



Yearly Meeting of
the Religious Society
of Friends in Britain

To members of Meeting for Sufferings

16 September 2016

Meeting for Sufferings will be held on Saturday 1 October 2016

Dear Friends,

It feels a long time since our last meeting. I hope you have all managed to take advantage of the break. I managed a week away in Bonn at European & Middle East Young Friends all-age gathering!

Before talking through the agenda, there is currently a vacancy on our Support Group, and we need to arrange for a nomination process. To do this we need to appoint a small search group (3-4 Friends). We are asking for nominations in advance (for the search group not the support group!), so do have a think and send in names *before the meeting*. There is more information about this in the papers!

So on to our agenda. We will start our day hearing from Rachel Matthews, the new Vibrancy in Meetings Programme Coordinator, about progress so far. We will then hear from Paul Parker and Deborah Rowlands about their time with Friends in the USA. There will also be an opportunity for more detailed conversations during the lunch break.

In the second part of the morning we will receive the report from Quaker Peace & Social Witness Central Committee (QPSWCC). We will hear about some of their current work and also an update on how this fits with Our Faith in the Future.

As usual we are allowing time during the lunch break for networking and discussions. As well as Vibrancy staff, we can meet with the Yearly Meeting clerk and the Recording Clerk; and with Charlotte Seymour-Smith, the clerk of QPSWCC, and Helen Rowlands, Head of Worship and Witness, who is Secretary to QPSWCC.

After lunch we will take appointments as usual. We hope to be able to include the appointment of a search group. If we haven't received enough names then we will need to allow time for names from the floor, which could have an impact on the time available for the rest of our agenda items!

We are then planning to return to the outstanding item from our consideration in April of the Yearly Meeting Minute on living out our faith. We have included a new paper on this, but you will also find it helpful to refer to the paper from April: **MfS/2016/04/05**

We are holding over to our December Meeting the minutes we have received so far in response to the concern from Cornwall Area Meeting on Decriminalisation of Drugs for personal use and the paper from QPSW on a Vision for a criminal justice system. We do however still have a number of minutes to take. We will also hear from Trustees.

Our final item is to agree dates for Meeting for Sufferings in 2018.

A couple of other things I would just like to mention in this calling letter. The first is that this meeting of Meeting for Sufferings falls on the first day of Quaker Week. I realise that Meeting for Sufferings itself is not an obvious candidate for outreach, but in my conversations with people I have found explaining where the name of the meeting came from a great opportunity to explain a bit of our history and how we work (7.01 of *Q&P* gives a great summary).

The second is that the day after Meeting for Sufferings is World Quaker Day, organised by Friends World Committee for Consultation. It would be great if you could encourage your meetings to get involved. More information can be found on the FWCC website: <http://www.worldquakerday.org/>

Yours in Friendship



Ethel Livermore,
Clerk, Meeting for Sufferings

Papers enclosed with this mailing

Agenda

MfS Forward Agenda

MfS Arrangements Group minutes 2016 10 06

MfS 2016 10 06 Recording Clerk and Yearly Meeting clerk's recent visit to the USA

MfS 2016 10 07 Quaker Peace & Social Witness Central Committee annual report

MfS 2016 10 08 Appointments

MfS 2016 10 09 Living out our faith

MfS 2016 10 10a Minutes received from Area and General Meetings not taken elsewhere

MfS 2016 10 10b Minutes received from Central Committees not taken elsewhere

MfS 2016 10 11 Appeal to Meeting for Sufferings

MfS 2016 10 12 BYM Trustees minutes from their September 2016 meeting

MfS 2016 10 13 Dates of Meeting for Sufferings in 2018

Meeting for Sufferings 1 October 2016

George Fox suite, Friends House, 173 Euston Road, London NW1 2BJ



Agenda

09:00 Arrivals

10:00 Session starts

1. Opening worship

2. Welcome and introductions

3. Agenda

Adoption and acceptance of the agenda.

4. Membership

(MfS 2016 10 04 – tabled paper)

5. Vibrancy in Meetings

Rachael Matthews, the Vibrancy in Meetings Programme Coordinator will speak.

6. Recording Clerk and Yearly Meeting clerk's recent visit to the USA

To note travelling minutes from the Recording Clerk and Yearly Meeting clerk's recent visits to Philadelphia and Baltimore Yearly Meetings. Paul Parker and Deborah Rowlands will also reflect on their experiences.

(MfS 2016 10 06)

Break

7. Quaker Peace & Social Witness Central Committee (QPSWCC)

Charlotte Seymour-Smith, clerk of Quaker Peace & Social Witness Central Committee, will speak to this annual report to Meeting for Sufferings

(MfS 2016 10 07)

12.30 – 14.00 Lunch in the Restaurant

Informal lunchtime gatherings, in the William Penn room:

Meet QPSWCC members and QPSW staff

Meet members of the Vibrancy in Meetings team

Meet Paul Parker and Deborah Rowlands

Trustees will also be present and keen to talk with Friends

8. Appointments

As well as the usual appointments, the meeting will be asked to establish a Search Group to bring names to serve on MfS Support Group.

(MfS 2016 10 08)

9. Living out our faith

We will return to the question of how we prioritise between long-term and short-term or responsive concerns.

(MfS 2016 10 09)

Break

10. Minutes sent to MfS from Area Meeting's, Central Committees and other bodies not taken elsewhere.

Area Meeting Minutes (MfS 2016 10 10a)

Brighouse West Yorkshire AM minute 16/07/50 regarding the Ammerdown Invitation.

East Kent AM minute 3a regarding support for Refugees.

Central Yorkshire AM minute 6 regarding Yearly Meeting accounts and Hospitality Company expenditure.

General Meeting for Scotland minute 10 regarding Cadet Forces in Scottish State Schools.

Central Committee Minutes (MfS 2016 10 10b)

BYM Sustainability Group minute BYMS 16/6/4 regarding the minutes received from Meeting for Sufferings and Quaker World Relations Committee.

BYM Sustainability Group minute BYMS 16/6/14 regarding the next steps in response to the minute from the FWCC International Representatives Meeting, the Pisac minute.

11. Appeal to MfS

(MfS 2016 10 11)

12. Britain Yearly Meeting Trustees

Ingrid Greenhow, clerk of BYM Trustees will report on Trustees' work and speak to the minutes of the 9-10 September 2016 meeting.

(MfS 2016 10 12)

13. Dates of Meeting for Sufferings in 2018

To agree the dates for Meeting for Sufferings in 2018.

(MfS 2016 10 13)

16:00

Close

Tea, coffee and departures

MfS 2016 10 Additional information

Meeting for Sufferings Forward Agenda (2016/17)

Arrangements Group hopes members will find it helpful to know that the following items are currently proposed or being considered by Arrangements Group for remaining meetings in 2016 and 2017. It is possible that these plans will change.

December	Young People's Participation Day Quaker Life Central Committee (QLCC) report Quaker Housing Trust (QHT) report Reports from other European YMs Responding to Cornwall AM's concern about decriminalising the personal use of drugs (sent to AMs in April) Responding to QPSW's questions about a Quaker vision for a Criminal Justice system (sent to AMs in April)
February	Quaker Committee for Christian and Interfaith Relations (QCCIR) annual report Yearly Meeting 2017 agenda BYM Sustainability Group report BYM Sustainability Group review (set up) MfS Annual Report
April	Quaker World Relations Committee (QWRC) annual report Trustees: financial report Letter to Ireland YM
June	
October (Manchester)	Quaker Peace and Social Witness Central Committee (QPSWCC) annual report
December	Quaker Life Central Committee (QLCC) annual report

Matters expected to return in due course

- **Gender Equality and the Tabular Statement** – sent to Recording Clerk March 2015
- **Memorial meetings for reconciliation** – sent to QCCIR for advice in July 2015
- **Pastoral and spiritual support to people who are not able to regularly attend local meetings** – sent to Quaker Life for advice in February 2015
- **Asylum Seekers: destitution** – sent to QPSWCC in March 2015
- **Use of the phrase 'Quakers in Britain'** - forwarded to BYMT for advice in April 2016
- **Changes to Quaker Faith and Practice**, concerning strategic management, forwarded in April 2016 to Church Government Advisory Group: strategic management
- **Review of the Appeal process** – in July 2016 Central Nominations Committee was asked to bring names for the review group

Other items to be timetabled

- **Quaker Recognised Bodies** – approval of proposals (as ready)

Minutes of Meeting for Sufferings Arrangements Group

Held on 6th September 2016 at Friends House.

Present: Ursula Fuller, Sue Goodson, Ethel Livermore, Jane Pearn, Anne Ullathorne (convenor), Juliet Prager and Margaret Bryan

1. Welcome

We welcome Margaret Bryan to her first meeting with the group, following her appointment as Assistant Clerk to Meeting for Sufferings from January 2017.

2. Reflections on MfS July 2016

We felt that it was helpful to have time to consider the recent political referendum and to listen to each other.

Many topics were covered in the meeting and links have been given in the follow-up letter to representatives to use as appropriate.

3. Living out our faith in the world

Further to Minute 2 of MfSAG meeting of 6th June 2016, the third question that was posed in the paper 'Living out our faith (call for equality)' (MfS2016 04 05) was 'What should the balance be between long-term work and being responsive?' We have today reflected on how this matter can be brought back to Meeting for Sufferings.

- We note that there is a distinction between 'being responsive' and 'reacting to events.'
- MfS may find it helpful to consider how we make best use of the reports from Central and Standing Committees. These reports help give a longer-term context to the work of MfS and its discernment.

We ask Ethel and Juliet to prepare a paper for Meeting for Sufferings.

4. Forward Agenda

We have reviewed the forward agenda which has helped out planning.

5. Agenda planning for October 2016

We have planned the agenda for the meeting on 1st October:

6. Appointments

Following changes to Central Nominations Committee's Terms of Reference, Meeting for Sufferings is now responsible for making arrangements to appoint members of Support Group which currently has a vacancy. We suggest that Meeting for Sufferings is asked to nominate three or four representatives to form a search group which will bring forward nominations at a later date. We will ask for names in advance in the calling letter.

7. Meeting for Sufferings in 2017

We confirm that we have booked Manchester Meeting House for Meeting for Sufferings, 7th October 2017, and have had some preliminary discussions.

8. MfSAG organisation

Ethel has put together a paper entitled 'Gold minutes: ways of working for MfS'.

This is a useful document for MfSAG and will be reviewed by MfSAG on an annual basis. We have also received a suggested list of MfS Gold Minutes which we will revisit at our next meeting.

9. Advice for Representatives and Alternates

We will look at the information that was sent to Area Meetings in 2014 to review it in advance of the call for the next triennium's nominations which will go out in 2017.

10. Yearly Meeting Agenda Committee (YMAC)

We have received a paper for presentation to YMAC in October encapsulating some of Meeting for Suffering's ideas for the 2017 Yearly Meeting agenda. This will be shared with the YMAC.

11. Date and time of next meetings

We confirm our next meeting date of Monday 24th October 2016 (11am to 4pm); and agree to meet as follows in 2017:

Monday 12th December 2016
Monday 6th March 2017
Friday 5th May 2017
Monday 11th September 2017
Friday 3rd November 2017.

Signed in and on behalf of MfSAG

Anne Ullathorne
Convenor

Report of the visit to the United States by Yearly Meeting Clerk and Recording Clerk

The attached article, written for *the Friend*, gives a flavour of the richness of the trip and the many ways we hope to feed in what we have learnt over the coming months and years.

These are some of the specific ways we expect to do this, in addition to many informal conversations.

