



**LADY  
GROVER'S  
FUND**

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**NURSING, HOSPITAL AND HOME HELP**

## **THE DISCRETIONARY MUTUAL MODEL**

Only members of the Society will be eligible to apply for benefit. Membership will be determined by the payment of annual subscriptions which must be kept up to date. The Society will not pay more than a published maximum amount for each type of benefit. It may make reduced or no payment on the basis of the merit of an application, or suspend or reduce payments more broadly, at the discretion of the Committee. The Committee will generally be representative of the membership and will be unpaid volunteers, being Officers or having connections with the Armed Forces; it will be elected by the members.

The Committee will have absolute control in how it applies discretion. It will be fair in its application and does not intend to discriminate between members, whether current and future. There will be an appeal process, but an appeal will not be able to overturn the Committee's application of discretion, although it may result in the Committee revising a previous decision. The Committee will, among other things, have regard to the financial position of the Society when considering applying discretion, and there will also be other management actions which it may wish to consider to reflect any shortfall in funds – in particular, reviewing the level of subscriptions.

The Society intends that its reserves should not be drawn on excessively to support benefits, and the Committee may take advice in future as to whether the amount of these reserves remains consistent with the provision of benefits to its members in later life. Reserves may be depleted by falling investment values and the Society would take action if such falls were substantial, prolonged, and/or accompanied by a significant fall in investment income.

The Society aims to achieve a broad balance between its income and outgoings, including allowing for a sustainable level of recourse to the investment reserves and the income thereon. If expenses or benefit levels rise, this will normally result in an increase in subscriptions. However, the Committee will also consider whether benefits need to be reduced – either by the application of discretion or reviewing the maximum benefit levels.

It will be for future Committees to consider how to exercise discretion. There may be other factors, not noted above, that they wish to take into account. Accordingly, members cannot rely on the terms on which subscriptions will be applied either immediately or in the future, nor on the benefits that will apply or on receiving any benefits. However, the Committee will always be accountable to the membership as Committee members will be elected, and may be removed from office, by members voting at general meeting.