



Program Overview

At Faithbridge, we believe in the power of encouragement and the importance of recognizing each other's contributions to Faithbridge and/or the ministries we support. Our Peer-to-Peer Recognition Program is designed to foster a culture of gratitude, where everyone can acknowledge the efforts and positive impact of their colleagues. Whether it's for a kind gesture, exemplary teamwork, or going above and beyond, this program allows staff to recognize one another in a meaningful way.

How It Works

1. **Submit a Recognition:** Any staff member can submit a nomination for a colleague. This can be done through a simple form available on the staff portal, under Recognition. The nomination should include:
 - The name of the person being recognized
 - A brief description of what they did and why it made an impact
 - The level of recognition you believe is appropriate


Review and Approval: Once a nomination is submitted, it will be reviewed by Human Resources and the associated Lead team member to ensure it meets the criteria for the chosen recognition level.

Program Rules: To be eligible for an award, all nominees must be employed at the time the award is given. There is no cap on nominations. We welcome employees to nominate each other anytime throughout the year. Before considering nomination of a peer or employee, please ensure that they meet the criteria listed above. Leadership reserves the right to terminate this program at any time.

Award Level Guidance:

Thank You: **Recognition certificate** - A small effort that brings us closer to Faithbridge's values and contributes positively to the culture, and ministry.

Level I: Faithbridge swag - A one-time accomplishment, where an employee went above and beyond their normal job expectations and increased the success of Faithbridge as a whole or their ministry area. This award level could recognize activities such as process or system improvements, ability to manage or champion change, innovation, and significant personal development.

Level II:  The Torchbearer Award - Once a month, the Executive Team will review all the Illuminate recognitions that have been submitted. The top recognition will be eligible to receive The Torchbearer Award, along with a trophy that can be proudly displayed in the recipient's office. This award may recognize continuous efforts by an employee whose actions demonstrate Faithbridge's values and enhance the performance and success of the church. It could also acknowledge activities such as changes or improvements in systems, procedures, or processes that improve functional operations or solve a church need. Additionally, this award may recognize a group working to implement an inter-departmental initiative.