

CUMMINGS V. ZUILL SCHOLARSHIP

BACKGROUND

The scholarship was established in recognition of the pioneering contribution Mr. Cummings V. Zuill made to philanthropy and the development of the third sector in Bermuda. The scholarships are intended to promote leadership training and development of individuals recommended by *third sector* organizations. Third sector organizations are not-for-profit organizations in Bermuda which are comprised of registered Bermuda charities and faith-based charities (e.g., churches).

The Cummings V. Zuill Scholarship Trust was established in 2008 and is managed by a Protector Committee appointed by the Trustees.

GOAL

The goal of the scholarship is to nurture, sustain and grow the third sector by supporting educational and training opportunities, thus creating well-trained professionals who will provide high caliber leadership. The ultimate outcome of the Cummings V. Zuill Scholarship program is to increase the skill level of individuals in the third sector.

TYPE OF SUPPORT OFFERED

The scholarship financially supports personal and professional training as well as continuing education of persons in the third sector. The scholarship supports training and education including in-service training, conferences, seminars and workshops, overseas training, degree programs and academic credit leading to international certification of professionals.

CANDIDATE QUALIFICATIONS

In order to be considered for a Cummings V. Zuill Scholarship award, applicants must be either Bermudian, or be able to demonstrate the ability to work in Bermuda's third sector (e.g., a work permit for employment with a third sector organization). **Applicants must evidence commitment to the third sector and clearly describe the benefits available to the sector following completion of the course of study.**

APPLICANTS PURSUING A COLLEGE DEGREE OR CERTIFICATE

The Cummings V. Zuill Scholarship award is available to persons who are engaged in, or who intend to pursue a career in the third sector after completing an accredited program of study. To qualify the program must lead to:

- A Bachelor's, Master's or Doctorate degree from an accredited college or university
- A Certificate of successful completion from an accredited institution

Award recipients are expected to assume a professional position in the third sector in Bermuda after completion of the study program.

APPLICANTS PURSUING TRAINING OR SKILL DEVELOPMENT

The Scholarship award is also available for individuals who are pursuing leadership training or skill development which would benefit *both* the individual and the third sector organization. Individuals may apply with evidence of support from a third sector organization, or the third sector organization may apply for training up to a maximum of \$500 per staff member or volunteer.

POTENTIAL TRAINING AREAS

The following list presents the type of training which can be supported by the Cummings V. Zuill Scholarship awards. Other types of training will be considered if it supports the goals of a third sector organization.

- Leadership and Management
- Fiscal Management
- Social Entrepreneurship
- Marketing and Public Relations
- Business and Strategic Planning
- Computer and IT Management
- Diversity Management
- Organizational Health
- Social and Economic Impact
- Public Policy
- Collaboration
- Philanthropy

LENGTH OF SUPPORT

The Cummings V. Zuill Scholarships are generally a one-time award. However, at its discretion, the committee may consider multi-year awards in special circumstances.

It is essential that the application for financial support is supported by at least one third sector organization. The third sector organization(s) supporting the individual's application for a scholarship must submit a letter outlining its reason for supporting the individual and explaining how the organization will benefit from the training.

FINANCIAL CONTRIBUTION BY THIRD SECTOR ORGANIZATIONS

If the applicant is requesting financial support for training (e.g., a workshop) the third sector organization should indicate whether it is contributing to the cost of training. The Cummings V. Zuill Scholarship Committee will tend to look favourably upon applications to support training when the third sector organization(s) is also contributing towards the cost of training.

THE APPLICANT'S PERSONAL STATEMENT

Applicants are asked to submit a one page personal statement, which should convey as clearly as possible a commitment to the field, the experiences sought as a result of this commitment, goals within the field and why the chosen course of study at this time in their life. The statement is a chance to express personal convictions regarding issues within the field of third sector leadership.

COMPLETED APPLICATIONS

An application will be considered complete and ready to be considered by the Cummings V. Zuill Scholarship Committee when all of the following documentation has been received:

- A completed Cummings V. Zuill Scholarship Application Form
- A letter of recommendation by at least one third sector organization
- A Resume (including all relevant third sector experience)
- The Applicant's Personal Statement (one page maximum)
- A copy of documentation on the training or educational course which includes the name of the academic institution or other organization hosting the course and the cost of tuition.

