

Calling letter



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

20 June 2025

To members of Meeting for Sufferings

Dear Friends,

I look forward to seeing you once more at Meeting for Sufferings on 5th July.

At this meeting, we return to our ongoing consideration of membership led by Quaker Life. How does a Quaker community enable membership? What processes support application and discernment around membership?

We will explore issues around preparing Friends for non-violent witness in the light of the new police powers designed to make protest within the law more difficult. This is an ongoing concern, raised at our December 2024 meeting in response to minutes from area meetings with fuller consideration at our March meeting when we minuted our concern and asked to return to the matter.

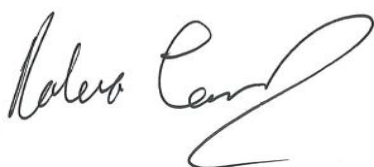
Following the revision of Friends' structures in Wales, we will hear about upcoming governance changes for Scottish Friends. We have been reminded that restructuring of the sort that is currently being considered by many meetings may be necessary but is likely to be achieved only with significant struggle and even pain.

Now in our final year, we will consider how we can ensure that the functions of Meeting for Sufferings can be carried out once we are laid down.

In addition we will have our usual business, including receipt of a report from Britain Yearly Meeting Trustees and minutes from area meetings on current issues.

There is much to pray for as we prepare our hearts and minds for our next meeting.

In Truth,



Robert Card
Clerk, Meeting for Sufferings

Papers enclosed with this mailing

Agenda

Minutes from MfS Arrangements Group

MfS 2025 07 06 Quaker Recognised Bodies

MfS 2025 07 07 Prison and Court Register

MfS 2025 07 08 Quakers and peaceful protest

MfS 2025 07 09 Minutes received from area meetings

MfS 2025 07 10 BYM Trustees report

MfS 2025 07 11 New ways of belonging

MfS 2025 07 12 Quakers in Scotland

MfS 2025 07 13 Meeting for Sufferings' functions

A reminder of how you can prepare for the meeting

- Read the agenda and papers in good time
- Contact the other representative/alternate from your area meeting or body
- Send any comments or questions to the clerks (sufferings@quaker.org.uk), before the meeting to be received by morning of **3 July**.



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

Agenda

Meeting for Sufferings – Saturday 5 July 2025

At Friends House and by video conference,
open for arrivals from 9.30am for 10am start

	Item	Paper
10am	Session 1	
1	Opening worship	
2	Welcome and introductions	
3	Agenda Adoption and acceptance of the agenda	
4–7	Items to be taken on draft minute: <ul style="list-style-type: none"> • Membership (to follow) (04) • Appointments (to follow) (05) • Quaker Recognised Bodies (06) • Prison and Court Register (07) 	MfS 2025 07 04 –07 For decision
8	Quakers and protest Advice and guidance	MfS 2025 07 08 For information
	Shuffle break	
9	Minutes from area meetings <ul style="list-style-type: none"> • Police action at Westminster meeting house • Implications of recent Supreme Court judgment for trans inclusion and single-sex spaces 	MfS 2025 07 09 For consideration
10	BYM Trustees Report from the Clerk of Britain Yearly Meeting Trustees and Yearly Meeting Treasurer	MfS 2025 07 10 For information
12.30pm	End of Session 1	

12:30pm to 1.45pm Lunch break

	Item	Paper
1.45pm	Session 2	
11	New ways of belonging <ul style="list-style-type: none"> • The specific characteristics of a Quaker community to enable membership • Aspects of a meaningful membership process 	MfS 2025 07 11 For consideration
	Shuffle break	
12	Quakers in Scotland Governance changes in Scotland	MfS 2025 07 12 For information
13	Meeting for Sufferings' functions Consideration of how Meeting for Sufferings' functions might be carried out when it is laid down	MfS 2025 07 13 For information
4pm	End of Meeting	



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

At a meeting of

Meeting for Sufferings Arrangements Group

Held online 12 March 2025

Minutes

Present: Elizabeth Allen (Clerk), Robert Card, Charles Phillips, Lex Ryder, Mary Savage

Prevented: Sarah Donaldson

In attendance: Neil Jarvis

We began our meeting with a short period of worship.

1. Review of Meeting for Sufferings in March

We have reviewed the minutes from Meeting for Sufferings in March and reflected on continuing business:

- We appointed three Friends to the group to review registration and re-registration of Quaker Recognised Bodies (minute 4) but needed a fourth Friend. A name has since been brought to the Clerks, Jenny Tipping (representative from Bournemouth Coastal AM), and she has been appointed by between-meetings procedure so the group can begin its work.
- Minute 13 on sustainability notes this matter is being handed to the new continuing Yearly Meeting and will be sent to its Agenda Planning Committee.
- Minute 14 on police powers and protest notes we will return to this matter at a future Meeting for Sufferings and we have added it to our Forward Plan. Tonight, we started to consider how to take this forward. We realise that Friends are afraid to protest peacefully and need practical information regarding the boundaries of the new legislation, and what it means for them. They also need spiritual support, which might be best to come from their local meeting. We reminded ourselves of the work of Turning The Tide to prepare and support Friends taking non-violent direct action. We identified that there is a need for resources. We will return to a consideration of police powers and protest at our next Arrangements Group meeting, in June. In preparation for this, we ask staff to bring us information regarding existing resources, which we can draw on. It would also be helpful if Oliver Robertson prepared a briefing paper for our June Arrangements Group meeting.

This time, we received feedback about Meeting for Sufferings in March from two sources: the Support Group; and comments made on the day to MfS Clerks and Sarah Donaldson.

We have heard a report from Neil Jarvis on the Support Group's feedback, and we ask staff to take forward their suggestions on the practical matters they have raised – catering and pastoral care provision at Meeting for Sufferings.

Sarah Donaldson was asked by a representative at Meeting for Sufferings why the Preparation Session devoted time to considering a minute on the use of religious language that was not on the March Meeting for Sufferings agenda. Our remit encourages us to experiment, and that is what we did by having a preliminary exploration of this topic at the Preparation Session, partly to help decide whether this might be a future item at Meeting for Suffering. We will discuss this further at our Arrangements Group meeting in June.

We have been made aware of the two matters raised with the clerks:

- Hassocks at MfS – We ask staff to make it easier for Friends to find them in the meeting room.
- Late nominations – To ensure that MfS members are sufficiently well informed about these, we ask staff to provide paper copies of any updates, at the meeting.

Mary Savage has raised a concern about online discipline and some practices. We think it would be helpful to remind Friends of the guidelines for online discipline, and we will send a link to these with the next bidding notice.

2. Quaker Earthcare Gathering

An invitation to the Quaker Earthcare Gathering from Friday 24 to Monday 27 October 2025 has been circulated to the Group. We have considered whether to appoint a Friend to represent Meeting for Sufferings. We think it would not be appropriate for Meeting for Sufferings to send a representative, as there would be very little opportunity for them to report on the Gathering, and Meeting for Sufferings would not be in a position to take any matters forward, as it will be laid down in Spring 2026.

We are grateful that this initiative is happening and we hope and pray for its success.

3. Any other matters

There being no further business to conduct, we part planning to meet again on 4 June to plan Meeting for Sufferings on 5 July.

Signed in and on behalf of the meeting,

Elizabeth Allen
Clerk



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

At a meeting of

Meeting for Sufferings Arrangements Group

Held online 2 June 2025

Minutes

Present: Elizabeth Allen, Robert Card, Charles Philips. Lex Ryder, Mary Savage

In attendance: Sarah Donaldson, Neil Jarvis

We began our meeting with a short period of worship.

1. Forward plan

We have reviewed our Forward Plan, which is in two parts: Planned Business, and preparing for continuing Yearly Meeting.

Planned Business

We have looked at our list of matters expected to return to MfS in due course and update it as follows:

Nominations

We ask staff to consult the Book of Discipline Revision Committee to find out if they still need MfS to consider the theology underpinning the nominations process.

Quaker Marriage Declaration

We understand that QLCC has set up a group to work on the wording of the Quaker Marriage Declaration, but we do not know when they will be ready to report back to MfS.

Our use of religious language

We think this topic does not need to come back to MfS for consideration. It is likely to be explored in the new Book of Discipline.

We ask our secretary to update the plan accordingly.

Preparing for Continuing Yearly Meeting

Sarah Donaldson has introduced the schedule of preparative steps for transition to continuing Yearly Meeting, which are for the attention of Meeting for Sufferings.

2. Meeting for Sufferings in July

We have considered potential business for Meeting for Sufferings in July.

In addition to required business and business concerning preparation for moving to a continuing Yearly Meeting, we expect to receive a report from BYM Trustees. We will also note the intention of General Meeting for Scotland to transfer its responsibilities and charitable assets to the new charity Quakers in Scotland.

Young Friends will be meeting in parallel with MfS in July and will join us for the first part of the afternoon for a session on Membership, led by QLCC's working group on this matter.

We will return to our consideration of the effects of the new police powers on peaceful protest, in a session shaped around how we help Friends acting under concern to be clear about what they are doing and why they are doing it. We will need someone to present and facilitate this session.

We have received the following minutes:

A. Criminalisation of peaceful protest from Mid Somerset AM,

We note this minute

B. Police raid on Westminster Meeting House from Leeds AM, Teesdale & Cleveland AM, London West AM

C. Incident at Westminster Meeting House and changes to the law regarding the right to protest from Chilterns AM

We note these minutes and ask staff to incorporate them into a paper for circulation to MfS in July. We ask MfS clerks to prepare a minute of record on the police raid on Westminster Meeting House, for the July MfS.

D. Criteria for the Prison and Court Register from East Scotland AM

We ask our clerk to respond to this minute, sending a copy of MfS/19/10/09.

E. Definition of Woman and sex from Worcestershire & Shropshire AM

We note this minute and ask staff to speak to the area meeting concerned to see if there is any specific action needed by MfS.

We ask the clerks to finalise the agenda in consultation with staff.

Online Preparation Session,

We reserve the possibility of having a Preparation Session on Monday, 30 June, but have not yet decided on a topic.

3. Invitation from Yearly Meeting Agenda Committee

We have received an invitation from Yearly Meeting Agenda Committee to help discern the agenda for Yearly Meeting in May 2026. We have been asked to provide a paper and a participant for their meeting on 26 July. We ask our clerk to draft the paper and attend this meeting.

4. Correspondence

Ecocide

The QPSW Faith in Action team has informed us that the informal group of Friends who have met from time to time to engage with the issue of ecocide is moving to a network. The Faith in Action team will continue with their support.

5. Any other matters

There being no further business to conduct, we part planning to meet again on 16 July to review Meeting for Sufferings in July.

Signed in and on behalf of the meeting,
Elizabeth Allen, Clerk

Record of minutes received by Meeting for Sufferings Arrangements Group

This is a record of all minutes received by Meeting for Sufferings Arrangements Group since the last Meeting for Sufferings with information about any decisions that have been taken. It also includes minutes received in the past where there are updates. If representatives wish to see a copy of a minute, or wish to contact the Clerks, please email sufferings@quaker.org.uk.

Minutes received since last Meeting for Sufferings

Body sending minute	Minute	Initial steps and decisions	Subsequent steps (if any)	Status
Mid Somerset AM	2503/7 [Criminalisation of peaceful protest]	2/4/25 Minute received 2/6/25 Tabled at MfSAG Noted. The AM minute was addressed to staff at QPSW and no action required from MfS		No further action from MfS.
Leeds AM	2025/20 Police Raid on Westminster MH	14/4/25 Minute received 2/6/25 Tabled at MfSAG Agreed to share with MfS.		At MfS in July 2025
East Scotland AM	25.04.04 [Advice for inclusion in Prison and Court Register]	14/4/25 Minute received 2/6/25 Tabled at MfSAG Noted. Clerk responded to Area Meeting on current criteria for inclusion agreed by MfS in 2019 which aligned with views from area meeting.		Reply sent to AM.
Teesdale & Cleveland AM	25/4/8 [Police raid on Westminster MH]	29/4/25 Minute received 2/6/25 Tabled at MfSAG Agreed to share with MfS.		At MfS in July 2025

Body sending minute	Minute	Initial steps and decisions	Subsequent steps (if any)	Status
Worcestershire and Shropshire AM	25.21.02 UK Supreme Court ruling on the definitions of 'woman' and 'sex'	18/5/25 Minute received 2/6/25 Tabled at MfSAG Agreed to share with MfS.		At MfS in July 2025
London West AM	2025/52 Forceable entry by police at Westminster MH And 2025/53 Meeting with Ruth Cadbury MP following police raid	22/5/25 Minutes received 2/6/25 Tabled at MfSAG Agreed to share with MfS.		At MfS in July 2025
Chilterns AM	20.05.12 Incident at Westminster and right to protest	30/5/25 Minute received 2/6/25 Tabled at MfSAG Agreed to share with MfS.		At MfS in July 2025

Quaker recognised bodies

Introduction

This paper covers:

- **Part A:** one application for registration as a new Quaker recognised body (QRB)
- **Part B:** two reviews of existing QRBs for continuing registration
- **Part C:** the laying down of one existing QRB.

