

Due Date: April 30, 2005

**APPLICATION FOR
2005 INTERNATIONAL SPIRIT AT WORK AWARD**

Inspired by the work and vision of Willis Harman (1918-1997)

A re-spiritualization of society is taking place, but one more experiential and non-institutionalized, less fundamentalist and sacerdotal, than most of the historically familiar forms of religion. Such a change in the basic picture of reality must inevitably be accompanied by a long-term shift in value emphases and priorities. As a result all institutions can be expected to go through major changes, including particularly the industrial, economic and financial ones.

Willis Harman

The International Spirit at Work Award (ISAW; formerly called the Willis Harman Spirit at Work Award) will be given to selected organizations that have implemented specific policies, programs, or practices that explicitly nurture spirituality inside their organizations.

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I. What is Spirituality in the Context of the ISAW?

The Selection Committee offers this starting point for consideration, with the recognition that each individual may have his/her own personal definition of the term "Spirituality."

- **The innate human attribute in spirituality.** All people bring this as an integral part of themselves to the workplace.
- **The "vertical" component in spirituality** – a desire to transcend the individual ego or personality self. The name you put on the vertical component might be God, Spirit, Universe, Higher Power or something else. There are a great many names for this vertical dimension. This dimension is

experienced as a conscious sense of profound connection to the Universe/God/Spirit. This might be experienced internally as moments of awe or peak experiences. A strong, sustained vertical component reflects in outer behaviors as a person (or group) who is centered and able to tap into deep inner strength and wisdom. Generally quiet time, time in nature, or other reflective activities or practices are required to access the “vertical” component of our spirituality.

- **The “horizontal” component in spirituality** – a desire to be of service to other humans and the planet. In the horizontal we seek to make a difference through our actions. This dimension is manifested externally. A person with a strong “vertical connection” who is also able to demonstrate the “horizontal dimension” has a clear grasp on his/her mission, ethics, values. A strong “horizontal” component is demonstrated by a service orientation, compassion, and a well-aligned vision/mission and values that are carried out in productive effective services and products.
- **Spirituality in the workplace** means that employees find nourishment for **both** the vertical and horizontal dimensions of their spirituality at work. Examples of vertical organizational spirituality include: meditation time at the beginning of meetings, retreat or spiritual training time set aside for employees, appropriate accommodation of employee prayer practices, and openly asking questions to test if company actions are aligned with higher meaning and purpose. Companies with a strong sense of the horizontal will generally demonstrate some or all of the following: caring behaviors among co-workers; a social responsibility orientation; strong service commitments to customers; environmental sensitivity; and a significant volume of community service activities. The vertical and horizontal dimensions should be well integrated – so that motivations (sourced from the vertical) and actions (horizontal manifestations) are explicitly linked. We will be honoring organizations that are financially sound (SUSTAINABLE?) and effective, as well as focused on greater meaning and purpose. We believe that when done properly, Spirit at Work enhances the overall value of the organization.

The phrase “*Explicitly* spiritual” means that the topic of spirituality is openly discussed - not just assumed or implied. In the past some groups have called their initiatives Team Building or Leadership...yet what they really wanted was to create a more spiritual work environment. The drive to make a difference in the world for them was a spiritual hunger. Now they are willing to discuss this openly. These are the kinds of organizations we are seeking for the International Spirit At Work Award.

II. Application Requirements

An organization may apply if it meets the following requirements:

- The organization must have at least 60 full-time employees (or the equivalent in full and part-time employees)
- The organization is at least five years old, so they have faced the testing of the marketplace;
- Both vertical and horizontal dimensions of Spirituality are demonstrated at the organization

- The explicitly spiritual project, policy or practice being acknowledged must have been in place at least one year to demonstrate a minimum level of sustainability.
- There is a long term commitment to continuing Spirit at Work initiatives. This can be demonstrated by the effort put into creating systems and procedures to ensure that Spirit at Work is an ongoing, established part of your organization's culture and overall approach to business.

The Selection Committee will screen nominations and make the final selections of honorees for each year based on its own best judgment. The intention of the award is to find organizations whose Spirit at Work practices, policies and procedures help to make the world a better place. By honoring such organizations the Committee hopes to illustrate for others how they too might participate in the transformation of organizational life – and thereby make the world a better place.

