



## MORLING COLLEGE SCHOLARSHIP PROGRAM

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### 1. INTRODUCTION

- 1.1. This document is designed to provide clear principles and a transparent framework for the establishment and management of scholarships at Morling College.
- 1.2. This information applies to all faculties and students of Morling College and outlines a standardised framework for the establishment and management of scholarships.
- 1.3. Scholarships established prior to 2021 will be renegotiated as needed to align with this broader program of scholarships.

### 2. DEFINITION

- 2.1. A scholarship is an award to support students, usually financially, based on specified criteria and conditions, usually for the duration of a full year of study.

### 3. SCHOLARSHIP FUNDING

- 3.1. Morling College funded scholarships will come from the General Scholarship fund. These funds can be used where most needed.
- 3.2. Co-sponsorship and scholarship fundraising will be also utilised, and additional funds raised.
- 3.3. Where co-sponsorship specifies a specific scholarship purpose, funds will be tracked and used for that purpose only.
- 3.4. Where co-sponsorship becomes available, moneys allocated to the General Scholarship fund may be redistributed to create new specific scholarships.
- 3.5. The Principal, in consultation with the Leadership Team and/or major stakeholders will notify the Scholarship Committee how much funding is available in the next calendar year for General Morling Scholarships.
- 3.6. For co-sponsored or externally funded scholarships, the major funder/stakeholder will notify the Scholarship Committee how much funding is available in the next calendar year.

## 4. TYPES OF SCHOLARSHIPS:

- 4.1. Matching Scholarships where an external sponsor (e.g., a church) contributes financially in partnership with Morling to cover unit fees. There are two types of Matching Scholarships:
  - 4.1.1. Type A: Unit for Unit: Where the donor/sponsor pays for first/third unit and the college funds a second/fourth unit.
    - 4.1.1.1. If the student is only completing 1 unit in a particular study period, Morling will match the funds for a subsequent unit within the next 12 months of study.
  - 4.1.2. Type B: 1/1/1: Where the donor/sponsor pays for a 1/3 of a unit fee, the student pays for 1/3 of the unit fee (either upfront or by FEE-HELP) and the College covers the other 1/3.
- 4.2. General Morling scholarships
  - 4.2.1. General Morling scholarships will be open to all students and future students of Morling College.
  - 4.2.2. General Scholarships may be offered with two levels of funding
    - 4.2.2.1. Type A – set amount per 12cp unit
    - 4.2.2.2. Type B (50% of Type A)
- 4.3. Specific scholarships will include
  - 4.3.1. Tinsley Bequest scholarships
  - 4.3.2. Kel Willis International Student scholarship
  - 4.3.3. Postgraduate Research Scholarships
    - 4.3.3.1. *Note: by invitation only – not included on main application form*
- 4.4. External or industry scholarships where Morling does not contribute financially
  - 4.4.1. Baptist Foundation Scholarships
  - 4.4.2. TOGA Scholarships
  - 4.4.3. Baptist Care, Chaplaincy and Spiritual Care Scholarships

## 5. SCHOLARSHIP DETAILS

- 5.1. Normally, students will be awarded no more than one scholarship at any given time.
- 5.2. Scholarships are usually awarded at the beginning of the academic year (after Census Date) or after the census date in Semester 2 where scholarships are offered mid-year.
  - 5.2.1. Most scholarships will be granted for the length of one calendar year (12 months). This will usually fund costs during Semester 1 and 2 but funds may also be used to cover tuition in Winter or Summer School units.
    - 5.2.1.1. Where a recipient is offered a Scholarship in Semester 1 but is unable to begin their study until Semester 2, the Scholarship Committee may provide funding for a period of 12 months instead of a usual calendar year. This will be clearly indicated in writing when funds are made available.
    - 5.2.1.2. Where a recipient is offered a Scholarship beginning in Semester 2, the Scholarship Committee may decide to provide funding for either the rest of the calendar year (i.e., Semester 2 and Summer School) or for a

