

CUMBERLAND UNITED

A Case Study of Area Meeting Amalgamation 2012-2016

ARE YOUR MEETINGS FOR CHURCH AFFAIRS
HELD IN THE SPIRIT OF WORSHIP
AND IN DEPENDENCE ON THE GUIDANCE OF GOD?
..AS WE WAIT PATIENTLY FOR DIVINE GUIDANCE
OUR EXPERIENCE IS THAT THE RIGHT WAY WILL BE OPEN
AND WE SHALL BE LED INTO UNITY
[ADVICE 1.14]

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FOREWORD

We cannot here communicate the leadings in the minds and souls of Friends that led up to our understanding that we should join together as Area Meetings - amalgamating North- and West Cumbria Quakers to form Cumberland Area Quaker Meeting [CAQM]

We believe that we are possibly the first Area Meetings [AMs] to have chosen to amalgamate as equal parties, rather than take the legally easier step of one absorbing the other. Why did we choose this? It seemed more Quakerly, and better to reflect the equal natures of the parts we could bring to the whole.

Our hope is that, by documenting the steps we found that we had to take, this case study may illuminate a path other Friends may take. Not to follow exactly where we trod but rather noting what was done, what options appeared, how it was accomplished, so that other Friends may feel bold enough to take their first steps, seeking the solutions that best suit their situations.

DAVID DAY - Report coordinator

FIRST STEPS - North Cumbria AM [NCAM] from 2011 onwards

The process began with a concern from a NCAM member, who felt that two small neighbouring AMs, each struggling to fill posts, should explore the possibility of joining together. The existing AMs were the successors to two old monthly meetings, set up long before travel became so easy. The concern was properly tested in his Local Meeting [LM] and brought to AM, where Friends were moved to act upon it. At the AM that followed, this was the Minute:

The Clerk opened the discussion by reminding Friends that there is no pressure from Friends House or BYM for any amalgamation of Area Meetings.

Recent requirements in charity law do mean that our Trustees will have to make some changes so this is an opportune time to consider whether continuing with two AMs in the old Cumberland General Meeting area is the best structure.

However any changes we make should stem from local needs, as detailed in Quaker Faith & Practice [F&P] 4.12.

Friends then addressed many aspects of any such changes, both positive and negative before reaching a decision to take this to the next stage, that of a joint liaison day with West Cumbria AM [WCAM] open to all Friends in our AM. This will we hope allow everyone to listen and to contribute fully. It will be held in Carlisle... with a facilitator from outside our AMs, leading to a decision on the next stage being taken in the autumn.

After sharing the Minute with WCAM, and conversations between the clerks and assistant clerks, this led to a joint meeting of North & West Friends in Carlisle on November 12 2012, which was facilitated by Quaker Life [QL]

CARLISLE JOINT MEETING:- Facilitators' Conclusions

“There was strong support that the two Area Meetings should come together and become one . The vision underpinning this was rooted in the opportunities for renewing the AM into a vibrant spiritual community - an AM where friendships could be widened and deepened, where children's activities could be arranged during AMs to involve more families, and where opportunities to serve the AM could be shared by a wider group of Friends, particularly younger people...

It was acknowledged that there would be some logistical matters to resolve, but that the vision should be the driver of the process.

The group recommended that both AMs should accept this proposal and set up a joint AM committee to commence the task of building a new AM, it to include a representative from each LM in the AM, a trustee from both AMs and be no more than 6-8 in number. [This was to be the Amalgamation Working Group - AWG]

The group also recommended that a joint meeting should be held in 2013 “so that the communities could continue the process of coming together.”

AIMS OF AMALGAMATION

These Aims were set by a 2012 Joint Meeting of the two AMs held in Carlisle

The vision is rooted in:

- The opportunities for renewing the Area Meeting into a vibrant spiritual community - an AM where friendships could be widened and deepened,
- Where children's activities during AMs could involve more families in Area Business Meetings [ABM]
- Where opportunities to serve the AM could be shared by a wider group of Friends, particularly younger people

AMALGAMATION WORKING GROUP [AWG]

The AWG were the enablers throughout the early stages of the process. They met monthly and liaised with the existing Clerks and Trustees. Membership was evenly balanced between the two old AMs with Friends from the different types of LMs - from tiny and very rural Meetings to large town Meetings. It included Friends who between them brought a wide range of Quaker and non-Quaker knowledge and experience.

