

# Young Friends General Meeting

## Bristol Redland Meeting House

### 29 October - 31 October 2021

# Minutes

#### Those Present (50):

Alex Coule Bleakley, Alexandra Boliver-Brown, Alexandra Foley, Alice Laycock, Angus Morrice, Becky Shirley, Billie-Jo Dearden, Bird Taylor, Chloe Scaling, Dominic Rawlinson, Eleni Burgess, Ella Booth, Endian Algar, Frankie Austin, Grace Robert, Gray Wood, Hannah Stranex, Hannah Davies, Hannah Cook, Henry Atkinson, Isabelle Jones, Jacob Webb, James Davies, Jennie Atherton, Jenny Herbert, Jenny Baines, Jessica Beck, Juliette Chandler, Kaden Foley, Kim Edwards, Liam Brighton, Lydia Jones, Peyton Lee, Rachael Booth, Rebecca Cutts, Rebecca Hickman, Richard Batty, Row Bashforth, Sam Sender, Samuel Cooper, Sasha Lawson-Frost, Tas Cooper, Tesla Dearden, Thomas Bell, Tim Rouse, Tim Hall Farthing, Toby Freeman, Vicky Cowell, Will Reed, Zoe Marquis

Co-Clerks:	Tim Rouse and Zoe Marquis
Trustees	Alexandra Boliver-Brown, James Davies, Liam Brighton, Sasha Lawson-Frost, Tim Rouse, Zoe Marquis, Tim Hall Farthing, Jenny Herbert

#### 2021.10.1 Trustees Report

We have heard from Alexandra Boliver-Brown, our Convenor of Trustees concerning the work of trustees since the last YFGM. The written report is appended to these minutes.

Trustees brought an updated safeguarding policy and data protection policy to Planning Weekend in September, which approved the changes.

The safeguarding policy has been amended to change the situations in which the safeguarding leads bring matters to the attention of trustees, with the aim of ensuring that any potentially reportable serious incidents are considered appropriately, and

reported to the Charity Commission if necessary, while further protecting the anonymity of individuals involved. We thank our pastoral committee for the changes they have suggested to the safeguarding policy.

The amendments to the data protection policy have been made to reflect changes with UK law following Brexit. A copy of both of these amended policies will be made available on the YFGM website.

Each year, YFGM needs to submit Annual Reports and Accounts to the charity commission. These reports and accounts need to be signed off by an Independent Examiner. Unfortunately, there were delays with getting the 2019 accounts independently examined in 2020, and a report was lost by trustees. An amended report for 2019 has been written and is ready to be submitted to the charity commission pending the restatement and re-examination of the 2019 accounts. The finance report for the current year will also be delayed. A special General Meeting may need to be called to get these accounts approved quickly.

Trustees considered carefully how to hold an in-person YFGM in a way which would allow community members to feel safe attending, given the ongoing Covid situation. When approaching Meeting Houses in order to host this in person YFGM, our original booking was cancelled and we had to book Bristol Redland at relatively short notice.

We were asked by Yearly Meeting Agenda Committee to contribute to planning for Yearly Meeting for 2022. We were unable to send representatives as this fell during the October 2021 YFGM gathering, but sent a written report which is appended to these minutes.

*Note: At the date of publication of these minutes (28 Dec 2021), a written report had not been received from the convenor of trustees.*

## 2021.10.2 Appointment of Independent Examiner

On the matter of appointing a new Independent Examiner for the 2019 and 2020 Accounts, YFGM has given trustees the authority to seek out and appoint a new Independent Examiner on their behalf for these accounts.

## 2021.10.3 Reunion Style Event

In May 2021, we considered the possibility of a reunion style event for both the people approaching the upper age limit for YFGM, and those beyond it.

We are excited but daunted at the prospect of organising such an event, given the limitations on capacity for both individuals and YFGM as a whole. We are keen that any event should be self-sustaining and simply run, perhaps making use of existing structures beyond YFGM.

We ask Sam Cooper and Tom Bell to develop this idea further, with help from others as appropriate, and report back to YFGM in February.

#### 2021.10.4 Approval of the 2022 Budget

James, our Finance Trustee, has presented the 2022 budget. We thank him for his work in preparing the budget and explaining it, particularly in adapting it to the return of in-person gatherings.

