

# IMPACT100 *Jersey Coast*

## Scholarship Program Q&A

### **Q. How was the Impact Scholarship promoted to inform people of this opportunity?**

A. The Scholarship was promoted via email and Facebook posts. In addition, there were several newspaper articles that announced the scholarship opportunity. We also made the attendees aware of the scholarship at our recruitment information sessions.

### **Q. Where are the funds coming from to support the scholarships?**

A. Some members pay their membership donation twice and donate the money to be used for scholarships. We also dedicated some money from the Operating Budget to support the pilot program this year. In the future, we will use corporate matching funds and Third Party Event revenue (Salt Creek Grill for example) to support the scholarships.

### **Q. Who was selected to serve on the Scholarship Committee?**

A. The Scholarship Committee was appointed by the Advisory Board.

### **Q. How did the Scholarship Committee select the recipients?**

A. After thoughtful discussion about the genesis and objective of the Impact100 JC Scholarship, as well as connecting with other Impact's with a similar offering, the committee established our approach to the selection process. In order to maintain a fair and consistent application review, we created a rubric to adequately score each candidate based on 6 key attributes shown below in priority order.

#### **Attributes Scored:**

- Skills/talents the applicant has to offer
- Statement of need
- Desire to join
- Demonstrated knowledge and interest
- Barriers to participation
- Under-represented demographic (to expand Impact's reach)

Once all applications were received, each member of the scholarship committee independently scored and ranked candidates using the rubric. The committee convened to calibrate its scores and discuss the candidates together, and provided an ultimate ranking, using the average score for each candidate. The top candidates were selected to receive scholarships and proposed to the Advisory Board for approval.

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**Q. Why are the scholarship recipients' names confidential?**

A. To maintain fairness and give each scholarship recipient the full experience of membership, confidentiality will be maintained so that they can participate equally with all members.

**Q. How many scholarships were awarded to members this year.**

A. There were 11 scholarships awarded this year.