

Annual Meeting 2018
Quäkerhaus Bad Pyrmont, 1-4 November
EMEYF Minutes

Present: Fee Grabow, Emmie Touwen, George Thurley, Kirsten Stuhr, Lisa Specht, Naomi Haigh, Ahmad Al Mujawer, Melanie Huopp, Lena Garrettson, Rose Oliver, Helen Nikol, James Westerman, David Mangels, Esther Köhring, Lisette Nijboer, Silja Pfeiffer, Anna Kristiansson, Liam Brighton, Paul Schock.

AM 2018/1 Opening Minute

Amongst laughter and playing, warm food and fellowship, we have gathered together in Bad Pyrmont for our Annual Meeting. We're looking forward to meeting new f/Friends, spending time with old ones, silence, and even "digging our business" (!) We feel upheld by our wider community, having received greetings from Sylvia Best, Stockholm meeting (and its Facebook group), YFGM, Annie Matejkova, Paul Sladen, Oliver Robertson, Kristin Skarsholt, Leo Vincent and Marisa Johnson.

AM 2018/2 Gathering Elders:

We appoint Lena Garrettson and Naomi Haigh as elders for the duration of AM 2018.

AM 2018/3 Nominations Committee:

We appoint Anna Kristiansson, Paul Schock James Westerman and Liam Brighton (subject to consent) as nominations committee for the duration of AM 2018, with Lisa Specht to join them as elder. We ask them to bring forward nominations for two extra planning committee members for Spring Gathering 2019, to our final business session.

AM 2018/4 Willy & Penn sustainability & nominations

During a discussion on our newsletter/blog Willy & Penn (W&P) led by our current editor Emmie Touwen, we have been glad to hear that it has reached new and old Friends present at our gathering. There are many ideas among us for the future development of W&P. We also recognise that to this point the revived W&P has not been a formal part of EMEYF's structures, and that this does not reflect its importance to our whole community. We want to ensure its continuation, and to that end we will set up an editorial team of 2-3 people. We ask our nominations committee to bring forward names for this team, to our final business session.

We acknowledge the need to develop a role description, and ask that the editorial team develop this in consultation with Communications Committee (CC).

AM 2018/5 2017 Consolidated Accounts

We welcomed our treasurer, Rose Almond, by skype for an update from our trustees. The 2017 consolidated accounts were presented to us, showing how our financial situation developed over the year. The accounts show a net increase in funds, but this is mainly due to the funding we receive for the Living Archives Project, without which EMEYF would be running a deficit, which is important for us to bear in mind going forward.

AM 2018/6 Budget 2019

Our trustees presented their proposed budget for 2019 (see detailed table attached to these minutes), including a handy acronym buster.

Two issues were particularly highlighted to us: our support for EMEYFers attending the Young Adult Leadership Programme (YALP), and funding to enable EMEYF roleholders to

undertake training relevant for their roles. We have heard that the YALP has been paused for a year and so will not go ahead in 2019. Therefore we ask trustees to remove it from next year's budget, and keep an eye on future developments with the YALP.

We have heard from our roleholders who have undertaken training for their roles, whether online or in person, about their experiences and what they gained. We reaffirm that trustees should continue to provide for roleholder training in the budget, particularly as it can help members of our community to feel better able to serve as roleholders, now and in the future. In this way EMEYF can help contribute to their personal and spiritual development, strengthening our community.

We accept the budget with this change, and thank the trustees for their work.

AM 2018/7 Sustainable Travel bursaries

The trustees have highlighted that they have included €300 in the 2019 budget for sustainable travel bursaries. This money is intended to help people to choose a more sustainable (i.e. non-flying) mode of travel to EMEYF gatherings, particularly as it is often more expensive. Following our discussion at AM 2017 (AM2017/12), and the testing of this approach in 2018 (CC2018/20), it is a good time to review this and clarify our practice.

Our previous suggested donation system, which calculated the donation to Trees for Africa based on participants' mode of travel (£/€2 for train, €5 for car, €8 for plane), seems to emphasise negative impact. Using this travel-based donation system to make up the amount available for sustainable travel bursaries would create the perverse situation where more people flying to events would make more money available for sustainable travel the following year.

