

## THE DEBBIE GUSTAFSON MEMORIAL SCHOLARSHIP

Debbie Gustafson's tenure at Trinity began in January of 1991 and sadly, ended with her death in October of 2000. She always showed herself to be full of love, compassion, with a great sense of respect for everyone. Her energy and enthusiasm touched every person who knew her. Debbie was very interested in how relationships and compensation, recognition, and communication affected employee morale and retention.

Her passion for serving and recognizing others led to such innovations as the Lillie Leapit Visits, which honors employees for extraordinary effort; the Exemplar Employee Program, for outstanding direct support staff; and the Cookie Jar Initiative, which assists employees experiencing financial needs. In addition to her service to Trinity, she was very active with the National Association of QMRPs, acting as co-chairperson from 1995 to 2000. She was a member of the National Association for Employee Recognition, and she is the co-author of the monograph: *The Exemplar Employee: Rewarding and Recognizing Outstanding Direct Contact Employees*, and is the author of: *The Lillie Leapit Award*, another monograph in the High Tide Press Monograph Series.

Debbie firmly believed in the pursuit of education and personal growth, and strongly supported women returning to school. She also recognized the unique challenge that raising a family, maintaining a job, and being enrolled in school create. In recognition of her beliefs and contributions, this scholarship has been established in her memory.

## Application Guidelines

**The Debbie Gustafson Memorial Scholarship is generally given to one female employee each fiscal year. Preference will be given to working mothers and candidates who are seeking a first-time baccalaureate degree. Applications must be submitted to the Director of Employee Services by November 1<sup>st</sup> for spring semester and June 1<sup>st</sup> for fall semester. Performance evaluations and length of service will also be considered as a part of the selection process. This scholarship does not cover books and is the equivalent of up to 6 credit hours. Hourly tuition reimbursement tuition rates are based on the current rates of Joliet Junior College and Governor State University, and may be adjusted each semester accordingly.**

- Applicants must be a full-time employee in good standing as indicated in their performance evaluations and Program Director recommendation
- Applicants must be employed with Trinity Services for two years before applying
- Applicants must indicate their intent to continue their career at Trinity Services
- The selection committee will consider length of service in making a final decision
- Applicants must be actively involved with the organization or in their community
- The scholarship shall be used towards earning a baccalaureate degree within the human services field
- Upon selection to receive the Debbie Gustafson Servant Leadership Award, awardees must submit proof of enrollment prior to the distribution of funds
- No more than one online course can be taken at a time and must be approved by the Scholarship Committee
- Applicants must present the Committee with proof of enrollment

**APPLICATION FOR THE  
DEBBIE GUSTAFSON MEMORIAL SCHOLARSHIP**

**Date:** \_\_\_\_\_

**Name:** \_\_\_\_\_  
Last First Middle

**Permanent Address:** \_\_\_\_\_  
Street number City State Zip

**Home phone number:** \_\_\_\_\_

**Work phone number:** \_\_\_\_\_

**Date of employment:** \_\_\_\_\_ **Department:** \_\_\_\_\_

## SERVANT LEADERSHIP

Debbie Gustafson embodied the true spirit of servant leadership, which is at the core of Trinity's philosophy and culture. In its most basic meaning, servant leadership is to serve others before we serve ourselves. It is about relationships and giving – the desire to treat others the way we would like to be treated ourselves. There are two basic assumptions made with this approach. The first is that we are in a relationship with ourselves. The second is that we are in a relationship with others.

In our “self-relationship” servant leadership begins when we take personal responsibility for our lives whether it is a matter of our actions or our attitudes. It's not about blaming others or circumstances – it's refusing to be a victim of life happening to us. Self leadership is thus the starting point recognizing, as Steve Covey would say, “We all carry our weather with us”. Servant leaders desire to grow and learn in the challenges of life. Challenges are seen as opportunities, not as burdens that prevent our success.

In our relationships with others, servant leaders are not egocentric – denying the good for others they cannot have for themselves. Who gets the credit for things is not really as important as getting things done. It's about taking responsibility for the unnoticed tasks. It's not leaving the job for the next person, but doing the job now so the next person won't have to do it.

Having a genuine concern for the needs of others and recognizing such needs, as well as responding to them, are hallmarks of servant leadership. It is not the loudest or proudest that is the leader, but the one who is in the service of others that becomes the true leader.

Servant leaders desire growth and achievement for themselves and understand that this is best accomplished in helping and assisting others to grow and achieve. In the end, it is in serving others that we truly are of service to ourselves.

**Please author a one-page essay describing how you strive to be a servant leader.**

**Please include your essay as an attachment to this application.**



**EDUCATION**

<b>School</b>	<b>Years Attended</b>	<b>Graduation Date</b>	<b>Major Area of Studies</b>
<b>High School</b>			
<b>College</b>			
<b>Other Education or Training</b>			

**If you have college credit, what is your grade point average? \_\_\_\_\_**

**Describe any academic or work-related honors or awards you have received.**

---

---

---

---

---

**Are you currently receiving any financial aid? \_\_\_\_\_ Yes \_\_\_\_\_ No**



