

Calling Letter



Yearly Meeting of the Religious
Society of Friends (Quakers) in Britain

To members of Meeting for Sufferings

21 September 2018

Dear Friends,

We are looking forward to our next meeting on Saturday 6th October starting at 10am in the Large Meeting House at Friends House. We are meeting here, as many of you will be accompanied by young people attending the Young People's Participation Day which runs in parallel with our meeting. The young people will join us for opening and closing worship. We have also invited any of them who wish to join us for our business, in the session after lunch, when they will get a feel for the variety of issues that we consider from minutes received from Area Meetings and before this our work on diversity and inclusion.

You will see from the attached agenda that the morning session contains the report from Trustees, and consideration of our position on investments in occupied Palestine. We also need to reflect on our understanding of priority-setting for the centrally-managed work. We will then hear from the Vibrancy in Meetings project before lunch.

It is hoped that representatives will meet up with young people from their areas and have lunch together in the restaurant or café (or garden if the weather is good enough!) and there will also be a chance to speak with Trustees or Vibrancy workers over lunch.

This time, we will need to appoint our own standing nominations group who may be asked to find the names of members to serve us on our Support Group if we have any vacancies during the triennium. It is also useful to have such a group standing by just in case! We need about 3 people willing to do this so please consider whether there is someone you can suggest and if asked, if you yourself, would be willing. Do look at the briefing documents enclosed; we need to make these appointments in the afternoon.

We will then hear from the Inclusion and Diversity co-ordinator about work being done in local and area meetings, and by committees. Finally we need to consider the way forward for our concern for Sustainability and whether we feel that this has now been embedded within all of our work. The report from the meeting held in July asks Meeting for Sufferings four specific questions that we hope to address.

So Friends, it may be quite a busy day on 6th October. Don't forget to contact your alternate and any other support people in your Area Meeting in preparation for our worship together. You might also get in touch with any young people who are coming from your area.

Please remind Friends in your AM about the Sustainability Gathering taking place at Swanwick Conference Centre on 19-21 October – there is still time to book a place and information may be found at <https://www.quaker.org.uk/events/sustainability2018>

I'd also like to remind you that our November meeting will be a residential weekend at Woodbrooke. Staff at Friends House will be sending out the online booking form shortly after our October meeting. I would encourage you to talk to your alternates to decide who will be in attendance, and then to register as soon as possible.

If you have any specific comments or queries about any of the papers or supporting documents sent to you, it is helpful if you email sufferings@quaker.org.uk before the meeting so that we can respond directly if necessary or at least be better prepared!

In peace and friendship,



Anne Ullathorne, Clerk

Papers enclosed with this mailing

Agenda

MfS Forward Agenda

MfS Arrangements Group August 2018 meeting minutes

MfS 2018 10 05	Court & Prison Register
MfS 2018 10 06	Prioritising centrally managed work
MfS 2018 10 07	BYM Trustees report
MfS 2018 10 07a	BYM Trustees minutes
MfS 2018 10 08	BYM investments in Israel/Palestine
MfS 2018 10 09	Quaker Recognised Bodies
MfS 2018 10 10	Vibrancy in Meetings
MfS 2018 10 11a	MfS Standing Nominations Group
MfS 2018 10 12	Diversity and inclusion
MfS 2018 10 13a	Minutes received from AM's
MfS 2018 10 13b	Minutes received from CC's
MfS 2018 10 14	Circles of Support and Accountability
MfS 2018 10 15	Sustainability: reporting on actions
MfS 2018 10 16	Young Adult Quakers and MfS

n.b. the following papers will be available on the day of the meeting:

MfS 2018 10 03	Membership
MfS 2018 10 11	Appointments

A reminder of how you can prepare for the meeting

- Register (to help staff prepare rooms and refreshments)
- Go through the 'Essential Information'
- Read the agenda papers in good time
- Contact the other representative/alternate from your area meeting or body
- Consider possible names for a standing nominations group
- Send any comments or questions to the clerks, before the meeting



Britain Yearly Meeting
of the Religious
Society of Friends

Meeting for Sufferings 6 October 2018

Large Meeting House, Friends House, 173 Euston Road, London, NW1 2BJ

Agenda

	Item	Paper
09.00	Arrivals	
10.00	Session starts	
1	Opening worship We will be joined for opening and closing worship by members of the Young People's Participation Day.	
2	Welcome and introductions	
3	Membership (Tabled Paper)	MfS 2018 10 03 (to note)
4	Agenda Adoption and acceptance of the agenda.	
5	Court and Prison Register	MfS 2018 10 05 (for decision)
6	Prioritising centrally managed work To receive a paper from MfS Arrangements Group.	MfS 2018 10 06 (for consideration)
7	BYM Trustees report To receive a report from the Clerk of Trustees, and the minutes of BYM Trustees' meeting. Trustees will also present a paper about strategic priorities.	MfS 2018 10 07 (to note) MfS 2018 10 07a (for consideration)
8	BYM investments in Israel/Palestine To consider how to advise BYM Trustees regarding investments in companies profiting from the occupation of Palestine.	MfS 2018 10 08 (for decision)
	Short Break (please hold the silence in the meeting room)	
9	Quaker Recognised Bodies To register Quaker Recognised Bodies.	MfS 2018 10 09 (for decision)
10	Vibrancy in Meetings To receive an update about the Vibrancy in Meetings pilot programme.	MfS 2018 10 10 (for information)
12.30	Lunch	

	<p>Informal lunchtime gatherings Opportunities to meet informally with:</p> <ul style="list-style-type: none"> • Members of the Vibrancy in Meetings team (Waldo Williams 1) • Inclusion and Diversity Co-ordinator, Edwina Peart (Waldo Williams 2) • BYM Trustees (over lunch in the restaurant) 	
13:30	Session starts	
11	<p>Appointments To consider nominations brought by Central Nominations Committee (Tabled paper 11); and to appoint a Standing Nominations Committee for MfS (11a).</p>	MfS 2018 10 11 and 11a (for approval)
12	<p>Diversity and inclusion To hear about Meetings and committees' work on diversity and inclusion within BYM.</p>	MfS 2018 10 12 (for information)
13	<p>Minutes received from AMs</p> <ul style="list-style-type: none"> • Kingston & Wandsworth AM regarding a project to establish a Quaker national website framework. • South Wales AM regarding Chaplaincy. • Southern Marches AM regarding revision of the Book of Discipline. <p>Minutes received from CCs</p> <ul style="list-style-type: none"> • Quaker Stewardship Committee regarding sustainability in Trustee Annual Report and Accounts. • Quaker Stewardship Committee regarding the Treasurers Handbook. • Quaker Life Central Committee regarding vulnerable adults. • Quaker Life Central Committee regarding transgender issues. 	<p>MfS 2018 10 13a (for consideration)</p> <p>MfS 2018 10 13b (to note)</p>
14	<p>Circles of Support and Accountability A brief update, further to our consideration in July</p>	MfS 2018 10 14 (for information)
	<p>Short Break (please hold the silence in the meeting room)</p>	
15	<p>Sustainability: reporting on actions To receive a report from a meeting of representatives of central committees about taking forward our sustainability commitment.</p>	MfS 2018 10 15 (for consideration)
16	<p>Young Adult Quakers and MfS To consider a proposal to create four Meeting for Sufferings places for young adult Friends, on a trial basis.</p>	MfS 2018 10 16 (for decision)

	Closing worship	
16.00	Close. Tea, coffee and departures	

Meeting for Sufferings Forward Agenda – October 2018

The following items are currently proposed or being considered by Arrangements Group. These plans may change.

Reports from all four standing committees are scheduled to come to the December meeting - this is an opportunity for MfS to consider all the work together, and should help MfS in its role of setting priorities across the centrally-managed work. This approach is new for 2018 and will be tried for at least two years.

Nov 2018	<p>Residential weekend Post-truth world - responses to Southern Marches AM concern Reports from:</p> <ul style="list-style-type: none"> • Quaker Life Central Committee • Quaker Peace & Social Witness Central Committee • Quaker World Relations Committee • Quaker Committee for Christian and Interfaith Relations <p>Church Government Advisory Group matters (implications of decision to revise book of discipline) Committee on Clerks - Review Group report</p>
Feb 2019	
April 2019	<p>Report on Vibrancy in Meetings and next steps Inclusion & diversity – taking forward the call from YM 2017 minute 38 (second consideration)</p>
July 2019	Yearly Meeting - reflections
Oct 2019	
Dec 2019	<p>Young People’s Participation Day Reports from:</p> <ul style="list-style-type: none"> • Quaker Life Central Committee • Quaker Peace & Social Witness Central Committee • Quaker World Relations Committee • Quaker Committee for Christian and Interfaith Relations <p>Quaker Council for European Affairs triennial report</p>

Other matters expected to return in due course:

- **Pastoral and spiritual support to people who are not able to regularly attend local meetings** – sent to Quaker Life Central Committee (QLCC), for advice, in February 2015 (update received Feb 2018)
- **Concern about the poverty of the public services** – sent to Quaker Peace & Social Witness Central Committee (QPSWCC) in December 2017
- **Payment of taxes for terrorism and war in the UK** – sent to QPSWCC in December 2017



Yearly Meeting of the Religious
Society of Friends (Quakers) in
Britain

At a meeting of

Meeting for Sufferings Arrangements Group

Held at Friends House, 173 Euston Road, London NW1 2BJ
30 August 2018

Minutes

Present: Margaret Bryan (convenor), Karen Draycott, Gill Greenfield, James Johnson, Mark Lilley, Juliet Prager, Anne Ullathorne

1. Welcomes and introductions

Margaret welcomed everyone to this first full meeting of the new Meeting for Sufferings Arrangements Group.

2. Reflections on last Meeting for Sufferings

We noted feedback from Meeting for Sufferings support group and some individuals. The programme for the day was very full. We considered the desirability of providing a short induction video for representatives to prepare for the meeting, which could be accessed via a link in the papers. Juliet and James will look into this, working with the clerks.

3. Meetings attended by the clerks

Margaret and Anne have separately met with Central Nominations Committee clerks, attended the meeting about sustainability in July, and had a meeting with Paul Parker in August.

4. Forward agenda

We have reviewed our forward agenda which informs our planning.

5. Agenda planning for the next meeting

We welcomed Cat Waithaka (Children & Young People's Team) to discuss arrangements for the Young Quaker Participation Day, and planned the agenda for our October meeting.

6. Residential meeting 2018

We gave some consideration to the format of the Central Committee reports.

7. Date and time of next meetings (2018/2019)

Monday 22 October (11-3.30pm)

Friday 21 December (9.30-2pm)

Monday 18 February 2019 (11-3.30pm)

Thursday 30 May 2019 (11-3.30pm)

Thursday 22 August 2019 (11-3.30pm)

Thursday 31 October 2019 (11-3.30pm)

Margaret Bryan

Convenor

Court & Prison Register

Meeting for Sufferings (MfS) was established in 1676, to consider the sufferings experienced by Quakers for their faith. Gradually the practice of recording Friends' names in the 'Great book of Sufferings' lapsed; but in 1997 MfS decided to maintain a register of Friends before the courts or imprisoned for matters of conscience. This enables us to record events, as well as to uphold the Friends concerned and to share information about their witness.

We have been informed that on 28 March 2017, Lyndsay Burtonshaw (an attender at Brighton Meeting), along with 14 others, entered the perimeter of Stanstead Airport and were successful in peacefully stopping a deportation charter flight. They were gravely concerned about the welfare of the people on the flight, including a disabled woman, a young man who has lost his entire family, and a lesbian threatened with murder from her ex-husband. They have been charged with obstructing or disrupting a person engaged in lawful activity and organising or taking part in a demonstration likely to interfere or obstruct Stansted Airport; and also with terror offences under the Aviation and Maritime Security Act.

The trial is scheduled for Chelmsford Crown Court starting on 1 October and is expected to last 7 weeks; if found guilty, sentences could be several years of imprisonment.

The "Stanstead 15" are being supported by Chelmsford Quaker Meeting, the Quaker Action for Refugee & Asylum-seekers Network (QARN) & BYM's Sanctuary Everywhere Programme. Lyndsay Burtonshaw is being supported by Brighton Meeting overseers.

Meeting for Sufferings may wish to record this in the Court and Prison Register.

Priority-setting for Centrally Managed Work – the relationship between Meeting for Sufferings and BYM Trustees in respect of the work of BYM.

Extract from Qf&p 6.28:

Yearly Meeting delegates to Meeting for Sufferings, as its standing representative body in the intervals between Yearly meetings, deliberation, discernment and the oversight of our corporate religious life.....

Meeting for Sufferings is the body which is entrusted with the general care of matters affecting Yearly meeting in its life and witness. It seeks to discern spiritual values and vision to guide Friends' corporate commitment and actions.

Background

During 2017, Friends in Kingston & Wandsworth Area Meeting (KWAM) minuted their concern that 'The Area meeting does not see that Meeting for Sufferings is effectively fulfilling two particular responsibilities in Qf&p, that is: "to set the priorities for the centrally managed work in its long-term plan, which would interpret the wishes of the Yearly Meeting and the concerns of the area meetings, ..." (Qf&p 7.02a) ... and "to foster communication throughout the Yearly Meeting."

In June 2017, Meeting for Sufferings (MfS) spent time considering this matter and how it was fulfilling its role (minute MfS 17/06/17 is copied below). We noted that we are tasked with giving BYM its key vision and that this had been done in the development of 'Our Faith in the Future' which is being used at both central and local level to enable us to develop and grow as a faith organisation. MfS is also continually discerning which of the myriad current concerns of Friends are appropriate for us, as a whole body, to take up; and MfS also advises BYM Trustees on specific questions that require discernment in the religious sense. These three practices define the way in which MfS sets priorities.

Meanwhile, MfS continually considers communication between our Area Meetings (AMs), from AMs to MfS and from MfS to AMs and we have tried various different practices to improve this.

Current Working

The most recent minute from KWAM was received at our February 2018 meeting. Further to our minute 18/02/06 (also copied below), we have initiated three ways in which MfS may better address its role and function.

- We have experimented with mapping the business of each meeting against the functions listed in Qf&p 7.02 so that members have a clear guide as to the nature of our work.
- Secondly, a section within the MfS Handbook has been developed to describe more accurately how central bodies work with each other and particularly the relationship between BYM trustees and MfS.
- Thirdly, we are looking forward to hearing from all four Central Committees at our residential meeting in late November where MfS will be able to have a more coherent picture of the overall nature of our Centrally Managed Work (CMW) and may be able to discern future aims more succinctly.

The question of 'who sets the priorities for the centrally managed work?' is in some ways too simple a question but a correspondingly simple answer would be that we follow the guidance of God.

However if we are to record precisely how that occurs within our organisation, currently, we see that Meeting for Sufferings sets the long-term vision (currently Our Faith in the Future) which the BYM Trustees use to inform their strategic planning for the centrally-managed work; and Management Meeting (senior staff) then prepare the operational plan which is agreed and owned by Trustees. Central Committees are tasked with oversight of specific areas of work and are accountable to Trustees, as well as linking with MfS through their representative.

MfS is not involved in the degree of detail expected of BYM Trustees or central committees; so it may be that the particular wording used in *Qf&p* 7.02a (i.e. MfS is to set priorities for the CMW in its long-term plan) no longer reflects our practice. We hope that during the revision of our book of discipline, attention will be given to these points, emphasising the fact that MfS is the body which has responsibility, between yearly meetings, to deliberate, discern and maintain the oversight of our corporate religious life in Britain. This is a large enough task for the representative body and we are only able to do this if we continually heed the still small voice of the divine and follow these leadings faithfully.

