



AOCRA REWARDS AND RECOGNITION FRAMEWORK







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REWARD AND RECOGNITION FRAMEWORK

PURPOSE

The facilitation of recognition and reward (R&R) of our members (both volunteer and competitive) is a high priority for AOCRA. In the creation of the document, Members of AOCRA can be awarded for their wonderful efforts at Club, Zone and National level. In order to ensure currency and relevance, the Board of AOCRA has undertaken a project to write a Recognition Award Manual Version 1. The Recognition Award Manual [V1] aims to provide a more comprehensive and robust, easy to use guide for Clubs, Zones, the Board and services to promote their members (volunteer and competitive) to ensure they are recognised and rewarded for their contribution to the organisation at large.

FRAMEWORK

The purpose of the Reward and Recognition framework is to provide a clear and sound understanding of AOCRA's Reward and Recognition processes. This framework will be used to:

- Increase the awareness of available recognition awards
- Outline the requirements and criteria of awards
- Clearly understand the application processes and due dates
- Provide concise award information and presentation details
- Direct members to nomination forms.

AWARD SUMMARIES

The framework outlines each award and provides a detailed description of the award, the selection criteria, due dates, judging panel, presentation and nomination forms.

NOMINATION FORMS

All nomination forms can be found within the *Members Portal* under *Rewards and Recognition*. In the event the online portal is not working, please send nomination forms to the Honours Committee via email awards@AOCRA.com.au

- Nomination forms must contain the following to be considered:
- Required information is typed and accurate
- Nominee has addressed selection criteria
- Nomination form has been verified for accuracy by Club, Zone and National
- All supporting documents (photo, incident report, print out etc.) are attached to the nomination form
- Nomination form has been submitted by due date

AWARD DATES

Each award has a specific due date to align with internal events and comply with external schedules. Due dates have been selected to ensure nominations are submitted and progressed through Clubs, Zones centres and onto National before the cut-off date.

- Club and Zone centres will set their own due dates for their specific awards
- Awards with on-going due dates allow for nominations to be submitted any time throughout the year

SUBMISSION

All nominations submitted to AOCRA for National Awards must be endorsed by Club and Zone. Personal details within the nomination form will be kept confidential.

AOCRA may use the information from the nomination to promote the award and recognise the winners utilising various media platforms.

ENDORSEMENT

The endorsement process for all nominations requires Club and Zone to verify the accuracy of the information provided in the application.

PRESENTATION

AOCRA annually present an Awards of Excellence function to recognise and reward members who have made an outstanding contribution to the delivery and development of outrigger activities across the twelve areas.

The Awards of Excellence is inclusive to all members and the public to attend as the night is about recognising the achievements and acknowledging the members for their contribution and commitment to the communities in which they live.

Awards not presented on this night will be awarded at appropriate forums at a Zone level.

HONOURS COMMITTEE

The Honours Committee consists of the AOCRA Honours Program Manager and one representative from each Zone Committee being either the President, or Vice President. Zone are to nominate the delegate following their Annual General Meeting each year. The Honours Committee is responsible for:

- a. Selecting the winners of the various AOCRA Annual Awards;
- b. Advising the AOCRA Board of persons to be considered for election as Life Members; and
- c. Advising the AOCRA Board of persons to be considered for nomination for external awards and/or Australian Honours.

A person appointed by the AOCRA President via the EOI process will lead the Honours Committee, the Honours Program Manager, who will manage the Awards application process.

A Board member appointed by the AOCRA President, and the AOCRA President will provide support and direction to the Honours Program Manager and Honours Committee.





RECOGNITION AWARD MATRIX

MATRIX

The Matrix below outlines all the available AOCRA awards and provides the circulation and closing dates for the awards. Awards cover the period 1 July – 30 June of each year.