Background

The guidelines for groups that would like to be a Quaker recognised body are on the BYM website www.quaker.org.uk/our-organisation/quaker-groups. That page also contains a list of current QRBs with their contact details and brief description.

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

Each QRB is allocated a BYM link staff member.

A: New application

One application for registration as a Quaker Recognised Body is ready to come to Meeting for Sufferings this time.

The Claverham Meeting House Trust

Action required

Meeting for Sufferings is asked to approve this organisation as a Quaker Recognised Body for a period of five years, as it is a well-established group.

Name of Organisation: The Claverham Meeting House Trust, Claverham Meeting House, Meeting House Lane, Claverham, Bristol, BS49 4PB

The Claverham Meeting House Trust owns and manages Claverham Meeting House, a historic Quaker Meeting House in a rural area in the West of England. It was built in 1729 on the site of a previous Meeting House, which was built in 1674, and is listed as a Grade 2* historic building. On the grounds of the Meeting House, there is also a burial ground and a stone barn, which are also listed. The large Meeting Room has a cottage on either side, one being accommodation for the Resident Friend and the other being available for visitors' accommodation.

Constitution: A charitable trust was established by deed of trust on 14 December 1995 with a memorandum of understanding between two area meetings that

nominate trustees and appoint representative Friends to the Management Committee.

Governance: There is a board of Trustees numbering five, one each appointed from two Area meetings and three representatives of the Clark family. A management committee manages the meeting house on behalf of the Trustees. Friends are appointed to the management committee from local Area Meetings. The Board of Trustees and the management committee meet three times a year.

Type of Group: The Trust is an external, free-standing body that is externally regulated. It is a registered charity number 1052118. Membership of the group is open to Quakers from local area meetings.

Foundation: The Claverham Meeting House Trust was established in 1995 with the purpose of maintaining the Meeting House and grounds.

Aims:

- To attend to the ownership, maintenance, repairs and improvements to the Grade 2* listed building Claverham Meeting House and Grounds
- To facilitate the monthly Meetings for worship held at the Meeting House, to encourage and promote activities linked to local Meetings
- To facilitate a range of community activities to take place consistent with Quaker principles
- To enable Friends and others to enjoy short breaks in the cottage adjoining the Meeting Room
- To support the volunteer Resident Friend who takes care of the day-to-day running of the premises.

Publications and activities:

Publications: News of Claverham Meeting House is published on the website here: [Claverham Quaker Meeting House - News](#)

Activities:

- Meeting for Worship on the last Sunday of each month at 2.30 pm, attendance from eight to sixteen Friends from three area meetings
Quaker Meeting away days for Bristol Area Meeting and North Somerset Area Meeting.
- Area meeting for Quaker Day for George Fox 400
- Art exhibitions, North Somerset Arts Week. 800 visitors across the days of the event
- Mediation, healing, and music group meetings.
- Accommodation in the cottage for up to seven people for short breaks
- Approximately 100 people are users of the premises annually

Membership: Membership of the management committee is open to three Area Meetings.

Meeting for worship is open to all but is generally drawn from across the three Area Meetings.

Hire and lettings have no geographical restriction

Finance: The annual budget is approximately £7,500, with income from investment and hire. The balance on 31 March 2024 was £7,262. There is an investment reserve of £60,000, which excludes the value of the property.

Winding up: There is a provision within the deed of trust that would allow the meeting house to be used for:

- The advancement of religious activities in accordance with the Book of Discipline of the Society of Friends
- The advancement of other charitable activities which derive from or bear witness to the principles and practices of the Society of Friends

Current contact details: Tom Leimdorfer, Trustee and clerk to the Management Committee

Phone: 07969 884 429 Email: tom.leimdorfer@ourlook.com

Website: www.claverhammeetinghouse.org.uk

Staff link: Jac Blacker, Local Development Worker Quaker Life Jacb@quaker.org.uk

B. Reviews of existing QRBs

When Meeting for Sufferings grants QRB status, it asks for each organisation to be reviewed in due course.

For each of review an update from the staff link about recent activities and key information from the original application to Meeting for Sufferings is included.

There are two reviews submitted this time:

Forward Africa Education Trust
Quaker Socialist Society

Action required

Meeting for Sufferings is asked to renew the registration of these organisations as Quaker recognised bodies to be reviewed during 2030 (that is in five years' time).

Forward Africa Education Trust

Initial recognition 2020, review due 2025, externally regulated group. Staff link Michael Booth

The trust provides funding and practical support to poor and disadvantaged secondary school children in Rwanda. At least half of the supported students attend Quaker schools. Quaker values and witness are active in all of the trust's work.

Report: The trust maintains connections with Quaker groups within Britain Yearly Meeting (BYM) and Rwanda. A significant portion of its funding is sourced from various Quaker entities, including Quaker Peace and Social Witness (QPSW), The Simmons Fund, as well as other Quaker trusts, Area and Local Meetings, and contributions from individual Quakers. In Rwanda, the trust collaborates closely with Rwanda Yearly Meeting, and recent efforts have included supporting two pastors in obtaining necessary qualifications. Most of the students supported by the trust attend Quaker schools.

One of the trustees is a Rwandan Quaker, with another one to join shortly. The trust uses Watford Local Meeting as its home address. It is a founding member of the Quaker Africa Interest Group (QAIG) projects group.

Safeguarding is a key consideration in its organisation, and it has adopted a comprehensive safeguarding policy to ensure the safety and well-being of all participants. This policy is particularly relevant when it plans and holds its annual peace-keeping workshops.

Current contact: info@forwardafricaeducation.org.uk

Website: <https://www.forwardafricaeducation.org.uk/>

Quakers Socialist Society

Initial recognition 2019, review due 2024, free standing group. Staff link Rebecca Walker Woo.

The Quaker Socialist Society aims to promote Quaker values within the socialist movement and bring socialist insights to Quakers. Seeing political action as an integral part of the life of faith, QSS campaigns for social justice and a more equal and peaceful world. They work with others for a corporate Social Testimony but are best known for their annual Salter Lecture on a topic of social or political concern.

Report: QSS continues to be active, most recently organising the Salter lecture at Yearly Meeting.

Website: <https://quakersocialists.org.uk/>

Contact form on website: <https://quakersocialists.org.uk/join-qss/>

C. Laying down of a Quaker Recognised Body

Action required

Meeting for Sufferings is asked to agree to remove the Green Olive Trust UK from the list of Quaker recognised bodies, at the request of the group.

Green Olive Trust UK

Initial recognition 2019, External group: registered charity. Staff link Ann Pfeiffer.

The Trustees of Green Olive Trust have decided that it is in the best interest of this charity to close later in 2025. The Green Olive Trust has not taken on any new project work or, in recent months, the sponsorship of any new individual students. It continues to sponsor nine students, five at university and four at high school. These young people's courses will come to an end at different points, between the end of 2025 and early in 2028. It is an objective of its Trustees to raise sufficient funds before it closes to enable all of these students to complete their courses. Such monies will be sent to Kenya and distributed by its partner organisation Green Olive Foundation, Kenya.

Michael S Booth
Church Government Advisor
Quaker Church Affairs
June 2025

Prison and Court Register

Meeting for Sufferings (MfS) was established in 1676, to consider the sufferings experienced by Quakers for their faith. Gradually the practice of recording Friends' names in the 'Great book of Sufferings' lapsed; but in 1997 MfS decided to maintain a register of Friends before the courts or imprisoned for matters of conscience.

This enables us to record events, as well as to uphold the Friends concerned and to share information about their witness.

The purposes of recording an entry in the register are:

1. To enter the details of the matter into the permanent records of the Religious Society of Friends (Quakers), acknowledging Friends' witness and their willingness to face its consequences;
2. To remind ourselves that being a Quaker does not come without cost;
3. To record the Society's prayerful upholding of Friends who are suffering for their faith;
4. To serve as a record of the actions of the State in restricting our freedom to worship and witness.

Normally, area meetings are responsible for establishing the facts, and that Friends are or were acting under concern and wish the matter to be recorded in publicly-available documents. Including information in the register doesn't imply that MfS itself has tested the Friend's concern and necessarily agrees with or condones their action.

Under consideration this time

Meeting for Sufferings is asked to consider adding a summary of the following details to the Prison and Court Register.

1) Following witness at the Defence and Security Equipment International (DESI) arms fair in London in September 2023, the following Four Friends were arrested and found guilty, given conditional discharges and fined £300 towards prosecution costs and £26 to the victim support fund.

- **Alison Meaton, Cornwall AM**
- **Linda Patterson, West Wiltshire & East Somerset AM**
- **Nick Francis, West Wiltshire & East Somerset AM**
- **Diana Francis, West Wiltshire & East Somerset AM**

Adrian Cook of London West AM was also arrested at the Defence and Security Equipment International (DESI) arms fair at the same time, but found not guilty.

2) Leeds Area Meeting has sent a minute to Meeting for Sufferings following its Meeting on 10 April 2025.

2025/19 Record of court proceedings Carlton Hill LM

We have received the following minute 4 from Carlton Hill LM held of 2 March 2025.

Minute 4 Record of court proceedings

Several Carlton Hill Quakers have been arrested and charged in relation to faith-based protests and other activities. We record the details here:

Name	Date of action	Action	Charge	Legal proceedings	Outcome
Susannah Battley	13/11/2023	JSO action, Earl's Court	Disruption of national public infrastructure/ Section 7	November 2026, Crown Court, 1 week	
Susannah Battley	15/11/2023	JSO action, Brent Cross	Disruption of national public infrastructure/ Section 7	August 2027, Crown Court, 10-15 days	
Anna Marshall	15/11/2023	JSO action, Tottenham Court Road	Disruption of national public infrastructure/Section 7	November 2026, Crown Court, 1 week	
Rosalind Monaghan	13/11/2023	JSO action, Earls Court	Disruption of national public infrastructure/Section 7	January 2026, Crown Court, 10 days	
Rosalind Monaghan	15/11/2023	JSO action, Brent Cross	Disruption of national public infrastructure/Section 7	July 2026, Crown Court, 2 weeks	
Rosalind Monaghan	08/08/2024	Drax - Reclaim the Power	Equipped to lock on	Plea Hearing 20/3/25 Leeds Magistrates Court	
Rose Armitage	08/08/2024	Drax - Reclaim the Power	Equipped to lock on	Plea Hearing 20/3/25 Leeds Magistrates Court	

Name	Date of action	Action	Charge	Legal proceedings	Outcome
Adam Woods	08/08/2024	Drax - Reclaim the Power	Equipped to lock on	Plea Hearing 20/3/25 Leeds Magistrates Court	
Arlan Jones	08/08/2024	Drax - Reclaim the Power	Equipped to lock on	Plea Hearing 20/3/25 Leeds Magistrates Court	
Jacob Arthur Solomon Bourne (Sol)	13/11/2023	JSO action, Earl's Court	Disruption of national public infrastructure/Section 7	18th May, 2026, 10am, Southwark Crown Court	
Jacob Arthur Solomon Bourne (Sol)	15/11/2023	JSO action, Brent Cross	Disruption of national public infrastructure/Section 7	18th May, 2026, 10am, Southwark Crown Court	
Evan Usher	13/11/2023	JSO action, Earl's Court	Disruption of national public infrastructure/Section 7	22/11/2024	Guilty plea: £199 court fee and 80 hours' community service (in Leeds)
Sam King	17/11/2023	JSO action, Whitehall		December 2024	Guilty. Conditional discharge. Court fee £350 to be paid in £50 x 7 instalments

We uphold these Friends. We send this minute to Area Meeting, with the suggestion that the information could be forwarded to Meeting for Sufferings for inclusion in the Court and Prison Register.

We agree to forward this minute to Meeting for Sufferings and uphold these friends named in this minute. We agree to encourage Leeds Friends to support those friends appearing in Court by being present on Court dates, if the friends concerned would like this.

