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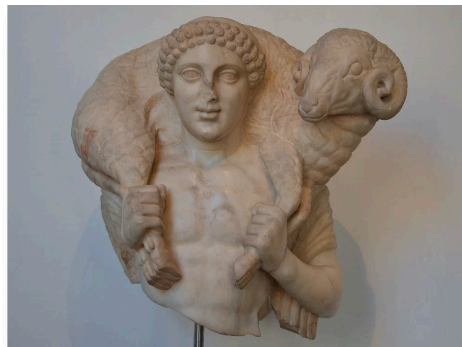
Require, Desire, Inspire:
The Hermes Fund in Support of Candidate Training

Information for IRSJA Candidates

Thanks to the generosity and vision of a major donor, IRSJA is thrilled to let you know that we are piloting *Require, Desire, Inspire: The Hermes Fund in Support of Candidate Training*. This exciting fund can assist you in emergency hardship situations and supports enhanced training opportunities. If a pilot year meets expectations, an endowment will be funded in perpetuity, providing emergency hardship relief and annual grants to candidates.

In keeping with IRSJA values of mutual fellowship and intellectual excitement, the intention of The Hermes Fund is to support you to reach your full potential and make your unique contribution to our field.

A Committee has been set up to assess applications and make disbursements during the initial year. It is made up of Tim Pilgrim (Committee Member), Puddi Lareau (IRSJA President) and Brenda Bunting (IRSJA Treasurer). The program committee has developed a matrix of priorities and three possible categories to which you can apply.



Hermes Kriophoros

The name for the fund is inspired by *Hermes Kriophorus*, the ram bearer. His image has three resonances for the grant program. First it references an ancient tradition in which Hermes carried a sacrificial lamb around the walls of a city in order to prevent a plague. Perhaps he should be wearing a mask! In this context the *kriophoros* is one who shoulders a sacrificial ram for a god or goddess, a resonance with the many sacrifices you make as a candidate during training. In pastoral imagery, the *kriophoros* appears as a shepherd carrying one of his flock to sweeter pastures. Finally, the ram-bearer is an image of the month of April, the time when you cross so many thresholds on your training journey.

The image of *Hermes Kriophorus* conveys both sacrifice and care; it reflects that the Hermes Fund can offer you financial support at emergency crossroads should you find yourself there. It also offers a potential investment in your unique path in the Jungian world.

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Description of the Grant Program

The Hermes Fund in Support of Candidate Training (pilot program) has three categories of funding which reflect three types of financial need, listed below in order of priority:

1. Require: Emergency financial hardship assistance (up to \$5,000*)

Where recent hardship or extraordinary circumstances require significant sacrifices to achieve minimum training requirements, the Hermes Fund offers immediate emergency financial support so that training activities may continue.

There is no means testing or proof of financial position required, but applicants need to be clear about the “extraordinary” nature of the circumstances and the consequent hardship and sacrifice. An interview may be requested to help make the determination of emergency need. There are no obligations after receiving the funds except to proceed with the training year.

Funds awarded may not be used to pay for analysis or supervision.

The process will be confidential and the recipient’s name(s) will not be made known to the general membership. We are aiming for candidate privacy as well as a fair and effective process.

* in exceptional situations, amounts may be greater.

2. Desire: Training enhancement grant (up to \$2,500)

Where financial constraints limit optimal training goals and the development of original ideas, grant awards will assist candidates with their training, clinical development or psychological growth toward a unique analytical standpoint.

There are two intentions when awarding this grant: 1. To support the development of original ideas, clinical development and psychological growth, and 2. To support your journey over critical training thresholds. In assessing grant applications we will look at the intersection of these two criteria.

Please clearly indicate what the funds would be used for with accurate estimates based on research. The funds will be used to get you past a financial hurdle.

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Examples of Desire grant application possibilities:

- Attending a special event or presentation
- Subscription to The Archive for Research in Archetypal Symbolism (ARAS)
- Support to purchase expensive books
- Support to book participation in a writing retreat
- Consulting with an expert in a particular field of interest
- Childcare costs to give you time to write
- Support for travel costs to go somewhere that will enhance your training experience

3. Inspire: Grants to support work with unique potential for community significance (up to \$10,000)

Where a special project, research idea and/or publishing effort promises an advance in theoretical or clinical understanding for the IRSJA and Jungian communities.

Please clearly indicate what the funds would be used for, with accurate estimates based on research. The funds are meant to get you past a financial hurdle.

Examples of grant application possibilities:

- Original academic research with an aim toward publishing. Grants will not be given to fund your time researching and writing but to enable the research.
- Projects that engage other academic fields and psychological modalities in an intensive way with the promise of cross fertilizing Jungian ideas
- The pursuit of ideas that aim to connect the past with the present with the purpose of recognizing the history and potential of Jungian ideas, efforts to find threads and evolve concepts.
- Novel ideas and creative efforts, as yet unthought, that have the potential to ignite the imagination of all IRSJA members.

