



INTRODUCTION

The Interfaith Health Care Association of Manitoba (IHCAM) has created a Formation & Educational Development and Fund as part of its commitment to providing ongoing support and training to its members - men and women of all faiths and backgrounds who provide effective leadership, board governance, care to residents and patients, and strategic oversight to the organizations they serve.

IHCAM is grateful for the wisdom, expertise and compassion each person contributes as leaders, staff, and volunteers in our faith-based organizations. Investing in our people will allow them to perform their duties with confidence to the best of their abilities, and help to create the conditions for them to grow throughout their journey in the facility and community they serve.

THE FUND

IHCAM values excellence in board governance, leadership, and person-centred care, and encourages its members to explore ways to grow in compassion. The objective of the Fund is to provide IHCAM members with additional skills and knowledge to strengthen their effectiveness in the position they hold in our member institutions. To be compassionate leaders from within ourselves, and in the organization, we serve within a bigger health and social service system. Our hope is that by investing in the development and formation of individuals today, our Communities of Service - and the community at large, will benefit for years to come.

IHCAM is initiating this fund with a modest amount of \$10,000 available annually to fund management, directors, staff and volunteers, education, formation, and training opportunities. The maximum grant request allowed per person is \$1,000 per year, including any travel expenses. Exceptions can be made by IHCAM at its sole discretion.

ELIGIBILITY

Funding is available to individuals working or donating their time in IHCAM member facilities.

CRITERIA

Support is available for education and formation opportunities by current IHCAM members that are aligned with some or all the following:

- Recognized best practices in board governance;
- Learning opportunities focused on the services provided by the facility, and/or trends and emerging future state of the industry;
- Education, formation or training designed to enhance the person's knowledge, understanding, and/or relationship with elements of spiritual purpose, ethical reflection, meeting unmet needs, excellence and sustainability.
- Programs and/or training opportunities designed to deepen understanding and practice of IHCAM's core objectives
 - Caring of body, mind and spirit
 - Promoting faith and cultural communities
 - Serving others in the belief that life is sacred
 - Responding to the needs of the marginalized-
 - Working in partnership with others

APPLICATION DATES

IHCAM will be accepting applications from members who wish to apply for education development or formation funding three times per year. The intakes shall be deadlines will be 31 January, 31 May, and 30 September.

We appreciate that new, and time-sensitive, opportunities may arise during the year outside the regular application deadline.

In that event, requests will be submitted no less than six (6) weeks prior to the education/training opportunity. IHCAM will make every effort to provide a timely response.

GRANTING PROCESS

IHCAM's Executive Committee will review all requests and grant approvals by the 15th of the month following each of the intake periods

IHCAM will give preference to educational development and formation initiatives that:

- Provide new learning opportunities for individuals working in IHCAM holistic health and social service facilities;
- Provide an opportunity for knowledge transfer to the whole of the facility's board and/or staff;
- Leverage funding from IHCAM member sources.

Funds are allocated at the discretion of IHCAM and need not be fully allocated each year. Surplus funds will be carried over to the following year.

All decisions by the committee will be final and made at IHCAM's sole discretion.

HOW TO APPLY

All requests will be submitted in writing by the CEO of each facility on behalf of him/herself, their personnel or volunteers, and must include a very brief description of:

- The education and formation opportunity;
- The costs associated with the opportunity;
- The benefit for the person's development and/or facility's development;
- Expected outcomes and transfer of knowledge to others within your facility or community.

Please send requests to IHCAM via e-mail at: jtmaynard@cham.mb.ca

FINAL EVALUATION

To ensure that we are accountable for the funds awarded, grant recipients are invited to fill out an evaluation no later than 3 months after the funded educational or formation opportunity. The evaluation includes: description of event/training, one to three key learning outcomes, and whether the grant recipient would recommend this education/training opportunity to other board members.