



*LeadingAge*<sup>™</sup>  
Minnesota

2019  
**Stars**  
**Among Us**  
  
 **AWARDS**  
**Call for Nominations**

Entry Deadline:  
Friday, September 14, 2018

# 2019 Stars Among Us AWARDS

## Letter from the Chair



Welcome!

LeadingAge Minnesota's Stars Among Us Awards showcase the best of the best in older adult services.

The awards align with the priorities our members have set – to build member capacity, lead transformation and innovation of care delivery and supports, and instill public trust.

We invite your nominations to recognize and celebrate your amazing caregivers, volunteers, leaders, and the great work your organization is doing to enhance the experience of aging!

Libby Lindberg  
Chair, LeadingAge Minnesota Awards & Recognition Committee

## Organizational Awards – Excellence in Practice

- ✧ Quality
- ✧ Innovation
- ✧ Star Workplace
- ✧ Community Collaboration

## Individual Awards

- ✧ Ray Johnson Pioneer Leadership – **NEW award!**
- ✧ Kal Michels Outstanding Leadership – *now available to all leaders regardless of title or tenure!*
- ✧ Caregiver of the Year (statewide and district)
- ✧ Volunteer of the Year (statewide and district)
- ✧ Spirit of Aging (statewide and district)
- ✧ Board Trustee of the Year
- ✧ Business Partner Impact

## Eligibility

Stars Among Us Awards are open to provider organizational members and their staff, volunteers and residents/customers (providers of housing, health services, adult day services, supportive services; and their respective corporate or management organizations). Business Partner firms and their staff are eligible for the Community Collaboration, Quality, Innovation and Business Partner Impact Awards with certain conditions.

## Deadline

Nomination deadline for all awards is Friday, September 14, 2018.

## Selection and Notification

The LeadingAge Minnesota Awards & Recognition Committee reviews all nominations and selects award recipients. Recipients will be notified by November 16, 2018.

## Rewards, Accolades and Celebrations

Award recipients are publicly honored at the LeadingAge Minnesota Institute, February 6-8, 2019. Feature videos may be produced for select awards. Our public relations team will prepare news releases and photographs to assist with local media outreach.

## How to Nominate

Nominations are submitted online and accessed via <https://www.leadingagemn.org/about/stars-among-us/>.

## Questions

[Awards@LeadingAgeMN.org](mailto:Awards@LeadingAgeMN.org) 651.645.4545



# ORGANIZATIONAL AWARDS – EXCELLENCE IN PRACTICE

## Quality, Innovation, Community Collaboration, Workplace *Showcasing exceptional progress in older adult services*

The Excellence in Practice Awards are a platform to share promising programs and ideas with other LeadingAge Minnesota members to help advance and transform the way we serve older adults.

### Sharing Your Success

Multiple awards are given for these award categories. Award recipients present their winning programs at the 2019 Institute as a concurrent educational session with an emphasis on demonstrating how other organizations can adopt or replicate the practice.

## QUALITY

Quality initiatives take many forms, but ultimately are intended to improve the customer experience in quality of life or quality of care.

Ideas: Organizational culture, lifestyle/culture change, care delivery models, care transitions, workforce, technology, quality systems, wellness, building design, customer experience or other areas.

### Executive Summary

Provide an Executive Summary that includes a description of the quality program or initiative, why it was developed, specific purpose and goals, and financial implications for start-up, implementation and ongoing operation.

### Criteria

1. How this program is different or beyond the scope of standard for quality practices in the field.
2. How you will measure or have measured the progress, impact or success of this initiative.
3. How this quality initiative can be replicated by other providers.

## INNOVATION

Innovation is the realization of a new or creative idea and has the power to transform our field. The subject of the nomination must be new or different in the field of aging services.

