

RELIGIOUS SOCIETY OF FRIENDS IN SOUTHERN AFRICA

Representative Meeting held by Zoom

12 November 2023



David, Kobamo, Samantha and Loice at Botswana Meeting for Worship in October 2023

Document Pack

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The Meetings can be joined via the following link:

<https://us02web.zoom.us/j/89542398507?pwd=VnU4cEkvUjhOSjZlL3lNbnBrcEdiZz09>

Zoom meeting ID: 895 4239 8507

Passcode: 010795

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1 Agenda and Objectives of the RM

IF YOU HAVE ANY CONNECTION DIFFICULTY DURING THE MEETINGS, PLEASE CONTACT
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Sunday 12 November 2023

ITEM	TIME	SESSION	DURATION	CLERK / SPEAKER
1	8.15 – 8.30	Arrival and greetings	15 min	Benonia & Gregory
2	8.30 – 9.30	Meeting for Worship	60 min	Benonia
3	9.30 – 10.00	Worship Sharing	30 min	Benonia
4	10.00 – 10.15	Break	15 min	Benonia
5	10.15 – 10.45	Statement of objectives of Reps Meeting and co-clerks' report. The objectives are: 1. To discuss the establishment of a SAYM Education Fund, and agree the next steps and responsibilities 2. To review and agree proper procedures for granting and accounting for Quaker funds 3. To agree steps and responsibilities in supporting the Botswana Monthly Meeting over the next twelve month Proposed dates for 2024 Reps Meetings: 17 March; 22 September; 17 November Proposed next Yearly Meeting: 4-8 January 2025	30 min	Gregory
6	10.45 – 11.30	Establishment of a SAYM Quaker Education Fund (including breakout room discussions)	30 min	Mark
7	11.30 – 12.15	Finance discussion: proper procedures for granting and accounting for Quaker funds	45 min	Gregory
8	12.15 – 13.00	Support for the Botswana MM: re-establishing a support group	45 min	Benonia
9	13.00 – 13.45	Lunch, and drafting minutes	45 min	Gregory
10	13.45 – 14.15	Minute review and approval	30 min	Gregory
11	14.15 – 15.10	Quakers and elections – next steps: experience from Zimbabwe, looking to 2024 South Africa elections	55 min	Benonia
12	15.10 – 15.45	Update on FWCC World Plenary Meeting, and YF attendance at Quaker Peace Network Training	35 min	Gregory
13	15.45 – 16.30	Tea/coffee and drafting minutes	15 min	Gregory
14	16.30 – 17.00	Minute review and approval	30 min	Benonia
15	17.00	Silence / Closing		Benonia

2 Co-clerks' report to the SAYM Representatives' Meeting, November 3, 2023

Warm greetings to all Friends across the region!

Since our last RM in August, Benonia has been active in her home Meeting of Harare, while Gregory spent a challenging month during September in the Democratic Republic of Congo, conducting a scoping study in two provinces on public financial management, in preparation for a planned new donor aid programme.

We have as co-clerks meanwhile been grateful to receive a solid proposal, contained in the document pack, for a Quaker Education Fund. We look forward to our discussion at the Reps Meeting on this, and to taking forward this ambitious, important project.

We are also grateful as co-clerks to have received a report from the Financial Oversight Committee, also contained in the document pack, and which will also be discussed at the Reps Meeting. We were able to participate in a highly constructive meeting of the FOC, looking at the investment criteria used by Quaker funds, out of which came the proposal to streamline the requirements and limitations on Quaker investments. We look forward to that proposal, and also to a proposal to plot a way forward on replacing our long-serving Treasurer Mark Povall.

We are also increasingly urgently seeking progress on an issue flagged at the last RM, and contained in Minute 2023/40, of the worsening risk to our charitable status from our failure to submit accounts to SARS since 2018, and ask the FOC to take us forward on this issue.

The last RM confirmed that Friends believe RMs are serving their intended purpose of reducing the agenda load for YM, of enabling Friends from around our region to feel more connected through seeing and hearing each other more regularly, and in supporting smaller Meetings. We were also gratified to hear that the running and clerking of Meetings is improving, though there is still much more that can be improved.