III. The Application

Applications require a written description of the organization and a description of how they meet the criteria (see below). Please type your responses to the items below into this MS Word Document. Applications must contain sufficient background information so Committee members can make informed choices. **Please limit the application to a maximum 12 pages in addition to this document (i.e. a total of 20 pages).** All applications must be submitted by email to the Committee Chair, Elisa Mallis, at elisa.m.mallis@vodafone.net.

The contact person cited on the application must make themselves available for questions should Committee members require more information.

Your application needs to include:

1) Basic Data:

a) Name of Organization (can be a division of a larger organization):

M/s Aarti International Ltd, Ludhiana

b) Date of founding:

18th November 1996

c) Number of employees (NB: minimum of 60):

Around 1000

d) Nature and scope of business:

Aarti international Limited is cotton yarn spinning company. It is the flagship company of the AARTI Group, which started in 1977 with a small rolling mill in the name of AARTI Steels Ltd and over the years it has transformed into a company having a capacity of 1.25 lakh tones of steel per annum with a turnover of 47 million USD approximately.

In 1996, the AARTI Group diversified into textiles, established **Aarti International Ltd** and set up an E.O.U with 28000 spindles to produce 100% cotton yarn. It expanded by another 34,800 spindles in the in the year 2000 and is now operating with a total 63000 spindlage and a turnover of 37 million USD approximately.

One step ahead in technology, AARTI INTERNATIONAL LTD has 17760 spindles of Compact Yarn to produce “compact / Elite” yarn. Compact yarn technology is a new type of spinning process in which the lower twist high strength of yarn can be achieved and hairiness is reduced to the tune of 20-25% which results in increased efficiency in knitting and weaving process and gives a clearer working atmosphere because of lower hairiness. The fabric manufacturer gets superior product of fabric by using compact yarn, thus additional value for the end user.

e) Location(s):

Ludhiana, Punjab, India

f) Website address (if applicable)

www.aartiinternational.com

2. Contact Information

a) Contact Person's Name:

Shri . Rajeev Mittal (Managing Director)
Shri S.K Mahajan (Vice President)

b) Position:

Shri . Rajeev Mittal (Managing Director)
Shri S.K Mahajan (Vice President)

c) Phone:

Phone: +91-161-2848795
+91-161- 2843798
Fax: +91-161-2843797

d) Email:

ailtext@glide.net.in
skmahajan@glide.net.in

e) Cell phone:

Shri Rajeev Mittal, +91-9437006337
Shri S.K Mahajan, +91-9814024569

3. A Brief Description of Your Organization:

a) What are the vision and mission; philosophy and core values of your organization?

Mission Statement:

Deliver the right yarn at the right place at the right Time.

Core Values:

- 1) Openness & Mutual Trust among employees.
- 2) Respect for each individual.
- 3) Love for the product.
- 4) Promotes knowledge sharing.

Transparency, information sharing and openness are seen as lacking in the Indian textile industry traditionally. When mistakes are made, there is a general tendency in the industry to hide it and not be open about it. However Aarti believes in openness and mutual trust. People are encouraged to speak up. Employees are constantly assured that the company is not interested in fault finding, but to be of help to an employee to build his/her life and abilities

through work. Aarti's core values are deeply rooted in a spiritual philosophy of accepting people as they are, living in the present, responsibility and commitment, open communication, love and compassion. Aarti believes work should be a way of worship and growth for the individual. Aarti always takes steps to ensure that passion and commitment for the product are ingrained in the employee. Aarti ensures that work is a constant learning process for the employee in which he/she is gratified.

b) How your organization defines "Spirit" or "Spirituality". How do you talk about the "vertical" and "horizontal" dimensions of spirituality?

Today, Aarti believes that employees should transcend the limited ego and that there is a need to have a connection with a higher spiritual dimension. Each individual should give equal importance to a healthy body and mind. Employees should have a sense of belonging and ownership for the company. They should take responsibility at work, home and society. Any personal or professional problems can be met head-on when a strong spiritual environment is present. Teamwork and respect for individual beliefs is of paramount importance.

Aarti doesn't differentiate between work and spirituality. Rather, work is seen as a form of transcending an idea of the limited self. At Aarti, we believe that people who are more in touch with their inner self would be able to contribute more creatively to the world around. Creative work requires a peaceful mind as well as passion and love for the work itself, rather than the focus on end goals. True commitment and focus to end goals exist only when 100% is given to the work at hand, with love and responsibility. And this process of creative work again leads one to be more in touch with the self. So we make sure that employees are constantly in touch with their self through spiritual practices every moment of their day at work as well as at life outside work. To achieve this, regular programs are introduced in the company. Aarti also believes that similar concepts apply to the company as a whole too.

