

# EMEYF Annual Meeting 2019 14-17 November, Quaker House, Brussels

## Meeting for Worship for Business Minutes

**Present:** Michael Eccles, Lena Hofmaier, Kilian Schulze, George Thurley, Lisa Specht, Leyna Garrettson, Esther Köhring, Lisette Nijboer, Silja Pfeiffer, Liam Brighton, Paul Schock, Ronja Schock, Noah Schock, Rose Almond, Johanna Buchmann, Marcie Winstanley, Wanda Dahme, Emmie Touwen, Jenny McCarthy, Annie Brock Womack, Lynda Berry, Saskia Kuhlmann, Vitek Springorum, Mieke van Opheusden.

### **AM 2019/1 Opening minute**

We gathered together in Quaker House, greeting each other with hugs, handshakes and reports on our journeys to Brussels. For some the journey started before the sun was up and our community gradually snowballed as we chatted, cradled hot drinks, started chopping for, and eventually ate, dinner. We're glad to be together, and are looking forward to the weekend.

We have received greetings from the Prague meeting, from Michael Best, Theo (Freiburg meeting), Paul Sladen, Andrew Lane (QCEA), Kirsten Stuhr, Rose Oliver, and Marisa Johnson (EMES).

### **AM 2019/2 Gathering Elders**

For the duration of our gathering this weekend, we have appointed Jenny McCarthy, Lena Hofmaier, Marcie Winstanley (subject to consent) and Paul Schock (subject to consent), to serve as elders.

### **AM 2019/3 Nominations committee**

For the duration of this Annual Meeting, we have appointed Annie Brock Womack, Vitek Springorum, Lynda Berry, Johanna Buchmann (subject to consent) and Liam Brighton to serve on the nominations committee, together with Lisette Nijboer as elder.

We ask them to bring forward nominations for the roles outlined in the documents in advance to our final business session.

### **AM 2019/4 Willy & Penn editorial team**

We've heard from Emmie, one of our Willy & Penn editors, that James Westerman has not been active within the Willy & Penn editorial team since he was appointed last year.

We therefore release him from this role, and ask our nominations committee to look for a Friend to join the editorial team for three years, and bring a name to our final business session this weekend.

### **AM 2019/5 EMEYF-EMES role agreement and representative to EMES Annual Meeting**

We've heard from George on the recent discussions between EMES and EMEYF regarding the appointment of an EMEYF representative to the EMES AM. These discussions have produced an agreement on the two EMEYF-EMES roles. We considered this proposal and accept the role agreement (attached to these minutes). We intend to review these roles and how they are working together in three years time (after the first term).

Consequently we ask our nominations committee to look for a Friend to serve in this new role, and bring a name to our final business session this weekend.

### **AM 2019/6 Budget 2020**

We've heard from Rose, on behalf of our trustees, about our proposed budget for 2020, covering our main incomings and outgoings. The budget includes a planned deficit of around €2,000. Our reserves remain healthy, and much of the deficit comes from spending LAP money received in previous years.

A summary of the budget is attached to these minutes. We accept the budget and thank the trustees for their work.

### **AM 2019/7 QCEA report**

We've heard from Mieke, our QCEA representative, on the work and activities of the Quaker Council for European Affairs.

She reported on campaigns, prospects and her experiences from the recent QCEA General Assembly. She particularly highlighted the #chooserespect (<https://www.chooserespect.eu/>) campaign in cooperation with twitter against hate speech around the 2019 European elections. The campaign reached over 1 million people. She also mentioned QCEA's hope to mainstream migration issues in the existing Peace and Human Rights programmes going forward, which GA members helped to brainstorm. QCEA's current strategic plan also includes the commitment to apply a climate justice lens in its work, in response to the climate emergency.

A written report is attached to the minutes. We thank Mieke for her report and her engagement.

