



Britain Yearly Meeting Trustees

Held on 30 May 2026

Online on Zoom

Minutes

Present: Catherine Brown, Lis Burch, Ursula Fuller, Chris Jardine, Marisa Johnson (Clerk), Kit King (Assistant Clerk), Liz Law, Ruth McTighe, Teresa Murray, Silas Price, Elizabeth Redfern (until BYMT 26/05/12), Paul Whitehouse (Treasurer)

With: Sarah Donaldson (Senior Change Leader, Quaker Governance) (until minute 26/05/14), Siobhan Haire (Deputy Recording Clerk) (until minute 26/05/14), Mark Mitchell (Safeguarding Officer) (minute 26/05/13), Paul Parker (Recording Clerk) (except minute 26/05/20), Lisa San Martín (Chief Executive Officer, Quiet Company) (minutes 26/05/09-26/05/11), Jane-Eve Straughton (Governance Manager) (minute 26/05/06), David Loxton (Head of Communications & Fundraising) (minute 26/05/14), Beth Follini (Fundraising Manager) (minute 26/05/14), Adetola Oyebadejo (Financial Controller) (minute 26/05/05), Joe Warren (Clerk, Quiet Company Board) (minute 26/05/09)

Prevented: Kit Fotheringham, Jo Hills, Oliver Robertson (Head of Witness and Worship), Vipin Narang (Finance Director)

BYMT/26/05/01 Welcome & Introductions, Agenda Check, Conflicts of Interest Check, Continued Minutes

Our opening worship was introduced with the following reading:

"The first cold light of morning, which gave promise of noontide glories, dawned on me one day at meeting, when I had been meditating on my state in great depression. I seemed to hear the words articulated in my spirit, 'Live up to the light thou hast, and more will be granted thee.' Then I believed that God speaks to man by His Spirit. I strove to lead a more Christian life, in unison with what I knew to be right, and looked for brighter days, not forgetting the blessings that are granted to prayer."

Quaker Faith and Practice 26.4, Caroline Fox, 1841.

There are no unrecorded conflicts of interest. We considered our agenda and accepted it. We have received a list of continuing minutes. The Clerk welcomed Friends to the meeting.

BYMT/26/05/02 Minutes Received

We receive the following minutes:

- Agenda Planning Committee 2026 02
- Investment Committee 2026 02
- Investment Committee 2026 03
- Investment Committee 2026 04
- Finance, IT & Property Committee 2026 02
- Meeting for Sufferings 2026 03 Separated Minute (MfS/26/03/16)
- Young Adult Quaker Grants Group 2026 03
- Young Adult Quaker Grants Group 2025 11
- Programmes & Prioritisation Committee 2026 03
- Quaker Life Central Committee 2026 02
- Quaker Peace & Social Witness Central Committee 2026 03
- Quaker Peace & Social Witness Central Committee 2026 03 Separated Minute (QPSWCC/26/03/06)
- Quaker Peace & Social Witness Central Committee 2026 04
- Yearly Meeting Transition Project Board 2026 05
- Yearly Meeting Transition Project Board 2026 03

BYMT/26/05/03 Items Taken on Draft Minute

a) Internal Audit & Risk Committee Annual Report

We receive the annual report for the year 2025 from Internal Audit & Risk Committee. We note that they have just completed a three-year plan of work and are embarking on a new one.

b) Data Protection Reminder

We have been reminded of our responsibilities for handling personal and sensitive information as part of our role as trustees.

c) Decision to meet Financial Auditor

We ask staff to invite our Financial Auditors, Sayer Vincent, to join our September meeting.

d) Training Proposals

We have considered the training opportunities which staff have proposed, based on our discussions earlier in the year, and ask them to make arrangements accordingly. We therefore ask to have the following workshop sessions between now and the end of the year:

- Friends Trusts Limited, led by Paul Whitehouse, Treasurer
- Equity, Diversity, and Inclusion, led by Edwina Peart, Equity & Justice Lead

- Reparation for the transatlantic chattel slave trade, led by Ann Morgan and/or Marghuerita Remi-Judah, Co-Clerks of the Reparation Working Group, with support from Esta Nyeko-Lacek, QiB's Reparation Coordinator

BYMT/26/05/04 Nominations and Appointments

a) Appointments

Safeguarding Trustee

We appoint Teresa Murray to serve from 1 January 2027 until 31 December 2028

b) Record of appointments made between meetings by clerks

Investment Committee

Marghuerita Remi-Judah, to serve from 16 February 2026 until 31 December 2028

Finn Taylor, to serve from 19 March 2026 until 31 December 2028

Representative to Quaker Life's Challenging Antisemitism: next steps working group

Silas Price, to serve for the lifetime of the group.

c) Skills audit

We approve the proposed skills audit.

