

Academy of Court-Appointed Neutrals Scholarship Policy

WHEREAS, the Academy of Court-Appointed Neutrals (ACAN) is committed to broadening and diversifying the court-appointed neutral profession;

WHEREAS, financial impediments might otherwise prevent qualified and even exceptional candidates from joining ACAN's membership or participating in ACAN programs and events; and,

WHEREAS, ACAN desires to the extent possible to make the benefits of membership and participation available without regard to financial need;

1. ACAN has established the ACAN Scholarship.
2. The Scholarship will be funded by contributions from sponsors, with the goal of maintaining sufficient funds to meet genuine need on a continuing basis.
3. Scholarship funds will be applied to the extent available
 - a. First, to defraying up to 100% of out-of-pocket expenses (such as travel) associated with eligible individuals' attendance or participation in ACAN events; and,
 - b. Then, reimbursing ACAN for up to 50% of the amount of free or reduced membership dues and registration or other fees that ACAN offers to eligible individuals who qualify for scholarship assistance.
4. Determinations of entitlement to scholarship assistance or free or reduced dues or fees shall be made by ACAN's President, Treasurer and/or Executive Director (each a "Deciding Officer") subject to their respective limits of authority.
5. In deciding whether to provide scholarship assistance or free or reduced dues or fees, ACAN will ask applicants to provide a written statement of the amount of scholarship funds they seek; the purpose for which they seek the funds; and a narrative that explains their financial need with information about their income, assets and any extraordinary financial needs or expenses.

6. The applicant's statement will also include an undertaking that the recipient will "pay forward" the assistance in some way by providing some assistance that the recipient is or becomes able to provide. The assistance ACAN decides to provide is not intended to be and will not be treated as if it were a loan. Paying it forward could take the form of future financial assistance, when the applicant is in a position to provide it, to the ACAN Scholarship, ACAN itself or to others who need assistance in order to take advantage of ACAN membership or programs. But it need not be financial. It could take the form, for example, of mentoring others or providing pro bono services that advance ACAN or the court-appointed neutral profession or other work that benefits ACAN's goals. Also, the applicants' undertaking is to commit to the concept of "paying forward." Although the applicant will be asked about potential forms that commitment might take, the applicant will not be required to commit to particular forms at the time of application.

7. There is no right to an ACAN Scholarship. Scholarships will be offered only to people who otherwise meet any ACAN requirements or qualifications. Decisions on whether to offer assistance, what assistance to offer, and the extent of the assistance, shall be in the exclusive discretion of the Deciding Officer(s). Subject to the foregoing, and solely by way of information to potential applicants, in deciding whether to offer assistance, ACAN intends to consider the demonstrated financial need of applicants relative to others, the current availability of scholarship funds and the applicant's pay forward commitment. Although ACAN desires to establish a fund sufficient to meet the valid needs, it cannot guarantee that those funds will be available and may need to deny or limit assistance it would otherwise be in a position to offer.

8. Assistance through the ACAN Scholarship may take the form of complete or partial payment of out-of-pocket expenses, free or reduced dues and fees, or agreements to allow for

payment over time. The choice whether to provide full or partial assistance or to defer payment over time shall rest in the exclusive discretion of the Deciding Officer(s).

9. This Policy may be modified from time to time by action of ACAN's Board of Directors.