Award Type	Award Name	Circular Date	Closing Date	Endorsed By
Honour Award	Hall of Fame	1 April	30 June	Awards Committee & AOCRA Board
Honour Award	Life Membership	1 April	30 June	Awards Committee & AOCRA Board
Athlete Award	Female Paddler of the Year	1 April	30 June	Awards Committee
Athlete Award	Male Paddler of the Year	1 April	30 June	Awards Committee
Athlete Award	Youth Paddler of the Year	1 April	30 June	Awards Committee
Leadership Award	Coach of the Year	1 April	30 June	Awards Committee
Leadership Award	Club of the Year	1 April	30 June	Awards Committee
Leadership Award	Award for Outstanding Leadership	1 April	30 June	Awards Committee
Volunteer Award	Volunteer of the Year	1 April	30 June	Awards Committee
Volunteer Award	National Official of the Year	1 April	30 June	Awards Committee
Member Awards	Long Service Awards	Ongoing	Ongoing	Awards Committee
Sponsor Awards	Order of Outrigging	Ongoing	Ongoing	AOCRA Board

WHO CAN NOMINATE:

- Honour Awards – Zone or Board
- Athlete, Leadership, Volunteer – Club or Zone or Board
- Member – Individual
- Sponsor – Board



AWARDS

HONOUR AWARD - HALL OF FAME

The AOCRA Hall of Fame is an integral part of recognising the achievements and efforts of members in the AOCRA movement. The Hall of Fame permanently displays, commemorates and recognises members and teams who have achieved outstanding accomplishments and exceptional contributions to the development of Outrigging in Australia. Membership of the AOCRA Hall of Fame represents the highest level of recognition for an individual's contribution to Outrigger Canoeing.

A maximum of two (2) Candidates may be inducted in each period, except for the inaugural year of 2020 and the following year 2021.

Selection Process

The process for the election of Candidates to the Hall of Fame shall be as follows:

- A Selection Committee of six (6) shall be formed to select successful candidates for induction into the Hall of Fame in accordance with the selection criteria
- The Selection Committee shall comprise of the Honours Committee members who have been nominated by the Board of AOCRA and the AOCRA President, except in the inaugural year 2020 whereby the Board will fulfil this role. AOCRA shall consider gender and geographical diversity in nominating the Selection Committee
- Candidates for consideration by the Selection Committee may be nominated by financial Zone's of AOCRA (as defined by the AOCRA constitution)
- The decision of the Selection Committee regarding successful candidates shall be final provided the selection criteria have been followed
- To be eligible for consideration, nominations are to be received by AOCRA by the 30th June in each year, commencing in 2021, and in the inaugural year by 16th October 2020
- AOCRA shall act as secretariat for the Selection Committee

Essential criteria

Please supply evidence, where appropriate or equivalent

All nomination forms should be accompanied by the following supporting materials:

- A photograph of the nominee
- A conclusive history of the nominee (maximum of two pages)
- Displayed exceptional service to Outrigging in the specific category outlined below
- Achieved outstanding individual or team accomplishments which sets the individual or team apart from other paddlers or teams
- Displayed sustained excellence over a long period of time to the category for which they are nominated
- Endorsement by the Club and Zone sent to AOCRA





Selection Criteria

Each award is allocated under the following categories:

1. Outrigger Canoeing
2. Outrigger Canoeing – Administration
3. Outrigger Canoeing – Sport

Outrigger Canoeing:

This category recognises those who have been involved in all facets of AOCRA operations. Examples are training and the general support activities involved in events.

Outrigger Canoeing - Administration:

This category recognises those involved in the purely administrative aspects of outriggering. Examples are, but not limited to, club secretaries and treasurers. This category also includes officials at any level, Club, Zone and National.

Outrigger Canoeing - Sport:

This category recognises those who have excelled in competition and/or the coaching and training associated within the sport.

Considerations

Only current individual members of AOCRA are eligible for induction into the AOCRA Hall of Fame (Note: that nominations may be for eligible individual members or for teams of eligible members).

Nominations not endorsed may only be re- submitted for consideration after a period of two (2) years. Nominations being resubmitted should be enhanced in order to meet the standard of the award.

Nominations may only be for one category, however, evidence supporting the nomination covering activities relevant to the other categories should be provided and will be taken into consideration. It is important that the complete career of the nominee is put forward to allow for a total assessment.

