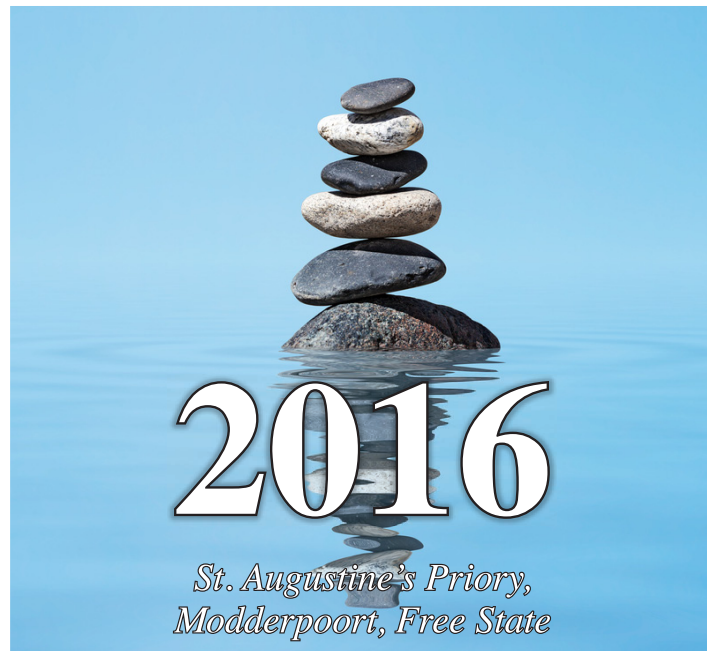


CENTRAL & SOUTHERN AFRICA YEARLY MEETING



Meeting for worship for business:
reports and proposals

27 April -3 May 2016

- *Reverence* • *Life* • *Silence* •
- *Transformation* • *Action* •

Final Minutes

Public Edition — Minutes only

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1 Welcome

2 Introductions and attendance

3 Apologies and Greetings

016/1 MINUTE — APOLOGIES AND GREETINGS

GREETINGS FROM JOHN AND KELITHA SCHMID

23 April 2016

St Augustine's is dear to our hearts. Back in 2000 it was where we attended our first Yearly Meeting in Southern Africa — and we haven't missed one since. So it is with regret that we can't pay a return visit this year and we shall miss not only the venue but so many of our dear Friends.

Earlier this year Kelitha had a very tricky operation on her spine and still needs nursing care, but we hope her mobility will be fully restored in another month or two.

With warm greetings to you all,

John & Kelitha

GREETINGS FROM OVERSEAS MEETINGS:

Penelope Cummins from Britain Yearly Meeting has sent warm greetings.

FWCC

This card brings warm greetings from the FWCC Europe and Middle East Section Executive to friends at Central and Southern Africa Yearly Meeting.
Lee Taylor, Sue Martin

Blue Idol Local Quaker Meeting

Dear Friends,

Greetings from us here in West Sussex!

Our Friend Kim Hope intends to travel in South Africa during April, and plans to attend Central and Southern African Yearly Meeting.

Through Kim we send you our greetings. Though we are separated by a great distance, we are enheartened by your witness which reminds us of our common experience as Friends.

When Kim returns, we shall be eager to learn from her more of your activities and concerns, and to share through them your insights into the living testimonies of Quakers today.

No more, but our love.

In peace,

T. Roger S. Wilson

Clerk

West Weald Area Meeting

Dear Friends,

On behalf of West Weald Area Meeting in S.E. England, where Kim Hope is a Member, I send greetings to you in Central and Southern African Yearly Meeting.

It is wonderful to know that there are Friends in so many parts of the world that share so much of our Quaker values.

I hope Kim will be able to tell us all about your concerns and actions upon her return.

Yours in friendship,

Roger Baker

(Clerk WWAM.)

Luton and Leighton Area Meeting

To Friends in Central and Southern Africa Yearly Meeting

Letter of Greeting

Dear Friends,

This letter comes to you with warm greetings from Luton and Leighton

Area Meeting which is part of Britain Yearly Meeting.

It is brought to you by four Friends from Milton Keynes Local Meeting: Colin Bartlett, David Jones, Don Rowe and Lee Taylor. We hope they will benefit from these opportunities to meet, talk and worship with Friends in Central and Southern Africa Yearly Meeting, thereby deepening their spiritual life and that of us all.

We look forward to hearing about their experiences and the life and spirit of your Yearly Meeting on their return.

We commend them to your loving care.

With best wishes,

Helen Osborn

Luton and Leighton Area Meeting Clerk

APOLOGIES

Bulawayo MM

Ananias Khupe

CWMM

Bridget Nomonde Scoble, Graham Thomas

HMM

Benonia Nyakuwanikwa

JMM

Duduzile Mtshazo, Emily Mnisi, Wendy Landau, Elizabeth Roper, Thomas Ndayiragije, Jennifer Kinghorn, Alex Kuhn, Tebogo Moteane

KZN

Dudu Dlamini, Joan Kerchhoff

PWG

Nancy Fee, Amanda & Jeremy Gibberd and children

4 Testimonies

4.1 Shelagh Willet

Chris and Roy Love gave the oral testimony.

4.2 Iain William Grayer

Rory Short gave the oral testimony.

4.3 Ronald Watts

Helen Vale gave the oral testimony.

4.4 Doreen Dowd, 1941-2015

Doreen started life in Sandymount which was then a suburb of Dublin and grew through early childhood there, where her father ran a small Market Garden or Nursery and sold the produce mainly through the Municipal Market in the city.

Her father was of Quaker background and her mother had joined some time before their marriage, having grown up in the Church of Ireland (Anglican).

This is where some explanation of Doreen's character and motivation can be found. She was raised in a home where the orthodoxies of Christian belief were predominant. Attendance at Meeting for Worship was a *sine qua non*, with attendance at The Friends' Mission Gospel Meeting on Sunday evening. During her teens she would have attended, and later helped to organise Quaker camps and similar activities. At various times she represented Irish Quakers at conferences in England, Switzerland, America and Kenya.

Her parents had served as missionaries with the Friends' Evangelistic Band in England, sometimes working from a caravan. They had aspirations to become missionaries in Africa but a certain Herr A. Hitler intervened!

Doreen decided at an early age that she wanted to qualify as a doctor and pursued this objective relentlessly, winning scholarships through secondary school and university. Subsequently she specialised as a chest physician and, apart from a few years gaining experience abroad, she spent most of her career in two of the major teaching hospitals in Dublin.

Doreen not only expected the highest standards from other people, but made sure to live up to

them herself. She was quite rigid in many of her attitudes, but they were always qualified in presence of real trouble or suffering. There was not the least tincture of egotism in her and everything she did was focused on the service of her Saviour through her fellow creatures.

Her life was informed by prayer and daily readings of the Bible. She did not attempt to impose her beliefs on anyone but was always ready to “answer for the hope that was in her”, and to take her stand. The central event in her life was the day she gave her life to Jesus.

Following the passing of her parents during the decade of the '80s, she felt the call to serve her Lord in Africa and resigned from her consultant position in 1992. She spent some time vainly searching for the right path to follow and then, when the time was right, the opportunity opened to work in the Salvation Army Hospital in Chikankata, Zambia. She enjoyed the challenge of developing her skills in a multi-disciplinary environment, though the work was at times arduous. During 1997 what seemed like unfortunate circumstances developed there and consequently Doreen returned to Dublin. She was deeply challenged and troubled by these events but still believed that her vocation was to work in Africa. Almost a year passed and, through what some might call just a co-incidence, while sitting in a coffee shop, she met a colleague from early in her career that she had not seen for decades. They compared their respective work experiences. It transpired that he was then working with Irish Aid and he told her of a vacancy with the Lesotho Flying Doctor Service. And so another door opened. When she told her brother Alan that she was going to be flying over the Drakensberg Mountains in a little Cessna aircraft his response was, “I can't believe this! You are a nervous passenger in my car!”

Doreen arrived in Lesotho in early 1998.

She immediately stepped into her job as a practical, hands-on doctor and flew off regularly to remote, inaccessible areas armed with her stethoscope and medicine box and an absolute minimum of case notes. Probably half her time was spent up in the remote, sometimes neglected, clinics.

She worked with the largely American/Canadian-backed Mission Aviation Fellowship where spirit and humanitarian practicality flourished together. One of her more famous achievements was the safe delivery of a baby in a small single-engine aircraft – with a New Zealand sheep farmer passenger acting as midwife.

Despite much time away from Maseru, Doreen quickly became a keen member of LAM and when Carol and Jack Urner met with injury/death in a car accident, the weekly Meeting moved to her home (except when she was away working in the mountains).

She gave enormous support to those less fortunate of the Meeting – sponsoring some for training in SA, paying for ARVs and for nutritional backup. Her contribution must have been way more than the biblical 10% tithe.

After her return to Ireland she made at least two return visits to Lesotho and, right up to the end of her life, continued to give practical and financial support to the Meeting.

Doreen retired to her home in Dublin in 2004 where she enjoyed working in her garden, one of her great loves. She remained committed to the Quaker community in Dublin and for several years worked part-time in their office. Sadly she was diagnosed with cancer and, although she expected full recovery following several surgical procedures, unforeseen complications developed. Throughout her final struggle with the illness over several months, her faith never wavered. She was taken to “the place reserved for her” on 18th March 2015.

Jim McCloy from LAM gave the oral testimony to the life of Doreen Dowd who belonged to LMM and attended meeting between 1998 and 2006.