Conclusions

However, at its root the current issue is one of understanding more clearly how MfS relates and interacts with BYM Trustees who hold responsibility and authority for the CMW. All BYM Trustees are also members of MfS and, first and foremost, are committed Quakers who have been appointed by the Yearly Meeting. We need to recognise the task with which they are entrusted, and, as the 2005 Recast¹ report suggested, concentrate Meeting for Sufferings' attention on the task of setting the vision and general direction for Quakers in Britain, both for CMW and for AMs. To do this, we need to ensure that we are a truly gathered meeting and can recognise, together, the leadings of God. Only by depending on the guidance of the Spirit will we be able to work towards the kingdom of God here on earth. Quakers in Britain need this and so does the world.

Extract from *Qf&p* 3.04:

Our method of conducting our meetings for church affairs is an experience which has been tested over three hundred years. In days of hot contest and bitter controversy the early friends knit together by the glorious experience of the Holy Spirit's guidance in all their affairs, came into the simple understanding of how their corporate decisions should be made.

Anne Ullathorne
Clerk of MfS, 9th Sept 2018

¹ The Working Group On Representation, Communication And Accountability In Our Structures (RECAST) was asked to consult widely amongst Quakers in Britain, and to 'identify the best ways of achieving representation, accountability and communication'. RECAST reported to Yearly Meeting in 2005, and this work led to some significant changes in our structures and processes.

Appendix

MfS/17/06/17 Central decision-making processes in Britain Yearly Meeting

We receive minute 17/05 of Kingston & Wandsworth Area Meeting held on 22 January 2017, and minute 17/20 of Kingston & Wandsworth Area Meeting held on 19 March 2017, regarding concern about central decision-making processes in Britain Yearly Meeting.

A minute of Kingston & Wandsworth Area Meeting held on 21 May 2017 has been tabled today and our clerk has explained the background to these minutes and the dialogue that has occurred between herself and the clerk of the Area Meeting.

In the most recent minute, the Area Meeting challenges Meeting for Sufferings to 'fulfil its governance responsibilities by re-establishing its proactive work in setting, reviewing and reporting on overall priorities'.

We have had a time of threshing this afternoon but have not reached clarity about the way forward.

We have heard of the limitations of words in Quaker faith and practice chapter 7.

Organisations develop over time and organically. We acknowledge that if some Friends feel marginalised and not involved, these feelings need to be addressed.

We ask Meeting for Sufferings Arrangements Group to consider this further and report back to us.

MfS/18/02/06 Central decision-making processes in Britain Yearly Meeting

We receive minute 17.73 from Kingston & Wandsworth AM held on 19 November 2017 regarding a concern setting priorities for centrally-managed work.

This minute builds on two minutes previously sent to Meeting for Sufferings (MfS) by Kingston & Wandsworth AM, titled 'Central decision-making processes in Britain Yearly Meeting: a cause for concern?', which were both received in June 2017.

At the June 2017 meeting, a period of threshing did not enable MfS to reach clarity about the way forward; MfS Arrangements Group was asked to consider this further and report back.

We note that the work of MfS during 2017 has been reviewed against the functions listed in *Quaker faith & practice* Chapter 7.02 and that further guidance on central decision-making will be included in the MfS Handbook. We also note that MfS Arrangements Group is planning to set aside time in October 2018 for further consideration of this matter.

Britain Yearly Meeting Trustees

Friday 7 to Saturday 8 September 2018 at Friends House

Minutes

Present: Alison Breadon, Sarah Donaldson, James Eddington, Nick Eyre, Ingrid Greenhow (Clerk), Roy Love, Caroline Nursey (Assistant Clerk), David Olver, Steve Pullan, Alastair Reid, Hazel Shellens, Graham Torr, Peter Ullathorne (Treasurer), Frances Voelcker, Chris Willmore

In attendance: Helen Drewery, Head of Witness & Worship (except minute BYMT-2018-09-20); Paul Grey, Head of Operations (except minute BYMT-2018-09-20); Suzanne Ismail, Programme Manager: Economic Issues, Quaker Peace & Social Witness (BYMT-2018-09-10); Lisa Kiew, Head of Finance & Resources (except minute BYMT-2018-09-20); Paul Parker, Recording Clerk (except minute BYMT-2018-09-20); Juliet Prager, Deputy Recording Clerk, (except minute BYMT-2018-09-20).

Visitors: Gerald Hewitson and Paul Jeorett, Trustees of *The Friend* (BYMT-2018-09-12)

BYMT-2018-09-01 Welcome, agenda check, conflicts of interest check, minutes of last meeting

The minutes of the meeting held on 1-3 June 2018 have been signed by the Clerk and placed in the minute book.

There are no unrecorded conflicts of interest.

We confirm our agenda.

During our opening worship, we have heard read paragraph 8.24 of *Quaker faith & practice*.

BYMT-2018-09-02 Consent agenda

(a) Minutes

We note receipt of the following papers:

- Continued minutes (BYMT-2019-09-02a)
- Quaker Peace & Social Witness Central Committee 25-27 May 2018 minutes (BYMT-2018-09-02b)
- Quaker Life Central Committee 15-17 June 2018 minutes (BYMT-2018-09-02c)
- Quaker World Relations Committee 9 June 2018 minutes (BYMT-2018-09-2d)
- Quaker Committee on Christian & Interfaith Relations 8-10 June 2018 minutes (BYMT-2018-09-02e)
- Audit Committee 12 June 2018 minutes (BYMT-2018-09-02f).

(b) Submission of annual return to the Charity Commission

We receive paper BYMT-2018-09-02g confirming receipt of our annual return. The 'Trustees' annual report and annual accounts' was also submitted as required.

(c) Gold papers

We receive paper BYMT-2018-09-02h which, following a review of minutes and papers of BYMT meetings from September 2017 to June 2018, suggests we add the following minutes to our gold papers:

- BYMT-2017-09-09 Property strategy
- BYMT-2017-11-11 and BYMT-2018-02-13 Transparency of Lobbying Act
- BYMT-2017-11-12 Sustainability strategy
- BYMT-2018-02-06b Disposal of property "The Mains"
- BYMT-2018-06-12(b) Friends House (London) Hospitality Ltd Service level agreement

We agree to this.

(d) 2020 dates for BYM Trustees' meetings

We receive paper BYMT-2018-09-02i prepared following receipt of comments on the current pattern of meetings and whether changes to the pattern would be more convenient.

We agree to the following dates:

Saturday 15 February 2020

Friday 3 April 2020 (Training day and receipt of accounts)

Friday 12 to Sunday 14 June (residential)

Friday 11-Saturday 12 September [Saturday 12 September]

Friday 13 November

(e) Property Development Steering Group terms of reference

Following minute BYMT-2018-06-12c we receive paper BYMT-2018-09-02j giving the proposed terms of reference for our Property Development Steering Group. The strategy for properties owned by BYM is given in the appendix.

We approve these terms of reference.

(f) Appointments

We receive paper BYMT-2018-09-02k giving the following nominations:

Friends House (London) Hospitality Limited

To serve from 01-01-2019 to 31-12-2020

Miranda Hart

Val Brittin

Property Development Steering Group

All to serve from 07-09-2018 to 31-12-2020 in the first instance or earlier as required:

Graham Torr - (BYM Trustee)

Frances Voelcker - (BYM Trustee)

Elizabeth Redfern - (Friends House (London) Hospitality Limited)

Sandy Horsfall - (Finance and Property)

Strategic Plan Review (between meetings decision)

To serve until December 2018 or later as required

David Olver

Alison Breadon

These nominations being acceptable, we appoint the Friends names accordingly.

We appoint mentors to Friends starting as BYM Trustees on 1 January 2019 as follows:

Ellie Harding: Alison Breadon

Georgina Bailey: Graham Torr

Carolyn Hayman: Sarah Donaldson

(g) Library governance

We receive Quaker Life Central Committee minute QLCC 18.33 "Library Governance Group Report" (BYMT-2018-09-09I).

This minute suggests a working group to articulate the statement of purpose for the library and develop appropriate governance arrangements.

We ask our nominations group to bring forward the names of two Trustees to serve on this group, for an in-between meetings appointment if necessary.

BYMT-2018-09-03 Recording Clerk's report

We receive the Recording Clerk's report to Trustees (BYMT-2018-09-03) covering:

- Sustaining church and faith (Visits to meetings and other Quaker groups, Revision of the book of discipline)
- Governance (Wales and Scotland, Structural changes and reviews, Registered trademark)
- External relations (Transparency of Lobbying Act/shrinking civil society space, Links with other Yearly Meetings, Gender recognition)
- Effective management, Communications, Impact, Operational plan and risk management, Inclusion and Diversity
- Outreach, Advocacy, campaigning and movement-building, All-age community, Support for meetings, Peacebuilding
- Data Protection and management, IT, Employment, Finance, Procurement, Property management
- Trading and managed services (Sales and marketing, Accreditation and awards, Restaurant, Brand, Bookshop, Swarthmoor Hall)
- Health and Safety
- Facilities
- Committee Services and Events
- Community (Bake the Difference, Primary school trip)

We receive the minutes of Management Meeting held on 12 and 26 June, 10 and 31 July, 14 August, 4 and 11 September 2018.

BYMT-2018-09-04 Trustees' News

We receive paper BYMT-2018-09-04 giving news from the trustees on their work as trustees, other Quaker activities and some non-Quaker activities.

BYMT-2018-09-05 Legacy-funded projects procedure

We have received Management Meeting's response to BYM Trustees' review of the legacy funded projects procedure (BYMT-2018-09-05).

We note the action plan covering nine areas and endorse the approaches and recommendations for the first three areas set out in the paper: strategic aims of the fund, financial planning for the fund and decision-making.

Taking the review's findings into account, we recommend the following strategic aims:

The legacy fund aims to further BYM's charitable objectives and to help deliver BYM's strategic priorities. It does this by providing funding opportunities for short-term projects that are additional to the work planned for in our 'core' budgets.

In particular, legacy-funded projects aim to contribute to BYM's priorities by:

- Responding creatively to problems with core work or operations, such as by boosting staff capacity for fixed periods by bringing in specific expertise; or by improving the way we work by developing new systems.
- Opening our eyes to new possibilities and seeding change, such as by experimenting with different ways of working, including by working in partnership with others; or by exploring the potential of working in new areas.

The way the legacy fund operates aims to contribute to BYM's priorities in various ways, but in particular by:

- *Being **agile** and responsive to need*, by providing a source of funding that can be accessed in a fair and transparent way, but outside the usual budgetary and planning cycle;
- *Being **bold** and adventurous*, by offering support and encouragement for the development of new ideas.
- *Strengthening **good practice*** in the way projects are designed, managed, monitored, evaluated and reported on; and providing a valuable opportunity for learning and development from completed projects.
- ***Looking outwards and forwards** for new partnership and funding opportunities* by encouraging people to consider such possibilities both when applying to the fund, and as part of developing their project exit or transition strategies from the fund.

Currently there is a £50,000 threshold for projects allocated by Management Meeting, while BYM Trustees decide on larger projects. We agree to remove the £50,000 threshold, and instead appoint three trustees to consider all project proposals on an ad-hoc, between meetings basis.

We further agree to remove specific time limits for short-term projects, with the timescale for each project to be determined individually; and to discontinue the annual split in the total fund between BYM Trustees and Management Meeting,

We ask our nominations group to bring forward the names of three trustees to serve on the Legacy Funded Projects Group to our next meeting.

We ask staff to take account of suggested changes to wording in the final guidance.

BYMT-2018-09-06 Operational Plan 2018 – progress report

We receive a progress report on the Operational Plan 2018 (BYMT-2018-09-06) giving details on changes to some activities and some highlights.

The Operational Plan provides a top-level summary of information about the work including interdependencies between departments and team, and how the work links to the tenets of Our Faith in the Future. The work includes section 2.4:

Significant progress has been made by all teams against ambitious plans. The following highlights are noted:

- Significant work on preparation for new **data protection legislation** was managed across the organisation including much work in C&S on central database and collection of information for BYM events.
- Overwhelmingly positive feedback for **Yearly Meeting support** and administration –arrangements, hosting and management.
- **Windows 10 project** is underway after careful preparatory work which gives confidence for successful roll out. We expect to see significant improvements for staff.
- **Friends House occupancy** of rooms and revenue generation continues well on track and target could be met by 2020 (a year earlier than planned).
- The work to facilitate the **empowerment of young adult Quakers** remains on track despite a change in staffing for the Engaging Young Adult Quakers project.
- Significant development work for the **youth development workers** project has laid excellent foundations for this work.
- **Participation at Yearly Meeting of 0-18s** was significant – both in the number of children and young people and in their contribution towards the discernment of revising our book of discipline.
- Work on **peace education** on conferences and gatherings including the peace education cluster resulting in resources and activities around Armed Forces Day.
- The creation of one joined-up **Quaker Faith in Action newsletter** to share news of peace and social change has been positive.
- **Advocacy on climate change** has been very encouraging – working collaboratively with CoE, holding useful meetings with Minister and opposition spokesperson.
- Engagement with Meetings with **Sanctuary Meetings** has been excellent – we have twice as many as anticipated.
- A clear plan is in hand to consider options for how to take forward the **Vibrancy in Meetings** project.

- Successful support to Yearly Meeting so a decision could be reached on **revising the book of discipline**.

BYMT-2018-09-07 2018 Annual review and Trustees' annual report

Further to minute BYMT-2017-09-05 we receive paper BYMT-2018-09-07.

We have been asked to give guidance on how challenges for 2018 were addressed, to identify future challenges and to suggest, potential themes and messages and action points for 2018.

We have taken part in an activity in small groups to help glean thoughts and ideas about the areas listed above, which our staff will take forward in planning the report, and we will circulate the notes with the minutes.

BYMT-2018-09-08 Yearly Meeting 2019 and Yearly Meeting Gathering 2020: Agenda and programme

We receive an invitation from Yearly Meeting Agenda Committee to help discern the agenda and programme for Yearly Meeting 2019 and Yearly Meeting Gathering 2020 (BYMT-2018-09-08).

We note that Agenda Committee is considering the themes of climate justice and diversity. We are asked to bring examples of work already happening or planned on either or both of these issues; the challenges to our work raised by diversity and any other matters we think may need to come to YM in the future.

We appoint David Olver to attend YMAC's meeting on 27 October 2018 and ask him to draft a short paper to be sent to Anne Wilkinson by 15 October.

BYMT-2018-09-09 Finance

(a) Quarterly finance report

We receive the quarterly finance report covering the period to end of June 2018 (BYMT-2018-09-09a)

(b) BYMT Finance & Property Committee minutes

We receive the minutes of BYMT Finance & Property Committee held on 26 July (BYMT-2018-09-09b).

(c) BYM Investments in occupied Palestine

We have received paper BYMT-2018-09-09c (further background papers have been uploaded to QGroups).

In December 2017, Devon Area Meeting asked BYM to consider adding to the list of exclusions in the BYM Investment Policy companies profiting from the occupation of Palestine. This has been considered by Quaker Peace & Social Witness Central Committee and the Quaker Committee for Christian and Interfaith Relations that have weighed up the risks associated with the change in policy. Both committees endorse Devon AM's concern and uphold the principle that we should not hold investments that may be related to any activity that may be considered immoral or illegal in international law.

Trustees consider that it may well be the time to adopt a new position on investments in companies profiting from the occupation of Palestine. As this would be a change in the Yearly Meeting's position on the Israel/Palestine question, Trustees invite Meeting for Sufferings to contribute its discernment as to the way forward. The briefing paper will be made available to Meeting for Sufferings.

Once Meeting for Sufferings has made a decision in principle, Trustees and their Finance & Property Committee can include any new position in the Investment Policy by the end of the year.

(d) Funding the revision of the Book of Discipline

Further to minute BYMT-2018-02-15 and Yearly Meeting Minute 31 received at the June BYM Trustees' meeting, we receive paper BYMT-2018-09-09d for information.

We will return to this in 2019 as the Revision Committee begins to shape its work.

BYMT-2018-09-10 Vibrancy in Meetings: Beyond the pilot

We receive paper BYMT-2018-09-10a providing initial information about the Vibrancy in Meetings 'beyond the pilot' process and paper BYMT-201-8-09-10b,a minute from the meeting of Woodbrooke Trustees in June 2018.