In addition:

- Sportsmanship & attitude are highly regarded, and nominees are to be in good standing with AOCRA
- The nominee continues to act as ambassador for the sport, representing the sport at an official level when requested, for example at National Championship events.
- The nominee will uphold and champion the values of AOCRA at all times
- Any past disciplinary action may render a candidate's nomination ineligible, and disciplinary action may result of the removal of the title as determined by the Board
- This award may be awarded posthumously

Award Details

Award Prize:	Plaque + Inducted into the AOCRA Hall of Fame
Award Sponsor:	AOCRA
Presentation of Award:	AOCRA Awards of Excellence Evening
Date of Circulation:	1 April
Closing Date:	30 June
Judging Panel:	AOCRA Board

INTERPRETIVE CRITERIA FOR HONOUR AWARD: HALL OF FAME

Recognition Award	Interpretative Criteria	Interpretative Questions
Hall of Fame <p>The point of distinction to this recognition award is the distinguished nature of their contribution and the significance of the impact on the sport that sets them apart from other significant service by other members</p>	<p>An AOCRA Hall of Fame Member:</p> <ul style="list-style-type: none"> • Is an Australian Citizen; • Will be superior achievers at the highest level of outrigger canoeing competition over a period exceeding six (6) years; or persons who have made an exceptional and continuous contribution over an extended period (minimum of 15 years) to outrigger canoeing as administrators, coaches, officials or in another capacity; • And have the support of their peers. • Athlete Candidates may also be considered for election after their retirement from the highest level of competition. • In addition to their competitive achievements a Candidate's integrity, sportsmanship and character shall be considered in the selection process. • Any past disciplinary action may render a candidate's ineligible. 	<p>Key questions to be applied at this level include:</p> <ul style="list-style-type: none"> • Has the athlete exceeded 6 years of competition at the highest level? • Has the distinguished service spanned at least 15 years continuously? • What distinguishes this service and contribution beyond that of others? • Does the candidate have the demonstrated support of their peers? • What makes this person's contribution unique amongst AOCRA's membership base? • What contribution(s) are directly attributable to this person (apart from others)? • How has this contribution advanced AOCRA in Australia? • Has the Candidate demonstrated integrity and sportsmanship and character by given back to the sport? How?



HONOURS AWARD FOR LIFE MEMBERSHIP

The AOCRA Honours System recognises those individual members whose volunteering has rendered a distinguished, sustained and conspicuous service to AOCRA over a period of at least twenty (20) years combined.

Nomination Guidelines

The following nomination guidelines shall be followed for AOCRA Honours Awards:

- Candidates are to be nominated using the appropriate form by the President, the Board of AOCRA or two (2) members of AOCRA
- Upon confirmation, nominations to be forwarded to AOCRA. Nominations are to be sent to AOCRA on or before the due date

Selection Process

- The AOCRA Board will review nominations for AOCRA Honours – Life Membership a minimum of 30 days prior to the Annual General Meeting
- The Panel, which consists of one candidate for the Zone Committee, will provide a recommendation based on the information presented to the AOCRA Board
- All evaluation documentation to remain confidential and copy provided to the AOCRA Board when submitting the panel recommendation
- A candidate interview will occur at the Annual General Meeting, where the candidate will be evaluated for suitability before the AOCRA Board will vote
- Any member awarded an AOCRA Honour – Life Membership by the Board will be recorded in the minutes of the Annual General Meeting
- Formal acknowledgment of recipients of AOCRA Honours will be announced by the President at the Annual General Meeting each year
- Unsuccessful Nominations for AOCRA Honours may be re-nominated for consideration after two (2) years

How to Nominate

- The nomination must establish and argue the case for the Honours Award envisioned by the proposer and seconder
- The proposer is to summarise the nominee's personal achievements that have impacted Outrigging in Australia
- It is important that the nomination is specific to the nature of the individual's achievements apart from that of a group
- The nomination should provide substantive evidence to support the claims
- Authoritative sources should be used to validate claims

Note: A list of roles that an individual has held is insufficient in demonstrating the significance of that individual's service. AOCRA may return a nomination to the proposer for further details if it feels that a lack of detail may be prejudicial for the nominee.

This award may be awarded posthumously.

Essential criteria

Please supply evidence, where appropriate or equivalent

All nomination forms should be accompanied by the following supporting materials:

- A photograph of the nominee
- A conclusive history of the nominee (maximum of two pages) which includes a list of service and achievement such as; a list of club memberships, Club, Zone and AOCRA committee service, achievements to progress our sport e.g. IVF Co-ordinator, IVF Judge, Club Coach, National High-Performance Coach, etc., Honorary Board roles, sports achievements; state, national and international, and any other outstanding community achievements that have helped our sport
- Displayed exceptional service to Outrigging
- Achieved outstanding individual or team accomplishments which sets the individual apart from others
- Displayed sustained excellence over a long period of time to the category for which they are nominated
- Endorsement by the Club and Zone, IVF or other body and sent to AOCRA.

