the nominee's impact and contributions.



STUDENT OF THE YEAR

This award recognises outstanding work by an individual tertiary student. It is awarded for a substantial project, report, book, thesis, article or piece of research which makes a significant contribution to the sector and/or outcomes for the community we serve.

Nominations can address any, or a combination, of the core focus areas of research for the Institute including:

- // Health and Mental health
- // Wellbeing
- // Commemoration
- // Transition to civilian life
- // Advocacy

The award will be given to a project completed by the student during studies at an accredited tertiary, research or learning institution.

Eligibility

Nominations may be made by an individual tertiary student engaged in a sector related project. They may be self-nominated or nominated by a university, employer or VESPIIA member. Projects done as part of doctoral (PhD) studies are ineligible for this category and should be submitted in the Academic category instead.

Criteria

Nominations should address how the objective of the award responds to at least one the following selection criteria:

- // Originality & Innovation - Demonstrate how the nomination presents a visionary approach or innovative concept to address a specific need or issue.
- // Quality - Demonstrate how the nomination achieved, or will achieve, a very high-quality outcome.
- // Strategic Alignment - Demonstrate how the nomination aligns with a matter of local, regional, state/territory or national significance. Outline how the nomination advances the importance of issues facing the sector.
- // Implementation & Transferability - Demonstrate how the nomination will be/or has been successfully implemented including a summary of the benefits. Outline how the nomination has potential application for others and how the use of the nomination's elements and methodology can further the cause of best practice operations.
- // Collaboration - Demonstrate how the engagement techniques and methods for the nominated project were appropriate, meaningful and applicable. Outline how the techniques contributed to a positive outcome.

Compulsory Materials

All entries are to be in electronic format only and must include:

- // Nomination Statement - maximum of 5 x A4 pages (approximately 2500 words). This nomination statement must address the selection criteria and outline the key issues and ideas addressed in the project and the key contribution the project makes to best/leading practice and learning for the profession.
- // Abstract - An abstract of no more than 200 - 250 words.
- // Contributor Consent Forms executed by the client or initiating body, as well as all entities involved in the project, or other proof the nomination is made with full consent of all relevant parties involved in the project. Download the Contributor Consent Form from www.vespia.org/awards

Additional supplementary material may be submitted electronically where it is the subject of the nomination. Examples include: a book, PhD thesis, strategic plan, framework document. However, the judges will refer primarily to the Nomination Statement.

SERVICE CHAPLAIN OF THE YEAR

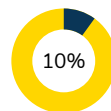
This award recognises a chaplain within Defence, Veterans, or First Responder agencies who has demonstrated exceptional dedication, compassion, and support to personnel and their families. It acknowledges chaplains who have gone beyond their standard duties, significantly contributing to the well-being and resilience of their service community.

The award honours chaplains who exemplify outstanding commitment, empathy, and leadership, fostering an environment of spiritual care, moral support, and community connection.

Criteria

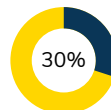
Chaplain Profile

Provide a biography detailing the nominee's professional background, including their role and responsibilities within their agency and their contributions to community engagement.



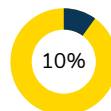
Support and Care

Demonstrate specific instances where the nominee has provided exceptional emotional, spiritual, and moral support to service personnel and their families, significantly impacting their lives.



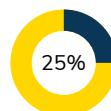
VESPIIA Code Alignment

How do you ensure best practice and ethical delivery is undertaken and that the partnership aligns with the VESPIIA Code?



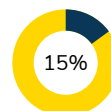
Leadership and Innovation

Highlight how the nominee has demonstrated leadership within their role, implementing innovative strategies or programs to enhance spiritual and emotional well-being within their service community.



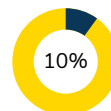
Community Engagement and Collaboration

Detail the nominee's efforts to foster partnerships and collaborations within and beyond their agency, enhancing the overall support network available to personnel and their families.



Referral Letter

Include a referral letter from a senior officer or organisational leader supporting the nomination, highlighting the nominee's contributions and impact within the service community.



BEST STRATEGIC PARTNERSHIP

This award recognises highly successful partnerships that achieve mutual benefit and program success. This includes partnerships between groups such as charities, companies, industry, government, trusts, foundations, community groups, media outlets, individuals, ambassadors and other not-for-profits.