We have welcomed the opportunity to feed in at this stage to help ensure that we will be in a position to make decisions next year.

We have considered the 'possible options' set out in appendix 1 and consider them to be in line with our expectations.

We consider that the options that should be developed further into a full business case are the ones with regionally based staff employed by BYM (options 3, 4 and 5).

We have noted the implementation menu set out in section 3 that would be applied to the various options as appropriate as they are developed. We consider them to be comprehensive but add 'local support' as an additional variable.

We agree with the criteria for options development and selection set out in section 4 with the following modifications.

We suggest adding criteria about the extent to which it mitigates the risks on our risk register; local buy in; and strengthening point 8 (implementation and change management issues including issues of transition for the current project and current staff) and consider the practical and logistical feasibility of each option.

We are pleased to hear that more investment is being made in communicating with the Yearly Meeting what is being done through the Vibrancy Pilot.

We send this minute to Woodbrooke Trustees.

BYMT-2018-09-11 Review of BYM Sustainability Group: implications

We receive paper BYMT-2018-09-11 that includes a minute from the meeting held to consider future working on sustainability within BYM (attended by Chris Wilmore on our behalf) and a working draft of a paper to MfS that is being prepared by Paul Parker and Anne Ullathorne.

The meeting of representatives from across BYM's committee structure – held on 18 July 2018 at Friends House – was a recommendation of the Sustainability Group Review Group accepted by MfS on 7 April 2018. This meeting asked that a paper be prepared by the clerks of Meeting for Sufferings supported by staff, mapping the work that is already being done, emerging or potential and gaps that remain. The draft paper also proposes further meetings of representatives of relevant committees to encourage a joined up approach; approaching Woodbrooke to take on responsibility for future face-to-face gatherings and the possibility of the whole yearly meeting committing to a bold target such as being carbon neutral by an agreed date

While today was not the time to make firm decisions, we have considered whether the proposed new areas of work are appropriate, and in line with our emerging sense of strategic priorities. We are clear that we need advocacy, work from meetings and changes in the lives of individuals. We ask that it be made clear in the paper that supporting change in the lives of individual Quakers is critical.

We already have clear governance for the work being done and that which is emerging. What is needed is to work out how to take forward new work that will support simple lives and simple meetings without adding complexity to our structures. We remain open to releasing funding for new work in this area.

We consider that the proposed actions fall within the terms of reference of the Central and Standing Committees and that the resource implications

We have made some suggestions about how the paper could be made as helpful as possible for Meeting for Sufferings and look forward to the consideration at MfS on October.

BYMT-2018-09-12 *The Friend*

We were pleased to be joined by Gerald Hewitson and Paul Jeorett, trustees of The Friend. We receive paper BYMT-2018-09-12 setting out the purpose of The Friend Publications Ltd and draft outline themes from its strategic plan for 2018-23.

BYMT-2018-09-13 Strategic priorities for the centrally managed work of BYM

At our June meeting we spent time in a workshop session considering what should be the strategic priorities for the centrally managed work (Minute BYMT-2018-02-17 refers). We receive paper BYMT-2018-09-13, prepared by Management Meeting and appointed trustees, which incorporates Trustees' thinking so far on the strategic priorities.

Under the banner "Simple Church, Simple Charity" it identifies three strategic priorities.

The draft strategy sets out criteria for all work being sustained or developed in the next 5 years and four strands of work for investment during the same period. It also sets goals for each area of work.

We can see that it will be an effective tool for us, Meeting for Sufferings, committees and staff in identifying strategic priorities for the centrally managed work of BYM (the charity) under the goals of *Faith in the future* that is, of course, for Friends across the Yearly Meeting (the Church).

We can also see how these strategic priorities will demonstrate why each piece of work is being done and thus help generate the annual operation plan and budget.

It will help us decide what we do and don't do, what we grow and what we shrink.

We are grateful for the work that has been done since our last meeting and are very happy with the shape of the document. We realise that there is more to be done in refining goals and testing the thinking with central committees and Meeting for Sufferings in particular. We have made some suggestions on wording.

We look forward to engaging with MfS at their meetings this autumn on priorities for centrally managed work and to approving final strategic priorities at our February 2019 meeting.

BYMT-2018-09-14 Giving and Fundraising Strategy

We receive paper BYMT-2018-09-14 which sets out a proposed fundraising strategy. We are grateful for the clear and comprehensive paper.

We have offered our comments and now adopt the giving and fundraising strategy. We can see that it will help our Society to thrive and provide simpler ways for Friends to support the work done in their name.

We recognise that additional resource for additional staffing will be needed. We ask Management Meeting to work out how to do this in the 2019 budget and subsequent budgets.

We agree to set up a small and agile giving and fundraising development group – that can often meet virtually - made up of Trustees and other Friends with fundraising experience who will test appropriateness of messaging, provide contacts and act as advocates for giving and fundraising to BYM.

We ask Management meeting to bring terms of reference to us with a view to the group being ready to start work in the summer of 2019.

BYMT-2018-09-15 Review of Committee on Clerks: draft recommendations

Ethel Livermore from the Committee on Clerks review group has spoken to us about the current thinking about how names are found for clerking roles.

We welcome the draft recommendations and suggest that, whatever the outcome, there should be closer cooperation between nominating bodies and BYMT.

Trustees are willing to join Central Nominations Committee in the search for new Trustees and Trustees with clerking potential.

BYMT-2018-09-16 Simplifying and diversifying BYMT committees

Further to minute BYMT-2018-06-16c, we receive paper BYMT-2018-09-16 from our Nominations Group which looks at the implications for our subcommittees to implement Yearly Meetings minute calling for more diversity in our governance bodies and the clear steer to simplify our procedures.

We have recognised the need for a simple church supported by a simple charity and that we need to begin with ourselves as the BYM Trustee body. We have considered the current composition of our committees and agree the following:

a) Audit Committee

We agree with the recommendation to make no changes to the composition of our Audit Committee at this time.

b) Employment Committee

We agree to reduce the membership of our Employment Committee to three Trustees, joined by a representative of the trade union. We ask to see revised terms of reference at our next meeting to reflect the revised remit of this committee as set out in the paper.

c) Finance & Property Committee

We agree to reconstitute our Finance & Property Committee with a membership of 3 Trustees, including the YM Treasurer, with the possibility of other Friends with appropriate experience. We ask to see revised terms of reference at our next meeting to reflect these changes.

We are mindful of the need to increase diversity on our committees, and we will monitor our own progress with this.

We have an expectation that our structures will deliver increased diversity. We expect revised terms of reference to include different ways of working to enable diversity.

BYMT-2018-09-17 Meeting for Sufferings

We have discussed our participation in Meeting for Sufferings on Saturday 6 October.

BYMT-2018-09-18 Reviewing the meeting

We have reviewed the meeting.

BYMT-2018-09-19 Time with the Recording Clerk

We have spent time with the Recording Clerk.

a) Recruitment of Head of Witness & Worship

We receive paper BYMT-2018-09-19 from the Recording Clerk, setting out the need to recruit a Head of Witness & Worship following the retirement of Helen Drewery on 5 April 2019. We authorise recruitment to this Management Meeting position, and ask our clerks to ensure appropriate representation from Trustees in the recruitment process.

BYMT-2018-09-20 Time without staff

We have spent time without staff.

We part, hoping to meet again on Friday 16 November at Friends House, if nothing occur to prevent.

Ingrid Greenhow
Clerk

BYM Strategic Priorities

BYM Trustees, with Management Meeting, are working to identify strategic priorities for centrally-managed work over the next 5-10 years (BYMT min. 2018/09/13 refers).

We are sharing what we have done so far, asking Meeting for Sufferings to support our developing discernment. Below is some background information explaining about the process and what has informed these headline priorities.

Why do we need strategic priorities?

'There is a finite pot of money and time... We have to choose which crops to sow; we have to cultivate and fertilise them, taking out the noxious weeds; we also have to judge the moment for harvest.'

Christine Davis, Minding the Future - Swarthmore Lecture 2008

BYM Trustees are responsible to the yearly meeting for the right stewardship of centrally-managed work, assets and property (Qfp 8.17). Trustees, committees and staff work hard to exercise stewardship; but demands continue to increase, and we can't do everything. Last year, when reviewing Management Meeting, Trustees identified a strategy gap between 'Our Faith in the Future' which sets the vision for our whole Yearly Meeting, and the operational plan, which sets out in detail the work of each team for the coming year.

Trustees hope that clear priorities will help:

- To inform planning, so that committees and staff use resources effectively
- To prioritise work in order to make the most difference with available resource
- To fundraise by letting Quakers and non-Quakers know what their money is needed for
- To enable us to review so that we know our work is making a difference
- To improve two-way communication between Quakers locally and our national structures, strengthening a sense of shared purpose



How has the plan been developed so far?

So far, this has been a joint process involving BYM Trustees and Management Meeting. We have considered:

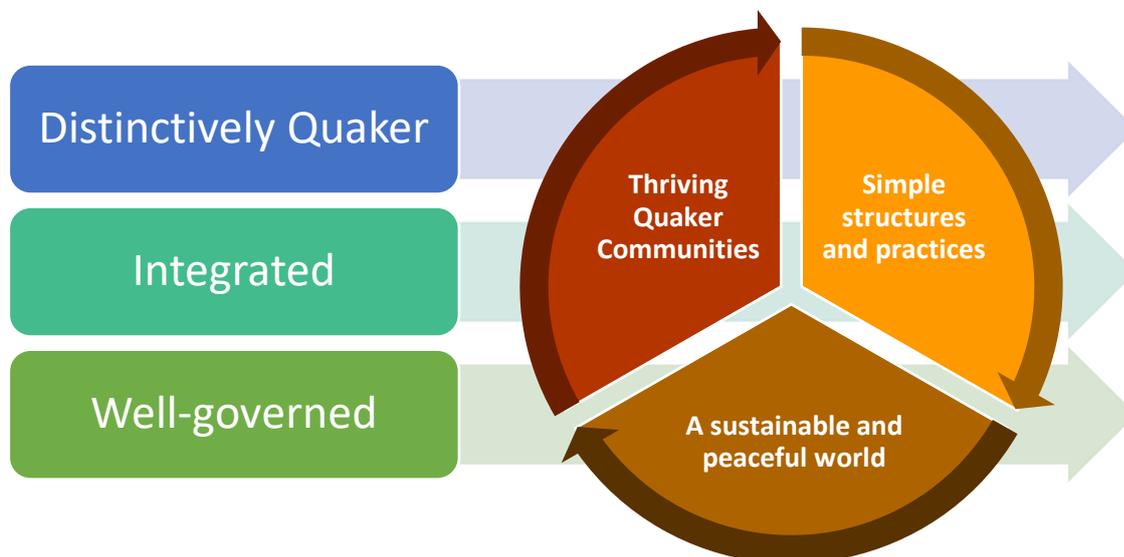
- Yearly Meeting minutes - asking for work on Sustainability (2011 and 2017); Inclusion and Diversity (2017); and to simplify as we revise the Book of Discipline (2018)
- BYM's charitable objectives (see *Quaker faith and practice* 8.03)
- Our Faith In the Future - adopted by MfS to guide the activities of all Quaker Meetings in Britain, to which BYM can contribute
- Strategic plans of Quaker Life Central Committee (QLCC) and Quaker Peace and Social Witness Central Committee (QPSWCC)

- Feedback from meeting role-holders - who tell us they need less administrative burden
- Feedback from staff - who tell us they need to understand the organisation's priorities, and to plan for more than one year at a time
- The BYM risk register
- The history of Quakers in Britain, which inspired our understanding of the need for a 'simple charity supporting a simple church'.

When will we see more detail?

The priorities set out below are only headlines. They have been developed through a lot of careful discernment. We need to develop the details, and to understand what this means in practical terms for all of our work. During the rest of 2018 and 2019 we will work closely with central committees as well as with staff. Some work programmes may see changes; if so, we are committed to carefully-planned transition. We expect to agree priorities in time to inform operational planning for 2020 onwards. The priorities will give shape to the direction core work will take over the next 5-10 years – e.g. testing to what extent it is essentially Quaker, or well communicated, or contributing to simpler structures.

A simple church supported by a simple charity, to reinvigorate Quakerism	
Criteria for all work being sustained or developed	Strands of work - priorities for investment and development
Distinctively Quaker faith-based, tested, Quaker identity, unique role	Thriving Quaker Communities supporting Quaker meetings and other groups to be diverse, to thrive and grow
Integrated between Quakers locally and nationally, and within BYM	A sustainable and peaceful world working with and on behalf of Quakers
Well-governed resourced, impactful and communicated effectively	Simple structures and practices in our local and national organisation



BYM investments and occupied Palestine

Introduction

Meeting for Sufferings is asked to consider how to advise BYM Trustees regarding investments in companies profiting from the occupation of Palestine.

Background

Last December, Meeting for Sufferings (MfS) received minutes asking BYM to consider adding companies profiting from the occupation of the West Bank to BYM's list of exclusions for investment purposes. MfS heard from Trustees that current investments do not include such investments; and that the investment policy was under review. MfS' minute was forwarded to BYM Trustees, Quaker Peace and Social Witness Central Committee (QPSWCC) and Quaker Committee for Christian and Interfaith Relations (QCCIR).

These three committees have now responded - the full minutes are copied below. BYM Trustees asks MfS to discern the way forward. Once Meeting for Sufferings has made a decision in principle, Trustees will take this into account when completing the revised Investment Policy.

What position is BYM considering?

Devon and Sussex East AMs have asked that BYM adds, to the list of exclusions in the [BYM Investment Policy](#), companies profiting from the occupation of Palestine. This includes any company – wherever it is based – engaged in violations of international law in occupied Palestine, including through their involvement in the settlements and their associated economy, the building or servicing of the illegal separation barrier and associated checkpoints, the exploitation of Palestinian natural resources, and the facilitation of Israeli military presence in occupied Palestine.

What is the current BYM position on financial engagement in occupied Palestine?

BYM has a long history of programme work in Israel and Palestine, including managing the UK and Irish office of the Ecumenical Accompaniment Programme in Palestine and Israel (EAPPI) since 2003. It is from this experience, and the witness of British and Irish Ecumenical Accompaniers (EAs), that BYM has taken the following positions on its financial engagement in occupied Palestine:

- A 2011 [MfS minute](#) on the issue of settlement boycotts concluded, "*We therefore ask Friends (Quakers) throughout Britain Yearly Meeting to boycott settlement goods, until such time as the occupation is ended*" (see Annex A).
- A 2012 QPSW CC minute agreed to QPSW involvement in a Parliamentary event "*promoting the banning of imports of Israeli settlement goods*".

Currently, BYM does not have investments which fall into this category, but the Investment Policy does not specifically exclude such investments.

What are the reasons for considering an updated position?

In 2011 and 2012, BYM's positions on settlement goods were significant actions to challenge the military occupation of Palestine.

However, since then the situation on the ground and the dynamics of the occupation have changed significantly. We consistently hear from our partners in Israel, Palestine and the EU, our other WCC international contacts, faith bodies, and from EAs that as the business of occupation expands, companies no longer have to be simply based in the settlements and producing goods there to play a significant part in sustaining the occupation. This has prompted calls to re-evaluate whether the call to boycott settlement goods is still relevant and sufficient or whether an updated response to challenge this changed reality is more appropriate.

a. Increasing annexation and enmeshment

Under international law, occupations must be [temporary and for overriding military necessity only](#). However, recent years have seen a significant surge in Israeli government-led occupation policies, including [settlement expansion and settlement-related construction](#) (e.g. roads, electricity networks), the [demolition](#) of Palestinian homes and structures, the [exploitation](#) of Palestinian natural resources, and the continued [construction](#) of the separation barrier and checkpoints. All of these policies are [illegal under the Fourth Geneva Convention](#), with many of the resulting features taking on a seemingly permanent status and becoming increasingly enmeshed with wider Israeli society. These policies have been implemented by Israeli government legislation and military orders.