Considerations

- Only current individual members of AOCRA are eligible for induction into the AOCRA Honours – Life Membership
- Nominations not endorsed may only be re-submitted for consideration after a period of two (2) years
- Nominations being resubmitted should be enhanced in order to meet the standard of the award
- It is important that the complete career of the nominee is put forward to allow for a total assessment
- Nominees are to be in good standing with AOCRA
- Consistent demonstrated contribution at a national level is essential
- Continue to uphold and champion the values of AOCRA and continue to be a proud ambassador for the sport
- Any past disciplinary action may render a candidate's nomination ineligible, and disciplinary action may result of the removal of the title as determined by the Board.
- Should the candidate be unsuccessful the nominator may request feedback as to where they did not meet criteria
- The Board has the authority to recommend another award where they meet criteria for this award
- This award may be awarded posthumously.

Interview

An interview will be conducted by the Board with approved nominees to share their personal experience relating to AOCRA and the organisation. All nominees will be provided with the opportunity to review each of the interview questions prior to their interview. All finalists are to speak on the following topic for five (5) minutes at the end of the interview (without any aides – includes notes, props, palm cards etc.)

1. What gives you the greatest satisfaction in being part of Outrigger Canoeing?
2. Why should you be considered as a Life member of AOCRA?
3. How have you and will you continue to contribute to the sport in the future?





Award Details

Award Prize:	Plaque + Membership Paid + Invitation to join Honours Board Panel (Board Approval)
Presentation of Award:	AOCRA Awards of Excellence Evening
Date of Circulation:	1 April
Closing Date:	30 June
Judging Panel:	Honours Committee & AOCRA Board

*Board members vote for the induction of a Life Member at the Annual General Meeting

INTERPRETIVE CRITERIA FOR HONOUR AWARDS

Recognition Award	Interpretative Criteria	Interpretative Questions
Life Membership The point of distinction to this recognition award is the distinguished nature of their contribution over at least 20 years that sets them apart from other significant service by other members	An AOCRA Life Member: <ul style="list-style-type: none">• Will have maintained a sustained level of conspicuous service at a level that brings distinction to that service.• Will have made an individual contribution that can be classified as unique, and which can be attributed to that person as opposed to being a member of a wider group of members.• Will have given distinguished service to AOCRA over a period spanning at least 20 years.• The unique and distinguished nature of the service can be at different levels of AOCRA provided that the nomination evidences exemplary and distinguished service that can be seen as a unique contribution to the advancement of AOCRA.• An emphasis on primacy of service at zone/national level is a key interpretive criterion. The significance of service at Zone and club levels needs to be taken into consideration, when it can be demonstrated that the distinguished nature of such service is found in the innovative and leading best practice provided to assist in the development of AOCRA.	Key questions to be applied at this level include: <ul style="list-style-type: none">• What distinguishes this service and contribution beyond that of others?• What makes this person's contribution unique amongst the AOCRA membership?• What contribution(s) are directly attributable to this person (apart from others)?• How has this contribution advanced AOCRA in Australia?• Has the distinguished service spanned at least 20 years?

PADDLER OF THE YEAR

(MALE/FEMALE/YOUTH CATEGORIES)

The purpose of these awards is to recognise and reward both the Open age group and Youth athletes who have demonstrated sporting excellence as well as contributed to the area of competition within Outrigger Canoeing.

Essential Criteria

Please supply evidence, where appropriate or equivalent

- Must be an Australian Citizen
- Must be an AOCRA member in good standing
- The nominated athlete (teams not eligible) will be an athlete who has demonstrated outstanding achievements and excellence in their chosen discipline in the sport/s at Zone or National level
- The nominated athletes will be athletes who are good ambassadors of AOCRA
- Youth athletes are categorised as those 12-19 years
- Open age group athletes are categorized as those 20 years plus.
- A substantiated breach of the Code of Conduct will deem a candidate not eligible for this award

Note: The athlete age is calculated at midnight on the 31st December of that particular season.

