



Scholarship Policy and Procedures for Rowe Labor Day & Related Retreats

(currently, “Spring Thaw”) updated on 1/30/2024

In order to support attendance by a diverse population, including economic diversity, RLD maintains a scholarship fund to assist with the cost of attendance by participants in RLD and related retreats. This is currently funded by private, individual donations, most often members of the RLD community. The fund is modest, and fluctuates from year to year, ranging from a few hundred to a few thousand dollars. The fund is held in cash by Rowe and is administered by the co-leaders of RLD in coordination with the Rowe staff.

Maximum annual disbursements from the available fund balance follow this guideline

55% RLD attendees
25% Spring Thaw attendees
20% held in reserve

Scholarship applications will be invited with each announcement of a retreat. Applications will be considered according to the following procedures and priorities:

1. An initial round of scholarship awards will be made and communicated two months before the retreat. The initial awards will be limited to 30% of the cost of the retreat.
2. Appeals for additional amounts may be made. These will be considered on a case-by-case basis, but will be communicated no later than one month before the retreat. Additional appeal amounts will be limited to 50% of the cost of the retreat.
3. Applications received less than one month prior to a retreat will be considered on a case-by-case basis, as funds permit.
4. Priority will be given to individuals attending for the first time.
5. Applicants who have already received scholarship assistance for one program (RLD or Thaw) will not receive consideration for the consecutive second program until all other scholarship applicants have been

considered, and will be notified approximately one month before the retreat.

6. Requests for scholarship assistance assume an honor system. No documentation or proof of need will be requested. To help us maintain and conserve scholarship funding, men are asked to give generously to the scholarship program as they are able, and encouraged to ask for assistance when needed. Please specify "RLD Scholarship Fund" when donating.