We see the the sustainable travel bursary pot as a way to incentivise more sustainable travel and behaviour. Therefore, EMEYF will continue to put €300 annually towards sustainable travel bursaries as a standing commitment. We will continue to ask for voluntary donations from gathering participants, with the €2 for train, €5 for car, €8 for plane provided as a suggestion, but regardless of the level of donation EMEYF will make €300 available.

AM2018/8 Data policy

We heard from Lisette Nijboer, our fundraising treasurer, about the development of our data policy, which CC has approved since our last gathering (CC 2018/24). The policy is available on the EMEYF website, and is an evolving document so any comments or additions can be sent to CC. As a community we accept this policy and are grateful for the work that has been put into it.

AM 2018/9 Bursary policy

We have had a look at and heard about the updated bursary policy, which includes the part on the procedure for discerning about bursaries for roleholders and the sustainable travel bursaries. A number of comments and amendments were suggested, which we ask CC to implement and we accept the policy with these changes. We thank CC for their work on this.

AM 2018/10 Objective Advisors

We have heard CC's proposed list of objective advisors, who have agreed to serve our community in this way, as follows:

Annie Womack, Mieke van Opheuseden, Paul Sladen and Leo Wieldraaijer-Vincent.

We accept these names, and are grateful for their service.

AM 2018/11 Safeguarding policy

Our elders gave us an update on their work and thoughts on our safeguarding policy, which is being formalised at the moment. They are in contact with various Quaker bodies, who have also updated their policies. We want to ensure that Friends, whether under or over 18, feel safe at our gatherings and are also aware of the legal aspect of it. This is an ongoing process and we hold our elders in the light as we continue to develop a policy that works for EMEYF. We encourage any member of our community with experience or views on this to contact our elders.

AM 2018/12 EMES-EMEYF relationship

We have heard of an ongoing process of dialogue between CC and EMES. Out of this have arisen a few proposals to strengthen the relationship between our two organisations.

The first of these is that EMEYF should try and send EMEYFers to EMES Annual Meeting on a more regular basis. We also heard earlier in the weekend that Saskia Kuhlmann, our representative to EMES executive committee is trying to get EMEYF representative status to EMES, whereby it would send representatives to EMES AM as European YMs do. We find it important to strengthen our links to EMES gatherings and express our support for Saskia in this process.

Practically, we suggest that we could work with EMES to facilitate more EMEYFers being able to attend EMES AM, by ensuring our gatherings do not overlap, and publicising the AM among the EMEYF community.

Secondly, that EMEYF should provide an opportunity for the EMEYF representative to EMES executive committee, or another EMES staff or committee member to give some input to EMEYF AM, if relevant. We welcome that EMES wants to be present at our gatherings and will continue to make space for EMES to interact with EMEYFers at our Annual Meeting.

Thirdly, we have been contacted regarding whether EMEYF can send someone to the EMES Peace and Service consultation, an annual event bringing together people working for Quaker Peace and Service organisations across the section. We are thankful for this opportunity, and will share it with our community, giving interested EMEYFers the chance to attend.

We are pleased to be able to continue our ongoing dialogue and relationship, enriching our experiences and understandings of Friends in our section.

AM 2018/13 YAFDF discussion (recording minute)

On Friday morning we were joined by Susanna Mattingly, Friends World Committee for Consultation (FWCC) Sustainability Communications Manager, and heard about the new Young Adult Friends Development Fund that has been established from the former Quaker Youth Pilgrimage funds. We heard about the aims of the fund, and how to apply, and it was useful to hear that funding could be available for an event within our own section, if it crosses cultures and/or strands of Quakerism. We thank Susanna for an interesting and useful session.

[Clerks' note: Susanna joined us digitally, rather than in person]

AM 2018/14 EMES skype (recording minute)

On Saturday evening we had a chance to skype with our representative to the EMES Executive Committee, Saskia Kuhlmann, and hear about the work EMES has been undertaking, including developing a strategy, hiring a new assistant secretary, and reviewing the Ministry & Oversight programme. We are glad to hear of the new EMES developments, and how Saskia enjoys her involvement. We thank her for her ongoing service.

AM 2018/15 Friends House Moscow

We heard from our Friend David Mangels, who has recently begun his probationary year on the board of Friends House Moscow. It was interesting to hear about the structure and work of FHM and David's experiences at his first meeting. In the run up to our Spring Gathering in Russia next year, it felt useful to hear more about the Quaker context in Russia. At that gathering, we hope to further explore our potential links to Friends House Moscow.

