YMCA OF THE USA 2017-2018 SCHOLARSHIP
OVERVIEW CRITERIA AND INFORMATION

YMCA of the USA and the Talent Management department have available a variety of scholarship opportunities for **undergraduate and postgraduate** studies. In this document is a list of the scholarship or fellowship opportunities that may be available; the list is subject to change due to funding availability.

Please note that the **Carolyn Creager Multicultural Leadership Development Fund** and the **Fred Hoshiyama Asian Leadership Scholarship** have now been added to this application process document, please see pages 6-11 for more information as the review and awards process is slightly different than what is listed here. A selection committee comprised of Y-USA staff review scholarship applications and make award decisions. Award amounts are dependent on available funding each year; there is no guaranteed or set amount for each award each year. Funding is available on an annual basis. You may apply each year until completion of your degree. You may apply for any scholarship for which you are eligible – please read eligibility requirements in this document to determine which scholarship best fits your needs.

Applications should be submitted online via the YMCA of the USA Scholarship Application found on EasyGrants. First time applicants must register online. It is important to complete the profile section; be prepared to enter your Association or Branch number. Return users can find their password by going to EasyGrants page and by clicking on “Forgot Your Password?” Your password will be sent to the email as established in the profile section. Be sure to check spam or junk mail boxes. If you are having trouble, email financial_assistance@ymca.net; you will receive a response within 72 hours.

**GENERAL GUIDELINES**

Applicant’s YMCA must be in compliance with Article II, Section 2 of the National Council of YMCAs Constitution (Qualifications for Membership). Applicant must be an employee of a YMCA within the United States for at least one year.

Applications are only accepted **March 1 thru mid-May** each year via the Easy Grants online system ([http://grants.ymca.net](http://grants.ymca.net)). Only complete scholarship applications will be reviewed.

Applicants will be notified of the scholarship funding decision by **July 30** via email and US Post Mail.

Scholarships are awarded on a reimbursement basis only with paperwork due no later than June 30 of the following year. No extensions or exceptions are allowed. 2015 award reimbursement requests must be received by June 30, 2016. Scholarship awards cannot be applied towards travel, meals or books unless otherwise indicated. Scholarship funds are specific to the requested coursework and/or trainings included in the EasyGrants application. Additional requirements are indicated by each scholarship fund.
REIMBURSEMENT PROCESS
Submit the following paperwork:
- Proof of payment or invoice
- Only course registrations fees will be reimbursed
- Proof of enrollment by transcript with grade and academic session
- Provide name and address to whom and to where the reimbursement should be sent
- Allow 4 to 6 weeks for reimbursements to be processed

Please submit paperwork to the following address:
YMCA of the USA
Talent Management Scholarships
101 North Wacker Drive
Chicago, IL 60606

Email to Attn: Talent Management Scholarship to financial_assistance@ymca.net

<table>
<thead>
<tr>
<th>SCHOLARSHIP NAME</th>
<th>YMCA LEADERSHIP CERTIFICATION</th>
<th>ADDITIONAL REQUIREMENTS</th>
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<tbody>
<tr>
<td>Solon B. Cousins</td>
<td>Not required</td>
<td>• For students at Springfield College or George Williams College of Aurora University</td>
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<td>• Career goals that demonstrate a commitment to a YMCA career as expressed in the application</td>
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<td>• YMCA or human services experience (resume required)</td>
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<td>William A. Hunton</td>
<td>Not required</td>
<td>• Current Full Time or Part Time Staff</td>
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<td>• Hispanic/ Latino, African American, Asian/ Pacific Islander or Native American/ Alaskan</td>
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<td>• Completion of at least one course towards YMCA Leadership Certification</td>
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<td>• Job related training, may be used for YMCA training that for 2016 awards occur from August 1, 2016 through June 1, 2017; for 2017 awards, occur August 1, 2017 through June 1, 2018</td>
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<td>• Career goals that demonstrate a commitment to a YMCA career as expressed in the application</td>
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<tr>
<td>John R. Mott</td>
<td>Multi-Team Leader Certification or Organizational Leader Certification</td>
<td>• Career goals that demonstrate a commitment to a YMCA career as expressed in the application</td>
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<tr>
<td>Earl P. Armstrong</td>
<td>Multi-Team Leader Certification or Organizational Leader Certification</td>
<td>• 3 years professional experience at the YMCA (resume required)</td>
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<td>• Career goals that demonstrate a commitment to a YMCA career as expressed in the application</td>
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HISTORICAL INFORMATION REGARDING SCHOLARSHIP & FELLOWSHIP FUNDS