- period of 12 months instead of a usual calendar year. This will be clearly indicated in the recipients Scholarship offer.
- 5.2.2. For some specific scholarships, recipients can be offered another year without a new application process.
  - 5.3. Scholarships are available to both fulltime and parttime students. Students studying fulltime will maximise their access to funding.
    - 5.3.1. Applicants studying part-time are eligible for scholarships (unless full time study is mandated); especially where they have ongoing commitments such as work, placements and/or internships in churches, counselling, chaplaincy, and educational contexts.
    - 5.3.2. Other work or life commitments that impact an applicant's ability to study full time can also be considered.
  - 5.4. There is an expectation that scholarships will not cover all expenses for a students' (tuition, living etc).
    - 5.4.1. Recipients will be encouraged to explore how their church, workplace or other sponsor may help cover other expenses.
  - 5.5. Preference will be given to recipients in areas/contexts identified in Morling College's and the Baptist Association's strategic goals and GEN1K vision. These could include:
    - 5.5.1. entrepreneurial/innovative leaders,
    - 5.5.2. younger students and leaders,
    - 5.5.3. female students and leaders,
    - 5.5.4. indigenous students,
    - 5.5.5. leaders from diverse cultural contexts,
    - 5.5.6. students in rural/regional contexts,
    - 5.5.7. Accreditation candidates,
    - 5.5.8. students seeking to integrate faith in the workplace (e.g., counselling, chaplaincy, education).

## **6. SCHOLARSHIPS COMMON ELIGIBILITY CRITERIA**

- 6.1. The criteria should be broad enough to allow a reasonable number of candidates to be eligible, clear enough to allow the committee/panel to make an informed decision and robust enough to enable separation of equally ranked candidates. Common eligibility criteria include:
  - 6.1.1. Current student or future student with submitted application form;
  - 6.1.2. Recognised and observable commitment to Christian faith and service;
  - 6.1.3. Engagement in College community and formation activities;
  - 6.1.4. Willingness to be participate in promotion and reporting of scholarship progress and benefits;
  - 6.1.5. Submission of reports to the Scholarship Committee to demonstrate satisfactory progress and use of scholarship benefits;
  - 6.1.6. A requirement that the recipient contact the Scholarship Committee if their circumstances change.

## **7. SPECIFIC CRITERIA**

- 7.1. Criteria for specific scholarships will be clearly outlined in the scholarship description and application process. These could include:
  - 7.1.1. Area of study
  - 7.1.2. Load or Mode of study
  - 7.1.3. New or continuing student
  - 7.1.4. Demographic criteria
  - 7.1.5. Financial need
  - 7.1.6. Area of ministry

## **8. MARKETING AND COMMUNICATION OF SCHOLARSHIPS**

- 8.1. All scholarships will be included on the Scholarship page of the Morling College website.
- 8.2. Approved scholarship recipients will be named on the website and may also be interviewed for marketing purposes.

## **9. SCHOLARSHIP APPLICATION**

- 9.1. Applicants will apply for Scholarships through a common online application form available on the Morling College website.
  - 9.1.1. Where scholarships are by invitation only (e.g., Postgraduate Fellowship) these applications will have a separate form.
- 9.2. All applications will be considered for a General Morling Scholarship even if they have identified in their application a desire to be considered for a specific scholarship.
- 9.3. Application conditions should be outlined in the conditions of Scholarship.
- 9.4. Applications will be received during the three months preceding a new Semester, with the Scholarship Committee meeting at least twice a semester to review applications to be forwarded to Selection Panels as required.
- 9.5. To allow time for processing, applicants are encouraged to apply as early as possible. New students are encouraged to submit their application for study as soon as possible as well. A timeline for processing will be available on the Morling website.
  - 9.5.1. Applications will include the contact details of two suitable referees who may be contacted by the Scholarship Committee and/or Selection Panel.
  - 9.5.2. One referee will be the Senior Minister or delegated leader of the applicant's local church.
  - 9.5.3. Applicants for the Tinsley Bequest, Chaplaincy and Spiritual Care or Kel Willis International Student scholarship, should nominate a referee who can provide information about their suitability in relation to the scholarship's criteria.