Robert Keeble,
Clerk of LAQM

Protest

We have ... in our Quaker history a lesson for our own lives of the meaning of Christian citizenship. You can see there a two-fold strand constantly interwoven: one, respect for the state as representing authority in the community: and the other, desire to serve the community through the state and in other ways, but along with that, the desire above all to serve the Kingdom of God: this means that we must be willing, when loyalty to the Kingdom of God demands it to refuse the demands of the state and show the highest loyalty to the state and the best citizenship by refusing demands that are wrong, because it is only in that way that the conscience of our fellow citizens can be reached, and in the end a better law come into being.

T Edmund Harvey, 1937; *Quaker faith & practice* 23.88



The Books of Sufferings in the library at Friends House, containing the names of Quakers imprisoned for their faith throughout our history.

Introduction

In March, Meeting for Sufferings considered the issue of police powers and protest, and minuted a shared concern about ‘a creeping repression on the part of the state, which potentially undermines the trust on which society is based’ and agreed that we ‘must commit ourselves, both individually and collectively, to resisting the oppressive power of the state where this is necessary’. (Full minute in appendix.)

It is clear there is a shared concern about this. What we believe may be helpful at this time is more detail about what Friends and Quaker communities can do.

What is happening?

In the Faith in Action team in Quaker Peace & Social Witness, we are hearing that a number of Quakers feel like their only option in the face of government inaction on matters like climate change or militarisation is to break the law. We are also hearing that others find this disagreeable. Some Friends who have engaged in civil disobedience have experienced extreme stress and mental health struggles, as well as financial challenges, as a result of the criminal justice response to their action. All this is alive in Quaker meetings across the country.

As area meetings, there are also decisions to be made about what material support can be given to groups like Extinction Rebellion or Just Stop Oil, or to individuals in a meeting who might need support following an act of civil disobedience. Britain Yearly Meeting has in the past sought legal advice on the payment of fines and on support for Extinction Rebellion, which was shared with area meetings; some elements of this advice may no longer be accurate following new legislation from 2022 onwards.

Some elements to consider which might be useful are:

- These are issues which are emotionally loaded. Quaker processes like Meetings for Clearness may help you discern and arrive at courses of action with clarity, strength and creativity that a discussion might not achieve. *Quaker Faith & Practice* 13.01 onwards has information on discerning concerns. Discerning specific detail of illegal actions could leave Friends open to being charged with conspiracy but there is nothing to stop your meeting seeking clearness on what general tactics might be called for at this time or the ethical dilemmas relating to witness. *Quaker faith & practice* considers these dilemmas from 23.86 onwards, in the section 'Friends and state authority'.
- Current protest laws are hard to risk assess by design, and old laws are being used in new ways. It is harder to go to an action these days and know how police will react. Not all protests are being policed heavy-handedly, although some are. The risk is difficult to judge. Some anti-protest laws have no sentencing guidelines, and limited precedent from other cases, so gauging the consequence of engaging in civil disobedience is harder. Some of the laws have been successfully challenged in court; as of June 2025, the legislation that classed 'serious disruption' as anything that had a 'more than minor' effect on others has been definitively struck down by the courts. If you or someone in your meeting is planning a disruptive protest, check Green and Black Cross and Netpol for up to date guidance. Be aware that if you want to engage in civil disobedience, you have to be open to a bit of uncertainty.
- Not all protest is criminalised: Friends should absolutely feel able to continue to hold legal actions like peaceful silent vigils in a public place or preorganised marches where you have liaised with police. Resistance can also take the

forms of creative or relational actions which find pockets of freedom and nurture them.

- Similarly, not all action that supports organisations or individuals who carry out civil disobedience carries the same level of legal risk. A key principle for meetings is that meeting funds can only be used for charitable purposes, and criminal action cannot legally be regarded as charitable. Individuals are allowed in their personal capacity to pay towards fines and legal fees, including through crowdfunding. Paying someone else's fine is not an offence, though agreeing to do so before a fine is imposed risks being seen as assisting a crime. Relief of hardship is charitable, so supporting a Friend with living expenses while they pay off a fine would be low-risk. Please contact BYM for more detailed advice around payment of fines.

In short – fear or confusion are understandable in the current context but they don't need to get in the way of witness in your meeting. Ask for support and information from the Faith in Action team, Local Development Workers or connect Friends to existing networks such as Quaker Palestine Action or Quaker Support for Climate Action to get advice. The Defend Our Juries campaign is organising support of protecting basic principles of justice and the right to a fair trial for activists. There is guidance coming on buildings and a guide for elders and pastoral Friends. Be patient and loving with others as you discern what role you are led to.

Appendix 1: Previous MfS minute on protest and related matters

S/11/06/4: Radical Resistance and the State

Steve Whiting (Programme Manager: Turning the Tide, Quaker Peace & Social Witness) and Sam Walton (Programme Manager for Peace & Disarmament, Quaker Peace & Social Witness) have introduced the issues raised in their paper *Radical Resistance and the State* (paper S/11/06/A).

Our attention has been drawn to passages in *Quaker Faith & Practice* which remind us that peace is not the absence of conflict. When conflict arises between the promptings of love and truth and the demands of the State, nonviolent direct action is a response. It is a costly option, but it can be effective for positive and political change without perpetuating cycles of retaliation. It keeps open the possibility of negotiation, whilst radically resisting injustice. It always holds out the aim of co-operating for a better future.

Steve Whiting explained that nonviolent resistance is one of three complementary approaches. However, Friends in general are more comfortable with the other two approaches – reforming institutions from within, and building the alternative so as to bring the future into the present. Resistance carries risks of confrontation and conflict but strengthens those who are working for reform and for alternatives by creating the political space they need.

Sam Walton has told us of his experience under personal concern in a variety of political protests and how he has committed himself to providing legal observation and advice to nonviolent protesters. He told us the police have a duty to facilitate peaceful protest and not to prevent it. He has observed a build-up of repression in the policing of protests.

The personal witness brought by Steve and Sam has made a strong impression on us today.

We affirm our Quaker commitment to bearing public witness against injustice and our democratic right to hold the government to account.

Our plenary session included personal experience from Friends. We reflected on the fact that there is a variety of styles of policing in this country. At demonstrations a contrast has been observed between policing that accepts protest and policing that is repressive, and that over the years a repressive style has become stronger. This needs to be challenged.

We are concerned that the media narrative can distort the experience of participants by selective reporting, and that this encourages exaggerated responses from the police. It is inappropriate if there are no other means for police accountability than that provided by the media.

We plan to return to this topic at a future meeting, and invite Friends to encourage further thinking on this matter.

S/12/02/6: Radical Resistance and the State

Further to minute S/11/06/4 we have returned to consideration of 'Radical resistance and the State' as introduced to us last June. We resolved to return to this subject for a wider and deeper consideration after we had had time to hear Friends' responses. We hope to strengthen the spiritual understanding of nonviolent resistance, and explore the struggles inherent in it.

Nick Rendle (North West London AM) has reflected his frustrations with the June exercise, as he has expressed in paper S/12/02/C. He has reminded us of Steve Whiting's words about the three ways of influencing the State, - reforming what exists, creating alternatives, and focusing dissent where opposition is needed. But Nick has shown we need to avoid simplistic consistency, and rather develop understanding of underlying conflicts and complexities. He challenged us to know our grounds when we claim to be acting with religious conviction. Then we have to turn criticism and disillusionment into the outworking of a right relationship with God and channel our strong resistance in positive ways. And we will need to accept that this is costly, - in Mary Dyer's case even unto death - and must be rooted in our religious life supported by prayer and community conviction.

We are called to the peaceful resolution of conflict, willing to listen deeply to everyone, but without censoring our own experience and truth. Such processes are slow, and require careful preparation. When action is needed, we still have to confront our own fears and accept that we act in faith with the support of our worshipping community. This leads us into our consideration of advocacy in the rest of our meeting to day

MfS/25/03/14 Police powers and protest

Further to minute MfS/24/12/05, we receive paper MfS 2025 02 13 summarising new police powers and the effect these are having on Quaker witness and peaceful protest. We have been reminded of the original purpose of Meeting for Sufferings in alleviating the suffering of individuals and their families in facing the consequences of witnessing to their faith and in challenging the legal framework that attempted to shackle them. We are encouraged to engage in faithful witness in whatever form, whether that is direct action, material support, or upholding and prayer.

We are concerned that there is a creeping repression on the part of the state, which potentially undermines the trust on which society is based. We have noted that sanctions are unevenly applied and that we are drifting towards the unacceptable. We must commit ourselves, both individually and collectively, to resisting the oppressive power of the state where this is necessary. We look to work towards the repeal of the measures restricting protest of which we have heard.

We expect to return to this matter at a future meeting.

Minutes received from Area Meetings

At this meeting, we receive minutes from Area Meetings on two topics.

- a) Police action at Westminster Meeting House
- b) Implications of recent Supreme Court judgment for trans inclusion and single-sex spaces

a) Police action at Westminster Meeting House

Minutes have been received from London West, Leeds, Chilterns, and Teesdale & Cleveland area meetings.

Following the raid on Westminster Meeting House, Britain Yearly Meeting made several public statements, a Meeting for Worship was held outside New Scotland Yard, there was extensive media coverage, and Churches Together in England and Churches Together in England and Ireland wrote open letters to the Metropolitan Police Commissioner and Prime Minister (the following links give further details of each of these).

- [Quakers condemn police raid on Westminster Meeting House | Quakers in Britain](#)
- [Quakers call for rights to be restored after police raid on Westminster Meeting House | Quakers in Britain](#)
- [Silent but not subdued: Quakers hold vigil at Scotland Yard | Quakers in Britain](#)
- [Media coverage of Westminster Meeting House police raid | Quakers in Britain](#)
- [Churches Together in England stand with Quakers | Quakers in Britain](#)
- [Quakers welcome interfaith letter after police raid on Westminster meeting house | Quakers in Britain](#)

The Meeting for Sufferings Arrangements Group is sharing the area meeting minutes for your information and proposes that the minutes from Westminster Local Meeting (included in the minute from its area meeting, London West Area Meeting) are included in the minutes of Meeting for Sufferings so that they stand as a permanent record of the incident.

i) London West Area Meeting, 18 May 2025

2025/52 Forcible entry by police at Westminster Meeting House

We have received three minutes from Westminster LM, following their special business meeting held on 4 May 2025:

2025.05.03 Reflecting on the forcible entry by police to Westminster Meeting House

On 27 March 2025, more than 20 police forcibly entered Westminster Quaker Meeting House, using Section 17 (1)(b) of the Police and Criminal Evidence (PACE) powers, and breaking the Hop Gardens door. They arrested six young people attending a welcome event organised by Youth Demand, who had hired the space. Police entered all rooms, disrupting events including a life drawing class, a therapy session upstairs, and a Quaker planning meeting that had just finished opening worship. Fortunately, one of our Elders, Mal Woolford, and a Resident Volunteer Friend were present and engaged with the police and reassured hirers. We are grateful to them.

We have heard that the six young women arrested have not been charged: some must report back to the police in June.

We send this minute of record to Area Meeting.

2025.05.04 Record of support received

Since the incident, we have received wide support. Many Friends from elsewhere joined a blended MfW on 30 March followed by worship sharing for the meeting. Five MPs, including three Quaker MPs, our Local MP, and another Green Party MP, joined MfW the following Wednesday. On 3 April, over 300 attended a MfW outside new Scotland Yard and many came back for tea at Westminster after. On 6 April, 85 Friends attended MfW in the Meeting House, with 9 online.

We have received nearly 80 messages from Friends around the world, other faiths, and people of no faith. These have been circulated amongst Friends. Many attached letters they had sent to local MPs, to High Commissioners (from Friends in Australia, New Zealand and southern Africa), the Home Secretary, and to the Mayor of London. Our Clerk has responded to each message received directly.

We are moved by these kind words and support for Westminster Meeting including from our own AM. We have heard too that our hirers have expressed their sympathy for Westminster Quakers and outrage at what happened. We have heard from Friends about support from many churches, pubs, and community groups across the country. And of messages from Friends across the UK and the world, including the Quaker Council of European Affairs, USA, Southern Africa, and Australia: some of whom Westminster Friends have worshipped with in person and online.

Some messages mention that they have made donations to help cover the cost of repairing our door. We believe some messages are from serving police officers and have been told of police officers attending worship elsewhere, or whom individuals have met, expressing their shame at the police action. Some of the most poignant messages are from Quakers in the USA who see worrying parallels between our experience and what is happening in their country.

We would like to thank our Clerk, those who helped on the night, the premises team, Elders, and all Friends who have been involved in responding to this incident.

We send this minute of record to AM.

2025.05.05 Record of follow up so far including action around the Police, Crime, Sentencing and Courts Act 2022 and the Public Order Act 2023.

A significant amount of work has been undertaken by Friends in response to the incident, and much work is ongoing. We thank all for their service.