AWG'S FIRST MEETING - January '13

AWG appointed a Clerk of the Working Group. It was agreed that Notes should be taken but not Minutes of AWG discussions.

“All those attending came to the meeting with enthusiasm for the task in hand. We reminded ourselves of the advantages of the merger, which had been well summarised in the very positive notes from the November 12th joint meeting held in Carlisle. We felt that we are being given an opportunity to enrich the lives of the Meetings in North and West Cumbria, not simply by merging but by taking the opportunity to consider different patterns of meeting and of combining business with fellowship.

We discussed the various areas of concern that were raised at the joint meeting and at our Area Meetings during the autumn. We plan to meet once a month to take this matter forward.

We listed the key points that to address and the people or groups of people that we need to talk to, both within our AMs and elsewhere within Britain Yearly Meeting. For example,

Ask Quaker Stewardship Committee [QSC] & QL for advice on the process of amalgamation
Talk to members of other AMs who have experimented with different ways of holding business meetings in rural areas,
Talk to members of AMs which have amalgamated”

DOCUMENTS: deeds, bank accounts, diaries and contracts

AWG had to identify what assets each existing AM held: property, trusts, investments. It was necessary to look at historic and current Charity deeds. Some LMs are separate Charitable Trusts. Help was sought from Friends House [FH] and was generously given.

First Stage: January-July '13

Within: (Cumbrian AMs)

- 'Register of Funds & Properties' initiated, input from AM Treasurers & Trustees
- New **Governing Document** to be drafted for the combined AM, after review of those of existing AMs - to be agreed and then forwarded it to the Trustees for approval

Beyond AMs: Friends House [FH]

- Consultation for advice and guidance QL, QSC, Friends Trusts Ltd..

Beyond AMs: Researching other AMs -

Sharing with other AMs who have amalgamated

- Contact with Devon AM - who had amalgamated W & E Devon AMs
- Contact with York AM - who merged Charities to form new Charity
- Sharing with other AMs who have "who have experimented with different ways of holding business meetings in rural areas," - e.g. Northumbria AM. Representatives from Cumbria attended both an AM and a Working Group to experience this way of handling business

Second Stage: July '13 on

Friends House

- QSC agreed process for Amalgamation Minute be endorsed by BYM via MfS

Within AMs Oct.'13

- 2014 Joint AMs Calendar agreed
- **Nomination:** - two current AM Nominations Committees [NC] to meet together to consider names for the Appointments for a new, joint CAQM:-
- New committee, (possibly the 'Events Committee') to take on role of the existing joint Liaison Committee [LC] and be responsible for yearly co-ordinated programme of ABMs, spiritual and social events
- **Memoranda of Understanding:** new Trustees to agree such for AM with each LM
- **Quinquennial surveys:** new Trustees will consider how best to manage this work
- **Budget:** New AM's Budget will need two new headings: employment of professional support, and transport hire
- **Agreement of AMs to the Amalgamation**

- At November the AMs each agreed to ask their Clerks to put Amalgamation agreement on their AM January '14 agendas

Third Stage - January-May '13

January : The Minutes of Amalgamation. By now the two AMs were holding joint ABMs, but for this item it was agreed to separate.

Hence NCAM minuted:

14/4 Organisational Matters: Amalgamation: as agreed (NCAM 13/51)

Friends considered the question of amalgamation with WCAM, WCAM Friends having been asked to withdraw for this item. The clerk reminded Friends of the process by which we have reached this point. There has been careful and lengthy consideration, which began in 2011. A joint group, with membership from both AMs met ten times last year, to investigate the possibilities of closer working, up to and including amalgamation. Some Friends have expressed reservations, fearing this is not Spirit led, or perturbed by the geographical implications. We understand their concerns, but after careful consideration we are led to seek to amalgamate. We therefore - subject to WCAM reaching the same conclusion - agree to go forward and work together to create one new, combined CAQM, remembering the while to be tender with one another.

- WCAM also minuted their agreement to amalgamate.