## **10. SCHOLARSHIP COMMITTEE**

- 10.1. The Scholarship Committee will consist of the following members: Chief Community Life Officer and at least 2 other Morling Staff members (including one who will be Committee Secretary).
  - 10.1.1. The Committee may co-opt others as required (e.g., Principal, representative from Baptist Association).
- 10.2. The Scholarship Committee will receive all scholarship applications and rank applicants in accordance with the selection criteria.
- 10.3. The Scholarship Committee will make the first series of recommendations regarding applications and contact referees as required.
- 10.4. The Scholarship Committee will communicate with the appropriate Scholarship Selection Panel and provide:
  - 10.4.1. Information about funds available for allocation,
  - 10.4.2. Copies of applications,
  - 10.4.3. Copies of referee reports,
  - 10.4.4. Advice or recommendations from the Committee.
- 10.5. The Scholarship Committee will communicate to the applicant regarding their:
  - 10.5.1. Application status,
  - 10.5.2. Invitation to a Scholarship Selection Panel,
  - 10.5.3. Scholarship decisions,
  - 10.5.4. Procedures for processing scholarship acceptance and payments.
- 10.6. The Scholarship Committee will also be responsible for any decisions made regarding appealing, renegotiating or terminating scholarships due to:
  - 10.6.1. the recipient requests adjustment or termination of the scholarship in writing,
  - 10.6.2. the recipient breaches any of the written conditions of award,
  - 10.6.3. the recipient breaches the Morling College code of conduct or community code and is deemed as such through the usual academic or non-academic disciplinary procedures.
- 10.7. The Scholarship Committee will communicate with the finance department regarding payments and benefits to scholarship recipients.
- 10.8. The Scholarship Committee will process 6 monthly reports for all recipients.

## **11.SCHOLARSHIP SELECTION PANEL**

- 11.1. Where applicable, a Selection Panel will be called to review applications and interview applicants.
  - 11.1.1. Selection Panels will determine when they convene and indicate this to the Selection Committee so it can be communicated to applicable applicants.
- 11.2. The membership of this panel will normally consist of the dean, director or head of the relevant faculty or department (or their nominee and at least two other members). These could be Morling staff, Baptist Association staff or ministry/industry representatives.

- 11.3. Where the scholarship has an equity or specific criteria component, at least one of the committee members will have a relevant experience or connection to the scholarship's criteria.
- 11.4. Where a scholarship is funded by an external donor or a sponsor, and where stipulated in the conditions of award, the donor or sponsor (or their nominee) will be invited to be a member of the committee, in addition to the other members.
- 11.5. The Selection Panel will provide the Selection Committee with recommendations regarding:
  - 11.5.1. Names of recommended recipients,
  - 11.5.2. Recommended amount of scholarship funding for each recipient (within the parameters of monies available for allocation).

## **12.SCHOLARSHIP RECIPIENT SELECTION**

- 12.1. Scholarships will be awarded solely based on the applications received.
- 12.2. No correspondence or discussion will be entered into concerning decisions made by either the Selection Panel or Scholarship Committee.
- 12.3. The Committee is not obliged to award any scholarships.
- 12.4. The Principal of Morling College retains the right to make the final decision on the selection of scholarship recipients.

## **13.MAKING AND RECEIVING AN OFFER OF SCHOLARSHIP**

- 13.1. Recipients of all Morling College scholarships must be notified of their offer in writing. This letter will include the details and conditions of scholarship.
- 13.2. Scholarship offerees must accept their scholarship by signing a written agreement to all conditions of their award as specified in the scholarship offer.
- 13.3. In accepting a scholarship, the recipient enters into an agreement to meet the conditions and responsibilities as outlined in their offer.