Premises ensured that the building was made secure the night that the police broke the door and will arrange for further repairs in due course. They have followed up with hirers who were disturbed by the police, and we have refunded the hire charges for that evening to them: all have been very sympathetic.

LQPT trustees met and agreed that further hire planned to Youth Demand should go ahead subject to reconfirmation that they agree to our hiring terms that include a commitment to nonviolence, though we note that they already have a public commitment to nonviolence. Youth Demand have since met twice at Westminster Meeting House: on the first of those occasions three Friends spent the evening in the kitchen and found everything peaceful.

LQPT trustees and London West AM trustees have submitted a joint serious incident report to the Charity Commission. LQPT and Westminster LM have been in correspondence with the police who so far are justifying their actions and say that they are not required to pay for damage to the door because arrests were made. Our Clerk, an Elder and an LQPT trustee will meet the police later this month.

Britain Yearly Meeting has sought legal advice about support for, and hiring to, groups such as Youth Demand and will be providing advice on each of these to Quaker trustees soon.

Staff of Britain Yearly Meeting have been very active ensuring that what happened at Westminster received wide publicity. The Yearly Meeting has a long-standing concern about shrinking civil space following the restrictive Police, Crime, Sentencing and Courts Act 2022 and the Public Order Act 2023. We are very conscious that many other communities and groups are much worse affected than us, and Quakers are seeking to use the privilege of our reputation and the public outcry about the police action to advance this concern.

Our Clerk wrote to the Westminster MP, Rachel Blake, and that letter was circulated at the time and with the agenda for this meeting. Rachel Blake invited BYM staff and our Clerk to a meeting this week and Rachel explained that she has already had meetings with the Deputy Mayor and police and will continue to follow up. BYM will work with Rachel Blake to feed into a planned post legislative review of the 2023 Public Order Act, and to seek to get a narrower definition of what is considered 'serious disruption'. We note with optimism that there has been movement on this latter point in the last couple

of days. BYM will continue its long-term efforts to get repeal or reform of the 2022 and 2023 acts included in the next King's Speech.

LQPT and Westminster have sent a joint letter to the Mayor of London (that was circulated at the time and with this agenda). BYM staff and our Clerk were invited to a meeting with the Deputy Mayor where they raised concerns about the police action and its proportionality. The Deputy Mayor had already met the police, and she listened sympathetically to what we had to say.

We know that many LMs and individual Friends have written to their own MPs. Other churches have written too, and some are making joint submissions.

We send this minute of record to AM.

We thank Westminster Meeting for forwarding these minutes to Area Meeting. In turn we forward this minute to Meeting for Sufferings.

2025/53 Meeting with Ruth Cadbury MP following Westminster police raid

We have received from Brentford & Isleworth the following minute:

2025/16 Meeting with Ruth Cadbury following Westminster police raid

Friends from Brentford and Isleworth met with Ruth Cadbury MP in the Meeting House after Meeting for Worship on Sunday 6 April to express their shock and anger at the police raid on Westminster Meeting House on 27 March. Major issues discussed centred on the unreasonable and excessive action of the police, the lack of clarity of recent related laws limiting public protest and these laws themselves – the Police, Crime, Sentencing and Courts Act 2022 and the Public Order Act of 2023. Ruth herself had voted against these two Acts.

Friends are concerned to think how far such repression of a non-violent protest group may lead.

Ruth explained that Rachel Blake the local MP for the Cities of London and Westminster has written to the Borough Police Commander about the raid and will be meeting the Deputy Mayor for Policing after Easter. Ruth will keep Friends informed and will raise the raid with the Home Secretary.

Friends asked Ruth to continue to support the right to non-violent public protest. In response to a question on how Friends could support Quaker MPs with repealing or amending the Acts, she encouraged all Friends to write to their own MPs to build a case for a review on how the Acts are working. While Ruth is a member of Brentford and Isleworth Local Quaker Meeting, and the meeting house is in her constituency, some of the meeting live in neighbouring constituencies.

We send this to Area Meeting.

We thank Brentford & Isleworth Meeting for sharing this minute, and we forward our minute to Meeting for Sufferings.

ii) Leeds Area Meeting, 10 April 2025

2025/20 Concern regarding Police Raid on Westminster QMH

We have received minute 6 of Carlton Hill LM held on 6th April.

Minute 6 Westminster Meeting

On Thursday 27th March, over 20 Metropolitan Police Officers, some armed with Taser guns, raided the Westminster Quaker Meeting House. They smashed the front door to gain entry to the building and arrested six women who were attending a meeting of an organisation called Youth Demand, which is seeking change by non-violent means.

Our employed staff at Carlton Hill were advised by Britain Yearly Meeting staff that there was a risk that the Youth Demand meeting to be held on Saturday 29th March at our own Meeting House might also be targeted by the police. Fortunately, this did not happen.

We continue to be concerned at the ongoing situation, including the excessive use of police powers with regard to freedom of worship and freedom of assembly and we continue to uphold Westminster Friends. We pass this minute to Leeds Area Meeting and advise Friends to continue to raise this issue with local MPs

We agree that we forward this minute to Meeting for Sufferings.

We agree to forward this minute to our Leeds MPs.

We note that the Police have a difficult role to perform and agree to send a copy to the West Yorkshire Police and Crime Commissioner.

iii) Chilterns Area Meeting, 28 May 2025

25.05.12 Incident at Westminster MH and the Right to Protest

ii. Changes to the Law re Right to Protest

In response to a Minute received from Jordans Meeting, we ask our Clerk to write to the Clerk of Meeting for Sufferings. Noting the Court of Appeal Ruling on 2nd May, we ask MfS to continue to press the government to repeal the law that gave police extra powers to restrict protests that caused “more than minor” disruption, and to ask for a review of the sentences of those who have been convicted under this legislation.

iv) Teesdale & Cleveland Area Meeting, 12 April 2025

25/4/8 Minute for Meeting for Sufferings

Teesdale and Cleveland Area Meeting have considered possible responses to the events of March 27th at Westminster Meeting House, which was forcibly invaded by police and some members of a group who were hiring a room arrested. We ask Meeting for Sufferings to consider writing an open letter to King Charles III reflecting and adding to our Peace Testimony sent to Charles II. This new letter would include our peaceful leadings to protect the freedom of assembly and peaceful protest.

b) Implications of recent Supreme Court judgment for trans inclusion and single-sex spaces

We have heard trans and non-binary Friends and their loved ones talk about their gender journeys and of being in Quaker community. Acknowledging trans or non-binary identity can be compounded by unfamiliarity, ignorance and prejudice. Providing support can lead to greater self-acceptance, enabling Friends to flourish and contribute. Belonging is being accepted as one's true self. Who are we to resist what God has created and continues to create in all their glory?

As a Yearly Meeting in session we lovingly acknowledged and affirmed the trans, non-binary and gender non-conforming Friends in our communities.

Epistle of Britain Yearly Meeting 2021

Background

The Supreme Court judgment in *For Women Scotland v. The Scottish Ministers* [2025] has affected the interpretation of some parts of the Equality Act 2010. This judgment does not remove protection from discrimination for trans people, nor does it invalidate or directly alter the Gender Recognition Act 2004; however, it has the potential to make it harder for organisations seeking to be trans inclusive. Following the ruling, the Equality and Human Rights Commission has issued interim non-statutory guidance, which goes beyond the scope and actual statements in the ruling. This is already contested and subject to legal challenge. Further guidance and a code of practice are expected to follow in due course, so the legal position is in flux and may continue to be for some time to come.

This has had a number of implications for Quakers in Britain:

- We committed, by minute 31 of Yearly Meeting 2021, *“to provide places of worship and community that are welcoming and supportive to trans and non-binary people who want to be among us. Belonging is more than fitting in.”*
- BYM Trustees, with support from Management Meeting, moved quickly to ensure that sanitary facilities across the BYM estate reflected the YM position whilst remaining compliant with the Equality Act as we understand it. Their minute BYMT/25/05/02 reads (in part):

The property on the BYM estate must be a shining example of [the YM commitment], not only for Friends, but as outreach to all who come into our buildings. We agree that we must respect the dignity of each person to live with integrity, informed by the truth of their lived experience.

We agree that it is not possible or indeed desirable to monitor the use of our facilities, that we will not ask for any disclosure by trans, non-binary, or intersex people that is not required of cis people, and that we will protect the provision for people with disability to avoid any erosion of dedicated facilities.

We agree that any reports of inappropriate and harassing behaviour should be dealt with quickly and robustly.

The full BYMT minute is elsewhere in these papers (paper 10). Trustees' decisions led to changes in the designation and signage for [sanitary facilities at Friends House](#), which were in place in time for Yearly Meeting in May and remain in place for all building users. To date we have received no complaints about the facilities available, which include a number of 'self-contained' spaces which are by definition single-sex. We have heard anecdotally that some other organisations are seeing our approach as a model of good trans-inclusive practice.

- Area Meetings, which are responsible for most Quaker meeting places in Britain, may also need to consider the position in their own properties. BYM staff provided an advice session on 16 June to provide guidance on the implications of the judgment for sanitary provision in Quaker Meeting Houses. Each property is different, so solutions will need to be considered case by case.
- At the time of writing the EHRC is consulting on revisions to its Code of practice for services, public functions and associations to reflect the implications of the judgment. This will supersede the interim guidance issued hastily in May. BYM is working on a submission, to be submitted by the end of June, which will focus primarily on ensuring that the guidance in the Code is possible for Quakers to implement in line with Minute 31 of YM 2021 and the principles set out in the Trustees' minute.

Further considerations for Meeting for Sufferings

It would be helpful to receive guidance from Meeting for Sufferings about any further work to be done to support or develop our position as minuted in 2021. Two minutes received at this meeting suggest more action may be needed:

- Minute 25.21.02 of Worcestershire & Shropshire Area Meeting, forwarding to us minute 25.22 of Telford Local Meeting, sets out Friends' concerns about changes in societal attitudes towards trans and nonbinary people and the lack of consultation with them before the Supreme Court judgment was made, while acknowledging the concerns of women for their safety in women-only spaces.
- BYM Trustees, later in their minute BYMT/25/05/02 referred to above, state: *We would welcome some public advocacy that demonstrates that Quakers in Britain*

stand by those who are vulnerable and under pressure simply because of who they are, rather than being judged for their individual actions, like everyone else.

The primary focus of minute 31 of Yearly Meeting 2021 is welcoming and affirming trans and nonbinary people *in Quaker communities*. For BYM to take forward any work with a focus on trans and nonbinary inclusion more widely we would require a clear mandate from Meeting for Sufferings to do so. Any such work would necessarily be limited in scope by the capacity available to take on new advocacy priorities, and we would, as always, seek to work in partnership with other interested groups.

- Does Meeting for Sufferings wish to act on the concerns expressed in the minutes from Worcestershire & Shropshire Area Meeting and BYM Trustees above?
- If so, should BYM staff take forward some public advocacy work and seek to model and share good practice on this matter?
- Does Meeting for Sufferings have guidance to offer on any areas for specific focus?

We hold in the Light all trans, non-binary, intersex, and gender non-conforming people whose lives are being made more difficult. The rights and inclusion of people belonging to these communities is not, and should not be, just about toilets. We will continue to work to make our corner of the Commonwealth of Heaven on Earth a more welcoming and accessible place. This is what Love requires of us.

BYM Trustees, minute BYMT/25/05/02 (final paragraph)

Paul Parker, Recording Clerk

June 2025

Worcestershire and Shropshire Area Meeting, 17 May 2025

Minute from Telford Local Meeting 25.22 The UK Supreme Court ruling on the definitions of 'woman' and 'sex'

We agree with Minute 31 from Yearly Meeting Gathering 2021 on Acknowledging and Welcoming Gender Diverse People. We have considered various points of view on the effects of the recent Supreme Court ruling on the definitions of “woman” and “sex” and are concerned:

- that society's attitude to trans and non-binary people has changed
- that transgender people were not fully consulted before this ruling was made
- about the difficulties transgender people will encounter in living their daily lives e.g. when in hospital

while acknowledging the concerns of women for their safety in women-only spaces.

Minute from Worcestershire and Shropshire Area Meeting

25.21.02 The UK Supreme Court ruling on the definitions of 'woman' and 'sex'.

Telford Local Meeting have expressed their concern regarding the UK Supreme Court Ruling on the definitions of woman and sex and remind us of Minute 31 from Yearly Meeting Gathering 2023 acknowledging and welcoming gender diverse people. Friends are concerned about changes in societal attitudes and the lack of consultation with transgender people before the ruling was made.

