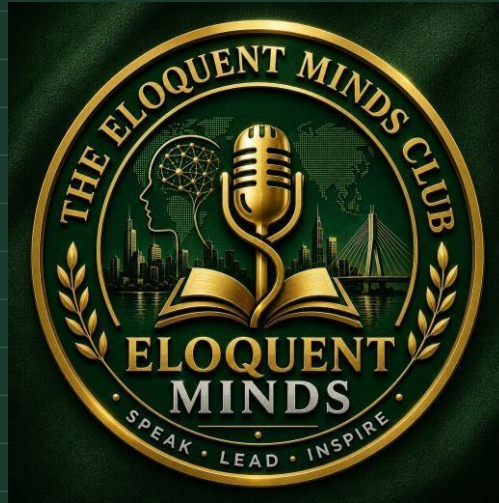




ELOQUENT MINDS CLUB

A Toastmasters-Inspired Public Speaking & Leadership Club

AWARDS & RECOGNITION SYSTEM

The Official Framework for Celebrating Excellence

Monthly Awards | Semester Honours | Annual Gala | Certificates | Hall of Fame

FOUNDED BY: YUSUPHU AWADHI LEMA, FOUNDING PRESIDENT

Institute of Finance Management (IFM)
Dar es Salaam, Tanzania

SPEAK • LEAD • INSPIRE



“Recognition is not a reward for the past. It is an investment in the future. When you celebrate someone's excellence publicly, you define the standard everyone else now aspires to reach.”

— Eloquent Minds Club, Awards Philosophy

The Eloquent Minds Awards and Recognition System is the formal framework through which the Club celebrates excellence, effort, and impact. Every award in this system has been designed with a specific purpose: to reinforce the exact behaviours and achievements that build the Club's culture, develop its members, and sustain its growth across generations.

Recognition is not optional. It is not a bonus. It is one of the most powerful management tools available to a volunteer organisation. Members who feel genuinely seen and celebrated stay longer, contribute more, and attract others like themselves. This handbook ensures that recognition happens consistently, fairly, and with the gravity that makes it meaningful.

IMPORTANT: No award in this system should ever be given under social pressure, as a consolation prize, or to 'make sure everyone gets a turn.' Every award must be earned. An unearned award does not honour the recipient — it dishonours every person who genuinely deserved it.



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AWARDS OVERVIEW & RECOGNITION PRINCIPLES

The Awards and Recognition System is built on six principles that govern every decision — from which monthly winner is chosen to how the Gala is run.

- 1. Recognition Must Be Specific.** Announcing a winner is not enough. Every award announcement must include the specific reason for the award — citing a moment, a behaviour, or a result. 'Awarded for excellence' is not a reason. It is a placeholder.
- 2. Recognition Must Be Earned.** No award is given to make someone feel better, to rotate fairly, or because 'it's their turn.' Every award has criteria. Every award is assessed. Every award is decided by a defined process. Period.
- 3. Recognition Must Be Public.** Private recognition is better than nothing. Public recognition is exponentially more powerful. Every award in this system is announced before the full Club. The recipient's name and the reason are shared on social media within 24 hours.
- 4. Recognition Must Be Timely.** An award given 3 months after the achievement it celebrates loses its power. Monthly awards are given monthly. Semester awards are given at the end of the semester. The calendar is non-negotiable.
- 5. Recognition Must Be Inclusive.** The award system must be designed so that any member — at any level, at any stage of their journey — has a realistic path to recognition. This is why the Most Improved Speaker exists alongside the Speaker of the Month.
- 6. Recognition Must Be Rare Enough to Be Meaningful.** The President's Excellence Award must never be given casually. Monthly awards must not be rotated diplomatically. Rarity is what gives awards their weight.