BYMT/26/05/05 Finance

- We receive paper BYMT 2026 05 05a, the most recent management accounts, introduced by Adetola Oyebadejo. We note that Q1 has performed better than expected, particularly due to two legacies valuing a total of £4.9 million, as well as an increase in donations and grants receivable.
- We receive paper BYMT 2026 05 05b, the most recent minutes from the Finance, IT, and Property Committee. Some IT projects are delayed because of resource constraints in some departments. The Customer Relationship Management System (CRM) project faces tight timescales and additional consultancy time is required to manage the risk.

BYMT/26/05/06 Risk Review

We have been joined by Jane-Eve Straughton, Governance Manager, who has spoken to the latest risk report (paper BYMT 26 05 06). We are pleased to hear that risk owners continue to engage with their risks actively and the register is a dynamic document.

We note Management Meeting's intention to focus on integrating the new strategic priorities into the register during the next risk review this autumn. We also look

forward to spending time on strategic risks during our September residential meeting.

BYMT/26/05/07 Update to Memorandum of Understanding

We have received and considered an update to the Memorandum of Understanding between Britain Yearly Meeting and Area Meetings related to:

- 1) the laying down of Meeting for Sufferings,
- 2) wording to reflect existing practice between Area Meetings, General Meetings, and BYM as regards “blemished” DBS / PVG checks,
- 3) changes in the Office of the Scottish Charity Regulator’s (OSCR) approach to serious incidents.

We approve and are content to sign the new document on the basis of these minor changes.

BYMT/26/05/08 Reflections on Yearly Meeting May 2026

We have reflected on the Yearly Meeting sessions held earlier this month in London.

BYMT/26/05/09 Quiet Company Board Annual Report

We have been joined by Joe Warren, Clerk of Quiet Company Board, who, with Lisa San Martín, has spoken to the annual review of Quiet Company’s activity for 2025.

We are pleased to hear that 2025 was a positive year for Quiet Company. Net profits were £760,740, an increase of 11% on 2024. This was in addition to a £25,000 increase in the management fee paid separately to BYM, so the overall contribution to the charity was actually £1.46M.

We note in particular that the restructure of the company has concluded successfully and was steered with great skill by the CEO and her staff.

Swarthmoor Hall also completed its first full year of trading since re-opening, and the year culminated with a fully recruited team in place for the site.

We look forward to following progress this year, particularly in respect of the work that is being done on branding, to bring the Quaker identity more to the fore.

BYMT/26/05/10 Sustainability Update

We have received an update on our sustainability strategy and are heartened to see that the Chief Executive of Quiet Company and Head of Witness & Worship are giving this work a new focus and renewed energy.

The outputs of this are:

- a summarised sustainability strategy to supplement the original;
- a clearer working action plan;
- a new Sustainability Delivery Group to ensure engagement across the organisation on this work.

The aim is to create an approach that practically reduces our emissions and improves our sustainable practices in a way that is aligned with our climate campaigning and advocacy work.

We approve this approach, and we also support the decision not to conduct any offsetting of carbon emissions until there is greater evidence for its effectiveness.

We look forward to receiving regular reports on the action plan and associated costs to reduce our carbon emissions at least twice a year.

BYMT/26/05/11 Drayton House

We receive an update on the Drayton House project (paper BYMT 2026 05 10 refers). We note that various options for the redevelopment of this investment property remain on the table, and that negotiations with the current tenant are continuing. The redevelopment options include accessibility and sustainability considerations.

We agree to the proposed two new two-year leases for the current tenant (one for the 'Part Basement, Ground, Second and Third Floor', one for 'Part Basement and First Floor'), taking these leases to June 2029, subject to the approval of the BYM Treasurer of a Letter of Advice from a qualified surveyor to confirm that the terms are reasonable, which ensures we are in compliance with the Charities Act.

BYMT/26/05/12 Recording Clerk's Report & Dashboard

We have received the Recording Clerk's Report & Dashboard, where the latest statistics relate to Quarter 1 2026.

The layout of the Recording Clerk's Report is now written in sections to reflect the headings of BYM's strategic priorities, which enable us to more closely track progress on each priority. This is a welcome change.

We note progress with projects in the Library and Archives team and a projected positive transition to the new Yearly Meeting structure.

We note the publication of a new draft Code of Practice by the Equality and Human Rights Commission (EHRC) on service provision in relation to single sex services. It is currently before Parliament for approval. This means we may need to review our policy on the use of toilets in our premises in line with the Yearly Meeting's commitment to equality and inclusion. Staff will bring us proposals for consideration in the next month or so.

We thank staff for the preparation of this paper and for their hard work which is laid out within it.

BYMT/26/05/13 Safeguarding report

We are joined by Mark Mitchell, Safeguarding Officer, who presented the annual safeguarding report.

The independent safeguarding audit commissioned by the Internal Audit and Risk Committee concluded that BYM has “solid foundations in place with some improvements needed”, providing both reassurance and a clear framework for future development. We are pleased to hear that improvements are being made in BYM’s safeguarding policy and processes, in line with a work plan developed by the Safeguarding Officer as a result of the independent safeguarding audit.