Last year, there was a reduction of costs due to the covid pandemic, so this current budget is based on the last full year of three in-person gatherings each year and a planning weekend for each gathering. This budget assumes one in-person planning weekend each January, with the other two planning weekends being held online via Zoom. We have room in the budget for additional costs of gatherings, including spending more on venues. The cost of office support will depend on what type of support arrangement we agree with Friends House. The training costs usually go largely unspent, and we were encouraged to use the budget for training which is made available for YFGM members to undertake training that will benefit YFGM in any way.

We have trialled a covid accommodation budget where we have paid 50% support for accommodation for Friends who feel uncomfortable staying on site for YFGM gatherings. We do not presently plan to continue this as Friends seem to be quite comfortable staying in the Meeting House. We have added £1000 expenditure for any necessary professional advice in 2022.

We approve the 2022 budget with this amendment, which will be attached to these minutes.

#### 2021.10.5 Past and future business (Trans and Non-Binary Inclusion and Future Business)

We have heard from Gray Wood and Sasha Lawson-Frost about the business of Britain Yearly Meeting, which took place in July and August 2021. The Yearly Meeting made

commitments to becoming an actively anti-racist faith community, to redoubling their faith-based collective action on climate justice, and lovingly acknowledged and affirmed trans and gender diverse Friends in our Quaker communities.

YFGM has become known as a secure and loving space for our trans and non-binary Friends, but the truth is that we have simply tried to create a basic space of human decency. We want to spread this beyond YFGM, to other Quaker spaces, and elsewhere.

Our Friends should not have to justify who they are. We commit to opposing the challenging tone that can be present in some spaces, and continuing our efforts to equip Friends and Meetings to face these conversations.

We also recognise the need to make our work against racism a more constant theme within YFGM, and to look for opportunities to carry this forward proactively.

We were reminded that Planning Weekend prayerfully considers the agenda for each YFGM, and that friends are encouraged to bring new topics to Planning Weekend for consideration. As a community, we commit to supporting Friends with ideas and action on issues that are of concern to them and to us. Ideas can be raised by contacting the clerks directly.

We have been pleased to see minute 31 and other substantive minutes from Yearly Meeting. Our work to make the world a better place is ongoing; even never-ending, but we set to it with hope and faith.

#### [2021.10.6 Considering preparation of a Testimony to the grace of God as shown in the life of our Friend Naomi Haigh](#)

We as a community are deeply saddened by the loss of our Friend Naomi Haigh in September. At this time our main focus should be to support all those affected by Naomi's death. We seek to support each other through the wound that this event has given us.

In her time in Quakers, which included YFGM, EMEYF, and her local meeting, YFGM had a significant impact on Naomi, and she had a significant impact on us. If there is to be a record of this significance, then we are well placed to create it.

There is no rush; there are ways to honour the memory and the Light in Naomi's life right, and they may take time. It might involve being outdoors, by a lake; it might involve music; we don't yet know.

We hope that Friends will volunteer to take this forward, and that by the time of our next gathering will be able to bring ideas for discernment on how the General Meeting might proceed. We invite Friends to consider if they are able to contribute to preparing a testimony, and what forms each person’s contribution might take. For now, we will grieve together and support each other.

### 2021.10.7 Co-options to committees

We receive the below minute of Trustees regarding co-options for the weekend. We thank Friends who were co-opted for their service.

“2021-10-27.1 Co-options

We note and agree the following co-options to committees for the duration of October’s YFGM in Bristol:

- Chloe Scaling, Logistics Committee
- Vicky Cowell, Logistics Committee
- Jess Beck, Logistics Committee”

### 2021.10.8 Nominations

#### 2021.10.8.a

We appoint the Friends named in the below table to the roles specified. We release Friends as indicated in the table and thank Friends for their service.

Role	Released	Appointed	Until
Treasurer	<i>None - vacancy</i>	Tom Bell	February 2025
Logistics	<i>None - vacancy</i>	Vicky Cowell Jaz Higgs Endian Algar	October 2023 October 2023 May 2022
Convenor of Trustees	<i>None - handover period</i>	Jenny Herbert	February 2025
Planning Weekend Newcomer	Katie Turney	Becky Shirley Bird Taylor Will Reed	February 2022 February 2022 February 2022
Quaker Gender &	Chloe Scaling	Rebecca Hickman	October 2023

Sexuality Diversity Community Rep			
Elder	Sally Wrenwood Jenny Herbert	Tas Cooper <i>Carried forward</i>	October 2024 -
Elder Trustee	Jenny Herbert	<i>Carried forward</i>	-
Communications Trustee	None - vacancy	<i>Carried forward</i>	-
NFPB Rep	Rebecca Pierson	<i>Carried forward</i>	-
Quaker Life Rep	None - vacancy	<i>Carried forward</i>	-
Pastoral	Lily Kroese	<i>None - committee was oversized</i>	-
Fundraiser	Tom Bell	<i>Carried forward</i>	-

[2021.10.8.b Nominations to Nominations](#)

We have been unable to bring forward any names to join Nominations Committee and therefore do not appoint anybody to join our Nominations Committee at this time. We will seek to appoint to these roles at our next meeting, in addition to co-opting Friends to serve at that gathering. Friends have been reminded that they can suggest names using the nominations form on the website.