At the end of 2017, the 'Greater Jerusalem Bill' began its long passage through the Israeli Parliament. If passed, this unprecedented bill would bring several significant settlement blocs under the jurisdiction of Jerusalem's municipality, formally annexing land earmarked for a future Palestinian state.

The European Council of Foreign Relations in their report on [EU Differentiation and Israeli Settlements highlights that](#),

“Unlike East Jerusalem, Israel has not officially annexed the West Bank. Yet successive Israeli governments have made considerable efforts to integrate the settlements as fully as possible into the country's day-to-day workings. A network of Israeli-only roads running through the West Bank connects Israeli settlements with Israel and to each other while bypassing Palestinian population centres. Settlements, meanwhile, are fully integrated into Israel's national power grid and water carrier system, while settlers communicate using the services and infrastructure, including large installations such as antennae, of all four of Israel's main telecommunications companies...

“Support for the settlements cuts across the political spectrum. Since Israel's capture of the Palestinian Territories in 1967, every Israeli government has promoted construction there... At the same time, settlements enjoy preferential economic investments - from expanded budgeting to tax benefits... - thanks to their designation as National Priority Regions. The ministries of agriculture and tourism have also played their part in encouraging businesses to move to or expand opportunities in the West Bank... None of this would be possible were it not for Israeli banks such as Bank Hapoalim, Bank Leumi, and Bank Mizrahi Tefahot, all of which provide mortgages for settlers homes and loans to West Bank regional councils, and finance infrastructure construction for the settlements themselves, such as the Jerusalem Light Rail project.”

b. The growing calls for action on financial engagement

There have been an increasing number of highly-publicised calls and actions taken in recent years to recognise this changed reality. These include:

- i. The [UK government's guidance](#) on business and the settlements which warns that there are: "...clear risks related to economic and financial activities in the settlements, and we do not encourage or offer support to such activity. Financial transactions, investments, purchases, procurements as well as other economic activities (including in services like tourism) in Israeli settlements *or benefiting Israeli settlements*, entail legal and economic risks stemming from the fact that the Israeli settlements, according to international law, are built on occupied land and are not recognised as a legitimate part of Israel's territory".
- ii. The World Council of Churches, which oversees the EAPPI programme, [stated in 2016](#) that, "...the WCC has sought to encourage and accompany Palestinian people and communities, and member churches and partners throughout the world, in their efforts to resist occupation, including through economic measures *such as divestment from companies profiting from the occupation* and boycotting goods produced in illegal settlements on occupied territory. Such actions seek to advance the cause of peace with justice in Israel and Palestine through active non-violent means, using criteria rooted in faith."
- iii. In March 2016, the UN Human Rights Council voted to [establish a database](#) of all business enterprises profiting from the occupation, wherever they are based. The database is currently being compiled and is due to be published by 2019.
- iv. The National Coalition of Christian Organisations in Palestine, a grassroots group representing 34 Palestinian Christian groups, [published a call](#) in June 2017 asking Christians around the world to "speak in support of economic measures that pressure Israel to stop the occupation... In response to Israel's war on boycotts, divestment and sanctions, we ask that you intensify that measure".
- v. In July 2018, the Irish Seanad (upper house) voted to pass the Control of Economic Activity (Occupied Territories) Bill. The [bill would not only make it a criminal offence](#) to import or attempt to import, sell, or provide a good or service from the settlements, it would also make it a criminal offence to assist anyone in these activities. The passing of the bill, recognising that companies do not need to be based physically in settlements to profit from the occupation, was historic and unprecedented in Europe. It is now proceeding through committees to the Dáil (lower house).

What are the risks in adopting a position on BYM investments in occupied Palestine?

a. Perceived delegitimisation of Israel

Israeli Prime Minister [Benjamin Netanyahu has described](#) those who boycott, divest from or sanction activities connected to the occupation as "anti-Semites in modern garb". Israeli Foreign Minister [Avigdor Lieberman compared](#) potential EU guidelines on the correct labelling of settlement goods to Nazis forcing Jews to wear yellow stars.

Advocates of divestment argue that such action does not stem from a desire to delegitimise Israel, but rather from a desire for continued and deeper relations with Israel while disengaging from entities profiting from the military occupation and acting in violation of international law. Any divestment would therefore be linked to the occupation itself - not the state of Israel - and would last only until the occupation has ended. It is important to emphasise that any divestment position would be targeted at all companies profiting from the occupation, whatever country they are based in.

Faith-based groups around the world have used divestment as a legitimate, nonviolent tool for positive change on a range of issues. This includes the Jewish group Oil Vay and the Islamic Society of North America, both of whom have campaigned to divest from fossil fuels, and Christian coalitions calling on denominations to divest from arms companies profiting from war.

Quakers too believe that the choices we make about our money are underpinned by our values, and can make a practical difference to the type of world we live in. As a result, Friends have been involved in a wide range of divestment campaigns, including actions to divest from the slave trade in the 18th and 19th centuries, the arms trade, and Apartheid South Africa. Quakers in Britain was also the first church denomination in the UK to divest from fossil fuels.

Quaker faith & practice advises us that: “If Friends are investing, thought should be given, not only to security and the rate of interest, but to the conditions under which the income is produced and the effect which the investment may have on the welfare of all, through social or environmental impact, at home or elsewhere”. ([Quaker faith & practice 20.56 \[part\]](#)).

b. Effects on the EAPPI UK & Ireland programme

In 2017 the Israeli government brought in a [law banning the entry to Israel](#) of people working for organisations publicly calling for boycotts of Israel, Israeli companies or the settlements.

Although any new position would be a step change in BYM policy, it should be noted that the Israeli government does not make a distinction itself between those who boycott settlement goods (BYM’s current position) and those who choose to take wider divestment action.

c. Interfaith relations

Programme staff and EAs find that the witness of the programme provides opportunities to hold difficult conversations with those who disagree with what we do. We see such opportunities as an important aspect of the work. Recent efforts by the programme to increase awareness and devise actions to counter anti-Semitism stand alongside our activities to contribute to ending the occupation.

In considering Devon AM’s minute, QCCIR stated that: *“We anticipate that the issue raised by Devon and Sussex East AMs, to ensure that BYM does not make such investments, may cause difficulties in our relations with parts of the Jewish and Christian communities. Since the papers of Meeting for Sufferings are in the public domain, such difficulties may occur as a result of a position taken by an AM just as much as one taken by BYM.*

“We would regret this, but this should not be understood as a reason for not taking action as requested” (full minute in Annex A).

Our four year relationship with a synagogue in Israel is unlikely to be affected. There is no expectation between the programme and the synagogue that we can agree on matters such as occupation or divestment. When we discuss such matters there can be upset and discomfort for all involved but this does not change our wish to remain in close connection.

Recommendations

Given significant changes on the ground in occupied Palestine since 2011, the ongoing illegality of the occupation, and the limited number of tools international civil

society has to impact the Israeli government, it seems appropriate to revisit the 2011 MfS minute now. MfS may wish to consider whether boycotting settlement goods only is still the most effective change tactic to help end the military occupation, or whether the meeting wishes to take a position on investments in occupied Palestine and encourage the Trustees to amend the BYM Investment Policy accordingly.

Our understanding is that the [Methodist Church](#) is the only church in the UK with a specific position on investments relating to occupied Palestine. A BYM position on this could encourage and embolden others to take action. Quakers in Britain was the first church in the UK to divest from fossil fuels. This could an opportunity to be at the forefront of change on this moral and ethical issue too.

In considering this, QCCIR and QPSW CC have sent minutes to MfS:

QCCIR minute 18/07c:

“We are confident that YM’s list of ethical investments will continue to be based on our spiritual principles, and hope that Meeting for Sufferings will uphold the principle that we are uncomfortable with investments that may be related to any activity which may be considered immoral, or illegal in international law.”

QPSWCC minute 18/15:

“We endorse Devon AM Minute 80/2017 and ask BYM Finance and Property Committee to consider adding to their current list of exclusions for investment purposes any company that is profiting from the occupation of the West Bank. We hope that Meeting for Sufferings will call on British Friends to do the same.”

There are several positions Meeting for Sufferings could decide to take:

- To rescind or to reaffirm its 2011 decision to boycott settlement goods.
- To encourage BYMT to exclude from its investments companies profiting from the occupation of Palestine, and to amend the BYM Investment Policy accordingly.
- To go further and ask Friends to ensure they also exclude from their Meeting and personal investments any companies profiting from the occupation of Palestine, as suggested by QPSW CC.

Prepared by QPSW staff
September 2018

Annex A

Minutes on financial engagement and investments in occupied Palestine

1. 2011 Meeting for Sufferings Minute to boycott settlement goods
2. 2017 Devon Area Meeting Minute on investments in occupied Palestine
3. 2017 Meeting for Sufferings Minute on investments in occupied Palestine
4. 2018 QCCIR Minute on investments in occupied Palestine
5. 2018 QPSW CC Minute on investments in occupied Palestine
6. 2018 BYM Trustees minute on BYM investments in occupied Palestine

1. Meeting for Sufferings (June 2011)

Boycott, divestment and sanctions (Israel/Palestine)

Further to minute S/11/02/4 of 5 February 2011, we receive minutes on this matter from the following Area Meetings: Southern Marches (paper S/11/04/mc i a), Sussex East (i b), Surrey & Hampshire Border (i c), Swarthmoor (i f), North London (i g), Cambridgeshire (i h), East Cheshire (i i), Ipswich & Diss (i j), North West London (i k), Bristol (i l), Hampshire & Islands (i m), Devon (i n), Manchester & Warrington (i o) and North Cumbria (i p).

Our assistant clerk has summarised the 14 Area Meeting minutes received, and we have returned to our consideration of the issues raised in the papers received at our last meeting (paper S/11/02/A prepared by Marigold Bentley, Assistant General Secretary of Quaker Peace & Social Witness (QPSW), the Kairos Palestine Document A moment of truth (paper S/11/02/B), and the Quaker Council for European Affairs Discussion Paper entitled Responses to the call for boycott, divestment and sanctions (S/11/02/C)).

We have heard of the responses of Jewish Peace Groups within Israel. We hear these Israeli citizens risk being criminalised by their government if they actively support the Palestinian call for cultural and economic boycott. We were informed that most Jewish Israeli Peace Groups support the boycott of settlement goods, and only some support a boycott of Israel.

A just peace for Palestine means security for Israel too, and nonviolent protests by both Israelis and Palestinians for the end of the occupation are heartening to observe.

For nine years Quakers have been witnessing individually and through the Ecumenical Accompaniment Programme in Palestine and Israel (EAPPI) to the human rights abuses of the military occupation of the Palestinian Territories. Today we have considered whether we should add nonviolent action to our witnessing – not as punishment or revenge, but as an external pressure to achieve change. We understand the history and the trauma of the past, but it is Israelis who are the stronger and they need to make the changes.

John Woolman's words (Quaker faith & practice 26.61) remind us of the powerful sense we have of being brothers and sisters with people of other faiths. There are three main faiths in this part of the world, and we want to proceed in ways which allow dialogue to continue. We consider we should now act publically and, well-informed, be able to explain our action to others - because people matter more than territory, and because we approach others with a desire for peace.

Difficult decisions taken by us today can be reversed. The request for boycott comes from those who will suffer most, but a decision for boycott will give hope to Palestinians and support to those in Israel who are working for peace.

In the face of the armed oppression of poor people and the increasing encroachment of the illegal settlements in the West Bank, we cannot do nothing.

Our hearts are full of compassion for Israelis and Palestinians, all of whom are suffering from the effects of the occupation.

We are clear that it would be wrong to support the illegal settlements by purchasing their goods. We therefore ask Friends (Quakers) throughout Britain Yearly Meeting to boycott settlement goods, until such time as the occupation is ended.

We are not at this time proposing to boycott goods from Israel itself, being unwilling to jeopardise continuing dialogue with Israelis and British Jews.

We pray fervently for both Israelis and Palestinians, keeping them together in our hearts. We hope they will find an end to their fears and the beginning of their mutual co-existence based on a just peace. And so we look forward to the end of the occupation and the end of the international boycott. We envisage our future relationship with both peoples as one of loving and generous co-operation. Although we unite in this decision we recognise that Friends have different views, and we must treat one another tenderly.

2. Devon Area Meeting (Oct 2017)

80/2017 Report from Area Meeting working group on Palestine and Israel

Gerald Conyngham, a member of the Area Meeting working group on Palestine and Israel has spoken about Kairos Britain, a network of Christian organisations, individuals and faith communities in the UK, that works to facilitate actions that promote peace and justice in Israel/Palestine. We agree that we become affiliated with Kairos Britain and ask our Clerk to expedite this.

The working group also proposed that we ask BYM to consider adding to their current list of exclusions for investment purposes any company that is profiting from the occupation of the West Bank. The working group suggest that this is done along the lines outlined in their paper in Documents-in-advance "Proposal for BYM to divest from companies with interests in the West Bank". This action is part of a campaign being organised by Kairos, "calling on churches to divest from any companies which profit from either the settlements and their associated economy, the building or servicing of the illegal separation barrier and associated checkpoints or the exploitation of Palestinian natural resources".

We agree to this and ask our Clerk to send this Minute and the paper to Meeting for Sufferings for their consideration.

3. Sussex East AM (Oct 2017)

Minute 70.17 - Proposal that BYM should divest from companies with interests in the West Bank

We support Devon Area Meeting's proposal that BYM divests from companies that profit from the occupation of Palestinian territories, as called for by Kairos. We thank Lewes Meeting for bringing this to AM, and we agree to send this minute to MfS.

4. Meeting for Sufferings (December 2017)

MfS/17/12/09 Investments profiting from the occupation of the West Bank

We receive minute 80/2017 of Devon AM asking BYM to consider adding to their current list of exclusions for investment purposes any company that is profiting from the occupation of the West Bank. We also receive minute 70.17 of Sussex East AM held on 14 October 2017 in support of Devon AM's minute.

We have heard from Trustees that our current investments do not include investment in any company with direct interests in the occupied Palestinian territories and that the BYM investment policy is currently under review.

We forward these minutes to BYM Trustees, QPSW Central Committee and Quaker Committee for Christian and Interfaith Relations.

5. QCCIR (Jan 2018)

QCCIR/18/07c QCCIR and BYM: Investments profiting from the occupation of the West Bank

We have received separated Meeting for Sufferings minute 17/12/09 on investments profiting from the occupation of the West Bank, together with the relevant minutes from Devon and Sussex East AMs (QCCIR 2018 01 04bi). Meeting for Sufferings has asked QCCIR for advice, on the basis of its role in keeping BYM informed about dialogue between faiths.

We anticipate that the issue raised by Devon and Sussex East AMs, to ensure that BYM does not make such investments, may cause difficulties in our relations with parts of the Jewish and Christian communities. Since the papers of Meeting for Sufferings are in the public domain, such difficulties may occur as a result of a position taken by an AM just as much as one taken by BYM.

We would regret this, but this should not be understood as a reason for not taking action as requested.

We are confident that YM's list of ethical investments will continue to be based on our spiritual principles, and hope that Meeting for Sufferings will uphold the principle that we are uncomfortable with investments that may be related to any activity which may be considered immoral, or illegal in international law.

We send this part of the minute to Meeting for Sufferings.

6. QPSW CC (Feb 2018)

Minute 18/15 [part] Separated minutes

Minute from Devon AM 80/2017 (MfS/17/12/09) asks that BYM Trustees exclude investments in any company that is profiting from the occupation of the West Bank. In F&P 18/12 Investments, BYM Trustees Finance and Property Committee have reported there are no holdings in any company with direct investments in the Occupied Palestinian Territories. We endorse Devon AM Minute 80/2017 and ask BYM Finance and Property Committee to consider adding to their current list of exclusions for investment purposes any company that is profiting from the occupation of the West Bank. We hope that Meeting for Sufferings will call on British Friends to do the same.