## **14.BENEFITS**

- 14.1. The major benefit of a scholarship refers to the payment or other advantage that a scholarship recipient is given or receives as part of their scholarship, typically:
  - 14.1.1. a tuition fee payment on the recipient's behalf
  - 14.1.2. a bank transfer/ requisition of funds to cover appropriate study and living expenses
- 14.2. Where recipients can select to scholarship funds to cover unit fees, the recipient will inform the College of this on their enrolment form.
  - 14.2.1. If the recipient chooses to pay for fees using scholarship funding, scholarship funding will only be made available after Census date. This means that the recipient may need to pay a gap upfront before Census date.
- 14.3. Where scholarship funding is used to reimburse appropriate study or living expenses, this will be approved only when the relevant reimbursement request form is completed.

- 14.3.1. Reimbursements can only be made for valid expenses that have already been paid and for which the scholarship recipient has an official receipt or other acceptable documentation.
- 14.3.2. Reimbursement cannot be subsequently included as a tax deduction.
- 14.3.3. Valid expenses include:
  - 14.3.3.1. Textbook/s
  - 14.3.3.2. Computer equipment
  - 14.3.3.3. Conference Fees directly related to area of study
- 14.3.4. Accommodation costs - off campus or short-stay on campus
- 14.3.5. On campus meals
- 14.3.6. Travel costs
  - 14.3.6.1. You cannot request reimbursement for petrol costs but can request reimbursement for airfares or other travel expenses related to attending intensives or similar.
- 14.3.7. Reimbursement requests will only be approved where funds are available, and the recipient does not have an existing debt to the College.
- 14.4. Financial benefits are usually made available to the recipient in two payments: after the published census date in Semester 1 and again after the published census date in Semester 2.
  - 14.4.1. Where necessary, this may require recipients to pay some fees or living expenses in advance.
  - 14.4.2. Funds may be allocated after the Census Date of Winter School or Summer School enrolments if available and in accordance with the Scholarship conditions.
  - 14.4.3. Scholarship funding may be delayed or denied if the recipient has not completed their 6-month report.
  - 14.4.4. Matching Scholarship funding will only be made available after the appropriate matching funds are providing by the external sponsor (e.g., a church).
- 14.5. General Scholarship and Tinsley Bequest recipients will receive proportional benefits according to the number of enrolled credit points each semester. The funding amount per 12cp (a typical unit) will be decided by the Scholarship Committee.
  - 14.5.1. Those studying fulltime will receive the maximum scholarship funds available according to the scholarship conditions.
  - 14.5.2. Those studying part time will receive a proportional benefit in accordance with their enrolment load in each semester.
  - 14.5.3. The benefit amount per 12cp enrolment will be indicated in the letter of offer.
  - 14.5.4. Benefits should be used within the time period of the scholarship. Unused funds may be returned to the General Scholarship fund.
- 14.6. Other benefits and responsibilities can include mentoring, internships, or other formative experiences.

## 15. ONGOING ELIGIBILITY AND RESPONSIBILITIES

- 15.1. Scholarship recipients must maintain continuous enrolment during the scholarship period.
- 15.2. Scholarship recipients will be required to submit 2 reports (one each semester) outlining their study outcomes and how they have used their scholarship benefits.
- 15.3. Scholarship recipients will be obliged by the scholarship conditions of award to meet stated ongoing eligibility criteria, and subject to satisfactory academic progress (must pass at least 50% of enrolled units or maintain a GPA level as specified in scholarship details).
- 15.4. Where scholarship recipients are required to meet ongoing eligibility criteria, this will be assessed after the relevant period by the Scholarship Committee, or members of the recipient's Scholarship Selection Panel, and prior to any further payments being made.
- 15.5. If assessed as ineligible, the recipient must be notified in writing of termination of the scholarship.
- 15.6. Return of financial benefits may be required, with consideration given to the timing of the ineligibility decision and any other relevant processes (e.g., disciplinary, or academic progression decisions).

## 16. REVIEW OF SCHOLARSHIP PROGRAM

- 16.1. The scholarship program will be reviewed every three years at a minimum, or as otherwise required.