Award	Tier	Frequency	Decided By	Eligible Members
Speaker of the Month	Primary	Monthly	Panel (VPE + CP + Senior Member)	All members who delivered a prepared speech this month
Best Evaluator	Primary	Monthly	VPE + peer forms	All members who served as formal evaluator this month
Most Improved Speaker	Primary	Per Semester	VPE + President + Senior Mentor	All Active Members who delivered ≥ 2 speeches this semester
Best Leader	Primary	Per Semester	Open nominations + officer panel	All Active Members (officers and nonofficers)
Mentor of the Year	Primary	Annual	Selection committee + mentee nominations	All Certified Club Mentors (Level 5+)
President's Excellence	Primary	Discretionary	President's sole decision	Any member, at any time, for any extraordinary contribution
Best Prepared Speech	Meeting	Every Meeting	TME + General Evaluator	All speakers at the meeting
Best Table Topics	Meeting	Every Meeting	TT Master + GE	All Table Topics participants
Most Valuable Role	Meeting	Every Meeting	TME	All role-holders at the meeting
Speaker of the Year	Annual	Annual	Automatic from monthly records	All members who won Speaker of the Month during the year
Distinguished Club Member	Annual	Annual	Secret membership vote	All Active Members
Officer of the Year	Annual	Annual	Secret officer peer vote	All elected officers



SPEAKER OF THE MONTH

The member whose speech this month elevated every person in the room.

● Awarded Monthly — at the Final Meeting of Each Month

Award Description

The Speaker of the Month award is the Club's most visible monthly honour. It recognises the member who delivered the most technically excellent, emotionally compelling, and well-prepared prepared speech during the calendar month. It is not given for the most difficult topic, the longest speech, or the highest Progression Level — it is given for the speech that most demonstrated mastery of the skills expected at the speaker's current level. A Level 1 member who delivers an exceptional Icebreaker is as eligible as a Level 4 member delivering an Advanced speech.

Evaluation Scorecard

SPEAKER OF THE MONTH — EVALUATION SCORECARD				
Criterion	Weight	1 — Weak	3 — Adequate	5 — Excellent
Stage Presence & Confidence	5	Visible anxiety; frozen or collapsing posture	Generally stable; some nervous movement	Commands the stage; relaxed authority throughout
Structure & Flow	5	No discernible opening/body/conclusion	Structure present but transitions are weak	Perfect 3-part structure; seamless transitions
Vocal Delivery (PPPP)	5	Monotone; no pace/pitch/pause variation	Some variation; mostly one-dimensional	Rich vocal variety; pauses used powerfully
Language & Word Craft	5	Vague, generic, filler-heavy language	Clear language; minor filler words	Vivid, precise language; at least 1 rhetorical device
Emotional Impact	5	Audience appears disengaged	Audience attentive but not visibly moved	Audience visibly moved; at least one memorable moment



Certificate





Club President VP Education

IFM, Dar es Salaam • 2026

OFFICIAL NOMINATION FORM — SPEAKER OF THE MONTH

Nominee Name:	_____
Speech Title:	_____
Speech Number:	_____ Date Delivered: _____
Current Level:	_____
Evaluator Score (/25):	_____ Evaluator Name: _____
Panel Score — VPE (/25):	_____ President (/25): _____
Sr. Member Score (/25):	_____ TOTAL (/75): _____
Why this speech stands out:	_____ _____
Decided by President:	_____ Date: _____



3. Evaluation must have followed the PIE framework: Praise → Improve → Encourage, in that order

4. Evaluation

BEST EVALUATOR

The member whose feedback made someone a better speaker — and themselves a better thinker.

● Awarded Monthly — at the Final Meeting of Each Month



Award Description

The Best Evaluator award recognises the art of evaluation — one of the most underappreciated skills in the Club. A great evaluator does not just describe what they saw. They help a speaker



understand what was working, give them a specific and achievable improvement target, and leave them energised to speak again. This award exists because evaluation is a skill that deserves its own stage, its own applause, and its own recognition.