Applicable types of partnerships

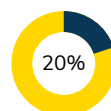
Including, but not limited to:

- // Fundraising partnerships – including peer-to-peer, supporter events, signature events
- // Digital campaigns
- // Partnered programs – social, transition
- // Research initiatives
- // Grants, trusts and foundations
- // Corporate partnerships
- // Media partnerships
- // Celebrity/ambassador partnerships.
- // Joint government initiatives

Criteria

Executive summary

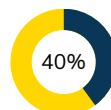
a) Tell us about your partnership. How does it benefit your organisation's activities and your organisation's objective, as well as benefit the partnering organisation?



b) Please provide a short (approx. 1-3 min) video telling us about your strategic partnership and the impact it has had on your fundraising organisational goals. This can be a simple video filmed on your phone. The quality of the production will not be considered in the judging process – it's about the story you tell.

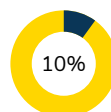
Strategy alignment

What led you to partner with this organisation? How do both organisations' strategies align, and how does the partnership deliver mutual benefits to both?



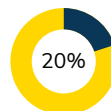
VESPIIA Code Alignment

How do you ensure best practice and ethical delivery is undertaken and that the partnership aligns with the VESPIIA Code?



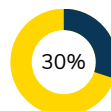
Relationship management and stewardship

How was the relationship managed to ensure it achieved the objectives of your organisation/business and that of your partner? What changes, if any, were made to your operations/program/s due to this relationship? What lessons were learned?



Impact and outcomes

What was the impact of the partnership on the organisation? What was the impact of the partnership on the partner? How were these measured?



Who can enter this category?

Partnerships must span at least 12 months or a set campaign/project period and be during the last 18 months. The partnership must be focused on driving common strategic outcomes for both parties.

SUPPLIER TEAM OF THE YEAR

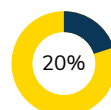
This award recognises suppliers who have established significant relationships and delivered significant outcomes (financial or other) to either other organisational members of VESPIIA or directly to the community we serve (Veterans, Emergency Services, Police and their families).

Criteria

Executive summary

a) Tell us about your initiative, program or product. How does it benefit other organisations and/or the community we serve.

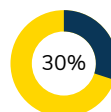
b) Please provide a short (approx. 1-3 min) video telling us about your program/product/initiative and the impact it has had on your business and your beneficiaries. This can be a simple video filmed on your phone. The quality of the production will not be considered in the judging process – it's about the story you tell.



Engagement

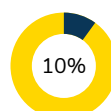
a) What led you to engage with this community? What problem were you trying to overcome? Is this a new program/product/initiative or long-term?

b) Detail the working relationship you have with the community. Describe the research/activities you have undertaken to reach the right people within the community/sector to achieve the goals set out for your program/product/initiative.



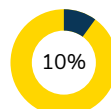
VESPIIA Code Alignment

How do you ensure best practice and ethical delivery is undertaken to deliver your program/product/initiative?



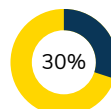
Resourcing and execution

How do you ensure best practice and ethical delivery is undertaken to deliver your program/product/initiative?



Impact and outcomes

What was the impact of the partnership on the organisation? What was the impact of the partnership on the partner? How were these measured?



ALLIED TEAM OF THE YEAR

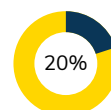
This award recognises suppliers who have established significant relationships and delivered significant outcomes (financial or other) to either other organisational members of VESPIIA or directly to the community we serve (Veterans, Emergency Services, Police and their families).

Criteria

Executive summary

a) Tell us about your initiative, program or product. How does it benefit other organisations and/or the community we serve.

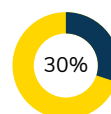
b) Please provide a short (approx. 1-3 min) video telling us about your program/product/initiative and the impact it has had on your business and your beneficiaries. This can be a simple video filmed on your phone. The quality of the production will not be considered in the judging process – it's about the story you tell.



Engagement

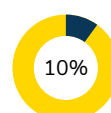
a) What led you to engage with this community? What problem were you trying to overcome? Is this a new program/product/initiative or long-term?

b) Detail the working relationship you have with the community. Describe the research/activities you have undertaken to reach the right people within the community/sector to achieve the goals set out for your program/product/initiative.



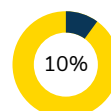
VESPIIA Code Alignment

How do you ensure best practice and ethical delivery is undertaken to deliver your program/product/initiative?



