

This Agreement is hereby entered into this _____ day of _____, **[year]**

BETWEEN
NUFFIELD CANADA

with office at 35011 Range Road 13, Red Deer County, Alberta, T4G 0J1

AND

[Scholar Candidate]
(Hereinafter called the "Nuffield Scholar")
of **[Mailing Address]**

Definition of Terms in this Agreement:

Nuffield Canada is the legally constituted Canadian association of Nuffield Scholars who have undertaken to perpetuate and extend the Nuffield Farming Scholarships originated in the United Kingdom by the Nuffield Foundation.

Nuffield Scholar is the accepted designation for all persons selected under the terms and conditions of the Constitution of Nuffield Canada, and who will study and report on agricultural practices, techniques and issues employed anywhere in the world.

It is understood that no formal agreement can fully express the responsibilities accepted by the Scholar both during and after the period of scholarship. Previous Scholars who in contributing of their knowledge and abilities to the industry have created an international status for those known as Nuffield Scholars and have set high standards.

WHEREAS the parties wish to enter into an Agreement to enable the Nuffield Scholar to undertake a study and report on agricultural practices, the parties hereby agree as follows:

1. Value of the Scholarship

Nuffield Canada shall provide the Nuffield Scholar with a total and final sum of \$15,000.00 CAD.

2. Disbursements of Funds

The funds shall be disbursed as follows:

- a. The sum of \$6,000.00 will be advanced before the Scholar starts his/her travel.
- b. A further advance of \$5,500.00 less the costs of the Contemporary Scholars Conference (CSC) after CSC is concluded.
- c. The final sum of \$3,500.00 will be disbursed upon acceptance of a written report and the presentation of the report at the **[year]** Annual General Meeting of Nuffield Canada.
- d. Disbursement of funds can be terminated without prior notice to the Scholar by the Board of Directors of Nuffield Canada for failure to comply with the conditions of this Agreement.

3. Study Objectives, Countries and Duration

In granting this award Nuffield Canada recognizes that the Nuffield Scholar intends to study the following agricultural subjects for a minimum period of time in the designated country or countries. (This section of the Agreement is to give general indication of the scope and extent of the study and should not be considered a restriction in the final study program). The Scholar must travel for a minimum of ten weeks, with a minimum consecutive leg of six weeks. The scholar must attend the Contemporary Scholars Conference for their year and is also encouraged to travel with one of the International Global Focus groups. Scholars will be encouraged to use the Nuffield Network and meet previous Scholars. The final report must be presented at the [year] Nuffield Annual General Meeting.

| <u>Subject</u> | <u>Countries</u> | <u>Minimum Time</u> |
|----------------|------------------|---------------------|
|----------------|------------------|---------------------|

[this section to be completed by the scholar in a separate attachment]

4. Mentor Committee

Nuffield Canada may choose to establish an Advisory Committee. This should be made up of a minimum of two Scholars and preferably three that can mentor the Scholar. Preference would be for a least one to be local and one to be involved in the Scholar's chosen field of study. The Mentor Committee will assist in the following areas of the Scholar's program:

- a. General preparation prior to departure
- b. Development of the study program
- c. Draft of Scholar's report
- d. Extension activities following the Scholar's return

5. Conduct of Scholar in Host Countries

It is hereby acknowledged that farmers' organizations and others consider a Canadian Nuffield Agricultural Scholar in host countries as an "agricultural ambassador" from Canada and hence the Scholar will act in a congenial and responsible manner consistent with the customs of the host country.

6. Contacts and Record of Study

The Nuffield Scholar hereby agrees to keep in touch with their Mentor Committee and provide a written travel log within 30 days of returning home. If the trip is divided up over two years, a preliminary report must be made at Nuffield Canada's [year] Annual General Meeting.

