

# BENNINGTON COLLEGE

## The Richard Holme Fellowship

Named in memory of a former Bennington College trustee, member of the British House of Lords, and committed global citizen, the Richard Holme Fellowship provides two Bennington College staff members with the opportunity to do community development work in Africa every two years. This fellowship program was inspired by the 2008 Commencement address delivered by journalist and human rights activist Rebecca Tinsley, who spoke of the influence Lord Holme, her longtime mentor, had on her life's work with survivors of war and genocide. Fellows are placed with several of Ms. Tinsley's partner organizations in Kigali, Rwanda.

### Volunteer opportunities

Working with Network for Africa (N4A), an organization dedicated to rebuilding lives and communities destroyed by war and genocide, fellows teach English; basic business, computer, resume writing, and interviewing skills; and/or nutrition, hygiene, and sex education to women and children in a range of programs, such as:

- **Solace Ministries**—runs a Learning Centre for genocide survivors, preparing its graduates for college or improved employment opportunities
- **INEZA**—a business cooperative for women, some of them former sex workers, in which participants sew products for Macy's department stores
- **Aspire Rwanda**—small cooperatives of women who make and sell beads to the U.K., U.S., and Canada
- **Coeur Joyeux**—supports genocide and AIDS orphans, teaching them English and basic life skills
- **Regeneration Music Centre**—provides free music education, and group and individual music lessons to students of all ages

### Fellowship awards and benefits

- 2 weeks paid leave, to be matched by employee contribution of 1 week of vacation time
- Travel expenses to and from Kigali, Rwanda
- Basic living expenses during fellowship period (3 weeks total)
- Mandatory vaccinations and basic passport fees

### Fellow responsibilities (more details provided upon selection)

- Participate in an orientation
- Obtain required vaccinations and valid passport; register with the U.S. Embassy prior to leaving
- Share experiences with the greater Bennington College community upon return
- Participate in subsequent year's fellowship application and selection process

### Who is eligible?

Any benefits-eligible Bennington College employee who:

- Has worked at the College in a full- or part-time capacity for at least 1 year as of the application deadline, January 25, 2013
- Has accumulated at least 1 week vacation time
- Is not currently involved in any disciplinary action

## Application process and timeline

- **December 12, 2012**—applications made available to staff
- **December 17, 2012** – information session
- **January 25, 2013**—completed application (attached) and 2 letters of recommendation are due to the Office of Human Resources

*Note:* one letter of recommendation must be from your immediate supervisor, the other from a non-family member who can speak to your interest and qualifications to participate in this fellowship

- **By February 1, 2013**—committee reviews applications and selects finalists for interview
- **By February 15, 2013**—committee interviews finalists
- **By February 22, 2013**—committee makes decisions
- **By March 1, 2013**—fellows are announced
- **June, 2013** – fellowship takes place

# BENNINGTON COLLEGE

## The Richard Holme Fellowship Application

Deadline: January 25, 2013

Name: \_\_\_\_\_

Office: \_\_\_\_\_

### Statement of interest

On a separate sheet, in 500 words or less, please respond to each of the following questions.

1. Why are you interested in volunteering in Rwanda?
2. How would you apply your skills to this work?
3. How would you share your experiences with the Bennington community?

### Essay

Holme Fellows are assigned to organizations serving survivors of the Rwandan genocide. In preparation for that work, please read *"We regret to inform you that tomorrow we will be killed with our families..."* by Philip Gourevitch (copies available in Crossett Library). Submit an essay of 1,000 words or less reflecting on the reading and your understanding of the genocide.

### Skills

Holme Fellows will bring a range of skills and experience to their work in Rwanda. Below is a list of skills that our partner organizations are developing in the populations they serve. Please indicate any skills you are willing to teach and your level of interest. **It is not necessary for an employee to be working in a position where these skills are currently required or necessary. Your interest in these areas is more important than your expertise.**

Skills	Level of interest Use scale of 1 to 5, where 1= high interest, 5= no interest
Accounting/finance skills	
Governance skills	
Career guidance skills	
Basic business skills (administrative, organizational)	
Basic hygiene and nutrition	
Basic computer literacy	
Other skills you could offer not listed above (please specify)	

**References**

Please provide the names of 2 individuals who will be submitting letters of recommendation by January 25, 2013. At least one person should be your immediate supervisor. The other should be a non-family member who can speak to your interest and qualifications to participate in this fellowship.

Recommender 1 (supervisor): \_\_\_\_\_

Recommender 2: \_\_\_\_\_

**Which weeks would you be available to go to Rwanda?** Please check all that apply.

*Note:* Two fellowships are awarded each year, and fellows will be expected to travel and work together.

- June 3, 2013
- June 10, 2013
- June 17, 2013
- June 24, 2013

**Signatures**

I confirm that \_\_\_\_\_ has been/will be employed at the College for at least 1 year as of January 25, 2013, is not currently involved in any disciplinary action, and has 1 week of vacation time available.

\_\_\_\_\_  
*Human Resources representative* *Date*

I understand the eligibility requirements and agree to adhere to the expectations of a Holme Fellow, as outlined, should I be awarded this opportunity.

\_\_\_\_\_  
*Applicant* *Date*

# BENNINGTON COLLEGE

## The Richard Holme Fellowship Letter of Recommendation

Applicant name \_\_\_\_\_

Recommender name \_\_\_\_\_

Title/organization \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

Address \_\_\_\_\_

Relationship to applicant \_\_\_\_\_

Return to or before January 25, 2013: **Bennington College**  
**Office of Human Resources**  
**One College Drive**  
**Bennington, VT 05201**  
**hroffice@bennington.edu**  
**Attn: Richard Holme Fellowship**

Thank you for submitting a recommendation for a Bennington College Richard Holme Fellowship applicant. This fellowship is awarded to two Bennington College staff members every two years and provides them with the opportunity to do community development work in Rwanda, Africa. To best help the selection committee, please speak to the applicant's ability to serve as a representative of Bennington College and its mission, interest and involvement in the community, work ethic, and any other observations that you feel demonstrate the applicant's qualifications. (Please attach as a separate sheet.)