

# **QUAKERS IN SCOTLAND TRUSTEES**

Meeting held online on 9<sup>th</sup> February 2026, 7:30 – 9:46 pm

## **MINUTES**

Present:

Malcolm Crosby, Kate Gulliver (treasurer), Peter Hancock, Michael Hutchinson (clerk), Susan Mitchell, Neil Turner, Piers Voysey, Sue Walton, Robin Waterston.

Visitor: Martin Ward, South East Scotland Area Meeting clerk of Trustees (for part of minuted item 2026/02/04).

Staff in attendance: Zoe Prosser, Local Development Worker.

The meeting began with a period of open worship.

### **26/02/01 Agenda**

We accept the proposed agenda for this meeting.

### **26/02/02 Resignation**

After discussion with the clerk, Chris Holmes resigned from Trustees on 26<sup>th</sup> January 2026 and was\* released by Quakers in Scotland on 7<sup>th</sup> February. We thank Chris for his service on Foundation Trustees. Nominations Committee understands that we will inform them of skill gaps on the Trustee body after we audit experience and skills currently lacking or that require strengthening.

### **26/02/03 Nominations Committee report & appointments**

Nominations Committee nominates the following Friends for service:

#### **QiS FINANCE COMMITTEE**

Chris Jardine (Central Edinburgh Meeting), one of three QiS appointments, 1 January 2026 to 31 December 2028

Jonathan Riddell (Central Edinburgh Meeting), one of three QiS appointments, 1 January 2026 to 31 December 2028

Pam Brunt (St Andrews Meeting), representative from Property Committee, 1 January 2026 to 31 December 2028

Margaret Jacobsen (Argyll Meeting), Assistant Contributions Treasurer, 1 January 2026 to 31 December 2028

#### **QiS EMPLOYMENT COMMITTEE**

Charlotte Wright (Glasgow Meeting) 1 January 2026 to 31 December 2028

Wendy Reynolds (Argyll Meeting) 1 January 2026 to 31 December 2028

QiS PROPERTY COMMITTEE

Pam Brunt (St Andrews Meeting) 1 January 2026 to 31 December 2028

Harry Horsley (Aberdeen Meeting) 1 January 2026 to 31 December 2028

Sue Mansfield (Dundee Meeting) 1 January 2026 to 31 December 2028”

We appoint our Friends accordingly.

We will return later in this meeting to appointing trustees for service on the committees.

We note that Finance Committee became set up through the Quakers in Scotland Co-ordinating Group Treasurers Group becoming a working subgroup of the Quakers in Scotland Foundation Trustees (see QiSCG minutes 4<sup>th</sup> April 2025). They are now formally appointed.

### **26/02/04 Update**

We have spent time updating each other on our current situations.

### **26/02/05 Skills audit and allocation of individual trustee responsibilities**

The clerk has spoken with each member of the Trustee body individually as part of the handover and induction. Sue Walton has suggested a skills audit to allow us to evaluate needs for service on the Trustee body, and she and the clerk have drawn up a suggested chart. Trustees are asked to fill in the form and send it to the clerk by the end of the week. The clerk will then make a composite form to forward Nominations Committee with comments on gaps in our skills set, to assist it in finding a replacement for Chris Holmes.

### **26/02/06 South East Scotland Area Meeting**

We note minute 9.1 (Quakers in Scotland and SESAM) of South East Scotland Area Meeting (SESAM) held 19<sup>th</sup> January 2026, which reads as follows:

At our meeting in September 2025 we agreed to return to the discernment at this meeting.

Five local meetings – Central Edinburgh, Central Fife, Kelso, Portobello & Musselburgh, and South Edinburgh – responded to the request that they consider

whether our area meeting should lay itself down and join Quakers in Scotland. The minuted responses, which have been circulated with the agenda for today's meeting, show that there is a desire to move forward and an acceptance that SESAM may at some point dissolve itself, but that there needs to be more clarity on how QiS will work in practice.

The responses also showed an interest in how the new body will function, a wish to live adventurously, whilst being alert to the continuing reservations of some Friends. We find unity in our desire to be a continuing part of the Quaker community in Scotland and in our willingness to assist in exploring new and creative ways of meeting and working both regionally and nationally.

It is possible to be a loving Quaker community with an open mindset as we are part of this already. The role of Quakers in SESAM and elsewhere is to deepen our spiritual life, witness to our faith in the world and promote Quakerism.

There is a desire from some Friends to make a decision now on the dissolution of SESAM and work on the necessary arrangements. The lines on maps across Scotland confuse some Friends and there is anxiety about some of the arrangements in QiS. There is a call to support all of the evolution of QiS work from the inside not outside.

Membership has been noted as a great concern – it needs to be rooted in a known community.

