

# Leighton Buzzard Festival Singers

## Subscription Policy

### Principles of the policy:

- That members' subscriptions are an essential element of the income necessary to support the activities of the choir
- That subscription income must be therefore be adequate but not punitive to the extent that subscription levels risk acting as a disincentive to membership
- That the future of the choir is dependent on continued recruitment and that particular focus should be on its attractiveness to younger potential members
- That the choir aims to be inclusive and subscription policy must provide for cases of hardship

NB: The Financial Year of the Festival Singers ends on May 31<sup>st</sup> each year, the Concert Season conforms to each academic year, i.e. September to the following July.

1. Subscription levels for each Concert Season will be determined by the Management Committee on the advice of the Treasurer and informed in part by the outcome of the preceding Financial Year
2. Members will be informed of proposed subscription levels in advance of each Concert Season
3. Subscriptions will usually be paid either in full in September each year or in 2 instalments in September and January
4. Exceptionally, any member may elect to pay the subscription in smaller more frequent amounts. Requests to do so will be made by the individual to the Treasurer
5. Members will be reminded in September each year that subscriptions are due and follow up notices will be issued where necessary at suitable intervals
6. If any member would face serious difficulty in paying the subscription he or she may make application to the Chairman for remission of all or part of the full fee. The Chairman will consult with the Treasurer before coming to a decision on the application and informing the applicant of the outcome. Each such decision will be reviewed annually. The Management Committee will be informed of the fact of the application and its outcome but the identity of the applicant remain confidential to all but the Chairman and Treasurer.
7. Members are encouraged to pay subscriptions by BACS to the LBFS account.

## 8. Remissions

The Choir is mindful of the need to encourage new and particularly younger potential members and therefore the following remissions will apply:

- Subscriptions fees will not be payable by any member under 30 and not in full time employment
- Any member under 30 and in full time employment will be asked to pay 50% of the normal subscription

## Probationary period

- Potential new members will be offered a period of grace, not to exceed 3 months, while they experience the activities of choir and confirm that membership for them is appropriate

## 9. Choral scholarships

The choir remains open to applications for choral scholarships, any and each application will be considered on the basis of the merits of the applicant and the resources available to the choir at the time of the application.

Date adopted: June 2023

For review: June 2025

Chairman:.....