

Who is Mimi Siegel?

Mimi Siegel was the CEO of Kindering for 40 years, from 1978 through 2018. She is a lifelong learner. Kindering chose to honor Mimi's extraordinary leadership through the establishment of The Mimi Siegel Fellowship (MSF) to be awarded annually to an outstanding employee seeking to enhance their professional background and training. MSF seeks to infuse Mimi's legacy of learning into our next generation of thought leaders at Kindering.

Who are the Mimi Siegel Fellows?

Fellows are leaders looking to further their education and professional training to transform and advance programs that support children and families in our community. These leaders possess a passion for using their increased knowledge to better themselves, Kindering, and the sector. Aligned with Kindering's strategic framework, Fellows will have commitment to continuing education benefiting Kindering by participating in a dynamic community of thought leaders.

Fellows will be awarded a scholarship of up to **\$40,000** for pre-approved graduate or undergraduate degree and/or certification.

Who is Eligible to be a Mimi Siegel Fellow?

- Applicants must be employed at Kindering for at least 18 months for at least 20 hours/ week.
- Candidates must be in good standing and should demonstrate consistent achievement at Kindering.
- Applicants may either have a proposed continuing education plan or may be in the middle of their continuing education (i.e., year 1 of graduate school completed already). *Fellows will only be awarded funding for expenses incurred after the award date.*

What is the application timeline?

- February 28, 2022 – Application opens
- March 28, 2022—Application Deadline
- May 2022— In-person Interviews and Presentations by Finalists
- June 2022—If appointed, 2022 Fellow Announced

What are the responsibilities of Fellows?

A Fellow is a "Scholar in Residence" expected to:

- Be employed at Kindering during their Fellowship education.
- Maintain an agreed-upon and annually reviewed scope of work.
- Participate in appropriate meetings organized by Kindering and their managers.
- Continue employment at Kindering for a period of 3 years (20 hour/week minimum) following completion of their education/certification.
- Present their work at one or more all-staff meetings annually.
- Present Work-in-Progress presentations to the committee and fellow MSF scholars including work/education updates, share ideas, and receive feedback.

- Attend the Work-in-Progress presentations given by their MSF colleagues; and
- Fellows are encouraged to present their work to the greater public, where possible.

What is the financial reimbursement policy?

- All submitted expenses must be pre-approved and will be made payable to educational institutions.
- Fellows will submit all reimbursement requests to Alison Morton (Chief Development Officer) for approval.
- Reimbursed costs may include tuition, program fees (including fees for professional workshops and specialty training), and testing expenses. Kindering will not reimburse for books, supplies, application fees or mileage related to continuing education.
- *When presenting at professional conferences, Fellows may also submit reimbursement for other travel-related expenses (mileage, hotel, etc.)*
- Per the Internal Revenue Service, reimbursed expenses over \$5,250 must be declared on a Fellow's annual W2 form.

What are the Fellowship Expectations?

- Fellows are expected to maintain work performance standards.
- Continuing education/certification must be completed within 7 years.
- Fellowships and related continuing education/certification may not be deferred.
- Upon completion of continuing education, Mimi Siegel Fellows will commit to maintaining good-standing employment with Kindering for at least 3 years (20 hours/week minimum).
- The Fellowship Committee reserves the right to award one fellowship per year. This appointment and related scholarship are subject to available MSF funding.
- Further, the committee may elect to skip a year in which applicants do not meet the standards or needs of Kindering. *This does not mean that there will be two Fellows named the following year.*

Fellowship Award & Acceptance

- Fellows must maintain a passing GPA minimum as determined by their school.
- Fellows must send their completed transcripts/certifications to the Committee for review.

Fellowship Termination

The Mimi Siegel Fellowship committee reserves the right to recoup educational funding if:

- Degree/certification is not completed.
- If Academic performance is not kept at a level required by their educational institution.
- Work underperformance and/or corrective action is needed at Kindering.

- Fellows who separate as employees of Kindering before completion of their degree/certification may have to fully reimburse Kindering for any related expenses.

Employment Separation

The Fellowship Committee reserves the right to require that Fellows who do not complete their 3 years of post-education work at Kindering must re-pay their continuing education expenses on a pro-rated basis as determined on the remainder of their 36-month employment commitment.