

Annual Meeting 2020

18 to 22 November, on the online platform jitsi.com

Present:

Melanie Hurop, Emmie Touwen, Lena Hofmaier, George Thurley, Lisette Nijboer, Paula Christophersen, Saskia Anna Zijerveld, Rose Almond, Lisa Specht, Marcie Winstanley, Thea Torek, Peter Doubtfire, Leyna Garrettson, Paul Schock, Esther Koehring, Noach Wunner, Anna Hielscher, Kirsten Stuhr, Hugh O' Farrell Walsh, Liam Brighton

EMEYF AM 2020/01 Opening minute

We gather for the second time in 2020 - and in EMEYF history! - entirely online. Normally we would have been assembling together for three to four intense days in the Quäkerhaus in Bad Pyrmont, travelling hours or even a day across Europe to be together in person. Instead we take up our places behind our laptops or tablets, to meet together in our virtual blaues Zimmer and Küche. EMES, Jenny McCarthy and Paul Sladen send us greetings, for which we are grateful. We hope to be able to connect over the coming days, and to feel the EMEYF community running through our everyday lives.

CC 2020/19 Annual Meeting Nominations committee

Following minute CC 2020/15, we appoint Lena Hofmaier, Saskia Zijerveld, Vitek Springorum and Hugh O'Farrell-Walsh, with George Thurley as 'elder' as a virtual Nominations committee for Annual Meeting 2020, and ask them to bring names for the relevant roles to our final business session on the 22nd November.

EMEYF AM 2020/2 Gathering Elders

For the duration of our gathering, we appoint Thea Torek, Marcie Winstanley, Lisette Nijboer and Noach Wunner to serve as elders, with the support of Lisa Specht as our standing elder.

AM 2020/03 CC Report

We heard from Leyna about the main topics Communications Committee has been considering in 2020, particularly the new approach to Noms Comm since moving to online gatherings (and based on feedback from last AM), organising online gatherings, and the transfer of our domain, emeyf.org. We thank the Communications Committee for their committment throughout the year.

AM 2020/04 QCEA Report

We heard from Lisa, who attended the past QCEA General Assembly and was able to give us insights into what has been happening at QCEA. She reported that QCEA has taken on joining converstaions around Covid, asking questions such as "what could Europe look like post-COVID?" and continuing their work on social justice in Europe, particularly in the context of the Black Lives Matter movement. Moving with the times, QCEA is continuing their work in Peace and Human Rights and testing new formats. Lisa recommended the QCEA youtube channel as a good way of keeping up to date with their work. We thank Lisa for her involvement and sharing her insights with us.

AM 2020/05 PC 2021 Report

We heard that Planning Committee are on pause until February next year, having rebooked the venue for the 17-24th of July 2021. Invitations will be sent after February. We heard that new members are needed for the committee and ask Nominations Committee to look for a Friend (or two) to serve in this way. We thank planning committee for their work and hope that we will be able to meet in Finland as planned.

AM 2020/06 Objective advisors

We have heard CC's proposed list of objective advisors, who have agreed to serve our community in this way, as follows: David Mangels, Paul Sladen and Leo Wieldraaijer-Vincent. We accept these names, and are grateful for their service.

AM 2020/07 Trustees' report

We have heard from our trustees about their work this year. Esther told us about the work they put into developing a flexible pricing structure for EMEYF gatherings, following Annual Meeting in 2019 (minute AM 2019/9). They worked to translate this idea into reality, looking at both technical issues and questions around empowerment and financial ability, producing a one-page explainer of the new structure as part of the invitation for Summer Gathering in Finland. Unfortunately it wasn't possible to test this structure in the summer.

Lisette told us about the process of deciding to postpone the planned in-person summer gathering till 2021, based on the input of the planning and communications committees. Happily thanks to an impromptu Planning Committee we were able to meet online instead. Looking forward to next year, trustees will again assess whether an in-person gathering will be possible 6-8 weeks before the planned start date.