Testimonies for two LAM Friends recently deceased, namely Rose Paradise and Neo Masiloane, and a CWMM Friend recently deceased, John Broom, will be given at the 2018 Yearly Meeting.

5 Financial Reports

5.1 C&SAYM Treasurer’s Report & Budget

2016/2 MINUTE — C&SAYM TREASURER’S REPORT

An additional amount of about R8000 to R9000 to be added to the Income figure for registration fees.

2016/3 MINUTE — C&SAYM PROPOSED BUDGET

It is proposed to divide the budget into three parts. The next YM budget will be for the 2017–18 year and the numbers are imponderable. However MYRM will happen in 2017 and require a budget; the numbers there will be known. Things that happen outside of YM also need to be budgeted for, e.g. SACC membership. An increase in quotas is proposed.

1. CSAYM BUDGET FOR 2015/16 - DRAFT

FIGURES IN QUAKER RECORDS

SAFCEI contribution increased to R1000.

Secretarial assistance R20 500 — R1500pm (Oct-Apr), R2000pm (May-Sept)

2. CSAYM BUDGET FOR 2016/17 - DRAFT

FIGURES IN QUAKER RECORDS

Note: The quota for the next financial year, Oct 2016/Sept 2017, has been increased to R600 for South African Friends, and R550 for non-South Africans.

This is similar in structure to the 2015–16 budget. The clerks' travel allowance has been increased to allow for the likely extra needs arising from an incoming clerk.

Quotas increase by 20% to R600, but the budgeted/anticipated income makes allowance for Friends who cannot manage this amount.

This budget was approved as a draft budget, subject to corrections.

3. CSAYM BUDGET FOR MYRM (April 2017) - DRAFT

FIGURES IN QUAKER RECORDS

Note: Attendance estimated: 2 YM Clerks
 1 Secretary,
 2 Communications Cluster
 15 from Meetings

In the past when there were longer gaps between YMs, more people attended MYRM and it was longer. The next YM is in January 2018 so more people could be included (20). MYRM could be brought forward to an earlier date, namely April 2017. Attendance at MYRM is 'by invitation' insofar as it involves the clerks and serves the purpose of planning YM.

5.2 ECTF Report for YM May 2016

2016/4 MINUTE — ECTF AND PJDF

Tebogo Moteane's new email address is moteanetebogo@gmail.com.

YF Budget: an amount of R25 000 is available for the current year. If the camp takes place immediately after the end of the financial year there would be R50 000 available. When necessary, top-up is made from CAQT where provision is also made. Materials purchased for the children's activities can come from discretionary money.

The Yearly Meeting wishes to express its very great thanks to Colin Glen and Kaye Foscett for the sterling work that they do on ECTF. Correspondence is always promptly responded to and requests for funding sympathetically considered.

The meeting has received the 2016 ECTF Report.

The meeting has a number of concerns therewith which it would like to minute and requests the Clerks to convey the sentiments expressed in the minute to Colin Glen and to Kaye Foscett reflecting these. These concerns are:

1. The meeting is of the mind that statements regarding the YM's relationship with FWCC ought to be determined by the YM itself. The meeting is of the view that there are numerous benefits to being part of FWCC.

2. The meeting also confirms that it is of the view that Tebogo Moteane has the confidence of the YM to be a trustee.
3. The meeting had questions regarding the detailed accounts, including wanting clarity on the Loans of R49 185.66 referred to in the balance sheet (to whom, for what, etc) and no one at YM was able to shed light on these, which was unfortunate.
4. The meeting wanted to know if there is a way in which the annual accounts can be presented in a simplified form so that they are understandable to people without accounting backgrounds.
5. The meeting is of the view that it is essential that either Kaye Foskett, or Colin Glen, or a duly authorised Friend (who is fully conversant with the ECTF accounts and who is able to answer questions thereon and to relay the concerns of the meeting back to Kaye and Colin) needs to be in attendance at YM to talk to the ECTF report and accounts and to share in the experience of YM to be able to fully appreciate the direction and concerns of C&SAYM.
6. Friends from Bulawayo expressed some frustration regarding the ECTF funding of local Bulawayo activities as agreed. The Treasurer offered to find a solution to the banking difficulties that exist with a view to solving these expeditiously.

Report of the PJDF (Peace, Justice and Development Fund) – Yearly Meeting April 2016

The PJDF was established at the 2015 YM, using the residual value from the sale of Hlekweni as capital to open the fund.

The fund was set up by the KZNMM, initiated by Geoff Harris, to enable Friends to start small projects which align with the values proclaimed in the name of the fund.

Disbursable moneys from the fund may accrue in two ways: (1) annual proceeds from investment of the capital; and (2) new donations whose donors indicate that the money is immediately available for spending on appropriate projects. If a donor does not indicate a preference, that donation will be allocated in equal shares to capital and current funds.

Donors may also earmark part or all of their donations to grow the fund capital.

An anonymous donation of R15 000, available for disbursal, was received during 2015.

Two requests for PJDF grants were received and approved by the Quaker Finances Committee in 2016. One was to finance the purchase of wool for a volunteer knitting project in Durban – Beanies and Blankets for Babies (B+B4B) – which knits garments for poor communities in rural KZN. The other was to finance two AVP workshops in Bulawayo, where experienced facilitators from KZN and Namibia mentored local AVP facilitators to empower them to continue offering and running AVP workshops in the Bulawayo area.

These grants together amounted to R8 100.

5.3 Compassion Fund report to YM 2016

2016/5 MINUTE — COMPASSION FUND

The narrative report was presented. Seven Friends were assisted with a total of R11 103, less than what had been budgeted. The balance can be carried forward. The problems were short-term assistance in unemployment, a need for spectacles, and food aid. It was mentioned that some local meetings also distribute their own compassion funds. This has been reported in meeting reports.

C&SAYM Compassion Fund Committee Report – Yearly Meeting April 2016

C&SAYM Compassion Committee has worked well together, communicating from Maseru, Johannesburg, Cape Town and Pietermaritzburg as needs have arisen, since last Yearly Meeting held in Hartebeespoort during January 2015.

Seven Friends have been assisted during this period, with grants totalling R11 103. This is less than the amount budgeted to be available for grants. Compassion Committee Funds are reflected in the C&SAYM Financial Statements.

The grants supported a Friend who had been retrenched from his job; a needy Friend in urgent need of spectacles; and five Friends whose families were enduring hunger because of the severe drought.

The process of considering requests has led to some modification of the application form, the latest version of which is on the website, or can be obtained from the YM Secretary.

Warm thanks to Friends who serve on the Compassion Committee, blending sensitivity to the needs of Friends with careful consideration and realism about the limited capacity of the fund. Thanks also to our Treasurer, and to Yearly and Monthly Meeting Clerks who have responded to the needs of members.

Julie Suberg, Dudu Mtshazo, Cecilia Nkesi and John Inglis

5.4 Christine Agar Quaker Trust Fund Report for YM 2016

2016/6 MINUTE — CHRISTINE AGAR QUAKER TRUST

It was noted that our income has dropped very substantially. It is likely to do so further, especially if SA is given junk status.

It was proposed that if loans are made, no names should be disclosed. Trustees of funds need to be informed of this.

We recognise that it is in the interest of transparency that the CAQT accounts are submitted to YM. We note that there are some inaccuracies in the balance sheet and the 2015/16 Budget. These will be taken up with Trustees and the Administrator. Trustees are reminded of their Quaker and legal responsibilities.

5.5 Friends Hunger Fund

2016/7 MINUTE — FRIENDS' HUNGER FUND

Geoff Harris will write to Meeting clerks to request donations to this fund which will be managed by the CSAYM treasurer.

The proposal is that MM clerks of BQM and LAM should purchase mealie meal and beans as per the approved amounts, to be distributed to the families monthly. It was proposed that the amounts be increased by 10% as food prices will increase. Also provision should be made for costs incurred in purchasing and distributing the food. It was queried why the existing food relief scheme in Bulawayo could not cover this need, instead of another scheme being set up. A letter is to be sent to John and Kelitha in which they can be asked whether they are willing to consider including urban households in their distribution scheme. The Compassion Fund can also contribute to cover the costs of this emergency food relief.

MINUTE PREPARED BY GEOFF HARRIS:

1. That C&SAYM establish a hunger relief fund to provide assistance for families associated with local meetings — currently 12 in Bulawayo and five in Lesotho — for a 12-month period.
2. That a separate account be set up under C&SAYM, to which monthly meetings and individuals contribute. The Compassion Fund and CAQT may also contribute.
3. That funds be sent to the BQM and LAM clerks who will arrange for the sourcing and distribution of food. For 12 families in Bulawayo: Mealie meal: one bag per family@ \$11 (R165) per bag = R23 760; Beans: 6 kg per family @ \$7 (R105) = R15 120. Total R270 per month per family = R38 880 p.a. For five families in Lesotho (80% of Zimbabwe prices): Mealie meal: 6 kg per family@ R132 per bag = R 7920. Other food (beans are not commonly eaten in Lesotho) @ R84 = R5040. Total R216 per month per family= R12 960 p.a.

Total amount per annum: R51 840.

It was proposed that the sum be increased by no more than 10% to accommodate expected increases in the price of these staples in the coming year.