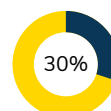
Resourcing and execution

How do you ensure best practice and ethical delivery is undertaken to deliver your program/product/initiative?



Impact and outcomes

What was the impact of the partnership on the organisation? What was the impact of the partnership on the partner? How were these measured?



ORGANISATION OF THE YEAR

This award category recognises organisations across all their teams/departments working across a variety of campaigns to support the ongoing work of the organisation. The focus of the award is on teamwork and leveraging internal resources to achieve the organisation's objectives.

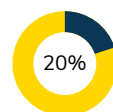
This award recognises the whole organisational team including, programs, beneficiary support, fundraising, operational and leadership.

Criteria

Executive summary

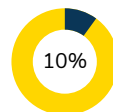
a) Provide a comprehensive summary of the award submission and how the whole team contributes to the organisation's purpose. Outline the campaigns/programs the team have worked on, and how teamwork was important to the overall success of these campaigns/programs.

b) Please provide a short (approx. 1-3 min) video telling us why your team should win this award. This can be a simple video filmed on your phone. The quality of the production will not be considered in the judging process – it's about the story you tell.



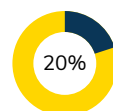
Team structure and management strategy

Please outline the team structure and how responsibilities were allocated. Explain the management of the team and how it impacted on results of the activities and performance of the team. How did the team work within the broader organisation to improve cooperation and effectiveness?



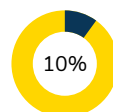
Activities delivered and key performance measurement

Please tell us about the activities (campaigns/projects/programs) this team has delivered and how you measured the success of each activity. How did the team leverage resources/knowledge of each of the activities delivered to increase the overall performance of the collective effort? How did this match up to strategic and operational KPI's set for the organisation?



VESPIIA Code Alignment

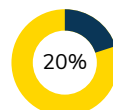
How did you ensure the team's activities were best practice and aligned to the VESPIIA Code?



Team development and investment in professional development

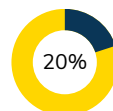
Please outline the organisation's team and staff development strategy. Detail commitment to professional development and how that contributed to the success of the activities and team effectiveness. Note: this may include both personal and professional development strategies.

Please detail staff retention in this team and what strategies are used to retain staff.



Impact and outcomes

Please tell us the overall impact that this team had on your activities. How was this measured?



NEW KID ON THE BLOCK

This award recognises new organisations, suppliers, and Allies entering the market who have established significant relationships and delivered significant outcomes (financial or other) to either other organisational members of VESPIIA or directly to the community we serve (Veterans, Emergency Services, Police and their families).

Eligibility

Only organisations, suppliers, and allies who have been operating for less than 3 years can apply for this award category. For nominees who have been operating for more than 3 years should consider their relevant award category.

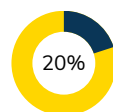
Criteria

Executive summary

a) Tell us about your organisation, its purpose and your programs. How does it benefit other organisations and/or the community we serve.

b) Tell us how you have grown over the last three years and how you have achieved or exceeded your original goals as an organisation.

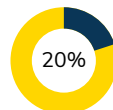
c) Please provide a short (approx. 1-3 min) video telling us about your program/product/initiative and the impact it has had on your business and your beneficiaries. This can be a simple video filmed on your phone. The quality of the production will not be considered in the judging process – it's about the story you tell.



Engagement

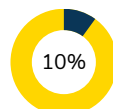
a) What led you to engage with this community? What problem were you trying to overcome? Is this a new program/product/initiative or long-term?

b) Detail the working relationship you have with the community. Describe the research/activities you have undertaken to reach the right people within the community/sector to achieve the goals set out for your program/product/initiative.



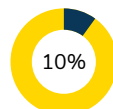
Team structure and management strategy - 10%

Please outline the team structure and how responsibilities were allocated. Explain the management of the team and how it impacted on results of the activities and performance of the team. How did the team work within the broader organisation to improve cooperation and effectiveness?



VESPIIA Code Alignment - 10%

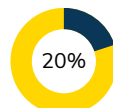
How do you ensure best practice and ethical delivery is undertaken to deliver your program/product/initiative?



Team development and investment in professional development - 20%

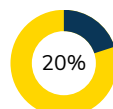
Please outline the organisation's team and staff development strategy. Detail commitment to professional development and how that contributed to the success of the activities and team effectiveness. Note: this may include both personal and professional development strategies.