- a) **Specific programmes.** Paul Parker, as recording clerk, will share insights both from the organisations we visited and from the other Yearly Meetings with staff as appropriate
- b) **Faith and practice revision.** We have already made introductions and contacts between the revision preparation group in Britain Yearly Meeting and those who have been engaged with the process in the two YMs we visited. Our Book of Discipline Revision Preparation Group has sent a minute upholding the work of Faith & Practice revision committees in both Philadelphia and Baltimore YMs.
- c) **Planning large events.** We have made connections with Friends General Conference to see where we can exchange experience to support our holding of the Yearly Meeting Gathering.
- d) **Movement Building.** We have made some useful contacts which may enrich the next Gathering on the theme of Movement building.
- e) **Eldership at YM and other events.** We have been having ongoing conversations about how appointed elders can support the right holding of Yearly Meeting and other large events, without taking away the responsibility of all of those attending for prayerful upholding
- f) **Intervisitation.** We very much hope that we can continue to nurture the relationships we have started to build by visits from US Friends to the UK.
- g) **Engagement with Young adult Friends.** The recent report on the experiences of 18- to 35-year-olds with the Religious Society of Friends in Britain is available on the BYM website on the *I'm a Young Quaker* page.
<http://www.quaker.org.uk/children-and-young-people/young-quakers>
It provides opportunity to take forward some of the many ideas we gained about dynamic opportunities for young adult Friends in the US. Hopefully some of these might translate into the British context.

Deborah Rowlands, clerk of Britain Yearly Meeting
Paul Parker, recording clerk

The Joyous Burden of Love

Paul Parker and Deborah Rowlands, Recording Clerk and Clerk of Britain Yearly Meeting, shared a concern together to visit amongst yearly meetings in the United States of America (USA). They reflect on their 'ministry of intervisitation'.

We felt enormously upheld by the travelling minute from Meeting for Sufferings, knowing that Friends in Britain were upholding us through prayer. Responses to our Facebook posts also demonstrated the interest and support for the visit from British Friends. Several people suggested queries which we were able to share with those amongst whom we visited. This increased the sense of dynamic engagement.

Everywhere we went we were warmly welcomed and Friends shared generously, their hospitality and their Spiritual riches. In worship and conversation we too shared from our experience of living and working in Britain Yearly Meeting. In all our conversations we found ourselves going to the heart of the Quaker way. What does it mean to be a Quaker today and how do we live out our faith in the world?

We chose to spend quality time with just two liberal yearly meetings at their Annual Sessions to build connections and relationships between our yearly meeting and some of our Quaker cousins. We wanted to share our experience of Quakerism in the UK, and to learn from theirs, including our ways of worship, our modes of governance, our work in the world, and our outreach to seekers. Both these yearly meetings had previously been split into separate 'Hicksite' and 'Orthodox' yearly meetings and had come together within the last 70 years. Neither had traditions of pastors or programmed worship.

We also spent time with American Friends Service Committee (AFSC), Friends Committee on National Legislation (FCNL), Friends General Conference (FGC), Friends World Committee for Consultation (Section of the Americas), visited Pendle Hill and met with Friends from Quaker Voluntary Service (QVS), Friends United Meeting (FUM) and other yearly meetings who were fellow visitors at the Annual Sessions.

The highlight (one of the many) for me (Paul) was visiting the Friends Committee on National Legislation on Capitol Hill, where I met some of the members of their 18-strong Advocacy Corps. This ethnically and geographically diverse group of young adults receives two weeks' intensive training in lobbying at FCNL, and are then engaged for a year as lobbyists on a small stipend, making a minimum of 30 lobbying contacts per month on a current issue – this year it is immigration policy. Those I met were not all Quakers, but saw a spiritual dimension to the work; an opportunity to use their skills and time to make the world a more just place. In return, they described how they themselves had been changed and deepened by the experience.

Our first visit was to Philadelphia Yearly Meeting. There are about 9600 members in the Yearly Meeting, in about 100 meetings, and about 500 of all ages were present at Annual Sessions. Within the last few years the yearly meeting had, due to financial constraints, undergone a radical change in structure and organisation reducing drastically the staff complement and the number of standing committees. Instead, within the yearly meeting, Friends are encouraged to set up 'Collaboratives' and 'Sprints', working for a short term across more than one meeting to tackle an issue for

which they had passion: examples included eco-justice, Middle East, public education, supporting individual calls to ministry and spiritual formation.

After time in Washington we arrived for Baltimore Yearly Meeting. 'The other BYM' consists of about 7000 Friends in 50 Local Groupings, and about 300 Friends were gathered for annual sessions. This yearly meeting too was experiencing a time of change, with suggestions for new structures being seasoned at the Yearly Meeting, and a new General Secretary.

Some of the recurring themes across both yearly meetings – which also resonated within the organisations we visited

- Young adult Friends. The contribution of young adult Friends which can be fostered through opportunities for advocacy, service on Committees and as staff. We were especially excited by the young adult advocacy corps and fellows at FCNL and the fellowship programme of QVS, a new organisation which creates intentional communities of young adults, mainly but not exclusively Quakers, who live together, engage in spiritual formation together, and work as interns in a range of non-profit social change organisations.
- Working on racism. Both yearly meetings had prominent programmes to work on racism both within and beyond their yearly meetings, but had different approaches and were at different stages. In Baltimore the community included a strong camp programme which had received grant funding to increase diversity both within the campers and the staff. In turn this had led to increased engagement within the monthly meetings and in the staff body. In Philadelphia, the Undoing Racism Group had been very successful in increasing the visibility and awareness of race issues in the yearly meeting, but was struggling to find the right place to work from within the new structures.
- Faith & practice. Both yearly meetings had spent the last 10 or so years working on revising their books of Faith & Practice. Neither had yet been accepted by the Yearly Meeting in session. We sensed that this was partly due to the background of significant structural changes. We were able to spend time with some of those carrying out faithful service within their YMs to distil the experience within written form.
- Authority and leadership. We were able to explore various models of clerkship which included splitting the role into presiding and recording clerks, and use of alternate and reading clerks; staff/committee relationships; and the relationships between the Yearly Meeting as a body and the constituent meetings.
- Governance. 'God can speak through small groups as well as large'. In the organisations we visited, including the yearly meetings there was a sense that large councils which had carried responsibility for the past 100+ years were beginning to feel a little cumbersome. Might the model which we have been working with for the last 10 years in Britain of smaller trustee bodies prove helpful?
- The strong sense of history amongst American Friends. Many meeting houses from the 17th and 18th Centuries are still in use; in Pennsylvania in particular there is a strong Quaker presence and the Quaker contribution to the region's history is well recognised.

- The yearly meeting as community – there was a palpable strength and energy in both Yearly Meetings we visited, and a desire for more nimble dynamic Spirit-led organisations

Some things we are taking away. Might some of these ideas work in Britain Yearly Meeting?

- Providing more opportunities for young adults which foster service, spiritual growth and community.
- Continuing to experiment with different clerking patterns, at Yearly Meeting and elsewhere.
- Providing dynamic opportunities for Friends to unite on concerns or specific activity which do not rely on a self-perpetuating committee structure.
- Opening up nominations for service more widely, and be better at naming Friends' gifts.
- Spreading the use of Clearness Committees and 'Care' or Support Committees to help Friends test and carry forward individual leadings and personal service.
- Using queries as a powerful tool to deepen our understanding of all sorts of aspects of our life together.
- Building a culture of intervisitation, both amongst and between yearly meetings as a way to strengthen bonds.
- Drawing on music, singing together and readings as ways to deepen silence, build unity and punctuate speech during sessions.
- As Britain Yearly Meeting, at our Yearly Meeting Gathering next year, focuses on movement building, sharing the experiences of the wider Quaker movement.

We have learnt and shared much, and we look forward to opportunities to link the Friends we have met with those doing similar work in our own yearly meeting. However, the overwhelming gift we are bringing back is that of making strong and enduring relationships with the Friends who opened their homes and their hearts to us. We have been richly blessed with the joyous burden of love.

Deborah Rowlands, clerk of Britain Yearly Meeting and Paul Parker, Recording Clerk published in *The Friend* 02/09/2017

'A concern arose...that I might feel and understand their life and the Spirit they live in, if happy I might receive instruction from them, or they be in any degree helped forward by my following the leadings of Truth amongst them (John Woolman 1720-72).

Annual Report from Quaker Peace & Social Witness Central Committee to Meeting for Sufferings, October 2016

Introduction

This annual report from Quaker Peace and Social Witness (QPSW) Central Committee aims to inform members of Meeting for Sufferings about the strategies Central Committee is developing for the work and to lay before Sufferings enough information about the work itself to give an overall picture. More information can of course be found on the website – www.quaker.org.uk/our-work

The report is in three parts. Section 1 describes some of the ways in which QPSW Central Committee is discerning strategic direction and shaping the work of the department. Section 2 highlights some specific areas of change and achievement which Central Committee wants to draw to your attention. Section 3 offers a brief description and update on each of the main elements of QPSW's work. If you don't know very much about QPSW's work, you may find it helpful to read section 3 first.

The particular question we want to ask Meeting for Sufferings is – **Are you happy with the way QPSW's work is developing?**

Section 1 Direction of travel

1.1 Since Meeting for Sufferings approved Our Faith in the Future a year ago, we have worked within its overall guidance (especially the sections 'Quaker values are active in the world', 'Quakers work collaboratively' and 'Quakers are well known and widely understood').

1.2 Since 2015, Yearly Meeting has been engaged on a three year process of reflecting on 'Living out our faith in the world'. The key minutes of YM 2015, minute 25 on Housing and minute 36 on 'Living out our faith in the world – are we ready to meet the challenge', have provided inspiration for our work. Last year QPSW reported to Sufferings, at its request, on 'how [our] current work and future plans relate to this call'. There is much in this present report which takes that story forward. YM 2016 provided Friends with a deeper understanding of our gifts and how we use them. The plans for YMG 2017 include a focus on movement-building. QPSW is contributing to the development of these plans, and expects to participate actively in YMG itself.

1.3 QPSWCC is currently working on its departmental strategy. This paper will be sent out shortly before the Central Committee meeting (16-18 September) when we hope to be able to agree the strategy as a whole. The clerk of QPSWCC will be able to bring you up to date in her spoken introduction to the paper. But some elements are already clear.

1.4 QPSWCC has agreed that very small programmes of work tend to use resources (staff and money) less effectively, so we should aim to 'grow' programmes wherever that would make for a better overall use of resources. We have found that grouping programmes together under one sub-committee helps us to be more efficient, but also makes for creative connections to be made between programmes, so we will continue to do that.

Examples are work on sustainability and on economic issues (which both come under the guidance of the Economics, Sustainability & Peace Subcommittee) and several peace programmes working together under the Peace Education, Campaigning and Networking Subcommittee).

1.5 In September 2015 we minuted 'We should continue to enrich our strategy by supporting Friends to do work they are led to carry out and to build communities of witness among British Friends. Further opportunities to do so and new ways to do so should be sought, drawing on Quaker processes.' (QPSWCC 15/90 – part). We are indeed moving towards greater mutual engagement between our programmes and local meetings – see examples in section 3.

1.6 We are working increasingly closely with Quaker Life, a process which is encouraged by the new management arrangements, as part of which Helen Drewery, as Head of Worship and Witness, is now secretary to the Central Committees of both departments.

Section 2 Some Highlights of QPSW's work

2.1 In response to the restatement of Friends' Housing concern at YM 2015, we have recently appointed a one-year policy intern, funded by Legacy Funding, and placed him with Housing Justice, to increase the work they can do and to further strengthen the links between Friends and this ecumenical campaigning body which we helped to set up..