EARL P. ARMSTRONG SCHOLARSHIP
The Earl P. Armstrong Scholarship Fund is designed to provide financial assistance to YMCA Senior Directors (Multi-Team Leaders) who want to pursue advanced educational opportunities to enhance their professional performance and career mobility.

Earl P. Armstrong, retired in June, 1982, following 42 years of professional service to the YMCA. In recognition of Earl’s outstanding service, a host of friends elected to pay tribute to him by establishing the Armstrong Scholarship Fund and made the initial contributions to the former South Field Office of the YMCA of the USA for that purpose.

It was his decision to use these funds for scholarship awards to deserving YMCA professionals. This was especially appropriate, as Earl was the first recipient in the YMCA of a John R. Mott Scholarship. In establishing the Earl P. Armstrong Scholarship Fund, others would benefit, as he did, in furthering their education and enhancing their contributions to the Young Men’s Christian Association. The scholarship is available for qualified YMCA staff throughout the country. Gratitude is hereby expressed to those many friends whose generosity made possible the Armstrong Scholarship fund.

Contributions will be gratefully accepted and will help provide more scholarships for YMCA professionals. Checks should be made to the YMCA of the USA and mailed to the YMCA of the USA, Attention Financial Development. Contributions are tax-exempt.

SOLON B. COUSINS YMCA SCHOLARSHIP
For Springfield College and George Williams College of Aurora University students planning a YMCA Career Springfield College has, throughout its history, provided education and training for YMCA professionals. George Williams College of Aurora University also has a long history of educating YMCA career professionals. Today, Springfield and George Williams maintain a formal affiliation with the YMCA of the USA as the only Independent Association Colleges.

Capping a rich and varied career in the YMCA and United Way, Solon Cousins retired in 1990 after serving ten years as National Executive Director of the YMCA of the USA. The scholarship fund was created in his honor by the National Board of the YMCA of the USA upon his retirement.

WILLIAM A. HUNTON FELLOWSHIP FUND
The purpose of the scholarship is to assist minority staff members to advance in the YMCA through training experiences that help them grow as YMCA professionals, and to assist them in completing their college education so they can embark on a professional YMCA career. The scholarship can be awarded for training towards the YMCA Leadership Certification or for use towards the completion of college credit.

William A. Hunton became the first full-time African-American director of a YMCA in 1888, when he joined the Colored Y of Norfolk, VA., as general secretary. He later joined the national YMCA staff as head of the Colored Works Department.

JOHN R. MOTT SCHOLARSHIP
This scholarship is designed to assist YMCA Senior Directors in continuing their education through graduate study. It was established in honor of John R. Mott, a major YMCA leader for more than 60 years and winner of the Nobel Peace Prize in 1946.
CAROLYN CREAGER MULTICULTURAL LEADERSHIP DEVELOPMENT FUND
The Carolyn Creager Multicultural Leadership Development Fund will be used to support the cause of strengthening the YMCA movement by advancing leadership equity through the Multicultural Leadership Development Department. The fund will serve any Y staff of color (those of diverse racial and ethnic backgrounds including people of Asian/Pacific Islander, African, African American, Hispanic/Latino or Native American ancestry) that are in need of financial assistance to advance their careers and create greater leadership equity in the Y. The fund will also directly support the initiation or expansion of initiatives that advance leadership equity in the Y Movement.