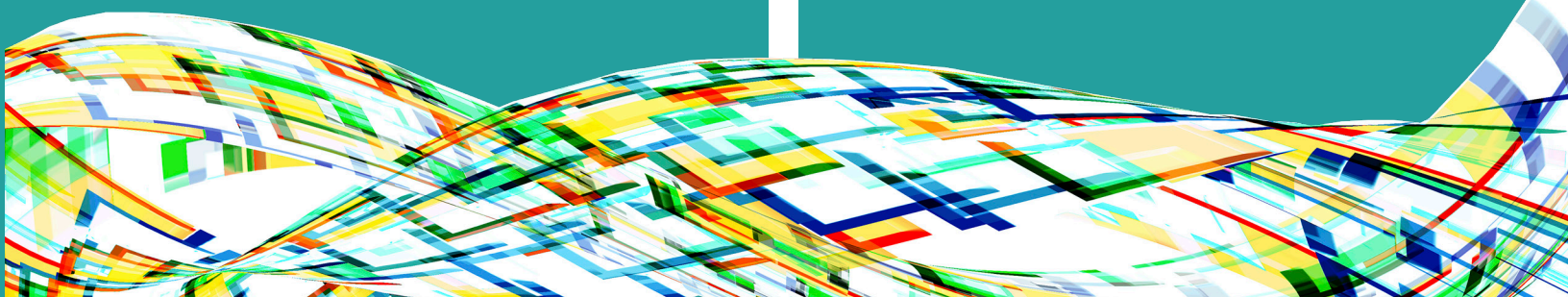
Ideas: Technology, care delivery, programming and life enrichment, support services, building design, workforce development, marketing, financial, customer experience or another emerging trend.

### Executive Summary

Provide an Executive Summary that includes a description of the innovation program/design, why it was developed, specific purpose and goals, and financial implications for start-up, implementation and ongoing operation.

### Criteria

1. How this innovation is new or different.
2. How you will measure or have measured the progress, impact or success of this innovation.
3. How this innovation can be replicated by other providers.



# ORGANIZATIONAL AWARDS – EXCELLENCE IN PRACTICE

## COMMUNITY COLLABORATION

Celebrates a Provider or Business Partner member organization that collaborates with a city, agency, community groups or other businesses to go beyond its health service, housing or commercial enterprise role to support and improve the greater community.

Ideas: Wellness, health clinic, charitable work, adult education, community resources, community investment, fundraising or other areas.

### Executive Summary

Provide an Executive Summary that includes a description of the collaborative project/action, why it was developed, specific purpose and goals, and financial implications for start-up, implementation and ongoing operation.

### Criteria

1. Describe how the specific initiative or service fills a community need or opportunity beyond the traditional resident care and services or business enterprise.
2. How you will measure or have measured the progress, impact or success of this collaborative initiative.
3. How this collaboration or initiative can be replicated by other providers and communities.

## STAR WORKPLACE

Creating and sustaining a positive work environment is essential to recruiting, developing and retaining a strong workforce.

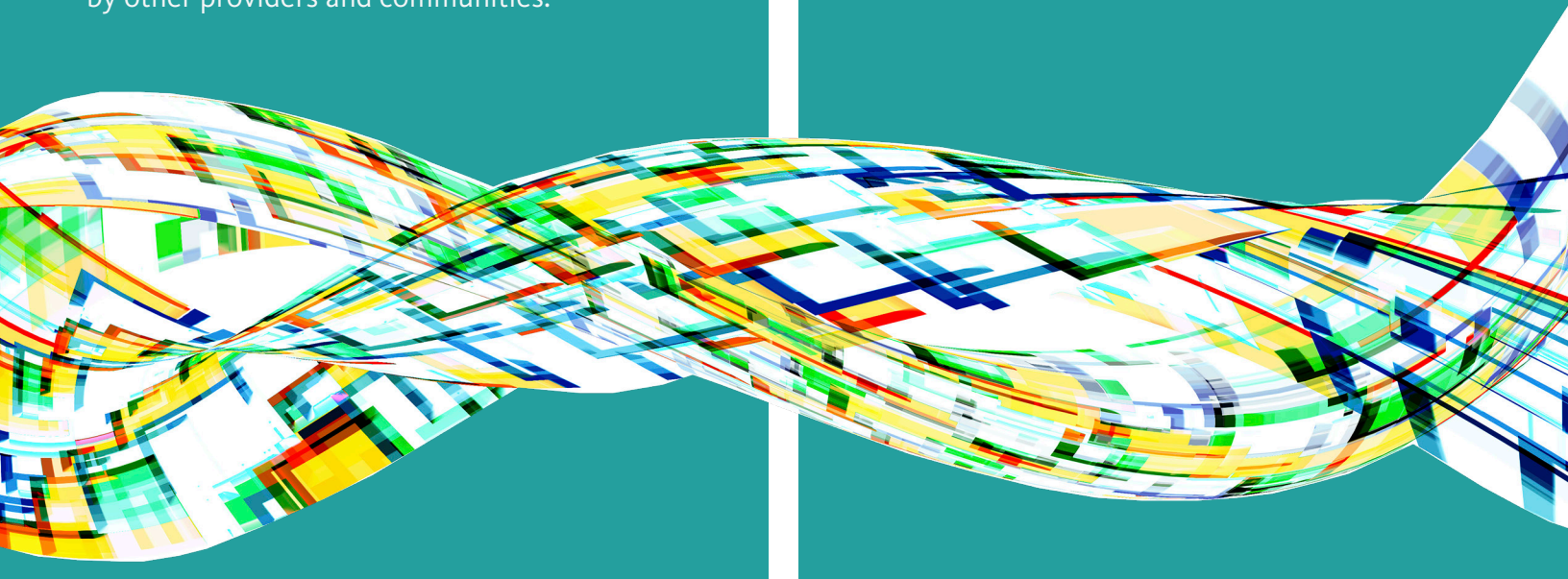
Ideas: Recruitment, onboarding, culture, health and wellness, social/life management supports, professional development, career advancement, collaboration, staff engagement, retention, interdisciplinary team dynamics.