We agree with the views expressed in this minute and forward it to Meeting for Sufferings.

BYM Trustees report to Meeting for Sufferings

Trustees have met twice since we last reported to Meeting for Sufferings in March. We held a short online meeting on a Monday morning in May to discern the provision of sanitary facilities across the BYM estate. Our residential in June was a great opportunity to get to know one another in the things which are eternal, alongside the items of business that were before us. We met at the Quakers in Britain Yorkshire Centre, BYM's regional office in Leeds. It was a pleasure to see the offices where some of our non-London based staff work from, and we worshipped with Friends down the corridor at Central Leeds Local Meeting on Sunday morning. We heard that Danielle Walker Palmour has requested release from service with immediate effect. Her wisdom, insight, and wealth of experience shall be greatly missed, and we wish her the best for the future. We welcomed Liz Law, John Lewis, Lis Burch, and Chris Jardine – who you appointed in March – to their first in-person meeting.

The Supreme Court judgment *For Women Scotland v. The Scottish Ministers* made in April 2025 affected the interpretation of some specific parts of the Equality Act 2010, making it clear that it did not intend to offer a legal definition of “woman” for all times and circumstances.

In response, the Equality and Human Rights Commission issued almost immediately interim non-statutory guidance regarding the provision of single sex facilities, notably who they feel should use which toilets. Although the guidance does not have the force of law, BYM Trustees thought it prudent to meet in May to discern what to do about the toilets in Friends House, Swarthmoor Hall, and the Yorkshire Centre. It is clear to us that nobody should ever feel unsafe in or excluded from facilities in our buildings, and thus all toilets have been designated either as gender-neutral single-use facilities with a private toilet, washbasin and hand dryer, or trans-inclusive gendered facilities. Clear signage ensures that people are aware of what is available and can make an informed choice. The toilets on the second floor of Friends House were converted to single-use gender-neutral toilets earlier this year (before any Supreme Court ruling). Our intention is to convert all the toilets in Friends House to match this design – which has proved to be successful and popular with both Friends and external lettings. This was always in the capital expenditure plan but will now hopefully happen sooner rather than later.

We would now like to highlight some of the substantial matters from our meeting in June.

In minute BYMT/25/06/10, we began work on refreshing BYM's strategic priorities for the work that staff do in our name, as the current set of priorities are for 2020-2025. Some Trustees will have been at the preparation session on 30th June to facilitate a

session with members of Meeting for Sufferings about this, and we appreciate hearing your thoughts and adding them to our continued discernment.

In February, we agreed to lay down the Group to Review Central Structures following a wide consultation; however, we were unable to lay down the challenges that this group set out to solve. Therefore, in minute BYMT/25/06/14, we agreed to form a new committee – the Programmes and Prioritisation Committee (PPC). This committee will consist of two BYM Trustees, two QPSW Central Committee members, two Quaker Life Central Committee members, and up to three other Friends. Its role will be to carry out a resourcing and prioritisation function, delegated to them by Trustees, which shall be informed by assessing the impact of programmes. The intention is to share more widely the responsibility for allocating resources by bringing together the experience and insight of Central Committees, and other Friends.

In minute BYMT/25/06/12, Trustees agreed to release some of BYM's designated funds which will enable those monies to be used for the rest of our Quaker work in other areas, where they would otherwise just sit on the balance sheet. The Trustees of the Pollard & Dickson Trust asked us to accept responsibility for their trust fund. We also accepted a generous donation from the Sturge Family Flats Charitable Trust. Both these funds are restricted, but we shall be able to support our existing work with them, thus freeing unrestricted funds for use elsewhere.

Minute BYMT/25/06/13 concerning Drayton House is confidential because of commercial considerations. We are preparing for negotiations with current and possible future tenants, and therefore need to maintain confidentiality. Drayton House provides Britain Yearly Meeting with an income of slightly more than £1m per year – a considerable contribution to our budget. The current lease with University College London will expire in 2027.

On the recommendation of the Library and Archives team, we agreed to gift the part of Quaker United Nations Office (QUNO) archives held at Friends House to join the rest of the archive held at the Library and Archives of the United Nations in Geneva. This means that the entire collection is held in one place, making it more accessible to the staff at QUNO, and indeed any researchers. We also approved three important policies which will enable staff to take better care of the material in our archives and library. See minute BYMT/25/06/16.

Lastly, we received a paper on barriers to service within our central structures – see minute BYMT/25/06/16 – which contained the results of some research done by the Governance team. We thank them for this important work, and we hope that their findings and recommendations will mean that central service is more accessible to a wider pool of Friends.

As always, questions and comments are welcome, once we have heard from our Treasurer.

Marisa Johnson
Clerk

Kit King
Assistant Clerk

Treasurer's report

You will not be surprised to hear that I am once again going to remind you how important it is that we receive sufficient income to carry out the work which this Meeting and Yearly Meeting ask of us. We all know about the problems of static income and rising costs and it's my task to ensure that Trustees do their best to meet your wishes.

You may remember a long minute we made in February about giving. Among other things it reminded us that, "With privilege comes greater responsibility for the welfare of the community. There is joy and freedom that comes from divesting ourselves of too much power and influence, and in seeing the fruits of our gifts, or trust in what may come of them after we have gone."

Are your Area Meeting reserves set at the right level? Do Friends in your Meetings have a proper appreciation of how the work Trustees do for them is discerned? As usual, in October we shall be running three short video events about BYM's future plans and how individuals and meetings can help carry on this vital work. Please encourage treasurers in your meetings to sign up for one of these.

Our Fundraising Team would love to visit your Area Meeting (and I'll come too if I can fit it in). We'd like to make sure everyone understands how we operate, how we use your money, and at the same time dispel some of the myths that seem to circulate from time to time. Just ask!

On a different note, at a later Meeting for Sufferings this year I shall be presenting our Annual Accounts. I'm delighted to say that the audit is going well and there should be no surprises.

Paul Whitehouse
Treasurer

Britain Yearly Meeting Trustees

Monday 8 May 2025, by video conference

Minutes

Present: Ursula Fuller, Jo Hills, Chris Jardine, Marisa Johnson (Clerk), Kit King (Assistant Clerk), Liz Law, Elizabeth Redfern, Silas Price, Paul Whitehouse (Treasurer), Danielle Walker Palmour

Prevented: Catherine Brown, Lis Burch, Kit Fotheringham, John Lewis

In attendance: Sarah Donaldson, Senior Change Leader: Quaker Governance; Siobhán Haire, Deputy Recording Clerk

BYMT/25/05/01 Welcome and introductions, agenda check, conflicts of interest check

We welcome Chris Jardine to his first meeting of BYM Trustees. There are no unrecorded conflicts of interest. We convene for the consideration of one item, namely receipt of minute MtM-2025-05a-01 Toilets, supported by a paper considered by Management Team, and shared with us, on the background and reasons for having to make adjustments to the provision of sanitary facilities at Friends House and all other properties that form part of BYM estate.

BYMT/25/05/02 Arrangements for sanitary facilities in BYM estate

Background

The Supreme Court judgment in *For Women Scotland v. The Scottish Ministers* [2025] has affected the interpretation of some parts of the Equality Act 2010. No provision in respect of protection from discrimination for trans people has been affected, nor has the Gender Recognition Act 2004. Following the ruling, the Equality and Human Rights Commission has issued interim non-statutory guidance, which goes beyond the scope and actual statements in the ruling. This is already contested and subject to legal challenge. Further guidance and a code of practice are expected to follow in due course. Whilst we may hope that this may reverse some of the transphobic aspects of the interim guidance, it is possible that provisions will be confirmed and even extended, and that the status of the guidance may change from non-statutory to mandatory.

Principles

We endorse the principles stated in minute MtM-2025-05a-01. Our responsibility as trustees is to deliver on the commitments made by Yearly Meeting. Part of minute 31 of Yearly Meeting 2021 reads “*We seek to provide places of worship and community that are welcoming and supportive to trans and non-binary people who want to be among us. Belonging is more than fitting in.*” The property on the BYM estate must be a shining example of this, not only for Friends, but as outreach to all who come into our buildings. We agree that we must respect the dignity of each person to live with integrity, informed by the truth of their lived experience.

We agree that it is not possible or indeed desirable to monitor the use of our facilities, that we will not ask for any disclosure by trans, non-binary, or intersex people that is not required of cis people, and that we will protect the provision for people with disability to avoid any erosion of dedicated facilities.

We agree that any reports of inappropriate and harassing behaviour should be dealt with quickly and robustly.

Consideration of recommendations in minute MtM-2025-05a-01

1. We endorse the recommendation that all facilities in Friends House and Swarthmoor Hall shall continue to be refurbished, following the pattern of the recent changes to the facilities on the second floor of Friends House, to result in completely self-contained provision. We expect to receive a costed programme of work to be considered by Finance, IT & Property Committee before decisions are taken on the extent and timing of such work, which may be brought forward to be completed sooner.

The term “self-contained” is used throughout this minute to mean separate lockable rooms including a toilet and private washbasin.

2. We accept these recommendations, including that, for the time being, all toilets available for public use at Friends House be designated as open to all genders with the exception of ground and first-floor toilets which would be designated as “trans inclusive” – i.e. for men (including trans men) and women (including trans women). We remain concerned about provision for non-binary and intersex people, and hope that the signage that is going to be adopted will make it clear that people are welcome to select the facilities that best align with their lived experience, as well as ensuring that those who require greater privacy are aware of the provision of self-contained toilets on the second floor.
3. We accept the recommendation to consult with staff over arrangements for toilets located on the third floor of Friends House, and agree to the course of action suggested in the paper with regard to staff changing facilities at Friends House.
4. We accept the recommendation to designate the accessible toilet at Swarthmoor Hall to be a self-contained toilet open to all users.

We note that the Quakers in Britain Yorkshire Centre only has one self-contained toilet facility, and thus no changes are required.

We wish to collect feedback to inform a review of the operation of these arrangements, especially from trans, non-binary and intersex people. A review of such kind should also inform discernment on whether we are still committed to bringing forward the capital expenditure of refurbishing the ground floor toilets. This review should take place at our meeting in September or November. Following the outcome of any legal challenges and/or further guidance issued by the Equality and

Human Rights Commission, we shall assess any risks posed to our freedom of religion.

We want to make sure that everyone using premises belonging to Britain Yearly Meeting is aware that they have the option of self-contained toilet facilities for their greater comfort and privacy. Our commitment to equality requires that we extend the same respect and consideration to every person.

We support plans for staff to offer guidance to Area Meetings and Local Meetings to ensure that they align with our corporate commitment enshrined in Yearly Meeting minute 31/2021.

We would welcome some public advocacy that demonstrates that Quakers in Britain stand by those who are vulnerable and under pressure simply because of who they are, rather than being judged for their individual actions, like everyone else.

We thank staff for the thorough briefing they have prepared for us and appreciate the work that they are having to do under great time constraints.

We hold in the Light all trans, non-binary, intersex, and gender non-conforming people whose lives are being made more difficult. The rights and inclusion of people belonging to these communities is not, and should not be, just about toilets. We will continue to work to make our corner of the Commonwealth of Heaven on Earth a more welcoming and accessible place. This is what Love requires of us.

Marisa Johnson
Clerk

Kit King
Assistant Clerk

Britain Yearly Meeting Trustees

Friday 6 June to Sunday 8 June, Hinsley Hall and Quakers in Britain Yorkshire Centre, Leeds

Minutes

Present: Catherine Brown, Lis Burch, Kit Fotheringham (minute BYMT/25/06/02 onwards), Ursula Fuller, Jo Hills, Chris Jardine, Marisa Johnson (Clerk), Kit King (Assistant Clerk), Liz Law, John Lewis (minute BYMT/25/06/14 onwards), Silas Price, Liz Redfern, Paul Whitehouse (Treasurer)

Prevented: Danielle Walker Palmour

In attendance: Sarah Donaldson, Senior Change Leader: Quaker Governance; Siobhán Haire, Deputy Recording Clerk; Vipin Narang, Finance Director; Paul Parker, Recording Clerk; Oliver Robertson, Head of Witness and Worship; Lisa San Martín, CEO Quiet Company (minute BYMT/25/06/09 onwards)

Visitors: Libby Adams, Head of Library and Archives (minutes BYMT/25/06/08 and BYMT25/06/16); Sandy Horsfall, Clerk of Property Development Steering Group, (minute BYMT/25/06/13); Mark Mitchell, BYM Safeguarding Officer (minute BYMT2025/06/07); Carol Rowntree Jones, Clerk of Directors of Quiet Company (minute BYMT/25/06/11) Jane-Eve Straughton, Governance Manager (minute BYMT25/06/12)

BYMT/25/06/01 Welcome and introductions, agenda check, conflicts of interest check

The clerks welcomed Chris Jardine, Elizabeth Redfern, Liz Law, and Lis Burch to their first in person meeting. We heard that Danielle Walker Palmour has asked to be released from service with immediate effect for health reasons. We thank Danielle for all she has contributed to the work of trustees over five years and send her our gratitude and warmest good wishes.