AM 2020/08 Budget 2021

Pete, our treasurer, told us about EMEYF's finances in 2020. We find ourselves in strange financial circumstances. Much of EMEYF's turnover and bursary expenses come from in-person gatherings, which was absent this year, but thankfully donations continued to come in, meaning EMEYF will end the year with a slight surplus, which will be helpful in the coming years. With the help of a doodle, Pete visualised our expected outgoings and incomings for 2021.

The budget increases the funds for travel support by 10%, and makes conservative estimates on incomings from the Summer gathering fees (due to the flexible pricing structure) and for donations from Quaker meetings. Due to the pandemic, there is an element of unpredictability related to all these issues.

Despite these conservative income estimates, the 2021 budget still shows a slight surplus. This is due to plans to ask for the last installment of the Sprititual Growth Funds (SGF) grant which EMEYF receives from EMES. These funds are restricted and this is the last installment of the grant from EMES, meaning EMEYF will need to diversify funding sources going forward.

ChC minutes 2020/08 and 2020/09 provide more detail. The full budget, and Pete's visualisation are attached to these minutes. We thank Trustees for their work.

AM2020/09 Online Community

We came together this morning for a session on "online/blended community" hoping to shine a light on where we stand and where we might like to go with our online communication and spaces, and how we connect throughout the year, outside of gatherings. The Coronavirus pandemic has lead us to reflect on these questions, though there have long been ideas floating around.

In small groups we gathered the experiences of our community with our existing online platforms (facebook, email list, Willy & Penn and jitsi worship) and reflected on the different ways they are used. We are largely content with the platforms currently available, though we interact with them differently. We recognized through our exchange that there is a wish to be in touch on a more regular basis throughout the year. That said, different EMEYFers have different needs regarding how they connect, how often, and how deeply.

We want to enable and encourage Friends to take the initiative, and also to join others, in engaging with eachother through the existing platforms or exploring new ways to deepen community. This is challenging, especially in times of physical distance and for those members of our community who have not had the chance to attend an in-person gathering yet. Through trusting one another, ways will open to facilitate new forms of engaging and encouraging each other to be active in shaping our community.

We will use our jitsi space on a weekly basis, alternating Meetings for Worship and more open conversation space, as a first step. To encourage everyone within EMEYF to bring their ideas and needs, we ask our clerks to set up a pad for any member of the community who would like to host one of these Tuesdays to fill in their contributions, ideas, contact details and requests for support, and to share this link via the mailing list. This is to help EMEYFers to keep an overview of the different activities that are planned for the upcoming Tuesdays and also to facilitate collaboration on concrete topics.

We have chosen to postpone further conversations around the prospects of blended gatherings for a later time, hoping to use the Tuesday spaces on jitsi. The notes from participants during the session are attached to these minutes, for our inspiration going forward.

AM2020/10 Nominations return

We appoint Marcie Winstanley as co-clerk of EMEYF from AM 2020 until AM 2023.

We have heard that Jenny McCarthy would like to be released from her role as elder. Therefore we appoint Liam Brighton from AM 2020 to AM 2023 and Lena Hofmaier from AM 2020 to AM 2022.

We appoint Thea Torek to be Fundraising treasurer from AM 2020 until AM 2023.

To join the Willy & Penn editorial team, we appoint Ella Otomewo from AM 2020 until AM 2023.

To join the planning committee for our 2021 SG in Finland, we appoint Tommy Vad Funderud Flaaten and Sunniva Funderud Flaaten.

We appoint Rose Almond to continue as a trustee until AM 2021. We ask CC to appoint two trustees from their number at their first meeting after this gathering to replace Lisette Nijboer and Esther Köhring who will be released as trustees by Charitable Committee.

We release George Thurley as Co-clerk, Lisa Specht and Jenny McCarthy as Elders, Lisette Nijboer as Fundraising Treasurer, Emmie Touwen from the Willy & Penn editorial team, and Silja Hampel from SG PC 2021. We thank these Friends for their service, and the nominations committee for their work.

AM 2020/11 Closing minute

In the midst of the ongoing global pandemic we gathered once again online, trying to bring some grounding to our gathering by naming our virtual spaces after the rooms in Bad Pyrmont's Quäkerhaus. Through coming together many times a day, sharing meals and thoughts, gathering for workshops and poems, we feel strengthened in our sense of community.