2.2 We are in the process of appointing a new programme manager, for one year in the first instance, to work on the subject of Forced Migration. This is in response to the widespread concern of Friends, which Meeting for Sufferings is well aware of, about refugees and asylum seekers. The postholder will explore what kind of work Quakers can best do at BYM level and will make recommendations next year. They will also build relationships with other bodies working in the field, and keep closely in touch with the Quaker Asylum and Refugee Network (QARN). This post too is Legacy Funded.

2.3 For the third year running we are planning a Quaker Activists Gathering – this time to be held in York, on Saturday 3 December. This event is becoming a regular feature, and demonstrates both the commitment we have to working with local Friends and also the way that the programmes of Quaker Peace & Social Witness are working together.

Section 3 A broad update on Quaker Peace & Social Witness programmes

3.1 QPSW is a hub for local and national Quaker action for peace and justice and is committed to nonviolent social change. We support Quaker witness in local communities in Britain and overseas, and represent Quakers at national and sometimes international levels to parliaments, governments, business and the general public.

3.2 Much of the work described here is carried out by the team of about 20 paid staff in QPSW, based in Friends House. Staff in Communication & Services department provide specialist support for the QPSW work programmes. The work is overseen by QPSW Central Committee, made up of 15 appointed Friends from across Britain who give their time on a voluntary basis. It is this Committee which has the responsibility

for taking the strategic decisions. They appoint sub-committees of Friends to oversee specific work programmes.

3.3 All these staff and committee members form part of the 'centrally managed work', overseen by BYM Trustees. The Quaker United Nations Office in Geneva and the Quaker Housing Trust link closely with QPSW and are given substantial support by BYM but they are legally independent organisations, with their own trustee bodies. Their work is nevertheless described here briefly.

Peace work focussed outside Britain

3.4 East Africa – We work with East African Quakers and other partners to build a nonviolent grassroots peace movement by helping activists change the conditions that lead to violent conflict. After providing training, we support the spread of tools of active nonviolence to those who want to challenge injustices. With support from us, Kenyan trainers are now developing similar projects in Rwanda and Burundi. The photographic exhibition about African Quaker Peacebuilders, 'This Light that Pushes Me' is still being borrowed frequently by meetings, and has been shown in at least two prisons.

www.quaker.org.uk/our-work/international-work/kenya-1

3.5 Israel & Palestine - The Ecumenical Accompaniment Programme in Palestine and Israel (EAPPI) aims for an end to the occupation. Its volunteers - Ecumenical Accompaniers (EAs) - provide protection by presence, support Israeli and Palestinian peace activists, monitor and report violations of human rights and international humanitarian law, and undertake advocacy about the worsening situation. EAPPI is an international World Council of Churches programme. EAPPI UK/Ireland is a joint project of church partners, implemented by QPSW. Returned EAs are keen to speak to meetings, churches, etc.

www.quaker.org.uk/eappi and <http://eyewitnessblogs.com/>

3.6 Conciliation – We have a small team of appointed Friends, coordinated by staff, who support and strengthen key groups of local conciliators who are seeking to end the violent conflicts in part of north-east India. They keep in close touch and visit the region as needed, facilitating and accompanying the locally-led processes of reconciliation. The work is sensitive and low-key.

Peace work focussed within Britain

3.7 Peace Education – This work equips Quakers and others to promote and develop peace education in their local schools and communities, nurtures the peace education movement, creates resources and challenges militarisation. The publications Teach Peace (primary), updated and now translated into Welsh, and Fly Kites not Drones (for primary and secondary schools) have been widely used. Regional 'train the trainer' courses in peer-mediation have been held for Quaker projects and groups. Submissions to the UN Committee on the Rights of the Child and media work have raised the profile of concern about the increasing militarisation of schools.

www.quaker.org.uk/our-work/peace/peace-education

3.8 Peace & Disarmament - This programme aims to inspire Quakers to hear the call to action of the peace testimony, working with them in campaigning against the growing militarisation of British society, against nuclear weapons and for a peacebuilding approach to security. We also support the UK peace movement, working with Conscience in preparing a Private Members Bill on conscientious

objection to military taxation, which will be given a second reading in Westminster in December. We co-published Tim Wallis' book *The Truth about Trident* and are continuing to campaign despite the lost vote in Parliament.

www.quaker.org.uk/our-work/peace

3.9 One-Year Peaceworkers - Each year, we recruit people who want an opportunity to apply their commitment to working for peace, and fund a placement for each of them with an organisation working on an aspect of peace in the UK. The new Peaceworkers are placed with War Resisters International and Campaign Against Arms Trade, with Scientists for Global Responsibility (in Lancaster) and with Tim Parry Johnathan Ball Foundation for Peace (in Warrington). Peaceworkers are often invited to speak to local meetings.

www.quaker.org.uk/our-work/peace/peaceworkers

3.10 Turning the Tide - This social action training programme supports groups to build a more just and peaceful world using the skills and tools of nonviolence. We offer a range of workshops and resources. We have recently recruited and trained a new pool of volunteer trainers and are offering new forms of ongoing campaign support for Quaker meetings and other groups who want to change the world.

www.turningtide.org.uk

Justice work focussed mainly in Britain

3.11 Economic Justice – We are working alongside Quakers across Britain to explore what sort of 'new economy' is needed if it is to have equality, justice and environmental sustainability at its heart. We are writing a series of booklets to stimulate this discussion, the first two being 'What's the economy for?' and 'Good work in the new economy'. We also provide newsletters, briefings, presentations, the blog 'Quakernomics' and the website www.yourfaithyourfinance.org, developed with partners ECCR.

www.quaker.org.uk/economic-justice

3.12 Sustainability - We aim to drive and support action and reflection, to help Britain Yearly Meeting become a low-carbon, sustainable community, as agreed by YMG 2011. We help Quakers and others to live more environmentally sustainable lives and to explore the connections between sustainability, economics and peace. We seek to influence governments and others, to help transform Britain into a more sustainable society. A major focus this year has been on encouraging divestment from fossil fuel companies.

www.quaker.org.uk/our-work/sustainability

3.13 Criminal Justice - We work to encourage greater compassion within the criminal justice system. In particular, the restorative justice approach is promoted in responses to government consultations. A guide has been published to help Friends engage with their local policing bodies in England, Wales and Scotland. The document 'Vision for a criminal justice system' is currently being considered by Area Meetings, with Sufferings expecting to return to the subject in December.

www.quaker.org.uk/our-work/social-justice-2/crime-community-and-justice-2

3.14 Housing - Quaker Housing Trust (QHT) is the Yearly Meeting's own housing charity, a practical response to a spiritual concern. Through loans, grants and advice QHT supports projects that are meeting the housing needs of people who are often overlooked. Created as the national channel through which Friends can directly put

their own money into social housing, QHT receives no money from Quaker central funds, but QPSW provides the half-time staffing for this work in recognition of the Yearly Meeting's concern for housing issues.

www.qht.org.uk

3.15 Quaker United Nations Office, Geneva - A team of 10 staff, including two one-year Programme Assistants, engage with the UN agencies based in Geneva (and to some extent in Bonn and Rome) to help the UN work effectively for peace and justice. QUNO currently works on the Human Impacts of Climate Change, Peace & Disarmament, Food & Sustainability and Human Rights & Refugees. A major focus this year has been off-the-record meetings for participants in the Paris climate change talks.

www.quno.org

Helen Drewery, General Secretary QPSW
Charlotte Seymour-Smith, Clerk QPSW Central Committee
September 2016

Appointments

a) Meeting for Sufferings Support Group: Search Group to bring a nomination to fill a vacancy

The Central Nominations Committee (CNC) Terms of Reference were reviewed last year. MfS approved the recommendations and draft ToR last December (MfS/15/12/10) and these were forwarded to, and agreed by, Yearly Meeting in May YM 2016/28).

One implication is that CNC is no longer responsible for bringing names forward for Meeting for Sufferings Support Group. One member of the Support Group has been released, so there is a vacancy.

Meeting for Sufferings is now asked to set up a Search Group, to bring forward one name to serve on the Support Group. The Search Group will need three or four members. The Group itself will determine working process: although a face-to-face meeting may be necessary, it may be possible to work by telephone conference and email.

Arrangements Group asks all members of Sufferings to consider possible names, and to send suggestions to the clerks, as soon as possible:

- *before the meeting* (which is preferable) - by email sufferings@quaker.org.uk, or telephoning Graham Spackman 0207 663 1021
- *on the day of the meeting* - by bringing the suggested name in writing to the table, by the end of the mid-morning break.

The clerks will then bring the names to the meeting for consideration.

If insufficient names are brought forward beforehand, we will need to ask for nominations from the meeting.

The Support Group Terms of Reference, along with a full list of representatives and alternates, is attached to this paper.

b) Yearly Meeting Nominating Group

Brings forward the following names for service or release:

Central Nominations Committee

Release:

Liz McDermott

South Wales AM

Ros Morley

North Wales AM

c) Central Nominations Committee

Brings forward the names of the following Friends for service or release as indicated:

Book of Discipline: Review Preparation Group

Release with immediate effect:

Sheila Houldin

Wirral & Chester AM

We note the following appointment to the Book of Discipline Review Preparation Group was made by our clerks between meetings:

To serve until 31 December 2017

Nominated:

Richard Bush	Bournemouth Coastal AM
--------------	------------------------

BYM Representatives to Friends World Committee for Consultation (FWCC) serving on Quaker World Relations Committee (QWRC)

To serve from 1 January 2017 to 31 December 2018

Re-nominated for 2nd term (under current terms of reference):

Alick Munro	Kingston & Wandsworth AM
-------------	--------------------------

To serve from 1 January 2017 to 31 December 2019

Nominated:

Elaine Green	Ipswich & Diss AM
--------------	-------------------

Quaker Appeals Group (CRB)

To serve from 1 January 2017 to 31 December 2019

Re-nominated for 2nd term:

Douglas Butterfield	Chilterns AM
---------------------	--------------

Nominated:

Nigel Barnes	Northumbria AM
--------------	----------------

Sheila Mosley	Leicester AM
---------------	--------------

Quaker Life Central Committee

To serve from 1 January 2017 to 31 December 2019

Re-nominated for 2nd term:

Jocelyn Burnell	West Wiltshire & East Somerset AM
-----------------	-----------------------------------

Douglas Butterfield	Chilterns AM
---------------------	--------------

Roy Stephenson	Lancashire Central & North AM
----------------	-------------------------------

Nominated:

Marilyn Higgins	South East Scotland AM
-----------------	------------------------

Alan Pearmain	Oxford & Swindon AM
---------------	---------------------

Yearly Meeting Agenda Committee

Released:

Wendy Hampton	Pendle Hill AM
---------------	----------------

AM	Representative	Alternate
Banbury & Evesham Area Meeting	Judith Mason	
Bournemouth Coastal Area Meeting	Stuart Yates	Ruth Bush
Brighouse West Yorkshire Area Meeting	Ann Banks	Ailie Kerrane
Bristol Area Meeting	Judy Holyer	Miriam Yagud
Cambridgeshire Area Meeting	Debbie Cates	Hannah Morrow
Central England Area Meeting	John Cockcroft	Cathy Khurana
Central Nominations Committee	Christine Habgood-Coote	Terry Faull
Central Yorkshire Area Meeting	Ruth McTighe	Jane Pinder
Chilterns Area Meeting		Jane Edmonds
Cornwall Area Meeting	Alethea Wigzell	Julie Taylor-Browne
Craven & Keighley Area Meeting	Sylvia Boyes	Patricia Saunders
Cumberland Area Meeting	David Day	David Beale
Devon Area Meeting	Robert Lovett	Terry Faull
Dorset & South Wiltshire Area Meeting	Jane Fowles	Joan Wright
East Cheshire Area Meeting	Andrew Backhouse	Jacqui Moore
East Kent Area Meeting	Ursula Fuller	Peter Atherall
East Scotland Area Meeting	Robin Waterston	Alyson Buchan
General Meeting for Scotland	Jane Pearn	Kevin Franz
Gloucestershire Area Meeting	Colin Burns Brown	Pat Beard
Hampshire & Islands Area Meeting	Graham Dragon	sarah coote
Hardshaw and Mann Area Meeting	Jennie Barnsley	Denise Graham
Hertford & Hitchin Area Meeting	Kim Noy-Man Jackson	Headley Parkins
Ipswich & Diss Area Meeting	Elaine Green	Avril Dawson
Kendal & Sedbergh Area Meeting	Christopher Bullard	Pamela Coren
Kingston & Wandsworth Area Meeting	Joan Bulmer	Graham Torr
Lancashire Central & North Area Meeting	Jennifer MacLennan	Elizabeth Guar
Leeds Area Meeting	John Arnison	Martin Ford
Leicester Area Meeting	Jenny Mattingly	Angela Walker
Lincolnshire Area Meeting	Mark Lilley	Roger Seal
London West Area Meeting	Simon Risley	Sandra Horsfall
Luton & Leighton Area Meeting	Gloria Dobbin	Jayne Meadows
Manchester & Warrington Area Meeting	Diane Furber	Marion McNaughton
Meeting of Friends in Wales	Gethin Evans	
Mid Essex Area Meeting	Deirdre Haslam	Brian Wardrop
Mid Wales Area Meeting	David Jones	Dave Butler
Mid-Somerset Area Meeting	Gill Greenfield	Janet Lailey
Mid-Thames Area Meeting	Doreen Osborne	Judy Still
Norfolk & Waveney Area Meeting	Jenny Routledge	Teresa Belton
North East Thames Area Meeting	Margarete Briggs	Anne Smith
North London Area Meeting	Joycelin Dawes	
North Scotland Area Meeting	Jane Booth	David Sanders
North Somerset Area Meeting	Aubrey Hill	Enid Smith
North Wales Area Meeting	Frances Voelcker	Helen Still
North West London Area Meeting	Elise Sakamoto	Claire Farrier
Northamptonshire Area Meeting	Karen Draycott	Sally Lewis
Northumbria Area Meeting	Stella Clark	Michael Long

Nottinghamshire & Derbyshire Area Meeting	Nicky Hoskin-Stone	Maggie Lightowler-Cook
Oxford & Swindon Area Meeting	Bridget Walker	Jenny Buffery
Pendle Hill Area Meeting		Stanley Lee
Pickering & Hull Area Meeting	Christine Fellowes	David Malone
QCCIR	Stephanie Grant	Douglas Butterfield
QPSWCC	Rachel Berger	Jenny Amery
QLCC	Isobel Dunbar	
QWRC	Anne Bennett	Barbara Windle
Sheffield & Balby Area Meeting	Sue Goodson	Sallie Ashe
South East London Area Meeting	Rowena Loverance	Jo-Anne Fraser
South East Scotland Area Meeting	Henry Thompson	Kate Arnot
South London Area Meeting	Gillian Turner	Antony Barlow
South Wales Area Meeting	Julia Lim (from 01/01/17)	
Southern East Anglia Area Meeting	Robert Parkes	Carol Holding
Southern Marches Area Meeting	Julian Rutherford	Roger Bartlett
Staffordshire Area Meeting	Win Sutton	Robert Horton
Surrey & Hampshire Border Area Meeting	Peter Morris	Mary Prior
Sussex East Area Meeting	Kim Ashcroft	Peter Bolwell
Sussex West Area Meeting	Colin Holliday	Chris Bemrose
Swarthmoor (SW Cumbria) Area Meeting	Robert Straughton	Sue Tompkins
Teesdale & Cleveland Area Meeting	Kate Allcock	Jane Nicholls
Thaxted Area Meeting	Angela Pivac	John Capper
Wensleydale & Swaledale Area Meeting	Judy Nicholls	Edna Rossiter
West Kent Area Meeting		Jill Clarke
West Scotland Area Meeting	Barbara Robinson	Ed Tyler
West Somerset Area Meeting	Kathy Gollin	Jefferson Horsley
West Weald Area Meeting	Rosemary Elias	
West Wiltshire & East Somerset Area Meeting	Jane Stephenson	Diana Jeater
Wirral & Chester Area Meeting	Dori Miller	
Worcestershire & Shropshire Area Meeting	David Bowgett	Andrew Jameson
York Area Meeting	Sarah Allen	James McCarthy
Young Friends General Meeting	Laurence Hall	Rici Marshall

Terms of Reference for the Meeting for Sufferings Support Group (MfSSG)

1. Summary of purpose

1.1 The role of the Meeting for Sufferings Support Group (MfSSG) is one of service to the Meeting. Its main purpose is to have a care for the conduct and processes of the Meeting including carrying out the functions of eldership for the Meeting, and being available to members of the meeting and to the clerks to discuss and respond to any matters of concern. The MfSSG works closely with the Meeting for Sufferings Arrangements Group (MfSAG).

2. Membership

2.1 MfSSG, appointed by Meeting for Sufferings in session, is composed of eight members who are members of Meeting for Sufferings who were first appointed to the Meeting as representatives, nominated by the Yearly Meeting Central Nominations Committee. They serve for three years from the second Meeting for Sufferings of the triennium until and including the first Meeting for Sufferings of the next triennium.

2.2 The group appoints a clerk from amongst its number.

3. Frequency of meetings

3.1 The group normally meets on the Friday evening (at 5 pm) and on the Saturday afternoon after the end of Meeting for Sufferings. Some members of the group are available for members of Meeting for Sufferings to bring matters and ask questions at 9am on the morning of Meeting for Sufferings. There may be some work between meetings in preparation for the next meeting, or in taking forward matters arising.

4. Duties and responsibilities

4.1 MfSSG is responsible for the functions of eldership and oversight for the Meeting for Sufferings.

4.2 Members of MfSSG are available to members of the meeting, including the clerks, to discuss and respond to matters of concern and to raise appropriate matters with the meeting.

4.3 MfSSG helps to ensure that new members, especially those appointed to the meeting during the triennium, are helped to feel part of the meeting and to understand its processes.

4.4 MfSSG helps to foster the sense of community of the Meeting.

4.5 MfSSG discusses and make recommendations about practical matters in the conduct of the meeting.

5. Authority and accountability

5.1 MSSG is accountable to Meeting for Sufferings.

5.2 The Group's meetings and work are conducted in faithfully waiting on the spirit, in the expectation of being guided. We cannot constrain the spirit. If the Group's leadings would take it out of the area outlined in these terms of reference it should record it's leading in a minute to Meeting for Sufferings who may discern the way forward or seek the guidance of Britain yearly meeting as appropriate.

5.3 MfSSG shall work within these Terms of Reference, under the authority of minute of Meeting for Sufferings. These terms of reference, and the continuation of the group, shall be reviewed after five years.

Approved by Meeting for Sufferings held 4 July 2015

Living out our faith (call for equality)

Yearly Meeting is currently moving through a three-year arc, 'Living out our faith'. In 2015, this led to a 'Call for Equality', and Yearly Meeting (minute 36) asked Meeting for Sufferings:

... to take the work on social and economic injustice forward, co-ordinating the work of local and area meetings who might wish to become more deeply involved, and encouraging the deep spiritual and intellectual searching that could underpin a 'true social order' for our age.

In our April 2016 meeting, we took time to focus on the implications of this request. In the paper (**MfS 2016 04 05**), the clerks suggested three sets of questions for our session in April. The first two – responding to the YM minute, and testing concerns – were considered, as recorded in minute **MfS2016/ MfS/16/04/08** Living out our faith (call for equality) – which is copied at the end of this paper.

However, there wasn't time to explore the third question, which was about how Meeting for Sufferings balances and prioritises different parts of the work we are called to do.

Balancing and prioritising – why is this important?

One of Meeting for Sufferings' functions is 'to set the priorities for the centrally managed work' (Qf&p 7.02a). We are also required to 'review and test existing and new concerns' (Qf&p 7.02h).

Meeting for Sufferings' role is to hold the overview, drawing on prayerful consideration by, and connections with, Friends around Britain.

It isn't easy for such a large meeting to do this. We are helped by the representative groups – area and general meetings, central and standing committees (although inevitably, those groups - and their members, individually - have their own priorities and concerns). We are also helped by BYM Trustees (who are members of Meeting for Sufferings) and by our staff.

We have recently agreed a new Long Term Framework: Our Faith in the Future sets out how we (having consulted all Quakers in Britain) would like the Society to be like in the future. The central and standing committees have been asked to let us know what they are doing to move in this direction, when they report to us each year.

Long term or responsive?

As Quakers we live in the world, and we are influenced by world events and the media. When called, we must respond. At the same time, Quaker work is often characterised by taking the long view, seeing the bigger picture, seeking root causes, persistence and 'undaunted patience' (Qf&p 23.13). As it says in Our Faith in the Future: 'We are in this for the long haul'.

There are two recent examples of how local experience and testing has been brought to Meeting for Sufferings, and how this is leading to more focused work, both locally and nationally.

Inequality, particularly welfare benefit cuts: In 2014, many Area Meetings sent us minutes about cuts in welfare benefits. As we have articulated this concern and shared information about what Friends are doing both local and nationally, we have helped to inform and shape work being done on our behalf by Quaker Peace and Social Witness (QPSW) and by local Meetings.

Refugees: Over the last two years, Area Meetings have sent minutes expressing concern about the increasing numbers of refugees coming to, and in, Europe. Many local Meetings are taking action locally. Although there is a clear, long-standing, Quaker concern, we aren't yet clear what form our corporate action should take in these times. BYM Trustees have allocated additional funds from legacy income, and QPSW is currently recruiting a member of staff to link up with Quakers and other bodies, and to take this forward.

As these examples show, Meeting for Sufferings contributes to our overall work by accumulating a sense of what matters; often building it up bit by bit; reminding ourselves of what Quakers have done in the past; looking forwards; and articulating where we are, together as Quakers in Britain, at the moment.

Fulfilling our role

Being a Meeting for Sufferings representative is a big commitment, as well as a privilege. All of us want to feel that we are doing a useful job.

- How can we fulfil our role of discerning priorities, receiving reports, and contributing to 'developing a visionary and prophetic role for the whole yearly meeting' - and still feel we've achieved something?

Working with Central and Standing Committees and BYM Trustees

Four central and standing committees report to us each year (QPSWCC, QLCC, QWRC and QCCIR), and we hear from BYM Trustees at most of our meetings. This is intended to be an opportunity for two-way dialogue. We have asked them to tell us how they're helping us all move towards the aspirations in Our Faith in the Future. It is also an opportunity for them to ask Meeting for Sufferings for guidance.

- Do we understand enough about how the central and standing committees prioritise and balance their work?

We also often refer Area Meeting Minutes to the central or standing committees for guidance. This is to enable the relevant committee to give a detailed response, but also to be able to give us the context of how it fits into their current work plans.

How do we prioritise?

Referring an issue to a committee for action can have an impact on other work they are responsible for.

- Do we in Meeting for Sufferings have the information we need to be able to respond to minutes and concerns that come before us within the broader context of Our Faith in the Future and current work programmes?
- And are we able to offer guidance to committees about their priorities (Qf&p 7.3) If not, what would help us fulfil this part of our role more effectively?

MfS/16/04/08 Living out our faith (call for equality)

We have returned to the consideration of issues forwarded to us by Yearly Meeting 2015, minute 36 (minute **MfS 2015/07/09** refers).