We want to work with QiS in developing our relationship. We ask our Trustees to continue to explore risks and provide a review of options in due course and explore a written agreement. We ask our Elders and Pastoral Friends to give us their view on the development of QiS processes for national, regional and local support, and for QiS and Friends to have informed views on intermediate or other mechanisms for communication between groups.

We are not in unity on proceeding forthwith to dissolution. Our intention is to be legally part of QiS once sufficient progress has been made and Trustees and others working with QiS have been able to clarify all aspects, including membership, to the satisfaction of SESAM in session.

Sara Davies, clerk

This minute will be received by Quakers in Scotland on 28<sup>th</sup> February. The last two paragraphs indicate the work SESAM requires on the way the relationship with QiS develops, including that SESAM trustees work further on risks and options. To that end,

Martin Ward, clerk of SESAM Trustees joins us for an initial discussion and assessment of a joint way forward. Zoe Prosser, Local Development Worker, has also joined us for this item. We welcome Martin and Zoe to this meeting.

We have PAPERS A, B, & C: SESAM Trustee minute 6 (QiS Process and SESAM Risks – Paper A) of 13<sup>th</sup> January 2026 and their Risk Register (Paper B), together with a draft chart from Martin (Future of SESAM - Possible next steps for a number of SESAM responsibilities – Paper C). Lesley Richards, convenor of the QiS Co-ordinating Group is not with us but has sent annotations that Martin has incorporated into Paper C.

Martin proposes that the allocation of responsibilities between SESAM and QiS should be captured in a regularly reviewed written agreement based upon the chart. We have had an initial conversation, without trying to work through all the detail, in order to make an assessment of how we proceed in working with SESAM Trustees. We agree to set up a task group of two Friends each from the two trustee bodies, including both the clerks to convene it, to carry out this assessment of what is possible and useful at this stage for a written agreement. We appoint Neil Turner to be our other member of the group. We are aware of the considerable amount of work already accomplished in specific areas of the items listed in Martin's chart. We ask the task group to report back to us and it will be helpful if we are ready to report on progress to Quakers in Scotland in session on 28<sup>th</sup> February. Zoe Prosser has allocated 25<sup>th</sup> March and 17<sup>th</sup> June at 7pm as available for trustees within Scotland to meet together and these dates may be useful to us. We note that breakout room times at online Quakers in Scotland in session meetings may be opportunities for furthering thinking on the issues.

Martin and Zoe left us at this point.

Neil Turner has, additionally, suggested undertaking a series of single-topic discussions for anyone in SESAM who feels that they aren't well enough informed, or that their concerns have not been heard. We ask the task group to consider this suggestion.

**26/02/07 Minute 25/11/26 from Quakers in Scotland.**

We receive minute QiS 25/11/26 of 8<sup>th</sup> November 2025 (*q.v.*), which included the request : *We ask Trustees to work with Friends appointed as treasurers, safeguarding officers and health and safety officers.*

Our Treasurer is already working with Local Meeting treasurers through the Treasurers' Group.

Sue Walton, as trustee with interim responsibility for safeguarding practice, reported to us. She has met with the three appointed safeguarding co-ordinators and Zoe Prosser to formulate how they work together as a team, identify any gaps in service, and carry out a review of the GM Safeguarding Policy (2023) to confirm safeguarding procedures for Quakers in Scotland. This results of this review will come back to us. The clerk will ask Nominations Committee to seek names of Friends to join the team of safeguarding co-ordinators, based on extending the geographical cover. Sue is in the process of registering Quakers in Scotland with Volunteer Scotland for Disclosure Services.

Piers Voysey has taken on interim responsibility for health and safety oversight. We have access to polices from areas meetings that have been laid down. We ask Piers to ascertain who are the health and safety representatives or co-coordinators in local meetings are so that he can arrange a meeting of them and we can become clear how this responsibility of ours is being carried out.

### **26/02/08 Calendar of committee meetings and annual timeline for regular business**

Further to a request last time, a calendar of committee meetings and other events is being drawn up through the clerk of Quakers in Scotland, with coordination through Kate Gulliver. The Trustee clerk is compiling an annual timeline for trustee business which will be circulated for comment.

### **26/02/09 Treasurer's Report**

We receive the Treasurer's Report (Paper D) and Kate Gulliver has spoken to it. We also receive the minutes of Finance Committee held 20<sup>th</sup> January.

The end of year 2025 figures and the current balances of the funds held by Quakers in Scotland will be circulated shortly. The minutes of the Finance Committee indicate that we agreed to hold a working balance of around two months expenditure in the current account and to maintain the excess in the instant access savings account

Now that all the properties have been transferred to Quakers in Scotland the insurance policy has been updated and covers:

38 Elmbank Crescent, Glasgow

2 Howard Place, St Andrews

98 & 100 Crown Street, Aberdeen

2 burial places in Aberdeenshire: East Kingsford and Kinmuck

along with all our Quaker activities, Public Liability, Employers Liability and Trustee Run off cover for the outgoing area meeting trustees.