### **AM 2019/8 SG 2020 Update**

Silja gave us an update about the progress on planning Spring Gathering next year. The gathering will actually be a summer one from the 18<sup>th</sup> - 25<sup>th</sup> July 2020, in the south of Finland. The theme will be "Nature and Spirituality", fitting well with the chosen location of Leppäniemen Hirsihuvilat ([hirsihuvilat.com](http://hirsihuvilat.com)). The invitation will be circulated soon.

### **AM 2019/9 SG 2020 pricing**

Silja highlighted that due to the higher cost of living in Finland, the participation cost per person for next year's gathering will be €200, which is more than usual. Trustees have identified a number of options to address this including increasing the participation fee, increasing the bursary pot, or testing a more flexible pricing structure. Bursaries will still be available in any case.

We feel that a sliding scale for the participation fee would increase accessibility, as bursaries can sometimes set a higher threshold of need, discouraging applications.

We also feel that such a system can increase the transparency of EMEYF's financial structure, empowering EMEYFers to contribute, according to their financial abilities and needs, to our community. To support a more flexible system, information on costs, and advice on assessing one's own possible contribution would be helpful. Information in advance should include more than just numbers, also explaining the feeling behind the structure.

We endorse the idea to test a more flexible scale at the next spring gathering, and thank trustees for testing this idea with us.

### **AM 2019/10 SG pricing for children**

We heard from Silja on how the pricing for children has been handled in the past, when the fee for children has been half the participation fee. Going forward we feel it will be helpful to have clearer guidance in order to support planning committees.

The suggested pricing for children is that under-2s pay no fee, under 12s pay half price and children 12 and older pay the full fee. We accept this as guidance for planning committee, depending on the specific context of each gathering. Ensuring pricing is transparent (for

example a break down of the fee such as how the venue costs are determined, excursion, food costs etc.) can also help participants to make financial decisions.

It is important to note that these fees are actually family costs, and that therefore families with more children might have a greater need for financial support. We encourage planning committees to be flexible in enabling such families to attend, and to communicate this possibility.

#### **AM 2019/11 Spring gathering timing flexibility.**

Given the shift of the 2020 spring gathering to the summer, we were asked to consider how flexible planning committees can be regarding the scheduling of our longer gathering.

Generally, spring gathering has occurred over Easter as many European countries have holidays during this time and exploring Easter traditions across our section has been enriching. However, there is no ideal time that will suit all members of our community. There have also been summer gatherings in the past, both as well as, and instead of, a spring gathering.

We trust our planning committees to discern the most appropriate dates for a gathering based on our collective discernment of a general location and/or a potential theme.

#### **AM 2019/12 Planning document (recording minute)**

On Friday we had a session discussing what planning committees need in order to plan a gathering, and what participants' need, before looking at and revising the planning document itself.

One key point that arose was the benefit of enabling the committee to build community together earlier on in the process, via a face-to-face meeting. It was useful to look at the document together, and think about both planners' and participants needs. We encourage EMEYFers to send any further feedback on the document (link to website) to our gatherings coordinator.

#### **AM 2019/13 Safeguarding update**

Since our SG in Russia, CC has worked to incorporate some safeguarding points into the above-mentioned planning document. CC was also asked to bring a proposal for a more formal structure to this meeting, but that has not been possible.

As part of our discussions on the planning document on Friday, we also considered safeguarding. The feeling was that many spiritual and pastoral needs can be and are covered by the appointed elders. We also consider it helpful to make the contact information of relevant services available at a gathering, in case more severe situations or needs arise. We ask CC to organise this for next year's SG.

#### **AM 2019/13 Objective advisors**

We have heard from our co-clerks that it has not been possible to confirm the list of objective advisors in time for this meeting. We ask CC to confirm and minute the names of those willing to serve, in one of their upcoming meetings, before bursaries are discerned for SG.

#### **AM 2019/14 Nominations return**

We appoint Jenny McCarthy as elder of EMEYF from AM 2019 until AM 2022.

For the role of UK treasurer we appoint Peter Doubtfire from SG 2020 until SG 2023, with a handover period with Rose Almond till SG 2020.

To join the Willy & Penn editorial team, we appoint Lena Hoffmaier from AM 2019 until AM 2022.