### Executive Summary

Provide an Executive Summary that includes a description of the workplace initiative, why it was developed, specific purpose and goals, and financial implications for start-up, implementation and ongoing operation.

### Criteria

1. Workplace initiative that addresses a specific challenge in your workforce or workplace. Describe both the challenge and the initiative.
2. How you will measure or have measured the progress, impact or success of this initiative.
3. How this initiative can be replicated by other providers.



# INDIVIDUAL AWARDS

## Leadership Awards

LeadingAge Minnesota offers two leadership awards that are open to individuals in any service setting, at any level of the organization regardless of title or tenure. We encourage members to think creatively about formal and informal, experienced and emerging leaders in all areas of their organization.

### RAY JOHNSON PIONEER LEADERSHIP - *NEW AWARD!*

Recognizes a leader who is a change agent for transforming and enhancing older adult services.

#### Eligibility and Requirements

Any individual at any level of a LeadingAge Minnesota provider organization is eligible, regardless of tenure or title. Nomination must include one letter of support from the nominee's supervisor, site leader or board member, and up to three additional letters of support from team members, residents, or community members.

#### Criteria

1. How this person challenges the status quo to shape the future of older adult services.
2. Leadership in engaging and influencing others in leading change.
3. Share a story that illustrates how this person is making transformational change in their organization and/or the field of older adult services.

#### Who was Ray Johnson?

*This award is named for the late Ray Johnson, a true pioneer in senior housing. Johnson brought a fine sense of seniors as people of dignity and distinction who are capable of governing themselves and their communities effectively. He was an untiring advocate for older adults' self-determination.*

### KAL MICHELS OUTSTANDING LEADERSHIP

Honors a leader whose impact is demonstrated through vision, servanthood, mentoring others, and commitment to older adults.

#### Eligibility and Requirements

Any leader at any level of a LeadingAge Minnesota provider organization is eligible, regardless of tenure or title. Nomination must include one letter of support from the nominee's supervisor, site leader or board member, and up to three additional letters of support from team members, residents, or community members.

#### Criteria

1. Leadership expressed through vision and service to improve the lives of older adults.
2. Actions that demonstrate characteristics of a strong mentor and motivator for others.
3. Share a story that illustrates exceptional leadership that has advanced the mission and goals of their organization.

#### Who was Kal Michels?

*This award is named for the late Kal Michels, former administrator of St. Francis Home in Breckenridge and Chair-Elect of LeadingAge Minnesota (then MHHA). He brought a deep commitment to his community, his organization and the people who lived and worked there. His commitment was displayed through the many leadership positions he filled in his community and his unflinching advocacy for quality care and services.*



# INDIVIDUAL AWARDS

## CAREGIVER OF THE YEAR

*(Statewide and District Awards)*

Honors direct and support service caregivers who go beyond expectations to greatly enhance the quality of life for seniors and their communities.

Caregiver is defined broadly: universal/blended worker, nurse, nursing assistant, personal attendant, care manager, resident assistant, home health aide, health & wellness aide, social worker, activities assistant, rehabilitation/physical therapy, spiritual care, business office/administrative support, dietary/culinary services, laundry/housekeeping, environmental services/facility management, human resources.

### Eligibility and Requirements

Any person working in a non-managerial role who has direct contact with the resident or in a supportive role. Members may nominate more than one individual in this category. The nomination must include one supporting letter from the site manager and up to three additional letters from team members, residents or families.

### Criteria

1. Demonstrates exceptional commitment to those entrusted to their care and/or operational functions of the organization that support direct caregivers.
2. Specific actions that go above and beyond the normal care delivery to enhance and enrich the quality of life and/or living conditions of aging persons.
3. Share a story that illustrates this person's exceptional caregiving.