7. 2018 BYM Trustees

2018/09/09/c BYM Investments in occupied Palestine

We have received paper BYMT-2018-09-09c (further background papers have been uploaded to QGroups).

In December 2017, Devon Area Meeting asked BYM to consider adding to the list of exclusions in the BYM Investment Policy companies profiting from the occupation of Palestine. This has been considered by Quaker Peace & Social Witness Central Committee and the Quaker Committee for Christian and Interfaith Relations that have weighed up the risks associated with the change in policy. Both committees endorse Devon AM's concern and uphold the principle that we should not hold investments that may be related to any activity that may be considered immoral or illegal in international law.

Trustees consider that it may well be the time to adopt a new position on investments in companies profiting from the occupation of Palestine. As this would be a change in the Yearly Meeting's position on the Israel/Palestine question, Trustees invite Meeting for Sufferings to contribute its discernment as to the way forward. The briefing paper will be made available to Meeting for Sufferings.

Once Meeting for Sufferings has made a decision in principle, Trustees and their Finance & Property Committee can include any new position in the Investment Policy by the end of the year.

Organisations applying to become Quaker recognised bodies

Introduction

This paper gives details of new applications for registration as Quaker Recognised Bodies.

In 2015, Meeting for Sufferings agreed a new way for BYM to relate to other Quaker bodies (minute **MfS 2015/12/17**).

- The guidelines for groups that would like to be a QRB are also on the BYM Website www.quaker.org.uk/our-organisation/quaker-groups
- Paper **MfS 2018/07/15** gives a full introduction to Quaker recognised bodies.

A Quaker Recognised Body (QRB) is an independent group where concerned Friends explore a common interest, seek affirmation, or carry out witness. It wishes to be recognised as a Quaker body because its Quaker roots are an important part of its identity.

The process aims to clarify benefits and responsibilities for QRBs and BYM. It's also a way to strengthen links between centrally-managed work and the wide range of exciting Quaker work being done by other groups, helping build a vibrant Society of Friends.

So far, Meeting for Sufferings has registered 43 Quaker Recognised Bodies.

Request for registration

The following organisations have applied to become Quaker recognised bodies.

Four appeared as a listed informal group in the 2016 Book of Meetings:

1. **Quaker Arts Network**
2. **Quaker Campers**
3. **Quaker Gender and Sexual Diversity Community**
4. **Quaker Social Action**

One is a new group; it has grown out of The Leaveners which was listed as an informal group in the 2016 Book of Meetings, but has since been laid down:

5 Friends in Tune

Staff have looked at the documentation provided by each of the organisations and consider that the criteria for listing them as Quaker recognised bodies have been met. The notes below give key details about each organisation. MfS is asked to approve these five organisations as Quaker recognised bodies.

Michael S Booth
Church Government Adviser

1 Quaker Arts Network

Aims: To develop and nurture a community of Friends interested in the arts, and to support encourage and publicise the use of arts for Quaker outreach, spiritual growth and witness.

Governance: The current constitution was agreed on 1 September 2018. The Quaker Arts Network (QAN) has a committee appointed by an Annual General Meeting. Business is conducted according to the Quaker business method. Some roles, currently the clerk and treasurer, are restricted to members of the Society of Friends.

Type of Group: Free standing

Foundation: 2013

Publications and activities: Activities include: enabling communication among Friends interested in the arts enabling them to publicise events, seek or give Advice, arranging occasional events for members to meet up and acting as an “umbrella” organisation in support of particular arts projects.

From time to time QAN may undertake other activities or be able to offer different kinds of support for some projects. In the past it has organised art exhibitions and art calendars. It may undertake other projects relating to other art forms and Quaker witness or spirituality.

Membership: About 250

Finance: Financial reports for past years are on the website. The accounts are independently examined

Winding up: The constitution contains provision is made for winding up the organisation.

Archives: Currently held by the clerk, the website has copies of all the annual reports and other documents.

Current contact details: June Buffery (Treasurer/ Email contact)
Nettlebank,
Wootton Rivers,
Marlborough SN8 4NQ

Email: quakerartsuk@gmail.com

Website: <http://quakerarts.net>

Staff link: Website and Social Media Manager, Nik Dadson

2 Quaker Campers

Aims: To provide opportunities for Quakers from all parts of Britain (and possibly further afield) who enjoy camping to share the fellowship of camping together. Currently this consists of a one-week family camp each summer.

Governance: There is no constitution; however there is a document which sets out guidelines for personal behaviour and organisation of the camp community. This is reviewed and revised by the AGM as necessary. Decisions are taken by the AGM held during the annual camp.

Type of Group: Free-standing.

Foundation: Not known – probably started at least 40 years ago.

Publications and activities: Currently the only activity is an annual family camp.

Membership: Currently there are 50 to 70 adults and children at each camp. The group has no formal membership but maintains a mailing list of those who have asked to be informed of activities.

Finance: Each camp is self-financing, i.e. each family unit pays its own costs. Some years a small admin fee is charged to cover general expenses. A small balance is held in order to pay camp site deposits, etc.

Winding up: There are no specific provision is made for winding up Quaker Campers. An AGM is held at the camp each year and this would take any decisions involved in winding up. The group holds only very small resources.

Archives: Limited archives are kept and held by the clerk or any other person willing to do so.

Current contact details: Chris Edwards (Clerk)
48 Town Street, Old Malton, Malton. YO17 7HD
Tel: 01653 698 452

Email: enquiries@campers.quaker.eu.org

Website: www.campers.quaker.eu.org

Staff link: Children's Work Officer, Mel Cook

3 Quaker Gender and Sexual Diversity Community

Aims: The Quaker Gender and Sexual Diversity Community (QDSGC) brings together people of diverse sexual or gender identities within the Religious Society of Friends (Quakers) in Britain. It aims to provide a voice and a meeting space for the LGBT and queer community, including lesbian, gay, bisexual, asexual, intersex, transgender and gender non-binary Quakers, for Quakers interested in sexuality, gender identity and equality, and welcomes others seeking an inclusive spiritual community.

Governance: There is a constitution, which is being revised to reflect the current structure of the group. There is a small committee, which meets regularly and uses the Quaker business method. In addition an AGM is held, normally during Yearly Meeting.

Type of Group: Free-standing.

Foundation: Founded in 1973 as the Friends Homosexual Fellowship. In 1991 it changed its name to the Quaker Lesbian and Gay Fellowship and in 2017 it became the Quaker Gender and Sexual Diversity Community.

Publications and activities: It has a newsletter distributed primarily by email and there are occasional national gatherings, as well as local groups in the Midlands, Scotland and London. There is also an active Facebook group.

Membership: About 175 individuals and also 22 member meetings.

Finance: The group no longer charges a subscription. Annual expenditure is approximately £2,500, with income from donations and events, and existing funds.

Winding up: An AGM is able to decide to wind up the organisation if it is led to do so.

Archives: Held by an individual, who has a long-standing connection to the group.

Current contact details: Quaker GSD Community
c/o Zem Moffat
Glasgow Quaker Meeting House
38 Elmbank Crescent, Glasgow G2 4PS

Email: info@qgsdc.org.uk

Website: <http://qgsdc.org.uk>

Staff link: Church Government Adviser, Michael Booth

4 Quaker Social Action (QSA)

Aims: To enable people on low incomes in east London and across the UK to seek solutions to the issues affecting their lives. To do this, it listens and responds to the needs of the community by running practical, sustainable and collaborative projects. QSA shares its work with others when it is clear that it has the potential to bring benefits to their communities.

Governance: Quaker Social Action (QSA) has a formal constitution as laid out in its Memorandum and Articles of Association. It is a registered charity no. 1069157 and is also a company limited by guarantee no. 3524063. QSA has a board of trustees; all trustee meetings are conducted in the Manner of Friends. It delegates day to day management of the charity to staff.

Type of Group: External.

Foundation: 1867 as the Bedford Institute Association. Name changed to Quaker Social Action in 1998.

Publications and activities: Delivery of practical anti-poverty projects. 80% of QSA's work is delivered in London; 20% across the UK. Its work has three levels: working directly with people in need; training other professionals who work with people in need; campaigning for change on a national level. Publications include annual report and accounts. Current projects include Aberfeldy Big Local, Bags of Taste, Down to Earth, Get Set, Homestore, Made of Money, Move On Up, and This Way Up: information on each is available on the QSA website.

Size: 12 trustees; 25 staff; 100 volunteers a year (on average); 3000 beneficiaries.

Finance: The accounts are audited in accordance with Articles of Association and are available on the charity commission and QSA websites.

Winding up: Provision is made for this in the Articles of Association.

Archives: Kept at Friends House Library.

Current contact details: Judith Moran, Director
Quaker Social Action
17 Old Ford Road, Bethnal Green, London. E2 9PJ
Tel: 0208 983 5030

Email: info@qsa.org.uk

Website: www.quakersocialaction.org.uk

Staff link: Head of Networking and Engagement, Suzanne Ismail

5 Friends in Tune

Aims: To encourage singing and song throughout Britain Yearly Meeting as a spiritual practice, means of outreach and deepening the bonding of Friends to build communities. The group also relates to the Quaker Arts Network.

Governance: 'Friends in Tune – the singing Quakers' - have a formal constitution setting out their aims and objectives, membership, committee, finance and winding up. It is not a registered charity and has no aims to become one. In accordance with their constitution, 'Friends in Tune' is managed by a committee appointed annually at its public Annual General Meeting; the officers of the committee shall be a clerk, assistant clerk, treasurer, assistant treasurer and at least three other members. The holding of committee meetings will be in the manner of Friends.

Type of Group: Emergent.

Foundation: October 2017. The group was initiated at the laying down of 'The Leaveners'.

Publications and activities planned: Two books of songs; touring workshops and biennial major festival.

Membership: Committee of 8 activists, membership open to all

Finance: The group received £5000 from The Leaveners as a setting up grant, and has opened a Bank account. Accounts will be examined in accordance with their constitution.

Winding up: In the event of 'Friends in Tune' being laid down, any remaining funds shall be transferred to another organisation with similar aims.

Archives: None at this stage of the organisation's existence

Current contact details: Alec Davison (Treasurer)
8 Priority Road, Loughton, Essex. IG10 1AF
Tel: 0208 418 9517

Email: alec.davison@btinternet.com

Website: none

Staff link: Ministry and Outreach Officer, Gill Sewell

Vibrancy in Meetings: Beyond the Pilot

1. Introduction

This paper provides an update for Meeting for Sufferings (MfS) about the Vibrancy in Meetings pilot project, with information about the next steps.

2. Background

The Vibrancy in Meetings (ViM) pilot project is doing something new for Quakers in Britain – exploring whether having locally-based staff can help meetings to thrive as communities with a vital Quaker ministry, becoming stronger, more connected, more confident, more engaged, and more sustainable. The project, which is a joint initiative between Woodbrooke Quaker Study Centre and Britain Yearly Meeting (BYM), is running until December 2019.

The project is run by Rachel Matthews, the National Co-ordinator, working from home in Cardigan, along with four Local Development Workers (LDWs) who are based in: Devon, Cornwall and West Somerset (Pip Harris), the North West of England (Wendy Hampton), Wales and Southern Marches (Helen Oldridge), Sussex, Surrey and Kent (Carrie Comfort). The work sits under the care of the ViM steering group.

Grounded in and responsive to the needs of meetings, the work of the team can be seen as up-rising, like a wellspring, nurturing and nourishing the spirit, helping to ground practice and process in worship and enable leadings to spring up. The ViM team and steering group are discovering that locally-based workers, being alongside Friends and meetings, are a great resource, with some objectivity and with wisdom and experience, combined with loving support.

The nature of the support given to meetings emphasises spiritual nurture and community development. It varies between meetings and regions but is commonly focused on being alongside Friends and meetings, developing relationships, listening and advising, helping meetings to clarify their needs, signposting to and brokering appropriate support as well as practically helping things to move forward.

The workers are providing courage for Friends to try things, giving space to grow and hope for future possibilities. The team are additionally beginning to develop work in response to needs which they identify across meetings, and across regions which is more experimental, but is developed in partnership with friends and meetings. Some recent examples of the programme's work include:

- A gathering of role holders to share experiences
- A retreat day for role holders coming to the end of their time of service
- An informal gathering of people who have done the Woodbrooke *equipping for ministry* course

LDWs have also worked alongside colleagues in other parts of BYM to support the delivery of their work. This has included participating in Quaker Life Representative Council, contributing to the delivery of “All are Welcome” events and collaborating with the Property Support programme to identify and engage pilot areas.

3. Beyond the pilot (BtP) process

The ViM programme is being evaluated by the National Council for Voluntary Organisations (NCVO) Charities Evaluation Service and while it is too early to draw complete conclusions, the early indications are that this type of support is greatly valued by those Friends who receive it.¹

BYM and Woodbrooke staff, advised by the ViM steering group, are working to support both organisations decide how to act on the learnings from ViM and to decide what to do when the pilot ends. The aim is for Woodbrooke and BYM Trustees to make a final decision about the future of the work in June 2019 (six months before the end of the pilot project).

4. Role of Meeting for Sufferings

Detailed decisions about what happens ‘beyond the pilot’ are the responsibility of BYM and Woodbrooke Trustees; but they are keen to hear the views of Meeting for Sufferings as well as Local and Area Meetings.

This meeting is a chance for MfS to hear more - both in session and informally during the lunch break. We hope Friends in areas with Vibrancy local development workers will contribute; but comments and questions from all Friends will be appreciated.

Trustees plan to bring more news to MfS next April. By then, the main evaluation report will be available, and we hope to have clear options for taking this forward. Although the early indications are that there are real benefits to local meetings benefit from having locally-based workers, we need to understand more about this and what shape (or shapes) might be right. We hope MfS will help to guide decisions about the future.

5. Questions for Meeting for Sufferings

We’re sure representatives will have questions about what the local development workers are doing, how Meetings in these areas are developing, and what the challenges have been. From representatives, it would be helpful to know what information would help MfS next year, when it will be asked to guide Trustees’ decision-making; and in the meantime, how would you like to be kept informed?

Suzanne Ismail, Head of Networking & Engagement, September 2018

¹ More information about the ViM programme and early evaluation findings can be found at www.woodbrooke.org.uk/vibrancy

Meeting for Sufferings Standing Nominations Group

Introduction

Most appointments made by Meeting for Sufferings (MfS) are nominated by Central Nominations Committee (CNC). However, when CNC was reviewed in 2015, MfS agreed to find names for its own 'internal' groups.

At the moment, our Support Group is the only one of this type. In April MfS appointed a temporary search group to bring nominations for our Support Group to this meeting. This worked well, but Arrangements Group feels it would be helpful to have an ongoing group, to avoid having to create one whenever it's needed. They hope MfS will set up a standing nominations group.

What's needed?

The Standing Nominations Group would be asked:

- to make further nominations for the Support Group, if any vacancies arise during the triennium;
- to be ready to bring nominations, if any other group is set up;
- to bring names for the Support Group for the next triennium (2021-24; all members of the Support Group are Friends who have already been members of Sufferings)

We need about 3 people willing to form a Standing Nominations Group. Please consider whether there is someone you can suggest. Please also consider whether it's right to suggest your own name; and whether you would be willing if asked.

Process

If you have significant hesitations about setting up a Standing Nominations Group, please let the clerks know, preferably by email to sufferings@quaker.org.uk, to reach them by the morning of Friday 5 October.

The process for appointing the Group will be:

a) Nominations in advance

If you have names to suggest, please send in advance (by email, to sufferings@quaker.org.uk or by post, via Graham Spackman at Friends House).

b) Nominations during the meeting

In the meeting, the clerk will inform MfS of nominations sent in advance. If more names are needed, you will be asked to make further nominations during the session.

c) Decision

Nominated Friends will be asked to leave the room while their names are considered.

Diversity and Inclusion

In 2017, Yearly Meeting 'heard the call to examine our own diversity, particularly in our committee and organisational structure, locally and nationally'. It asked Meeting for Sufferings MfS: *'to look at how we can remove barriers and actively seek wider participation in the full life of our meetings...'* (YM 2017 minute 38).

