***The Flexible Hybrid Model for SAC Giving*** (3/13/18 rev2)

While FPC SAC Giving is unusually generous compared with many UU parishes, within the traditions in our own history, SAC giving has been somewhat rigid for a long time. The grant program was contained in a defined procedure and early-year time frame that was not visible enough to the congregation and there was negligible giving Summer through Winter. Times have changed and we envision the capability to respond to challenges all year round and embrace a model that maximizes congregation involvement. The allocation of 7.5% of pledges for SAC grants would be eliminated. The SAC coordinator would be paid as a regular staff employee. The proposals below are a new model of giving to external entities. They do not include consideration of appropriations for internal programs such as *Beloved* *Conversations* or *Food Packaging*; these will be taken up separately.

First Parish financial contributions for social justice can become more flexible. What follows is a list of giving actions that could be called the Flexible Hybrid Model:

* Share (or Give) the Plate (STP) with or without matching funds from SAC reserves or other sources. “Give the Plate” and Matching are both infrequent events but are possible. STPs are selected by the SAC Board (or a subset). It would be optimal to invite up to 3 members of the congregation to join the selection group.
* Convert selected long-term Grantee relationships into pre-Budgeted giving as SAC line items. Examples might be UUUM, UU Mass Action, Open Table, or Concord Prison Outreach. Typically, vetting these grantees would be very streamlined given the history and the close relationship. The selection of these pre-Budgeted grants would be done by the SAC board (or a subset committee) and with a plan for multi-year support (three years). These second and third years would be confirmed annually with ministerial management. If any of these grantees are scheduled for a Share the Plate month, their budgeted payout would be skipped for that year. (The STP schedule would be known in advance and would be checked against the pre-budgeted list.) However, it would be allowed to combine part of a grantee’s budgeted allocation with the STP up to the target level: for instance, if the goal for a pre-Budgeted grantee were $12k and the STP only netted $4k, it would be allowed to add $8k to the STP amount from the budgeted source. First Parish and the grantee would benefit from an STP month with expanded congregation awareness and involvement.
* Establish a $10,000 pool for standard Grants done in the old way with a modest cap. The candidates may change each year. These grantees would not *also* be eligible for STP. Any budgeted funds not spent would be lost. They would not go into the SAC reserve. However, any funds donated for SAC grants that were unspent would go into the reserve, with the policy of spending them within a year.
* Spending Jurisdiction: the SAC board including its “giving committee” would have the annual responsibility to designate the small pool for standard grants as well as the pre-budgeted Line Item level grants mentioned above. Ministerial management or designate would collaborate with the SAC board and reach agreement on the size of the small pool and the Line Item grantees.
* Vetting and validation of all Grantees (STP or standard) will use existing methods.
* Pro-active giving (giving to an organization outside of the STP nomination and grant application processes) is allowed when a Grantee emerges that is especially worthy at any time in the year and the resources are available. The source can be the SAC grant reserve or donations.