John Lewis and Lisa San Martín will join us on Saturday.

There are no unrecorded conflicts of interest. Trustees have completed their annual review of their entry in the register of interests and updated it where necessary.

We considered our agenda.

During our opening worship, we heard read the following extracts from *Minute 8 – Listening* and *Minute 2 – Corporate Discernment* from Emily Provance’s Swarthmore Lecture 2025 “*A Testimony of Community*”:

“Listening and being present is an important contribution even when we don’t speak. Listen to everyone but respect expertise. In discerning truth, explore paradoxes. Take time away from your interactions with others for quiet prayer and listening so that you may continue to be guided. Take time to reflect on your interactions with others.

Minute 8 – Listening

When you feel called to speak in a meeting for business, speak as led by the Holy Spirit. When you feel called to stay silent, stay silent. Committing to corporate discernment is not easy, but once we know the truth of the practice, we can't deny its spiritual necessity.

Minute 2 – Corporate Discernment'

BYMT/25/06/02 Continuing business

We receive a list of continuing minutes, including minute BYMT/25/02/13 *Supporting area meetings facing viability issues*, from our meeting in February.

BYMT/25/06/03 Minutes received

We receive the following minutes:

- Reparations Working Group, 18 January and 14 March
- Quaker Life Central Committee (QLCC), 30 January, 21-23 March, 22 April
- Quaker Peace & Social Witness Central Committee (QPSWCC), 21-23 February, 24 April, 26 April
- Employment Committee, 21 March
- Quaker Committee for Christian and Interfaith Relations separated minute 25/02/13 *Statement of Commitment to Inclusion: Gender Diversity as Commissioned Work*. This minute gives us an update on their work on this, and we look forward to receiving a fuller update at a later stage.

BYMT/25/06/04 Data protection

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

BYMT/25/06/05 Internal Audit and Risk Committee

We receive minutes of the last meeting of the Internal Audit and Risk Committee held on 11 March 2025 and its report of its activities in 2024 (papers BYMT 2025 06 04a and 04b).

We note the current three-year plan of work ends in 2025 and the Committee will bring a draft plan for 2026-2028 to us for our consideration later in the year.

BYMT/25/06/06 Financial report

We receive management accounts for March 2025 (BYMT 2025 06 05e). Our Finance Director has presented longer-term forecasts for BYM's income and expenditure for our information ahead of this year's budget process.

This information is going to be helpful in setting the context in which we need to consider the Drayton House proposal later in this meeting.

BYMT/25/06/07 Safeguarding annual report

We are joined by Mark Mitchell, BYM's Safeguarding Officer, who has introduced the annual safeguarding report (BYMT 2025 06 06).

BYMT/25/06/08 Information governance

We are joined by Libby Adams, Head of Library and Archives. We receive the annual report from the Information Governance Group (BYMT 2025 06 07).

We note this staff group uses the Information Commissioner's Office (ICO) Accountability Tracker as a self-assessment tool to monitor BYM's data protection practices. We endorse the Group's recommendations to improve long-term compliance as set out in the report.

This report has been received by both Management Meeting and Finance, IT and Property Committee (FIPC). We agree to FIPC's recommendation that Trustees do not need to receive the report in future years unless there are points of significant concern, and that it will be made available to Trustees on request.

BYMT/25/06/09 Worship

We gathered in worship on Saturday morning and heard read the following extract:

“120. Complete knowledge is always beyond us, and a recognition of this fact carries with it a demand that we 'prove all things; hold fast that which is good'. It is by this method that Christian thinkers in the past have advanced towards a more perfect understanding of the ways of God. This suggests on the one hand that even those ideas which we now see to be incomplete or erroneous often contained for those who first held them a vital expression of truth, and were in their time only gained as the result of painful strivings of heart and mind, and, on the other hand, that the ideas of God and man which have been held in the past must be re-expressed in the light of our own experience and further knowledge.”

From Christian faith and practice in the experience of the Society of Friends 1959, passage approved by London Yearly Meeting in 1925.

We noted that the wording is of its time, showing that the meaning of the text applies to the text itself.

BYMT/25/06/10 BYM's strategic priorities

In February, we agreed to a light touch review of our existing strategic priorities. Paul Parker, Recording Clerk, gave an introduction describing the background context which led to the 2020–2025 strategic priorities and the changes that have happened since.

Jo Hills and Chris Jardine were appointed by BYM Trustees' Clerk and Assistant Clerk using the 'between-meetings' procedure to work with Recording Clerk on this. Their appointment will be minuted in BYMT/25/06/21 Appointments.

We have spent time in small discussion groups considering what has changed in the external context of the world around us, in our Quaker community across the Yearly Meeting, and in the central structures for which we are responsible, and how we need to respond to these changes. We have heard a call to be nimble, grow

connections at every level of the Society, and be reflective with ourselves and stakeholders.

We agree to offer a session with Meeting for Sufferings on 30 June 2025 in preparation for their next meeting to explore these themes further.

We plan to return to this in September.

BYMT/25/06/11 Quiet Company

We are joined by Carol Rowntree Jones, clerk of the Quiet Company's Board of Directors. Carol and Lisa San Martín, Quiet Company CEO, have introduced their annual report to us.

We have been informed of the financial picture, the delivery of the operational plan for 2024 and a risk overview (including the risk register). The report also looks forward to priority areas for 2025. 2024 was challenging, as the growth seen in 2023, and on which budgets had been based, did not materialise, and this left a significant deficit in the results for the year.

We note in particular the concern to achieve net zero carbon emissions, initially in house and subsequently in our supply chain, and the partnership with *Only A Pavement Away* in employing people facing or experiencing homelessness. This partnership began in March 2025, and it relies on turnover of staff in the hospitality team (which is much lower than the sector average) to enable the opportunity of employing people from the programme.

BYMT/25/06/12 Risk review

We are joined by Jane-Eve Straughton, Governance Manager and receive paper BYMT 2025 06 11 which introduces a new risk register format and proposes a new reporting framework.

Trustees have reviewed the new reporting framework and are pleased to see the development in the risk register and its increase in accessibility and efficacy. Staff have reflected on how this new framework has greatly improved their ability to assess risk and consequence, and that the new register poses opportunities to regularly reflect on risk management, not only individually, but together as a team.

BYMT/25/06/13 Drayton House [CONFIDENTIAL minute]

BYMT/25/06/14 Programmes & Prioritisation Committee

We receive a report proposing a new committee to support decisions on prioritisation, evaluation, and allocation of resources (BYMT 2025 06 13). The paper includes draft terms of reference for such a committee, and we agree to name this committee Programmes & Prioritisation Committee (PPC).

This committee would support BYM Trustees and the two Central Committees to take good decisions about prioritisation, evaluation, and the allocation of resources, specifically in relation to the programme of work in furtherance of the charitable

purposes of BYM. The work of the PPC would support BYMT to discharge their duties in relation to the management of the budget and finances of BYM. The PPC would have delegated responsibility from BYMT for making decisions about the allocation of resources to the programme of work in furtherance of the charitable purposes of BYM, informed by its assessment of impact.

We agree to these terms of reference, as amended in this meeting, and ask BYMT Nominations Group to begin searching for names to appoint to this committee in collaboration with QLCC and QPSWCC, for appointment at our September meeting.

We send this minute, together with the terms of reference, to QLCC and QPSWCC for their information at this stage, noting that the relationship between these committees and the Programmes & Prioritisation Committee will be an important one in ensuring good governance of BYM's charitable work.

BYMT/25/06/15 Barriers to Quaker service

Last year, we asked staff to bring us a report on financial barriers to Quaker service. We receive a report from staff members of Quaker Church Affairs on this, along with wider barriers to service. This work stems from our concern to make Quaker structures inclusive and sustainable, and to 'look at how we can remove barriers and actively seek wider participation in the full life of our meetings' as called for by minute 38 of Yearly Meeting 2017.

We support the *Suggested areas for development* made in section 3 and we are pleased to see that some are already in progress.

BYMT/25/06/16 Collections management and access

We are joined by Libby Adams, Head of Library and Archives, who has introduced her annual report on collections management to us (paper BYMT 2025 06 15).

a) QUNO archives held in the Library of the Society of Friends

We agree to dispose of the records of the Quaker United Nations Office in Geneva, transferred to the Library of the Society of Friends in 1984 and 2017 by transferring the records to the United Nations Library and Archives in Geneva as a gift. We endorse the recommendation in Appendix 1 that care should be taken to reduce shipping costs as much as possible.

We send this part of our minute to the Quaker United Nations Office Geneva Executive Committee.

b) Policies

We approve the following policies, which are to be reviewed at least every three years:

- Collections information
- Collections care and conservation
- Collections access and engagement

BYMT/25/06/17 Finance, IT and Property Committee

We receive minutes from the Finance, IT and Property Committee (FIPC) meetings on 19 February and 6 May (BYMT 2025 06 05a and 05b).

a) Use of Marsh Legacy

We note minute FIPC 25/28 and receive paper BYMT 2025 06 05bi.

We agree to the recommendation from FIPC to release the designation of the portion of the Marsh Legacy which has not been assigned for reparations work or released into the general funds.

b) Pollard & Dickson Trust

In Minute BYMT/24/02/06 we agreed in principle to accept the transfer of the Pollard & Dickson Trust and noted that these funds could be used to further hardship grant-making programmes and to support travelling ministry through other work of Britain Yearly Meeting within the scope of the restrictions. In minute FIPC 25/29, Finance, IT and Property Committee recommends that Trustees accept the transfer in accordance with a Deed approved by the Treasurer and the Director of Finance.

We agree to accept the transfer and authorise our Clerk and Assistant Clerk to sign the Deed on our behalf. The Funds are expected to arrive in July 2025. We ask our Finance Director to ensure that the detail of how these funds will be used is included in the budget for 2026.

c) Sturge Family Flats

We receive paper BYMT 2025 06 05bii outlining the wish of the Trustees of the Sturge Family Flats Charitable Trust to wind up the charity and they have offered BYM a donation of a gift of approximately £812,000.

We accept the donation and agree that the fund should be used primarily for making grants to older members and attenders as a strand of the Pastoral Care Fund but, at the discretion of BYM Trustees, the gift can be used for other grants as the need arises. We ask staff to prepare an annual report on the progress and outcomes of the grant scheme.

We send this minute to the Trustees of Sturge Family Flats Charitable Trust.

d) Restricted funds

Minute FIPC 25/15 makes recommendations about the release of some restricted funds so that we can make use of them more appropriately, as outlined in paper FIPC 2025 02 08. We accept the following recommendations:

- The Courtauld House Fund has £174,218 remaining and has stayed unspent for 5 years due to limited liability for the property, and we hold other restricted funds for upkeep of property. We agree to release the remainder of this fund into unrestricted funds.
- The Legacy Funded Short Term Projects fund has £100,263 remaining. After the transfer of around £85,000 to Woodbrooke for their Climate Crisis project there will be around £15,000 remaining. We accept the recommendation to

transfer the remainder of this fund to the Young Adult Quaker Grants Scheme, after the grant to Woodbrooke has been paid.

- The S&M Holt Memorial Fund holds roughly £4,000 and has a related endowment with an annual income of roughly £500. The original intention of this was to fund a scheme to support young adult Quakers to work with Quaker organisations. This scheme no longer runs, so we agree to transfer the remaining cash to the closest scheme we have: the Young Adult Quaker Grants Scheme. We ask FIPC to consider whether we should seek permission to expend the endowment for this purpose, given its small size.

BYMT/25/06/18 Grants Group

We receive a report from the Grants Group summarising grants made in 2024 (BYMT 2025 06 05d). The report includes minute QPSWCC 25/40, adding further information to the grant programme.

Our Treasurer, as Interim Chair of Friends Trusts Limited (FTL), has informed us that in their Minute T25/06, FTL agreed that 60% of the Blackwell Trust will be distributed to QPSW for Relief Grants from 2025. FTL agreed to review these arrangements prior to making decisions for future years, with a view to making a longer-term commitment to distribution arrangements.

We send this minute to QPSWCC's Grants Group.

BYMT/25/06/19 Recording Clerk's report

We receive a report covering February to May 2025 from the Recording Clerk and Management Meeting.