Last October, as a way of starting this process, MfS considered three questions. MfS agreed representatives would consider the questions further with their Area Meetings or committees, and send responses (minute MfS/17/10/22). BYM has employed an Inclusion and Diversity Co-ordinator to gather the responses, to encourage and support meetings in their consideration, and to help us identify the next steps.

The Co-ordinator, Edwina Peart, has prepared the paper below and will speak to Meeting for Sufferings. This is an initial report, brought to MfS for information at this stage. Next April, Edwina will bring specific proposals.

Responses to questions exploring diversity within meetings

Introduction

Thank you for your responses and your welcome messages. I have read them all. I am listening and talking to everyone that I can. This paper reports on the responses received to the three questions sent to area meetings for their consideration.

1. In what ways is your meeting already diverse?
2. In what ways could it be more diverse?
3. What would help it become more diverse? What are the opportunities and barriers?

It summarises and reflects the spirit of the documents.

Size and nature of response

Meetings have reacted in very different ways to these questions. Some raised this at Area Meeting (AM), others dealt with it at a local meeting level and sent the local meeting responses, whilst some did a combination of both. Some areas also chose to consider and develop their reactions to the issues through specific structures, for example the education and learning group. This is an ongoing exploration and conversation, if your local or area meeting has yet to respond please do so.

Similarly, responses have taken a variety of forms. These include minutes, pictorial representations of discussions held, notes from exercises and tasks undertaken to elicit answers and commentaries that draw on earlier initiatives and findings that relate to the issues raised. They also vary widely in terms of size and information.

To date, 27 area meetings, 2 committees and 9 individuals have responded.

Analysis

I hear a desire to be inclusive. Within this there are stories to be told to encourage others. The nature of the responses prohibits numerical analysis but lends itself to a thematic discussion of the current situation and emerging ideas and trends.

Responses to question 1 - *In what ways is your meeting already diverse?*

The most commonly reported areas of diversity are religious background and outlook, sexual orientation, physical ability and individual talents and gifts. Some meetings reported diversity in age spanning 5 to 90. This is always supported by programmes for children and young people including hosting nursery activities. 1 meeting reported the fact that they are getting younger. Diversity in family background, social background (including income, education and occupation) and mental health status is also recorded. A few meetings reported diversity in ethnic origins, including white, and in social and economic background.

Some of the information received is difficult to analyse due to its ambiguity. Does social and economic background represent class of origin rather than current status? Some meetings included the range of projects they are involved in and the groups that use their premises in their ethnicity/nationality audit. Meetings also included less obvious characteristics. Neuro-diversity, diversity in where we have lived and worked, town and village residents and ancient and new wisdom are all reported.

Responses to question 2 - *In what ways could your meeting be more diverse?*

Most meetings reported a lack of diversity in terms of ethnicity and nationality, social and economic class, education, young adults and children and men (particularly in the older age range). Some meetings mentioned a concentration of professionals from the teaching, caring and art industries.

Responses to question 3 - *What would help your meeting become more diverse? What are the opportunities and barriers?*

This question was addressed in several ways.

- **Groups that we need:**

Children; a wider age range; wider range of education and occupations; wider range of political ideology; more socially active people; those who are not well off; those from a wider range of theological backgrounds; single Quaker households.

- **Barriers:**

The most often identified barriers are language use, specifically Quaker jargon (including the title of my post)! Time and style of worship; lack of visibility and availability, and the Quaker business method. This is often explained as part of the difficulty newcomers face in understanding fully and engaging with Quaker structures and practices. The invisibility of Quakers in their communities, the restrictions created by the age demographic, the fact that membership is of an area rather than a local meeting, as well as the process of membership has put some people off. The inward and judgemental nature of meetings is also mentioned, as is the perception of members that they have something precious that they do not want to lose

- **Opportunities:**

These included being open to insights from others; developing an understanding of the barriers others face as well as the skills needed for sensitive approaches;

outreach occasions and identifying training opportunities. A few suggested that Quakers need not be embarrassed about who we are and should ensure that this doesn't stop us doing things. One meeting suggested exploring ourselves as marginal.

- Helpful factors engaged in:

The most frequently mentioned activities are making meetings better known which includes upgrading/building a website and using outreach week. Study groups, evening meetings and a shared supper is mentioned. Hiring the building is also seen as a way of raising our profile.

- Helpful factors considering:

Engaging with other church and community groups is frequently mentioned as a way of increasing awareness and understanding of Quakers. Holding conversations, increasing lettings and building on the idea, already held by many user groups that the meeting house is a space for peace and healing. Expanding and instituting children's meetings and the creative use of social media are mentioned. Some meetings drew attention to recommendations outlined in earlier reports and suggested implementing them. A few meetings spoke of hosting and advertising topical debates and exploring other local provision that is similar and more popular. One AM reported considering some semi-programmed meetings. Getting out more, being more outward looking as well as examining our promotional material are all mentioned.

Themes Emerging from Responses

Defining Diversity

What we consider diversity to mean differs widely within the Quaker community. It is evident in the range of responses given to question 1. Some areas have focused on the protected characteristics included under the Equalities Act 2010: age; disability; gender reassignment; race; religion or belief; sex, sexual orientation; marriage and civil partnership; pregnancy and maternity. Whilst others have included other factors such as religious background, relationships, personality, town and village residents. I am happy to include this range as it speaks to experience, perspective and encapsulates generational differences in how this term is understood and applied. There is evidence to suggest that representation and equal opportunity are considered somewhat old school. The young are more likely to conceptualise diversity and inclusiveness in terms of connectedness, teams, collaboration, personal and professional growth.

However, the vague nature of the term diversity makes it difficult to form a firm goal with steps and strategies towards achievement. I think there is a case for a broad but clear definition that facilitates understanding of both structural and unconscious biases as these both feed into how and where we identify ourselves, form groups, experience solidarity, community and exclusivity. This seems particularly relevant for a faith community whose approach to diversity has to be ground in spiritual values. It also speaks to Quaker organisation in that each area/local group can work on particular aspects of this as benefits their meeting, specific expertise and needs.

A variety of responses

Within areas, meetings can be very different. This is apparent from those responses that included a minute, or notes of a discussion or workshop from various local meetings. This is reinforced by some of the individual responses that clearly outline the comfort and sense of belonging that individuals enjoy in a local meeting which meets their spiritual and community needs. This is contrasted with the estrangement that they feel at area gatherings. Such that they have ceased to attend.

Some AMs included in their response what they consider to be the perception of Quakers. This can be summed up as middle class, privileged and intellectual. It is not clear whether this is a view held by outsiders or Quakers. The incorporation of this perspective is interesting. The point is also made that Quakers are better known for what they oppose than what they support. Many meetings make the point that they are constrained by the geographical context in which they are based. This is most often mentioned in terms of racial/ethnic diversity.

Categorisation

Many meetings express a dislike of categorisation. A reluctance to undertake an audit. Interestingly this is often conveyed as the feelings of the clerk, rather than necessarily the meeting. This fuels much of the distrust and reluctance to examine Quaker diversity. In order to complete the task meetings have to think about and detail the social, economic and political categories that their membership most represents and those it does not. The Quaker focus on the individual, with unique and special gifts is a fundamental tenant of practice. However, to exclusively focus on the individual, ignores the structural and historical elements of exclusion, discrimination and inequality. Diversity, if considered alongside inclusion and belonging speaks to the need to welcome the outsider, the stranger and offer solidarity.

Alongside this objection are two connected ones most often expressed as questions. Is this an exercise in political correctness? Or, an attempt to stem declining numbers? Both of these approaches restrict full engagement with the topic. Issues such as immigration, who holds power in society at large and its institutions, how it is wielded and in whose interests, are pertinent and relevant issues of our time. To dismiss them is to relinquish responsibility for being the change we want to see. I feel there is an element of fear holding us back. Diversity and inclusion is about knowing one another, developing community and this is underpinned spiritually.

Moving Forward

There is a need to develop a comprehensive definition of what we mean by diversity within the Quaker faith community. This can build on general definitions that are available and be refined with contributions from other faith groups and both the international and national Quaker community. This will also include particular reference to categories detailed in these responses, such as town and village residents, ancient and new wisdom.

I picked up a sense that a lack of diversity in meetings is equated with Quakers being irrelevant to particular sections of society. This is expressed in two opposing ways. Meetings expressing fear of possibly relinquishing long held practices in order to attract others; alongside assertions that those that require this form of worship will

be led to, or simply find it. Both of these positions can lead to inaction and hinder small steps that can make a difference. There is work to be done on the spiritual value of disruption, challenge on diversity and inclusion and the benefits this can bring in terms of mutual growth of faith and insights. The thought that Quakers are not being asked to lose that which they find precious but rather to share it with a wider group than they do currently is worth promoting.

Many meetings spoke of this as an ongoing topic. One that requires further exploration. I definitely conceptualise this as a process. One that has to be returned to in its own right and included in the broader business of the meeting. There is also the recognition that diversity in committee and organizational structure cannot be increased without cultivating wider ideas of inclusion and connection. This is compounded by the fact that there is a limited pool of those who are willing to serve on committees. There is a need expressed for some preparation to understand the underlying issues of social diversity, inclusion, privilege and structural oppression. The upcoming review of Quaker Faith and Practice is mentioned by a few meetings as a relevant opportunity

What next?

I am still very happy to continue to receive responses to the three questions. If your AM, local meeting or committee hasn't considered them yet, please do. Reflections from individuals are also helpful

Quakers need a baseline. We may be more diverse than we think. I'm working with staff and Quaker communities to set up a way to gather clearer information about diversity. When this initiative is ready, we'll be in touch. Please respond when you're asked - and please encourage other Friends to respond.

I'm very happy to hear from anyone who's interested in this project - just email - edwinap@quaker.org.uk - or ring me - 0207 663 1148.

Edwina Peart
Inclusion and Diversity Co-ordinator

Meeting for Sufferings 2018 10 06 – AM minutes received

Kingston & Wandsworth AM Minute 18/58 regarding a website framework for local meetings.

South Wales AM Minute 18:07:05 regarding Chaplaincy to the Police.

Southern Marches AM Minute AM 18/63 regarding nominations.

Kingston & Wandsworth AM held on 8 July 2018

18/58 Quaker websites

We have heard that nationally, Britain Yearly Meeting provides a webpage for each meeting. Many meetings feel that this is insufficient and have also set up their own websites with a variety of information. However, it can be hard to find friends with time and skills to maintain these and having many websites may be confusing and harder to keep up to date.

Keith Walton has told us about a group that has been looking at Quaker websites for local meetings. The group thinks there are three key audiences for local meeting websites:

1. Newcomers
2. Existing Friends
3. Potential hirers of our meeting houses

They believe that Quakers should have a national website framework that makes it easy to provide local meeting information and keep it up to date. Meetings could use this if they want or continue to maintain their own website. It would be designed to make website management easier, less technical and so open the role up to more people. The group has consulted with staff at Friends House who agree that such a project would be feasible, if supported by sufficient Meetings.

We support the aims of this project and agree to adopt it formally as a concern, to enable it to be tested through Meeting for Sufferings. We agree to forward this minute to Meeting for Sufferings, so that:

- Meeting for Sufferings are aware of this project and can decide whether to support it,
- Meeting for Sufferings can invite interested representative local friends to join the web project steering group, asking them to contact Keith Walton keith.a.walton@gmail.com

Diana Karpinski
Assistant Clerk

Further information:

A Project Description (4 pages) is available for any Friend who wants to know more - please email Keith Walton keith.a.walton@gmail.com

A group of about 70 Friends from around Britain have already expressed a strong interest. A smaller group has come together, and BYM staff are working with Keith Walton and other members of the group, with the aim of making this idea a reality. The aim is to simplify things, providing a useful facility - which will be optional - for a relatively small charge. However, doing that is a little complex! There are still a number of practicalities to iron out, including governance and oversight; how to ensure consistency; and linking with the BYM website.

Arrangements Group hopes MfS representatives will offer an initial response, and take the proposal back to their meetings, encouraging interested Friends to contact the project group.

South Wales AM held on 14 July 2018

18:07:05 Chaplaincy (*part minute*)

(ii) We have heard a report from David Doorbar on his work as Chaplain to Dyfed Powys Police (appended). David has answered our questions regarding it. We ask David to send a copy of his report to Marleen Schepers (Chaplaincy Support Officer, Friends House) for information.

We ask our Clerks to send this minute, along with a copy of David's report, to Meeting for Sufferings for information. In doing so, drawing attention to the value of Police Chaplaincy and of having mechanisms to support the work of all Quaker Chaplains. We are reminded of the contributions we might be asked to make to support 'blue light services' in our communities.

Carolyn Sansom & Frances Rutter
Co-clerks

Further information:

Arrangements Group has not allocated significant agenda time for this matter at this meeting, but hopes MfS will wish to send the South Wales minute to Quaker Life Central Committee (QLCC), which oversees the Chaplaincy work.

Other AMs might also be interested to consider this sort of work. The report written by David Doorbar is copied below.

Report from David Doorbar to South Wales AM

Chaplaincy to the Police

Increasingly the value of 'Blue Light' chaplaincy services are being appreciated by the organisations that receive them. It is not the formal, ceremonial aspect of the service – that is something of a tick box exercise anyway – and not one that I have been asked to take part in – but that subtler service of being the welcome presence. Recently I came across some notes made by a Buddhist Chaplain on what they saw as their contribution to the contexts in which they worked, in this case health care:

Specifically, spiritual support from a Buddhist perspective can be defined as:

- Willingness to bear witness
- Willingness to help others discover their own truth
- Willingness to sit and listen to stories that have meaning and value
- Helping another to face life directly
- Welcoming paradox & ambiguity into care—and trusting that these will emerge into some degree of awakening
- Creating opportunities for the people to awaken to their True Nature

As a Buddhist chaplain, I serve others in realizing that most of life's events are not solely within human control, but are within the control of something greater than ourselves. Simple yet profound, life-changing universal truths are discovered or remembered to help people experience the deepest, authentic peace and satisfaction—a heart and mind relaxed and open to what is. Buddhist spiritual care means helping people access the stillness, clarity and love existing within our hearts. I have a sense of accomplishment or success when a patient begins letting there be room for all of everything to happen: room for grief, for relief, for misery, for joy. Gone is the sense of separation, of internal nothingness, or of not being quite present. This is what I call the mystery of spirituality and healing.

Very much the same could be said of being a Quaker Chaplain; those elements, bearing witness, willingness to help others discover their own truth, willingness to sit and listen to stories that have meaning and value, helping another face life directly, welcoming paradox and ambiguity, creating opportunities for people to 'awaken their True Nature – or in our case – to discover 'that which is of God within' – or, if you wish – to discover their better nature, or to connect with that which is deeper – it is all much the same, dressed up in different clothes. What matters is the connection with a deeper layer that can give meaning and that can offer some nurture.

Sometimes what the police have to confront is distressing. It can also erupt unexpectedly. The professional training cuts in, and they deal with the incident. Coming to terms with what has been witnessed has to come later. That is where a chaplain can be of value, not for what they say, but by being there to listen with understanding in a completely open way; to listen as one human being to another, seeing the person inside the uniform. And that applies when things go wrong too: the only person a suspended officer can speak to with complete candour, is their chaplain: what is said to the chaplain, stays with the chaplain.

Southern Marches Minute AM held on 14 July 2018

18/63 Reports (*part minute*)

We have received the following reports:

(a) Meeting for Sufferings

A report by Maggie Taylor-Sanders on the meeting held on 7 July 2018 has been circulated.

...

We note that Central Nominations Committee has been charged with finding 24 Friends to serve as a revision committee for the Book of Discipline. We are conscious that CNC already has the demanding task of finding Friends to fill over a hundred roles each year. We uphold them as they undertake this additional important and challenging task. We have been reminded that, unusually, Friends were invited at Yearly Meeting 2018 to put forward suggested names for this group, which generated a large number of possible names. We wonder whether this process might be worth considering for other appointments.