7. Report of Study Program

- a. The Scholar agrees to submit a final written report to Nuffield Canada by August 31, [year]. The Reports Committee will review and provide guidance about revisions, as needed, before submitting the report to the Board of Directors for final approval. The Scholar will deliver a summary of the report at the [year] Annual General Meeting of Nuffield Canada.

- b. The report shall indicate observations, opinions and facts obtained in the countries studied, together with an interpretation of how these findings can be considered, utilized or adapted to the Canadian agricultural situation.
- c. Nuffield Canada reserves the right to publish the report or extracts from it in any way it chooses or arranges with any agency for printing and/or distribution, with recognition of the Scholar as Author.
- d. The Scholar will provide a copy of the report in electronic form to the Nuffield Canada office. Further to a written report in electronic format, the Scholar is to make an oral presentation during Nuffield Canada's **[year]** Annual General Meeting and to as many industry meetings as possible. The Mentor Committee and Nuffield Canada as a whole will assist in contacts for the various meetings.
- e. Nuffield Canada requires a statement of disclaimer in the introduction of the report.
- f. The report should contain an executive summary and the whole report should be of a length that makes it possible to be read in an evening.

Report deadlines and penalties:

August 31: Final report is due.

October 16: The first penalty of \$500.00 applies in absence of a report.

November 16: The second penalty of \$1,000.00 applies in the absence of a report.

December 16: The third penalty of \$1,000.00 applies in the absence of a report.

January 16: The fourth penalty of \$1,000.00 applies in the absence of a report.

February 16: Board reserves the right to revoke scholarship and seek return of all funds.

8. Extension Activities by Returned Scholars

a. After completion of the travel portion of the study the Scholar shall participate in meetings, lectures, seminars, or other events, which allow dissemination of information gained during the study.

b. Any guidance or assistance required regarding extension activities shall be the responsibility of the Mentoring Committee. Nuffield Canada shall not be responsible for any financial assistance to the Scholar to allow participation in extension activities related to the Scholar's study.

c. The Scholar may receive financial assistance to attend and participate in extension activities, but lack of financial assistance shall not prevent a reasonable level of involvement.

9. Liability

a. Financial – It is agreed that Nuffield Canada is not liable for any additional obligations that the Scholar may incur due to action or lack of action as part of the study program or in connection with travel within Canada and other countries or in regarding operation of the Scholar's farm or other business during the time this

Appendix 1: Nuffield Canada's Expectations of New Scholars

The following is a list of additional expectations of Nuffield Scholars which may or may not be listed in the body of the contract:

Nuffield Canada expects all of its Scholars to:

1. Conduct yourself in a professional manner when at any time representing Nuffield Canada, and contribute to maintaining and raising the high standards of Nuffield Scholars.
2. Attend the annual meeting of Nuffield Canada and participate in the New Scholars Orientation Program scheduled with the Annual Meeting.
3. Develop and implement a personal development plan as part of your study.
4. Work with and keep in communication with the Nuffield Coordinator and your mentorship team.
5. Raise your personal awareness and knowledge base of agriculture in Canada so you are able to describe and justify Canadian agriculture practices and policy to international contacts.
6. Be willing to ask for help when needed.
7. With help and support from Nuffield Canada, develop and implement a communications plan on how you are going to share your study results with the Canadian agriculture sector.
8. Become actively involved in the Nuffield Canada organization within five years after completing your study. This may be volunteering on a committee, sitting on the Board, helping fundraise, accepting speaking engagements, planning events, hosting visiting scholars, and mentoring future Canadian scholars.
9. Provide Nuffield Canada with constructive suggestions to improve the Nuffield experience for future Scholars.
10. Pass forward the benefits that you receive through your Nuffield experience.
11. Make a life-long learning and sharing commitment, using your strengths and building on your weaknesses.
12. Present yourself as a Nuffield Scholar and promote the program and organization.
13. Increase your impact on Canadian and world agriculture.
14. Make new friends, develop new relationships, see new things, learn, teach and have fun!

_____ Please initial as acknowledgment that you have read and agree to Appendix 1