4. The BMM and LAM clerks will report to the Quaker Funds Committee, copied to the C&SAYM Treasurer, at the end of each three months. These reports will guide funding for the next three months.
 5. Any costs incurred in sourcing and redistributing food will be reimbursed by C&SAYM.
 6. In the case of Bulawayo, this operation is entirely separate from ZFRA.
-

5.6 Reporting on Finances

2016/8 MINUTE — REPORTING ON FINANCES

1. The Meeting acknowledges our weakness in some areas of financial oversight.
 2. The C&SAYM Meeting agrees that the Co-clerks and the Financial Oversight Committee provide basic training in trusteeship and financial oversight for Friends willing to take on the necessary and legally required role of trustees of our funds, and directors of organisations.
 3. We thank the Clerk for her clarity and leadership during an extremely testing time.
 4. Financial statements should be posted timeously on the website, behind a password, for members to study them before YM and MYRM.
 5. Friends were reminded that Financial reports and accounts of all concerns under the care of Yearly Meeting or of a monthly meeting within the YM (such as the Quaker Peace Centre, The Bursary Scheme, ZFRA, Quaker Service Western Cape, etc.) ought to be reported on at Yearly Meeting so as to develop transparency and an ongoing commitment to supporting each other in good corporate governance principles.
-

6 Reports of local Meetings

6.1 BOTSWANA

2016/9 MINUTE — BOTSWANA

No report was received from Botswana Monthly Meeting.

The current clerk, Brigitte van der Casteel, has moved to Cape Town.

The Meeting has requested the Co-clerks to send the following correspondence to the Clerk of Botswana Monthly Meeting.

Letter to Brigitte van der Casteel

Dear Brigitte

Warm greetings from YM 2016 on whose behalf we write to voice our sympathy for you and your family, and also to wish you well in your new home in Cape Town.

We also write to ask you, as Clerk of BMM and now that you have relocated to Cape Town, to find out what assistance YM can provide should BMM wish to continue as a Monthly Meeting. If there is a Friend willing and able to take-up the role of Clerk, we would be delighted to welcome him or her into the position.

On the other hand, if after assessing the situation within BMM, it is clear that continuing as a Monthly Meeting would not be feasible, it will become necessary to lay the meeting down in accordance with right ordering.

If BMM does decide to lay down the meeting, Friends in Botswana can continue to be part of CSAYM as Isolated Friends, with the possibility of reviving the Meeting at a future date should the number of Friends in Botswana increase sufficiently.

We look forward to hearing your concerns and considerations about these questions.

In Friendship and love

Helen and John

Co-Clerks C&SAYM

6.2 BULAWAYO

2016/10 MINUTE — BULAWAYO

Friends of Hlekweni Trust appreciate the ongoing relationship with Bulawayo: Lee & Jessica spent a month with BQM and David Brown also visited. The trust does fundraising that supports the Bursary scheme for needy students.

The details of the loans still owing by friends to BQM were discussed in detail.

Ways in which C&SAYM can assist alleviating hunger among Friends will be explored with the Quaker Funds Committee.

6.3 CAPE EASTERN REGIONAL MEETING

6.4 CAPE WESTERN MONTHLY MEETING

2016/11 MINUTE — CWMM

CWMM was asked to do a testimony to the life OF John Broom for next Yearly Meeting.

The clerks have offered to support CWMM in strengthening their meeting especially in creating continuity between clerks and the two meetings. The three co-clerks are currently sharing clerking for the year.

6.5 HARARE MONTHLY MEETING

2016/12 MINUTE — HARARE

Jennifer Kavanagh suggested that there could be communication between HMM and Westminster MM about how to support HMM.

The clerks suggested that HMM explore outreach possibilities or Quaker Quest as a way of growing the meeting.

6.6 JOHANNESBURG MONTHLY MEETING

2016/13 MINUTE — JMM

The flourishing children's meeting has been a particular gift to the meeting as it builds the meeting and supports parents to attend Meeting for Worship.

Friends appreciated the hospitality of JMM who hosted friends attending MYRM.

The meeting continues to support each other through QBIG which has been running for approximately 10 years and had contributed to a feeling of equality and friendship in the meeting.

6.7 KWAZULU-NATAL MONTHLY MEETING

2016/14 MINUTE — KZN

One of KZN members, Snoeks Desmond, has started a Beanies and Blankets for Babies project that provides clothing for babies in rural areas with the support of the meeting.

6.8 LESOTHO ALLOWED MEETING

2016/15 MINUTE — LAM

Neo Masiloane died in the past two weeks.

The LAM has continued despite the political tensions in the country as best they could.

Testimonies to Rose Paradise and Neo Masiloane will be given at next Yearly Meeting.

We hold Kennedy Matsepe in the light as he is in hospital.

Any support needed from YM should be requested in a proposal.

6.9 NAMIBIA ALLOWED MEETING

2016/16 MINUTE — NAM

NAM valued visit from Friends and would welcome any further visits so please alert them before you arrive, even if it is to meet them at the airport.

6.10 PRETORIA WORSHIP GROUP

2016/17 MINUTE — PWG

The joint meeting at last meeting Quaker House was most enjoyable.

Adopted a minute to apply for Monthly Meeting status.

2016/18 MINUTE — ALL MEETINGS

Clerks of all Meetings are requested to send the minutes of their Meetings for Worship for Business to the C&SAYM Google Group. The address is: csaymclerks@googlegroups.com

7 REPORT OF THE CLERKS OF YEARLY MEETING – 2015/2016

2016/19 MINUTE — C&SAYM CLERKS' REPORT

Clerks have been supported by Friends.

Clerks expressed their appreciation of the work of the secretary to the Clerks and her willingness to continue in that role.

Overview of impressions — Exit interview

Hlekweni: The Clerk expressed gratitude to the Friends of Hlekweni Trust and Lee Taylor who have been rock solid companions through this heartbreaking process.

Quakers are courageous in tackling power and weak in speaking truth to each other.

Unlike other churches, we have no paid staff (except Secretary), and so have to rely on goodwill, spirit of service, which is what has made things difficult. Quakers don't swear – let your yea be yea and let your nay be nay. Often they say 'yea' and it becomes 'maybe if I have time', 'next week', or 'no'. This puts a lot of stress on the clerks. We have to rely on each other, and it has been extremely stressful when Friends have not done things that they are accountable for. This can lead to burnout and resentment. Past Clerks have taken quite a bit of time to see their way to drift back.

For Justine's part her time as Clerk has been a growth in Quaker practice nothing short of transforming. 'One of the most significant parts of my entire life. It has been a wonderful gift.' Felt sense of upholding during this time.

Whoever the new Clerk is, upholding him/her in the Light is critical, and it needs to be supported by practical support. Tasks need to be shared.

8 Nominations

8.1 Nominations from MYRM + YM nominations

POSITION	NOMINATED	FRIENDS WHO ARE CONTINUING
YM Clerk	John Inglis	Helen Holleman
YM Elder	Justine Limpitlaw	Helen Vale Emily Mnisi Geoffrey Harris
Facebook/ Communications cluster	Jeremy Madlala-Routledge	Justin Ellis
Strengthening Local Meetings and Education	All clerks Justine (Co-ordinator) Nancy Fee Sipho Nsimbi	
Advocacy and Activism	Geoff Harris (Co-ordinator) Rosemary Smith	Polaki Polaki
Financial Oversight	Graham Bishop	Jim McCloy
SACC	Nozizwe Madlala-Routledge	Nozizwe will speak to Dudu Mtshazo and Nomsa Segoe about which of them will be the Johannesburg alternate if necessary
Quaker Funds Committee	Wouter Holleman	Cecilia Nkesi Julie Suberg (Co-ordinator) Dudu Mtshazo
SAFCEI	John Gardiner	Bridget Nomonde Scoble
YM Transport	Wouter Holleman	Local meetings transport person
Young Friends' Elders	John McCormick	Marie Odendaal

2016/20 MINUTE — NOMINATIONS

ZFRA: The meeting asked the clerks to write to John and Kelitha Schmid to thank them for carrying on with the administration of the Zimbabwe Food Relief Programme. Friends wish to enquire what help they may need and if they have ideas about how this valuable service will be sustained in years to come.

Eveline Cadbury Trust Fund: The meeting agreed that the ECTF should spend a small amount of money on an attorney to replace formally the Trustees in the Trust Deed. We endorse the appointment as Trustees of Mark Povall (who is continuing), Nokuthula Mbete, Julie Suberg and Tebogo Moteane.

8.2 Current Office Holders

CLUSTER	OFFICE TITLE	NUMBER OF PEOPLE	SKILLS/TYPES OF PEOPLE/COMMENTS	FRIENDS WHO ARE CONTINUING
Clerks & Admin	YM Elders	4	With at least 2 former clerks. Particular care for Friends attending YM for the first time; Latecomers (to settle them in); Eldering as well as positive feedback	Justine Limpitlaw Helen Vale Emily Mnisi Geoffrey Harris
Clerks & Admin	YM Co-Clerks	2	NB to have overlap; period of 3 years	Helen Holleman John Inglis
YF & Children	YF Elders	2	To focus on camp and MYRM	Marie Odendaal John McCormick
Clerks & Admin	YF Co-Clerks	2	To focus on camp and MYRM	Khosi Sekoere Gcina Mbete
Clerks & Admin	YM Clerks' Secretary	1	Highly skilled, paid position: secretarial, Isolated Friends, membership details, archives, Clerks' Google Group	Heath White
Financial Oversight	C&SAYM Treasurer	1	Also responsible for property/assets registers	Mark Povall
Financial Oversight	Financial Oversight	2	1 or more Quakers plus one skilled auditor playing a watchdog role	Graham Bishop Jim McCloy (property and assets)
Financial Oversight	Quaker Funds Committee	4	2 finance people and 2 people-oriented people to decide on use of funds by: ECTF, Compassion Fund, Peace, Justice & Development Fund	Julie Suberg (Co-ordinator) Cecilia Nkesi Dudu Mtshazo Wouter Holleman
Financial Oversight	ECTF Trustees	4	Long-term appointments made by the Master of the High Court	Julie Suberg Mark Povall Nokuthula Mbete* Tebogo Moteane* (*papers to be resubmitted)
Financial Oversight	ECTF Treasurers	2	Day-to-day administration of ECTF	Colin Glen Kaye Fosskett
Advocacy & Activism	Cluster Co-ordinators	1 or 2	To co-ordinate Quaker activism activities. Should include SAFCEI co-ordinator, peace work	Geoff Harris (Co-ordinator) Rosemary Smith Polaki Polaki
Strengthening Local Meetings & Education	Strengthening Local Meetings & Education	1 or 2	To focus on outreach, education and strengthening local meetings	Justine Limpitlaw (Co-ordinator) All Clerks Nancy Fee Sipho Nsimbi
Resources & Communication	Handbook	1	Experienced/weighty Quaker with computer literacy	Betsy Coville

