

SELF DEVELOPMENT GRANTS POLICY

Can Grow Grants

Purpose

The purpose of the CanTeen Self Development Grants (a.k.a. Can Grow Grants) is to support our members with their personal growth. We recognise that a cancer experience will often disrupt the member's education, learning and training. The grants are a means to help some of our members catch up any lost ground and to help them re-launch their self development. In the context of the total CanTeen services offering, much of what we offer is to help members survive (in the broadest sense) their experience with cancer. These grants are a part of the measures we take to help members thrive beyond cancer. This goal and opportunity to thrive applies to both patient and sibling members alike. It is expected that CanTeen will also benefit indirectly from this investment through the personal growth of current & future member leaders.

This policy document is produced to guide prospective applicants for self development grants, make transparent our grants process and thereby manage expectations. The policy will also guide the self development grants committee as they make their sometimes difficult decisions as to which of the applicants to select for financial support.

NB It is expected that applicants demand will exceed our budget therefore choices will need to be made for which the grants committee will retain the complete and non contestable prerogative

Policy Summary

CanTeen self development grants will be awarded twice per year concurrent to the December and July Members Advisory Committee (MAC) Meetings.

While the grants committee retains the flexibility to vary their selection criteria the CanTeen Board & MAC have agreed that overall 50% of grants will be awarded to applicants with self development plans around leadership and 50% of grants will be awarded to other self development programmes. It is also intended that 50% of grants will be for self development programmes which align to the wide portfolio of learning options

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which meet NZ Qualification requirements / Units standards and 50% of grants may be for programmes outside of the NZQA umbrella.

Grants can be applied for by current CanTeen or by young people who by their age and circumstance are qualified to join CanTeen and would be prepared to do so.

Grants are subject to a maximum of \$1,500 per person.

Responsibility

The CanTeen Self Development Grants Committee will lead the grants process. They will be responsible for; making the twice yearly grant allocations, timely communication to successful and unsuccessful grant applicants, maintaining appropriate information and publicity around the grants programme including keeping the related content on the Canteen web site current, keeping the Board and MAC informed on the performance of the grants process and for recommending improvements to the grants policy or process after an annual review to take place at the July Board and MAC meeting each year.

The committee will be supported by the CanTeen Admin Manager.

The committee will be comprised of at least two members of the MAC and not more than three, plus the Admin Manager.

The CanTeen Way

The self development Grants committee will be guided closely by this policy but also will conduct themselves always in accordance with the six Canteen values.

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Further detail on self development grants

A hand up and not a hand out

To encourage the individual's personal commitment and ownership of their self development plan, the committee will typically not award a grant which meets more than 80% of the expected annual costs of the programme / course. Therefore the individual is expected to demonstrate their commitment to their self development by covering at least 20% of the programme cost.

Share the benefit

Obtaining a grant in one year of a multi year self development programme in no way guarantees another payment in the same or subsequent years. Again no individual may receive total grants exceeding \$1,500.

Feed the fires that burn

If a member is evidently taking action pursuing a passion or talent that burns within them, we should be inclined to support them if we can. Young people can really excel when they are building around their strengths and they will also enjoy themselves best when this is happening. CanTeen cannot presume to know what an individual member's strengths are. We should let them tell us and we should be guided by their compass not ours.

Youth Development Strategy Aotearoa

The Youth Development Strategy Aotearoa (2002) provides a comprehensive model for youth development. It is envisaged that the Can Grow committee has this strategy explained to them and uses it to help guide them in their deliberations.