Selection Criteria

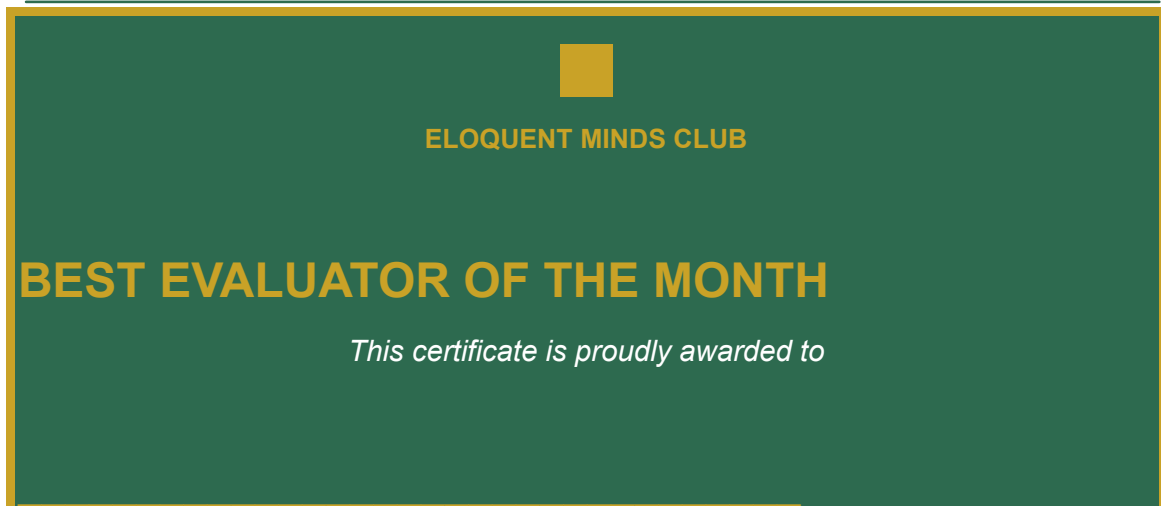
Evaluation Scorecard

BEST EVALUATOR — EVALUATION SCORECARD				
Criterion	Weight	1 — Weak	3 — Adequate	5 — Excellent
PIE Framework Adherence	5	PIE order not followed; missing one or more elements	PIE followed but unevenly weighted	Perfect PIE sequence; all three elements fully developed
Specificity of Feedback	5	Generic praise/criticism; no specific moments cited	One specific moment cited adequately	Multiple specific moments cited with exact language used
Criterion	Weight	1 — Weak	3 — Adequate	5 — Excellent
Timing Compliance	5	Under 2:00 or over 3:30 minutes	2:00–2:29 or 3:01–3:30 minutes	Precisely 2:30–3:00 minutes — controlled and purposeful
Third-Person Discipline	5	Spoke directly to speaker ('your speech was...')	Mostly third-person with 1–2 slips	Consistent third-person throughout; shared with whole room
Encouragement Quality	5	Closing was flat or generic ('good luck next time')	Genuine but nonspecific encouragement	Specific, motivating close that makes speaker want to speak again immediately



Evaluation Process

Certificate



Award Description

The Most Improved Speaker award is, in the opinion of many long-standing Toastmasters members, the most meaningful award a club can give. It celebrates not talent, not starting point, but the courage and discipline of deliberate improvement. The recipient of this award walked into the Club afraid and walked out of this semester transformed. That transformation is the whole point.

Selection Criteria



How Improvement Is Measured

Dimension	Measured By	Improvement Indicator
Evaluation Score Progression	Aggregate scorecard scores across the semester	Largest positive score delta from Speech 1 to last speech this semester
Evaluator Narrative	Written observations from speech evaluators across the semester	Consistent reference to specific improvements in each successive speech
Filler Word Reduction	Ah-Counter reports across the semester	Measurable reduction in filler words per speech from start to end of semester



Evaluation Process

Certificate

each Score) –

Step 3: Mentor Report Review

VPE reviews the top 3–5

Stage Presence	General Evaluator observations; video evidence where available	Visible shift in posture, movement, and confidence across meetings
Dimension	Measured By	Improvement Indicator
Mentor Testimony	Mentor mid-semester and end-semester reports	Mentor documents specific areas of growth with examples



ELOQUENT MINDS CLUB

MOST IMPROVED SPEAKER

This certificate is proudly awarded to

In recognition of extraordinary personal growth, resilience, and the courage to apply feedback deliberately and consistently across a full semester.

Semester Award — Eloquent Minds Club, IFM, Dar es Salaam

Club President VP Education

IFM, Dar es Salaam • 2026



BEST LEADER OF THE SEMESTER

Leadership is not a title. It is a pattern of behaviour visible to everyone in the room.

