



## Judge Rex Hartley Volunteer of the Year Award 2025 Award Nomination Criteria

Recognizing an individual volunteer for their outstanding service to the County and community. Nominees for this award have exhibited outstanding LEADERSHIP qualities, have prioritized COUNTY OVER SELF, and have had a significant or long-term IMPACT.

***Nominees must adequately meet the award criteria to be considered for this award. Your nomination must show evidence of meeting at least 8 of the 16 award criteria.***

### **CRITERIA: SERVICE WITH CARE (Questions 1-4)**

#### **County Value: Customer Service & Professionalism**

Volunteer has demonstrated an outstanding dedication and concern for others, making an extraordinary commitment to meet the needs of the County, or meet the needs of Marion County residents.

<b>Criteria:</b>	<b>Questions:</b>
<ul style="list-style-type: none"> <li>The nominee shows a deep sense of understanding of the issue, and has contributed an extraordinary amount of time, energy, or expertise going above and beyond what might have been expected of others in the same role.</li> </ul>	<p>1. Describe how the nominee has shown deep understanding of an issue and contributed extraordinary time, energy, or expertise beyond what was expected.</p>
<ul style="list-style-type: none"> <li>The nominee's volunteer work enhanced or expanded a county program, investment, or priority.</li> </ul>	<p>2. Describe how the nominee's work enhanced or expanded a county program, investment, or priority.</p>
<ul style="list-style-type: none"> <li>The nominee is an active listener, paying attention to the needs of their peers, staff and the people served by the county. They can adapt their actions and communication style to best suit the needs of the situation and setting.</li> </ul>	<p>3. Describe how the nominee demonstrated active listening and adapted their actions or communication to meet the needs of peers, staff, or the public.</p>
<ul style="list-style-type: none"> <li>Nominee volunteers in a role that requires a high level of training or risk. To be successful, nominee has made a significant investment of time and effort to complete training, develop specialized skills, or participate in other skill building activities.</li> </ul>	<p>4. Describe how the nominee invested time and effort in training, skill development, or specialized preparation to be effective in their role.</p>



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<b>CRITERIA: DOING THE RIGHT THING (Questions 5-8)</b> <b>County Value: Integrity</b> Volunteer has gone “above and beyond” the call of duty, demonstrating an outstanding commitment and selflessness. The nominee always acts with honesty and integrity.	
Criteria:	Questions:
<ul style="list-style-type: none"> <li>The nominee took the work and their role as volunteers seriously, going above and beyond to meet any commitments they have made.</li> </ul>	5. Describe how the nominee has gone above and beyond in fulfilling commitments made in their volunteer role.
<ul style="list-style-type: none"> <li>The nominee demonstrated their commitment to Marion County as a whole, putting the overall wellbeing of the county above their own personal/professional interest. The nominee acted with honesty and transparency, even when it was not convenient or easy.</li> </ul>	6. Describe how the nominee has put the wellbeing of Marion County above personal or professional interests, even when it was difficult or inconvenient.
<ul style="list-style-type: none"> <li>The nominee goes out of their way to help their peers or staff, sharing knowledge and expertise so that the entire team is successful.</li> </ul>	7. Describe how the nominee has supported peers or staff by sharing knowledge, mentoring, or helping the whole team succeed.
<ul style="list-style-type: none"> <li>The nominee demonstrates high standards in their personal conduct, working and communicating with a high level of integrity and respect in every interaction. The nominee was highly ethical in their approach to the work, including protecting sensitive or confidential information. The nominee is open about their motivations and actions.</li> </ul>	8. Describe how the nominee has demonstrated high standards of integrity and respect in their conduct, including protecting confidentiality and being transparent in their actions.



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### CRITERIA: DRIVING CHANGE AND INNOVATION (Questions 9-12)

#### County Value: Stewardship

Nominee acts as a champion for change, readily embracing new ideas or adapting to change to better serve the program.

Criteria:	Questions:
<ul style="list-style-type: none"><li>Nominee developed or assisted with a new process, strategy or program, making a significant impact on the county's ability to do its work and/or further acting in the best interests of the work or a specific program. The nominee had a positive impact on the bottom line, either decreasing cost/resources needed or by bringing additional resources to the effort.</li></ul>	9. Describe how the nominee developed or supported new processes, strategies, or programs that made a significant impact or improved use of resources.
<ul style="list-style-type: none"><li>Nominee managed or championed change effectively through formal and/or informal leadership.</li></ul>	10. Describe how the nominee effectively led or supported change, either formally or informally.
<ul style="list-style-type: none"><li>Nominee worked toward an immediate goal, while recognizing the need to build sustainability into the work.</li></ul>	11. Describe how the nominee has balanced achieving immediate goals with building sustainability for the future.
<ul style="list-style-type: none"><li>The nominee took ownership of an issue or problem and stepped forward rather than waiting for someone else to act.</li></ul>	12. Describe how the nominee has taken ownership of an issue or problem, stepping forward to create solutions.



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<b>CRITERIA: COLLABORATION (Questions 13—16)</b> <b>County Value: Stewardship</b> Nominee exemplifies cooperation and collaboration while performing their volunteer duties.	
<b>Criteria:</b>	<b>Questions:</b>
<ul style="list-style-type: none"> <li>Nominee modeled and encouraged cooperation and collaboration in their work, partnering with others to achieve a shared goal – sharing knowledge, learning and building consensus.</li> </ul>	13. Describe how the nominee modeled and encouraged teamwork, sharing knowledge and building consensus toward a shared goal.
<ul style="list-style-type: none"> <li>Nominee exhibits a community centered approach – focused on understanding the county and/or community’s needs, not just imposing their own ideas or agenda.</li> </ul>	14. Describe how the nominee demonstrated a community-centered approach, focusing on county or community needs rather than their own agenda.
<ul style="list-style-type: none"> <li>Nominee is adaptable and has been flexible and willing to adjust their approach based on the situation.</li> </ul>	15. Describe how the nominee has shown flexibility or adaptability in working with others or adjusting to changing circumstances.
<ul style="list-style-type: none"> <li>Nominee recognized and capitalized on the strengths in others, be that staff or other volunteers. Nominee publicly acknowledges the efforts of others.</li> </ul>	16. Describe how the nominee recognized, used, or celebrated the strengths and contributions of others, including peers, staff, or volunteers.