The January timing of these Minutes enabled us to take the request to Amalgamate to Meeting for Sufferings [MfS] on 5th April, so the next steps were:

Beyond Cumberland: Friends House

- Inform QSC & Friends Trust [FT] that minutes agreeing to Amalgamation go to April 5th MfS
- Discuss the draft document with the Assistant Recording Clerk
- Send **Register of Properties** to QSC & FT
- Ask if draft **Governing Document** (approved by Trustees) is in order and what next steps should be ..when to contact Charity Commission [CC]

Within:

Future Nominations for CAQM

- Spreadsheet of possible posts..sent to both NCs for joint meeting
- AMs .. asked to decide how they want to appoint the new CAQM NC
- Names of the Trustees for CAQM needed for the CC paperwork
- Nominations for reps for MFS will be needed before MfS in December 2014

Beyond: Friends House

- MFS held on April 5th endorsed our decision to amalgamate
- FT Ltd. looked at Register of properties - all now registered with the Land Registry - FT say the new title to be vested to FT - Land Registry records updated
- QSC are happy with our proposed **Governing Document**

Fourth Stage - June - December '14

Beyond:

Process of registration with the Charity Commission

- FH Library work on Properties report almost complete..once done AWG to contact CC
- AM Treasurer contact FT to discuss practicalities of amalgamating Trust Funds

Within

- New CAQM Trustees met together. They will ask the AMs for a minute that from 1/1/15 the new CAQM Trustees would also be the Trustees of WCAM and NCAM. so giving new Trustees authority to deal with all the business of the existing Trustees
- New Trustees needed to sign forms enabling the AM Treasurer to open the New Bank account
- New AM's official name, advised it needs 'Quaker' in title for the Bank account

FINANCE

Accounts - September '13 - November '14

- **Work-load** - Two AM treasurers have begun cooperation. It was noted that it may be necessary to pay someone to do some of the work in future. One NCAM LM pay an Accountant £1,000 a year to manage accounts, and WCAM pay an Accountant £1,000 a year to audit their accounts
- Agree that new AM will need an Assistant Treasurer and paid professional support
- AM accounts formats differ - as do LM accounts procedures
- FH say they don't mind which format Meetings use for their accounts
- Scope for some simplification and cost-saving within new AM - e.g. one insurance policy for all the AM properties

Budget - October '13

- Ask two AMs for a **Budget** for expenses relating to the amalgamation - e.g. Costs of providing food and transport for Joint AMs and accounting and legal expenses.
- Suggest £100 from each AM for the year to cover basics with larger sums agreed as they occur. An AWG budget of £100 agreed, part to be used for the provision of soup at the next joint AM. Also available for providing transport to some of the joint meetings next year

Bank Account: September '14

- Before we register the new charity a bank account is needed, so it is necessary to:
 - Ask the AMs for a minute authorising AM Treasurer to set up a new bank account and to agree to transfer £100 each into it - 2 signatories from each merging AMs
 - Larger amount to be transferred in January so new account can pay for the new CAQM business in 2015 -existing AM accounts continue until old AMs are wound up
 - Form circulating for new Trustees to sign- Treasurer may then open bank account

Property

Registers of funds and properties –September '13

- Draft register to Friends House even though not all issues are resolved
- Register of Properties is now complete - Land Registry issues sorted

- Inform QSC and FT and send to both the Register of Properties. Ask if draft Governing Document has been approved
- Minutes agreeing to the amalgamation will be before MfS on April 5th

Deeds

- FH Library, researching all deeds for each property, has sent a comprehensive Report on most of NCAM Meeting Houses
- Contact FT to discuss the practicalities of amalgamating the Trust funds, the question may need to be referred to CC

CC Registration- December '13 onwards

- All new Trustees to fill in and sign CC Form
- Once Form and Bank account are ready contact CC, who recommended waiting until 01/01/2015 - AWG feel that..the registration process..should start as soon as possible as we know that there are long delays involved with CC

AREA MEETING ALTERNATIVE MODELS

Beyond -

Alternative Area Meeting formats researched- February '13

West Scotland AM: use telephone conferencing -also residential/ full day meetings

Northumbria AM - use a Mid-week working group prior to their full ABM on Sundays

Within

The two AMs had different patterns. NCAM held six meetings a year, usually on a Saturday morning but with one or sometimes two held on a weekday evening. The venue moved around all the local meetings. WCAM held four a year, on Sunday, at the different Meetings. Hence exploration and compromise.