● Awarded Per Semester — at the Final Meeting of Each Semester

Award Description

The Best Leader of the Semester award recognises the member who — regardless of their official officer title or Progression Level — demonstrated the most consistent, visible, and impactful leadership behaviour within the Club during the semester. Leadership in Eloquent Minds Club is defined as: taking responsibility without being asked, lifting others without expecting credit, and consistently making the Club's community richer by their presence and their actions.

Selection Criteria

The 5 Eloquent Minds Leadership Behaviours

1. Proactive Service — Taking on tasks and roles before being asked; filling gaps without prompting

3. No disciplinary warnings issued during the evaluation period

4. Recognised positive difference

2. Member Uplift — Consistently encouraging, supporting, and celebrating fellow members publicly

3. Accountability Modelling — Owning mistakes, meeting commitments, and following through without excuses

4. Knowledge Sharing — Teaching, mentoring, or facilitating the growth of at least one other member

5. Cultural Stewardship — Actively protecting the Club's values and calling out behaviour inconsistent with them, respectfully

Evaluation Scorecard

BEST LEADER — EVALUATION SCORECARD



Criterion	Weight	1 — Weak	3 — Adequate	5 — Excellent
Proactive Service	5	Never volunteered without being asked	Volunteered 1–2 times	Consistently raised hand first; minimum 3 instances documented
Member Uplift	5	No visible encouragement of peers	Occasional support	Regular, specific, public celebration of fellow members
Accountability	5	Missed commitments; avoided responsibility	Generally reliable with 1–2 lapses	Perfect follow-through; owned any mistake immediately
Knowledge Sharing	5	Did not share skills with others	Helped one member informally	Actively taught, mentored or facilitated at least one member's growth
Cultural Stewardship	5	Ignored cultural issues or contributed to them	Adhered to values but did not actively protect them	Visibly lived and protected the Club's values at all times

Evaluation Process

Certificate





MENTOR OF THE YEAR

The person whose investment in others compounded into the growth of the whole Club.

● Awarded Annually — at the Eloquent Minds Annual Gala

In recognition of consistent leadership excellence — demonstrated not through title, but through action, service, and the visible uplift of the entire community.

Semester Award — Eloquent Minds Club, IFM, Dar es Salaam

Each eligible mentor receives a composite score: 60% quantitative data + 40% qualitative nomination quality.

Club President VP Education

IFM, Dar es Salaam • 2026

Step 4: Select

Award Description

The Mentor of the Year is the Club's highest annual honour for service. It is awarded to the Certified Club Mentor who, across the full academic year, demonstrated the most sustained, impactful, and selfless commitment to the development of other members. The Mentor of the Year



is not chosen by a panel alone — it is informed primarily by the testimony of the members they mentored. The winner's name is engraved on the Club's permanent Mentor Hall of Honour.

Selection Criteria

Evaluation Process

Certificate



MENTOR OF THE YEAR

This certificate is proudly awarded to

In recognition of extraordinary commitment to the development of fellow members — a year of patient coaching, honest feedback, and genuine investment in human potential.

Annual Award — Engraved on the Eloquent Minds Mentor Hall of Honour

Club President VP Education

IFM, Dar es Salaam • 2026



PRESIDENT'S EXCELLENCE AWARD

Reserved for the exceptional. Given rarely. Remembered always.

● Awarded at the President's Sole Discretion — Maximum Once Per Semester

Award Description

The President's Excellence Award is the highest honour the Club President can personally bestow. It exists outside the regular award cycle and is awarded entirely at the President's discretion — but only when a member's contribution, action, or speech has been so exceptional, so beyond the ordinary, that no existing award category adequately captures it. Because it is rare, it is powerful. A President who gives this award every month makes it meaningless. A President who gives it once in two years makes it the most sought-after recognition in the Club's history.