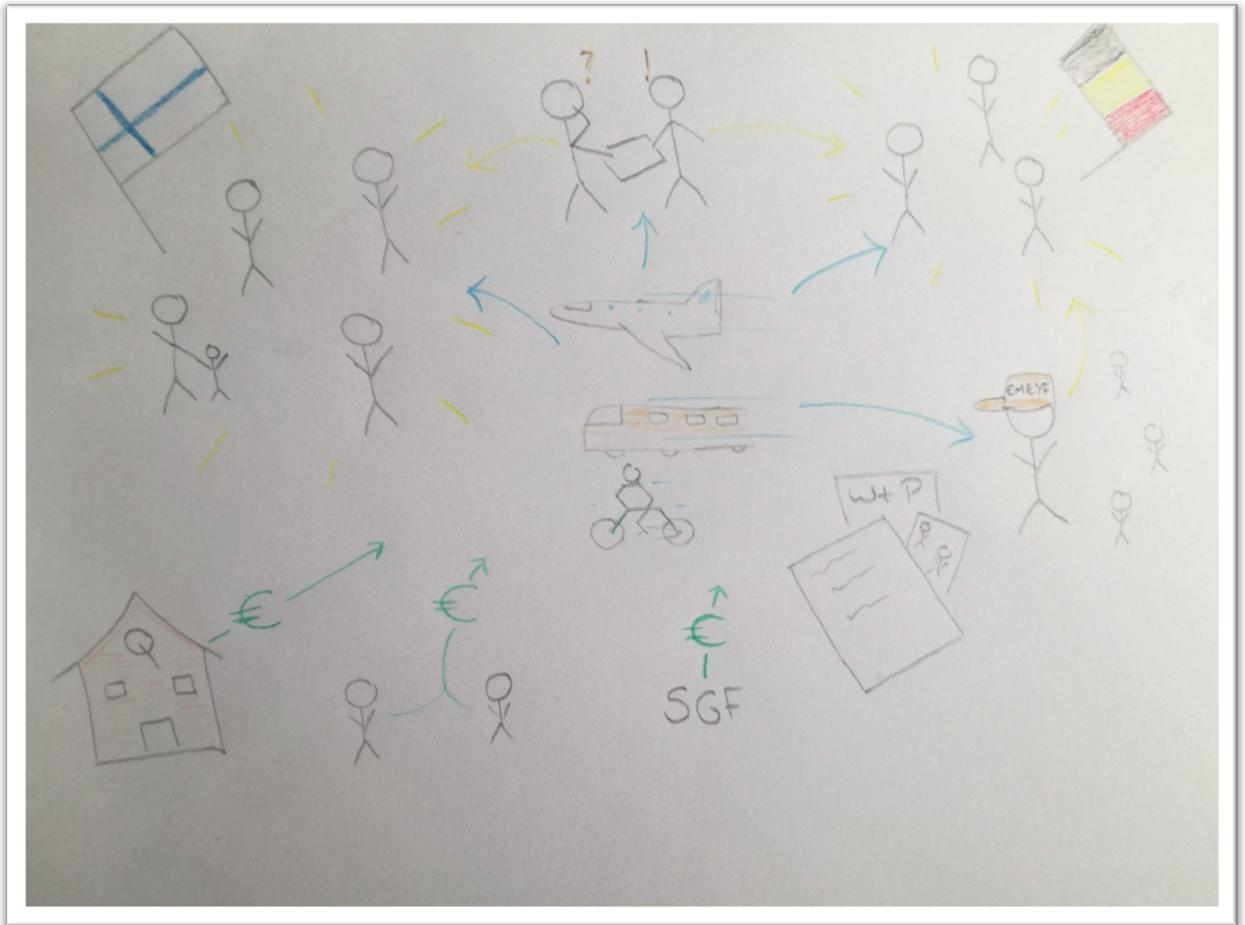
Our Willy & Penn team invited us to share books and poetry that are meaningful to us, which inspired deep and beautiful sharing. We cherished this space and time to share with each other openly.