We also receive the reporting dashboard dated May 2025 with indicators of key information on compliance, communications, organisational health, and QC debtors.

Elizabeth Redfern introduced us to the developments in AI and how these will influence the way we work in future.

BYMT/25/06/20 Reflection on Yearly Meeting

We have spent time reflecting on Yearly Meeting in May.

BYMT/25/06/21 Appointments

We receive the following nominations from our Nominations Group:

Buddy to support new trustee in their first year of service:

- Jo Hills to support Chris Jardine

BYMT Nominations Group

- Lis Burch to serve from 8 June 2025 to 31 December 2026

Quiet Company Board

- Rosie Hakes – Devon Area Meeting, commencing from date of membership to 31 December 2027. Rosie Hakes is currently in the process of formalising her

membership. Her appointment is subject to acceptance into membership. Trustees will record at a future meeting the exact date of acceptance and the official start of her service as a company director.

Trustee to attend Yearly Meeting Agenda Committee to communicate views of BYMT to Yearly Meeting Agenda Planning for 2026:

- Lis Burch

Continuing Yearly Meeting Transition Board

To serve for the lifetime of the group:

- Gavin Burnell, Leeds Area Meeting
- Kit Fotheringham, Trustee member
- Liz Law, Trustee member
- Clare Scott Booth, London West Area Meeting
- Keith Walton, Kingston and Wandsworth Area Meeting

The following appointments were made by BYMT Clerk and Assistant Clerk using the 'between-meetings' process:

Strategic priorities review

- Jo Hills, for lifetime of the work
- Chris Jardine, for lifetime of the work

Young Adult Quaker Grants Group

- Imi Hills, West Weald Area Meeting, to serve for three years from 28 April 2025 to 27 April 2028
- Jo Parker, London Young Adult Quakers (attached to London West Area Meeting), to serve for three years from 28 April 2025 to 27 April 2028
- Eddie Weedon, Cambridgeshire Area Meeting, to serve for three years from 28 April 2025 to 27 April 2028

We agree to these appointments and thank Nominations Group for bringing us this report.

BYMT/25/06/22 Young Adult Quaker Grants Group

We agree to update the terms of reference for this group as detailed in paper BYMT 2025 06 19.

BYMT/25/06/23 Agenda for Yearly Meeting in May 2026

We have received an invitation to contribute towards the discernment for the agenda for Yearly Meeting (YM) in May 2026. Lis Burch will be attending a meeting of Yearly Meeting Agenda Committee (YMAC) on our behalf. We have spent time discussing and sharing our thoughts.

We note that the agenda of YM in May 2026 is likely to need time on constitutional matters such as the changes relating to Continuing Yearly Meeting, aspects of membership, and service by attenders. In minute RWG2025/06/03, the Reparations Working Group have asked to spend some time reporting to Yearly Meeting, including in all-age programmes.

We ask Lis Burch to draft a brief report based on the ministry on this item and share it with BYMT clerks before submitting to YMAC.

BYMT/25/06/24 Preparing for Meeting for Sufferings

We have prepared for Meeting for Sufferings on 5 July 2025.

BYMT/25/06/25 Time with Recording Clerk

We spent time with the Recording Clerk.

BYMT/25/06/26 Time without staff

We have reviewed the meeting and considered how to communicate our work.

BYMT/25/06/27 Worship

We joined Friends at Central Leeds Local Meeting for Meeting for Worship as closing worship for our meeting.

Marisa Johnson
Clerk

Kit King
Assistant Clerk

New Ways of Belonging

A working group of Quaker Life Central Committee (QLCC) report to Meeting for Sufferings (MfS)

1. Background

In July 2022 QLCC agreed terms of reference for a newly convened working group whose purpose was to consider:

- Ways to fully include people who are not able to become members, or be recognised as attenders, in Britain Yearly Meeting (BYM), due to the current geographic-only system of belonging
- Ways to include Quaker worshipping communities which cannot be recognised as such in BYM due to the current geographic-only system of being a Quaker community.

The terms of reference were later expanded by Minute QLCC 24.06 asking the group to consider further:

- The potential for an individual's membership of specific groups associated with Friends to be sufficient basis for membership of BYM as a whole.

In October 2024 a report from the working group was received by Minute MfS/24/10/06 which appreciated that 'there will be substantial work to be done in working out the details before the proposals are ready for Yearly Meeting'.

The group was reconfigured in March 2025 to include a member of a Quaker Recognised Body (Quaker Rainbow) and a member of Woodbrooke staff, along with one QLCC member of the previous working group and the same staff member as before. This gives us the opportunity for both fresh thinking and continuity.

2. Where we are now

This paper takes forward the 'BYM devolved option' of conferring membership outlined in the report to MfS of October 2024. In this option, 'BYM would recognise a group or groups which could act as effective area meetings (AMs) in respect of membership'.

We now respond to a recent request from MfS for the new group's initial thoughts on two aspects of our remit outlined above:

1. What might be the specific characteristics of a Quaker group or community, which would enable them to be a body that could confer membership, as area meetings do now?
2. What would need to be present in terms of a meaningful membership process?

We observe that the description of personal and communal discernment on membership in *Quaker faith & practice*, Chapter 11 continues to be relevant and helpful. We looked at how this guidance is interpreted by area meetings through practices that are fluid and evolving, and which differ in various ways while remaining true to core underlying principles.

Our view is that the guidance in *Quaker faith & practice*, together with examples of current AM practice, offer a solid basis for procedures that could be used by other groups. We also note that traditional Quaker language involved in membership processes may be inaccessible or alienating for some groups. We therefore sought to draw out the meaning and intentions of language used, with the aim of expressing the principles and practice of membership procedures in clear and simple terms, which groups can adapt to their circumstances.

3. Specific characteristics of a Quaker community able to confer membership

These might be summarised as the existence of:

- A clearly defined Quaker community, based in Britain, which, together with its primary focus as a group, offers regular opportunities for Quaker worship and spiritual nurture and some level of support for personal wellbeing
- A recognised process of decision-making by the community which is led by the Spirit (corporate discernment)
- Experienced Friends available to support and offer guidance to a Friend considering membership, and who have a good understanding of what membership means to the individual and to the community
- A clear, meaningful and safe membership process suitable for that particular community, with the wellbeing of the applicant at its heart. This should include:
 - a. Personal, and supported, spiritual reflection (discernment) by the applicant
 - b. An application process that includes opportunity for the applicant to clarify their motivation and for the community to feel confident about the outcome
 - c. Ongoing support and care for the applicant at every stage
- Ways of ensuring that procedures are followed correctly, and that decisions are properly recorded and communicated, while not losing sight of the spiritual nature of the applicant's commitment and the community's discernment
- A secure, well-organised, GDPR-compliant system of record-keeping. This should include a register of members that satisfies BYM requirements, and procedures for receiving and passing on membership information as required.

4. Features of a meaningful membership process by groups other than AMs

The appendix to this paper was an experiment to see how a process for a non-geographic community might map onto one AM's process (they all vary). The result is an example, not a model; non-geographic Quaker communities differ widely, and

each would tailor a process to their particular circumstances. The example shows that underlying principles can be expressed faithfully through different processes, which are robust and able to adapt with the evolution of the community. It includes these key features:

- A focus on the applicant at every stage
- Established ways of supporting an applicant and upholding the process
- The opportunity of a visit or other private meeting of a few Friends with the applicant for conversation/discussion, such as a meeting for clearness
- A meeting of the community based on Quaker discipline for considering the application and discerning a decision, such as a meeting for business
- A process of follow-up, to include welcoming the new member and support/guidance for an applicant not accepted into membership at this time
- A formal record of the decision, which is passed on to BYM.

5. Quaker communities that could be able to confer membership of BYM

Previous work by the New Ways of Belonging group identified Young Friends General Meeting, Woodbrooke and various individual Quaker Recognised Bodies as potentially interested in conferring membership of BYM.

a. Young Friends General Meeting (YFGM)

Members of YFGM may have little or no connection with an area meeting, but their non-geographic community has strong bonds and sound Quaker practices. The previous working group heard a clear wish from YFGM for some formal way for its members to affirm their Quaker commitment and sense of belonging.

b. Woodbrooke

The recent survey of Woodbrooke's online worship participants revealed at least 50 people who would like to have membership of BYM through the Woodbrooke community.

c. Quaker Recognised Bodies (QRBs)

BYM's criteria for registering a group as a QRB include useful elements of overlap with possible criteria for membership-conferring bodies. But not all QRBs will be suited to confer membership and vice versa. We envisage a process of registering a group for this purpose, similar to registration as a Quaker Recognised Body.

We draw Meeting for Sufferings' attention to the following questions, which have arisen during our discussions:

- Where 'members' of a British-based Quaker community reside in other countries, what would be the position on them seeking membership of BYM? (Woodbrooke online worship is an example)

We suggest a possible way forward could be for BYM to develop a memorandum of understanding with FWCC to enable BYM to accept into membership an overseas participant in a British-based Quaker community.

- Which part(s) of BYM would:
 1. Support groups applying for membership-conferring status (e.g. advise them on whether it is suitable for their group, help them explain how they meet the criteria or how they could adapt their organisation to meet the criteria)?
 2. Decide on whether to give membership-conferring status, against the criteria?

The New Ways of Belonging Working Group
on behalf of Quaker Life Central Committee

Appendix

The terms 'clerk' and 'meeting for business' are used here to denote any particular terms or structures a community uses in its formal function as a Quaker decision-making body.

A possible membership process for an approved membership-conferring body

This example is adapted from the process developed by one area meeting. It sets out the parts played by those involved in an application for membership and the events that comprise the process.

1. The applicant

A Friend considering applying for membership, who is attached to a Quaker community, will usually have discussed this with others in the community. These might include elders or pastoral Friends who can offer advice about the process. On occasion someone will do their own research and write directly to the community's clerk (see note above) without informing anyone else. Subsequent communications between the clerk and Friends providing pastoral support ensure that everyone is in touch.

The applicant is at the heart of the membership process. They will be guided and informed at every stage and encouraged to ask questions.

2. The Quaker community

In whatever ways eldership and pastoral care are organised/provided for, there should be opportunity at any time for conversation with a Friend considering membership, and normally preceding an application. In any event, as soon as it is

known that someone has applied for membership, they are invited to discuss any queries they may have. In some cases, the community may also wish to consult – with the applicant’s consent – another group where the applicant has a connection, such as a current or previous Quaker meeting or a QRB.

Should Friends guiding the applicant not support the application for any reason – for example, they feel that more time is needed – they inform the clerk and will also consider whether they are able to explain this to the applicant themselves or whether they need help from others in the community. The application may be withdrawn at this stage, before it is taken any further by the community.

An application that is supported is heard at a meeting for business in session. If the meeting agrees the application should proceed, two Friends will be appointed to visit the applicant. They should be experienced Friends in membership, preferably bringing different perspectives and wisdom to the task.

3. The membership visit

The clerk writes to the visitors confirming their appointment and asking them to arrange to meet with the applicant, either in person (if this is feasible) or by video conference. This communication includes each of their contact details and those of the applicant and attaches a short document of Guidance on Membership Visits. The clerk similarly sends the applicant the names and contact details of the visitors, attaching the same guidance document.

The visit is not an interview or a test of any kind, nor for the visitors to discern whether the applicant is good enough for membership. It is an opportunity to explore with the applicant their reasons and motivation for wishing to become a member of BYM. Guidance includes these key points:

- The meeting should feel like a conversation, an open process, not done to the applicant but *with* them. Its purpose is to help the applicant feel clear in their commitment – do they feel they have said what they meant and been well understood? If any unresolved issues remain, a second visit could be arranged.
- After the visit, the visitors draw together a fair draft report of the meeting, which they then share with the applicant who can point out anything they seem to have missed, misheard or misunderstood, or which is confidential. When they all approve the report as a true summing up of the visit it is sent to the clerk.

4. The meeting for business

The report of a membership visit is confidential, i.e. it is not circulated or available to others in written form either before, during or after the meeting for business.

The group will have established its own procedure for receiving a report, e.g. whether the applicant may attend for that item of business or whether Friends not in membership take part in the discernment.

The report is read to the meeting which is then asked to consider whether to accept the applicant into membership. If the meeting agrees, the Friend is welcomed into membership of Britain Yearly Meeting by minute, and a member of the community is asked to welcome them personally.

If the applicant is not accepted into membership on this occasion, sensitive discernment will be needed about who will communicate with them and offer appropriate, on-going pastoral support.

