



The Healing Trust Compassionate Care Award

The Healing Trust Compassionate Care Award recognizes a nonprofit where compassion characterizes not only its delivery of service but also in the ways team members care for and support each other. Strong organizational candidates for this award demonstrate:

- An organizational culture of compassionate care that embodies serving and empowering rather than simply seeking to help and that gives attention to relationships and encounters that create the potential for healing and justice,
- A focus on both skills and values in the workplace (e.g. excellence in technical skills/care coupled with respect and compassion in each encounter),
- Recognition of the humanity and dignity of each individual encountered.

The Compassionate Care Award winner will receive a \$10,000 award. Two finalist agencies will each receive \$5,000 awards.

Requirements for the Compassionate Care Award:

- Must be an organization that has been a 501(c)(3) for at least three years, is a member of CNM, and provides health and/or human services for its clients in Middle Tennessee.
- Local chapters of national organizations may apply, provided the chapters are locally managed and have financial information available on a local basis.

Previous Winners and Finalists:

- Previous winners (\$10,000) of either of The Healing Trust Award are not eligible to reapply for three years. (For example, if the agency was a THT award winner in 2016, the agency is eligible to re-apply for a THT award in 2020.)
- Previous finalists (\$5,000) of The Healing Trust Award may reapply, but not within the same THT Award Category for two years. (For example, if the agency was an award finalist in 2017, the agency is eligible to re-apply for that same award in 2020.)

Questions:

1. How do your organization's policies and procedures reflect the guiding principle that every

employee partner treats those being served with compassionate care? (Please limit responses to 200 words.) *

2. What practices does your organizational leadership regularly employ to demonstrate and treat staff with compassion and respect? (Please limit responses to 200 words.) *
3. Please describe 1) how your organization handles separation from employment and 2) your hiring practices. For example, in hiring, how do you identify potential new hires who will likely take the extra steps needed to ensure that every individual's needs are met, and who have a deep commitment to the organization's values, mission, and vision? (Please limit responses to 200 words.) *
4. Please describe how you orient and review your employees' performance based on both results (i.e. excellence) and values (i.e. compassion). (Please limit responses to 200 words.) *
5. Give an example of a time when conflict has occurred within your team and describe how compassionate care was exemplified among team members. (Please limit responses to 200 words.) *
6. Why should your organization receive this award? (Please limit responses to 50 words.) *