



Member National Council of Negotiation Associations

## WESTERN STATES HOSTAGE NEGOTIATORS' ASSOCIATION

### TRAINING FUNDS & SCHOLARSHIP GUIDELINES

Addendum #1 & Addendum #2 from the organization bylaws.

#### ADDENDUM #1

##### Funds Distribution for Local Training

###### Purpose

Encourage regional crisis negotiation training in Western States Hostage Negotiators' Association (WSHNA) Districts, thereby achieving WSHNA goals.

The primary goal of WSHNA is to develop in members a higher degree of proficiency in the performance of their professional duties. The Association shall provide training for members and the Association shall act as a resource and conduit for information sharing.

Maintain responsible stewardship of WSHNA funds by providing a system for WSHNA members to request funds, Executive Board review of requests and Executive Board approval of worthy requests.

###### Policy

WSHNA members may request WSHNA funds to support crisis negotiation training at a local or district level. The request will be reviewed by members of the Executive Board who will approve, deny, or amend the amount of the request. In reviewing the request, the Executive Board will consider the current fiscal situation of the Association and the benefit of the training to the membership. The Executive Board may consider the opportunity for participants to actively participate in the training, interaction of the local agencies, potential impact on actual negotiation/crisis events, and the ability to practice negotiation skills. Additional factors may include membership participation in the target location and proximity to the Annual Training Seminar. The cost-per-student guideline amount is established at \$20.00 per student, per day for a maximum of two days. Requests are capped at \$1,000.00, unless waived by the Executive Board.

WSHNA training funds are meant to supplement resources and monies provided by the local agency and are not meant to replace the obligation of the local agency to provide training. The Executive Board will examine the monies and resources provided by the local agency when considering approval of WSHNA funds.

Our Annual Training Seminar & HNT Competition is recognized as our primary training event of the year. WSHNA would like to minimize any negative effect on our annual training due to the scheduling of other training events. While it is not the intent of WSHNA to dictate any times, dates, or places of training not conducted by WSHNA, WSHNA does have the ability to influence the choice of those times, dates, & places. Therefore, it would be the general guideline that WSHNA will not approve requests for training funds within

the timeframe of two months prior and one month after the annual WSHNA Seminar. WSHNA will also not use our influence via the web site, social media, email, and databases to publicize any events within that timeframe. WSHNA does recognize that some events, i.e., FBI sponsored basic courses, come to agencies at no cost and the impact on our Annual WSHNA Seminar may be minimal. WSHNA may consider some limited support of 'free' training.

## Procedure

Requests should be made at least one month prior to the requested distribution date. The request must be presented by two (2) members in good standing, within the district requesting the training funds. The request can be made to the District Representative or directly to the Executive Director. The Executive Director will review the requests and seek answers to any questions the Executive Board is likely to have. The Executive Director will forward the request to the Executive Board for a vote.

The written request will include:

- the amount of the request
- projected number of students
- date and location of the training
- fee for training (if any)
- specific purpose of the funds
- objectives and goals for the training
- brief synopsis of the training including speaker/presenter biographies
- contact person

The training facilitators will assure that WSHNA is recognized for the funding support and encourage membership to WSHNA. Recognition can include:

- a presentation to the training body (Power Point or video provided by WSHNA)
- recognition of funding in training announcements
- announcement at the beginning of the training
- WSHNA logos placed within training materials
- WSHNA membership flyers distributed during the training
- immediate membership purchase (Square® will be made available & encouraged)
- provide digital pictures of the training if possible

The training may focus on district or local needs and issues and can encourage local participation but must be open to all WSHNA members.

If a fee is charged to participants any funds in excess of actual training costs must be reimbursed to WSHNA up to the amount of WSHNA funding.

The use of funds may be used for, but not limited to:

- training materials
- speaker fees
- recognition and awards
- training location fees
- lunches
- other items which directly affect the training results

The use of funds may not be used for:

- souvenir, logo, or promotional product type items
- hospitality room supplies, alcoholic beverages, or hospitality room location
- commercially available items that normally would or should be the responsibility of an individual or agency, i.e., books, videos, throw phones, vehicles, team equipment, etc.

It is preferred that vendors and presenters invoice WSHNA directly. However, should funds be made payable to a WSHNA member, appropriate receipts will be supplied within 30 days upon completion of the training.

The final approval of all funds distribution remains solely with the WSHNA Executive Board.

## ADDENDUM #2

### Individual Scholarships for WSHNA Members

1. Applicants must be members in good standing for the current membership year. It is preferred that members have attended at least one annual training conference (paid) in the past three years. Members who are newly joined in the past 90-days are not eligible.
2. The intent of Individual Scholarships is for classes normally associated with the art of Hostage & Crisis Negotiation. Individual Scholarships are not eligible for the WSHNA Annual Training Seminar or other Negotiation Associations' Annual Conferences/Seminars.
3. Applicants can request up to Five Hundred Dollars (\$500.00). The amount granted can be used for registrations fees, travel, and/or hotel. Receipts must be provided within 30 days after the training.
4. A maximum of twenty (20) scholarships will be provided for the current project year. Individuals may apply only once in two calendar years.
5. Individual Scholarships are limited to two scholarships per agency/regional team in the calendar year.
6. Scholarship requests should be sent to the Executive Director, preferably 60 days prior to the training. The request will be presented to the Executive Board for discussion. The decision to grant the request remains exclusively with the Executive Board.
7. The WSHNA Executive Board may decide without comment on the validity of the training.
8. The decision of the Executive Board is final.

This program was reviewed and continued until further notice by the Executive Board on December 27, 2017.

This program was reviewed and continues with revisions as of May 29<sup>th</sup>, 2024 (vote pending).

This program was revised by a vote & comment of the Executive Board between 5-29-2024 and 6-6-2024.