## 17. FUTURE SCHOLARSHIP FUNDING AND AGREEMENTS

- 17.1. Future scholarships may be co-funded scholarships or external/industry scholarships.
  - 17.1.1. Consideration will be given as to the expectations of those funding the scholarships and their alignment with Morling College vision and values.
  - 17.1.2. Consideration will be given regarding the sustainability of funding.
- 17.2. Where co-sponsorship becomes available, moneys allocated to the General Scholarship fund may be redistributed to create new specific scholarships.
- 17.3. Identified areas where future, specific scholarships might also become available such as:
  - 17.3.1. Specific scholarship for ATSI students – ensuring appropriate cultural support and awareness is in place
  - 17.3.2. Specific scholarship Counselling students
  - 17.3.3. Specific scholarship Education students
  - 17.3.4. Specific scholarship MRC residents
- 17.4. Where co-sponsorship becomes available, moneys allocated to the General Scholarship fund may be redistributed to create new specific scholarships.
- 17.5. Decisions regarding future scholarships will be decided by the Leadership Team of Morling College.

## SUMMARY TABLE OF SCHOLARSHIPS

Name of scholarship	Specific eligibility criteria	Other responsibilities or benefits	Number of recipients per annum	Amount per annum	Length of Scholarship	Funding arrangement	Selection Panel
<b>General Morling Scholarship</b> <i>This scholarship aims to provide funding for students whose context or area of training or ministry aligns with the vision of Morling College and/or the GEN1K vision of the Baptist Association of NSW &amp; ACT, and who otherwise would financially find it difficult to study full time at Morling College.</i>	<ul style="list-style-type: none"> <li>Financial need</li> <li>Preference for new FT students in face-to-face mode (Sydney or Perth campus or in recognised hub) but also available to ALL students studying in any mode.</li> <li>Preference for students in areas/contextes as identified in Morling College and Association's strategic goals and GEN1K vision (entrepreneurial/innovative leaders, younger leaders, female leaders, indigenous students, leaders from diverse cultural contexts, Accreditation candidates and students in rural/regional contexts, students integrating faith and work)</li> </ul>		Flexible according to applications	Proportional according to unit enrolment	Calendar year (12mth funding in special cases)	Seed funding of \$1 million by Morling College Seeking possible co-sponsorships. Initial funding available 2021-2024.	Scholarship Committee
<b>Matching Scholarship</b> <i>This scholarship aims to partner with an external sponsor (e.g., a church) to fund a student.</i>	<ul style="list-style-type: none"> <li>Available to ALL Students within two main arrangements:</li> <li>Matched funding for multiple units, where the sponsor pays for first/third unit and the college funds a second/fourth unit.</li> <li>Matching funding for 1 unit, where the sponsor pays for a 1/3 of a unit fee, the student pays for 1/3 of the unit fee and the College covers the other 1/3.</li> </ul>	<ul style="list-style-type: none"> <li>Scholarship funding only made available when matching funds are sponsored and received.</li> </ul>	Flexible according to applications and sponsors	As per matching agreement to cover unit fees	Flexible according to sponsor	Scholarship funding from General Morling Scholarship Fund	Scholarship Committee
<b>Tinsley Bequest Scholarship</b> <i>This scholarship aims to fund a student willing to commit to being prepared for a vocational ministry in either cross cultural mission, church planting, or evangelism.</i>	<ul style="list-style-type: none"> <li>Student (either on campus or remote) willing to commit to being prepared for a vocational ministry in either cross cultural mission, church planting, or evangelism.</li> <li>A commitment to cross-cultural mission service, church planting, or evangelistic ministry on graduation</li> </ul>	<ul style="list-style-type: none"> <li>Coaching/mentoring from Tinsley Institute (TI) staff;</li> <li>Input from TI staff about Unit selection.</li> <li>Working with TI staff on placements with suitable agencies, ministries, or churches.</li> </ul>	Flexible according to applications	Proportional according to unit enrolment	Calendar year (12mth funding in special cases) <i>Recipients can be offered another year without a new application process.</i>	Seed funding of \$500,000 by Tinsley Bequest Seeking possible co-sponsorships. Initial funding available 2021-2026	Recommendation by Scholarship Committee to Tinsley Director