Joint meetings 2014 - Agreed Pattern - September '13

- Two AMs agreed to hold 5 ABMs on the same dates & venues, all on Saturdays
- July and November AMs to have shared activities, shared lunch and ABM
- AM Clerks with LMs & Liaison Committee [LC], to agree **2014 calendar**:dates & venues Timings to note public transport -car-sharing be promoted & minibuses considered

November 9th Joint ABM

Viewed as successful - 34 attended the afternoon,from 6 LMs

Friends expressed satisfaction with the activities, appreciated hearing about other LMs

Issues raised included:-

- one event a year to include family activities - shorter lunch & earlier finish
- consideration of public transport timings
- hope that Trustees might take the nitty-gritty away from AMs
- concern that delegation of business might take away from waiting in the spirit
- hope that AM might focus on things other than property, e.g.Environment and Economy
- request for more professional back-up for Trustees
- general satisfaction with the way things are progressing

Plans for 2014 Joint ABMs

- **June '14** Plan - included Children's and family activities
- Both AMs agreed to hold part of ABMs jointly in September '14 - Meeting together first and then separating
- **November '14** - The Recording Clerk invited to join us for our last of the old Meetings, to celebrate the new. A morning ABM, with Paul Parker speaking after lunch, ending with Tea and Special Cake (Childcare provided)

AWG continued to meet. These were its hopes for 2015

- Clerks and Liaison Committee agree an integrated, adventurous programme!
- ABMs days be enhanced by shared activity including extra social/spiritual element
- Separate full-day events with a visiting speaker, as we have had before
- One day a year, AM to include activities for families, helping them to feel part of AM
- Some Friends would like Pardshaw MH to be used for a family day
- New formats to enliven ABMs -helping Fs to meet encouraging Fs to attend them
- New Events Committee remit depends in part on what format is to be suggested

PROCESS

As well as the mechanics of dealing with the statutory requirements relating to starting a new charity, and handling the documents, it was essential to get the AMs talking, working and thinking together! And to talk to the other parties involved at Friends House or the Charity Commission.

First Stage - January-July'13

Within (Cumbrian AMs) - January '13

- Consultation vital within local AMs - with Clerks, Trustees and Treasurers
- Communication via planned Joint ABM in September
- Contact with BYM - FT, QL and QSC

Second Stage - July'13 on

Within

- Exchange with AM Clerks proposing 2014 Calendar of AMs
- Timetable agreed for producing AM Amalgamation Minute: to be before June'14 ABM

Beyond: Friends House

- "Register" once complete - shared with FT and CC
- QSC to agree process for AM Amalgamation Minute to be endorsed by BYM via MfS

Within AMs Oct.'13 The 2014 Joint AMs Calendar agreed

- June '14 AM to have a half-day joint activity (all-age activities to encourage families to attend..if parents to attend ABMs will need childrens' activities)
- **Nomination:** - two current AM Nominations Committees to meet together to consider names for the appointments for CAQM:- Should meet early in 2014.. forward names to September 2014 ABM ..to make appointments for the new triennium starting 01/01/2015
- Ask the two AM Clerks to put the issue of amalgamation on their January '14 agendas Liaise with AM Clerks and with QSC about the required wording of the draft minutes

Third Stage - January - May'13

Within: Nominations for Cumberland AM

- Names of the Trustees for CAM needed for the CC paperwork
- Nominations for reps for MFS will be needed before MfS in December 2014

Beyond: Friends House

- MFS held on April 5th has endorsed our decision to amalgamate
- FT has looked at **Register of properties** all now registered with Land Registry

Beyond: Charity Commission

- Contact CC to discuss the provisional timetable

Fourth Stage - June - December '14

Beyond

Process of registration with the CC

- FH Report on all Properties almost complete..once completed AWG will contact CC

Within: Nominations etc

- New CAQM Trustees met together informally on November 3rd
- First formal meeting on January 13th
- AMs to agree a minute that from 1/1/15 the new CAQM Trustees will also be the Trustees of WCAM & NCAM..giving new Trustees authority to deal with all business of the existing Trustees
- New Trustees need to sign Form and then AMTreasurer may open the new bank account
- A Clerk for the new Trustee body has not yet been found

Future of AWG

November '14 AWG ***"We are not sure whether we need to continue to meet...."***

- CC registration will be continued by the Trustees and all meetings and events will be arranged by the Clerks and the LC. We agree to tell the AMs that we will still be available..to consider.. issues that may arise and to assist the transition in any way that we can. We may..reconvene later in 2015 to review progress, particularly regarding the success or otherwise of the attempts to enhance the ABMs"

WCAM/NCAM ABM 29.11.14 Amalgamation Working Group: Final report submitted.