We appoint Marcie Winstanley to be Living Archives Project coordinator from AM2019 until AM2022. There will be an informal handover period with Esther Köhring.

As our first EMEYF representative to EMES Annual Meeting, we appoint Liam Brighton for 3 years from the 1<sup>st</sup> January 2020.

To join the planning committee for our 2020 SG, we appoint Johanna Buchmann.

Our meeting has not been able to find someone to fill the role of EMEYF EMES executive committee member. We ask CC to find an arrangement with EMES to ensure that there is an interim person sent by EMEYF until EMEYF can nominate formally for this role at SG 2020.

We release Rose Oliver as Elder, Esther Köhring as LAP coordinator and Anna Kristiansson from SG PC 2020. We thank these Friends for their service, and the nominations committee for their work.

### **AM 2019/15 Closing minute**

This weekend we've enjoyed time for food, fellowship, reflection, consultation, business and creativity, gathering around the EMEYF Quilt. We valued the opportunity to have an exchange with Michael Eccles about EMES and the world family of Friends. We worshipfully shared where we dedicate our energies for change, in a plethora of ways all around Europe. We experienced living history and delved into the archives, which inspired new offerings. Some of us (attempted) to fuse kindness and cubism, among other things, in the Willy & Penn workshop (one review called it, "surprisingly fun!") - results coming soon on willyandpenn.com.

Our last evening closed with a newly composed song and candles lit, for those in our thoughts. We are grateful for our time together, and look forward to what may come.

*Clerk's note: Jenny McCarthy has taken the EMEYF quilt home, will care for it and possibly display it in Sheffield meeting house. She will make sure it gets to SG 2020, so the community can decide where it goes next.*

### **Attachments:**

**EMEYF-EMES roles agreement, p5**

**Budget summary, p7**

**QCEA written report p10**

## EMEYF to EMES Roles agreement

EMES and EMEYF agree on the following outline of the two roles, their nominations process and financial arrangements.

### **EMEYF representative to FWCC/EMES**

- This is a new role (for EMEYF) but the model already exists, with Yearly Meetings appointing reps to EMES.
- These representatives attend EMES Annual Meeting (AM) – which takes place once a year – and are responsible for keeping their “home meeting” up-to-date with EMES’ activities and plans, as well as representing their “home meeting” and its concerns at EMES AM.
- Therefore, the EMEYF rep to EMES will be expected to take primary responsibility for reporting back on EMES activities to EMEYF, either at Annual Meeting or Spring Gathering, with support from/in consultation with the EMEYF member of EMES Executive Committee (EC).
- All representatives to EMES are also officially representatives to FWCC in general, at the world level. The EMEYF representative is encouraged to attend FWCC world gatherings as they occur, if possible.
- The role includes participating in the work of FWCC/EMES committees, as appropriate. This involvement would be entirely dependent on whether the representative feels able and willing.
- The role may also include communication with FWCC/EMES staff, roleholders and representatives, as needed.
- For further detail, please see the role description for FWCC/EMES reps.

### ***Nominations process and term of service***

- The nominations process for these roles should proceed as follows – EMEYF makes a nomination, following its processes, which is communicated to EMES.
- Representatives serve for 3 years from 1 January following their appointment. Reappointment is possible.
- EMEYF and EMES agree to begin with one representative, and review whether adding a second would be beneficial at the end of the first term, or as needed.
- EMEYF should also consider appointing a deputy/alternate in case the first is prevented from attending.
- Having this specific EMEYF representative to EMES should not prevent other YAFs from attending the EMES AM.
- [Following the EMES constitution, EMEYF would be entitled to appoint two representatives, but small meetings (or larger ones, depending on finances) may only send one].

### ***Financing***

- EMEYF will pay for the representative's travel to EMES AM while EMES will cover food and accommodation (registration fee).
- EMEYF should cover the representative's expenses to attend EMEYF Annual Meeting (support to attend Spring Gathering can also be made available in the form of bursaries, if needed) to maintain the two-way link.
- EMEYF does not plan to budget for costs related to attending World Gathering, but will support the representative to seek financial support from FWCC to attend.