Please detail staff retention in this team and what strategies are used to retain staff.



Impact and outcomes - 20%

Did your program/product/initiative achieve the goals and outcomes you had planned? What impact did your program/product/initiative have on its beneficiaries? What lessons were learned? What made the achievements beyond normal expectations?



PROGRAMS OF THE YEAR

The Programs award categories recognise programs delivered to our community (Veterans, Emergency Services, Police and/or their families) that had significant impact or outcomes.

All activities should be designed to have an outcome in alignment with one of the core areas of focus for VESPIIA.

// Physical and/or mental health

// Wellbeing

// Advocacy

// Commemoration

// Transition to civilian life

Examples of Programs & Events include, but are not limited to

Transition Programs

// Career summits

// Transition support

// Seminars and masterclasses

// Mentoring programs

// Employee wellness programs

// Internal employee groups

// Informative and learning commemorative tours

Social Programs

// Book clubs and libraries

// Gaming clubs

// Play groups

// Camps

// Luncheons

// Sports based activities (surfing, sailing, cricket, etc)

Volunteer Programs

// Garden clean ups

// DVA Claims support and advocacy

// Long term support to a beneficiary

// Services to the serving or civilian community

// Supporting & staffing social activities (see Social Program examples)

// Internal support (administration, case management etc)

TRANSITION PROGRAM OF THE YEAR

This award category recognises programs delivered to our community (Veterans, Emergency Services, Police and/or their families) that had significant impact or outcomes.

This category focuses on recognising programs such as but not limited to

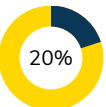
- // Employment
- // Transition to civilian life
- // Training and development

Criteria

Executive summary

a) Provide a comprehensive summary of your program/initiative. How does it benefit other organisations and/or the community we serve.

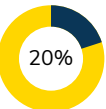
b) Please provide a short (approx. 1-3 min) video telling us about your program/product/initiative and the impact it has had on your business and your beneficiaries. This can be a simple video filmed on your phone. The quality of the production will not be considered in the judging process – it's about the story you tell.



Engagement

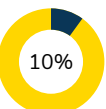
a) What led you to engage with this community? What problem were you trying to overcome? Is this a new program/product/initiative or long-term?

b) Detail the working relationship you have with the community. Describe the research/activities you have undertaken to reach the right people within the community/sector to achieve the goals set out for your program/product/initiative.



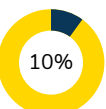
Resourcing and execution

What resources were used to execute this activity? This should include human resources (number of staff and volunteers and their roles), financial, suppliers and other resources. How did you maximise these resources?



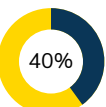
VESPIIA Code Alignment

How do you ensure best practice and ethical delivery is undertaken to deliver your program/product/initiative?



Impact and outcomes

Did your program/product/initiative achieve the goals and outcomes you had planned? What impact did your program/product/initiative have on its beneficiaries? What lessons were learned? What made the achievements beyond normal expectations?



Programs should be conducted, or partially (if a recurrent activity) during the last 18 months.

If your activity is not outcome based and a one off event, the applicant should apply under the 'Impact through Events' category.



SOCIAL PROGRAM OF THE YEAR

This award category recognises programs delivered to our community (Veterans, Emergency Services, Police and/or their families) that had significant impact or outcomes.

This category focuses on recognising programs such as but not limited to

// Social Activities – non-evidence based

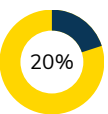
// Social Activities – evidence based

Criteria

Executive summary

a) Provide a comprehensive summary of your program/initiative. How does it benefit other organisations and/or the community we serve.

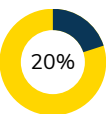
b) Please provide a short (approx. 1-3 min) video telling us about your program/product/initiative and the impact it has had on your business and your beneficiaries. This can be a simple video filmed on your phone. The quality of the production will not be considered in the judging process – it's about the story you tell.



Engagement

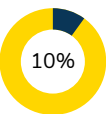
a) What led you to engage with this community? What problem were you trying to overcome? Is this a new program/product/initiative or long-term?

b) Detail the working relationship you have with the community. Describe the research/activities you have undertaken to reach the right people within the community/sector to achieve the goals set out for your program/product/initiative.