[2021.10.8.c Nominations Required Business](#)

Nominations Committee have brought to our attention some nominations business which reflect historical appointments and releases which were not minuted at the time.

We record the following appointments and releases:

- a) the appointment of Jenny Herbert as Elder Trustee (Feb 2020)
- b) the release of Grace Roberts as Pastoral Trustee (Oct 2020)
- c) the appointment of Sasha Lawson-Frost as Pastoral Trustee (Oct 2020)
- d) the appointment of Liam Brighton as Logistics Trustee (Feb 2020)

We further note the appointment of Rachael Booth as Convenor of Nominations by the Nominations Committee, effective from June 2021.

## 2021.10.9 [Change of Signatory](#)

As part of the appointment of Tom Bell as Treasurer and Jenny Herbert as Convenor of Trustees, we appoint them as a signatory to YFGM's bank accounts. We remove our former Treasurer Lucy Baston as a signatory.

The current signatories to the bank account are:

- Alexandra Boliver-Brown, Convenor of Trustees
- James Davies, Finance Trustee
- Tom Bell, Treasurer
- Jenny Herbert, Convenor of Trustees

## 2021.10.10 [Special Interest Groups](#)

Special interest groups this weekend were:

- The stories we tell ourselves by Jennie Atherton
- Tactical Empathy by James Davies
- Tea with Tim by Tim Hall Farthing

We thank all of them for their work and their inventiveness in bringing these contributions to YFGM.

## 2021.10.11 [Report From Planning Weekend Newcomers](#)

Our appointed Planning Weekend Newcomer was unable to attend our Planning Weekend, which was held online from 18-19 September 2021. Tim Hall-Farthing has given an explanation of what happens at Planning Weekends, including threshing the matters for inclusion on YFGM's agenda, and setting the agenda for this YFGM.

## 2021.10.12 [Bamford Quaker Community](#)

We have received a letter from Bamford Quaker Community which was read to the meeting.

2021.10.13 Clerks' Offering

In May the tide was on the turn; now, it is coming in, and the love and energy of community and communal life is rushing and pouring through us. We are filled with joy; joy at seeing each others' faces; joy at seeing old friends and making new ones; joy at sharing a warm cup of tea and biscuits.

Our joy has been tempered by sorrow, and grief. We miss Naomi. As a community, we are shaped not just by those who are here today but by everyone who has left their mark on YFGM in the past. Some Friends come; some Friends go, but true friends stick. Like an octopus to the face.

Our work continues. We have looked to the future in our business; we see the need to carry our affirmation of trans and non-binary Friends beyond our community, and support Friends and Meetings. We have acknowledged the effort that YFGM needs to put in to challenge racism everywhere. We have appointed Friends to continue the work of our community, and we have dreamt of future gatherings; indoors, outdoors, but always together.

We have shared worship together in-person for the first time in nearly two years. It is brilliant to be back. In our epilogues, our meeting for worship for business, and Sunday's worship with local Friends, the spirit has filled and nourished us.

The light is shining in on us, the room is full of Friends, and we are back, together, again.

Signed, in and on behalf of Young Friends General Meeting,

Zoe Marquis and Tim Rouse, Co-clerks



## Appendices & Further Information

- A: Trustees Report
- B: Written report to YMAC
- C: Amended budget as approved

The revised versions of the Safeguarding Policy and Data Protection Policy, as approved by trustees and authorised by Planning Weekend, can be found on the YFGM website at:

- Safeguarding Policy
- Data Protection Policy

## Appendix A: Trustees Report

*Note: At the date of publication of these minutes (28 Dec 2021), a written report had not been received from the convenor of trustees.*