AM 2018/16 Spring Gathering Russia (recording minute)

After a quick change of hats, we heard from SG planning committee member, David Mangels, about the planning of our next Spring Gathering, in Russia. The planning committee has set a theme, Building Bridges of Friendship in Europe, and is working on a programme. The gathering is set for the 24 April - 3 May, 2019, with the plan to have the final three days (30 April-3 May) as an added extra, to enable other Friends to attend other gatherings taking place that weekend. We are also excited to hear that the PC is working on a venue which will hopefully be confirmed soon.

[Clerks' note: Since AM, the Planning Committee has decided that SG will simply run from the 24th April to the 1st May]

AM 2018/17 QCEA report (recording minute)

We were glad to be joined by our Quaker Council for European Affairs (QCEA) representative, Wanda Dahme, for a report about the work suit-wearing Quakers do on our behalf in Brussels. The policy discussion at the EU-level is increasingly focused on militaristic approaches, which makes it more difficult for QCEA, but also means it is even more vital to provide a real alternative.

QCEA has been rather busy, launching its Building Peace Together report across Europe, updating its child immigration detention report and various quiet diplomacy lunches and events. We thank Wanda for her report, and her ongoing work with QCEA.

AM 2018/18 EMES YAFDF proposal

Also with Susanna Mattingly, we discussed a specific proposal from EMES for the YAFDF, who are planning to support two Young Friends from the Section of the Americas to attend the EMES Annual Meeting in 2019, and travel in the section around the gathering. One of the proposed gatherings they could also join would be our own Spring Gathering in Russia, planned to take place just before the EMES AM.

EMEYF would be happy to welcome the invited Young Friends to our spring gathering, though we note there may be practical issues related to timing of the various suggested gatherings, and visa requirements for Russia, and sustainability issues with their travelling between events in Ireland, our gathering in Russia and the EMES AM in

Budapest.

We also suggest to EMES that it would be useful to clarify the kinds of support available to the travelling Young Friends, on what may be a very intense and challenging experience. We look forward to collaborating with EMES on this, and ask CC to take this forward.

AM 2018/19 Minute of support for Asia West Pacific Section YFs

We were excited to hear from Susanna Mattingly of a group of YFs in the Asia West Pacific (AWP) section, in the midst of trying to establish a regular section-wide gathering for Yfs across AWP. We ask our clerks to send them this minute of support.

We are all too familiar with the feeling of coming home from an inspiring gathering, to the realities of everyday life, and want to send you encouragement to keep working for it, looking forward to your next gathering together, as an anchor in your lives. We also appreciate the challenges you are facing, and know from our own archives that it is far from easy to establish and maintain a Young Friends organisation. Over the past thirty years we've grown, changed, and re-discerned issues with each new generation of EMEYFers. We want to thank you for reminding us of what the EMEYF community means to us.

We're holding you in the light as you work to find a structure that works in your circumstances, and excited to contribute to this in any way we can, to share our collective experiences with you as you go forward. We can't wait to build connections between us and to see how the spirit moves among you.

AM 2018/20 Living Archives Project @ Annual Meeting

On Friday evening we heard a report from our Living Archives Project (LAP) Coordinator, via Liam Brighton, about the LAP workshops at EMES AM in Bergen. That report is attached to these minutes. What's more we were lucky to have part of the [LAP@EMES](#) team to recreate the workshop they gave in June.

We had the chance to rifle through and pore over, annotate and scribble on, share with each other and generally interact with copies of archive materials, across four themes: Spiritual and linguistic diversity; EMEYF, EMES and others; Communication, Community, Contact and Stories and Histories - the changing face of Europe.

On Saturday evening we had our second dose of Living Archive fun, this time with Esther Köhring, our LAPC, joining us in person! This time we took our interaction to the next level, by choosing scans or original documents, and sending a letter to its author. Some of these authors are known to us: whether our parents, who were organising bike tours in Poland or godmothers writing love poems to EMEYF. We also found writings that spoke to us profoundly from Friends we have yet to meet. We hope our letters will be a kind of gift to them, and wonder whether we might receive some post out of the blue in 30ish years.