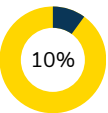
Resourcing and execution

What resources were used to execute this activity? This should include human resources (number of staff and volunteers and their roles), financial, suppliers and other resources. How did you maximise these resources?



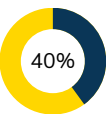
VESPIIA Code Alignment

How do you ensure best practice and ethical delivery is undertaken to deliver your program/product/initiative?



Impact and outcomes

Did your program/product/initiative achieve the goals and outcomes you had planned? What impact did your program/product/initiative have on its beneficiaries? What lessons were learned? What made the achievements beyond normal expectations?



Programs should be conducted, or partially (if a recurrent activity) during the last 18 months.

If your activity is not outcome based and a one off event, the applicant should apply under the 'Impact through Events' category.

VOLUNTEER PROGRAM OF THE YEAR

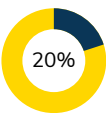
This award category recognises programs delivered to our community (Veterans, Emergency Services, Police and/or their families) that had significant impact or outcomes in encouraging and supporting volunteering.

Volunteering is a significant resource for not-for-profit organisations in enabling delivery of programs and support to their beneficiaries. As a community built on the sacrifices of those stepping voluntarily into service, access to volunteering after service is especially important to recognise.

Criteria

Executive summary

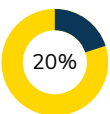
a) Provide a comprehensive summary of your program/initiative. How does it benefit your organisations and/or the community we serve.



b) Please provide a short (approx. 1-3 min) video telling us about your program/product/initiative and the impact it has had on your business and your beneficiaries. This can be a simple video filmed on your phone. The quality of the production will not be considered in the judging process – it's about the story you tell.

Engagement

a) What led you to engage with this community? What problem were you trying to overcome? Is this a new program/product/initiative or long-term?

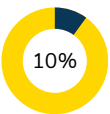


b) Detail the working relationship you have with the community. Describe the research/activities you have undertaken to reach the right people within the community/sector to achieve the goals set out for your program/product/initiative.

c) How do you support, recognise and reward your volunteers?

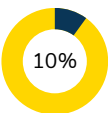
Resourcing and execution

What resources were used to execute this activity? This should include human resources (number of staff and volunteers and their roles), financial, suppliers and other resources. How did you maximise these resources?



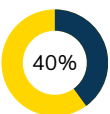
VESPIIA Code Alignment

How do you ensure best practice and ethical delivery is undertaken to deliver your program/product/initiative?



Impact and outcomes

Did your program/product/initiative achieve the goals and outcomes you had planned? What impact did your program/product/initiative have on its beneficiaries? What lessons were learned? What made the achievements beyond normal expectations?



Programs should be conducted, or partially (if a recurrent activity) during the last 18 months. If your activity is not outcome based and a one off event, the applicant should apply under the 'Impact through Events' category.

DIVERSITY, EQUITY, AND INCLUSION PROGRAM OF THE YEAR

This award category recognises an organisation leading the way in developing a diverse, equitable and inclusive workforce or beneficiary base through strategies, programs, policies, and practices. This organisation demonstrates the value and benefits of an inclusive workplace, or how workplaces can embed diversity practises across the organisation.

VESPIIA is committed to the recognition and advancement of diversity within our member organisations and within the community we serve and aim to lead by example when it comes to the equitable treatment and support of these communities.

Diversity, equity and Inclusion may refer to but is not limited to

- // Indigenous engagement
- // Gender equity and respect
- // LGBTQIA+
- // People with disability, or ongoing medical or mental health conditions
- // People from culturally and linguistically diverse backgrounds (CALD)

Programs and activities could include but are not limited to

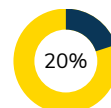
- // Initiatives to reduce barriers to inclusion and promote equal opportunity for all persons whatever their background or identity including women, Indigenous Australians, people of all racial and ethnic groups, LGBTQIA+ identifying and/or people with disabilities.
- // Flexible work arrangement and/or leave entitlement policies and programs to support families, cultural practices etc.
- // Community projects that offer opportunities for others inside and outside of the organisation to foster inclusion, support or access.
- // Development and implementation of inclusive practices, policies, programs, or initiatives that lead to greater support, access, representation, participation, or sense of belonging.
- // Demonstrating leadership in promoting and demonstrating inclusive and supportive behaviours in the workplace or learning environment.
- // Addressing gender inequality in a constructive manner to improve diversity in teams/groups and other collaborative forums such as decision-making committees and leadership.
- // Enhance the retention, success and outcomes of staff, volunteers and/or students from diverse backgrounds in research or professional practices.