"We note the considerable amount of work undertaken and achieved by the group and thank them for their service. The AWG is now laid down. We ask Trustees to review progress later in 2015."

The AWG did an enormous amount of thorough work as the enablers throughout the stages of the process. The new AM is indebted to them. We would recommend the establishment of a similar group to any AMs that follow our route.

FINAL MINUTE FROM CAQM at ABM - November 26th 2016

“ David Day has presented the final version of the ‘Cumberland United’ Report, Despite the difficulties of geography and travel for elderly Friends, we have experienced a revival in the spiritual life of the Area Meeting and are, in a relatively short time, a united meeting.

Although some Friends have found that amalgamation has brought extra work, we hope that this will resolve itself in due course. We thank David, and all those who have contributed to the compilation of this report, copies of which will be lodged at Friends House for the benefit of other Area Meetings considering amalgamation.”

ACKNOWLEDGEMENTS:

Many thanks to the many Friends who have submitted words for this Report.

Especial thanks to the AM Co-Clerks, Treasurer, Clerk of Trustees and to members of the Amalgamation Working Group. Notably without the AWG’s Clerk’s diligent note-taking this Report would not be so full and accurate - in all more than 5,000 extra words were noted throughout the process! Thanks to the Friend who diligently edited the rough draft..

1.TAKING STOCK - Towards a 2016 review

PROGRESS - ISSUES RESOLVED - ACHIEVED SO FAR

- 1. Governing Document and Policies***
- 2. Trustees - New board -> Funds -> Properties -> Accounts***
- 3. Charity Commission - Registration***
- 4. AM meetings calendar***
- 5. Nominations -new committee - new postholders***

PROGRESS - ISSUES STILL TO RESOLVE - FURTHER CONSIDERATION

- 1. Accounts harmonisation 2014 > 2015 - resolved by November 2016***
- 2. Property management***
- 6. Charity Commission - Registration to be completed***
- 3. Recruitment for posts***
- 4. Format of ABMs - and other extension events***

5. *Spiritual enrichment*
6. *Attendance*
7. *Transport to ABMs and other meetings*

TESTIMONY

- THE FOLLOWING SECTION CAME ABOUT IN RESPONSE TO A REQUEST FOR EVALUATIONS OF PROGRESS WE HAD MADE AND IS HERE PRINTED UNCUT

2. Friends Voices- 2016 Reflections

Members and attenders share their opinions from LMs across the entire AM

1. How is it working?

I think it is working well. I personally didn't like AMs on a Sunday, and I am pleased that that has been abandoned. I think we have done quite well in getting newer members from Carlisle LM to come to AM, but I wonder about other meetings. At the last AM in Cockermouth there didn't seem to be many people from Cockermouth Meeting itself....I also think the way the trustees are working is good, and I am pleased generally the way we have adapted using procedures from the two previous AMs.

Yes I think it is working well. The transition was very smooth, mainly because of the clerks and treasurer carrying on their roles. Very much 'business as usual' and no big deal. I think people are working well together though probably people who don't go to AM still know very little about those in the 'other AM'.

I feel that it is working well. Some Friends I know have said that they were not really in favour before amalgamation, but have now changed their position and are very much in favour. Personally, I feel that Cumberland AM is working well and AMs operate smoothly: in no small measure this is due to the Co - Clerks.

Whilst it seems early days to come to any firm decisions about the success of the amalgamation it is evident to me that the process has not been as difficult as many thought. Change is never easy to accept. I think it is working to the benefit of both West and North. I was "for" amalgamation mainly on the grounds of size and duplication of effort and the various posts to be filled.

2. Are we fulfilling our aims and hopes?

Explicit aims included:-

- Spiritual enrichment
- Renewal of AM
- Better stewardship of resources
- Easier recruitment for posts

One of the things that needs to be done is to make the social aspect of AMs more effective. Attendance at AMs has not really improved. (...on Saturdays I usually do not stay for the afternoon sessions, as these frequently conflict with Carlisle United's home matches !!)

>Better stewardship of resources - Yes I believe that amalgamation of resources has led to an improvement/rationalisation of resources.

>Easier recruitment for posts - here I do not feel that amalgamation has made it any easier to recruit for posts. A prime example is the continuing search for an assistant AM clerk.

Are we fulfilling our aims and hopes? - Of the four explicit aims listed, I think we are doing well on the first three, although we are obviously still finding our way through experimentation on the first three of these. But on 'easier recruitment for posts' I pick up from the Nominations people that this is not happening, e.g. finding an assistant clerk, or another trustee.