### ***Support***

- Contact with EMEYF communications committee, particularly Clerks and Elders, and the EMEYF member of EMES executive committee (see below).

## **EMEYF Member of EMES executive committee (EC)**

- As EMEYF is a section-wide organisation, like EMES, it is key for EMEYF to be represented on the EMES EC.
- The EMEYF member on the EMES EC ensures representation of Young Adult Friends (YAFs) and their specific needs and concerns on the EMES EC, making sure these needs/concerns are considered in EMES' plans and activities.
- The EMEYF member is a full member of the executive committee, a trustee of EMES, and therefore will be involved with work wider than just reflecting YAFs concerns
- For more detail on the responsibilities of the role, see the EMEYF role description, and the EMES role description for EC members.

### ***Nominations process and term of service***

- The nominations process for this role should proceed as follows – EMEYF makes a nomination, following its processes, which is accepted by EMES EC and then approved and recorded at EMES annual meeting.
- The 3-year period of service begins at the Annual Meeting, but the nominee is invited to attend the Feb/March Executive Committee meeting immediately prior to the AM as well as the EC meeting held on the day the AM starts as part of their induction process.
- The EMES constitution specifies that this role is one person nominated for 3 years.
- Having this specific EMEYF member of EMES executive committee should not prevent other YAFs in the section from being appointed as members of EC by EMES following EMES' regular nominations process.

### ***Financing***

- As a full member of EMES EC, EMES covers travel, accommodation and food expenses related to attending EMES EC meetings, and the EMES Annual Meeting.
- As above, EMEYF should cover their expenses to attend EMEYF Annual Meeting to maintain the two-way link, if needed.

### ***Support***

- Close contact with the EMEYF and EMES clerks (and elders) and EMEYF communications committee, and with the EMEYF Representative to EMES.

### ***Review***

- At the end of the first three year terms of these two roles working alongside each other, a review should take place to see how these roles have worked in tandem, and whether anything needs to be adjusted. The two roleholders, plus relevant members of EMEYF CC and EMES EC and staff should be involved in this evaluation process.

## EMEYF Proposed Budget 2020

**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
<b>Event related Costs</b>			
SG (food & venue)	€6,000		Food and venue are costs expected to be covered by participant fees. However if the Planning Committee think the cost is too high they can request trustees to underwrite the cost. This also does not include the cost of 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	€1,300	€520	CC usually communicate over skype however they are also encouraged to meet in person outside of AM and SG, once a year.
Bursaries for attending gatherings	€2,000	€750	We suggest that EMEYF funds cover up to €1250 additional to €750 in SGF, and if fundraising is more successful this could be increased with demand.
Bursary for sustainable travel (Sustainability Commitment Pot)	€300		We're in a period of transition in how the income through the sustainability commitment is spent. We budget €300 per year for financial incentive to choose a non-flying mode of transport to an EMEYF event then this money is available.
<b>Role holder expenses</b>			

CC at AM	€1,300	€520	CC can claim back for their travel to AM.
Representative of EMEYF at QCEA	€400		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	€400		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	€200		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.
<b>Training</b>			
YALP	€0		Historically EMEYF have budgeted partial bursary for EMEYFers to attend Woodbrooke's Young Adult Leadership Programme. There will be no YALP in 2020 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.
<b>Other projects</b>			
LAP work	€500	€500	For example, costs for Willy & Penn blog and potentially the website and leaflets.
<b>Other costs</b>			
Insurance	€200		
Admin, bank fees and other	€100		Covers extra costs like posting the EMEYF quilt, stamps for postcards and bank fees.
<b>Total</b>	<b>€12,900</b>	<b>€2,290</b>	There is approximately €3000 left of the first two (of three) SGF installments.