DEI CONTINUED..

Criteria

Executive summary

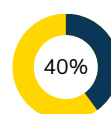
a) Provide a comprehensive summary of your program/initiative. How does it benefit your organisations and/or the community we serve.



b) Please provide a short (approx. 1-3 min) video telling us about your program/product/initiative and the impact it has had on your business and your beneficiaries. This can be a simple video filmed on your phone. The quality of the production will not be considered in the judging process – it's about the story you tell.

Engagement

a) What led you to engage with this community? What problem were you trying to overcome? Is this a new program/initiative or long-term?

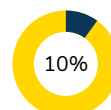


b) Detail the working relationship you have with the community. Describe the research/activities you have undertaken to reach the right people within the community/sector to achieve the goals set out for your initiative.

c) Challenges faced in internal engagement (buy-in) and how these challenges have been overcome.

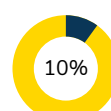
Resourcing and execution

What resources were used to execute this activity? This should include human resources (number of staff and volunteers and their roles), financial, suppliers and other resources. How did you maximise these resources?



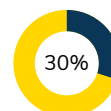
VESPIIA Code Alignment

How did you align your program with the VESPIIA Code of Professional Conduct and with the VESPIIA Objectives set out in the Constitution?



Impact and outcomes

Did your initiative achieve the goals and outcomes you had planned? What impact did your initiative have on its beneficiaries? What lessons were learned? What made the achievements beyond normal expectations?



How did this create visibility of the DE&I culture within the business?

Nominations must evidence the impact the activity has had on equity, diversity or inclusion and all activity mentioned must be in excess of what would be expected in the normal performance of the organisation.

Programs should be conducted, or partially (if a recurrent activity) during the last 18 months. If your activity is not outcome based and a one-off event, the applicant should apply under the 'Impact through Events' category.



RESEARCH PIECE OF THE YEAR

This award recognises an outstanding achievement in research in the advancement and identification of issues, challenges, and topics relevant to Veterans, Emergency Service, Police, and/or their families.

It is awarded for a substantial piece of research which makes an outstanding contribution to the understanding of contemporary issues relating to our community in Australia and New Zealand.

This award recognises work that seeks to identify, or solve the problems and challenges faced by our community in a meaningful way. Commissioned research which presents an impartial view of the research topic can be considered in this category.

The award will be given to research that is impartial and evidence based. This may be part of commissioned research, academic research, clinical trial, or as part of a doctoral study (PhD).

Criteria

Nominations should address how the objective of the award responds to at least one the following selection criteria:

- // Originality & Innovation - Demonstrate how the nomination presents a visionary approach or innovative concept to address a specific need or issue.
- // Quality - Demonstrate how the nomination achieved, or will achieve, a very high-quality outcome.
- // Strategic Alignment - Demonstrate how the nomination aligns with a matter of local, regional, state/territory or national significance. Outline how the nomination advances the importance of issues facing the sector.
- // Implementation & Transferability - Demonstrate how the nomination will be/or has been successfully implemented including a summary of the benefits. Outline how the nomination has potential application for others and how the use of the nomination's elements and methodology can further the cause of best practice operations.
- // Collaboration - Demonstrate how the engagement techniques and methods for the nominated project were appropriate, meaningful and applicable. Outline how the techniques contributed to a positive outcome.

Compulsory Materials

All entries are to be in electronic format only and must include:

- // Nomination Statement - maximum of 5 x A4 pages (approximately 2500 words). This nomination statement must address the selection criteria and outline the key issues and ideas addressed in the project and the key contribution the project makes to best/leading practice and learning for the profession.
- // Abstract - An abstract of no more than 200 - 250 words.
- // Contributor Consent Forms executed by the client or initiating body, as well as all entities involved in the project, or other proof the nomination is made with full consent of all relevant parties involved in the project. Download the Contributor Consent Form from www.vespia.org/awards

Additional supplementary material may be submitted electronically where it is the subject of the nomination. Examples include: a book, PhD thesis, strategic plan, framework document. However, the judges will refer primarily to the Nomination Statement.

