

FPUU Dignity Fund Policy
Approved by FPUU Parish Committee Vote on 12/11/24

The First Parish Unitarian Universalist-Canton Dignity Fund is the adopted new name for the former Minister's Discretionary account fund. The primary purpose of the Dignity Fund is to provide temporary and confidential economic relief and support for FPUU members and active friends in need. The Dignity Fund exists as a separate restricted fund account of FPUU for which donations are collected at the annual Christmas Eve service. This fund functions as a restricted interest-bearing savings fund (mutual fund) outside of the normal operating budget of FPUU, hence funds roll over from year to year. Here are policy outlines in relationship to this account:

1. The distribution of the fund on behalf of FPUU members and active friends is a confidential decision-making process by the lead minister with the impacted FPUU member or active friend.
2. Any FPUU member or active friend receiving funds is informed that the treasurer will have some basic general knowledge of the need, though the treasurer also will commit to confidentiality.
3. The maximum amount that can be drawn by the lead minister on behalf of a single FPUU member or active friend or their family is no more than 10% of the fund in any six-month period.
4. The treasurer has the obligation to bring any concerns regarding the use of the fund to the Parish Committee/Congregational President for review. In the event of any concern, the treasurer has the right to break confidentiality and inform the minister or member/active friend as appropriate, with support from the Parish Committee/Congregational President as needed. All efforts will be made to continue to protect confidentiality beyond this

limited scope on behalf of any impacted FPUU member/active friend.

5. The treasurer will provide a monthly report to the Parish Committee as part of their monthly finance reports regarding the current balance in the Dignity Fund.
6. At the discretion of the full support of the Parish Committee, should a larger social justice need rise in the Canton or within the Neponset River Unitarian Universalist Community (NRUUC), a portion of the existing Dignity Fund, not to exceed 50%, can be designated to meet that need. Efforts will be made by the board to restore the full amount within a year in the event of this.
7. The Parish Committee will seek to implement all technical details of this policy before the December 2024 Christmas Eve collection, including renaming of the fund at the Bank of Canton and creation of a savings (mutual fund) account in addition to the checking account.