5. Record keeping

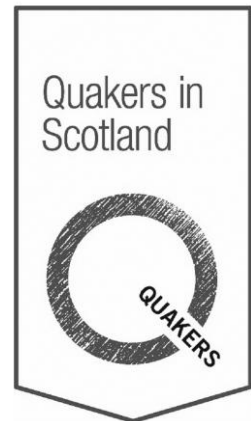
The group works within agreed procedures for storing and accessing confidential records, minutes/notes and correspondence. The procedures are documented and available for anyone in the community to consult.

The group keeps a Register of Members recording the minute number of acceptance into membership, and also of deaths, resignation of membership, termination of membership for other reasons (see [Quaker faith & practice 11.30a, b and c](#)), and [possibly] transfers in and out of membership.

The group notifies BYM Updates of all membership events and completes a Tabular Statement form annually on request.

GENERAL MEETING FOR SCOTLAND

At a hybrid Meeting held 7th June 2025 at Aberdeen Meeting House, 98 Crown Street AB 11 6HJ, and by video conference.



EXTRACTED MINUTE

25/06/09 Transition to Quakers in Scotland

Minutes 25/03/17 and 24/11/26 refer. Paper B informs our business today. General Meeting for Scotland and Scottish Area Meetings agreed to the establishment of 'Quakers in Scotland' as a potential new structure with a single trustee body for all Scottish meetings.

This trustee body has been set up and would be responsible to a single Quakers in Scotland meeting for business, with General Meeting, the four Area Meetings and the Dundee Friends Property Trust transitioning or joining the new body when and if ready to do so.

We receive minute 2025/05/09 (Quakers in Scotland) of South East Scotland Area Meeting (SESAM) held 6th May 2025 and are pleased to learn of the discernment made at that meeting. We note that SESAM asked the Quakers in Scotland Co-ordinating Group (QiSCG) and the Trustees of Quakers in Scotland to offer:

1. Plans for how key issues will be handled following the transfer of responsibilities: specifically sharing of finances; management of property; safeguarding;
2. An outline of whether fewer jobs (other than trustee roles) will be needed;
3. Proposed arrangements for maintaining eldership and pastoral care under any new, more flexible system;
4. Proposed systems to guard against local meetings becoming isolated: from surrounding LMs, from QiS, and/or from BYM;
5. Ideas for how the current Area Meetings might work together, and together with QiS, as an interim measure or for the foreseeable future.

SESAM wishes through this process to reach a position where it can make an informed and guided decision as to dissolving SESAM in order to be part of Quakers in Scotland.

We note that East Scotland, North Scotland and West Scotland Area Meetings, and the Dundee Friends Property Trust, are all planning to join Quakers in Scotland by the end of this year.

The next stage is for General Meeting to transition to the new body in order that it can start to function and work on how it will operate.

The manner in which Quakers in Scotland will operate will become a function of the new body, to evolve as Friends then see fit. The Quakers in Scotland Co-ordinating Group have prepared papers towards this, and posted drafts on the GM website for Friends to view. The pre-meeting held on 4th June was an opportunity for Friends to meet informally with members of the Co-ordinating Group to discuss these. The present, mainly working, drafts are:

- Governing Document
- Draft General Memorandum of Understanding (MoU)
- Draft Property Memorandum of Understanding (MoU)
- Possible arrangements for Spiritual and Pastoral care
- Possible financial structure and organisation
- Summary of how Intermediate Meetings (Ims) might work
- What difference might it make to the number of roles
- Foundation and substantive trustee roles

They are on the GM website at Quakers in Scotland Co-ordinating Group documents on: <https://quakerscotland.org/general-meeting/qis-documents>

At the pre-meeting, discussion took place on how the combined business of General Meeting and four Area Meetings could be managed, with opportunities seen for operating in new ways. Discussion involved the technicalities of transferring membership to the new body so that business could be conducted. A Friend likened the whole transition process as being like moving house. We pack all our possessions (ways of doing things) into boxes to move, and afterwards gradually unpack them to find what we need and what we don't. We will return to the papers in September and onwards as we establish how Quakers in Scotland will operate to fulfil its purposes.

We are clear from our consideration today that we look to consider how the required business for Quakers in Scotland is taken and how intermediate meetings will work. We will return to this.

General Meeting for Scotland is asked to approve:

- that General Meeting Trustees apply to OSCR to wind up GM, with the aim that at the meeting on 20th September, subject to approval from OSCR, General Meeting formally minutes its dissolution and the functions of General Meeting for Scotland be transferred to Quakers in Scotland;

- that the Trustees of General Meeting for Scotland are asked to transfer the assets of General Meeting for Scotland to Quakers in Scotland on 20th September;
- that current General Meeting service appointments transfer to Quakers in Scotland on 20th September, other than those for the GM Treasurer and GM Trustees. The new body will then appoint them for itself.
- that Friends are asked to transfer membership to Quakers in Scotland before the target date of 20th September.

We agree to the transition of General Meeting for Scotland to Quakers in Scotland as defined above. We appoint the existing GM clerks as clerks designate of QiS, to serve until the end of 2025. This means they can call Quakers in Scotland as body for 20th September, a day in which General Meeting for Scotland will also be called, but then laid down and Quakers in Scotland formally hold its first meeting.

In order to bring Quakers in Scotland into operation as a body for Friends in Scotland, a Quakers in Scotland Treasurer is required so a bank account can be set up and assets transferred. A nomination is to be received this afternoon. GMS Trustees are working to facilitate the transfer required. We will also transfer the Administrator's employment to the new body. Further Quakers in Scotland trustees are required and Nominations Committee and Area Meetings are working on this. Appointments may be made by our between-meetings procedure if required.

Work continues on the manner in which the membership transfer can take place and Friends will be contacted in due course. The membership transfer is an administrative consequence of the new charity being a SCIO (Scottish Charitable Incorporated Organisation) and does not affect continuing membership of area meetings for the time being.

The Half Yearly Meeting for North Britain was established in 1786, becoming General Meeting for Scotland in 1807. We have now reached the next stage in our history and evolution.

We ask Meeting for Sufferings to approve the transition of General Meeting for Scotland to Quakers in Scotland, and suggest that the current GMS responsibilities as set out in *Quaker faith & practice* 5.03 become responsibilities of Quakers in Scotland. All Friends in Scotland would become part of Quakers in Scotland for these purposes. Further work is in hand to define the new responsibilities and status of Quakers in Scotland as and if the four Scottish Area Meetings and Dundee Friends Property Trust become part of it too.

We are aware of the exciting opportunities before us as we begin thinking as Quakers in Scotland. It is up to us to make it work for building and strengthening our community. Our exercise today has strengthened this resolve to find ways forward

for all of us. We thank the Co-ordinating Group and others working on our behalf to make this happen.

We send this minute to Meeting for Sufferings and the Recording Clerk.

Michael J Hutchinson

Michael J. Hutchinson,
Clerk

To Meeting for Sufferings, the Recording Clerk, QiS Trustees, GMS Trustees, Scottish Area Meeting Clerks, Dundee Friends Property Trust, Quakers in Scotland Co-ordinating Group.

Functions of Meeting for Sufferings

As part of the preparation for the laying down of Meeting for Sufferings (MfS), all the current MfS functions need to be reviewed to decide if they are needed, and if so which body will take them forward. Section 7.02 of *Quaker faith & practice* has a long list of functions but there are a few others that are not contained there but which need to be considered.

Many of the current functions of MfS will best be carried out by Yearly Meeting (YM) itself – either in session or via its Agenda Planning Committee. YM already has the power to do anything that MfS does, so these are not significant constitutional changes. A few of the current functions may best be done by other bodies, and this will need to be recorded.

Church Government Advisory Group (CGAG) will be responsible for drafting the text needed for *Quaker faith & practice*. To support them in this task, CGAG has asked that MfS consider the table below and give an indication about the thinking so far.

The new text is expected to come to MfS in December 2025 and the final decision on the issues below will be for YM in May 2026.

Meeting for Sufferings is asked to look at the table below and to offer guidance to CGAG about the appropriateness of its suggestions.

Qfp ref.	Current Text	Who should take this on?	Comments
7.02 (a)	to set the priorities for the centrally managed work in its long-term plan, which would interpret the wishes of the Yearly Meeting and the concerns of the area meetings, taking into account its knowledge of the detailed aspirations and plans of the central and other standing committees, the advice of the Britain Yearly Meeting Trustees and the funds available	YM in session	YM decides on the vision for Quakers in Britain. Trustees provide strategic direction by establishing priorities and criteria for the development of the centrally managed work programmes, consulting with YM.
7.02 (b)	to issue public statements in the name of Britain Yearly Meeting	YM in session	Note that section 3.28 also refers – it gives the procedure for statements between meetings
7.02 (c)	to receive regular interim reports for information and consultation on the work of the Britain Yearly Meeting Trustees	YM in session	Agenda Planning Committee to decide how often trustees report
7.02 (d)	to receive the Britain Yearly Meeting Trustees' annual report and financial statements for information, as forwarded by the Trustees to Yearly Meeting	YM in session	
7.02 (e)	to make a report on its own activities to Yearly Meeting each year	N/A	
7.02 (f)	to determine the dates of Yearly Meeting and where it will be held, on the recommendation of the Yearly Meeting Agenda Committee (6.16); it	YM in session (Recommendations for dates & venues to come via	Unlikely to need a Special YM but useful to have a process

	may summon a Special Yearly Meeting should occasion arise	Agenda Planning Committee) Special YM to be called by combination of YM, APC & BYM Trustee clerks YM could be postponed when needed by YM & APC clerks	Postponement was required in 2020
7.02 (g)	to deliberate on how best to support the spiritual life of the yearly meeting and to further the development of its visionary and prophetic role	YM in session	Already a purpose of YM Quaker Life may need to be responsible for practicalities of support (& this is already a function of Quaker Life Central Committee)
7.02 (h)	to keep under review and to test as appropriate the existing and new concerns referred to it by area meetings and others	YM in session	Agenda Planning Committee is developing a process for 'testing & seasoning' minutes (see YM 2024 minute 37)
7.02 (i)	to foster communication throughout the yearly meeting	YM, BYM Trustees, Central Committees, Area Meetings & others take on more responsibility	NB We must ensure this happens, rather than it being everyone's role & therefore not happening
7.02 (j)	to receive minutes from area meetings and, when thought appropriate, pass them to Britain	YM in session Permit Agenda Planning Committee to pass minutes	Agenda Planning Committee is developing a process for 'testing & seasoning' minutes (see YM 2024 minute 37). APC should report back

	Yearly Meeting Trustees and the central or other standing committees for attention	directly to Central Committees etc. when appropriate (as MfS Arrangements Group does now)	about minutes that are passed on elsewhere
7.02 (k)	to make appropriate entries in the prison and court register	YM in session	Note that Agenda Planning Committee is considering whether/how the name of MfS might be retained, which may have relevance to this issue
7.02 (l)	to appoint representatives to attend other Yearly Meetings as thought fit	YM in session (nominations still to be brought by Central Nominations Committee)	NB any written reports from these YMs will need to be shared
7.02 (m)	to receive information about changes in the composition or status of general meetings and regional gatherings	YM in session	Information about some minor changes to regional gatherings may not need to be taken to a full session
7.02 (n)	to make changes in the composition of area meetings	YM in session	NB the new text should make clear that a role of YM is to <i>recognise</i> area meetings as part of the constitutional structure
7.02 (o)	to give assistance to area meetings in the amicable settlement of disputes	Quaker Life Central Committee (subject to discussion with them)	This is background, quiet work – not suitable for YM in session
7.02 (p)	to hear appeals against area meeting decisions	Recording Clerk to take this on	This is really about appointing and releasing a panel – at present MfS does not actually ‘hear’ appeals

7.02 (q)	to give guidance on policy matters referred to it by the Britain Yearly Meeting Trustees from time to time	YM in session	
7.02 (r)	to authorise action and minutes as required under other sections of <i>Quaker faith & practice</i>	N/A	Not needed as YM has this power in any case
7.02 (s)	to set up an Arrangements Group and support and working groups to assist its own work as it sees fit	N/A	
N/A	Requests for QRB status, plus renewals & removals (referred to in 13.09 but no details)	Needs a new process; unlikely to be suitable for YM in full session – awaiting outcome of review work	Review group will report to MfS in December 2025
N/A	Various letters of greeting e.g. Ireland YM, European YMs	Quaker World Relations Committee to continue to draft these	
N/A	Various reports from one-off events e.g. ecumenical gatherings	Appropriate committee (e.g. Quaker Committee on Christian & Interfaith Relations) to receive these & report further as needed	
N/A	Speaking Out Policy (cross ref to Qfp 3.28 & 7.02b above)	See notes on 7.02b	