MORLING COLLEGE SCHOLARSHIP PROGRAM

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<p><b>Baptist Care/ Chaplaincy and Spiritual Care Scholarship</b>  <i>This scholarship aims to provide students with recognition for academic and personal achievement and secondly to support and encourage students who have a demonstrated commitment to working in the field of Chaplaincy and Spiritual Care.</i></p>	<ul style="list-style-type: none"> <li>• Prior (or current) academic achievement, as assessed by the selection panel.</li> <li>• Demonstrated commitment to Pastoral Care, Chaplaincy or Spiritual Care professional development.</li> <li>• Number of units being completed per year.</li> <li>• Applicants with special needs, such as social, financial, and/ or medical. The selection committee may also consider an ATSI discretionary scholarship.</li> <li>• Australian Citizen</li> </ul>	<ul style="list-style-type: none"> <li>• Note: Priority in the first three years will be given to candidates interested in pursuing Aged Care and/or School Chaplaincy</li> <li>• Must maintain credit average</li> <li>• Funds can be used according to need. .</li> </ul>	<p>Flexible according to applications</p>	<p>\$2000 - to \$12000 for each scholarship recipient</p>	<p>Calendar year</p>	<p>5 years of funding from Baptist Care 2018-2022</p>	<p>Dean of CCSC, Associate Dean, CSC and 2 representatives from Baptist Care.</p>
<p><b>Kel Willis International Student Scholarship</b>  <i>This scholarship aims to fund the training of leaders, disciples and mentors who can then return to their home countries after full time study at Morling College to, in turn, develop and mentor future leaders.</i></p>	<ul style="list-style-type: none"> <li>• Overseas student who can either gain an Australian student visa or study FT in their home country (including English Language Proficiency)</li> <li>• A demonstrated ability to lead</li> <li>• A clear commitment to equipping and discipling other leaders for the growth of the church in their home country.</li> <li>• A strong recommendation from their local leaders.</li> </ul>	<ul style="list-style-type: none"> <li>• Mentoring from Kel Willis or delegated mentor.</li> <li>• Ongoing connection to home country and continued commitment to return after study (if in Australia).</li> <li>• Commitment to other funding revenue (either self or from others)</li> </ul>	<p>Various</p>	<p>Various, typically covers tuition costs with the possibility of some living expenses.</p>	<p>Yearly  <i>Recipients can be offered another year without a new application process.</i></p>		<p>Kel Willis, CCLO and at least one other Morling staff member</p>

MORLING COLLEGE SCHOLARSHIP PROGRAM

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<p><b>TOGA Scholarship</b>  <i>This scholarship aims to give financial support to a current full-time Morling College student, or accepted as a Morling College full-time student, who represents the Morling values in a constructive and empowering way in the community.</i></p>	<ul style="list-style-type: none"> <li>• Financial need</li> <li>• Enrolled in fully accredited award that includes subjects in areas such as pastoral care, community engagement, leadership, and Judeo-Christian worldview values.</li> <li>• Offered only in Semester 1</li> </ul>		2	Up to \$10000 for each scholarship recipient	Calendar year	TOGA 2017-2022	Principal and 2 other Morling staff
<p><b>Postgraduate research fellowship</b></p>	<ul style="list-style-type: none"> <li>• Accepted and enrolled in postgraduate award</li> </ul>	<ul style="list-style-type: none"> <li>• NOTE: by invitation only – not included on main application form</li> <li>• Work experience at Morling College (E.g., Tutoring).</li> <li>• Attendance at Postgraduate Seminar meetings</li> </ul>	3	Up to \$15000 for each scholarship recipient			Director of Postgraduate Research and 2 other Morling staff