This translates actions of collective consciousness like group meditation programs, regular introspection into values and processes as well as community service for the company. There is constant upward spiral of horizontal and vertical dimensions of spirituality, here at Aarti. The result of this has been an amazing overall growth for the company as well as for each individual in the company. The details of this would be evident in the core application form.

How do you handle concerns about diversity of religions and what boundaries do you set around employees trying to convert each other, or in any way making others uncomfortable?

The spiritual programs/practices that Aarti has chosen are not specific to any religious beliefs. These are programs based on core spiritual values, which bring out unity among people. As to be mentioned in the core application form, Aarti uses the "Art of Living" workshop program to help people discover their inner self. These programs are based on the power of breath as well as the simple basics of life. The proof of this is the fact the spiritual programs have created a tremendous sense of openness among the company employees. Aarti believes that "*religion is the banana skin, spirituality is the banana*" (A quote from H.H RaviShankar, founder of the Art of Living foundation".)

Aarti has employees from different cultural and religious backgrounds. These spiritual programs have provided a platform for the people of various religious backgrounds to celebrate and enjoy festivals together and respect each other's religious beliefs. The

camaraderie among the workers has reached new heights. As Mr. RadheShyam, Head of Labor, puts it, “Aarti is not a factory but a family”.

4. Core Application:

The response to this section should be the heart of the application. What policies, programs, or practices **explicitly promote or enable spirituality at work?** “At work” refers to your workforce. For the purpose of this award, the Committee is more interested in how your workforce is treated. We also want to hear about your customers and clients. But if your practices do not include employees they will not be sufficient. Explain the nature and scope of the organization’s activities; when these practices were implemented and by whom; relevant background; public visibility; etc. Finally do you believe these programs will sustain over time? If so why?

Aarti is a classic example of how spirituality can transform the work place. Aarti was like any other organization in the cotton industry till 2001. The Vice-President of the company, Mr. S. K. Mahajan, attended an “Art of Living” (www.artofliving.org) workshop, a holistic program that integrates spirituality with daily life. This brought out a tremendous personal transformation in S. K. Mahajan’s life. It enriched his personal life and enhanced his professional efficiency. This led to Mr. Mahajan having discussions with the director of the company, Mr. Rajeev Mittal, on how this transformation could be spread everywhere in the company. Hence a vision was born, a vision that these principles should be inculcated in everyone at Aarti. The vision became an organization wide initiative to conduct the “Art of living” program for all the employees at Aarti. Finally this led to Aarti imbibing core spiritual values. Today spirituality has become a way of life for anyone at Aarti.

Special programs are arranged for all levels of employees for this. Every staff officer in Aarti undergoes an “Art of Living” workshop. This is a 6-day workshop based on a breathing technique called Sudarshan Kriya®, which releases stress and toxins at the physical, mental and emotional level, promoting better health on all these levels. Also the course has processes, which conveys the simple basics of life, which helps the participants to accept situations as they are, live in the present moment, etc. Daily practice of Sudarshan Kriya® has helped millions around the world reap tremendous mental and physical benefits. Sudarshan Kriya® and its accompanying practices (SK&P) are time-honored stress management/health promotion techniques whose health benefits are being validated by modern medical science. The Kriya, along with various meditation techniques, helps one to create a sense of belonging for the people around. The course focuses on reviving basic human values like love and compassion, provides the participants with peace of mind, clarity of thought and infuses one with confidence. The course helps in increasing one’s sense of responsibility and commitment, in boosting confidence and also removes mental barriers. Gradually the practice has been reaping tremendous benefits, which include personal benefits for employees as well as an increase in the creativity, which has ultimately produced profits for the company.

Effect of the program on employees:

At Aarti, employees begin their day with Kriya and meditation practice. This helps the employees to keep themselves charged up all through the day with energy for work. We work with smiles on our faces, with joy and enthusiasm, along with a focused mind and a

commitment towards the collective goal. Because of the prevailing informal atmosphere, the employees do not feel fatigue and tiredness as much. Company also arranges weekly follow-ups of the course along with other Art of Living activities. We have regular satsangs (spiritual music get togethers) where everyone sings melodious spiritual songs of different religions in chorus and has a real fun time. Hence, there is a whole informal environment that exists in Aarti today.