What Qualifies for This Award

There is no standard scorecard for the President's Excellence Award. The following are examples of the categories of action that have historically warranted the award in Toastmasters clubs — adapted for the Eloquent Minds context:

Category	Example of Qualifying Action
Speech of Historical Significance	A speech that visibly moved the entire room — that people were still discussing weeks later; that changed how the Club thought about something important
Act of Extraordinary Service	A member who single-handedly organised a major Club event, recruited 10+ new members, or saved the Club from a crisis



Exceptional Courage	A member who overcame a profound personal challenge (illness, personal loss, severe anxiety) to deliver a speech that inspired the Club
Transformational Mentorship	A Mentor whose mentee went from Level 1 to Level 3 within a single year, with the mentee publicly crediting the mentor's direct impact
Public Representation Excellence	A member who represented the Club at an external competition or event and brought distinction to the Club's name beyond the campus
Category	Example of Qualifying Action
Constitutional or Institutional Legacy	A contribution that permanently strengthened the Club's governance, culture, or institutional standing at IFM

Presidential Guidelines

IMPORTANT: The President must never award the President's Excellence Award under social pressure, because they 'feel bad' for a member, or as a consolation for not winning another award. This award must be given only when the President can look the full Club in the eye and say: 'This person did something that genuinely exceeded everything I expected of them.' Its power comes entirely from its rarity.

Announcement Protocol

1. The President informs no one in advance except the Secretary (who must print the certificate).
2. The announcement is made at any meeting — not necessarily the final meeting of the month. It is more powerful when unexpected.
3. The President pauses the regular meeting agenda and makes a personal statement of 2–3 minutes explaining what the member did and why it warranted this recognition.
4. The recipient is invited to say a few words if they wish — never required.
5. The moment is photographed and shared on all Club social media channels that day.
6. The award is recorded in the Club's permanent register by the Secretary.

Certificate



ELOQUENT MINDS CLUB

PRESIDENT'S EXCELLENCE AWARD

This certificate is proudly awarded to

Awarded for a contribution so exceptional, so far beyond expectation, that no existing category could contain it. This is a personal recognition from the Club President — the highest honour of personal bestowment.

Awarded at the President's sole discretion — Eloquent Minds Club

Club President VP Education

IFM, Dar es Salaam • 2026

SUPPORTING AWARD CATEGORIES

Meeting awards, peer recognition, and the annual Gala categories

Monthly Meeting Awards — Presented at Every Meeting

In addition to the six primary awards, the following three meeting-level awards are presented at every Club meeting. They are decided by the Toastmaster of the Meeting and the President immediately before the closing. They are intentionally lightweight — chosen quickly, presented warmly, creating a culture of constant recognition.



Award	Criteria	Decided By	Physical Recognition
Best Prepared Speech	The prepared speech that best demonstrated mastery of its specific skill objective (not necessarily the 'best' speech overall)	TME + General Evaluator	Verbal announcement + social media shout-out
Best Table Topics	The Table Topics response that was most coherent, engaging, and delivered within the 1–2 minute range	Table Topics Master + General Evaluator	Verbal announcement + shout-out
Most Valuable Role	The meeting role-holder (Timer, Grammarian, Evaluator, etc.) who performed their role with the most precision, value, and professionalism	TME	Verbal announcement

Annual Gala Awards — Presented Once Per Year

Annual Award	Frequency	Criteria Summary
Mentor of the Year	Annual	Highest impact mentor over the full academic year (see Part 7)
Speaker of the Year	Annual	Member who won Speaker of the Month most times in the year; tie broken by highest aggregate scorecard average
Most Transformed Member	Annual	Member who showed the greatest personal development arc from first to last meeting of the year — nominated by peers
Distinguished Club Member	Annual	Member who embodied all 7 Core Values across the full year; voted by the full Active Membership by secret ballot
Officer of the Year	Annual	The Executive Committee officer whose KPIs, member satisfaction, and peer review were highest across both semesters; elected by fellow officers by secret ballot



Annual Award	Frequency	Criteria Summary
Founding Legacy Award	Once — Inaugural Year Only	Awarded to the founding members who were present from the very first meeting and who helped build the Club's foundation from nothing



THE ELOQUENT MINDS ANNUAL GALA

A night of celebration, reflection, and the honouring of excellence

THE ANNUAL GALA — COMPLETE FRAMEWORK

The Eloquent Minds Annual Gala is the Club's most important event of the year. It is not merely an awards ceremony — it is a declaration of who the Club is, what it values, and where it is going. It is the moment when the entire year's work is placed in front of an audience and celebrated with the gravity and joy it deserves. Every detail — the venue, the programme, the announcement style, the dress code, the music — sends a message about the Club's standards. Plan it accordingly.