GUIDELINES
Potential candidates to be identified through (but not limited to) referrals from Y-USA Training & Leadership Development Department, Y-USA Diversity & Inclusion Department, Members of Employee Resource Groups, local Y supervisors and leadership, Y-USA Resource Directors/Staff or through self-identification. Scholarship monies can be used for activity/training registration fees or travel expenses associated with the activity/training.

APPLICATION PROCESS
Applicants should apply online via Y-USA’s Easygrants system at http://grants.ymca.net between March 1 and May 15, 2017 by selecting the “YMCA of the USA Scholarship Application” and choosing the Carolyn Creager Multicultural Leadership Development Fund. A second application cycle will also be opened in August 2017. Please check back on Exchange for further details in July.

For the Emerging Multicultural Leadership Experience (EMLE) held in the fall, applicants can request scholarship funds when they register during the summer months. Applications will be reviewed by the CCMLD Fund Selection Committee (a sub-set of the Multicultural Advisory Committee and MLD staff). Notification by letter or e-mail will be sent by June 17, 2017 (or within 30 days of application for EMLE requests).

Consideration will be given to applicant’s tenure, position and previous staff development training.

APPLICANT REQUIREMENTS
- Applicant must be a full-time or part-time professional working in the Y
- Applicant must be of Asian/Pacific Islander, African, African American, Hispanic/Latino or Native American ancestry as self-identified through YUSA’s staff database
- Applicant must be a Y employee who routinely receives satisfactory performance ratings

QUESTIONS & GENERAL INFORMATION
Questions and supporting documents may be directed to: Keisha Sitney, Director of Multicultural Leadership Development, at Keisha.Sitney@ymca.net or 312.419.2859.

REIMBURSEMENT PROCESS
Submit the following paperwork:
- Proof of payment or invoice
- Only course registrations fees will be reimbursed
- Proof of enrollment by transcript with grade and academic session
- Provide name and address to whom and to where the reimbursement should be sent
- Allow 4 to 6 weeks for reimbursements to be processed.

Please submit paperwork to the following address:
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Carolyn Creager Scholarship
101 North Wacker Drive
Chicago, IL 60606
Email to Attn: Talent Management Scholarship to financial_assistance@ymca.net
ASIAN LEADERSHIP RESOURCE NETWORK
FRED HOSHIYAMA ASIAN LEADERSHIP SCHOLARSHIP

The Fred Hoshiyama Asian Leadership Scholarship encourages and empowers professional growth and development for Y staff of Asian/Pacific Islander ancestry through supporting learning and training opportunities. Scholarship funds may be used to attend Y professional development opportunities such as Regional Training Events, Principles & Practices, Executive Preparatory Institute, New Branch Executive Institute, Organizational Leadership Forum as well as those working towards completing their bachelor’s degree and master’s degree/continuing education. Applicants may also apply for an Association or YMCA branch match for travel and lodging expenses to YMCA conferences and trainings. The Fred Hoshiyama Scholarship Fund is a collaborative effort between the Asian Leadership Resources Network (ALN) and the YMCA of the USA’s Diversity & Inclusion department.

ELIGIBILITY GUIDELINES
• Applicants must be of Asian/Pacific Islander ancestry as self-identified through Y-USA’s staff database.
• Minimum one year of full-time employment with the Y.
• Must routinely receive satisfactory performance ratings.
• Ability to confirm that they have the full support of their supervisor with a letter of recommendation.
• Candidates are identified through (but not limited to) referrals from Y-USA’s Regional Training Managers, members of the ALN, local Y supervisors and leadership, Y-USA Resources Directors/Staff or through self-identification.
• Scholarship monies will be used solely for intended purpose of the award.

APPLICATION PROCESS
• Applicants should apply online through Y-USA’s EasyGrants system at http://grants.ymca.net between March 1 and May 15, 2017 by selecting the “YMCA of the USA Scholarship Application” and choosing the Fred Hoshiyama Asian Leadership Scholarship. See page 6 for EasyGrants enrollment instructions.
• Applicants must upload an updated resume, letter of recommendation and three professional references through the EasyGrants system.
• A second application cycle will also be opened in August 2017. Please check back on Exchange for further details in July.