Today employees feel a tremendous leap in energy and concentration throughout the day. Workers at the plants doing night shifts feel less stressed and feel more energetic during the day. Employees have reported many health benefits. Also they are able to devote more time with their families and maintain a healthy work-life balance. Sports activities like cricket matches and cultural programs are organized regularly and employees participate enthusiastically.

The sense of belonging created by imbibing the “Art of Living” philosophy in professional and personal life led to workers willingly taking on additional responsibility. E.g. increase in the ring framework load (Annexure 1). Practice of the breathing techniques and meditation as well as following the spiritual knowledge, is believed to be a major reason for this.

Aarti provides all facilities for any employee to do the follow-up of the course practices regularly. Also the company encourages its employees to take up the advanced courses of the “Art of Living” program. Spiritual music is played in the mornings in the worker colony. “Shram Daan” (“Contribution of effort”), a free community service program for various social projects in the company is organized from time to time. Everyone’s efforts are recognized by the management and suitably rewarded. Teamwork has tremendously improved which in turn is increasing the total efficiency

Aarti uses the Kaizen method of continuous incremental improvements for quality control. This is a people oriented method. Currently Aarti is at level 2 of the implementation.

Aarti is committed towards providing financial assistance and contributing towards relief efforts during disaster time. When the recent killer Tsunami hit the coasts of southern India and caused massive destruction, employees of Aarti donated their time and money for recovery operations. Aarti is also planning to introduce the “Navchetna” programs for the villages around the company. Navchetna programs is course based on spirituality, aimed at the lower strata of the society and has already has caused a notable social transformation in the villages of India.

All the employees in Aarti are doing this course since the past 2 years. The positive results experienced by the people have encouraged them to invest their time further enhancing their spiritual life. Moreover the employees are also actively propagating the spiritual way of work among their families and friends, so that the benefits accrue to a larger section of the society. Art of Living is now a HR policy at Aarti, thus ensuring that the spiritual path of work is sustained.

- a) What has been the effect of policies, programs, or practices on stakeholder community? Stakeholders include employees, owners, customers or clients, suppliers, communities in which business has a presence, etc. **A separate attachment with verbatim testimonials is allowed.** Please email this

attachment separately and limit to 4 pages (in addition to the maximum of 12 pages on the Application)

The effect on employees is mentioned in the preceding paragraph of this application. The employee testimonials are in the attached video clip. The teamwork, commitment to quality and increased sense of responsibility has caused Aarti's quality to increase by leaps and bounds. Today Aarti has become synonymous with quality. The various customer success stories attached along with application bear testimonial to the superior quality, greater efficiency and delivery and enhanced customer satisfaction. The attached video clip also has comments on the giant leap in quality at Aarti these days. Presently, Aarti is installing 50,000 more spindles in the existing plant. Also, the new workforce is churning out great products for the end customer. Aarti went on to receive the Usterised certificate for consistent quality performance from Uster Technologies, Switzerland, a well-known multinational Corporation.

b) What has been the effect of policies, programs, or practices on nominee's business success? Please tell how you feel these programs have helped you. For example: Has it contributed to growth? Has it improved employee retention? Please provide statistics whenever possible.

Aarti has come a long way from being just another company in the cotton yarn industry to a market leader in terms of quality in the industry today. The vision of Mr. Rajeev Mittal, that each employee should inculcate spiritual values in life has culminated in a workplace that is admired by the customers, loved by the employees and respected by the competitors. One change that would be always talked about the industry is that of Aarti surpassing the standards of the industry. In the cotton industry, there is a standard on the maximum amount of yarn that could be produced from a given amount of cotton. This has been causing a mental barrier in the productivity that could be achieved. With the implementation of spiritual values at work, the mental barriers were broken. In case of yarn recovery, Aarti is now a benchmark. Also the maximum yarn realization has gone up to 77-78% (in special counts), which is a remarkable achievement in the industry. Please refer to Annexure 1 Capacity utilization section for the statistics. Detailed data on this could be provided on request.

Another equally important fact for the company is that the number of product innovations in the company has gone up to 150 from 100 over the year. Mr. Mahajan attributes this to the relaxed and creative minds that spirituality is creating. This is of utmost importance to the company's balance sheet as well as its position in the market in the long term. Detailed statistics are available on this, and could be provided on request.

Employee retention has gone up since Aarti has become a fun place to work. Absenteeism has reduced sharply, since people are motivated to work. The factory workers are daily wagers and absenteeism is normally very high in the industry for this section. However, the course has injected a higher sense of commitment and belonging in the people, and hence they are inspired to work. The attached statistics in Annexure 2 is a proof for this.