<b>Income:</b> Money we hope to receive in the forthcoming year.						
<b>Source</b>	<b>€</b>	<b>Note</b>				
AM Participant Contributions	€500	Food is expected to be covered by participant fees.				
SG Participant Fees	€6,000	Food and venue are costs expected to be covered by participant fees. However if the Planning Committee think the cost is too high they can request trustees to underwrite the cost. This also does not include the cost of bursaries.				
SGF - for LAP	€0	We are planning to ask for the last installment of €5633.33 (~£5000) in 2021.				
Donations from meetings (Yearly/Area/Local)	€2,000					
Donations from YFGM	€500	YFGM have historically budgeted (£500) to support EMEYF -and we believe the same will occur 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. Revised down from last year in line with income.				
<b>Total</b>	<b>€10,600</b>					
<b>Income – Expenditure:</b> the net expected cost/profit for the year.						
<b>Total Income =</b>	€10,600					
<b>Total Expenditure =</b>	€12,900					
<b>Net cost/profit =</b>	<b>-€2,300</b>					
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 coming to completion therefore going forward when budgeting for 2021 we will need to find another funding source.						

I would expect there to be between €33000 and €34000 between both accounts at the end of 2019, start of 2020 with this falling to between €31000 and €32000 at the end of 2020 start of 2021. However this is still a vague guesstimate for context.

<b>Acronym buster:</b>						
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				

## Report on the General Assembly 10/19 of QCEA

10-11-19

From the 11<sup>th</sup> to the 13<sup>th</sup> of October I attended my first General Assembly of QCEA (Quaker Council for European Affairs) as the EMEYF representative. We had a fruitful meeting in positive spirits. We spent most of the time discussing procedural issues such as finding a new treasurer and whether or not the role should be split up in two co-treasurers, stuff that may sound familiar to you :). I took this as a positive sign, meaning that on the content level, where the work of the staff members is concerned, things seem to be working well.

We started the meeting by sharing concerns around the political situation in Europe. Issues were mentioned such as the rise of fascism and the extreme right, increasing expenses on security and border control, continuing human rights violations regarding the treatment of refugees, the climate and ecological crisis and Brexit. This painted a grim picture, as most of us were depicting about worsening rather than improving trends.

The staff members presented their work, and I was impressed to hear how much they manage to do, given the fact the organization is quite small. Martin Leng gave a presentation on his work for the project '[choose respect](#)', an anti-hate speech campaign held on Twitter, that reached more than a million people thanks to some free advertisement that Twitter donated to QCEA. This project was held in the beginning of 2019, such that it coincided with the run-up towards the EU elections in May. Martin also produced three 10-minute webinars on hate speech and what to do about it, that can be found on [Youtube](#). QCEA is currently discerning on what could be a follow-up on this project.

Andrew Lane gave an overview of other activities that have taken place in the past months, and I was struck by the diversity of activities. For example, an art exhibition has been organised in Quaker House, with paintings made by a refugee in Brussels as a testimony of his journey, which was viewed by refugees as well as policy makers. In general however, QCEA's strategy is to focus on quiet diplomacy, and bringing people together that normally wouldn't have the opportunity to meet each other, an approach that has always been a strength of Quakers.

QCEA currently has a peace programme and a human rights programme. Several members from the general assembly advocated for the idea that the climate and ecological crisis

should have a more prominent place in this. An inclusion was made in the strategic plan 2019-2024, stating that both programmes will be viewed from a climate crisis perspective, in a similar way as QCEA has a gender perspective on their peace and human rights work.

Within the peace and human rights programmes, QCEA is planning to focus on immigration. We held a brainstorm session on what this could entail and we are looking forward to hearing some more worked out plans at the next gathering.

Last but not least, during the weekend it was decided that a mini-study tour will be organised, in addition to the biyearly study tour that is being held already. It will be a two-day tour on the 1<sup>st</sup> and 2<sup>nd</sup> of April, an invitation will be sent out shortly.

I am looking forward to continuing to work with QCEA at the following General Assembly. Meanwhile, if you have any questions or ideas, please let me know!

Mieke van Opheusden, EMEYF representative to QCEA