Gala Planning Timeline

Months Before Gala	Action Required	Responsible
3 months	Confirm date, venue, and estimated guest count; set budget and assign Gala Committee	President + Treasurer
2.5 months	Open nominations for all Annual Gala awards; confirm catering/audio-visual requirements	Secretary + VPPR
2 months	Close nominations; selection committee begins review; design invitations and gala programme booklet	VPE + VPPR



6 weeks	Confirm all award winners (confidential); procure all certificates and trophies/plaques	President + Secretary
4 weeks	Send formal invitations to: all Active Members, Alumni Members, IFM faculty advisors, and external guests	VPPR + VPM
2 weeks	Final headcount confirmed; seating plan prepared; full event rehearsal with all speakers	SAA + President
1 week	Certificates printed and signed; name cards prepared; social media content scheduled	Secretary + VPPR
Day before	Full venue setup; AV test; programme final review	SAA + VPPR
Months Before Gala	Action Required	Responsible
Day of	Arrive 2 hours early; final walkthrough; welcome reception begins 30 min before programme	All Officers

Full Gala Programme — 3-Hour Version

Time	Segment	Description	Responsible	Atmosphere
6:00 PM	Arrivals & Reception	Guests arrive to music; members serve as hosts and guides; networking and photographs	All Officers + VPM	Warm, welcoming, celebratory
6:30 PM	Call to Order	Club President formally opens the Gala; thanks guests, IFM representatives, and the Club	President	Formal, dignified



6:35 PM	Reflection on the Year	President delivers the Annual Address: the year's journey, challenges faced, milestones reached, and vision ahead	President	Inspiring, reflective, forward-looking
6:50 PM	Best Speaker of the Year Award	VPE presents the annual compilation of monthly winner stats; winner announced and story told	VPE + President	Applause, excitement
7:00 PM	Most Improved Speaker Award	President narrates the recipient's journey from first meeting to their final speech of the year	President	Emotional, uplifting
7:10 PM	Best Leader of the Year Award	Secretary reads anonymised nomination excerpts before winner is revealed	Secretary + President	Suspenseful, proud
7:20 PM	Guest Speaker — 10 Minutes	A distinguished alumni, IFM faculty member, or external professional speaker shares a brief inspirational address	VPPR (arranged)	Inspirational, professional
7:30 PM	Dinner / Refreshments Break	Members, guests, and award recipients mingle; background music; unofficial photography session	SAA (logistics)	Joyful, social
8:00 PM	Distinguished Club Member Award	Results of the secret membership vote announced by Secretary; winner presented with framed certificate	Secretary	Celebratory
8:08 PM	Officer of the Year Award	Results of officer peer vote announced; fellow officers share brief tributes	President	Warm, collegial
8:16 PM	MENTOR OF THE YEAR AWARD	The centrepiece of the evening. President delivers a full 3-minute narrative of the winner's year before the reveal. Standing ovation. Framed certificate + engraving announced.	President	The emotional peak of the evening



8:26 PM	President's Excellence Award (if applicable)	If the President has chosen to make this award this year, it is given immediately after Mentor of the Year	President	Surprise, reverence
Time	Segment	Description	Responsible	Atmosphere
8:35 PM	Certificate Recognition — All Monthly Winners	All members who won any monthly award this year are called to the front together; group photograph taken	TME of the Evening	Community, celebration
8:45 PM	Founding Legacy Award (Year 1 only)	Founding members who attended from Meeting 1 are recognised and thanked; individual certificates presented	President	Gratitude, legacy
8:55 PM	Member Reflections — Open Mic	3–4 members (pre-selected) share a 60-second reflection on what the year meant to them	VPE (curated)	Personal, moving
9:05 PM	Incoming Leadership Introduction	Newly elected officers for the next term are introduced and each says one word that defines their vision	Outgoing President	Hope, continuity
9:10 PM	Closing Toast	President delivers a brief, powerful closing toast to the Club's future. All raise glasses.	President	Unified, visionary
9:15 PM	Open Celebration	Formal programme ends; music, informal photography, conversations; members linger as long as they choose	All Members	Free, joyful, proud