In reality the coming together in terms of Joint Area Meetings, appointment of post holders, etc., seemed more straight forward than had been supposed. The travel arrangements proved not to be such a significant hurdle than some suggested. Most Members seemed unaware and/or uninterested in the mechanics of setting up a charity and so the burden on the work fell mostly on the Trustees and the Joint Clerks. This work continues especially in terms of bringing all the various

Trusts and their associated finances together. The exercise has been testing and highlighted the need for professional support.

It really has been good to see what skills and abilities are available there in the old AMs which can be shared and put to best use in our larger meeting. It is good to share our spiritual life with a larger group and find other Friends we feel attuned to. It is more difficult to get to ABM in Cockermouth rather than Carlisle but it makes for a change and an appreciation of different facilities (and shops!).

The Local Meetings appear to have continued as before the amalgamation although I sense relief that some responsibilities, such as buildings maintenance, have been more actively assumed by the New Trustees. I also sense that Area Meeting attendance has not suffered, indeed I think they have become more lively and that Members have been refreshed engaging with Friends, previously just names. Significantly I have not heard anyone complaining about the loss of autonomy or spirituality in the new Cumberland Area Quaker Meeting.

Still a bit of grumbling about long journeys eg to Cockermouth last time - we never did get transport organised but I think it's the time factor, the meeting takes up a bigger chunk of the day if the journey is longer, rather than the actual travelling. I think this is putting some people off attending. But this may settle as people get used to it.

>'Business as usual' is good in some ways but implies no dramatic change. No 'whoosh'! So I'm not sure about renewal though in general I think things are better than they were, certainly re recruitment, though possibly it's the same people being recruited but they have fewer roles each!

>Not sure about spiritual enrichment.

>Possibly better stewardship as the trustees have had to get things better organised to cope with the greater workload.

3. What still needs to be done?

The Trustees are beavering away at sorting out the various charities and properties and once this is done their work should be a lot more straightforward but in the meantime it is burdensome. Although we do not want constant re-organisation, we should keep our methods and structures under periodic review.

What still needs to be done? - I think it needs to be recognised that we are still in a learning and experimenting phase, and we must carry on trying out different formats and times of meetings. For example in North Cumbria we used to hold AMs in the summer evening with the lighter evenings, and these were a success. I would hope such be considered for 2017. I also wonder about how well trustees have set priorities -we need an action plan: e.g. when do we see MoUs being updated? Who is going to do this?

I think we should persevere and have patience with ourselves and in time we will iron out any difficulties there can be such as "Who's making the coffee? I thought it was the home meeting" etc. And other trivial annoyances.... Rather like the EU, I think we are better together!

What still needs to be done? - Getting to know each other better. Not those of us who already knew people in the other AM but all those who didn't and possibly still don't. This new report from each meeting may help there. Visits to each meeting somehow? Extension committee tried to organise one but it didn't work out. More variety of joint activities.

I think the most significant decision was that it had to be a brand new AM, not one AM taking over another. And then the brainwave of getting the two AMs to synchronise their meetings, which simplified reports and decisions as well as making it natural to meet together. It all seems now like a foregone conclusion but we put a lot of work in to get it there, didn't we!

AMALGAMATION - A CLERK'S PERSPECTIVE

I have held the post of Clerk of WCAM (previously Pardshaw) at various periods in the past. As a lone clerk the volume of paper entering the house could be overwhelming.

As a very small AM, WCAM's ABMs had tended to be fairly informal. NCAM, partly as a result of the very difficult and litigious situation they had experienced in the closure of Wigton meeting house, tended to be more formal, with more frequent recourse to QF&P to establish right ordering. This was good practice for amalgamation, where a formal structure and discipline was important to create a sense of order.

Two formalities we implemented were Central England's practices of formally introducing the ABM with a "script" laying out the "rules" by which business would be conducted; and of appointing Duty Elders, to welcome Friends, uphold the clerks, particularly whilst compiling a minute, and accompany Attenders from the room when Membership Matters are being discussed.

WCAM & NCAM Clerks were appointed as CAQM Co-Clerks and clerked sections of the ABM alternatively. After a year, as agreed in 2014, the NCAM Clerk stood down and another NCAM Friend has become the new Co-Clerk. Although initially not in favour of co-clerking, he now approves of it wholeheartedly. We now take turns to clerk the whole of a meeting.