## VOLUNTEER OF THE YEAR

*(Statewide and District Awards)*

Honors a volunteer whose commitment and dedication enhance the quality of life for seniors and their communities.

### Eligibility and Requirements

Any volunteer or volunteer group of a member provider organization. Nomination must include one letter of support from the site manager and up to three additional letters of support from team members, residents or families.

### Criteria

1. Demonstrates exceptional commitment to older adults through volunteer service.
2. Specific actions that go above and beyond the volunteer activity to enhance and enrich the quality of life and/or living conditions of aging persons.
3. Share a story that illustrates this person's exceptional volunteerism.

## SPIRIT OF AGING

*(Statewide and District Awards)*

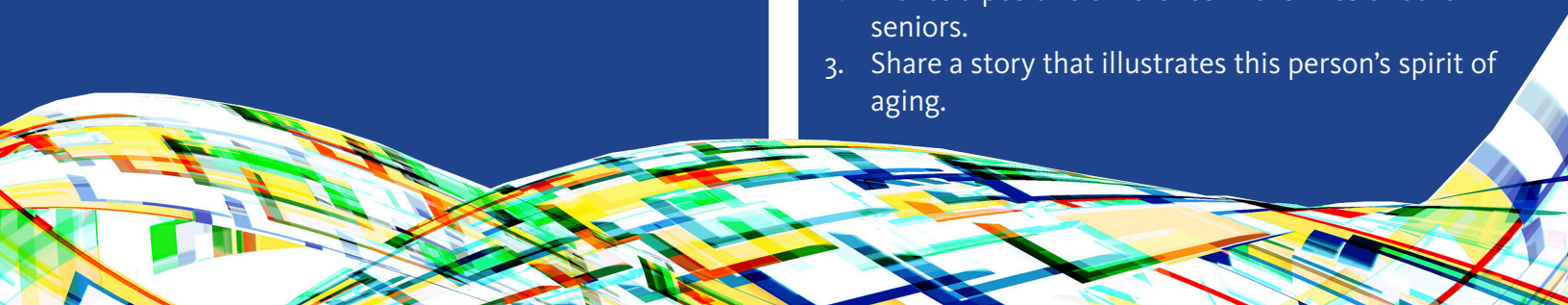
Celebrates an older adult who embodies active and vibrant aging.

### Eligibility and Requirements

Any resident/tenant/client/participant of a LeadingAge Minnesota member community. Nomination must include one letter of support from the site manager and up to three additional letters of support from team members, residents or families.

### Criteria

1. Embodies the concept of active aging by engaging in activities that defy the traditional stereotypes.
2. Makes a positive difference in the lives of other seniors.
3. Share a story that illustrates this person's spirit of aging.



# INDIVIDUAL AWARDS

## BOARD TRUSTEE OF THE YEAR

Salutes a volunteer board member whose service, commitment and actions have supported the organization in its mission and service to older adults.

### Eligibility and Requirements

Any volunteer board member who served in 2018 is eligible. Nomination must include one letter of support from the board chair, board member or site leader, and up to three additional letters of support from board members, team members, or community members.

### Criteria

1. Specific evidence of leadership in helping achieve the organization's goals and objectives during their board service.
2. Exceptional commitment and actions to enhance and enrich the lives of aging persons served by the organization.
3. Share a story that illustrates this person's commitment to good governance.

## BUSINESS PARTNER IMPACT

Recognizes an individual within the Business Partner community who shares their time and talent beyond standard commercial enterprise activities to contribute added value to the association, provider members and the aging services field.

### Eligibility and Requirements

Any employee or owner of an active Business Partner member in good standing. The award selection will have no consideration for financial contributions to the association by the individual or the company, nor engagement activities for which a fee is paid to the individual or business partner firm. Nomination must include one letter of support from a provider organization site leader and up to three additional letters of support from team members, residents, families or community members.

Ideas: Committee service, assistance in writing technical manuals, providing relevant content for association newsletter or website, conducting market research and analysis, serving as expert faculty for association conferences and educational programs, engaging in advocacy efforts to support legislative priorities, or other engagement activities not listed here.

### Criteria

1. Specific actions that demonstrate engagement with LeadingAge Minnesota activities and having an impact on the provider community and/or the field of aging services.
2. Outstanding in promoting the mission and advocacy actions of LeadingAge Minnesota and its provider community members.
3. Share a story that illustrates this person's commitment to LeadingAge Minnesota and the field of aging services.

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