CLUSTER	OFFICE TITLE	NUMBER OF PEOPLE	SKILLS/TYPES OF PEOPLE/COMMENTS	FRIENDS WHO ARE CONTINUING
Resources & Communication	Resources, i.e. suitcase of books	1		Sam Mugambe
Resources & Communication	Communications	3 or 4	Website, Facebook, SAQN	Nancy Fee (Co-ordinator & Website) Justin Ellis & Jeremy Madlala-Routledge (Facebook & Social Media) Wouter Holleman (SAQN)
Clerks & Admin	FWCC	2		One of the Clerks and Nokuthula Mbete
Advocacy & Activism	Councils of Churches for Southern African (SACC) Co-ordinators	1 or 2	*Nozizwe will speak to Dudu Mtshazo and Nomsa Segoe about which of them will be the Johannesburg alternate if necessary.	Nozizwe Madlala-Routledge for SA. Lesotho and Zimbabwe to appoint people in future
Advocacy & Activism	Southern African Faith Communities Environment Institute (SAFCEI) Co-ordinator	1		Bridget Nomonde Scoble John Gardiner
Advocacy & Activism	Environment	2	Friends prepared to work on environmental issues	Lucille Lückhoff Nozizwe Madlala-Routledge
Advocacy & Activism	ZFRA	2 or 3	Food distribution skills	John & Kelitha Schmid Stephen Hussey
YF & Children	YM Tasks	Various		
YM Tasks	Transport Co-ordinator	1	Co-ordination skills To liaise with local meetings' transport person	Wouter Holleman
YM Tasks	Bell ringer Cards Celebration Children Epistle Evaluation Excursions Exercises First Aid Minute takers Registration team Resources/suitcase of books 7-minute talks SIGs Staff gratuities Summer School Worship sharing		To be determined at MYRM, but we have to assign tasks of epistle co-ordinator/minute writers, celebration co-ordinator, YM Elders, and Evaluation beforehand	

9 Quakers and Current Events in Southern Africa

2016/21 MINUTE — QUAKERS AND CURRENT EVENTS

This item resulted from conversations of a number of Friends, especially in Zimbabwe and South Africa, and what can we as Quakers do. Unfortunately, other business prevented this item being considered. We ask local meetings to discuss this guided by the questions above, and submit drafts of their discussions to the co-clerks.

10 Report by Friends of C&SAYM who attended the FWCC Plenary Meeting in Pisac, Peru Tuesday 19 – Wednesday 27 January 2016

10.1 Epilogue by Justine Limpitlaw given on Monday January 25 as part of the FWCC Plenary Meeting

10.2 General Secretary's Reflection on the World Plenary Meeting in Pisac, Peru, January 19–29, 2016

10.3 Epistle from 2016 Friends World Committee for Consultation World Plenary (International Representatives Meeting)

2016/22 MINUTE — FWCC EPISTLE

10.4 Minute of Report from FWCC Africa section secretary Churchill Malimo

Churchill Malimo is the secretary of FWCC Africa in Kenya.

He outlined aims and work of the FWCC Africa section office he runs. He became Secretary of FWCC Africa Section when Dudu Mtshazo was Clerk of Global FWCC.

The overall aim of the secretariat is to build an institution for future generations of Quakers. For this it is important to support Young Friends as the future. Friends have helped to buy land for a secretariat office and are seeking funds to aid its construction.

The Office fulfils many functions:

- it has a reference and information function for visitors.
- it promotes unity among African Quakers and encourages connections. One measure is to encourage twinning between meetings.
- it seeks common ground among the various Quaker worshipping traditions as experienced at the FWCC recent plenary meeting in Peru.
- it encourages Friends in difficulties.
- it helps promote direct contact between the different states in East Africa and the Great Lakes countries.

Churchill Malimo also mentioned the links between CSAYM and FWCC. CSAYM has participated in FWCC for many years. During the World Conference in 2012, there were 10 delegates from our YM. In 2014 Africa Section triennial, Nokuthula Mbete was nominated as Assistant Clerk. Emily Mnisi served at QUNO as well. There were also delegates who attended the World gathering in Peru this year.

Upcoming Events

1. World Quaker Day on October 2: This is the third time this event has been held. It aims to reflect on the work of Quakers in the world and give members an opportunity to give a donation to support this.
 2. FWCC Africa Section Triennial 2017: This takes place from 29 March to 2 April in Rwanda.
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11 Other Reports

11.1 Friends of Hlekweni

11.1.1 Work in Zimbabwe

2016/23 MINUTE — FRIENDS OF HLEKWENI

This Meeting will support, where possible and applicable, the Peace work that Friends of Hlekweni undertake in Bulawayo.

Friends in Bulawayo involved in this Peace work are invited to call on the Clerks of this Meeting for help and advice if required.

11.1.2 Zimbabwe bursary fund / Zimbabwe Secondary School Bursary Scheme

11.1.3 Hlekweni 2014 to March 2016

Once the decision was taken to close the Hlekweni Friend's Rural Service Centre (HFRSC) in April 2014, steps were taken to find an acceptable new owner for the farm and training facilities. This was found in ZIMTA (The Zimbabwe Teachers Association), the country's largest trade union, with a membership of some 42 000.

The agreed purchase price was paid to the account of C&SAYM of the Religious Society of Friends. The funds were received in early January 2015.

In the first instance \$20 000 was used to repay the Friends of Hlekweni (FOH (UK)) for the loans they generously advanced so that we could ensure that all ex-employees of Hlekweni had some money for Christmas, planting seeds, and starting self-employment projects, completing rural homes etc.

Following this repayment, the work started on settling accounts with former employees, this was a mixture of a simple and pleasant process with people who greatly appreciated the fact that the C&SAYM, who had no obligation to settle, used the proceeds from the sale of the farm to settle outstanding debts incurred by HFRSC, and a difficult protracted problem with meetings with union officials and ex-employees who believed they were being cheated. Coming from people who could see that this was the end of employment, following a number of years with HFRSC, in an economy dying, this was sheer desperation.

Creditors including the lawyers, electricity, telephone, internet, payroll obligations such as union, employment council, and national pensions were settled; in a couple as an arrangement where they were satisfied with account payment, and write-off of interest and penalties.

One transfer was done to South Africa to a Quaker Relief Fund, the proceeds of which will be used for the aims of the people who started HFRSC all those years ago.

Since ZIMTA completed transfer of ownership of Valindre Farm A, they have altered the name to Ehlekweni ZIMTA Training Institute; they have had a fight with authorities regarding "Gazetting" of the farm, which ended successfully for ZIMTA in the High Court of Zimbabwe. ZIMTA, who are dependent on the government for funding as their 42 000 members are civil servants, government are the employer and deduct union dues from payroll but are slow in paying the money to ZIMTA. The government has suffered greatly due to the country's dying economy, and liquidity squeeze. Plans to develop the farm, restart training and continue the work started by HFRSC have been delayed, but they are determined to get it to work.

People who have been to the farm in the last few months are impressed with the general maintenance, the restarting of the gardens, the fact that food is being grown on the farm, the surplus is being sold in Bulawayo markets, there are plans to reintroduce livestock. I am continually being encouraged to visit and see for myself.

The Hlekweni community is, sadly, pretty much no longer in existence, they were not encouraged to leave or encouraged to remain, however, it was made compulsory that tenants paid rent on time, and electricity on a full recovery basis. Some units were to be converted to a pre-pay electricity system, and that is certainly the case with the school teachers.

The rainy season 2015/2016 has been so poor that extensive crops such as maize are a write-off, thus it is going to be a difficult 12 months with a disastrous harvest, and hunger and possible starvation inevitable without significant food imports and financial support.

The school Samathonga goes on, results near the top of the district, and the feeding scheme funded by FOH (UK) continues, with the next visit from Lee Taylor and team in early May this year.

P B Caddick

14 March 2016

2016/24 MINUTE — HLEKWENI REPORT

The transfer mentioned to South Africa, to a Quaker Relief Fund, went to ECTF where it contributed to the PJDF.

11.2 Quaker Peace Centre (QPC)

Report presented at the Central & Southern Africa Yearly Meeting, 27 April – 3 May 2016

The staff complement has stayed the same since the last report. The staff are Avril Knott-Craig (Project Leader: Non-Violent Schools Campaign), Stanford Jarvis (Project Leader: Alternatives to Violence Project), Nokuthula Mbete (Project Leader: Parenting), Athalie Crawford (Project Leader: Gender Training for Young Men), Xoliswa Ntsabo (Office Administrator), and Martin Struthmann as the Manager. We are fortunate to have a stable staff as skills acquired at the Centre are retained and projects develop progressively.