The proposal from the last RM was that selected key issues be sent out to Clerks of Local Meetings well in advance, and we have sought to do that this time round. We are, however, constrained in when we send out reports by when these reports reach us. We thank Friends for their efforts to supply the reports we request in a timely manner.

We were also requested at the last RM that more effort should be made to involve Young Friends in the RM. We recognise that we still need to make progress in this matter, but we have taken some steps, and we shall be hearing from YF during the RM about how they got on recently in Burundi.

We were also asked at the last RM for a fixed calendar for RMs and we have duly supplied proposed dates for 2024.

Friends, like all of you we are horrified and dismayed at the worsening cycle of atrocity and revenge atrocity in the Middle East. We restate our longstanding commitment to approaches to this and all conflicts that are grounded not in revenge but in a firm commitment to peace, to compassion, and to justice, and we humbly hold in the Light all their victims and their perpetrators.

In peace,

Gregory, Benonia, and Mark

3 A Quaker Education Fund

PREAMBLE

There is an unwritten imperative among Southern Africa Quakers to “keep children at school.” Such an imperative is essential as proper schooling is the foundation for all things in life. For this reason, Richard and Pushpa Knottenbelt set up the Zimbabwe Secondary Bursary fund funded by Friends in the UK via Britain Yearly Meeting's Quaker Peace and Social Witness department. In 2015, QPSW wanted to lay this down, and Friends of Hlekweni took over the funding role. This fund supported orphans and vulnerable children in Grade 7 for about 50 years. As FoH wound down, no new students were admitted to the scheme, and there are currently three students completing their schooling (funds were set aside and are managed by Milton Keynes Meeting through Lee Taylor).

In similar way, SAYM has helped keep children of Friends from Botswana, Lesotho or elsewhere in school, by helping with school fees, clothing, and transport. SAYM Friends have also on occasion helped with tertiary education fees. As there is no established education fund in SAYM, such funds have been covered by the Compassion Fund/ECTF.

PURPOSES OF A QUAKER EDUCATION FUND

Below are possible ‘categories’ of education that could be supported.

1. To help children to attend pre-school.
2. To help deserving children through primary and secondary school by providing money for fees, uniforms, transport, books and other essentials.
3. To provide loans to deserving young people to attend university or similar tertiary education institutions.
4. To provide loans to deserving young people to acquire other skills that would enable them to make a living.
5. To encourage participation in selected Quaker courses.

SUPPORT FOR PRIMARY AND SECONDARY SCHOOL CHILDREN

- Funds should support both those in need (as a priority) and gifted children, either academically or in the arts.
- Children in need of support should be identified by head teachers.

The Friends Bursary Fund which had run in Zimbabwe for about 50 years supported high school/secondary school children of both Quaker and non-Quaker affiliation. This fund has been discontinued.

[It is interesting to note that Strive and Tsitsi Masiyiwa, founders of the Higherlife Foundation in 1996, has funded the education of several thousand Zimbabwean children – see <https://www.higherlifefoundation.com/>]

QUESTIONS: CRITERIA FOR SUPPORT

- How are 'gifted' and 'needy' children identified?
- Are those from Quaker Meetings given preference or are only those with an affiliation to Meeting helped?
- Are the funds going to support Quaker Young Friends who are not academically gifted?
- What support (academically and pastorally) do students get to help them?
- Under what conditions is support withdrawn?
- Is gender an issue: should girls be given priority, as research suggests?

(See Zimbabwe Friends Bursary Fund criteria – attached)

MATTERS TO CONSIDER

The following points raised by Lee Taylor need to be part of the discussion.