## Appendix B: Written report to Yearly Meeting Agenda Committee

1. We appreciate the invitation to contribute to the planning for Yearly Meeting in 2022. We are sorry that we are not able to join you on Saturday 30 October as it coincides with our October YFGM, which will be held in-person for the first time since February 2020.
2. Our community welcomed gladly Minute 31 of Yearly Meeting 2021, which acknowledged and affirmed trans and gender diverse Friends. This is a topic that YFGM has considered in detail, from our minutes and [public statements](#) which *'affirm our love and inclusion of all friends of diverse genders within and beyond the gender binary'* (YFGM 2019.2.3) and we were gladdened by the Yearly Meeting's discernment.
3. As a community we do not see our work on trans and non-binary inclusion as over, and anticipate further work towards addressing the particular sufferings of trans people within and beyond Quaker spaces. An obvious example of this is the inadequacy of NHS healthcare, with waiting lists of many years for even basic elements of trans-related healthcare. We hope that the Yearly Meeting will similarly see Minute 31 as a starting point, not an endpoint. We have gone some way towards attending to the beam in our own eye; there is plenty more to be done until we are in a world where trans and gender diverse people are equally included as God's children.
4. Both anti-racism and climate change are recurrent topics within YFGM, and we welcomed the Yearly Meeting's discernment on them; we will be continuing to take both topics forward and exploring them more as a community, but do not have clear leadings to bring to YMAC at this point.
5. An obvious theme of our community in the last eighteen months has been what it means to be a community through the Covid-19 pandemic, and what it will mean in the future. While worshipping, discernment, and being a community exclusively online has made us more able to include some people, we have found new appreciation for our in-person gatherings; we have noted that any one form of event is likely to exclude somebody.
6. We anticipate that there will be similar conversations happening across the Yearly Meeting, and expect that the role of physical Quaker spaces, from Friends House to local meeting houses, will be under consideration. We value YFGM's links with local meetings; having a space to go is important in a spiritual as well as a practical sense. We also hope that the efforts in recent years to include people with employment and caring responsibilities will be bolstered by an increased willingness to meet online.

Budget overview

YFGM Budget

01/01/22

**EXPENDITURE**

YFGMs	Spending to date
Venue	£0
Food	£0
General travel	£0
Role holders' travel	£0
Enquirers' travel	£0
Outreach	£0
Other	£0
<b>TOTAL</b>	<b>£0</b>

Expected Spend	2019 Budget	2022 Budget
£500	£1,500	£1,500
£450	£2,000	£1,300
£0	£100	£100
£400	£4,000	£4,000
£200	£1,000	£1,500
£200	£400	£400
£50	£1,000	£1,000
<b>£1,800</b>	<b>£10,000</b>	<b>£9,800</b>

Comments
£500 per venue
£1.40 per person (+17%) and based on 50 avg attenders. Agreed to extend to £2000.

Planning Weekends	Spending to date
Venue	£0
Food	£0
General travel	£0
Role holders' travel	£0
Newcomers' travel	£0
Outreach	£0
Committees	£0
Other	£0
<b>TOTAL</b>	<b>£0</b>

Expected Spend	2019 Budget	2022 Budget
£0	£200	£200
£0	£500	£200
£0	£0	£0
£0	£3,100	£1,000
£0	£300	£0
£0	£400	£0
£0	£0	£0
£0	£0	£0
<b>£0</b>	<b>£4,500</b>	<b>£1,400</b>

Comments
One planning event in person

Other events	Spending to date
Camping	£165
Other	£0
<b>TOTAL</b>	<b>£165</b>

Expected Spend	2019 Budget	2022 Budget
£165	£0	£0
£0	£0	£0
<b>£0</b>	<b>£2,000</b>	<b>£2,000</b>

Comments
Event only planned during 2021
YFGM wishes to hold in 2022

Office costs	Spending to date
Bookkeeper	£1,050
Office	£501
Zoom	£0
<b>TOTAL</b>	<b>£1,551</b>

Expected Spend	2019 Budget	2022 Budget
£1,800	£0	£2,200
£17,001	£19,000	£15,000
£180	£0	£180
<b>£18,801</b>	<b>£19,000</b>	<b>£17,200</b>

Comments

## Budget overview

Role holders & Activities	Spending to date	Expected Spend	2019 Budget	2022 Budget	Comments
Training	£0	£500	£2,800	£2,000	anticipate training for finance.
Representatives	£0	£100	£750	£800	
Fundraising	£0	£0	£500	£500	
Concerns	£0	£0	£500	£500	
Website/ Young Quaker	£0	£3,500	£3,500	£1,000	is to allow for new data base or other IT costs if
Outreach (general/ other)	£605	£1,000	£1,700	£1,500	
Professional Advice	£0	£0		£1,000	
<b>TOTAL</b>	<b>£605</b>	<b>£5,100</b>	<b>£9,750</b>	<b>£6,300</b>	