We forward this minute to Meeting for Sufferings.

Stevie Krayner
Clerk

Further information:

Arrangements Group suggests that MfS could forward this minute to Central Nominations Committee (CNC).

CNC was reviewed in 2015, and MfS accepted the report recommended several changes in practice for the committee (minute MfS/15/12/10).

*CNS is experimenting with different ways of doing things. Friends may already have spotted some advertisements in *The Friend* and elsewhere, drawing attention to committee vacancies and inviting expressions of interest. See, for example, the back page of *The Friend*, Sept 7.*

For the Book of Discipline Revision Group, expressions of interest have been invited in several different ways as well as during YM 2018: via Meeting for Sufferings, mailings to meetings, the BYM website and social media; which led to over 250 nominations.

**Meeting for Sufferings 2018 10 06 – CC and other bodies
minutes received**

Quaker Stewardship Committee minute QSC-2018-06-08 regarding revision of the Treasurers Handbook.

Quaker Life Central Committee minute QLCC 18.37 regarding transgender issues.

Quaker Life Central Committee minute QLCC 18.49 regarding legal guidance concerning vulnerable adults.

Quaker Stewardship Committee held on 25 June 2018

QSC-2018-06-08 Treasurer matters

Treasurers' handbook revision

We have received a verbal post project report from Martin Ford summarising lessons learned in the course of revising the treasurers' handbook. The material is now being edited and formatted by the BYM communications team to go on the website. The structure follows that of the ACAT handbook and the content is linked to the ACAT handbook and to *Quaker faith & practice*. The project was slowed down by difficulties in appointing a consultant to do the work, the need to revise the specification, and changes in the BYM procurement rules.

For the future, the handbook needs to be reviewed on a regular basis and resource needs to be available to update it as necessary. This is an accountability issue and QCS's experience is that a committee of volunteers cannot do it effectively. Meeting for Sufferings and the Book of Discipline Revision group need to incorporate mechanisms for the sustainability of handbooks into their work.

We agree to forward this minute to Meeting for Sufferings, the Recording Clerk and the head of Worship and Witness.

Ursula Fuller
Clerk

Further information:

Arrangements Group feels it would be helpful for MfS to note this, for future reference. QSC's minute could be forwarded to the Book of Discipline Revision Committee (once it's established), as it will be considering mechanisms for maintaining handbooks.

Quaker Life Central Committee held 15 – 17 June 2018

QLCC 18.37 Gender identity issues

We have received paper QLCC 2018 06 12 from Helen Drewery on transgender issues.

a) Further to minute QLCC 17.89 we have had an extensive discussion on transgender and sexual diversity issues. We recognise the complexity and sensitivity of these issues. There are real fears amongst Friends with people coming at it from different angles and there are many perspectives such as age, life experience. We have heard of the importance of these issues to young Quakers, and we welcome the news that the Quaker Youth Work Conference in November will be on this topic. The Committee considered a variety of ways we might help Friends to understand the issues, and to enable Friends to talk about them in a non-judgemental way.

We are still learning ourselves, and exploring potential ways forward. We will continue to monitor developments in this area, and will return to this topic at a future meeting. We send this minute to Meeting for Sufferings.

We thank Helen Drewery for her paper.

Jocelyn Burnell - Co-Clerk
Douglas Butterfield - Co-Clerk
Emma Roberts - Assistant Co-Clerk
Lizzie Rosewood - Assistant Co-Clerk

Further information:

In April 2017, North East Thames AM sent Meeting for Sufferings (MfS) its statement concerning the inclusion of transgender and non-binary people in our Quaker communities. MfS welcomed the opportunity to increase our learning about this issue and forwarded the minute to Quaker Life Central Committee (QLCC) (MfS/17/04/15). In February this year QLCC reported it was considering how best to help meetings explore these issues; and noted that because understanding of these issues is still evolving rapidly, the learning process may take quite some time.

QLCC has now sent this minute, for information. There is no response needed at this time; we can expect to hear more at a future date.

Quaker Life Central Committee held 15 – 17 June 2018

QLCC 18.49 Safeguarding

Legal guidance re vulnerable adults. We have received paper QLCC 2018 06 15i. We are happy with this Legal Guidance re vulnerable adults, and ask our staff to consider how best to progress the distribution of it to Meetings and communities.

Legal advice from jurisdictions outside England will be sought by staff.

We thank Gill Sewell for this piece of work.

We send this minute to Quaker Stewardship Committee and to Meeting for Sufferings.

Jocelyn Burnell, Co-Clerk
Douglas Butterfield, Co-Clerk
Emma Roberts, Co-Clerk
Lizzie Rosewood, Co-Clerk
Helen Drewery, Secretary

Further information:

In April 2017, responding to a matter sent by Brighouse West Yorkshire AM (MfS/17/04/14), Meeting for Sufferings sent QLCC a minute regarding Meetings' support for vulnerable adults. In February this year QLCC reported that it hoped to be able to circulate good practice guidelines soon. This minute explains the guidelines are now prepared.

The guidelines have been sent to all Friends who receive the Safeguarding newsletter; they can also be found at <https://groups.quaker.org.uk/groups/safe>

Circles of Support and Accountability

Introduction

This paper provides MfS with further news about withdrawal of funding for 'Circles' organisations nationally and locally.

Background

Circles of Support & Accountability (COSA) are an innovative, volunteer-based means of supporting registered sex offenders. In Britain, 'Circles UK' started life within BYM, becoming an independent organisation in 2008. This July, Meeting for Sufferings (MfS) heard from Central England AM Meeting that the National Probation Service was withdrawing funding for this work (minute MfS/18/07/07).

The Recording Clerk and several concerned Friends from around the country wrote to the Minister of State for the Ministry of Justice making the case for continued funding.

Update

A meeting between representatives of Circles UK and Rory Stewart took place in July. While no commitments were made, the Minister acknowledged the value of Circles as an intervention.

Circles UK used the meeting to propose a co-commissioning partnership between the Ministry of Justice and charitable funders. There was a positive response to this, and it was agreed that Circles UK would work with MOJ officials on two proposals: the first for short term funding to enable current Circles provision to continue until at least the end of March 2019, and the second for provision post March 2019.

Circles UK convened a meeting of local providers on 12 September, at which they discussed the approach to both proposals. They also considered options to increase their longer-term financial sustainability and to reduce reliance on Government funding. In the meantime, the Prisons and Probation Service have sought further information from Circles UK, who are submitting the final elements of this in the week commencing 17 September.

The Circles UK chief executive is cautiously optimistic that progress is being made towards a positive outcome. BYM staff remain in contact with her and have reiterated Friends' readiness to escalate our lobbying activity should this prove necessary and helpful.

Claire Cooper
Parliamentary Engagement Officer

Living up to our Sustainability commitment

We do not own the world, and its riches are not ours to dispose of at will. Show a loving consideration for all creatures, and seek to maintain the beauty and variety of the world. Work to ensure that our increasing power over nature is used responsibly, with reverence for life. Rejoice in the splendour of God's continuing creation.
[Advices & Queries 42]

The action we are ready to take at this time is to make a strong corporate commitment to become a low-carbon, sustainable community.
[Minute 36, YMG 2011]

Introduction

This paper reports back on the meeting held on 18 July at the request of Meeting for Sufferings (MfS), bringing together clerks or other representatives of all those parts of Britain Yearly Meeting (BYM)'s structures which have a specific involvement in taking forward Yearly Meeting's sustainability commitment.

Background

Yearly Meeting Gathering in Canterbury in 2011 committed the whole yearly meeting to become a low-carbon, sustainable community (see [minute 36](#) of YMG).

Since then, Friends have taken substantial action, but there have been two big challenges:

- how to make sure action by different parts of our structures works together;
- how to encourage and support the appropriate bodies to take on the various parts of the responsibility.

In April, MfS received the report of a group set up to review the BYM Sustainability Group – paper [MfS 2018 04 07](#). MfS decided to set up a special meeting to determine jointly how this commitment is to be taken forward within our centrally-managed work (minute MfS/18/04/06 is copied below in Appendix A).

The meeting of representatives/clerks

The meeting was held at Friends House on 18 July and it was well attended. Papers for the meeting included a 'map' showing what work has been done recently or is being planned by each of the bodies represented. The papers also included the high-level objectives in BYM Trustees' Sustainability Strategy agreed in 2017 (see Appendix B).

In the meeting there was a strong commitment to our sustainability work, a good spirit of cooperation, and lots of synergies were identified. A minute was agreed (see Appendix B) which asked the Recording Clerk to work with the MfS Clerks to bring a paper to MfS.

By the time of MfS' meeting in October MfS, four key committees - BYMSG, BYM Trustees and two central committees - will have met and considered the proposals.

Proposals

The July meeting was united in wanting to ensure every part of BYM integrates environmental sustainability into its thinking and activity - and seeing this as integral to our spiritual and practical witness. Sustainability is not only about what we do in witness, but about our understanding of faith. It is about our spiritual relationship to each other and to the totality of creation.

We have been able to identify real progress:

- Witness through action in the world is strong: Quakers are acting locally on climate justice and fracking; we are speaking out nationally; and work internationally in partnership with other Quaker bodies
- Many meetings are taking practical steps to make buildings more sustainable
- Many meetings (as well as BYM) have divested from fossil fuel extraction
- Friends House and Swarthmoor Hall buildings and facilities are being made more sustainable

This is good news. We want to empower Meetings and committees to maintain this progress, and to report directly to MfS.

We also identified some gaps, particularly for work on the spiritual underpinning of our sustainability concern and providing support to individual Friends and meetings in living out the concern.

To achieve an integrated approach we have now mapped in the table below what various parts of BYM are doing. We wish to see how each part may co-ordinate and integrate the work on sustainability. We hope Friends will trust each part of the Quaker family to play its part. We look forward to MfS receiving progress reports - with each body seeing this as a core part of its work.

There are four specific proposals for MfS to consider now:

1. There are specific (but decreasing) gaps in our work. The table below shows which parts of BYM's structure take responsibility for areas of sustainability work, together with emerging and possible new work to fill current gaps. Most expanded or new work would require additional funding. BYM Trustees will consider what resources can be made available.

Is MfS content with the responsibilities being shared in the way shown in the table? Is MfS content with the direction of travel towards filling the gaps?

2. We were inspired by the new openings that emerged from meeting jointly in July. Similar meetings in future will ensure a joined-up approach and provide mutual encouragement. These might happen either once or twice a year – we can experiment to see what works best.

Is MfS content with this approach to providing liaison and mutual encouragement?

3. All groups involved in this work have discovered that it is a priority to consider the testimony to sustainability as one expression of our Quaker faith, and we want to find ways to strengthen and deepen our understanding of why, how and where we are led. So we propose that BYM should explore with Woodbrooke - a partner organisation

with expertise in running events and courses for Friends - whether it could provide ways of nurturing Friends' many forms of ministry in this field. Woodbrooke might, for example, take on the running of future 'face to face gatherings'¹ as well as other events (perhaps regional and/or virtual). Having varied types of events should aim to help all of us to develop our Quaker ministry in relation to this commitment.

Does MfS wish Woodbrooke to be approached?

4. We need a clear vision; and Meeting for Sufferings has asked for leadership. Could the whole yearly meeting commit itself to the bold target of becoming carbon neutral or 'net zero' in carbon? We could set a date significantly earlier than the target date of 2050 being considered by the UK government. This idea emerged during the July meeting. Such a commitment would need to be made by Yearly Meeting in session, and careful research and judgement would be needed before any such decision could be taken.

Is this something MfS would want to see thought through carefully and brought back for consideration?

The July meeting did not address whether there is a need for a co-ordinating group, beyond the joint meetings of clerks (see proposal 2 above). We propose this question could be put to MfS in late November, by which time all the bodies referred to in the table will have been able to consider whether they are willing to fully take on the roles proposed for them.

Paul Parker
Anne Ullathorne

¹ These currently happen every two years, with the next one taking place very soon, on 19 – 21 October 2018 at Swanwick

Current, emerging and proposed BYM work on sustainability

RESPONSIBLE BODY	WORK IN PROGRESS	EMERGING WORK AND PROPOSED CHANGES OF RESPONSIBILITY	PROPOSED ADDITIONAL WORK
Meeting for Sufferings	<ul style="list-style-type: none"> • Opportunities for committees to review progress • Reporting to Yearly Meeting 		<ul style="list-style-type: none"> • Opportunities for committees to liaise – convening clerks’ consultations
BYM Trustees	<ul style="list-style-type: none"> • Overall strategy • Resources for decarbonising FMHs, eg Meeting Houses Fund 		<ul style="list-style-type: none"> • Promote Meeting Houses Fund and other grants
Quaker Life Central Committee		<ul style="list-style-type: none"> • Articulate the spiritual basis of the commitment (including a simple statement of the path we’re following?) (1) • Strengthen Friends’ spiritual discipline 	
Quaker Peace and Social Witness Central Committee (with QUNO)	<ul style="list-style-type: none"> • Influencing governments - national & international (5) • Influencing the private sector (6) • Alternative economic systems (7) • Shared human security (8) • Helping meetings engage in advocacy/campaigning (2) • Supporting broader sustainability activism • Working in alliances/movements (part of 4) 		<ul style="list-style-type: none"> • Potential for growth of the ‘in progress’ work
Quaker World Relations Committee (with FWCC)	<ul style="list-style-type: none"> • Sharing across the Quaker world (part of 4) 		

Quaker Committee for Christian and Interfaith Relations (QCCIR)	<ul style="list-style-type: none"> Two-way dialogue with other churches and faith groups 		
Book of Discipline Revision Committee		<ul style="list-style-type: none"> Qf&p new text – yet to start 	
Quaker Stewardship Committee		<ul style="list-style-type: none"> Monitoring carbon reduction in meetings – agreed but yet to start 	<ul style="list-style-type: none"> Analysis of carbon reduction data
Hospitality Company	<ul style="list-style-type: none"> BYM's own property (9) BYM's own activities (10) 		
Woodbrooke (as a partner organisation)	<ul style="list-style-type: none"> Already runs some events to galvanise / deepen Quaker activity 	<ul style="list-style-type: none"> Encouraging collaboration and community among Qs through face-to-face gatherings (run currently by BYMSG) (part of 4) 	<ul style="list-style-type: none"> New events to nurture and grow our Quaker sustainability ministry

Notes:

The numbers in brackets refer to the relevant high-level objective in the BYM Trustees' Sustainability Strategy (see Appendix A).

Consideration is still being given to where responsibility should lie for:

- Practical support for meetings to become more sustainable (3)
- Support for individual lifestyle change

Appendix A

MfS/18/04/06 Report of the BYM Sustainability Group Review Group

The BYM Sustainability Group is a working group of Meeting for Sufferings, set up by minute MfS/2014/10/10 to oversee and encourage progress in relation to the commitment, made at Yearly Meeting in 2011, to become a low-carbon, sustainable community. We heard from the Group at our last meeting (MfS 18/02/10) when we recorded our appreciation for work undertaken, and we have received their minute BYMS/2018/03/03, tabled today.

The Terms of Reference made provision for Meeting for Sufferings to review the Group after three years, to ensure this continues to be the right approach to taking forward our Commitment. A Review Group was set up in 2017. Its report is before us today, and Jane Stephenson has spoken to it. She began by reminding us of the Canterbury Commitment made in 2011 by our YM and the challenge it made to us individually, locally and corporately. MfS was asked to work with area meetings and staff and tried to meet this responsibility by setting up a Group that could take a holistic view. The Review Group has found that there were inherent problems here both in terms of ambition and in organisation and we have heard of frustrations and difficulties. We have been challenged to come up with a better way of achieving a collaborative and co-ordinated approach to sustainability work.