We are thankful to the LAP@EMES team, and our LAP coordinator, for stimulating such interaction with our history, further enlivening our archives.

AM 2018/21 Nominations return

We appoint Carina Popova and Helen Nikol to join our PC for SG 2019 in Russia.

To form an editorial team for W&P, we appoint Melanie Huopp and James Westerman, both for three years until AM 2021 and Emmie Touwen for 2 years until AM 2020. We ask that any specific division of roles are included in the editorial team's role description. The team is encouraged to speak to trustees at any time regarding available funds. We will return to this topic and the role description at AM 2019, to review whether this structure meets the needs of the team and our community.

We thank the nominations committee for their work.

Attachments:

2019 Budget, page 7

[LAP@EMES](#) report, page 10

EMEYF Proposed Budget 2019

Advice on reading: All budgets are solely a guideline. They estimate how much income we hope to receive and roughly how much our annual activities will cost. Behind each number is a consideration of our annual costs and income. This is based on previous years end of year accounts which are a true account of what money has been spent and received, as well as recognising that on average travel costs increase by ~10%. Ultimately, we don't possess a time machine so it's important to realise that both spontaneous opportunities are possible (within reason fitting to our values...) and that income comes from donations that are hoped for rather than guaranteed meaning every effort to rally support counts!

Expected Expenditure: our expected costs, please read the notes for background understanding and (hopefully) clarity.

Activity	€ Total	€ from SGF	Note
SG (food & venue)	€3700		Food and venue are expected to be covered by participant fees.
SG Planning	€1000		Often SG planning happens in the preceding year to the event itself this means it's difficult to budget without knowing the size of the committee and location of meet up.
AM (food & venue)	€450		Food is expected to be covered by participant fees. We also give a donation to the venue from our core costs.
CC at AM*	€1120	€400	CC can claim back for their travel to AM.
CC face to face*	€1120	€400	CC usually communicate over skype however they are also encouraged to meet in person outside of AM and SG, once a year.
Reps to EMES	€450		To assist rep in attending event or reporting back to EMEYF.
Reps to QCEA	€450		To assist rep in attending event or reporting back to EMEYF.
YALP	€0		Historically EMEYF have budgeted partial bursary for EMEYFers to attend Woodbrooke's Young Adult Leadership Programme. There will be no YALP in 2019 therefore it isn't necessary to budget (see minute AM 2018/6 Budget 2019).
Training for Role holders	€500		In 2018 we specifically budgeted this so that role holders felt encouraged to partake in courses that help with their role.
LAP Research*	€1000	€1000	
LAP Oversight*	€500	€500	
LAP Community*	€1500	€1500	
Communication & Outreach*	€400	€400	For example, costs for Willy & Penn blog and potentially the website and leaflets.
Bursaries for AM & SG*	€1500	€750	It's inflated from previous years due to the extra expenses expected in attending SG in Russia e.g. - visa costs. We suggest that EMEYF funds cover up to €750 additional to SGF, and if fundraising is more successful this could be increased with demand.
Sustainability	€300		We're in a period of transition in how the income through the sustainability commitment is spent. We

Commitment Pot			budget €300 per year for financial incentive to choose a non-flying mode of transport to an EMEYF event then this money is available. See the bursary policy.
Admin, bank fees and other	€100		Covers extra costs like posting the EMEYF quilt, stamps for postcards and bank fees.
Total	€14,090	€4,950	

*The SGF was intended in three instalments however as the LAP project took longer than originally planned to gather momentum the money rolls over to be spent in proceeding years.

Income: Money we hope to receive in the forthcoming year.

Source	€	Note
AM Participant Contributions	€300	Food is expected to be covered by participant fees.
SG Participant Fees	€370 0	Food and venue are expected to be covered by participant fees.
SGF	€0	Our SGF funding has ended
Donations from meetings (Yearly/Area/Local)	€200 0	Inflated from previous years due to planned Fundraising campaign.
Donations from YFGM	€550	YFGM have historically budgeted (£500) to support EMEYF
Donations from Friends of EMEYF	€100 0	Thanks to regular direct debits we can estimate this.
Donations from EMEYFers to the Sustainability Commitment pot	€200	We record how everyone travels to EMEYF events and calculate a sustainable commitment cost some of which is covered by attendee donations (if they wish) otherwise it's topped up by EMEYF funds and recorded in our accounts. Revised down from last year in line with income.
Total	€7,750	

Income - Expenditure: the net expected cost/profit for the year.

$$€7,750 - €14,090 = - €6,340$$

As in previous years we're running at a planned net deficit. Currently we have enough bank funds to do this. However, the SGF for LAP is complete therefore going forward when budgeting for 2020 we will need to find another funding source.