Charitable Giving	Spending to date	Expected Spend	2019 Budget	2022 Budget	Comments
EMEYF grant	£0	£1,000	£500	£500	
Non-YFGM charity appeal	£0				
<b>TOTAL</b>	<b>£0</b>	<b>£1,000</b>	<b>£500</b>	<b>£500</b>	

Bursary	Spending to date	Expected Spend	2019 Budget	2022 Budget	Comments
Accessibility - accommodation	£0	£2,000	£2,000	£2,500	
NETQT	£1,830	£1,830	£0	£1,170	Remaining funding from one-off donation.
Bursaries - non-YFGM events	£0	£60	£0	£1,800	
Travel		£0	£0	£3,000	
<b>TOTAL</b>	<b>£1,830</b>	<b>£3,890</b>	<b>£2,000</b>	<b>£8,470</b>	

Other	Spending to date	Expected Spend	2019 Budget	2022 Budget	Comments
Adjustments	£0	£0			
Contingency	£0				
Unexplained/ missing receipts	£0	£20			
Other	£0				
<b>TOTAL</b>	<b>£0</b>	<b>£20</b>	<b>£0</b>	<b>£0</b>	

<b>TOTAL EXPENDITURE</b>	<b>£4,151</b>	<b>£30,611</b>	<b>£47,750</b>	<b>£45,670</b>
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Budget overview

**INCOME**

Grants	Income to date
BYM Grant	£2,000
BYM Outreach Grant (restricted)	£5,000
Sir James Reckitt Charitable Trust	£0
William Cadbury Trust	£0
Other grants	£3,000
<b>TOTAL</b>	<b>£10,000</b>

Expected Income	2019 Budget	2022 Budget
£2,000	£2,000	£2,000
£5,000	£8,050	£8,000
£0	£5,000	£0
£0	£13,000	£3,000
£5,000	£3,500	£5,000
<b>£12,000</b>	<b>£31,550</b>	<b>£18,000</b>

**Comments**

BYM Grant is a single grant that has a restricted and unrestricted element

YFGM contributions	Income to date
Contributions - with Gift Aid	£0
Contributions - without Gift Aid	£0
Standing Order - with Gift Aid	£105
Standing Order - without Gift Aid	£245
<b>TOTAL</b>	<b>£350</b>

Expected Income	2019 Budget	2022 Budget
£0	£0	£0
£4,500	£4,700	£4,700
£200	£300	£300
£800	£1,000	£1,000
<b>£5,500</b>	<b>£6,000</b>	<b>£6,000</b>

**Comments**

Currently enquiring to establish Gift Aid

Other income	Income to date
Golden Giving	£1,240
Meetings & Friends	£5,291
Trusts	£0
Appeal for another charity	£0
Interest	£0
Events	£0
<b>TOTAL</b>	<b>£6,531</b>

Expected Income	2019 Budget	2022 Budget
£2,000	£0	£2,000
£7,000	£15,000	£7,000
£1,000	£0	£1,000
£0	£0	£0
£30	£30	£30
£0	£2,000	£2,000
<b>£10,030</b>	<b>£17,030</b>	<b>£12,030</b>

**Comments**

Overall we expect this to be lower than 2019 due to lower need/ pandemic impacts.

<b>TOTAL INCOME</b>	<b>£16,881</b>	<b>£27,530</b>	<b>£54,580</b>	<b>£36,030</b>
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## Budget overview

Net income	Currently	End of 2021	End of 2022
Expenditure	£4,151	£30,611	£45,670
Income	£16,881	£27,530	£36,030
<b>TOTAL</b>	<b>£12,730</b>	<b>£3,081</b>	<b>£9,640</b>

Total in accounts	Currently	End of 2021	End of 2022
Current account	£57,812	£37,941	£28,301
savings account	£32,737	£32,737	£32,737
<b>TOTAL</b>	<b>£90,549</b>	<b>£70,678</b>	<b>£61,038</b>

RESERVES	1Year +	6 months+
Office costs for two years	£34,400	£25,800
Expenditure minus office cost	£28,470	£14,235
Max reserves	£62,870	£40,035
Min reserves	£54,270	£33,585
<b>Are reserves below maximum</b>	<b>yes</b>	<b>No</b>
<b>Are reserves above minimum</b>	<b>yes</b>	<b>yes</b>

Reserves based on 2022 budget running costs.  
Previous max reserve £75,650.

Main changes occur due to:  
-On in-person planning events  
-Reduced BYM office costs  
-No further payments to Website