The YM minute in particular asks:

‘...Meeting for Sufferings to take the work on social and economic injustice forward, co-ordinating the work of local and area meetings who might wish to become more deeply involved, and encouraging the deep spiritual and intellectual searching that could underpin a ‘true social order’ for our age.’

We have received paper **2016/04/05**, which includes the full text of the YM minute together with feedback from the recent survey of actions taking place in LMs and AMs, a table prepared by QPSWCC’s Economics, Sustainability and Peace sub-committee, and a table of AM minutes received by MfS over the past 2 years.

The subject is very broad and we have had a lot of information before us.

We have struggled with the concept of Meeting for Sufferings being responsible for co-ordination, and see our role more as encouraging and providing networking among Friends.

We hope that the Vibrancy in Meetings project will also aid networking across AM boundaries.

We note that there is an area on the website ‘Our Stories’ with stories from AMS, and encourage Friends to use and contribute to this.

We have spent time considering how we test concerns, and what will help Friends with this.

Listening to the Spirit in Meeting for Worship is our starting point.

We note the importance of being tender with Friends. Acting under concern can be a frightening experience, when you feel impelled and can do no other.

Many Meetings don’t have experience of testing concerns. The process needs to be explained, clearly.

‘If I speak in the tongues of mortals and of angels, but do not have love, I am a noisy gong or a clanging cymbal. And if I have prophetic powers, and understand all mysteries and all knowledge, and if I have all faith, so as to remove mountains, but do not have love, I am nothing. If I give away all my possessions, and if I hand over my body so that I may boast, but do not have love, I gain nothing.’

1 Corinthians 13:1-3

Meeting for Sufferings 2016 10 01 – AM & GM minutes received

Brighouse West Yorkshire AM minute 16/07/50 from the AM held on 9 July 2016 regarding the Ammerdown Invitation.

East Kent AM minute 3a from the AM held on 14 May 2016 regarding support for Refugees.

Central Yorkshire AM minute 6 from the AM held on 13 July 2016 regarding Yearly Meeting accounts and Hospitality Company expenditure.

General Meeting for Scotland minute 10 from the meeting held on 11 June 2016 regarding Cadet Forces in Scottish State Schools. Also attached is a supporting paper.

Ammerdown Invitation

At a meeting of Brighouse West Yorkshire AM held on 9 July 2016:

16/07/50 Ammerdown Invitation

Further to minute 16/03/22 we have returned to our consideration of this invitation. We have re-heard our minute made in March. We have received and heard minutes from Hebden Bridge and Bradford Meetings. The minutes are as follows:

Bradford Meeting

2016/07/03 The Ammerdown Invitation: a Way Forward.

We agree to forward the following minute to our Area Meeting in the hope that what is expressed here will be taken on to Meeting for Sufferings:

In our Meeting we reminded ourselves of The Ammerdown Invitation by reading extracts from the Ammerdown document. Chris Butler then provided more background to our reading. He added that the recent EU referendum outcome and responses to it had raised many security issues, particularly, for many people, of a personal kind. In connection with these security issues Chris read out the text of a statement from Northern Friends Peace Board, which sought to affirm the importance of equality and respect in our public life. The statement quoted William Penn: "Let us then try what love will do".

Our Meeting sees both the broader issues described in The Ammerdown Invitation document and the specific issues relating to the difficult social situation post-referendum, causing so much uncertainty within our communities.

This Meeting expresses the hope that all in our Quaker community will work to ensure the security of our neighbours and communities; that all will work to demonstrate our Quaker beliefs that there is that of God in everyone and that all are to be loved and cherished.

Sylvia Sheard (Clerk)

Kevin Holloway (Assistant Clerk)

Hebden Bridge Meeting

5) Ammerdown Invitation

We have received a summary of the Ammerdown Invitation, which has been produced by a group of people with experience of peace building.

We had a wide-ranging discussion on the document and found that we agreed with the points raised and found the questions asked of us challenging and inspiring.

Total security is an illusion and people can do terrible things in its pursuit, especially with our tendency to divide people by labels, a form of tribalism. It doesn't come from more and more armaments. Risk-aversion and fear are the other side of the need for security. We should ask ourselves what kind of risks we are willing to face, and to find ways to face up to and accept our fundamental insecurity and accept the risk of loving, which are part of our common humanity.

The current situation in our country could also be an opportunity to rethink how we deal with the issues that face us in the future, and to think about how others in the world see us as British people with an imperial past. Military organisations could be re-imagined and Costa Rica provides an example of how this might be done.

This document challenges us to find little ways to change the way we do things, by taking some risks and being open to being challenged. We also need to find other groups who are working on these issues and join up with them.

We ask Area Meeting to take this forward actively.

Michael Heary (Clerk)
Alex Mathie (Assisting at the table)

We have spent some time considering our response in worship sharing mode. We feel the Ammerdown Invitation could have been a statement made by Friends. This is timely. Since the BREXIT vote we have heard of a significant increase in hate crimes in our communities. BREXIT brings new opportunities as well as many challenges. Young people are very angry about the result of the referendum. Imperialist ways of thinking have been built into our culture from our history and it is clear that UK does not have a realistic sense of its place in the world.

We are concerned about the lack of accountability of our parliament and we need to find out about peace making within government and how we can be involved in fostering this.

It is important not to underestimate the forces that we are up against – capitalist industries and their need to find markets (especially the arms trade). The government's understanding of security has become a euphemism for controlling rather than serving communities. This maintains the status quo and inhibits growth and change. This is an area where we need not to be a lone voice but to work with others. We have heard that the Ammerdown group are meeting next week and we ask our Clerk to send our minute to this group.

As Quakers we need to look at this locally and understand what is being done centrally. This could provide a framework for connecting our different areas of activity that contribute to the 'human security' of our community. How are QPSW and other central committees engaged with this currently? Could QPSW look at the links between politicians and arms industry with a view to exposing this? This could provide material for a powerful poster campaign. We need to also reach out to the Trade Unions who will be keen to keep things as they are unless there are job alternatives. Sharing the Ammerdown Invitation with our young people who want to see things differently we feel is also important. We also ask our Clerk to send the minute to LMs and Meeting for Sufferings for consideration.

In friendship,

Val Bone
Clerk, Brighouse West Yorkshire AM

Further information: Marigold Bentley is Assistant General Secretary to QPSW and a member of the Ammerdown Group. She adds:

Rethinking Security – the work of the Ammerdown Group

In response to the minute from Brighthouse West Yorkshire AQM, I can report that the committee of Friends which the work the Ammerdown Group is seeking to pursue, falls under Quaker Peace & Social Witness (QPSW) Central Committee and its staff group.

I have participated in the Ammerdown Group since 2015 and I ensure that the work of the group and news of its activities is reported to the Peace Education Campaigning and Networking sub-Committee of QPSW. Staff members are updated regularly on it also, and links and connections are regularly made. We have links to the most recent Ammerdown publication Rethinking Security on the Quakers in Britain website, we publicised and participated in the launch of that publication.

The Ammerdown Group is not a Quaker Committee and is made up of a mix of professionals, academics, consultants, campaigners and thinkers who are involved in a wide range of peace related work. Thus it is a rich and varied mix of valuable people. (I have found it invaluable to consult them for accurate facts when faced with media interviews about bombing Syria for example). It has an internal group who determine who can be part of it. It has no constitution and has no direct staff – although the latter is changing. The Joseph Rowntree Charitable Trust and the Ammerdown Centre have supported it financially, along with contributions from members of the Group itself.

Members of the Ammerdown Group have engaged (and are engaging actively) with political parties and a range of campaign groups including trade unions (as mentioned by Brighthouse West Yorkshire AQM). They/we do so through meetings, offering workshops at conferences and engaging directly with parliamentarians. There are working groups within the Ammerdown Group who take forward the thinking within their professional areas such as through academia, development agencies and campaigns such as Medact and CAAT. It is aware that movement building to challenge knee-jerk assumptions about military responses to international conflicts is essential.

The Ammerdown Group members are also involved in community discussions in their home localities about violence, conflict and war. Some members publish articles in their local newspapers to remind people of alternative views. The EU Referendum has spurred many people to be willing to engage in such discussions. This is where Local Quaker Meetings can play a valuable role – by hosting and facilitating such discussions.

Children and Young People's work of Quaker Life work closely with QPSW Peace Education on anti-militarism and a large range of peace issues, so there is material available which complements the Rethinking Security discourse.

Social media is widely used by the Peace Education Campaigning and Networking Sub Committee staff and much thought provoking material is made available to younger people through that medium. The Ammerdown Group is doing work which complements, grows, feeds and supports the wide range of peace work which QPSW already undertakes on behalf of the Yearly Meeting.

Marigold Bentley, Assistant General Secretary, QPSW
9th September 2016

Refugees

At a meeting of East Kent AM held on 14 May 2016:

Minute 3a

Canterbury LM shared Minute 5 (attached) of their May Meeting regarding support for refugees becoming a formal concern of their meeting. We have heard of 2 other projects also supporting refugees. We unite with Canterbury and agree at this time when the international refugee system is straining under unprecedented numbers of refugees that is of concern to East Kent Area Meeting. We will keep Local Meetings informed as to how to help in practical ways. We ask our clerk to inform Meeting for Sufferings of this minute.

Eleanor Brooks, Clerk

Canterbury LM Minute 5 Support for refugees in Calais and Dunkirk.

We have received a communication from Canon Clare at Canterbury Cathedral asking if we will take part in a more formally arranged and logistically sound arrangement for supporting the refugees. We agree to becoming involved and undertake to make this a formal concern of the meeting. We understand that, in doing so, we will be giving monies from our own funds to a registered charity (name and charity registration number to be inserted here) which will act as our agent in seeking to meet that concern, namely to provide resources, such as sleeping bags, boots etc. to help make the lives of the refugees more tolerable as they await a resolution of their predicament.

Accordingly, we agree to provide the sum of £2 000 from our own funds initially, for these purposes. We will review the situation as that sum approaches exhaustion and decide upon any further donations. We ask our clerk to forward this minute to area meeting asking them to adopt this concern.

Terry Wood, Clerk

Further information

Meeting for Sufferings Arrangements Group suggest this minute could be forwarded to QPSW Central Committee. QPSWCC's report to this meeting includes information about the development of centrally-managed work on Forced Migration.

Yearly Meeting Accounts

From a meeting of Central Yorkshire Area Meeting held on 13 July 2016:

Minute 8 Yearly Meeting Accounts

We have received the following minute from Pontefract local meeting regarding Yearly Meeting annual accounts.

The annual accounts presented to Yearly Meeting showed (on a pie graph) that three million pounds plus had been spent on raising funds for the Society. When asked to explain this, at Yearly Meeting, the Treasurer explained that this included the cost of running Friends House, (and Swarthmore). Friends House and Swarthmore are now run as independent companies wholly owned by the Society and managed by a board appointed by the Trustees. We suggest that Friends House Hospitality accounts be presented separately. This will allow Friends to see how well the hospitality company is being managed and will show how much is being spent on fund raising. Given the recent press criticism of the percentage of their income some charities are spending on fund raising we need to be clear how much Quakers are spending.

We have considered this matter, and the clerk reports that more detailed figures were also tabled at Yearly Meeting. However it was difficult to identify precisely which expenditure should be attributed to Friends House Hospitality Company. We understand that the Yearly Meeting Treasurer has said that the accounts will be present separately in future.

We support this, and ask that it should be in place in 2017.

We ask the clerk to forward this minute to Meeting for Sufferings.