This is a large deficit, €3,000 is specifically due to planned project work for LAP which would lead to a €3,340 deficit from EMEYF funds.

The consolidated expected money in both bank accounts at the start of 2019 is €40,741**, and at the end of 2019 it could be €34,151 if the budget is as planned.

** I've considered CC attending AM (and getting their receipts sorted by the end of 2018!) and the last of the LAP money coming at the end of 2018.

Acronym buster:

CC - Communications Committee

AM- Annual Meeting

SG- Spring Gathering

SGF - Small Grants Fund

LAP - Living Archives Project

YALP - Young Adults Leadership Program

EMES - European and Middle Eastern
Section

QCEA - Quaker Council for European
Affairs

EMEYF - European and Middle Eastern
Young Friends

YFGM - Young Friends General Meeting

Report EMEYF [LAP@EMES](#) AM 2018 (Bergen, May 2018)

The EMEYF LAP was brought to EMES AM by a team consisting of Emmie Touwen, Lynda Berry and Liam Brighton, supported by me as LAPCo.

The team met several times via skype to develop ideas and to prepare. In addition, Emmie and I spent a day at the archives in Brussels, collecting, scanning and assembling the materials used. At Bergen, we were also supported by EMEYFers attending the EMES AM (George Thurley and David Mangels), and former EMEYFers and FofEMEYFers attended our workshops.

EMES AM was bigger than usual, with not only representatives but also interested Friends attending. This was because it was EMES' and Norway YM's anniversary. Therefore, we expected the topic of how to engage with the past of our community to enrich our present would be met with interest.

We developed a format which consisted of

1. A general introduction into the project. For this, it was important to have "original ring binders" available – the materiality of the handwritten notes etc. is a necessary part of the project. We also shared the queries that I had developed for the LAP workshops at EMEYF AM and SG:

What speaks to you, what do you recognize, what surprises you?

What would you like to tell those who wrote those documents?

What would you like to ask them?

2. Four tables with (scanned and printed) materials, assembled around four topics:

a) Spiritual and linguistic Diversity - challenge and gift

b) EMEYF, EMES and others: International Quaker bodies, their missions and structures

c) Communication, Community, Contact – a scattered community and the promise and risk of digital communication

d) Stories and Histories - the changing face of Europe

For each table, we choose 10-20 documents which speak about this topics – some explicitly, some in a more indirect way. Having them available as copies meant that we could invite Friends to scribble on them, write down notes, reactions, questions etc. For each table, we also had a set of more specific queries available (attached).

Preparing this was a lot of work, but the format can be repeated easily. Ideally, we would like to take copies with scribbles and words to the next place. Sadly, at EMES AM, the encouragement to write down your own stories was met with hesitation. How can we encourage Friends more? Probably by starting it ourselves...

We offered a Special Interest Group and ran it two times. It was sad that because of so many interesting SIGs being offered in parallel, the numbers of those attending were rather low, plus we missed out on the other SIGs. But those attending gave really positive feedback. There was a lot of interest in the general project and our reasons for interacting with the LAP instead of focusing on sorting and putting it away neatly. Our general queries ("what speaks to me? What surprises me?") etc. were copied into a lot of notebooks and will be used for similar projects in Central Europe and in local meetings all over Europe. And a lot of intense discussions happened about the relationship between Young Friends and Quakerism as well as about specific topics.

For example, I had a long conversation about how to do business sessions with a multilingual community (Central European Gathering), how to avoid English as *Lingua Franca* in Quakerism (as it often hinders the development of non-british Quakerism and is exclusive) and how to clerk as a non native speaker of English. It seems that EMEYF has reflected the language issue more deeply than a lot of other Quaker communities and that we have a richness of stories, queries, insights and creative solutions to share, and that this is a question of vital importance to emerging meetings outside of the UK and Ireland, to cross-border meetings (a rising phenomenon, due to a nearly borderless Europe) and last but not least to individual Friends whose spiritual journey takes them into international Quaker communities.