The Annual General Meeting was held on 22 September 2015. Julie Suberg (Chair), Tony Marshall (Vice Chair), Neville Biggs (Treasurer), Moses Standaar (Secretary), Lucille Lückhoff, Khaya Sontsele and Farzaneh Behroozi serve on our board. Four board members are members/attenders of the Cape Western Monthly Meeting. The manager serves on the board in an ex-officio capacity.

We can proudly report that we planned together with the Metro South Education District (Philippi, Mitchell's Plain down to Simon's Town) of the Western Cape Education Department an anti-bullying campaign in 2015 and assisted in its implementation. The highlights were an anti-bullying week for which we provided an anti-bullying toolkit for 206 schools in its District and assisted in developing in a participatory manner with learners and education staff an anti-bullying policy applicable for all 206 schools. The work continues in 2016 with another anti-bullying awareness week and the finalisation of the anti-bullying policy.

We also held training with teachers on behaviour management using our own resource "The 80/20 Discipline Rule". Our approach comprises of three major pillars: Teachers need to build positive relationships with learners, teachers need to make lessons so interesting that learners wish to learn, and the whole school needs to stand together on behaviour issues.

We continued with the Pupils Advisory Forum on Violence (PAFOV) project in the Metro South Education District. QPC staff and interested teaching staff participated in a three-day peer mediation course which we organised and where we trained learners participating in the PAFOV project in peer mediation. This year we will implement peer mediation services in several schools with the help of teachers to accompany the process. Part of our project work is to establish discipline teams at these schools comprising teaching staff, to assist the peer mediators in their work and to broaden the load of behaviour management across more teaching staff. After 2017, we envisage that other Education Districts encompass such a project of their own. We are sending reports on our work to stakeholders in the education field.

We are fortunate to have the Institut für Auslandsbeziehungen (ifa) in Germany as a funder of our schools-based work. They supported us for a three-year cycle from 2011 to 2013, and started to support us again in 2015. The peer mediation training was kindly funded by Quaker Peace and Social Witness in London and the Rolf-Stephan Nussbaum Foundation in Cape Town gave a substantial financial contribution to the PAFOV project.

We deliver our parenting work now for older parents who have teenagers in their care on Saturday mornings and parenting work with young parents in their teenage years after school in the afternoons. We offer parenting education for teenage parents for young women and young men in separate groups. The intensive community-based family preservation programme is financially supported by the Western Cape Department of Social Development.

We have a committed group of teachers who assist in running AVP workshops with us. Some teachers run AVP workshops with learners in their care independently from us.

We have written a gender comic book for young men 'The Promise of a Man' and a facilitator's manual for gender work with young men 'Going In'. These will be used to train

trainers in other community organisations, and in our work with peace clubs in schools. The comic book was financed by Bischöfliches Hilfswerk MISEREOR in Germany, the training manual by The Francis Camfield Trust in the UK and the training is financed by The Robert and Kezia Stanley Chapman Trust in the UK.

We had a strategy planning session which was facilitated by Geoff Harris on 27 February 2016. We discussed a way forward for our work, taking into consideration a changing and challenging funding situation for our Centre.

It was reported at our AGM that our Centre had made a very good financial turn-around since March 2012, when our cash and cash equivalents stood at R694,478. Cash and cash equivalents will stand at R2.5 million, including the sustainability fund, at the end of March 2016.

The Cape Town Quaker Peace Centre Committee of Central England Quakers will lay down its concern at the end of 2016 after raising funds for the Quaker Peace Centre for six years. Much of the funding raised by the Committee paid for administrative costs and particularly the salaries of administrative staff and the manager. We are in the process of seeking alternative ways to cover these costs.

We are considering selling the properties we are occupying. Repeated cable theft has left us for long periods without telephone lines and we now hardly ever have internet access. At present, we can only achieve the bulk of our work by working from private homes of staff members. If we sell the properties, the proceeds will go into our sustainability fund. For more on our sustainability fund, please refer to our report to C&SAYM in January 2015. The properties are as follows: 1) erf 31474 Cape Town, Religious Society of Friends, 26 Selby Road Mowbray; 2) erf 31475 Cape Town, Quaker Peace Centre, 28 Selby Road Mowbray; 3) erf 32054 Cape Town, Religious Society of Friends Quakers Cape Western Monthly Meeting, 3 Rye Road Mowbray.

We are most grateful for the support given to our work by Quaker sources, namely the Cape Town Quaker Peace Centre Committee of Central England Quakers, Quäker-Hilfe e.V. in Bad Pyrmont in Germany, Quaker Hulpfond in the Netherlands, Switzerland Yearly Meeting, and Quaker Peace and Service Aotearoa / New Zealand, as well as donations and funding from individual Friends in South Africa.

Martin Struthmann

Manager

2016/25 MINUTE — QUAKER PEACE CENTRE

Fourth paragraph from the end on QPC financial improvements: QPC staff had no increases from 2011 to 2014 to help this. New funding has been secured and the staff received retrospective increases which still fall short of what was due.

Second paragraph from the end: QPC is now renovating part of the properties to increase rental income for support rather than seeking to sell.

11.3 South African Council Of Churches (SACC) Report

11.4 SAFCEI: Southern African Faith Communities Environment Institute

2016/26 MINUTE — SAFCEI

SAFCEI is taking the SA Government to court to challenge government action over nuclear power in conjunction with earth life Africa.

SAFCEI also works with other organisations which include Fossil Free SA and Anti-fracking SA.

Lucille Lückhoff and Nozizwe Madlala-Routledge will establish an environmental cluster to co-ordinate Quaker action, identify and share resources, identify issues and to share with meetings possible ways forward.

Monthly Meetings are requested to educate themselves about the recommendations of the FWCC Sustainability Group (contained in the report above) and of COP 21. These may be found on the SAFCEI website.

11.5 WCRLF: Western Cape Religious Leaders Forum

11.6 Report on the work of Phoenix Zululand, 2015-16

2016/27 MINUTE — PHOENIX

Heath will create links between the Phoenix and the CSAYM website.

Any questions on Phoenix should be directed to Geoff Harris.

11.7 Zimbabwe Food Relief Action (ZFRA) update as of late January 2016

Update on ZFRA at YM 2016

Since writing the report which you see in Documents in Advance, we received support from Quaker Service Australia and from Irish Quaker Faith in Action, and our funds have reached USD25,000. It takes about USD32,000 to do a full distribution, but we are keen to do a

partial distribution once Kelitha is on her feet again.

Of these amounts, 36% are in US dollars, 19% in British pounds, 6% in rand and 42% in pula, the pula being invested in interest bearing fixed deposits.

When you remember that ZFRA is a project we were mandated to run by Yearly Meeting 2002, and which we have run ever since, it is surprising how little support we actually get from South Africa. It is only CERM which helps us on a regular annual basis, something several UK meetings also do.

We have now added our constitution to the website, although for political reasons it is called "Our operating guidelines". I encourage you to look at it on www.zfra.org, clicking on Guidelines. You will see that Stephen Hussey of Dabane Water Trust has kindly agreed to join our management team, something we are very happy about.

John Schmid

2016/28 MINUTE — ZFRA

The Meeting agreed to send the following letter to John and Kelitha Schmid on the Zimbabwe Food Relief Action (ZFRA) as a result of its deliberations on the ZFRA report.

Dear John and Kelitha

Thank you both for the ZFRA Report (including the additions which have been incorporated into the minutes of the 2016 Yearly Meeting) and for the impeccable and ongoing work that you have done in this area for so many years.

We note that for some reason ZFRA does not appear on our list of offices for YM and have amended our list to include it. ZFRA now falls under the Activism and Advocacy Cluster. We also note and are grateful for the willingness of you both to continue to run ZFRA especially at this time when hunger stalks Zimbabwe as a result of, among other factors, the terrible drought.

We are delighted with the additional funding that you have received from Australia and New Zealand and do of course take note of your request for funding from South African Friends and suggest that an application be made to our newly-established Peace, Justice and Development Fund which has some resources which may be able to be used to support ZFRA. However, given the experience of hunger of Friends in our meeting in Bulawayo and in Lesotho, we are responding by funding a new Friends Hunger Scheme established at this 2016 YM for our members for a year and this is to amount to tens of thousands of Rands over the coming year.

In any event, the YM has asked us, as Clerks, to write to you about your future plans for ZFRA. We are concerned at the workload that ZFRA entails (responding to the food needs of some 16 villages) and are anxious about your health and do not want you both to feel unduly burdened by ZFRA as the need appears to be ongoing as a result of, among other challenges, climate change. We are asked specifically to ask if you would be able to bring suggestions to the next Yearly Meeting as to how you envision the future of ZFRA and whether or not you might be interested in training others to assist you with the potential of their being handed over responsibilities in future. In this regard we were delighted to see the participation of Steven Hussey to whom we send greetings and hope that perhaps we can form part of these future plans.

We are also asked specifically to raise our concern that the drought situation in Southern Africa is now a permanent feature of our weather given the reality of climate change. We are therefore of the view that subsistence farmers in the villages supported by ZFRA need to adapt to these new climate realities and be taught how to farm in these altered circumstances otherwise ZFRA will have to be a permanent feature of life which we are of the view is not sustainable in the long run. We wondered if there are any initiatives: community, private or governmental, which would enable small-scale farmers to sustain themselves into the future. In this regard we note that this is a significant project area of the Quaker UN Office (QUNO) and wondered if we might be of assistance in putting you in touch with the QUNO office on this issue?

Lastly, Friends voiced the concern that the ZFRA's area of the concern is in the rural areas yet hunger is now being experienced in the cities too as is evidenced by hunger being experienced by Friends in our YM. The YM would like ZFRA to report back at next yearly meeting with its views on this.