We reaffirm today our commitment to Sustainability, as Yearly Meeting minuted in 2011. *“Sustainability is an urgent matter for our Quaker witness. It is rooted in Quaker testimony and must be integral to all we do corporately and individually” (AFFA 2009-14)*

We have been moved today by the Spirit and have heard testimony affirming the spiritual basis of this concern and its centrality to all we do, individually and collectively. How do we respond effectively to the leadings of the Spirit? We need leadership from within our Society and we need to explore what it is about our structures that makes it difficult to make the progress which we would like to see.

The Review Group has made four major recommendations and the second of these states that central and standing committees should continue to take increasing responsibility for their role in facilitating the movement of BYM to becoming a low carbon, sustainable community. To ensure collaboration, resourcing, effective communication, and co-ordinated responsibility for all required tasks, a specially convened meeting should be held to determine jointly exactly how this work is to be taken forward. The meeting should be attended by representatives of the BYM Sustainability Group, Quaker Peace & Social Witness Central Committee (QPSWCC), QPSWCC's Economics, Sustainability & Peace Sub-Committee (ESP), Quaker Life Central Committee (QLCC), Quaker Committee for Christian and Interfaith Relations, (QCCIR), Quaker World relations Committee (QWRC), Young Friends General Meeting (YFGM), Quaker Stewardship Committee (QSC), Britain Yearly Meeting Trustees (BYMT), the Board of Friends House (London) Hospitality Limited, the clerks of Meeting for Sufferings, and members of Management Meeting. We agree that this is an important first step.

At this time, we are unable to unite with the first recommendation to lay down the BYM Sustainability Group.

We considered the third recommendation that MfS maintain oversight, continuing to report back to Yearly Meeting each year on the progress of this concern, and do this by receiving

annual reports from central and standing committees and AMs, sharing successes and identifying where further support is required. We need this recommendation to be developed further to understand what this would entail. We ask MfS Arrangements Group to look at how this may be done.

We look forward to a report from the meeting of representatives that will inform our future discernment.

We thank the Review Group for their work and their report and now lay the Review Group down.

Appendix B

High-level objectives from the BYM Sustainability Strategy

1. Deepen and articulate the spiritual basis for our Quaker work on sustainability
2. Equip Quaker meetings to become active communities, both calling for change and taking a local lead in creating the change
3. Equip Quaker meetings to become more environmentally sustainable
4. Strengthen community within the Yearly Meeting and build alliances of mutual support with others, including churches, faith groups and Quakers worldwide, to increase courage and resilience
5. Influence the UK government, and government at all levels within and beyond the UK, to take the bold actions needed to limit climate change to a maximum temperature rise of 1.5 degrees above pre-industrial levels.
6. Influence the private sector and other institutions to shift away from the use of fossil fuels
7. Promote an economic system which operates within the constraints of the Earth's natural capital and ecosystems while increasing equality
8. Promote the concept and practice of a shared human security, with sustainability at its heart
9. Reduce the environmental impact of BYM's property while maintaining high quality work/service.
10. Reduce the environmental impact of BYM's activities while maintaining high quality work/service.

Appendix C

Minute from meeting to consider future working on sustainability within BYM

Friends House, 18th July

Present (listed alphabetically by affiliated group/committee)

BYM Management Meeting	Helen Drewery, Head of Witness & Worship Paul Grey, Head of Operations Lisa Kiew, Head of Finance and Resources Paul Parker, Recording Clerk Juliet Prager, Deputy Recording Clerk
BYM Sustainability Group	Lis Burch Laurie Michaelis
BYM Staff	Marigold Bentley, Head of Peace & Faith Relations Suzanne Ismail, Head of Networking & Engagement
BYM Trustees	Chris Wilmore
Economics & Sustainability sub-committee	Lesley Grahame
Friends House Hospitality Board Meeting for Sufferings	Val Brittin Margaret Bryan Anne Ullathorne
Quaker Committee for Christian and Interfaith Relations	Rowena Lovrance
Quaker Life Central Committee	Douglas Butterfield
Quaker Stewardship Committee	Martin Ford Ursula Fuller
Quaker Peace & Social Witness Central Committee	Sue Smith
Quaker World Relations Committee	Ann Floyd
Linda Craig	Clerk this time
<u>Prevented</u>	
Lizzie Rosewood A member of YFGM	Quaker Life CC

Minute of the meeting

Further to minute MfS 18/04/06, the representatives of the committees and groups set out in that minute (although YFGM were unable to be represented on this occasion) met on 18th July to map the work currently going on within the sustainability issue, and consider where there are gaps and look at ways to coordinate the work within the BYM Sustainability Strategy and the recommendations of the BYM Sustainability Group Review.

We see the following needs:

- 1) Opportunities for all the central and standing committees and groups to share the work they are doing and the challenges they are facing on a regular basis. We have found this meeting useful and feel that similar meetings might be of benefit looking at other areas of the centrally managed work as well as sustainability.

- 2) Opportunities for sharing sustainability work going on across the Quaker world: locally, centrally, nationally and internationally, as also in an ecumenical and interfaith context. This might be via gatherings, videos, travelling in the ministry etc.
- 3) A simple statement of the path we are all following towards sustainability. If we could unite behind, for example, zero carbon as the goal, then there are many routes to that goal and everything along the way becomes a stepping stone and not a stumbling block. The revision of the book of discipline may offer a way of articulating both our faith and actions around sustainability.
- 4) Ways of supporting Friends in their meetings on their sustainability journey. We are aware that work is already happening to coordinate support for Friends on many issues not just sustainability. We hope that the provision of simple steps to help Friends not to despair, but to experience the joy of a simple life, freely chosen [A&Q 41] will be part of future work.
- 5) We ask the Recording Clerk to work with the Clerks of Meeting for Sufferings to prepare papers for Meeting for Sufferings to show work already happening, where gaps remain and where these might be addressed.

Finally, we recognize that this journey is about choices we all make – individually, in our meetings and centrally. There are no simple answers and the path to sustainability is a long one. We are not on this path alone nor are we working in our own strength, and the sharing of our work and the faith impetus behind it will help sustain and guide us.

Young Adults and Meeting for Sufferings

Introduction:

The Engaging Young Adult Quakers (EYAQ) Project is working to scope and implement ways of increasing the involvement and visibility of young adults in the life of Britain Yearly Meeting and its constituent meetings. The project employs a Project Officer, whose work is guided by a Steering Group (of young adult Friends).

The Steering Group is asking Meeting for Sufferings (MfS) to create four reserved places for young adult Friends (under the age of 35). This would be on a trial basis, for the remainder of the current triennium (until Yearly Meeting 2021).

This request chimes with the call heard at Yearly Meeting 2017 to examine our own diversity, and the request to Meeting for Sufferings to look at how we can remove barriers and actively seek wider participation in the full life of our meetings. It's good to know young adult Quakers are so interested in MfS, and this will be an opportunity to test new ways of doing things without major constitutional changes.

Quaker Life Central Committee is supportive - its minute is copied below, after the EYAQ Steering Group minute and a background paper written by the Project Officer, Naomi Major, working with members of the Group.

Minute of a meeting of the Engaging Young Adult Friends Project Steering Group held by Skype on 28 August 2018

We are sending the following Separated Minute to Quaker Life Central Committee:

EYAQSG.2018.19

A key element of the EYAQ project is supporting young adults in Britain to engage with Quaker structures. EYAQ has been working on this for the past year and we have been encouraged by the receptivity of central committees to diversify, including Quaker Peace and Social Witness Central Committee and Quaker Life Central Committee. We also celebrate the recent appointment of two young adult friend Trustees to Britain Yearly Meeting.

We are concerned that for a long time now there has only been one young adult Friend who attends Meeting for Sufferings; the Young Friends General Meeting representative. Meeting for Sufferings is Britain Yearly Meeting's main decision-making body and it is clearly currently not representative of the diverse age range and related experiences of Quakers in Britain today. We acknowledge that Area Meetings may find it difficult to appoint young adult Friends for a variety of reasons. For example, whilst a young adult Friend may be engaged in their Local meeting or young adult Friend group they may not be known to the Area meeting, the young

Friend may not be aware of the opportunity for this service and what it entails, or there may simply not be any young adult Friends to nominate in a particular Area.

Despite this, and in the spirit of the encouragement we have received from QLCC to be 'bold and playful' in our attempts to include and engage young adults in Britain Yearly Meeting, we suggest that QLCC recommends to Meeting for Sufferings that it creates four reserved places for young adult Friends (under the age of 35) for the remainder of its current triennium (until 2021). This initial attempt would not merely increase the representation of young adult Friends on Meeting for Sufferings, but also, we trust will remove barriers to participation and engage young adult Friends in the decision making of our Yearly Meeting.

We suggest that the young Friends wouldn't be tied to a particular geographical area, in order to reach young Friends who may not be closely tied to the current local and Area meeting structures and who are thus currently unable or unlikely to be nominated to be a Representative to Meeting for Sufferings, unless they are a member of Young Friends General Meeting. They should not be expected to represent the entire young adult Quaker community.

We feel that the time is right to trial such a solution, when the Yearly Meeting has committed itself to considering its own diversity. This a topic that Meeting for Sufferings will continue to consider and in our view it cannot legitimately do so when young Adult Quakers remain so woefully underrepresented within its own composition.

We recognise that this may not be a long-term solution, our project has been instructed to look at what needs to be done to make central service more accessible to young adult Quakers and to test and trial solutions. We believe this trial solution to be practicable and hope that it may make it easier for Meeting for Sufferings to increase its age diversity through AM reps for the next triennium. Our goal is for Meeting for Sufferings to be an intergenerational body of Friends, whose diverse backgrounds and experiences lead to rich discernment in its important service to the Yearly Meeting.

Haifa Rashed
Co-clerk

Kellie Turner
Co-clerk

Naomi Major
Secretary to EYAF SG

Background paper on increasing young adult participation in Meeting for Sufferings

Introduction

This paper is sent by the Engaging Young Adult Quakers (EYAQ) Project Steering Group and accompanies minute EYAQSG.2018.19. We hope that the proposal will assist Meeting for Sufferings to include a greater number of young adults in its work over the next decade and beyond. There are various barriers to the appointment of young adults under the current system, some of which are outlined in minute EYAQSG.2018.19. In addition to the difficulties that area meetings face in nominating young adults there are very few who have experience of serving on Meeting for Sufferings which means that it isn't widely discussed in the young adult communities outside of Young Friends General Meeting (YFGM). Therefore it may not be seen as a form of service that is accessible, or perhaps even relevant, to young adults.

The proposal

In order to address these issues, we propose that Meeting for Sufferings should introduce four additional places for young adults for the rest of its current triennium. Whilst we acknowledge the welcoming offer that Meeting for Sufferings is open for young adults as visitors, we feel it is crucial for them to be properly involved as equal members, in order to encourage long term change, and to avoid tokenism.

In considering this proposal, the question may arise as to why EYAQ isn't simply proposing that the number of YFGM representatives be increased. The reason for this is that whilst YFGM provides a Quaker community and a spiritual home for many young adults, there are structural barriers to accessing YFGM, which mean that it doesn't represent the full diversity of young adult Quakers in Britain. For example its age range is 18-30ish, and many Friends stop attending long before they are 35. Others are unable to attend due to the lack of childcare. EYAQ has celebrated the fact that there are many forms of young adult Quaker community and that young adult Friends find their connection to Quakerism, and their form of Quaker service in diverse ways. The proposal is therefore that these places should not be only available to those who attend YFGM (although members of YFGM would not be excluded from them).

Representation and reporting

However, if they are not representing YFGM or reporting back to it, then the questions arise: whom do they represent? And to whom should they be reporting? We would suggest that they should be referred to as 'members' of Sufferings rather than 'representatives', because they are not there to speak for all young adults, but rather there as individuals to begin the process of increasing the diversity of the membership of Meeting for Sufferings. It is not realistic to expect them to speak for all young adults, nor can they report back to all young adults.

Therefore, it is proposed that they should report back to the EYAQ Project Officer and Steering Group, and that one element of such reporting should be for them to acknowledge any barriers to full inclusion in the work of the meeting. We note [Qf&p 7.01](#), which describes the reception that the first women Friends met with when they first took their seats in Meeting for Sufferings:

‘while kindly and courteously received, it was evident that the presence of women was not exactly welcomed by most of the older members, and the clerk impressed upon them that the meeting was for the conduct of business and not for speeches.’

We very much hope that if appointed, these young adult Friends would not only be kindly and courteously received, but also warmly welcomed and fully included in the work of the meeting. EYAQ would provide support to those young adults, and help to identify and resolve any issues which might arise.

Nominations

EYAQ is willing to take an active role in promoting the opportunity amongst young adults and ensuring that information and support is given to those young adults who might be interested in serving, in order to fill these places. In the first instance, we will contact those young adults who have taken part in the Participation Day in recent years, who are now aged 18 and over. They already have some experience of Meeting for Sufferings and therefore an implied interest. EYAQ would also advertise the opportunity widely as we did for the trustee positions, to ask for expressions of interest.

We appreciate that a suitable nominations process would have to be devised. In light of [Qf&p 7.05](#) and [Qf&p 7.08](#), with non-area meeting nominations being brought forward on the “nomination of those committees”, we suggest that the EYAQ Steering Group should consider names and put them forward to Sufferings for appointment. As Quaker Life is the standing committee, Quaker Life Nominations Group has agreed to support the Steering Group in this discernment, with two members of the Group joining with members of the EYAQ Steering Group to do this. Consideration would of course be given to [Qf&p 7.07](#) in the nomination of appropriate members.

Period of service

We would like to suggest that the period of service for these places could be for one year, with two alternates to be appointed in case any of the four young adults are unable to attend. This would allow up to six young adults to participate in 2019 and potentially another six in 2020. This suggestion is made due to balance the importance of continuity of attendance with two other considerations. The first is that as the opportunity hasn’t yet been advertised, it is difficult to gauge how many young adults will be willing and able to serve, although we hope that there would be an enthusiastic response from young adult Friends. This system could allow for some flexibility, as somewhere between six and twelve young adults could be involved between now and the end of 2020.

The second consideration is that we hope the young adults will develop links to their area meeting through contact with their area meeting representatives at Meeting for Sufferings, and that if they have attended for a year, they might be willing to be considered for nomination by their area meeting for a future triennium. As more young adults become involved in Meeting for Sufferings, its work will become much more widely known amongst the community of young adult Friends. In this way, the idea that you can serve on this body when you are under 35 years old, even if you aren’t the YFGM representative, would become normalised. Meeting for Sufferings itself would also have a chance to get used to having a slightly younger mean age.

Other issues

Concerns have been expressed that the young adults might be seen as a 'lobby' for issues which this generation care about. However there is no reason why young adults should find it more difficult than older Friends to lay aside their own perspectives and the concerns of their generation as they participate in Quaker business method. We hope that their inclusion in central decision making will be welcomed and that they will be trusted to fulfil their responsibilities as full and equal members of the Body.

Our hope is that by allowing someone unattached to an area meeting to be involved in the decision making of Sufferings, we will enable young adults who would otherwise be excluded to take part. And that it will become easier for links to be made between young adults and the existing representatives for the areas in which they live. This should make it much easier for area meetings to nominate young adults to serve in future. For example, when attending Meeting for Sufferings, the young adult members would join the home group of the area in which they live, which would help to build these connections with their area meetings.

Future steps

In 2020, we will evaluate how successful the experiment has been, and any barriers which are identified to increasing diversity and ensuring that young adults are included and able to participate fully in the work of Meeting for Sufferings.

Minute of Quaker Life Central Committee held 13-15 September 2018

QLCC 18.75 Receipt of Minutes and reports (part minute

In paper QLCC 2018 09 18 we have received the following:

- b) Minute EYAQSG.2018.19 from Engaging Young Adult Quakers Steering Group, proposing that Meeting for Sufferings should create four reserved places for young adult Quakers for the remainder of their current triennium.
We agree that this is a helpful way forward and endorse this paper and its recommendations.

We send this minute to the EYAQ Steering Group and to Meeting for Sufferings.