Another topic that we can use the LAP for and that was met with interest is the exploration of the changes stemming from the digital revolution. For example, EMES Nomination Committee is currently looking into how the changed means of communication like Skype etc. have changed the way we do nominations, and their impression is that things overrun Quakers, without a change for reflection and adaptation. Again, EMEYF has done a lot about this over the past 30ish years, and we have a treasure to share here.

What did we learn from the experience?

We should look into formats of exhibition, to make the LAP accessible outside of sessions. We still think that the main format for the LAP to be alive is sessions (where we can interact and engage with the archives and with each other), but we need ways to attract people – the equivalent of having a ring binder around at an AM – and to communicate what the LAP is about. This again is something that an “exhibition” can only achieve if it does not only present materials of the past, but reflects our interactions, because people find it hard to understand that this is not just of historical interest.

It was difficult to communicate what we had to offer: not just a glimpse into EMEYF’s past, but a device to facilitate conversation about topics that have been of importance to EMES as well as to member meetings and that we believe are still of interest. Topics like language diversity, being a scattered community, the implications of change in communication and technology as well as the changing face of Europe were present throughout the session on EMES’s past (which consisted of former clerks and secretaries sharing their memories) and Norway YM’s history (a Special interest group/talk), but our offer to use our materials for the reflection of these was not taken up by the meeting as a whole. This communicated for example by the way our SIG was being announced and reflected in the (draft) epistle. How can we bring the point across that this is not YF sharing their history, but EMEYFers using their archives to talk about the past(s), present(s) and future(s) of EMEYF as well as of the wider Quaker community as well as of Quakerism in general? We do have something to offer – the LAP is a treasure chest – and we have put a lot of effort into making it accessible. We need to put effort into bringing it to Yearly Meetings (something I would like to encourage EMEYFers to do in 2019!) and to communicate even more that this is something we do not do as narcissistic self-celebration, but as an offer for everyone.

Bringing LAP to EMES AM first (instead of a smaller YM) was a challenging choice (but made sense because of the double anniversary of EMES and Norway YM, and well, because they are our funder for the project). Maybe it highlighted the general problems very clearly, that might be not as urgent at smaller Meetings, but will need to be addressed. It was a valuable learning experience for which I am grateful and which I hope to continue with many of you in the next year.

Esther Köhring, LAPCo

Attachment: Queries

General Queries for each table:

What speaks to you, what do you recognize, what surprises you?

What would you like to tell those who wrote those documents?

What would you like to ask them?

Queries for Table 1:

Diversity - challenge and gift

How did EMEYF experience diversity - of language, of faith, of culture, etc - in the past?

How did EMEYF respond to the challenges? Have there been instances of failing? Celebrations of diversity as gift?

How do we experience diversity in our international Quaker bodies?

What can we do to become more inclusive and diverse?

What is gained and what is lost by having English as lingua franca?

How do diversity and unity relate?

Queries for Table 2:

EMEYF, EMES and others: International Quaker bodies, missions and structures

What did EMEYF explore as their mission, their role - why do we need a community of European and Middleeast (Young) Friends?

What did EMEYF learn, unlearn, relearn about the needs and limits of structures?

How do EMEYF and EMES relate? What can we learn from each other, what can we gain from working together, what distinguishes us?

In what way is being an EMEYFer/EMESer part of your Quakeridentity? What is it relation to your membership in your local meeting/YM?

How do we organise international networks in a way that gives space for the spirit to move, while being effective?

Queries for Table 3:

Communication, Community, Contact

What challenges did EMEYF meet over the years when it came to communication?

How did the changes in media and digitalisation affect EMEYFs ways of communication and their community?

How do we create and maintain community when we are scattered over Europe (in between gatherings)?

How can we use modern ways of communication in a way that sustains community - and what was lost in the process of digitalisation?

Queries for Table 4:

Stories and Histories - the changing face of Europe

How did the changes in Europe affect EMEYFers - how did it shape their identity as European and as European Quaker?

What are the stories that we need to tell?

Where are we now - what is the state of Europe, which borders are up and which are down, how do they affect us?

What can we say and do in turbulent times?