The YM upholds you both in the Light as you work in this area and wishes to offer what assistance it can, as you plan a way forward.

With love,

Helen Holleman and John Inglis

Co Clerks

11.8 Advocacy Report to C&SAYM 2016

2016/29 MINUTE — ADVOCACY

The question of whether C&SAYM Quakers are investing in the fossil fuels and nuclear industries was raised and needs to be clarified with the financial cluster and environment cluster. Meeting asked FOC and the clerks of our local funds to consider criteria for investment, and to review our portfolios to see how to take this discussion forward.

Rob Thomson offered to help the FOC and the clerks of the local funds to develop advice for C&SAYM. Roy Love offered to send the British Yearly Meeting Guidelines on this matter via Rob Thomson for our use. Both offers were gratefully accepted.

A draft of a way forward will be developed to be presented at MYRM.

11.9 Communications Cluster Report to 2016 C&SAYM

2016/30 MINUTE — COMMUNICATIONS CLUSTER

Meeting thanks Nancy Fee for the work she has done in this cluster.

Issues and constraints recommendations – Meeting accepts all these recommendations and requests Communication Cluster to carry this forward.

Friends who have particular web or computer skills or interests are requested to give or forward their names to Heath at heathwhite@me.com.

11.10 C&SAYM Handbook 2016

2016/31 MINUTE — HANDBOOK

There are no major changes from 2015 handbook, except for Section 9.

A section on Trustees' duties will be added.

12 Proposals/Minutes from the Meetings

12.1 Pretoria Worship Group to become a Monthly Meeting

2016/32 MINUTE — PWG BECOMING PMM

The Yearly Meeting welcomed Pretoria Monthly Meeting.

It was noted that the present constitution is potentially out of date. Friends will re-examine the constitutional issue should another Allowed Meeting start the process of becoming a Monthly Meeting.

12.2 Logo for C&SAYM

2016/33 MINUTE — LOGO

A number of possible logo designs were shown to the Meeting. It was agreed that a selection of these be sent to Local Meetings for their consideration and for their preference to be sent to the Clerks for MYRM. Friends are asked to be sensitive to cultural and equality issues in recommending any changes or alternatives.





A proposal to change the name of the YM to *Quaker Community in Southern Africa* was made. See Section 13.6.

12.3 Next MYRM and YM

2016/34 MINUTE — MYRM AND NEXT YM

MYRM will again be held at Koinonia, Johannesburg, and is scheduled for around Easter 2017.

The next YM will probably be held at The Good Shepherd, Hartebeespoort, and will be held in January 2018 as far after New Year as possible, while still avoiding school terms.

13 Matters Arising from YM

13.1 Summer School Report

REPORT ON SUMMER SCHOOL AT CSAYM 2016 AT ST AUGUSTINE'S

Altogether, summer school consisted of five sessions, spread over the first two days of Yearly Meeting. It started on Wednesday at 19:30 with a session called "Who is scared of the internet?" The secretary gave a clear, detailed explanation on what was on the Quaker.co.za website and how to find the information on it. The website is intended to be plain, clean, clear and helpful. The secretary sees it as a tool for Quakers.

A Friend spoke about CSAYM Facebook page www.facebook.com/Csaym.

The three goals of the CSAYM Facebook are:

- Building community by being an instrument to exchange ideas and news
- Building understanding of Quakerism
- Outreach

The Friend then asked each of us at the meeting to write something down on paper on our expectations of this Yearly Meeting which would then be posted on Facebook.

MfWfB

Summer School resumed on the next day, Thursday, with a session on Meeting for Worship for Business. After an introduction by the Clerk the meeting broke up into groups to discuss their experience of MfWfB, the role of the clerk, and support from meetings for their clerk(s).

Some points from the report back

During the report-back in plenary on experiences of MfWfB, a Friend coined the word “sludgy” to describe business meetings that were slow, frustrating and did not go anywhere. Sub-groups emphasised the importance of listening, keeping a sense of the flow of opinions and ideas and making space for each other and themselves. Unresolved decisions could be left till later, even later than the next MfWfB.

Other points mentioned during the report back

- “Weighty Friends” are a resource
- A good MfWfB needs good clerking
- Trust the process
- Come with hearts and minds prepared
- Business meetings should be “tender and loving”
- Silence should be kept at least at the start and the end and be minuted

On clerking and support for clerks, the issue of the length of service in the office was raised and some suggested a period of three years.

Elders of the meeting are a source of support. An assistant clerk or co-clerk can be both a source of support and gain experience before becoming a clerk.

Important ways for the meeting to support the clerk:

- Don’t come to meeting and tell the clerk you have to leave by whenever, and put the clerk under pressure to meet a deadline
- Be on time
- Hold the clerk in the Light while they are preparing minute
- Clerking is stressful but also an opportunity for spiritual growth

Q and A with weighty Friends

After lunch summer school continued with a Question and Answer session with weighty Friends. This session replaced the session originally planned on Quaker History and the Peace Testimony and was a great success. The questions asked:

- Why are you a Quaker?
- Are Quakers Christian?
- How do you react to a psychopath and how do you see that of God in someone really evil?

- Are you in favour of abortion?
- What is your growing edge? (i.e. in which ways do you expect to grow and develop?)

These questions evoked thoughtful, varied and even contradictory replies. It was clear that the session was a great success and the Meeting is grateful to the Friends who agreed to be on the panel at a moment's notice.

The fourth session was a Friendly Bible Study on 1 Corinthians 13:1-13 facilitated by a Friend from CSAYM.

The meeting broke up into smaller groups to study the passage in worship-sharing style.

After a short silence and careful reading of the passage, Friends in each group were asked to answer, if they wanted, five questions:

1. What is the author's main point in this passage?
2. What new Light do I find in this particular reading of this passage?
3. Is this passage true to my experience?
4. What are the implications of this passage for my life?
5. What problems do I have with this passage?

Summer School ended with an introduction to AVP. The pillars of AVP are:

- Affirmation
- Communication
- Co-operation
- Community Building
- Transformative Power

(i.e. ACCCT) was put up and the meeting broke up into smaller groups.

The principles/basics of AVP:

- All teachers, all learners
- Not therapy, can be healing
- Not religious, can be spiritual
- Experiential and experimental

were listed on newsprint and stuck on the wall and AVP trainers led the groups in the adjective name game, concentric circles, body parts and a Light and Lively in order for all to experience a sampling of activities offered during full length AVP courses as well as experience the spirit in which it was done.

Summer School this time was interactive and was a living illustration of the AVP principle that "all are teachers and all are learners". It was a powerful tool to improve our understanding and communication skills, build our community and deepen our spiritual understanding. The summer school, because it was concentrated in a block at the beginning of Yearly Meeting served as excellent preparation for business meetings at CSAYM 2016. Friends will be able to take their learnings both to their Monthly Meeting and to wider society. On the emotional level, summer school functioned to build our community and sense of togetherness at St Augustine's .

ANNEXURE

Meetings for Worship for Business

The full name of our business meetings, Meetings for Worship for Business gives us a clue as to how Quaker process, Quaker decision-making ought to be.

When we are in a Meeting for Worship, God is found in a gathered silence when we experience that small quiet voice in us that is able to reach the Divine and in which we experience the unity of being at one with the Spirit.

It is what draws us to being Quakers – that experience of having our souls refreshed by God and by each other.

But our business meetings often feel different from our Meetings for Worship and this is often reflected in the minutes. There is often no record of the silences kept, or of the development of the Spiritual life of the meeting; instead, a litany of “tasks” is recorded:

- responsibilities for the meeting house for dealing with rates, electricity, peeling paintwork, leaking roofs etc.
- who will collect the YM quotas
- how a particular scheme is accounted for in the books.

There is even sometimes a feeling of relief when business meetings come to an end – as if the agenda is something to be got through instead of a prism through which to experience the divine.

In this session we want to explore the foundational principles of Meetings for Worship for Business which make up a large part of what we do at YM but is also critical to the flowering of the Spiritual life of our local meetings.

Early Quakers Spoke about a Gospel Order: three aspects

- inward life of worship and discernment
- interior functioning of the church community
- social testimonies of Friends – how we are in society

This summer school session focuses on the second of these.... **interior functioning of the church community** – reflected in our meetings for worship for business.

Two short thought-provoking videos (20 mins) were shown:

Quakers Speak – Meeting for Business

<https://www.youtube.com/watch?v=1KJpF0fzZkI>

<http://www.friendsjournal.org/when-quaker-process-fails-the-interview/>

Small groups discussed the following questions honestly, in order to radically re-appraise our business meetings, and to take risks:

Each group chose a facilitator, a rapporteur.

1. Our experience of Meetings for Worship for Business:
 - What are Meetings for Worship for Business meetings like in my monthly meeting?
 - Does the process feel spiritual?
 - What nourishes me and my meeting?
 - Does anything detract from the experience of the Spirit?
2. The nature of a Quaker decision-making:
 - In our meetings do we strive to reach the weightiest decision? One characterised by:
 - Ethics
 - Expertise
 - Accountability
 - What gets in the way?
 - What can I do in business meeting to improve the spiritual experience for other Friends?
3. The Role of the Clerks
 - Does our clerk feel like the spiritual facilitator of our Meetings for Worship for Business?
 - How can I/we uphold our Clerks to help grow the Spirit in our Meetings for Worship for Business?
 - Am I scared of putting myself forward as a Clerk?
 - Is there something for me to learn as a Clerk?
 - How long should one be a Clerk for?