Ruth McTighe
Clerk, Central Yorkshire Area Meeting

Further information

Meeting for Sufferings Arrangements Group suggests that this minute should be forwarded to Trustees. Lisa Kiew, Head of Finance and Resources, has been in contact with the Clerk to Central Yorkshire Area Meeting, and with other Friends who found the accounts unclear. While there are some constraints to the way the accounts are presented, the Treasurer, Peter Ullathorne, is working with Lisa Kiew with a view to ensuring that next year's accounts are clearer.

Cadet Forces in Scottish State Schools

From a meeting of General Meeting for Scotland held on 11 June 2016:

Min. 10 Cadet Forces in Scottish State Schools

Elizabeth Allen and Mairi Campbell-Jack have told us about their contact, on behalf of the Parliamentary Liaison Function Group (PLFG), with Education Scotland regarding the proposed expansion of cadet forces in Scottish schools to be financed by the UK Government from fines levied on banks. The PLFG has asked GM for Scotland to pass this concern to Meeting for Sufferings.

We agree to take up this concern and forward the minute from the PLFG and a supporting paper to Meeting for Sufferings. We encourage the PLFG, supported by the Parliamentary Engagement Officer, to continue to raise awareness of this issue in Scotland and to promote alternatives of peace education.

Martin Burnell
Clerk: General Meeting for Scotland

Further information

The supporting paper follows this minute.

The GMS clerk, Martin Burnell, added:

While this might seem at first glance to be an issue for the Scottish Government, who have delegated powers regarding Education, the method of funding the expansion of cadet forces by granting the Ministry of Defence funding from Libor fines on banks, means that the Scottish Government has no control or influence over the use of this funding. I attach a background paper which explains the situation in more detail.

We are asking Meeting for Sufferings in conjunction with QPSW to campaign on this issue and to publicise the way in which fines on banks are being used to support military action in schools, bypassing normal democratic discussion in the UK Parliament.

Expansion of Cadet Forces in Scottish state schools

Background

Militarisation in Scottish Society is a concern of Friends in Scotland and is a priority for the work of the Scottish Quaker Parliamentary Engagement Officer. Much work has been done and is being done on this issue, including petitioning the Scottish Parliament, to raise our concerns about recruitment visits by the armed forces to Scottish schools.

July 2015 Budget

In George Osborne's Summer Budget speech he said:

"Mr Deputy Speaker, in each year, we've been able to use money from the banking fines paid by those who represent the worst of British values to support those in uniform who demonstrate the best of British values."

We're committing £50 million to expand the number of cadet units in our state schools to 500, prioritising schools in less affluent areas." *Extract*

Consequences for Scotland

Following this announcement, the Scottish Quaker Parliamentary Engagement Officer, Mairi Campbell-Jack, wrote to the Scottish Government about whether or not this would apply to Scotland and if it were to apply, would an equivalent amount of money be spent on peace education in Scottish state schools.

After a protracted correspondence with Scottish Government ministers, which revealed a lack of clarity about the situation in Scotland, a senior civil servant from Education Scotland met with Mairi and Elizabeth Allen, Convenor of the General Meeting Parliamentary Liaison Function Group. At this meeting it was stated that the UK government's expansion of cadet forces in state schools would apply to Scotland. It would be rolled out under the auspices of the Ministry of Defence, not the Education Authorities. It will be funded from Libor fines. Had it been funded by the treasury, a proportion of that money would have been returned to Scotland by the UK government, using the Barnett formula and the Scottish Parliament would have had discretion on how the money was used. As the cadet force expansion is to be funded from Libor fines, the Barnett formula does not apply. Friends in Scotland therefore cannot make the case to Holyrood for a proportion of the money to be spent on peace education in schools.

Issues

We believe that fines imposed for criminal behaviour, which go back into the public purse, should go to pay for things which improve community life. In this case, money is going to pay for a sharp increase in the number of cadet forces in state schools, especially in deprived areas. At present there are no Cadet Forces within Scottish state schools. The imposition of cadet forces is not the answer to socio-economic deprivation and is unlikely to support community cohesion.

The armed forces, and by extension, the decision to deploy them, are being presented as something we all support without question. By using Libor fines rather than the public purse to pay for expansion of cadet forces, the UK government has avoided being held to account over this decision, by parliament or by the public, and there is less opportunity of increasing peace education as a counterbalance.

The issues are:

- Increased militarization of our society, on which we are already working.
- A lack of transparency. As this is a military programme, it is not subject to the inspection, reports and checks of teaching programmes, although Education Scotland did manage to negotiate some concessions for Scotland
- A lack of democracy The expansion of cadet forces in schools was hoisted on Scotland, without consultation with the Scottish Parliament, as it is a Ministry of Defence matter and the money to pay for it did not come out of the public purse.
- A lack of truth and integrity in public affairs. This decision, which will have a significant effect on the nature of our society has been made without full public scrutiny.

Quaker Actions taken in Scotland on the expansion of cadet forces in state schools

- Established communication on the issue with the Scottish Government
- Monitoring the situation
- Identified opportunities for promoting peace education in schools, as counter balance
- Identifying ways of bringing the imposition of this programme in Scotland to the attention of the public

Why this is coming to Meeting for Sufferings

This is a UK issue and the devolved parliaments have no say in what is happening. There is already central and local Quaker work on militarization of our society but the government needs to be challenged on how paying for expansion of cadet forces in state schools with Libor fines allowed it to go forward without adequate public scrutiny or accountability. A lack of truth and integrity in public affairs is of concern to us all.

Meeting for Sufferings 2016 10 01 – minutes received from Central Committees and other bodies

BYM Sustainability Group minute BYMS 16/6/4 from the meeting held over 7- 9 June 2016 regarding the minutes received from Meeting for Sufferings and Quaker World Relations Committee.

BYM Sustainability Group minute BYMS 16/6/14 from the meeting held over 7- 9 June 2016 regarding the next steps in response to the minute from the FWCC International Representatives Meeting, the Pisac minute.

In the following pages, these two minutes are preceded by an introduction prepared by the Deputy Recording Clerk, guided by MfS Arrangements Group. The original minute from the FWCC World Gathering is copied at the end of the paper.

Introduction

The Friends World Committee for Consultation (FWCC) World Plenary Meeting (the International Representatives Meeting) held in Pisac, Peru, in February this year, sent a minute about sustainability to all Yearly Meetings. The full minute is copied at the end of this paper. It asked all Yearly Meetings to do three things:

- a) Initiate (within twelve months) at least two concrete actions on sustainability.
- b) Support individuals and groups in their meetings who feel called to take action on sustainability.
- c) Support the work done by Quaker organisations to ensure that international agreements and their implementation support sustainability.

In April, Meeting for Sufferings sent this minute to BYM Sustainability Group (BYMSG) and asked it to report back before the end of this year (MfS16/04/11). BYMSG has sent two minutes, suggesting three sets of responses:

1. A survey of our area meetings;
2. Making clear the link between sustainability and equality;
3. Learning more about what other yearly meetings are doing.

The second and third of these suggestions have been forwarded to other committees (Quaker Peace and Social Witness' Economics, Sustainability and Peace Subcommittee; and Quaker World Relations Committee).

Regarding the first suggestion, Arrangements Group hopes this could be undertaken under the umbrella of Meeting for Sufferings. BYM staff would be asked to send a survey to the clerks of area and local meetings. This would be a one-off survey, and the results would be forwarded to BYM Sustainability Group. The survey would ask whether each Meeting has:

- a) Divested from companies which engage in fossil fuel extraction
- b) Committed to using fair trade products
- c) Switched to green energy suppliers

Meeting for Sufferings is asked to support this survey.

Arrangements Group suggests that other actions which have been started since February can also be shared with FWCC and Quaker Meetings. Three such initiatives (there may be more) are:

- Quaker Life Representative Council, to be held 14-16 October, is titled 'Becoming the Change We Want To See'. Over 90 Friends, representing most area meetings, will meet together to explore the spiritual underpinning of our commitment.
- A gathering took place at Woodbrooke in June, Composting the Covenant: Shaping a modern Quaker eco-theology - sixteen Friends explored how our faith relates to ecology and sustainability. The contributions and notes can be found at: <https://QuakerCloud.myqnapcloud.com:443/share.cgi?ssid=0blsFGR>
- A partnership with Good Energy was launched in May: it offers a special tariff for Quaker meeting houses to use 100% renewable energy.

Friends may also find it helpful to note that the Quaker website includes inspiring stories about local Quaker faith in action; sixteen focus on sustainability -

www.quaker.org.uk/our-work/our-stories

Juliet Prager, Deputy Recording Clerk
12 September 2016

At a meeting of BYM Sustainability Group held at Woodbrooke 7-9 June 2016

BYMS 16/6/4 Meeting for Sufferings and Quaker World Relations Committee minutes

(a) We have received Minute MfS 16/04/10 Quaker World Relations Committee, and Minute MfS 16/04/11 FWCC International Representatives Meeting World Plenary: Sustainability from Meeting for Sufferings held 2nd April 2016, and Ann Floyd has spoken to them. We have also received briefing paper BYMS 2016 06 1b, prepared by Martina Weitsch, which incorporates both the Kabarak call for peace and eco-justice, and the Pisac minute Living Sustainably and Sustaining Life on Earth, from the FWCC International Representatives Meeting held in Peru 19-27 January 2016.

We are glad to have heard more about the International Representatives meeting, where there was a palpable sense of urgency about responding to climate change, with personal testimony from Friends in Bolivia and elsewhere, about their direct experience of climate change. We have considered in particular the call in the Pisac minute for each yearly meeting to initiate at least two concrete actions on sustainability within the next twelve months, and to support individuals, groups and Quaker organisations in their work on sustainability.

We are aware that much is already being done throughout Britain Yearly Meeting, and that a lot of information is available in different formats. A major challenge we have is in communicating this. However a significant number of meetings are not deeply engaged with the commitment to become a low-carbon, sustainable community, so although at YM level and in the centrally managed work we have achieved a good deal, there are still Friends and meetings who are disengaged and uncommitted.

Across the whole yearly meeting we cannot say that we have divested from fossil fuel companies, or committed to fair trade products, or switched to green energy suppliers. We know that the Economics, Sustainability and Peace section of QPSW is working with Friends and meetings on all these issues, and we have considered a number of ways in which we can work with others to raise more awareness throughout the yearly meeting as a whole. There may be connections to be made with the Vibrancy in Meetings programme, and with Woodbrooke programmes such as the Young Adult Leadership and Equipping for Ministry.

With regard to the Pisac minute, we hope that BYM will be able to respond with some new actions, finding ways of involving young Friends, and perhaps initiating an exchange of resources and experience with other yearly meetings. We suggest that Friends attending other yearly meetings could be asked to find out what those meetings are doing about climate change and sustainability, and report that back to QWRC so that we can share information and ideas; we recognise that there is much we can learn from other yearly meetings. We look forward to continuing this conversation with QWRC and others. We agree to make our minutes and other key documents available to QWRC, and would welcome any minutes and documents from their meetings too. We forward this part-minute to QWRC and Meeting for Sufferings.

Lis Burch
Clerk

At a meeting of BYM Sustainability Group held at Woodbrooke 7-9 June 2016

BYMS 16/6/14 Next Steps (part)

(a) Pisac minute

Further to Minute 4a above we have given further thought to the request to report back to Meeting for Sufferings on the minute from the FWCC International Representatives Meeting. Within BYMSG we note that our terms of reference include the requirement to offer support to individual Friends and meetings and to support the work being done by Quaker organisations, and that these are also core activities within some of the yearly meeting's centrally managed work. We are not complacent and more can always be done, but we are encouraged that mechanisms are in place which allow the yearly meeting to respond positively to this minute. With regard to the specific request to initiate two concrete actions on sustainability, there is clearly much which could be done. Two suggestions which have occurred to us are:

(i) in 2011 the yearly meeting made a commitment to become a low-carbon, sustainable community, and as a yearly meeting, at Friends House, we have (1) divested from fossil fuels, (2) committed to fair trade products and (3) switched to green energy suppliers. In order to assess how far the commitment has been undertaken in other parts of the yearly meeting, we have heard the suggestion that we conduct a survey of our area meetings, asking how many have also engaged with these three specific actions. This would assist in the requirement to report back to yearly meeting on the progress of the concern, and would indicate the depth of engagement with the commitment throughout our yearly meeting.