IMPACT ON A SHOESTRING

This award recognises fundraising and programs that achieve significant impact when limited investment is available. This includes limited operational budgets, human and other resources that deliver success. Providing smaller organisations the opportunity to highlight and celebrate their successes, the eligibility criteria for this category is:

- // Organisations with annual turnover of up to \$2,000,000
- // A campaign budget of up to \$30,000 (not including staff costs)

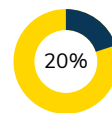
Examples of types of fundraising and programs include, but are not limited to:

- // community fundraising – including peer-to-peer, supporter events, signature events
- // digital campaigns
- // individual giving – including gifts in Wills, cash and regular giving
- // merchandise campaigns
- // transition programs (See transition program of the year for examples)
- // social programs (See social program of the year for examples)
- // volunteer programs (see volunteer program of the year for examples)
- // advocacy and awareness raising

Criteria

Executive summary

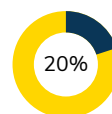
a) Tell us how you used limited resources to make a big impact on your program and organisational strategy. What was the purpose of the activity/campaign and how did it relate to overall organisational strategy?



b) Please provide a short (approx. 1-3 min) video telling us about your campaign and what impact it had. This can be a simple video filmed on your phone. The quality of the production will not be considered in the judging process – it's about the story you tell.

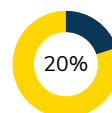
Strategy

What was your campaign strategy? What did you set out to achieve? How did limited resources impact on the type of campaign you ran or decisions you made? How did the campaign team ensure the project reached its objectives while maintaining its budget?



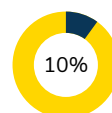
Resourcing and execution

What resources were used to execute this activity? This should include human resources (number of staff and volunteers and their roles), financial, suppliers and other resources. How did you maximise these resources?



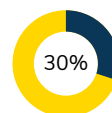
VESPIIA Code Alignment

How do you ensure best practice and ethical delivery is undertaken to deliver your program/product/initiative?



Impact and outcomes

What was your return on investment against input and/or against strategy? How did the outcomes have a big impact on the organisation? What lessons were learnt?



Campaigns must be conducted, or partially conducted, during the last 18 months.

IMPACT THROUGH EVENTS

This award recognises outstanding achievement in fundraising or beneficiary engagement through conducting a special event. Special events should show exceptional development of strategy, efficient execution, clear event uniqueness and significant ROI for the organisation.

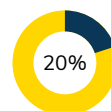
Examples of types of events include, but not are limited to:

- // major gifts – including capital campaigns
- // community – including peer-to-peer, supporter events, signature events, fundraising
- // online or virtual events
- // one off social events (non-outcome based)
- // focus groups or round tables

Criteria

Executive summary

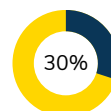
a) Tell us about your special event. What impact has it had on your fundraising or your beneficiaries? What makes it unique?



b) Please provide a short (approx. 1-3 min) video telling us about your special event and why it should win this award. This can be a simple video filmed on your phone. The quality of the production will not be considered in the judging process – it's about the story you tell.

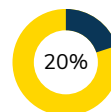
Event strategy

What was the strategy for the event and how does it fit with your organisation's overall strategic direction? What problem or issue was it aiming to address? What insights and data were used to develop this event?



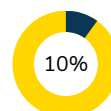
Execution

How was the event executed? How does it differ from other events in the market? What resources were used including volunteers and external suppliers? What fundraising, marketing, or engagement channels were used?



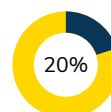
VESPIIA Code Alignment

State one way you ensured ethical fundraising or best practice development was undertaken and how it aligned with the VESPIIA Code.



Impact and outcomes

What impact did this event have on your overall fundraising program and organisational objectives? How did this event strengthen relationships with key stakeholders? What was the ROI for the organisation? What lessons were learned?



Campaigns must be conducted, or partially conducted, during the last 18 months.

TERMS AND CONDITIONS

By participating in the VESPIIA Awards for Excellence, entrants agree to abide by these terms and conditions, and the VESPIIA Code of Professional Conduct.

Awards can be attributed to an individual, or organisation. If an entrant changes their place of employment during the judging process, they must advise VESPIIA at events@vespiia.org.

Members can submit up to three categories for free, the relevant fee will apply for any submissions thereafter. Non-members can submit up to three categories at an initial fee, a higher fee will apply for any submissions thereafter.

Awards are only given to the attributed individual, or organisation. However, copies can be arranged for teams, colleagues, or clients. Please contact the VESPIIA team if you wish to purchase additional trophies.