Selection Criteria

1. Major Competitions (National) or Competition Series - Detail specific achievements outlining major results (including team events) at major competitions or e.g. state, national and international championships. Please include event names, regatta and placing
2. Representative Teams - Detail occasions where the nominee has been a member of a representative team outlining the team and event name. Also include any details of the success of the team and the contribution the athlete made to the success of the team
3. Outline what you consider to be the nominee's most outstanding achievement for that season and why?
4. Outline any areas within your surf Club/Zone or National centre where the nominee has made an important contribution to Outrigging
5. What would it mean to you to be awarded the Paddler of the Year?
6. Any relevant additional information

Please note these are three separate category awards: Male Athlete of the Year, Female Athlete of the Year and Youth Athlete of the Year.



Award Details

Award Prize:	Trophy
Award Sponsor:	AOCRA
Presentation of Award:	AOCRA Awards of Excellence Evening
Date of Circulation:	1 April
Closing Date:	30 June
Judging Panel:	Honours Committee

INTERPRETIVE CRITERIA FOR ATHLETE AWARDS

Recognition Award	Interpretative Criteria	Interpretative Questions
Paddler of the Year The point of distinction to this recognition award is the distinguished nature of their combined sporting achievements over a 12 month period that sets them apart from other high performing athletes	<p>The Athlete of the Year:</p> <ul style="list-style-type: none">• Is an Australian Citizen;• Is an AOCRA member;• Will be superior achievers demonstrating quality sporting performance(s) at the highest level of outrigger canoeing• Competition in an individual event or in special circumstances as part of a team (relative depth and level of competition will be considered)• This includes V1, V6, OC1, OC2 Sprint or Marathon events. Events must be sanctioned AOCRA and may include international IVF World Titles events and ICF events• Criteria does not include other international sanctioned events.• Demonstrated behaviours such as sportsmanship, fair play, respect and integrity• Contribution to broader athlete cohort (e.g. role model, leadership)• Achievements beyond sporting performances (e.g. community involvement, academic/vocation achievements)	<p>Key questions to be applied at this level include:</p> <ul style="list-style-type: none">• How has the athlete demonstrated outstanding achievements and excellence in their chosen discipline?• Are the nominated athletes will be athletes who are good ambassadors of AOCRA?• How has the athlete provided evidence of sportsmanship, fair play, respect and integrity through referees?• Has the athlete provided evidence of community involvement beyond competition?

COACH OF THE YEAR

This award recognises and rewards coaches who have made a significant contribution towards the area of coaching within Outrigging with regards to both athlete/s performance and the area of coaching and paddler development.

Essential Criteria

Please supply evidence, where appropriate or equivalent

Coaching within Outrigging:

- Must be an AOCRA member in good standing
- Must be a current accredited Level 1 or Level 2 coach throughout the current season (attach a current copy of coaching certificate to nomination form)

Coach's Performance:

- It will need to be demonstrated that the nominated coach has made a significant contribution towards an athlete/s performance in Outrigging competition and their development at an international and/or National and/or Zone level
- The nominated coaches will be coaches who present a positive image of the role of the coach and of AOCRA and demonstrate sound coaching principles and coaching plans

Selection Criteria

Coaching within Outrigging:

- List the coaching positions that the nominee has held, (state whether paid or volunteer) please include Club/ Zone/ National positions, including any teams and/or high-performance programs
- List any significant innovations or achievements made by the nominee in the current season

Athlete's Performance:

- Detail specific coaching achievements outlining any athlete/s and/ or team medal places at major events or series, state, national and international competition. Please include athlete's names, age category, major carnivals and placing
- Outline and give examples of ways in which the nominee encourages the development of their athletes outside of sport

Coach Education:

- List the coaching clinics/conferences/courses that the nominee has attended or facilitated at Club/ Zone or Territory Interstate, and National or International level. Please list your involvement
- Any relevant additional information

Award Details

Award Prize:	Trophy
Award Sponsor:	AOCRA
Presentation of Award:	AOCRA Awards of Excellence Evening
Date of Circulation:	1 April
Closing Date:	30 June
Judging Panel:	Honours Committee



CLUB OF THE YEAR

The purpose of the AOCRA Club of the Year is to encourage and recognise outstanding achievements in club development that results in AOCRA clubs providing safer and inclusive environments for the community. AOCRA acknowledges that clubs produce many outstanding achievements through their members during each season, and that many of these initiatives are inspirational and different to our core business. The process to select the Club of the Year relies on two major elements that provides the critical information for the selection panel.

