



Soroptimist is a global volunteer organization that provides women and girls with access to the education and training they need to achieve economic empowerment.

SOROPTIMIST INTERNATIONAL OF THE AMERICAS, INC.®

Best in Federation Club Awards Frequently Asked Questions *(formerly Soroptimist Celebrating Success Awards)*

Timeline	Recognition for 2022-2023 Club Projects
August 31, 2023	Based on having 100% of the checkmarks checked on the 2022-2023 Club Roadmap Metrics, SIAHQ invites clubs by email to apply for Best in Federation Club Awards.
September 2023	Online club applications will be able to be submitted during the month of September. Clubs will be able to apply for their projects completed in 2022-2023 in the categories listed on the Club Roadmap Metrics.
October 2023	Applications will be organized and shared with a Volunteer Committee for federation judging.
November 2023	Federation-level winners will be recognized and announced.
December 2023 and beyond	Best practices are shared across the federation.

Why was the Soroptimist Celebrating Success Awards (SCSA) revised?

At the June 2021 Board of Directors meeting, staff shared we would begin improving and heightening the volunteer recognition process. This work was informed by engaging key stakeholders via a survey in early 2021 that was distributed to Soroptimist Leaders across clubs and regions. Based on feedback from this survey, staff implemented changes to improve the annual Club Roadmap Metrics recognition in fiscal year 2021-2022 as well as the recognition of club anniversaries.

During this same meeting, staff also shared their work would be expanded to look at the Soroptimist Celebrating Success Awards (for clubs) and the Shaping the Future Awards (for regions). In support of this work, an internal cross-functional project team was formed to examine these award programs and the following problem statements were defined:

- The quality of award submissions is often poor and lack a great deal of detail.
- The process is broken - results and winners do not always align, e.g., sometimes the true top performers in a particular category do not win.
- Over the years, key stakeholders have wondered if we are recognizing the “right” activity and if the awards are motivation enough to garner the desired activities aligned to our organization’s goals.
- We are not effectively and consistently cascading best practices from winners to the rest of the federation.
- The operations are burdensome for the Soroptimist Celebrating Success Awards and need to be significantly streamlined.

Staff engaged the Region Governors during the 2022 Governors Round Table on these problem statements, and they agreed with them. Additionally, staff presented a likely new award program model to replace the Shaping the Future Awards (for regions) to the Region Governors and got input from them on this model and we’ve adjusted this new award program model based on the feedback we received from Region Governors.

Another survey was shared in December 2022 to determine what revisions should be made to the Soroptimists Celebrating Success Awards program. The results were analyzed, and the overall administrative process was examined.

The process noted above continues to recognize the “best of the best” projects across our federation and ensures high-quality applications so that we can share effective best practices with all clubs.

Why are the awards being given on the above timeframe?

When we conducted our survey, we asked about the timing of the awards and how it could be improved. The answers were so varied, a consensus was not able to be reached based upon the responses. Moving forward, the Club Roadmap Metrics will be the precursor to the Best in Federation Club Award. The Club Roadmap Metrics data is available and shared with clubs in August. Therefore, once that data is available, clubs will then be invited to submit their Best in Federation Club Award applications throughout the month of September. Judging will occur in October and winners will be announced in November. During region conferences, leaders will still be able to honor and recognize these outstanding clubs.

Why was the name of this recognition program changed from Soroptimist Celebrating Success Awards to Best in Federation Club Awards?

When the changes to the SIA region-level awards (Shaping the Future Awards) were communicated to region leaders and the SIA Board of Directors in early 2023, they were engaged to choose the new names for the revised awards. They selected:

- Best in Federation Region Award (for the invitation to apply for recognition)

To maintain alignment, the SIA-club-level awards will follow the same naming nomenclature:

- Best in Federation Club Award (for the invitation to apply for recognition)

Is the recognition for Club Roadmap Metrics changing?

No, the recognition for the metrics will not change. Clubs will still receive an email in August 2023 with checkmarks noting the metrics they have met. The metrics are reviewed annually to ensure they align with the Club Roadmap – the guide for clubs to achieve the goals of the SIA Strategic Plan.

How does a club apply for the Best in Federation Club Awards?

To apply for the Best in Federation Club Awards, clubs must meet all of the metrics on the Club Roadmap Metrics). If 100% of the metrics are checked, a club will receive an email invitation with a link to an online application. Clubs will have the entire month of September to submit their online application.

What categories will clubs be able to apply?

In alignment with the Club Roadmap Metrics, clubs will be able to submit an application for one or more of the following areas:

- Program
- Membership
- Fundraising

Why can't a club apply for recognition in Public Awareness?

Public awareness is very important to Soroptimist and is part of every aspect in reaching our Big Goal. There currently is no metric we are able to capture on the Club Roadmap Metrics. Because public awareness touches program, membership and fundraising, the applications for Best in Federation Club Awards will include an area to share the public awareness aspects of the club's project.

What about the SCSA Chairs?

We appreciate the SCSA Chairs service and work throughout the years, but the SCSA Chair role will be retired. The main duties of the SCSA Chairs involved collecting club entry information, transferring the data onto the region transmittal forms and submitting the forms to the stakeholder engagement department. The changes to this recognition program involve automating the collection of data. Additionally, the submission of entries will be electronic and shared directly with SIAHQ for federation judging. The current 2022-2024 SCSA Chairs will be engaged in the future with the opportunity to be involved in federation judging.

Who will serve on the Volunteer Committee for federation judging?

- Annually, a 9-member judging committee will be created consisting of
 - Current SIA Board of Directors at time of judging (3 members) (i.e., 2023-2024)
 - Past Governors from most recent biennium (3 members) (i.e., 2020-2022)
 - Past SCSA Chairs from most recent biennium (3 members) (i.e., 2020-2022)
- A call by email will be shared with the above groups and they will be appointed on a first response basis. A role description will be made available and staff liaisons will prepare the committee for their role and administer the judging meeting(s).

How will recognition occur?

Recognition includes winners being announced in *Best for Women*, Soroptimist Blog, on SIA's social media platforms, and on SIA's [awards and recognition website](#). A certificate will also be shared.

How will best practices be shared?

A summary of the projects will be shared as:

- A series in *Best for Women* (one area per month)
- A series on the Soroptimist Blog
- Announced from actual or virtual stage during conventions or Leadership Round Tables