- Given that primary school fees are less expensive than secondary and - of course - tertiary, where should the emphasis be? FoH leant towards supporting primary school applicants.
- What expectations on the part of students (and/or their parents) are set up by funding at any level? How does one continue to support particularly gifted children?
- School fees differ at different schools, sometimes quite dramatically, and not necessarily linked to teaching input or student success – should the secondary students be grouped at a few schools, so they have other Quaker-funded students alongside?
- Should one continue to fund students whose results are mediocre? What criteria should be used and how should these be applied? Students who are needy may well have extenuating circumstances for not doing brilliantly, but nevertheless....
- What about mentoring programmes for secondary school students who have Quaker 'scholarships'?
- Should all funded students be offered AVP or similar training?
- How are expenses of the local committee covered? A local the local committee needs to meet at least termly, and have email/zoom/phone contact in between. This may well require funding for transport, food while away from home, a laptop and data.
- How would the money be apportioned between the different countries in SAYM?
- What is the expected life span of such a scheme? One needs to consider set up, recruitment of students, evaluation, etc.... If students are taken on as primary students they could progress to university, that is 16 or more. This would require a significant initial fund/expectation of annual fundraising to maintain – but see below.

SUPPORT FOR TERTIARY EDUCATION/POST-SCHOOL SKILLS TRAINING

As the main purpose of tertiary education or training for a particular vocation is finding employment, funds should be provided as an interest-free or low-interest loan.

In South Africa students can apply for NSFAS funds for university, but this is not available to non-South Africans.

Requests for aid in these areas should be accompanied by a detailed motivation setting out why a particular course of action has been selected. Such applications are then assessed by appropriately experienced Friends and/or others known to Friends who could do so.

Once approval has been given, a contract should be drawn up with the applicant. An appropriate group will assess progress and determine whether funding should be continued and if not, how the loan should be repaid.

ESTABLISHING A QUAKER EDUCATION FUND

Funding is the BIG issue – where is the money to come from? Finding the money to invest so as to provide income for an Education Fund is a challenge. It is suggested that initially some of the money that is allocated to the Compassion Fund by the ECTF is allocated to an Education Fund.

An investment of some R6 million has been indicated. To establish such fund that will in the long term provide income for education could be built from donations from Friends in the UK, US and in Southern Africa.

Advices and Queries 24.51 is relevant here:

After more than thirty years and a second world war, London Yearly Meeting in 1968 moved beyond statements, to call for positive sacrificial action conceived as corporate witness by Friends to prompt action by the country as a whole.

The World Conference of Friends held in 1967 asked year meetings throughout the world to consider the right use of the world's resources.

We know that the world's resources are neither developed to the full nor used to the best advantage. The inequality in the distribution of the goods and services between nations and between individuals within nations stares us in the face.

If we are to face these issues aright we are called to re-examine our whole way of life. At a personal level we must ask ourselves how we spend our time, and how we use the talents God has given us in earning a living, remembering that in spending we are asking others to use their resources in our service.

As members of the Society of Friends we must ask the same question about the resources of our Society: as members of a nation and of the community of nations we must be alive of the fact that ours is among the richer countries of the world, yet devotes but a small fraction of the national income to help the less developed nations.

We commend to the further consideration of Friends ... the continuing need for personal service. **We are concerned from this session to ask all Friends who feel able to do so to give one percent of their income to help the poorer nations.**

Could we ask Friends to contribute 1% of their monthly income **once** to establish such a fund, or a single gift of £20 / \$20 or more from UK and US Quakers?

There are also Quaker Trusts in the UK, but they get a many applications. One could be publicise in various countries by, e.g. an article or (paid for) advertisement in *The Friend* in the UK.

3.1 Friends Bursary Fund

The Friends Bursary Fund is a small fund which uses money collected from Quakers in Britain as well as other occasional sources to support high school students in Zimbabwe.

The Fund operates through a simple structure and hopes to achieve real results in terms of growth of the young people it supports.

Structure. The Fund is a project of the Harare Monthly Meeting who have been administering the Fund for about 50 years.

Harare MM appoints a Committee which consists of an Administrator and two or three members. HMM appoints the signatories to the bank account Religious Society of Friends, Friends Bursary Fund with Kingdom Bank, Samora Machel Ave, Harare. The Committee formulates policies and decides on allocation of resources to assist students. The Committee works closely with its counterpart in Bulawayo Monthly Meeting which recommends students in the Southwestern area of Zimbabwe for help, and monitors their progress term by term.

Criteria. Students should be able academically and for whatever reason unable to find all the expenses for schooling. Special consideration is given to enabling girls to complete their education.