- c) How the organization has been a model or inspiration for others companies in your industry or outside of it? For example, is your CEO often asked to speak at industry conferences?

Aarti has become a classic example of how spirituality can transform work place. There are research studies that are happening to evaluate the transformation that has happened in Aarti. The academic and the business world would be soon looking at these studies.

5. Stakeholder References

A minimum of two references are recommended. Stakeholders may be owners, employees, suppliers, customers, strategic partners, community representatives, or environmental representatives, who are not leading your Spirit at Work initiative but can attest independently and genuinely to at least one of these:

- Vertical and horizontal dimensions of Spirituality demonstrated at the organization
- The explicitly spiritual project, policy or practice being acknowledged
- Any impact this person/group has observed resulting from the organization's Spirit at Work program, policies, practices, etc.

Please include name, contact information and the relationship to the applicant.

Customer and supplier testimonials are attached.

6. Sources of additional information on the applicant:

Here you may mention documents which you attached to the email containing this application but which are not part of this 12 page application. You may also list websites that can be accessed by the committee if needed.

- *) Video clip done as a part of a research study.
- *) A presentation based on the highlights of a research study done by an independent organization, titled "Workplace Transformation and the practice of Spirituality at work, A case of study of Aarti International, Ludhiana"
- *) Attached document: ANNEXURE 1 (data for the productivity/quality data)
- *) Attached document ANNEXURE 2 (data for lower absenteeism at work, that has happened because of the program)
- *) Customer testimonial (Dhruva & Co , Ludhiana)
- *) Testimonial from a supplier (Trimurti agencies , Ludhiana)
- *) Testimonial from a supplier :(Rieter India)

IV. Submitting an Application

Applications shall include the information requested above (see Items #1- 6) and can be submitted via email to: **elisa.m.mallis@vodafone.net**

The Committee members reside on multiple continents and cannot share paper documents. For this reason only electronic submissions will be accepted. Additional support material, such as copies of the Mission Statement, descriptions of specific programs, or articles about the spiritual practices of the organization must also be submitted electronically.

By submitting the application the organization agrees that if selected, it will work with the ISAW committee to prepare simple case materials that can be used by other organizations who may wish to emulate the applicant's policies, programs, or practices. The applicant thereby ensure to supply

V. Receiving the Award

Organizations receiving the Award must be willing to contribute to some of the activities that promote and raise awareness off the award, such as:

- Providing a 10 page overview of best practices for the attendees of the award ceremony and for the websites of the sponsoring organizations
- Signing a release form that grants permission for their case study to be included in ISAW publications
- Willingness to be contacted by researchers, journalists, and like-minded organizations to share what they are doing

VI. Application and Award Schedule

Due Date for nominations is April 30, 2005 for the 2005 awards. Decisions will be communicated to all applicants by the end of July. Awards will be given at the Spirit in Business Conference in Europe in the late October timeframe (see www.spiritinbusiness.org). At the present time, we do not have enough funding to allow us to pay travel or accommodation expenses for honorees. Award recipients will be profiled in co-organizers publications and on their websites and at their conferences. In addition to a few former award recipients the Selection Committee of the ISAW Awards is currently composed of members from following non-profit organizations:

- **The Association for Spirit at Work:** "The professional association for people involved with spirituality in the workplace" www.spiritatwork.org.
- **The Spirit in Business Institute:** "Ethics, mindfulness and the bottom line." www.spiritinbusiness.org
- **The World Business Academy:** "Rekindling the human spirit in business." www.worldbusiness.org
- **The European Baha'i Business Forum:** "Enhancing the well-being and prosperity of humankind." www.ebbf.org

VII. Who was Willis Harman?

This award was inspired by the work of Willis Harman, PhD (1919-1997) who was a visionary thinker, futurist and social scientist who continuously articulated the possibility for humankind to transcend the limits of out-moded thinking. He was the author of several books including *Creative Work: The Constructive Role of Business in a Transforming Society* (with John Hormann), *An Incomplete Guide to the Future*, and *Global Mind Change*. He was co-editor of *The New Business of Business: Sharing Responsibility for a Positive Global Future* (with Maya Porter). He was also co-founder of the World Business Academy (1988), president of Institute of Noetic Sciences from 1973 until late 1996, a social scientist and

futurist with SRI International in the late 1960s and early 1970s, and a professor at Stanford University prior to these other affiliations. This award honors organizations who are living examples of Willis Harman's vision that business will play a major role in transforming social consciousness.