Key Searchings/Learnings:

The short videos provided some vital things for Friends to consider about our Quaker Process:

- Good Quaker Practice for Finding the Spirit in a Decision: Experience of God, identify the spiritual moving in the meeting, identify the weightiest solution based on ethics, expertise and accountability

Unity – not of votes but of spiritual leanings – to avoid the tyranny of the majority, and take time to mind the oneness, and avoid divisiveness.

The role of the Clerk is that of a spiritual facilitator, and to hear the unspoken.

How to uphold the Clerk? Come with heart and mind prepared; mutual trust and active listening to other Friends is necessary to discern the underlying concern.

How long to clerk for? Six years vs two. How do we see taking up Clerkship? Is it a burden? A “cross to bear”, or is it a joyful journey of discovering our own spiritual gifts as a spiritual facilitator?

Clerkship can take time, and can be a resource some of us feel is in very short supply. Good clerkship requires careful planning of the agenda for a meeting.

13.2 SIG Report

THERE WERE SIX SIGS

Outreach

Planning and Organising an event

Phoenix Zululand

Money

Living with Integrity in the Digital World

Film on Chasing Extinction

2016/35 MINUTE — SIG

Proposed minute from the Money SIG: The SIG on Ending Money poverty permanently recognises that our money system has a serious flaw and that people, Friends included, are generally ill-informed about the basics of money and its creation by the money system. The group suggests that, in order to be able to come to a common mind at next YM gathering on reform of the money system, Friends in their local Meetings should work to inform themselves about the basics of money and its creation by the money system. We recommend this Minute to Monthly Meetings and ask them to return their comments on whether and how it may be taken forward at local and Yearly Meeting level.

Friends were of the view that this issue ought to be considered. Rory Short has a blog on the issue, and there are many Quaker resources on the global economic and monetary system, which Friends can use to inform themselves about the issues.

13.3 Seven- and 15-minute Talks Report

7- AND 15-MINUTE TALKS

Young friends joined hands together to facilitate the seven/15-minute talks for YM 2016.

Fifteen-minute talks were introduced at this Yearly Meeting to hear about the Quaker journeys of our weighty Friends. The two special speakers nominated from midyear representative were:

- Phillemon Chirimambowa who presented on his Quaker experience; and
- Jeremy Madlala Routledge who spoke on the topic Spiritual Activism.

Meeting greatly enjoyed the opportunity to share in these journeys and asked MYRM to nominate people to do the same at next Yearly Meeting.

More Friends were able to take the stage on different interesting topics, as follows:

- Rosemary Smith: Civic activism
- James McCloy: Walk Joyfully
- Betsy Coville: Breakfast with Eugene de Kok
- Liz Palmer: Lessons from the ancestors, particularly based on king Moshoeshoe

ANNEXURE: PHILLEMONTAKARINDWA CHIRIMAMBOWA

My Growth and Experience in Quakerism — 1970–2016

There are five things I learnt in the home of Quakerism; these are:

1. **Growth.** From being a helpless infant one must also be given a chance to grow in a place where it is safe and secure. Once more, the home supplies the protection and parents who will sacrifice so that their children can grow up healthy and strong. God fills their minds with the right feeling towards their children so that this purpose of creating generation after generation may continue (Luke 11:11-13). So the home is the place that God has chosen from the continuing creation of man and must be preserved for his great purpose.
2. **Food.** As the great provider of needs of his earthly children, God also uses the homes on earth for his purpose of feeding all. The rain and the sun and the ground produce food for man, but it still has to be prepared by man in his own home. The home is an important part of God's plan for providing daily bread for his children on earth. Esau could shoot animals in the veld but he had to return home hungry in the end.

Quakers, seeing themselves as part of the creation, recognise their interdependence with the earth and all its creatures, seeking to work with them, and not to dominate or exploit other forms of life. They work for a just sharing of the earth's resources, through this may mean limiting their own use of them. They are opposed to technologies which harm our planet and the lives of its creatures.

3. **Home** – The place of Education To Quakerism is the home:

Discipline: It is the will of God that all men should live good lives. By letting people grow up in families and homes, God gives us a chance to learn the love of his will under circumstances where we are surrounded by love, peace and goodness. The home is the place where, by training and discipline, we learn to distinguish good from evil, and truth from lies, and start to love the truth more than all. Through our homes, the laws of goodness are passed from generation to generation. In them we are educated for life.

Love: The finest thing revealed in good homes is that God's law of love is the supreme rule of life. To realise that law in conduct is the aim of all education. To practise that law of love continually is to know the presence of God all the time. The home that is the result of human love and peace can become the foundation of the love of God for those living there, and God, who is love, becomes known to a new generation.

Our compassion: Given this belief that everyone is equal before God, we need to have compassion for one another, whosoever that other may be. There is a special concern for those disadvantaged, oppressed or marginalised. Our compassion may be shown at a personal, local, national or International level.

4. The Search for Truth:

Simplicity and integrity bring us closer to the truth. It is of such importance to us that originally our name was “The Religious Society of the Friends of the Truth”. The search for truth was inspired George Fox, one of our founders, who refused to swear in court to tell the truth, in part because of the Biblical admonition against swearing (Matthew 5: 34-37), but also because swearing to tell the truth on one occasion implies that there are other occasions when one would not tell the truth.

5. **The Light:** The light is what enables you to see. The light is what activates the conscience towards God and towards fellow human beings, so long as it loved. As the light illuminates and activates your conscience, it will let you see things that can’t be seen by physical eyes but can be seen by the invisible eye within you. As a person you have two invisible eyes.

If one lives by the Quakers values it will bring:

1. Growth in the art of living as community.
2. Love and compassion that will care for other people.
3. Creation, human beings will live within the ecosystem that creates peace with nature.
4. Search for the truth: One should live by the truth because we should worship God in truth because he is God of truth.
5. Light makes us see what is Right and what is wrong.

P.T.C.

13.4 Young Friends Report, including of the proposed camp

C&SAYM YOUNG FRIENDS REPORT 2016

Young Quaker Friends met at St Augustine’s Conference Centre in Modderpoort during Central & Southern Africa Yearly Meeting, 2016. There were five YF at the start and another two joined later. One of the things that we discussed was inter-visitation. We discussed the purpose of these visits and decided that the visits were to share experiences and build spiritual growth. These visits are confined to active young friends within Central & Southern Africa Monthly Meetings. We hope to have had at least three inter-visitations by next YM.

The visiting friends will notify the monthly meeting and the meeting to visit. A member of the latter will volunteer to host the visitor. Funding for travel can be applied for from ECTF or raised by either meeting.

We believe that these visits will strengthen Young Quakers' understanding of our religion and that interacting with others will help us to grow spiritually.

We decided to have a camp in 2017 during the Easter holidays, and would like KwaZulu-Natal Monthly Meeting to host the camp. We have already started organizing the camp and allocated tasks among ourselves. We will do further research and submit a proposal to the Young Friends' elders.

We nominated John McCormick and Marie Odendaal to be our elders, and would like their support and for them to be part of our decisions.

Khosi Sekoere and Gcina Mbete will continue to be Young Friends clerks.

Activities during the YM

As Young Friends we appreciated being part of the worship sharing groups, and having an agenda.

It was good to be part of the summer school where we all learnt about good clerking and business meetings, and also about why Quakers don't vote. It was also wonderful to be part of the Friendly Bible Study summer school because we realized that even though we are all Quakers, we are different.

The AVP summer school was nourishing for all; it motivated Young Friends to join an AVP workshop.

The first session on our agenda was "Me and my meeting". It was about the role of your Meeting and the role Quakers play in your life and role of Young Friends in their Meetings.

We had an opportunity to be part of a special interest group which was about event planning. The SIG was an eye-opener because it showed Young Friends where we were going wrong with planning. We are already implementing those skills in organizing our future camp.

The next workshop was personal development and life skills, which was fun, engaging and taught us about how we view one another.

We would like to be given the chance to choose our own yearly meeting outings.

13.5 Children's Report

CHILDREN'S REPORT TO C&SAYM 2016

We weren't a big group this year, but we had lots of fun.

Nicole (9), Moorosi (12) and Tabetlo (1 year) enjoyed having a room dedicated for them and their activities. Their mothers often joined us for crafts and stories. Lerato was a lovely assistant.

We made butterflies, mosaic pictures and beads. We listened to several stories, including one about Moses and the Ten Commandments.

A big project we enjoyed was making cards to send to absent Friends. We made over 50 colourful cards.

We swam, even though it was a bit cold. We went on a walk and discovered a large old Church. We came to the last 15 minutes of Meeting for Worship every day and enjoyed the silence.

The Meeting expressed thanks to Betsy for providing fun and inspiration for the children.

13.6 Proposed renaming of C&SAYM

2016/36 PROPOSED MINUTE ON QUAKER NAME CHANGE

Our name, Central and Southern Africa Yearly Meeting of the Religious Society of Friends (Quakers) does not communicate who we really are, and is not an invitation to others who may be seeking a spiritual home.

We are a spiritual community of Quakers in Southern Africa,

- with our roots in Christianity,
- responding to that of God in everyone and welcoming all other seekers,
- guided by the Spirit of God and inspired to action by Quaker Testimony, and
- organized locally for worship, building community and acting together for social justice and peace.

The decision to create a new logo and the new effort to communicate better through Facebook, or the website and other social media, gives us an opportunity to consider the question of our name and our accessibility to other seekers.

The Yearly Meeting proposes that local meetings consider the following suggestion for a name: -

“Quaker Community in Southern Africa” for the Yearly Meeting; and local meetings adapting their names accordingly, such as Bulawayo Quaker Community, Lesotho Quaker Community, Pretoria Quaker Community.