APPLICANTS PURSUING A COLLEGE DEGREE OR CERTIFICATE

Applicants who are pursuing a college degree or certificate should **also** include the following:

- High school transcript, or academic transcripts of all undergraduate and graduate coursework, Graduate Record Examination scores (if applying for financial support to complete a degree);
- Documentation that the applicant has been accepted for admission.

- A letter of recommendation regarding the applicant's academic history
- A detailed budget including room and board, transportation and other related expenses.

THE APPLICATION PROCESS – THIRD SECTOR APPLICATIONS

Third Sector Organizations are invited to apply for financial support for the training of their staff and volunteers. For requests up to a maximum of \$500 per individual the Third Sector Organization Application should be used.

COMPLETED APPLICATIONS

An application will be considered complete and ready to be considered by the Cummings V. Zuill Scholarship Committee when the following documentation is received:

- A completed Cummings V. Zuill Scholarship Third Sector Organization Application Form
- A copy of documentation on the training or educational course which includes the name of the academic institution or other organization hosting the course and the cost of tuition.

The third sector organization should indicate on the form whether it is contributing to the cost of training. The Cummings V. Zuill Scholarship Committee will tend to look favourably upon applications when the third sector organization(s) is also investing in the volunteer or member of staff.

CUMMINGS V. ZUILL SCHOLARSHIP APPLICATION FORMS

Applications may be downloaded from The Centre on Philanthropy website:

[Individual Application](#)

[Third Sector Organization Application](#)

THE SELECTION PROCESS

The Committee reviews individual applications quarterly and third sector applications upon receipt. Successful candidates will be selected based on the applicant's academic excellence, technical skills, overall quality of the application and career plan as well as the anticipated benefits to the third sector and Bermudian community. Although the awards will consider merit in the first instance, the financial need of the applicant and/or the third sector organization supporting the application, may also be taken into consideration.

The Committee may choose, at its discretion, not to make awards in any quarter.

Applicants will be notified of the outcome of their application by mail or email and those short-listed may be invited to attend an interview.

QUARTERLY REVIEWS

Individual applicants should submit their applications by the following dates:

February 28th

May 31st

August 31st

November 30th

SUBMISSION OF APPLICATIONS

Applications that are posted or hand delivered should be clearly marked for the Cummings V. Zuill Scholarship.

HAND DELIVERY

Applications can be hand delivered to The Centre on Philanthropy:

Sterling House
16 Wesley St
Hamilton HM 11

MAIL

Applications can be mailed to The Centre on Philanthropy at:

P.O. Box HM 3217
Hamilton, HM NX

Mailed applications must be received by the quarterly deadline date in order to be considered. Applications received after the deadline will be considered at the next quarterly meeting.

EMAIL

Application forms and all the required attached documentation may be scanned and sent by email to: CZuillScholarship@gmail.com

DISTRIBUTION OF AWARD FUNDING

In the case of individual applicants who apply for awards to support training, any financial support awarded will generally be provided to the academic institution or organization hosting the course directly (unless other arrangements have been agreed in advance by the Committee).

In the case of third sector organizations who apply, any financial support awarded will generally be provided to the third sector organization directly (unless other arrangements have been agreed in advance by the Committee).

EVIDENCE OF SUCCESSFUL COURSE COMPLETION

If the award is intended to financially support a training course or degree program which is subject to a passing grade, the Committee may, at its discretion, consider providing a portion of the award in advance with the balance being paid upon receipt of evidence showing a passing grade and/or successful completion of course.

Third sector organizations benefitting from training support are expected to provide evidence of completion and feedback on the benefits of the training to the organization. Organizations that provide meaningful responses to the Scholarship Committee will be given priority consideration as regards future awards.

REQUIREMENTS OF AWARD RECIPIENTS

The Committee managing the awards may, at its discretion, request that individuals who have received Cummings V. Zuill Scholarship awards offer workshops or training to share their skills in Bermuda with other service providers.

If the award recipient receives financial support towards the cost of a degree or certificate program, he or she is expected to assume a professional position in the third sector in Bermuda after completion of the study program. At the Committee's discretion recipients may be asked to sign an undertaking to work in the third sector field in Bermuda for at least two years upon completion of study.

Award applicants are free to accept other awards, loans or funds from other sources so long as the total amount of financial support does not exceed the cost of training.