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Application Process

When to apply:

Require: Applications for emergency hardship assistance are accepted *when the need arises* if your training year is at risk. Please contact any member of the committee or your seminar or colloquium leader to let them know of your need to apply to the fund.

Desire and Inspire: Grant application deadline is June 1st.

How to apply: Application will be by a two-page (maximum) letter to the Grant Review Committee sent to irsja.finances@gmail.com

1. Include your name, stage of training, seminar or colloquium, and contact information.
2. Indicate which category of grant your application is for.
3. Please address the general considerations (below) and the category-specific considerations (see category descriptions above) and give the particulars of your request.
4. State what you would like support for, specific dollars requested, and how a Hermes Fund grant would benefit your training process and meet the goals of the program.

General considerations when evaluating Desire and Inspire grant requests:

- Jungian context/orientation
- Evidence of a focus on original ideas, clinical development and psychological growth
- Applicant is specific about the costs for which the grant is requested
- Demonstration of effort and co-investment, (e.g. the candidate can afford a non-IRSJA conference fee, but not travel, room and board).
- Contribution to individuation/self-revelation and/or contribution to the collective
- Degree to which the grant will help align/bridge inner need/desire/aspiration with outer possibilities
- Reflects spirit of the fund: supportive, vital, generative, collegial ...

What to expect after you apply: The grant committee will respond by email in four weeks time.

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Reporting and Follow-up

Each grant recipient under Desire and Inspire categories will be required to submit a short report (no more than 5 pages) to describe what the grant accomplished within a year of the date of the award. Questions that may be addressed are:

1. What happened?
2. What did you discover or learn?
3. Who did you meet?
4. Where do you go from here?
5. What do you wish others knew based on your experience?
6. How did your experience change or evolve your theory and/or practice?

We would like to collect stories about the benefit of the Desire and Inspire categories of The Hermes Fund in order to promote it and will ask your permission to share yours.

In addition, each grant recipient will be required to complete a feedback form to help the committee continually improve the grant-making process.

Q. & A.

1. How much money is available?

The initial amount that the fund has to disburse is \$25K at each of the application dates in the pilot of the program.

2. Can I apply to more than one category of grant?

Please apply to only one category of grant.

3. Can I apply again if I do not receive a requested grant?

Yes, you can apply again. We will give you feedback for Desire grants if more information was needed or if your application needed to shift focus to receive a more favourable evaluation.

4. Can I apply more than once during my candidacy?

Yes, you can apply more than once during your candidacy but we will give first consideration to requests from candidates who have not received a grant before.

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5. Can I apply for and receive two grants for the same project?

Please apply to one category and ask for the full amount you need in that grant request. That said we will go on a case-by-case basis if progress is being made and a need for more funding arises.

6. Can I keep the grant money if my plan or idea falls through?

Grant money must be spent on what was proposed in the application. If you are unable to follow through, we request that you return the unspent amount to the fund.

7. Can I apply with another candidate for an Inspire grant?

Yes, we will consider candidates working together on an Inspire grant.

8. Am I required to present at an IRSJA meeting?

The Inspire grant is meant to have collective significance for the field and we expect you to share your project with the membership.

We will not require that the recipients of the Desire grant present to the IRSJA.

9. Who else learns or knows about Require, Desire and Inspire grant making?

The emergency hardship funding will be kept confidential within the Grant Review Committee and name(s) will not be shared with the membership.

The Desire and Inspire grants will be announced to the membership. The Inspire grant recipient will be named.

10. Inspire: Does my project need to be completed prior to graduation?

No, but if not to be completed prior to graduation, the grant will be broken in two and administered in two parts based on a mutually agreed upon timeline and contingent on progress.

11. Can I apply for reimbursement for expenses already incurred in the present academic year?

No, emergency financial hardship assistance and grants are for costs you anticipate going forward in your training.

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12. Can I apply to the Hermes Fund to pay for my IRSJA dues or exam fees?

The Desire category is focused on financial constraints to training enhancements beyond candidate dues and fees, for which it is expected candidates have budgeted.

The Require grant is emergency financial help for candidates who might otherwise have to drop out of training. Funds are not earmarked to pay directly for the costs typically budgeted for in training, like dues and exam fees. However, it is understood that an unforeseen financial emergency will impinge on these expense areas. Applicants need to make a case in accordance with the guidelines set out in the overview.

13. Are Hermes Fund Grants Taxable?

Grants are not taxable if they are used for training purposes in keeping with your grant request.

Other specific questions can be directed to the Grant Review Committee through Brenda Bunting at irsja.finances@gmail.com.