We note that the safeguarding support service provided by BYM, particularly by the Safeguarding Officer, to Area Meetings and other Quaker groups is high quality and Friends around the country feel well supported by staff, therefore creating a safer worshipping community for all.

BYMT/26/05/14 Fundraising Trends

We have been joined by Beth Follini, Fundraising Manager, and David Loxton, Head of Communications & Fundraising. Beth spoke to the report (paper BYMT 2026 05 13).

We heard that, while overall fundraising income remains stable, the balance of income sources is changing. While income from meetings is declining, regular individual giving (via CAF direct debit), grant making trust income, and major gifts are stable and, in some cases, increasing. Focussing on specific aspects of our work, like EAPPI, which are appealing to supporters is showing signs of success and while the income is restricted income, it has the benefit of freeing up unrestricted income for core activities.

These shifts presents both risks and opportunities and highlight the importance of continued engagement, stewardship, and strategic focus on sustainable income streams.

We are reminded that members of the Fundraising team are available for meetings for learning and are always excited to build close relationships with donors and meetings.

We thank staff for the preparation of this paper and for their hard work which is laid out within it.

BYMT/26/05/15 Clerks’ Report & Correspondence

We receive the Clerks’ report and a copy of correspondence from the informal network of Friends called Sex Matters to Quakers.

We discussed a request from this group to meet with them to engage in a Restoring Relations (a Quaker conflict resolution group) process. We have considered this, and discerned that, given our role as a trustees’ body is to enact the will of the Yearly Meeting and be accountable to it for our decisions, it is not appropriate to engage with any particular informal group of Friends on matters that are properly discerned by the Yearly Meeting.

We would always encourage conversations between individuals who disagree with each other, and we believe that genuine constructive disagreement leads to bridge

building and strengthens our community. As a Trustee body, we do not see that it is with us, corporately, that relations need to be restored. For Quakers in Britain, the only authoritative body which can give guidance on such matters is the Yearly Meeting. Trustees do not have the authority to engage in processes that may undermine that corporate will.

BYMT/26/05/16 Review of Management Meeting

We receive a report from Caroline Nursey, acting as a consultant, who has conducted a review of Management Meeting. In carrying out the review, she consulted widely, drawing on 31 written submissions, 18 interviews, a meeting with members of Management Meeting without the Recording Clerk, and conversations with the Recording Clerk.

The paper addresses a wide range of considerations, including drivers for change, constraints, and risks.

It recommends:

- For the next few years, the senior team should comprise between 5.6 and 6 members (probably 5.8 initially), to include two Deputy Recording Clerks, a Finance Director, a Commercial Director and a Director of Programmes.
- Once the new book of discipline has been agreed a further review should be carried out with an assumption that a reduction in the size of the team may be appropriate at that point.

We authorise the Recording Clerk to proceed with implementation of the proposed new management team structure.

We agree that once implemented this team should be known as Senior Leadership Team to avoid the ambiguities of the term Management Meeting used hitherto.

We ask the Senior Leadership Team, once in place, to consider the other recommendations in the report, and to bring us a revised draft Schedule of Delegation for our approval.

We ask the Clerks to find two Trustees, which may be themselves, to form a panel with the Recording Clerk to carry out any selection processes required as part of the implementation process.

BYMT/26/05/17 Preparations for YM July 2026

We have considered how to prepare for the upcoming Yearly Meeting sessions in Manchester on 18 July.

BYMT/26/05/18 Reviewing the Meeting

We reviewed our meeting.

BYMT/26/05/19 Time with Recording Clerk

We spent time with the Recording Clerk.

BYMT/26/05/20 Time without Staff

We spent time without staff.

BYMT/26/05/21 Clerks' offering

It is good to remind ourselves of the basis for the commitments that we are tasked to help the Yearly Meeting fulfil. From minute 33 of Yearly Meeting 2021: *“Seeking to reduce carbon emissions is an urgent priority, but without interrogating and disrupting our existing economic systems, this will only [take] us back to an unjust system, and may encourage corporations, governments and individuals to delay necessary action and avoid systemic change.*

“While living faithfully, taking practical action to reduce our personal impact on the planet allows us to work in this area with integrity, it cannot be where our faith-led action ends. Eldership, building resilient communities, right ordering and witness are also fundamental parts of the actions we must take.”

We heard in ministry reference to the apology for the transatlantic chattel slavery trade contained in the recently published papal encyclical Magnifica Humanitas. This chimes very much with our aspiration to make reparation for our own involvement.

We welcome Pope Leo XIV’s emphasis that technology should “serve humanity rather than dominate it”, and that human dignity, truth, work, freedom, and social justice must remain central in the modern world.

We look forward to seeing one another in Manchester in July and spending the weekend together in September. The opportunity to meet and worship together is a precious one and we thank God for the blessing of community.

BYMT/26/05/22 Closing Worship

We have closed our meeting with a period of silent worship and look forward to meeting again, should nothing occur to prevent, for our residential meeting on 5 & 6 September in Walthamstow.



Marisa Johnson
Clerk



Kit King
Assistant Clerk