For further information contact:

Elisa Mallis

Chair, Selection Committee, 2005 International Spirit at Work Award

elisa.m.mallis@vodafone.net

VIII. Frequently asked questions

Q: Can my organization apply if it is faith-based?

A: You may apply as long as you are not promoting any one faith tradition. Honorees must respect all faith traditions and not use any Spirit At Work initiatives as a way to convert others to their preferred faith.

Q: What kinds of organizations can apply?

A: For-profit, not-for-profit, educational, or governmental organizations may apply. Privately held companies may apply. Publicly held companies may apply. Universities may apply. Basically any group of 60 or more employees (or full-time equivalent) who meet the criteria listed in the application form can apply.

Q: Can I count volunteers as part of my employee count?

A: Generally not, and here is why: Work is generally to make a living and pay the bills. Therefore this kind of work is done in return for pay. Work-for-pay creates the potential for inconsiderate treatment of workers who may feel trapped. We are trying to promote change in the workplace so that our time at work is nourishing to our Spirit. Volunteers who are mistreated can easily leave. Thus our focus is on paid employees. However, if you have a special circumstance, contact us so we can consider your eligibility.

Q: My organization is not yet involved with Spirit at Work initiatives, but my Division has a great program. Can we apply?

A: Yes, as long as your Division has at least 60 full-time employees, has been in existence for 5 years or more, and has a reasonable degree of autonomy (decision-making authority) in regard to this project.

Q: Our project has been a pilot project within our larger organization. Can a pilot project apply?

A: Yes as long as your organization meets the other criteria and the leadership of your organization has approved this pilot.

Q: Do some types of organizations or organizations in particular countries/regions have an advantage?

A: Some types of organizations or organizations in particular countries/regions may be thought to have an advantage, both through having more experience of practicing spirituality in the workplace and where English is their first language. However, we have developed an approach that allows for all applications to be fairly considered in both the business and cultural context from which they are presented.

Q: Are there any restrictions on the types of organizations that can apply?

A: No – any organization can apply. We do not exclude from consideration any organization based on their product or service. If an organization’s product or service could be considered harmful to society as decided by the Selection Committee, then there will be an obligation for the organization to demonstrate that their overall vision/mission/values are aligned with compassion for the concerns and needs of every stakeholder – including but not limited to employees, the environment and the community.

Q: What could cause my organization to not be selected for an award?

A: If you do not meet the criteria specified in this application OR If the Committee feels there is any inappropriate behavior in the organization, such as attempts to convert employees or unethical behavior OR If the Committee feels that the greater purpose of the International Spirit at Work Award is not served by naming your organization as an honoree

Q: Can my organization be a sponsor (donate money or services) to the award in the same year as we apply for an award?

A: No – we cannot accept donations in the same year as an application. If you have already donated in the same year, your contribution will be refunded. We want to avoid any conflict of interest – or even an appearance of a conflict of interest.

Q: Does my organization have to be present at the conference in Zurich to receive the award?

A: Attendance is strongly encouraged – since it represents a visible commitment of senior management to the Spirit at Work initiative. A photographer will be present, and possibly representatives of the press, so the Award Ceremony is a good opportunity for the organization to gain favorable recognition. However, if circumstances prevent attendance, someone on the Committee will accept the award on your behalf.

Q: Can I see some applications from prior honorees to get an idea of what other organizations have done?

A: Yes, several previous award recipients have made their applications available. Check the website www.spiritatwork.org to see if they are posted. If they are not yet there, contact Elisa Mallis at elisa.m.mallis@vodafone.net to request some sample applications.

Q: Do I have to model my application after previous year’s applications?

A: No. We want to encourage a creative and authentic description of the uniqueness of your organization’s policies, procedures, or practices that nurture the human spirit. We want you to tell your own story in your own words. However, you may consult previous applications to be inspired by the way Award honorees have filled out the application.

Q: Can I get some help as I am working on my application? I have some questions and I want to be sure I present the information you need.

A: We are happy to help you complete the application process. However this is not necessary to be successful as an applicant. We will contact all applicants to clarify items in the application – so getting help in advance is available but optional. Contact the Chairperson and a Committee member will be assigned to help you through the application process. If you have a noteworthy program or practice we WANT you to apply! Let us help!

OOo