The Nomination

Finalists will be required to submit a nomination form providing essential information and addressing all of the selection criteria. The nomination should not exceed 20 pages in length and should be constructed in a concise well written manner that uses facts and figures to demonstrate achievements against the criteria in the nomination form and improvement in the clubs operations, benefits to the community, benefits to members, any major achievements and innovation.

Essential Criteria

Please supply evidence, where appropriate or equivalent

- Evidence that the club is a current affiliated club of AOCRA
- Contact details for the member who is submitting the nominations
- A copy of the clubs strategic and/or operational business plan and risk management plan

Selection Criteria

1. Clubs will demonstrate how they have accessed and implemented a continuous improvement program such as National Sport Development Resources, State Department of Sport and Recreation club improvement programs, an AOCRA educational program or another identified improvement program (including the Clubs own program) and demonstrate how that program has delivered strategic direction for the club
2. Clubs will further demonstrate how their implemented continuous improvement program has delivered a range of sustainability measures in a minimum of two of the areas of: Governance, Leadership, Development, Engagement, and delivery of core business
3. Clubs will provide evidence of achievements that support the AOCRA strategic plan
4. Clubs will demonstrate improved services and engagement of members in club operations, resulting in engagement and performance
5. Clubs will demonstrate extended partnerships with external stakeholders and/or demonstrate strategies focusing on engaging the local community and what benefit(s) have been derived
6. Clubs should identify plans for future development and continuous improvement
7. Describe what it would personally mean to you to be Club of the Year?

Presentation

To assist the panel in their selection, finalists for Club of the Year will be required to prepare a presentation on the successes of the Club as related to the criteria of the award. Finalists will be required to present approximately one (1) month prior to the Awards of Excellence Dinner. Finalists will be given twenty (20) minutes to present, followed by ten (10) minutes of question and answer time. All questions will be in relation to the submission and the presentation.

Each club presenting on the day can have up to two (2) people presenting. AOCRA does not specify who should present, however we recommend using club member/s that will best represent your club. Each presenter will have access to a laptop.

Award Details

Award Prize:	Trophy
Award Sponsor:	AOCRA
Presentation of Award:	AOCRA Awards of Excellence Evening
Date of Circulation:	1 April
Closing Date:	30 June
Judging Panel:	Honours Committee



VOLUNTEER OF THE YEAR

This award will recognise an individual's contribution that has enhanced the development of AOCRA throughout the past year. The demonstrated achievements may be in a range of different areas of a club or who has shown demonstrated outstanding service to the Club. The nominee would clearly demonstrate that they have a positive attitude and are capable of being a role model and an ambassador for the organisation.

A nominee may be a volunteer in any of the following areas of outrigger, including, but not limited to:

- Club activities
- Club Event Management
- Club Coaching
- Club Administration
- Club Junior activities
- Club Fundraising/Grants/Sponsors
- Supporting Zone/National activities
- Club Training/assessing
- Club Leadership

Note: Applications that focus on significant achievements in one particular area will not be considered if this area is also covered by other awards

Essential Criteria

Please supply evidence, where appropriate or equivalent

1. Current financial member of AOCRA
2. AOCRA awards/certificates held (where applicable)
3. Community awards/certificates held (where applicable)

Selection Criteria

Please answer the selection criteria under the following headings for the period of 1st July to 30th June unless stated otherwise.

Club / Nominator:

1. Describe how the nominee has demonstrated commitment to outrigger across the organisation
2. Describe the nominee's major achievements and positions, held at Club (Current Season)
3. Describe a challenge the nominee has overcome that has made a significant difference to their club or the organisation
4. Describe a key change / improvement that the nominee has brought / made to their club or the organisation in the past three years
5. Why is the nominee worthy of the award (maximum 200 words)
6. Additional information – optional

Nominee:

1. What is your single greatest achievement in AOCRA in the past three (3) years, and what lasting impact has it left on you
2. Describe current and possible future challenges in outrigger and how they could possibly be overcome

Interview

An interview will be conducted with the five national finalists (one per Zone) to share their personal experience relating to AOCRA and the organisation. All finalists will be provided with the opportunity to review each of the interview questions 10 minutes prior to their interview. All finalists are to speak on the following topic for three (3) minutes at the end of the interview (without any aides – includes notes, props, palm cards etc.)