All accompanying materials must comply with the provisions of the Privacy Act (www.privacy.gov.au) and the Copyright Act (www.copyright.com.au).

Entries and supporting documentation must be submitted no later than the specified closing dates. Under no circumstances will entries be accepted after the deadline. No alterations to entries will be permitted after the closing date.

Judges have discretion in assessing entries, applying the judging criteria, terms and conditions and determining the recommended results. VESPIIA's decision is final and no correspondence or discussion will be entered in relation to decisions made. Judges' comments/feedback may be made available to all entrants after the awards upon request.

The assessment, conduct and results of the awards will not create any legal obligation between entrants and VESPIIA.

No judge will be allowed to participate in judging a category if their organisation, agency or Allied businesses have entered that category, or if there is any other conflict of interest VESPIIA becomes aware of. Judges are expected to declare any potential conflicts of interest and step aside from judging an entry where any conflict may occur.

If an entrant who is judged a winner is subsequently found to have failed to satisfy or abide by the terms and conditions, they will not be entitled to the relevant award and their submission into the VESPIIA Awards program will no longer be applicable. Consequently, VESPIIA may present the relevant award to another entrant or choose not to present the award at all. There will be no refunds in this instance.

By entering the VESPIIA Awards, each entrant acknowledges that their entry is true, accurate, complete and original work, that any intellectual property rights arising in connection with that entry rest with the entrant and that the entry does not interfere with any third-party rights.

VESPIIA reserves the right to decline a submission or to disqualify an entry at its absolute discretion, including, but not limited to, a situation in which the entrant or a related person is under ethical investigation by VESPIIA or where the acceptance of the entry may otherwise be detrimental to the objectives of VESPIIA's awards program.

VESPIIA reserves the right to reproduce entries with the aim of furthering excellence in the sector and providing relevant materials for students and the profession. Only the entry document itself will be made public, excluding any information noted as CONFIDENTIAL.

VESPIIA, employees, officers and agents do not accept any liability, however arising, including liability for negligence, for any accident, loss, injury or damage arising at any time out of or in connection with this awards program, except for any liability that cannot, by law, be excluded.

VESPIIA reserves the right to amend the terms and conditions in any way, at any time, before the closing date for entries and at its absolute discretion. Entrants in the VESPIIA Awards program will be notified of any such amendments prior to the closing date.

Entrants who breach any of these terms and conditions are subject to disqualification without refund.

Refunds are at VESPIIA's sole discretion. Under no circumstances will VESPIIA provide a refund due to the results of the judging process.

The submitting organisation must have the submission approved by the CEO/Head of Department or equivalent.

If the entry is being submitted by a consultant, the CEO/Head of Department/or equivalent of the submitting organisation must endorse the entry.

Under no circumstances shall VESPIIA be held responsible for the payment of any royalties or other charges for the use of materials provided in support of the awards. All entries become the property of the VESPIIA on submission.

Judging Guidelines

- // All nominations will be reviewed by the judging panel.
- // The judging panel will comprise of CEO, Board Members, Fellows, and third parties as chosen by the Board and/or CEO.
- // Nominations which are deemed by the awards organisers and/or judging panel to have insufficient information or evidence may not be considered.
- // The judging panel reserves the right to reallocate nominations to different categories where appropriate.
- // The judges' decision will be final with no correspondence being entered into.
- // Winners will be chosen based on merit, rather than the number of nominations received for that person.
- // Nominees and nominators may be contacted for further clarification during the selection process.

Conflict of Interest Guidelines

The VESPIIA conflict guidelines are based on the understanding that in all cases an actual conflict of interest in judging is to be avoided and that even a perceived conflict can be damaging to all parties.

- // All judges sign a conflict-of-interest declaration.
- // A conflict is considered to arise where a judge has a personal or professional relationship with a person, which may throw into question their ability to fairly and independently judge their entry.
- // Being from the same organisation does not necessarily make it a conflict of interest.
- // Prior to judging, all panels are sent a list of entrants to the categories they will judge which enables them to identify possible conflicts and alert VESPIIA and other judges.
- // The onus for declaring a conflict falls on individual judges. If the conflict is considered significant, the judge will be replaced. Where the conflict is contained, the judge will refrain from participating in any discussion concerning the entrant.



VESP//A