A list of all the venues for meetings for worship and residential gatherings has been sent to the insurers (Paper E).

We receive from Finance Committee the financial policies:

Cash Handling Policy

Financial Policy

Investment Policy

Reserves Policy.

We approve these, subject to any minor corrections or adjustments.

Unfortunately, as West Scotland AM staff became redundant and hence we have no staff at present, our Employers registration with HMRC has all lapsed through not being used and we expect to the registration with Nest and the Pension Regulator will also close. We will need to re-start these on becoming an employer, when the Dundee Friends Property Trust staff member transfers to us. We give the Treasurer authority to engage Mindful Business Services (MBS) to set up a zero accounting package for us. We ask Employment Committee to research what support package MBS could provide for for us.

#### 2026 Budget

Quakers in Scotland in November accepted the initial draft budget and list of grants and donations for 2026. We are asked to review the grants and donations and bring this to a future meeting. We expect to do this with the draft 2027 budget.

The Finance Committee reviewed the budget considering suggestions made and a revised budget is Paper F. It now shows a deficit, as we felt it was inappropriate to apply for Camfield Trust funds when we hold ample funds to cover the activities that would have benefitted from an application. We will monitor the situation as the year unfolds and ensure we use designated and restricted funds wherever possible. We agree this deficit budget and it will come to Quakers in Scotland in session on 28<sup>th</sup> February.

We have already received two bequests this year:

£25,922, with no restrictions attached so we will need to consider their use and purpose. We ask Finance Committee to consider these.

£8,663, restricted to the benefit of the North Scotland Quaker Trust.

#### **26/02/10 Property Matters & Property Committee**

Further to minute 25/12/05, we have heard from our lawyers, Morton Fraser MacRoberts LLP, that the dispositions for transfer of 98 and 100 Crown Street, Aberdeen and 2 Howard Place, St Andrews are now completed and are registered to Quakers in Scotland. They are now on the insurance policy of Quakers in Scotland. Our treasurer has paid the fees for registering these properties, but we still await a bill for 38 Elmbank Crescent, Glasgow.

We have also, as of 3<sup>rd</sup> February, received the title sheets for QiS ownership of the Aberdeen properties, including the two burial grounds.

The end date for the sale of Glasgow Meeting House has been delayed into February owing to the purchaser needing to obtain suitable finance.

From its terms of reference, membership of Property Committee comprises a representative from each local meeting property committee, the QiS treasurer, and up to two trustees. The clerk is appointed by the Committee. We now have three local Meeting Friends. We appoint Piers Voysey as a trustee to serve on Property Committee and ask him to call the first meeting. Kate Gulliver is ex-officio as Treasurer.

#### **26/02/11 Terms of Reference for QiS Committees**

Further to minute 25/12/07, we adjust section 2.2 of the terms of reference for the Employment, Finance and Property Committees to read “The clerk(s) of QiS Trustees may attend ex-officio (‘Trustees’ added in).

#### **26/02/12 Employment Matters & Employment Committee**

Further to minute 25/12/06, we receive an overview document on the TUPE transfer of staff from Quaker charities being laid down from Brian Ashley (Paper G). We are grateful to Brian for his work on these matters, and his accompanying advice on future transfers. We confirm that the employees at Glasgow Meeting House were made redundant as indicated.

Dundee Friends Property Trust: Appointment of Administrator and Contract.

We are informed that Dundee Friends Property Trust have made an appointment as Administrator to enable Marion Sharkey to retire. Marion has agreed to remain in post in order to handover to Vicky Hobba who has been appointed. Vicky is an Attender at Dundee Meeting. Martin Pippard has prepared the contract of employment to be in line with QiS.

From its terms of reference, membership of Employment Committee comprises four Friends plus two trustees. The clerk is appointed by the Committee. We now have two appointees and appoint Robin Waterston to serve as a trustee on the committee. We ask the clerk to call the first meeting.

#### **26/02/13 The 2025 Annual Report and Accounts**

Further to minutes 25/12/11 and 26/01/04, Kate Gulliver has placed the QiS Foundation Trustees Report 2025 DRAFT 1 (for QiS in session);  
2025 Quakers in Scotland Annual Report and Accounts DRAFT 2 (for OSCR);

Introduction from NSAM Annual Report and Accounts;  
in a folder 2025 TARA in the QiS Trustees Shared Drive in Google work space, so we can make any comments there.

This follows on initial drafts from Elizabeth Allen. The introduction from North Scotland Area Meetings Annual Report and accounts is there in case we wish to make use of it. We will return to this at our next meeting.