Limits. Typically, the Fund will pay some or all of tuition, boarding and exam fees according to circumstances and available funds. Other expenses can be considered in cases of destitution.

Applications. While anyone may initiate an application, it is expected that all these will be with the recommendation of a School Head and/or one of the Monthly Meetings (Harare or Bulawayo).

Procedure

1. A student who meets the criteria “academically able, but in financial difficulty” is identified.
2. An application form is obtained from the school or a Quaker Meeting and is completed. This gives the basic facts about the pupil, family, school, and should be filled in to make clear why the child needs support. It should in general be signed by the pupil, one or more parents or guardian, as well as the Head of the school the child is attending, or is about to attend.
3. The form is submitted to the Committee who may call the parties to an interview.
4. The decision of the Committee will be given in writing and make clear any immediate limits to the support offered.
5. Payment will be made directly to the school’s bank account.

6. The school issues a receipt to the Friends Bursary Fund, naming the beneficiary/beneficiaries. This should be forwarded to the Committee as soon as confirmation of the payment has been obtained.
7. Copies of the child's school report and invoices for future fees must be submitted to the Committee as soon as they are available.
8. Continuing support is subject to reasonable academic progress and satisfactory conduct. This is assessed on a term-by-term basis. If the school becomes aware of problems in regard to these matters, the Committee must be informed as soon as possible

It is hoped that where difficulties arise the school's counselling service will be involved. In exceptional cases the Committee may decide to provide counselling.

Disclaimer

It must be understood by all concerned that the fund is a small one and derives mainly from overseas sources. Accordingly, it cannot make long term commitments although it has in the past been able to make a steady contribution and enabled students to be supported throughout their high school years.

Fundraising

The Fund accepts donations from well-wishers who are concerned for the future of young Zimbabweans. It reports to donors at least once a year but does not in itself undertake major funding projects.

All recipients of assistance are given a copy of the "Dear Student" pamphlet drawn up by John Schmid and the Bulawayo Monthly Meeting and slightly modified for the Harare Monthly Meeting. The pamphlet specifically requests the beneficiaries to consider helping out in some need when they become able to do so, and gives information about how to contact Quakers in Zimbabwe.

Agreed by Harare Monthly Meeting minute No Re: 09/2 Bursary Fund of 15 July 2012.

3.2 Zimbabwe Quaker Bursary Fund Scheme

DATE: 23-10-2023

Richard Knottenbelt, one of the early Quakers in the country, was selected to manage the Zimbabwe Quaker bursary fund, the scheme he managed for almost 6 decades. In 2011 Bulawayo MM nominated 2 members (Solomon Makadzange and Nosisa Choto Ncube) to assist Richard Knottenbelt with Bulawayo student beneficiaries as he was stationed in Harare, an active Harare MM member. This was carried out with Richard Knottenbelt monitoring and paying required funds for all beneficiaries of the whole country. He moved around the country during his teaching practice, from Bulawayo, Masvingo then last to Harare.

When time came for Richard and Pushpa Knottenbelt announced of their intention to leave Zimbabwe, the two meetings in Zimbabwe (BMM & HMM) decided that the Bulawayo MM interim bursary fund committee takes over Richard Knottenbelt duties. He handed over the authority to source funds from QPSW. This happened without funds on hand because Harare

Kingdom bank which held the funds was liquidated by the government holding approximately USD \$14,000.

Later in 2015 Bulawayo MM adopted this new Bulawayo Quaker meeting (BQM).

BQM opened MBCA bank account, which is now NEDBANK ZIMBABWE. During that time the Bulawayo bursary fund committee Zimbabwe was working with UK QPSW transferring required termly funds through BQM bank account.

Before long news came of QPSW decision to drop fundraising for this bursary fund project. Friends of Hlekweni UK volunteered to fundraise for the project. The required termly funds were channelled through Bulawayo Quaker Meeting bank working with the committee which was selected.

In 2016 when Nosisa Choto Ncube transferred to Harare, BQM nominated Agnes Ndhlovu to fill the gap. The same year FOH sent funds to Bruce Caddick who transferred the money to the school bank accounts.