Contact Sarah Shaughnessy at Y-USA for questions about the EasyGrants process at sarah.shaughnessy@ymca.net

REQUIREMENTS UPON REWARD
As a result of receiving the Fred Hoshiyama Scholarship, recipients must be willing to:

• Remain employed within the Y Movement for at least 12 months after the completion of their activity.
• Enroll in the Y-USA Multicultural Mentoring Program (MMP).
• Complete an individual development plan with their MMP Mentor.
• Submit a written reflection of their training experience to the ALN Scholarship Committee.
• In the future, assist ALN in its mission and scope of work.

QUESTIONS & GENERAL INFORMATION
Please direct all questions to the ALN Scholarship Committee:

Leslie Truong (LTruong@ymcasf.org) or 415.447.2514
Joseph Crawford (Joseph.Crawford@ymcadc.org) or 703.742.8800
Eleanor Ramseier (eramseier@ymcaswv.org) or 812.232.8446
SELECTION & NOTIFICATION PROCESS

- Application will be reviewed by the ALN Scholarship Committee
- Notification by letter or e-mail will be sent by June 17, 2017
- Preference will be given to those not previously awarded this scholarship
- Consideration will also be given based upon tenure, past staff development training, and those working on completing their Y Leadership Certification

EASYGRANTS

First time applicants must register online at http://grants.ymca.net. It is important to complete the profile section; be prepared to enter your Association or Branch number. Return users can find their password by going to EasyGrants page and by clicking on “Forgot Your Password?” Your password will be sent to the email as established in the profile section. Be sure to check spam or junk mail boxes. If you are having trouble, email financial_assistance@ymca.net; you will receive a response within 72 hours.

HOW TO APPLY

1. On your homepage, “Click here to start a new application”
2. Select “YMCA of the USA Scholarship Application”
3. Eligibility Questions
4. Select your YMCA - If you cannot select a YMCA, you must go back to your profile to add an Affiliation in your profile
5. Answer the one question regarding your employment status
6. Save/Submit
7. If eligible for financial assistance, you will find on your Homepage in the To Do-Task List a new link to your “YMCA of the USA Scholarship Application”
8. If not eligible, you may email financial_assistance@ymca.net for clarification
9. Complete the application
10. Save and Submit each section
11. There is a checklist to help guide you through the application
12. All items are also on the left side toolbar
13. Review and Submit – on the left side toolbar
14. You will receive an email confirming that your application has been submitted. If you do not receive this email, please return to your application to ensure you have converted your application to a PDF via the “Review and Submit” menu item.
15. Award/ Decline notification
16. Awards will be determined by the Y-USA ALN Scholarship Committee and communicated to the Specialist-Diversity & Inclusion
17. All applicants will be informed via letter or email

AWARD PAYMENT

Y-USA NATIONAL TRAINING

For Principles and Practices, Executive Preparatory Institute, New Branch Executive Institute, and Organizational Leadership Forum, the applicant must register for the course via the online registration site. Completion of the scholarship application does not guarantee you a seat in the course. When registering, you may select the box to indicate that you have applied or are planning to apply for financial assistance. After the award or decline decision has been made, the applicant will receive a “payment due” notice of the registration balance or will receive a refund. All cancellation policies remain in effect per the event registration site. If an applicant does not attend the event, the award is not transferable to another similar event or to another staff member attending the event. The award will become invalid. If you wish to attend another instance of the event, you must re-apply for a financial assistance award.
REGIONAL TRAINING EVENTS
For a Regional Training Event, the applicant must register for the course and pay the host YMCA for the course fee. Upon successful completion of the course, the applicant may submit reimbursement paperwork to Y-USA.

REIMBURSEMENT PROCESS
Submit the following paperwork:
- Proof of payment or invoice
- Only course registrations fees will be reimbursed
- Proof of enrollment by transcript with grade and academic session
- Provide name and address to whom and to where the reimbursement should be sent
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