**GRASP**

Initial meeting at Carlton Hill QMH

10 am, 30 August 2019

 Present: Steve Hallett (P&H), Jim Ledwidge (BWY), Tracey Martin(Leeds), Sarah Myers (CE), David Olver (C&K), Rosie Roberts (S&B), Barbara Windle (QIYT)

 Prevented: Alison Clarke (York)

 We began our meeting with worship

1. Barbara Windle, clerk for this time only, welcomed participants. We agreed the draft agenda and were asked to keep in mind throughout the need to discern the name of the group’s convenor.
2. We introduced ourselves to one another and said briefly why we had agreed to be appointed.
3. We reaffirmed the purpose of the group:

 ‘To explore ways in which our seven AMs might simplify structures, governance and proceedings and work together where appropriate, so as to create conditions that help meeting communities to grow, thrive and flourish.’ In this initial meeting we enjoyed an open exploration that enabled us to understand better the variety of experience we bring and our different concerns, hopes and initial ideas. We already feel we are becoming a group. This meeting has energised us and we look forward to sparking ideas off one another and being inspired.

1. We have appointed David Olver as convenor and have agreed to meet again on Wed 25 Sept here at Carlton Hill, 9.30 – 12 noon.

5 David has requested that Barbara remain part of the group, so as to maintain closeness with QIY trustees. With the group’s agreement to this suggestion, Barbara is willing to do so.

BW

**Some accompanying notes**

* *Worship and witness is the core of Quakerism – this is why we joined. The administration is there just to help – but admin is what is growing, not the core activity. Adding on trustees has been a huge extra – that means 60 big jobs in QIY that didn’t exist pre-2005 - & at a time when numbers are declining. These jobs are taking people out, who would otherwise be active in worship & witness. How many trustees do we need? NT has one set for 5 million members. We must do things but differently –*
* *(Guidelines 5.1) we must consider principles prior to structures -structures are just the tools for putting principles into action*
* *Finding what works practically – that is something that matters. It can appear that power resides with some longstanding members.*
* *We need to trust those we choose.*

*Yes we need to pay for some admin tasks - but we’re not good managers, nor are we good at supporting our appointed volunteers, making clear the parameters of roles, providing descriptors and guidelines.*

* *The upholding structure is invisible, very obfuscating.*
* *We need to make it clear that worship is the upholding basis.*
* *We’re constantly reinventing the wheel -*
* *We’re not doing what we say we do.*
* *It’s good that we’re coming at things from different angles and that we can give ourselves space to think before even attempting solutions*
* *Quakerism & trusteeship go very well together*
* *How to keep in balance the human urge to focus on protecting what is local with a real sense of belonging to something larger than their LM*
* *It’s simpler for an organisation consisting of fewer bits. Can BYM run with one group of trustees?*
* *a change of mindset is the first transformation. Structural change follows from that*
* *structures can influence mindset – nudge theory –*
* *People prefer to be on a team (tho lone soldiers don’t like giving up)*
* *As part of getting to know one another and getting a feel for QIY as a whole, we need a map giving a picture of the life of each of our AMs*