- What gives you the greatest satisfaction in being a Volunteer in Outrigger Canoeing?

Award Details

Award Prize:	Trophy
Award Sponsor:	AOCRA
Presentation of Award:	AOCRA Awards of Excellence Evening
Date of Circulation:	1 April
Closing Date:	30 June
Judging Panel:	Honours Committee



OFFICIAL OF THE YEAR

This award recognizes and rewards officials who have made a significant contribution to the area of officiating within AOCRA with regards to both the commitment shown to officiating over the calendar year and their contribution towards the sports development in the area of board management, events, operations, junior development, safety, member protection, education or awards.

Essential Criteria

Please supply evidence, where appropriate or equivalent

- Must be an AOCRA member and in good standing
- Must be a current Zone, AOCRA Committee member, AOCRA Board Member, National Leader or AOCRA Sub-Committee Member throughout the current season
- It will need to be demonstrated that the nominated official has outstanding achievement(s) in respect to outriggering officiating at an international and/or national and/or zone level in any area of the sport
- The nominated officials will be those who present a positive image of the role of AOCRA officiating and outriggering
- Demonstrated ability in strategic thinking and delivery
- Demonstrated ability to adapt to continuous change, creative thinking, develop solutions and inspire others
- Broader contribution to the high-performance system
- Displays initiative to improve the standard of their own leadership performance.

Selection Criteria

- Major roles/positions - List the major officiating roles/positions (e.g. coach) that the nominee has held; please include Club/Zone/National and International positions including high performance programs and competition series
- List the officiating clinics/conferences/courses that the nominee presented or facilitated at a Club, Zone, National or International level. Please list the date, location, number of participants and type of involvement.
- List any significant innovations or achievements in the current season
- Outline any areas within the Zone or National centre where the nominee has made an important contribution to outriggering
- Any relevant additional information

Award Details

Award Prize:	Trophy
Award Sponsor:	AOCRA
Presentation of Award:	AOCRA Awards of Excellence Evening
Date of Circulation:	1 April
Closing Date:	30 June
Judging Panel:	Honours Committee

LONG SERVICE AWARDS

AOCRA has Long Service Awards to recognise members for their sustained contribution to AOCRA or membership with AOCRA.

These Long Service Awards are awarded for:

- 10 years Long Service
- 20 years Long Service
- 30 years Long Service
- 40 years Long Service
- 50 years Long Service
- 60 years Long Service

Essential Criteria

Please supply evidence, where appropriate or equivalent

The Award may be issued after the respective years' membership of AOCRA.

- Years of membership shall commence from the date of joining an Affiliated Club and AOCRA. Where the years of membership are not continuous, they shall be aggregated
- The details of the members qualifying for the award shall include their AOCRA number or proof of date of joining an Affiliated Club or the association

Application Process

Members will be recognised based on joining date. For those joining the sport prior to 2007 members can submit an application electronically through the Rewards Portal. This will then be processed at a National level manually.

Award Details

Award Prize:	Certificate
Award Sponsor:	AOCRA
Presentation of Award:	State Level at 10 years National level at 20 years+
Date of Circulation:	Ongoing
Closing Date:	Ongoing
Judging Panel:	Honours Committee



ORDER OF OUTRIGGING

Available to individual/s or corporations in recognition of their financial contribution to Outrigging as benefactors.

An award in the Order of Outrigger is to be in the four categories dependent on the size of the financial donation or bequest.

Essential Criteria

Please supply evidence, where appropriate or equivalent

- Companion in the Order of Outrigging Greater than \$1M
- Fellow in the Order of Outrigging from \$501k to \$1M
- Member in the Order of Outrigging from \$101K to \$500K
- Associate Member of Outrigging from \$10K to \$100k

Note: The authority to award one of the Orders of Outrigging is delegated to the President and/or the AOCRA Board and must only be awarded in accordance with these criteria. The promotion of such an award and the benefits of such an award is at the discretion of the Board.





Love to Paddle
RESPECT
OCEAN » PEOPLE » RULES