We ask:

- YM Co-clerks to consult Jennifer Kinghorn for advice on the implications of a name change, including legal, bureaucratic and issues related to bank accounts and Quaker trusts.
- Local meetings to communicate their responses to YM co-clerks who will process the responses for consideration and adoption by Mid-Year Representative Meeting.

Once agreement is reached on the name change, YM would issue a communique. While we sort out the legal and bureaucratic issues related to the name change, Meetings could use the new name/s as the public face while retaining the existing names for internal business.

2016/37 MINUTE ON THE ABOVE PROPOSAL

A proposal was made that the name C&SAYM be changed to Quaker Community in Southern Africa and that local meetings consider styling themselves as Quaker Community in Johannesburg, for example.

The name change(s) could be informal to start with.

We recognise that there would be legal and bureaucratic processes to be followed, and are going to take the proposal further by asking our local meetings to consider it.

Yearly Meeting Clerks to liaise with Jennifer Kinghorn on the legal ramifications of amending constitutions, trust deeds, title deeds etc.

13.7 Epistle

CENTRAL AND SOUTHERN AFRICA YEARLY MEETING ST AUGUSTINES'S PRIORY, MODDERPOORT, SOUTH AFRICA, 27 APRIL – 3 MAY 2016

We send loving greetings to Friends everywhere. Some sixty Friends came from four African countries to Modderpoort in the Free State. The venue was an old Anglican Mission Station school complex and we looked across to the blue-red Maluti mountains in Lesotho some fifteen kilometres away. We were joined by eight Friends from Britain Yearly Meeting and Churchill Malimo from the FWCC's Africa Section. For six days, we shared in: meetings for worship, worship sharing, meetings for worship for business, a Summer School, special interest groups, seven- (and some fifteen-) minute talks, excursions (including viewing rock art of the San people), and the Richard Gush Memorial Lecture.

Children and Young Friends enriched our Meeting. Young Friends had their own programme but also spent much time participating in the main programme.

We were inspired by the range and quality of actions for peace and justice on the part of Friends. These include AVP (Alternatives to Violence), Phoenix Zululand (Restorative Justice in prisons), Beanies and Blankets for Babies, Zimbabwe Food Relief Action, the Quaker Peace Centre and the school-based work of the Friends of Hlekweni.

Summer School sessions over one day included Friendly Bible Study, a Q&A session, featuring weighty Quakers, and AVP.

We have always been aware of our diversity but this YM showed up some of the challenges we face, which are:

- Tackling immediate needs (which caused us to set up a hunger relief fund to support families in Bulawayo and Lesotho), and longer-term issues (the facts that climate change means that drought is now the norm across wide sections of southern Africa).

- Building interpersonal peace (via AVP for example) but also living in socio-economic environments characterised by violence, poverty and inequality.

Such challenges were highlighted in the Richard Gush Memorial Lecture, presented by Jennifer Kavanagh and titled *No Other; a journey into one-ness*, which can be found on our website www.quakers.co.za. It is almost impossible to summarise a lecture so full of rich insights and we point you, as Jennifer did, to one of our own Advices and Queries:

“Do we divide our worlds into spiritual activities, family life, secular pursuits and political action, into good people and bad people, us and them, old ways and new ways? Let’s make them one. Let’s find the goodness in the other, the infinite in the humdrum, the wisdom in the ancestor, the eternal in the here and now.”

We conclude this Epistle with a Haiku written during the meeting:

If you are feeling down
Or uncertain of how to act
Try love
Love never fails

In Peace and Friendship

Justine Limpitlaw

Helen Holleman

Co-Clerks

13.8 Other Matters Arising

2016/38 MINUTE — OTHER MATTERS ARISING

13.8.1 New Members

George Bebongecheri Nchindia was welcomed into Membership of JMM.

13.8.2 Recognising role of King Moshoeshoe I

Arising from a 7-minute talk, a letter to the King of Lesotho has been drafted advising him that Meeting wishes to honour King Moshoeshoe I by making him an honorary member of C&SAYM. The letter is included in the minutes below, but after Yearly Meeting, a number of Friends wrote to the Clerks asking that the letter not be sent until further historical research has been undertaken by the Clerks regarding King Moshoeshoe I’s historical role. This issue will be dealt with further at MYRM 2017.

Motlotlehi Letsie III
The Royal Palace
Maseru – Matsieng
KINGDOM OF LESOTHO

?? May 2016

Motlotlehi Letsie III

**HONOURING KING MOSHOESHOE I BY THE QUAKER COMMUNITY IN
SOUTHERN AFRICA**

1. We are writing to you as the Co-Clerks of the Quaker Community of Southern Africa.
2. We are a religious grouping that works for peace and justice.
3. We have been meeting at St. Augustine's Priory near Ladybrand, within sight of the beautiful Maluti Mountains of your Kingdom.
4. One of our Quaker Communities is from Lesotho.
5. We have been privileged to hear about the leadership of the founding King of the Basotho nation, King Moshoeshoe I.
6. We have been extremely moved and impressed by King Moshoeshoe I's vision and action of forging a nation out of refugees who had lost their homes and lands in the Lifaqane and also in the struggles against the Trek Boers.
7. Significantly, we have been touched by the emphasis on peaceful coexistence that appears to have illuminated his actions and his leadership. This speaks directly to our Quaker Peace Testimony in which we try to see That of God in Every Person and therefore, renounce violence as a way of settling human conflicts.
8. We are of the view that King Moshoeshoe I is insufficiently acknowledged for his leadership and vision in the rest of Southern Africa and in the World.
9. In these turbulent times, where the hardships of displaced people are not being responded to with loving kindness and care, we think that King Moshoeshoe I provides a global role-model.
10. We would like to honour King Moshoeshoe I by bestowing upon him the posthumous title of Honorary Member of the Southern Africa Quaker Community.

11. We would of course be delighted to hear from Your Majesty should this be acceptable to the Basotho Nation.

In love and friendship and holding your nation in the Light in these challenging times,

Helen Holleman and John Inglis

Co-Clerks

14 Evaluation Report — Yearly Meeting 2016

35 participants completed the evaluation sheets.

The evaluation sheets had seven sections and room for further comments. I have noted the main findings.

14.1 What I learnt from YM

More about C&SAYM

The value of Worship Sharing and being still.

We are a community.

Trusting the Quaker process

How to listen to others and share with them

The importance of being environmentally friendly.

The need to pay more attention to finances and their importance.

The need to take action in the wider society/community.

That the diversity in the world is an expression of God.

About the ethical dilemmas in using the internet.

That YM is a vital part of being a Quaker.

We need to attract more members.

The beauty of St Augustine's.

The difference between spiritual growth and spiritual transformation.

The value of reconciliation and healing.

14.2 What I liked at YM

The home groups.

Worship Sharing was very popular.

The venue and physical environment was very popular.

Summer school was very popular.

The Richard gush lecture was popular.

Friendly Bible Study was popular.

The sense of community.

The Nguni Cow analogy.

The openness and plain speaking.

The spiritual atmosphere

Free time

The YM pack

The well structured programme.

Q & A session

The AVP session

The SIGs

The structure of YM.

The presence of British Friends.

The facilitation.

14.3 What I didn't like at YM

It was cold in the hall.

Lateness and slowness of Friends coming to the sessions.

Friends lacked discipline at times.

Friends not performing their duties.

The silent lunch.

The timing of YM which meant that not all Friends could attend.

Issues around the financial statement.

The SIGs and talks were not very well coordinated.

14.4 The Facilitators (Clerks)

Very good – sensitive and loving, open and clear, well prepared.

14.5 The programme could be improved by ...

Sending out YM documents well in advance or making them available on-line well in advance.

Starting on time.

Choosing a time when more Friends can attend.

Introducing the use of music and having more creative activities.

Learning more from older Friends.

Shorter lunch breaks.

Sticking to realistic boundaries.

Leaving time to allow for change.

Involving Young Friends more.

14.6 I still need ...

A number requested having advanced AVP sessions.

Time to reflect.

More Friendly Bible study.

To look at the Quaker website.

Link Friends from the different age groups.

To follow up on the things learnt at YM.

To get more involved in preparing for YM.

Have more practical assistance for the clerks.

14.7 Any further comments

YM helps personal change to take place.

All have a leadership role to play.

A “How Quakers live” session is needed.

14.8 Conclusion

It is to be regretted that according to my figures only 50% of participants submitted evaluation forms. This could have been avoided if Friends were encouraged to hand them in before being “allowed” to go for a meal for example. If they were allowed to take them away to complete that is when opportunities arise to misplace, forget and otherwise fail to complete or hand them in.

From the forms that were completed it can be seen that there was generally a very positive response to all aspects of this year’s YM. Friends particularly welcomed Worship Sharing and Meeting for Worship at the start of the day, the Summer School and the Richard Gush lecture. They also liked the Friendly Bible Study session and presence of British Friends.

The smaller number of Friends allowed for more of a family feeling but it was felt that YM should be held at a time that allowed more Friends to attend.

The venue came in for high praise but quite a few Friends commented on the cold experienced in the meeting hall and others expressed delight at having the luxury of electric blankets!

Other suggestions included:

Dropping CENTRAL (no longer an accurate term) and changing C&SAYM to “The Quaker Community in Southern Africa”

A video could have been made of YM to share with others, especially the Gush lecture.

A few felt that more prominence could have been given to AVP and they would like to have experienced the advanced AVP course.

Friends should consider having a logo and some form of branding.

Graham Thomas