BQM used the criteria from Harare Meeting to select students required to be in the bursary scheme. The selection of students was done by the school heads and teacher and then referred to BQM bursary committee for further assistance. Young Friends who were in need and gifted were also supported. The bursary committee liaised with the parents/guardians of the students in case there are any matters arising, also with the school authorities for clarification of fees requested or other issues.

Primary Schools: FOH paid fees and fees arrears for 40 Grade 7 students in each of the 4 schools they supported. This was done for the whole year in order for them to collect their results end of year.

Secondary students: In 2019 FOH decided to drop this project out but continue winding/finishing off all committed student beneficiaries already in the scheme. This is where we were left with 3 students (2 are writing their A level exams next year and one is writing O-level exams this year, if he achieves good results, he will continue to A level) then this relationship with the FOH should end in 2025.

Lee Taylor mentioned most of the work they did and resources provided for the bursary students. So far it's so sad that when students finish a level, they don't go further with their education, like now we have one student who was on the bursary scheme, Greater Mudimba. She was doing sciences and did well but could not go further with her studies because of funds.

If funds are available, it is important to support the gifted student's right through tertiary or university level. It will be an advantage for those intelligent dedicated beneficiaries.

The country Zimbabwe is experiencing a harsh economic environment and high inflation.

Compiled by

Agnes Ndhlovu and Solomon Makadzange

ZSSBS Committee Members.



4 Financial Oversight Committee

30 August 2023

Dear Friends in SAYM

including SAYM co-clerks, SAYM Treasurer, convenors of Quaker Funds Committee, clerks and trustees of ECTF and CAQT, Young Friends clerks and local Meeting clerks

PROPER PROCEDURES FOR GRANTING AND ACCOUNTING FOR QUAKER FUNDS

The SAYM Financial Oversight Committee, consisting of Graham Bishop, Anthony Kinghorn, Alex Kühn and Jennifer Kinghorn, met on 13 August 2023 in response to concerns raised about unfortunate experiences relating to Quaker Funds. The Financial Oversight Committee therefore makes certain recommendations for consideration and adoption by SAYM at its next Representatives Meeting.

Summary of concerns

In summary, the concerns raised were about:

1. The process for allocating Quaker funds to members and attenders in local Meetings
2. The expectations and behaviour of members and attenders when participating in another local Meeting's activities or when requesting assistance from another local Meeting
3. The responsibilities of home Meetings when one of their members or attenders applies for Quaker funding or travels to another Meeting
4. The responsibilities and expectations of Friends, including Young Friends, who travel to attend international or regional Quaker events
5. The need for accountability when receiving Quaker funds, whether the recipients are Quakers or not.

Background

Three examples of these concerns were brought to the Financial Oversight Committee's attention.

In the first, an attender applied for and received a grant for a medical procedure from the Compassion Fund. The procedure required them to travel to another Meeting, and to request assistance from Friends there. It appears that neither the home Meeting nor the host Meeting was aware of the application for funding. There was no engagement between their home Meeting and the host Meeting about the attender's needs and expectations, and what the host Meeting would be able to provide. The person arrived unexpectedly and made a large number of unanticipated demands on the host Meeting. It turned out that they could not in fact undergo the medical procedure because they had not requested the correct amount from the Compassion Fund. This could point to a lack of interrogation of the application by the Quaker Funds Committee in the first place. There were insufficient funds remaining in the attender's grant to pay for the bus trip back to their own Meeting, and the person could not provide evidence that what they had spent grant funds on was the same as

the purpose for which the grant had been given. The host Meeting had to purchase a bus ticket for them to return home.

In the second example, an attendee requested funding to participate in an event being hosted by another Meeting. Accommodation and transport to and from the event were paid for by the host Meeting. The attendee attended, but did not participate in the event, and behaved in ways that were unacceptable. Subsequently the host Meeting found out that the home Meeting did not know of or support the person's application to attend the event.

The third example involves the attendance by Young Friends at Quaker events regionally or internationally. In some cases, the travellers did not fully understand what they were attending or their commitments about reporting on their travel to their Meetings and Yearly Meeting or participation in further activities related to their travel. Without the support of their home Meetings, there was insufficient accountability, and opportunities for their Meetings to benefit were lost.