Gala Standards & Non-Negotiables

1. Dress Code: Business Formal for all members and officers. Smart Casual minimum for guests. No exceptions.
2. Venue: Must have a stage or raised front area, professional audio, adequate lighting, and capacity for all active members plus 20% guest allowance.
3. Certificate Quality: All certificates must be printed on 200gsm+ paper, in colour, with the Club logo. Handwritten certificates are not permitted at the Gala.



4. **Announcement Style:** Every award announcement must include the specific reason for the award. 'Awarded for excellence' alone is not sufficient.
5. **Photography:** A designated photographer (assigned before the event) must capture every award moment. All photos posted within 24 hours.
6. **Programme Booklet:** A printed programme booklet listing all award categories and the evening's order of events must be available for every guest.
7. **Punctuality:** The Gala begins exactly on time. Latecomers are seated after the Call to Order, not during it.

Gala Budget Framework

Budget Line	Estimated % of Total	Notes
Venue hire / setup	25–35%	On-campus venues are often available free or at reduced cost for student clubs

Budget Line	Estimated % of Total	Notes
Certificates and trophies	15–20%	Quality matters — invest here; this is what members take home
Catering / refreshments	25–30%	Light dinner or substantial refreshments recommended; not a sit-down banquet unless budget allows
Audio-visual and music	10–15%	Microphone, speaker system, projector for slideshow minimum
Programme booklet printing	5–8%	One booklet per guest; black-and-white interior, colour cover
Photography	5–8%	A member or IFM media student may volunteer; professional optional for Year 3+



Contingency	5%	Always reserve for last-minute costs
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ANNUAL AWARDS CALENDAR

The following calendar ensures every award is given at the right time, with the right process, and with sufficient lead time for nominations, scoring, certificate preparation, and announcement. The Secretary publishes this calendar at the start of every academic year.

When	Award	Process Begins	Deadline	Presented By
Last meeting of every month	Speaker of the Month	Automatic (scorecard submitted by evaluator)	Panel meets day of final meeting	Club President
Last meeting of every month	Best Evaluator	Peer forms opened after first evaluator of month	VPE review closes day of final meeting	VPE
Last meeting of Semester 1	Most Improved Speaker	VPE compiles data from Week 1 of semester	Panel meets 1 week before final meeting	President
Last meeting of Semester 1	Best Leader of Semester 1	Nominations open 3 weeks before end	Nominations close 1 week before end	President
Last meeting of Semester 2	Most Improved Speaker (Semester 2)	VPE compiles data from Week 1 of semester	Panel meets 1 week before final meeting	President
Last meeting of Semester 2	Best Leader of Semester 2	Nominations open 3 weeks before end	Nominations close 1 week before end	President
Annual Gala	Speaker of the Year	Compile monthly winner records at Semester 2 end	VPE calculates 2 weeks before Gala	VPE + President
Annual Gala	Mentor of the Year	Mentee nominations open 6 weeks before Gala	Nominations close 4 weeks before Gala	President (secret until Gala)



Annual Gala	Distinguished Club Member	Secret membership vote 3 weeks before Gala	Votes counted 2 weeks before Gala	Secretary
Annual Gala	Officer of the Year	Officer peer vote 3 weeks before Gala	Votes counted 2 weeks before Gala	President
Any Meeting	President's Excellence Award	At President's sole discretion	No advance process required	President
Every Meeting	Best Prepared Speech / Best TT / Best Role	Observed during the meeting	Decided in final 5 minutes of meeting	TME + GE

“The awards do not define the Club. The Club defines what the awards mean. Build a culture worthy of the certificates you hang on the wall.”

— Eloquent Minds Club, Awards System Closing Principle

Eloquent Minds Club • Awards & Recognition System, First Edition • Founded by Yusuphu Awadhi Lema • IFM, Dar es Salaam, Tanzania • Est. June 2026