Co-clerking however shares the responsibility equally. We meet together a month before ABM to agree our draft agenda, and correspond by email frequently (sharing draft minutes in the weeks leading up to the Meeting. If possible I think it is good to have one co-clerk from each of the amalgamated AM's, as they will be aware of personalities, of history and sensitivities, though eventually shared knowledge will make it unnecessary.

In 2013 both Area Meetings first met simultaneously in the same building; then in 2014 we met as one AM for common business, returning to our own ABMs afterwards. The last meeting of the previous triennium we had one common business meeting (with 2 sets of minutes!)

A very small area meeting can feel like a burden on those who take part and those who clerk. I have welcomed new wisdom and experience from a wider group of Friends, who have been very supportive as the clerks strive conscientiously to fulfil their roles.

Amalgamation is not a magic bullet, using an unQuakerly metaphor. It does not seem any easier to find the right people to fulfil roles in an enlarged area meeting. However I personally have found it invigorating to work alongside other long-standing Friends and have the benefit of their insights and experience.

NCAM Clerk's comments

I would endorse everything my colleague has said, and suggested. Having contributed significantly to the overall document, I would just add a few points from a personal perspective:

The year before the merger we liaised closely and shared planning meetings. This was invaluable and helped move our patterns of business closer; eg we adopted a common numbering for Minutes, agreed an Agenda format- Membership/ organisational matters/ finance/ reports etc.

We asked Friends to identify themselves and their Meetings whenever they spoke. We didn't all know one another! We continue to do this. In time it won't be needed.

As we continue to struggle to find post holders I hope we will better explore co working, for the reasons outlined about. As long as there is good communication it considerably lessens the burden.

Amalgamation from Membership Clerk and Treasurer's perspective

A merger will increase the number of meetings and of members in the organisation. It can affect the size of some "backroom jobs" proportionately, in particular those of:

Membership Clerk

A larger number of records in one system and the probable need to replace one if not both previous systems. A larger number of annual changes in membership status with associated record changes, correspondence, etc. A larger and hence more complex annual tabular statement to be completed and reconciled.

In our merger the membership clerks of the two merging AMs had very different "job descriptions", one considerably more extensive than the other, which were not identified pre-merger and were a surprise to the new AM's membership clerk who had previously worked with a less extensive task list.

Treasurer - Financial recording and reporting

An increase in the number of people, meetings, meeting houses, and probably associated trust funds will give rise to a larger number of annual transactions of both income and expenditure with probably more analysis categories required.

There will be, at least initially, a need for new bank accounts and subsequently redundancy of bank accounts and similar assets.

If, as in the case of North & West Cumbria, the organisational understanding, management processes, and operational practices of the two merging AMs are very different there will need to be early pre-merger work to identify and understand these differences and to begin the process of arriving at an arrangement to tidily introduce necessary changes in practice.

In our case one AM operated on a centralised basis with a number of common operations, such as one insurance policy for the whole AM and the AM trustees being trustees of all associated trust funds so decisions relating to the latter were made and recorded at meetings of the AM trustees. In the other AM such responsibilities were in the hands of LMs and associated trusts under their control. Our experience is that we were not good at identifying these issues and their significances prior to the merger which resulted in considerable work and expense rather hurriedly after the merger date.

It is very important to clarify and agree before the merger how the "closing business" of the merging AMs is to be handled. In the case of trustees and finance posts there are annual reports and accounts to be prepared for the pre-merger year. This is major work and should be planned well in advance.

Perhaps a merger should not be done at the end of a "triennium" but at the end of the second year so that trustees (particularly) and other office holders carry on with their roles for a year into the merger. This might avoid too many of them rushing gratefully for the door on the day of the merger.

APPENDICES: DOCUMENTS

1. Agreement of AMs to the Amalgamation and MfS
2. List of Properties
3. New Governing Document
4. 2014 calendar:dates & venues
5. Timetable towards Amalgamation
6. Cumberland AM Posts

1. Agreement of AMs to the Amalgamation - 25.01.2014 ABM
- thence sent to MfS - 05.04.14

Both North and West Cumbria Area Meetings are small. Until the laying down of General Meetings they shared many activities and responsibilities, some of which (like the joint provision of Trustees for local charities/representation at NFPB) continue. In 2011, following a tested concern, the question of amalgamation was considered in both Area Meetings. Quaker Life then facilitated a joint meeting of the two in November 2012, after which it was agreed to explore closer links. The note of that meeting said:

“There was strong support that the two AMs should come together and become one AM. The vision underpinning this new AM was rooted in the opportunities for renewing the AM into a vibrant spiritual community”.