In another session, we read and reflected on materials from our Living Archives Project (LAP) - considering a proposal (thought to be from the 1990s) for another form of EMEYF gathering, appropriately enough. We reflected on what these former EMEYFers aspired for in their vision, and fed this into our contemporary discussions of our current and imagined future online community, which we considered this AM. We feel we have planted the seeds for our ongoing interaction, particularly online, carving out space to answer the varied needs of all members of our community. With these shared experiences and conversations we move forward in a feeling of togetherness and deepened connections as a community transcending physical borders.

ANEX:

- 1) Budget Infographic
- 2) Proposed Budget

Annex 1: Budget Infographic



Annex 2: Proposed Budget

EMEYF Proposed Budget 2021

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
Event related Costs			
SG (food & venue)	€7,500		Based on 34 participants at €220 per person. Food and venue are costs expected to be covered by participant fees. However we are trialing a new flexible pricing system and trustees have agreed to underwrite the cost in the event that contributions do not cover the full cost. This does not include travel bursaries.
SG Planning	€1,500		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)	€500		Food is expected to be covered by participant fees. We also give a donation to the venue from our core costs.
CC face to face	€1,430	€570	CC usually communicate over skype however they are also encouraged to meet in person outside of AM and SG, once a year.
Travel Bursaries for attending gatherings	€1,750	€580	This year we are trialing a new system of participant donations for SG, so bursaries only cover travel
Bursary for sustainable travel (Sustainability Commitment Pot)	€300		To subsidise non-flying modes of transport to EMEYF events.
Role holder expenses			
CC at AM	€1,400	€560	CC can claim back for their travel to AM.
Representative of EMEYF at QCEA	€440		Approximate travel cost for EMEYFer to travel to QCEA annual meeting and EMEYF annual meeting. As outlined in role description, other costs of the their role are covered by QCEA.
Representative of EMEYF at EMES/FWCC	€440		Approximate travel cost for EMEYFer to travel to EMES annual meeting and EMEYF annual meeting. As outlined in role description.
EMEYF Member of the EMES Executive Committee	€220		Approximate travel cost for the EMEYF member of the EMES Executive Committee to attend EMEYF annual meeting. As outlined in role description, other costs of their role are covered by EMES.
Training			
Training for Role holders	€500		To support role holders to partake in courses that help with their role.
Other projects			
LAP work	€500	€500	For travel to share LAP work, plus costs for e.g. Willy & Penn blog.
Other costs			
Insurance	€200		

Admin, bank fees and other	€100		Covers extra costs like posting the EMEYF quilt, stamps for postcards and bank fees.
Total	€14,280	€2,210	

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

Source	€	Note
AM Participant Contributions	€500	Food is expected to be covered by participant fees.
SG Participant Fees	€6,500	Food and venue are costs expected to be covered by participant fees. However we are trialling a new flexible pricing system and trustees have agreed to underwrite the cost in the event that contributions do not cover the full cost. We are budgetting for donations to be less than the full cost, in lieu of bursaries. This does not include travel bursaries.
SGF - for LAP	€5,633	We are planning to ask for the last installment of €5633.33 (~£5000) in 2021.
Donations from meetings (Yearly/Area/Local/YFGM)	€1,250	Given that 2021 will likely be a tough financial year for many Quaker bodies, we are budgetting approx 50% of donations recieved in 2020
Donations from Friends of EMEYF	€1,400	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.
Total	€15,483	

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

Total Income =	€15,483
Total Expenditure =	€14,280
Net cost/profit =	€1,203

This budget would leave us with a small surplus at the end of 2021. However, this is primarily due to the final installment of the SGF for LAP, and going forward we will need to find other funding sources.

We have had low expenditure in 2020 due to the coronavirus situation. I forecast there to be between €38000 and €39000 between both accounts at the end of 2020 / start of 2021. This budget would anticipate this to increase to between €39000 and €40000 at the end of 2021 / start of 2022.

Acronym buster:

CC – Communications Committee	LAP – Living Archives Project	EMEYF – European and Middle Eastern Young Friends
AM- Annual Meeting	YALP – Young Adults Leadership Program	
SG- Spring Gathering	EMES – European and Middle Eastern Section	YFGM – Young Friends General Meeting
SGF – Small Grants Fund	QCEA – Quaker Council for European Affairs	