(ii) We think there is a need to make clear the link between sustainability and the New Economy, and why our testimonies on sustainability and equality are integral to each other. We have heard two ideas: one, to suggest to the Economics, Sustainability and Peace programme the inclusion of a publication on the connections between inequality and sustainability, in their series of resources on the New Economy; or two, to examine the links between sustainability and each of the other testimonies, either in the form of printed booklets, or an online perhaps interactive resource.

We recognise that these suggestions have quite different resource implications, and that new work may already be planned within the centrally managed work which could also be part of BYM's response to the Pisac minute. We forward this part minute to QPSW ESP Subcommittee, BYM Trustees and Meeting for Sufferings.

Lis Burch
Clerk

IRM 16-20. Sustainability.

The Consultation on Sustainability, facilitated by Jonathan Woolley (Mexico City MM/Pacific YM; Staff, QUNO-Geneva), Rachel Madenyika (Staff, QUNO-NY), and Charlotte Gordon (Aotearoa/New Zealand YM) have presented a minute for our consideration:

Living Sustainably and Sustaining Life on Earth

The Light of Christ has inspired Quakers throughout the generations. As we gather together in Pisac, Peru in 2016, we feel this light stronger than ever in our calling to care for the Earth on which we live. It is calling us from all traditions: programmed, unprogrammed, liberal, and evangelical. It calls us to preserve this Earth for our children, our grandchildren and all future generations to come, working as though life were to continue for 10,000 years to come.

Be ready for action with your robes hitched up and your lamps alight. (Luke 12:35, Revised English Bible)

Our faith as Quakers is inseparable from our care for the health of our planet Earth. We see that our misuse of the Earth's resources creates inequality, destroys community, affects health and well-being, leads to war and erodes our integrity. We are all responsible for stewardship of our natural world. We love this world as God's gift to us all. Our hearts are crying for our beloved mother Earth, who is sick and in need of our care.

We are at a historical turning point. Internationally, the Paris Agreement and the Sustainable Development Goals oblige governments to take action. Faith groups and other civil society are playing a major role. As Quakers, we are part of this movement. The FWCC World Conference approved the Kabarak Call for Peace and Ecojustice in April 2012, while the FWCC World Office was a signatory to the Quaker statement on climate change in 2014 and divested from fossil fuels in June 2015.

We recognise that the environmental crisis is a symptom of a wider crisis in our political and economic systems. Our loving and well informed environmental actions as Friends, consistent with our spiritual values, must therefore work to transform these systems.

Many of us all over the Quaker world are taking practical actions as individuals and communities. At this Plenary, a consultation of more than sixty Friends from all over the world worked to build on these leadings with further practical action. The Annex attached to these minutes shows examples of what Friends are doing already or propose to do.

We must redouble our efforts right now. We must move beyond our individual and collective comfort zones and involve the worldwide Quaker community and others of like mind. Just as Jesus showed us, real change requires us to challenge ourselves to be effective instruments of change. We can do more.

On recommendation of this Consultation, and after some discussion, we adopt the following minute:

In this effort for sustainability, and mindful of the urgency of this work, this Plenary asks the FWCC World Office and Central Executive Committee to:

Invest FWCC World funds ethically.

Share Quaker experiences with other faith groups to inspire them to action, especially through the World Council of Churches.

Seek ways of connecting Friends worldwide **that are sustainable.**

Facilitate dissemination of training materials on sustainability issues for Quaker leaders, pastors and teachers.

This FWCC Plenary Meeting also asks all Yearly Meetings to:

Initiate at least two concrete actions on sustainability within the next 12 months.

These may build on existing projects of individuals or monthly meetings or they may be new initiatives. We ask that they encourage Young Friends to play key roles. We ask that meetings minute the progress and results, so as to share them with FWCC and Quaker meetings.

Support individuals and groups in their meetings who feel called to take action on sustainability.

Support the work done by Quaker organisations such as the Quaker United Nations Office and the Quaker Council for European Affairs to ensure that international agreements and their implementation support sustainability.

This FWCC Plenary Meeting asks individual Friends and groups (such as Monthly Meetings, Worship Groups and ad hoc groups within Meetings) to **Share inspiring experiences of living sustainably** on the new “sustainability webpage” of the Quakers in the World Website (<http://www.quakersintheworld.org/>). This webpage can be used as a source of ideas, inspiration and action.

Annex to the Minute: Possibilities for practical sustainability action from the Pisac consultation

Individuals can:

- Dedicate personal time to nature.
- Reduce consumption and use your consumer buying power to create change.
- Cut down on meat consumption, be aware of energy costs in production and transport of all foods and methane from ruminant animals, support sustainable agriculture.
- Travel – cycle, walk, use public transport or alternatives to private cars, keep air travel to a minimum.
- Grow your own food and plant trees.
- Be politically active in promoting sustainability concerns.
- Share environmental concerns through books, publications, conversations, electronic media
- Reduce energy use.
- Use less water and harvest water.
- Make time for spiritual connection with God.

Monthly Meetings, Worship Groups and small groups within Meetings can:

- Live in a community, share housing, participate in a transition town movement.
- Educate yourself and others.
- Share transport and equipment.
- Develop urban agriculture, community gardens, community supported agriculture, tree planting.

- Love nature and encourage others to do so: we protect the things we love; get children out in nature; take care of nature around your meeting house (e.g., picking up trash/litter).
- Invest ethically and divest from fossil fuels.
- Ensure meeting houses are carbon neutral.
- Build alliances, seek visibility, and approach legislators.
- Share sustainability skills.

Yearly Meetings can:

- Support the sustainability actions of Monthly Meetings.
- Build solidarity with local people.
- Support Quakers in politics and international work.
- Form support networks and alliances to make more impact – we can only do so much on our own.
- Invest ethically, including on sustainability issues.
- Practice what we preach.
- Discern and move concerns to action.
- Set targets for increased sustainability.
- Connect and share with other YMs, direct or via FWCC Sections and World Office

We recognise that different actions are relevant to different Quaker meetings in different parts of the world.

Appeal to Meeting for Sufferings

Guidance for dealing with disputes among Friends is set out in sections 4.23 to 4.26 of *Quaker faith & practice*. Briefly: if an area meeting makes a decision about an individual, which the individual is dissatisfied with, they may appeal. The area meeting concerned is expected first to try to settle the matter internally; and if that is unsuccessful, to ask a neighbouring area meeting to appoint an appeal group. If the appellant remains dissatisfied with the decision of the appeal group, he or she may then appeal to Meeting for Sufferings.

An appeal has been sent to the clerk of Meeting for Sufferings. Meeting for Sufferings is asked to appoint an appeal group to consider and determine whether or not the appeal should be allowed and whether any further recommendations should be made. The details are kept confidential as far as is possible.

Central Nominations Committee will be asked to bring names of five Friends, who should be independent of the area meeting concerned.

Juliet Prager

At a meeting of BYM Trustees

Held Friday 9 to Saturday 10 September 2016 at Friends House London

Present: David Burnell, Sarah Donaldson, James Eddington (Assistant Clerk this time for minutes BYMT-2016-09-01 to 10), Nick Francis (Assistant Clerk from minute BYMT-2016-09-11), Ingrid Greenhow (Clerk), Alison Ironside, David Lewis (YM Committee on Clerks, minutes BYMT-2016-09-11 to 19), Roy Love, Lynn Moseley, David Olver, Virginia Pawlyn, Steve Pullan, Alastair Reid, Tim Southall, Graham Taylor, Peter Ullathorne (Treasurer), Chris Willmore (from minute BYMT-2016-09-05)

In attendance: Helen Drewery, General Secretary, QPSW (except minute BYMT-2016-09-19); Paul Grey, Head of Facilities, (except minute BYMT-2016-09-19); Lisa Kiew, General Secretary, Finance & Property (except minute BYMT-2016-09-19); Paul Parker, Recording Clerk; (except minute BYMT-2016-09-19); Juliet Prager, Deputy Recording Clerk, (except minute BYMT-2016-09-08b and BYMT-2016-09-19);

Visitors on Friday evening: Stan Lee, Quaker UN Committee (Geneva), Jonathan Woolley, Director Quaker United Nations Office (Geneva)

BYMT-2016-09-01 Welcome, agenda check, conflicts of interest check, minutes of last meeting

The minutes of the meeting held on 17-19 June 2016 have been signed by the clerk and placed in the minute book. We will be welcoming David Lewis, a member of the Yearly Meeting Committee on Clerks, to our meeting on Saturday.

There are no unrecorded conflicts of interest.

We confirm our agenda.

We ask Virginia Pawlyn and David Olver to act as buddies for Nick Eyre and Hazel Shellens respectively.

During our opening worship, we have heard part of Quaker faith & practice 19:32.

BYMT-2016-09-02 Consent agenda

(a) Consent agenda, part 1

We note receipt of the following minutes:

- Quaker Committee for Christian & Interfaith Relations, 10-12 June (**BYMT-2016-09-02a**)
- Quaker Life Central Committee, 10-12 June (**BYMT-2016-09-02b**)
- Quaker Life Central Committee minute 16.52, Swarthmoor Hall report (**BYMT-2016-09-02c**)
- Meeting for Sufferings minute MfS/16/07/07, Strategic Management (**BYMT-2016-09-02d**)
- Employment Committee, 6 July (**BYMT-2016-09-02e**)
- Quaker World Relations Committee 25, July (**BYMT-2016-09-02g**)

(b) Consent agenda, part 2

(i) Quaker Committee for Christian & Interfaith Relations operational plan

We receive QCCIR's minute **QCCIR/16/48** minute and papers on their operational plan 2017-19. QCCIR ask us to consider whether it would be possible to allocate more resources to the committee in order to enhance its effectiveness in its core areas of work.

We understand that the committee has also sent a paper to Management Meeting; we expect to receive advice from Management Meeting in due course.

(ii) Sustainability: progress on recommendations for action and connections with other Quaker Committees and bodies

We receive BYM Sustainability Group's minute **BYMS 16/6/9** on progress on recommendations for action and connections with other Quaker committees and bodies. The Group urges us to ensure that consideration of sustainability issues is part of the job description for the post of the proposed staff member for property support.

At our last meeting we asked for sustainability issues to be incorporated into the design of our Property Support Pilot Project. We have heard that a staff member will begin work on this project in mid-October, and will be in a position to support meetings with making their buildings more sustainable.

(iii) Sustainability: response to the minute from the Friends World Committee for Consultation plenary meeting held in Pisac, Peru in January 2016

We receive and note BYM Sustainability Group's minute **BYMS 16/6/14a** "Pisac minute" suggesting a survey of area meetings and a publication on the connections between inequality and sustainability.

(iv) Gold papers

We have received paper **BYMT-2016-09-02k** from James Eddington and Tim Southall giving the minutes and papers they recommend being added to our Gold papers.

We agree to the recommendations.

