

OPTIONS FOR CHANGE SUMMARY TABLE (a more detailed analysis at the [General Meeting for Scotland website](#))

BENEFITS		A: RE-CONFIGURING RESPONSIBILITIES	B: SINGLE CHARITY, KEEPING AMs	C: SINGLE CHARITY, LAY DOWN AMs
STATUS QUO				
Our immediate energy can be focused on developing witness, worship & community	Reduced administrative burden for AMs, allowing them to focus on developing witness, worship & community	AMs will remain familiar for local Friends. Less formal business releases energy for developing witness, worship & community	A single AM for Scotland may be easier to explain, and reduce the risk of confusion between GM charity and non-charity AMs	
We stay with what is familiar		1 charity replacing 5 will mean 1 set of trustees (10-15) needed instead of 40+ as now		
Travelling is manageable in 4 smaller areas than 1 large	Economies of scale could allow for more paid support			
More opportunities for Friends to serve	Some Friends more inclined to serve for people and a Meeting they know	Pooling funds and capacity could provide better opportunities for larger scale witness and community building that have greater impact		
	May engage more Friends in roles they see as less onerous or more stimulating	Continuing with AMs will reduce the risk of congregationalism in LMs	Larger reduction in roles creates a bigger pool of Friends to fill the remaining roles	
	Some reduction in number of roles to fill	Fewer roles would create more capacity for developing witness, worship & community		
		A single charity would give AMs and LMs more flexibility to regroup	A single Nominations team could include representation from across Scotland	
			Scotland-wide membership may be more attractive to those who identify with communities of interest/age group	
DISADVANTAGES				
Does not create the 'space' for those Quakers whose spiritual home is outside of 'their' LM/AM				
No reduction in number of roles	No radical reduction in the number of roles. GM roles will grow in scale	Unlikely to be a radical reduction in non-trustee or statutory roles	Risk of a loss of community that AMs can encourage	
Hard to appoint & retain trustee/AMs are unable to support	Increases burden on fewer Friends	May be harder to fill Scotland wide roles with larger scale responsibilities		
Smaller LMs may founder if AMs are unable to support	Increased load on GM roles without losing the AM Trustee role	Will require involvement of OSCR in changes to charitable structures		
Continued duplication of admin and knowledge needed for legal duties (finance, charity, property, safeguarding)	Also of	Greater reliance on technology to overcome geography will require investment, training and familiarisation		
Reputational and financial risk if legal duties not met		The capacity for managing the strong communication required will not be easily found		
Does not reduce risk of significant financial pressures faced by 3 of 4 AMs				
	To gain benefits there will be additional costs, needing confidence in our capacity to meet			
	Centralisation risks disconnection between local Friends and national work – and of perceived focus on the 'central belt'			