### **26/02/14 Legal Matters**

Further to minutes 25/08/08, 25/09/04, 25/09/09, 25/10/09, 25/11/09 and 25/12/05, we have been updated on the ongoing legal work in relation to the transfers of Area Meetings to Quakers in Scotland.

#### West Scotland Area Meeting

Tony Ellis, clerk of WSAM Trustees sent an email to OSCR on 15<sup>th</sup> January 2026 declaring the formal dissolution of the Religious Society of Friends (Quakers) West Scotland Area Meeting (SC011234). The email, with the details of the dissolution is Paper H. The only matter remaining is the drawing up and signing of the formal 2025 WSAM Annual Report and Accounts, after which the Trustees cease their functions.

#### East Scotland Area Meeting

Robin Waterston informs us that East Scotland AM residual funds have been transferred to QiS and its bank accounts are being closed. The formal application to OSCR to dissolve the charity will probably be made during this month.

#### Dundee Friends Property Trust

Bill Edgar, acting clerk of DFPT, informs us that they have had a letter from OSCR approving their scheme of re-organisation and we are now proceeding with the application.

### **26/02/15 Memoranda of Understanding & Links with Local Meetings**

Further to minute 25/12/09, we return to the two Memoranda of Understanding (MOU) documents which Quakers in Scotland in session are content for us to amend and use, unless there are significant changes to be made (refer to minute QiS 25/11/23). The latest versions of the document are to be found in Google Drive Trustees section, under 'Governing Document and Memorandums of Understanding'.

We ask trustees to send any further comments on these by the end of the week so we can forward them to Quakers in Scotland in session.

Finance, Employment and Property Committees will liaise with local meetings as relevant. Local Meetings are to report annually to Trustees and we should ensure there is reciprocal contact between us. It is suggested that trustees form individual links with the 26 Local Meetings transferred to Quakers in Scotland from East Scotland, North Scotland and West Scotland Area Meetings. A list of these meetings is Paper J. It should be noted that three of the local meetings listed are currently not functioning actively, and/or acting as worshipping groups attached to Inverness Meeting, so we might consider the number as 23.

We will liaise between ourselves to form links with the local meetings before our next meeting.

#### **26/02/16 IT, database and website**

Minutes 20/09/03, 25/11/05, 25/12/03 refer. Some discussion was held on the informal liaison group meeting with QiS clerks on the 31<sup>st</sup> January in Perth of the need to be clear on our IT technology and communication strategy. We will return to this at our next meeting.

#### **26/02/17 Tabular Statement**

For the record, all three former area meetings have completed and sent in their tabular statements (annual statistical records). Michael Hutchinson is compiling a summary for Quakers in Scotland in session on 28<sup>th</sup> February.

#### **26/02/18 Scottish Government consultation on marriage regulations**

The Scottish Government is undertaking a consultation on aspects of family law that might impact marriage regulations. The consultation closes on 21<sup>st</sup> April 2026.

The consultation document, published on 29<sup>th</sup> December 2025, may be found online: <https://www.gov.scot/publications/scottish-government-consultation-family-law/pages/4/> (see section 3).

The clerk has consulted with Lucy le Roux, Parliamentary Engagement Officer, Michael Booth, Church Government Adviser, Quaker Church Affairs, Kate Philbrick, QiS Registering Officer and Martin Burnell, clerk, BYM Church Government Advisory Committee. The QiS clerk is content for us to deal with this, forwarding to QiS if necessary.

Other churches are getting involved and there may be opportunities to engage together. The consultation includes a section that deals with which religious bodies will be recognised to conduct marriages. It seems this is primarily aimed at curbing sham marriages and marriages where the woman is very young. The proposals may not

impact quakers to any degree, but Martin Burnell advises that QiS, through Trustees, should perhaps respond to the consultation and keep an eye on any developments.

We ask the clerk to take this forward, liaising with Kate Philbrick as Registering Officer.

**26/02/19 Light Groups – request for recognition**

Adwoa Burnley, clerk of Quakers in Scotland, has forward to us a request from Enid Harding of the East of Scotland Area Light Group, requesting formal recognition from Quakers in Scotland and attaching a review document, together space on the QiS website. The QiS clerk seeks advice on the concept of recognition of Quaker Groups in the context of Quakers in Scotland. We will return to this.

**26/02/20 Future meeting dates**

We have already confirmed a meeting to be held Monday 9<sup>th</sup> March at 7:30pm.

We note a present need for more frequent, short meetings. We agree to meet on:  
Monday 30<sup>th</sup> March 2026 at 7:00 pm, and  
Monday 20<sup>th</sup> April 2026 at 7:00 pm.

Michael J. Hutchinson  
Clerk