



## **MEMBER SUPPORT FUND - Towcester Choral Society (TCS)**

### **1. Introduction**

Our Equal Opportunities Policy begins with the following statement:

“Towcester Choral Society (TCS) is a music group open to all over 16 years old who complete our voice test. We aim to treat our members, contractors, volunteers and supporters equally regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, class or socio-economic background.”

We believe that this statement implies that we should be open to those for whom the usual subscription would be beyond their financial means.

### **2. Member Support Fund**

- The intention of this fund is to pay part of, or the whole of, the subscription of any member who would otherwise be unable to participate in TCS activities because of their temporary or long-term financial circumstances.
- This fund was first created for the 2019 - 2020 choir year. The policy is deliberately broad in its definition to permit discretion in its application. The Committee reserves the right to make amendments to or withdraw the policy at any time if considered necessary.

### **3. Operation of the fund**

- TCS will ensure that the balance in the fund at the start of each year will be no less than two full annual memberships.
- Members will be free to donate money to the fund to support members who need resources from the fund. Members making such a donation will have no right to determine who shall / shall not receive benefit from the fund. A member who has made a donation to the fund shall have no right to withdraw their donation subsequently.
- The balance in the fund will be reported separately in the annual statement of accounts. Withdrawals from the fund to pay for a member's subscription will be used by TCS in the same way as any other member's subscription.
- A member seeking financial support can approach either the Treasurer or the Chair in confidence. This can be by email or by other means as suits the individual.
- Decisions about any award will be made jointly by the Chair and the Treasurer and will require both to agree to the terms offered. The details of any award will be kept confidential between the member and the Chair/ Treasurer.
- Awards can be made for a single term or for a subscription year. Continuation of any award will be reviewed as the circumstances of the relevant member change.