(v) 2018 dates

We receive paper **BYMT-2016-09-02l** giving suggested dates for our meetings in 2018. We agree dates for our meetings in 2018 as follows:

Friday 16-Saturday 17 February
Friday 6 April (Training day and confirming TARA)
Friday 1-Sunday 3 June (at Swarthmoor Hall)
Friday 7-Saturday 8 September
Friday 16 November

BYMT-2016-09-03 Trustees' news

We receive the report of our activities since our last meeting (**BYMT-2016-09-04**) including the reports on Charity Finance for Trustees attended by Virginia Pawlyn and the Charity Property Conference attended by Roy Love and Lisa Kiew. David Burnell reported on the work of the HS2 Monitoring Group.

BYMT-2016-09-04 Link Trustees review

Further to minute **BYMT-2016-06-20**, we receive a paper from our Assistant Clerk reporting on how the Link Trustee system is working. The concept has been a variable success. We agree that:

- 1) The Link Trustee principle is continued;
- 2) A more formal guidance note for Trustees will be produced;
- 3) Trustees to agree to be a link trustee on a two-year basis;
- 4) All Trustees should participate at some level;
- 5) The Assistant Clerk to Trustees to be the monitor of the process, and to receive reports.

As part of the induction for new Trustees, we ask managers at Extended Meeting level to arrange departmental briefings within the first 6 months.

BYMT-2016-09-05 BYMT Audit Committee terms of reference

Further to minute **BYMT-2016—06-14**, we receive the report of the BYMT Audit Committee Terms of Reference Group (Summary of recommendations, **BYMT-2016-09-06a**, and suggested ToR, **BYMT-2016-09-06b**).

We now approve the terms of reference with amendments as agreed in our meeting with effect from 1 January 2017. We expect to release the members of the current committee and make appointments to the new committee at our November meeting. We send this minute to our Audit Committee; to Finance & Property Committee and to the Hospitality Board.

BYMT-2016-09-06 Finance

(a) Finance reports

We receive finance reports for periods 6 and 7 (**BYMT-2016-09-a,b**).

We note our income is exceeding expenditure. Legacies have been coming in slower than in previous years but we expect to meet the budget by the year end. This may restrict the availability of legacies funds next year.

We thank Lisa Kiew and the finance team for preparing these reports.

(b) BYMT Finance & Property Committee minutes

We receive the minutes of the BYMT Finance & Property Committee meeting held on 28 July 2016.

We note minute 16/15 “YMG 2017 further budget”. This highlights the central fund cost involved in holding Yearly Meeting Gathering. Trustees need to be aware of this and keep a watching brief.

BYMT-2016-09-07 Operational plan and budget

We receive the mid-year review of the 2016 Operational Plan (**BYMT-2016-09-10**).

We note that 315 projects have been completed or are on track, 29 have been delayed, there are 16 news and 1 has been cancelled. We welcome the evolution of the operational plan and thank Juliet Prager and the staff for their work.

Juliet Prager has updated us on progress towards the 2017-19 Operational Plan, and Lisa Kiew has reported on work on the budget for 2017. We expect to consider these at our next meeting in November 2016.

BYMT-2016-09-08 Recording Clerk's report

(a) Recording Clerk's report

We receive the Recording Clerk's report (BYMT-2016-09-03) covering:

- Overview
- Recording Clerk & Deputy Recording Clerk (impact, effectiveness & risk; external relations: Quaker & related organisations; External relations: third sector; Visits)
- Operations (Building works; Garden; High Speed2; Echo Chamber installation)
- Finance & resources (Administrative support; paid internships; Changes in Finance & Property; QList and QNoms)
- Worship & witness (Ecumenical Accompaniment Programme in Palestine/Israel, Vibrancy in Meetings; Festivals; New work)

The report included three appendices: a report on US visit; the confidential staffing update and a health & safety overview for the last quarter.

We receive the minutes 28 June (Management Meeting & Extended Management Meeting, 12 July (Management Meeting), 26 July (Extended Management Meeting only) and 9 August (Management Meeting).

(b) Visit to Quaker organisations in the United States of America by the Recording Clerk and the Yearly Meeting clerk

The Recording Clerk has also told us about his visit, with Deborah Rowlands (YM Clerk) to Philadelphia and Baltimore Yearly Meetings, and a range of other Quaker organisations in Philadelphia and Washington.

We thank Paul for his exciting and enthusiastic report and encourage him to share his experience with other Friends in Britain Yearly Meeting.

BYMT-2016-09-09 Visit to Friends World Committee for Consultation offices

Trustees welcomed the opportunity to visit the offices of FWCC and to learn more about the work from the General Secretary, Gretchen Castle. We thank Gretchen Castle and FWCC for their warm welcome and kind hospitality.

We send this minute to FWCC world office.

BYMT-2016-09-10 Quaker United Nations Office (Geneva): Informal briefing session

Jonathan Woolley, Director of Quaker United Nations Office (Geneva), and Stan Lee, member of Quaker UN Committee, spoke to us in an informal briefing session last night about the work of QUNO Geneva. As preparatory reading we received the QUNO Review March 2016 (**BYMT-2016-09-11a**), Geneva Reporter, December 2015 and August 2016 (**BYMT-2016-09-11b,c**) and a diagram (**BYMT-2016-09-11d**).

BYMT-2016-09-11 Quaker United Nations Office (Geneva)

(a) Quaker United Nations Office (Geneva)

In minute **BYMT-2016-02-08** we asked BYMT Finance & Property Committee to consider a request from QUNO to increase its annual grant from BYM by around around 6% to reflect changes in the Swiss cost of living for expatriate residents since 2009 when the existing amount of the grant was set. We receive Minute **FP16/50 (BYMT-2016-09-12a)** wherein our Finance & Property Committee agrees:

- i. A 6% increase in the grant for 2017 which will create the base amount for the following years.
- ii. To review the grant annually, applying the same processes and cycle as for other Quaker groups.
- iii. To continue to give QUNO two years of notice of any reduction in funding and to confirm this as part of the annual review of the grant.

(b) Reviewing the relationship with Quaker United Nations Office (Geneva)

We receive the Recording Clerk's paper on reviewing the relationship with QUNO Geneva (**BYMT-2016-09-12b**). The paper briefs us on ongoing financial challenges at QUNO Geneva due to loss of funding from other bodies.

We recognise the value of QUNO's work and wish to find ways to support QUNO in achieving a stable financial position, so that this important work can continue. We agree to establish and appoint a small ad-hoc working group of two Trustees (including at least one with finance experience) and an invited Friend with QPSW experience to work with staff to explore the related funding, fundraising and communications issues set out in the briefing paper, and to bring back recommendations to our meeting on 17/18 February 2017.

We ask QPSW Central Committee to appoint a Friend to join this group as soon as practicable.

We forward this minute to QPSW Central Committee and to the Quaker United Nations Committee (Geneva)

BYMT-2016-09-12 Friends World Committee for Consultation: grant

We receive minute FP16/50 of BYMT Finance & Property Committee (**BYMT-2016-09-13**) which agreed i) an addition to the annual grant to FWCC of £4,000, increasing by 3% p.a. for ten years, to assist with additional payments required by the Pensions Trust (to be kept under review), and ii) an increase of £2,000 in the grant for their work on international membership.

BYMT-2016-09-13 Quaker Council for European Affairs

Paul Parker and Helen Drewery have reported on recent meetings with representatives of the Quaker Council for European Affairs, following the referendum on Britain's membership of the European Union.

We have heard that there have been major changes to the structures of QCEA to clarify and strengthen governance arrangements.

We agree to release Sheila Gatiss and Sarah Donaldson from monitoring the QCEA governance arrangements (**BYMT-2015-09-07**). We would appreciate a briefing from QCEA at a future Trustees' meeting.

BYMT-2016-09-14 EU Referendum: risks and opportunities

We receive a paper by the Deputy Recording Clerk, for which we are very grateful, on the risks and opportunities for BYM following the EU referendum (**BYMT-2016-09-15**).

We have reflected on our opportunities and concerns following the EU referendum result. Opportunities for example for partnership working with other groups in approaching Parliament with areas of concern, and for work, not only within the current UK but also through wider connections with Quakers internationally.

We ask our central and standing committees to keep under review the new opportunities presented to us as they arise, whilst also having serious regard to the risks and implications for our work, income and relationships with other bodies. We send this minute to our central committees and other standing committees.

BYMT-2016-09-15 Appointments

(a) Property Support Reference Group

We record a between-meetings decision to appoint the following Friends to the Property Support Reference Group for the lifetime of the project:

Alison Clarke – York AM

Colin Gerard – Gloucestershire AM

Roger (Paddy) Paddison – Quaker Stewardship Committee (Kendal & Sedbergh AM)

Steve Pullan, BYM Trustee, was appointed to this group by minute **BYMT-2016-06-22**.

(b) General appointments

We agree the following nominations brought forward by our BYMT Trustees Nominations Group:

BYMT Finance & Property Committee

Susan Seymour – North West London AM - renomination 1 January 2017-31 December 2019

Alastair Reid (Trustee) – renomination 1 January 2017-31 December 2019

Roy Love (Trustee) – renomination 1 January 2017-31 December 2019 (as Clerk)

Others to be confirmed

Friends House (London) Hospitality Limited

David Olver (Trustee) – renomination 1 January 2017-31 December 2019

Nick Francis (Trustee) – renomination 1 January 2017-31 December 2017

Elizabeth Redfern – Northamptonshire AM – 1 January 2017-31 December 2019

Property Strategy Group

Tim Southall, BYM Trustee, was appointed by minute **BYMT-2016-06-22**.

Alan Keith, Finance & Property Committee and one other

Senior Staff Grievance & Disciplinary Group

David Burnell (Trustee) – 1 January 2017-31 December 2019

Stuart Wallace – Kingston & Wandsworth AM – renomination 1 January 2017-31 December 2019

QUNO Working Group

Peter Ullathorne and Alastair Reid.

(c) BYMT Nominations group

Roy Love was appointed by Minute **BYMT-2015-11-21** to serve on the BYMT Nominations Group to 31 December 2016. We agree to appoint Roy Love to serve 1 January to 31 December 2017.

BYMT-2016-09-16 Preparing for Yearly Meeting Agenda Committee/Yearly Meeting Gathering

We receive paper **BYMT-2016-09-17** on engaging with Yearly Meeting Agenda Committee.

- (a) Agenda Planning for Yearly Meeting 2017
We have been invited to contribute to Yearly Meeting Agenda Committee's discernment on the agenda for Yearly Meeting 2017. James Eddington will represent us at the YMAC meeting on 8 October. We ask James Eddington to prepare a paper based on our discussions.
- (b) Longer term issues to be considered by Yearly Meeting and Meeting for Sufferings

Yearly Meeting Agenda Committee is holding of a Threshing Meeting to explore longer term issues to be considered by Yearly Meeting and Meeting for Sufferings over the coming years from 11-13 November 2016. Ingrid Greenhow will represent us at this meeting.

BYMT-2016-09-17 Preparing for Meeting for Sufferings

We have discussed our participation in Meeting for Sufferings on Saturday 1 October.

BYMT-2016-09-18 Reviewing the meeting

We have reviewed the meeting. We have welcomed the opportunity to hear more about international Quaker work.

We have also been glad to have all the members of our management meeting with us.

BYMT-2016-09-18 Time without staff

We have spent time without staff.

BYMT-2016-09-19 Date of next meeting

We part, hoping to meet again on Friday 18 November 2016, if nothing occur to prevent.

Ingrid Greenhow
Clerk

Dates of Meeting for Sufferings in 2018

Arrangements Group suggests the following dates for meetings in 2018:

3 February
7 April
7 July (New Triennium)
6 October (Young Friends Participation Day)
7-9 December (Residential)

Meeting for Sufferings is asked to consider and agree these dates.

The dates for the meetings in 2017 are as follows;

4 February
1 April
3 June
7 October
2 December