



# The Nehemiah Birthing Project, Inc.

P.O. Box 2804  
Laurel, MD 20709

## Board Policy

### Scholarship Policy (Students & Mothers)

#### Purpose

The purpose of this policy is to establish fair, transparent, and charitable guidelines for awarding scholarships to individuals participating in The Nehemiah Birthing Project, Inc.'s programs, including doula training students and pregnant or postpartum individuals receiving doula services.

---

#### I. Scholarship Programs Covered

##### **A. Doula Training Scholarships (Students)**

Scholarships may be awarded to individuals enrolled or seeking enrollment in the organization's doula training and certification programs.

##### **B. Doula Services Scholarships (Mothers)**

Scholarships may be awarded to pregnant or postpartum individuals seeking doula services through the organization's community-based doula services program.

---

#### II. Charitable Basis

Scholarships are awarded based on **financial need, community impact, and alignment with the organization's mission**, with priority given to individuals who:

- Demonstrate financial hardship
- Reside in or serve underserved or high-risk communities
- Commit to community service, maternal health equity, or peer support

No scholarships are awarded on the basis of religious affiliation, race, or any other non-charitable criterion.

---

### **III. Eligibility Criteria**

#### **A. Student Scholarships**

Applicants must:

- Meet program admission requirements
- Demonstrate financial need
- Commit to program completion and ethical service
- Agree to program participation expectations

Preference may be given to applicants who intend to serve underserved communities upon completion.

---

#### **B. Mothers / Families Scholarships**

Applicants must:

- Be pregnant or within the postpartum period
- Demonstrate financial hardship or special circumstances
- Seek services for personal or family support (not resale or referral)

No mother is denied services due to inability to pay.

---

### **IV. Scholarship Application & Review Process**

- Applicants submit a scholarship request form.
  - Awards are reviewed by a **Scholarship Review Committee** or designated staff.
  - Board members with conflicts of interest must recuse themselves.
  - Awards are granted based on available funding and documented need.
- 

### **V. Award Structure**

- Scholarships may be **full or partial**.

- Awards may be applied toward:
    - Tuition and training materials (students)
    - Doula service fees (mothers)
  - Scholarship funds are paid **directly to the organization**, not to individuals.
- 

## **VI. Use of Funds**

Scholarship funds are supported through:

- Grants
- Donations
- Program service revenue
- Fundraising activities

All scholarship funds are used exclusively to further the organization's charitable mission.

---

## **VII. Non-Discrimination**

Scholarships are awarded without discrimination on the basis of race, color, religion, sex, gender, sexual orientation, national origin, disability, or ability to pay.

---

## **VIII. Documentation & Reporting**

- Scholarship decisions are documented internally.
  - Aggregate scholarship data may be reported to funders.
  - Individual recipient information remains confidential.
- 

## **IX. Review & Approval**

This policy shall be reviewed periodically and approved by the Board of Directors.

**Adopted by the Board of Directors on:** January 15, 2026

**Signed:** *Cheryl J. Washington*

President / Chair