FOC recommendations

These three examples stand in contrast to many well-organised visits that have brought much growth and deepened connections between Friends from different Meetings as well as with Friends globally.

While the Financial Oversight Committees supports the growth and well-being of Friends, we are concerned about the risk of wasteful expenditure, abuse of the funds, demands made on host Meetings and insufficient accountability to both the home and host Meetings.

The Financial Oversight Committee therefore presents the following recommendations to the Yearly Meeting for acceptance (presumably by the next Representative's Meeting):

1. All applications for funding should require a written application from the applicant themselves. The application needs to explain in detail how the funds will be used, and if relevant, include the applicant's expectations of the host Meeting and home Meetings.
2. All applications for funding should be endorsed by the applicant's home Meeting. The home Meeting should not simply rubber stamp the request but should establish that the request is well thought through and does not make undue demands on the host Meeting if there is one. Where relevant the host Meeting should be asked by the home Meeting whether they are able to accommodate travellers.
3. The home Meeting should send a travelling minute with any visitors introducing them to the host Meeting and explaining the purpose of their visit.
4. The Quaker Funds Committee, ECTF or CAQT (whichever is the funder) should be provided with references from home Meetings about the suitability of visitors for funding and the events to be attended.
5. Quaker funding is not always limited to members or attenders at Quaker Meetings. However, in this case, the relationship to Quakers needs to be clarified.
6. All recipients of Quaker funding, regardless of whether they are Quakers or not, should report on how the funds were used and the results of the activity. Where there are receipts to show expenditure of the grant, these should be attached to the report. Reports like this ensure accountability, and where funding is used for recipients who are not Quakers, such reports deepen Quakers' connection to the work they support.

- a. Reports from the successful applicant should be given to the home meeting at the first gathering thereafter.
- b. A brief written report by the applicant or the meeting clerk should also be sent to the funder.

This requirement may seem burdensome but will build sound practice. Reporting will help to ensure that the funding gave real benefit of some kind and will consolidate reflection and learning from the experience – even if it was bad. Clerks may agree to various ways of reporting by applicants (written, text or verbal) in order to make it work best for applicants and clerks.

We hope these requests will be considered and held in the Light.

Financial Oversight Committee

Graham Bishop, Anthony Kinghorn, Alex Kühn and Jennifer Kinghorn

5 Quaker Peace Network Gathering October 2023

Our journey started on the 18th of October, when Ruvimbo, Marianne and Thuli met at the Or Tambo airport. Our original flights were going via Kenya but they were cancelled we ended up going via Ethiopia after spending the night at Garden hotel in Johannesburg. We had Thuli holding our hands during the whole rebooking process we are very appreciative of her for going with us just boosting our confidence since it was our first time and out of our comfort.

We arrived in Bujumbura, Burundi on the 19th, it was a whole different experience, with different climates, different food and different languages which we tried learning we would say it was a learning experience for us. The conference started with greetings the day we arrived and the next day we had the mayor of Bujumbura's representative who officially opened the gathering, she welcomed us all, appreciated the gathering and appreciated the role done by Quakers with Peace work.

With the theme rethinking the Quaker Peace strategies involving peace in Africa. We had representatives from different countries presented their peace organisations, their strengths, their weaknesses, their successes and ways to improve their work. Ruvimbo Kadungure was nominated to be one of the Young friends representatives in the Quaker Peace Network, she is excited to be part of it and hope that it will be fruitful and beneficial to all yfs.

On the Sunday we went to kibimba church where we had a whole different experience of Quakers, the church was full of people even had people sitting outside the church. We were

amazed to hear that they had nine choirs plus a praise and worship team they all sang beautifully and we enjoyed it.

We also visited one of the Quakers organisations the Friends women hospital, it was just motivating to see the work done there they had so many women from the community in groups doing businesses and they have support groups for abused women.

We learnt a lot, we saw the other side of Africa which we knew nothing about, embracing our Quaker diversities and we are thankful to the organisers our elders for making this happen. We do hope it does not only end here it continues. ASANTE SANA

Ubuntu

Ruvimbo Kadungure





Visiting the Friends women hospital

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