A joint committee (the Amalgamation Working Group) was set up and asked to bring forward within a year a programme for amalgamation, which should address the concerns expressed. It worked throughout 2013, closely liaising with the Area Meetings. We now have a programme for 2014 of shared events, with joint venues for AMs. The AWG will continue to meet until the process of merging and forming a new Area Meeting is complete.

At our Area Meetings on 25.i.14 the following Minutes were agreed:

North Cumbria: 14/4 Organisational Matters: Amalgamation: as agreed (NCAM 13/51) Friends considered the question of amalgamation with West Cumbria Area Meeting, [West Cumbria Friends having been asked to withdraw for this item.]

The clerk reminded Friends of the process by which we have reached this point. There has been careful and lengthy consideration, which began in 2011. A joint group, with membership from both AMs met ten times last year, to investigate the possibilities of closer working, up to and including amalgamation. Some Friends have expressed reservations, fearing this is not Spirit led, or perturbed by the geographical implications. We understand their concerns, but after careful consideration we are led to seek to amalgamate.

We therefore – subject to West Cumbria reaching the same conclusion – **agree to go forward and work together to create one new, combined Cumberland Area Meeting**, remembering the while to be tender with one another.

WEST CUMBRIA AREA QUAKER MEETING

9. We agree to move forward with the amalgamation of West Cumbria Area Meeting and North Cumbria Area Meeting. We are comfortable with the suggested name of **Cumberland Area Meeting**.

We therefore now seek the agreement of Meeting for Sufferings to lay down both North and West Cumbria Area Meetings, and to establish one new Cumberland Area Meeting, which will cover all LQMs in the old county of Cumberland.

Kath Worrall Clerk, NCAM

Bob Pritchard Clerk, WCAM



Yearly Meeting of
the Religious Society
of Friends in Britain

At a Meeting for Sufferings held in London on Saturday 5th April 2014

MfS 2014 04 13 Minutes received not taken elsewhere.

a) From Area Meetings

1. North Cumbria AM and West Cumbria AM regarding the proposed amalgamation of both AMs to form a single AM.

We receive minute 14/4 of North Cumbria Area Meeting and minute 9 of West Cumbria Area Meeting, both held on 25/01/14. After a process of careful consideration, the two Area Meetings wish to amalgamate and form a new Cumberland Area Meeting. We are happy to endorse this.

Ethel Livermore
Clerk

Juliet Prager
Deputy Recording Clerk

To: North Cumbria AM clerk
West Cumbria AM clerk

Friends House, 173 Euston Road, London NW1 2BJ
Telephone 020 7663 1000 Fax 020 7663 1001
Internet www.quaker.org.uk Email enquiries@quaker.org.uk
A religious charity 1127633

2. PROPERTIES REGISTER - 2014-5.

| PROPERTIES | Use | AM | Charity name | Custodian Trustee |
|-----------------------------|------------------|----|-------------------------|------------------------|
| Cockermouth Meeting House | MH | W | Cockermouth MH & BG | Friends Trusts Ltd |
| Keswick Meeting House | MH | W | Keswick MH | Friends Trusts Ltd |
| Keswick MH corner plot | Land | W | Keswick MH | Friends Trusts Ltd |
| Pardshaw MH & Burial Ground | MH | W | Pardshaw MH & BG | Friends Trusts Ltd |
| Pardshaw Hostel | Disused | W | Pardshaw MH& BG | Friends Trusts Ltd |
| Whitehaven Meeting House | <i>Disused *</i> | W | Whitehaven MH | Friends Trusts Ltd |
| Broughton Meeting House | [BE Church] | W | Broughton MH & BG | Friends Trusts Ltd |
| Broughton BG | Closed | W | Broughton MH & BG | Friends Trusts Ltd |
| Keswick Rogerfield | Investment | W | Marjorie Pollock Legacy | Friends Trusts Ltd |
| Keswick St Herbert's St | Investment | W | Doris Liversidge Legacy | Friends Trusts Ltd |
| Mosedale MH+barn+BG+CP | MH | N | Mosedale Friends MH | Friends Trusts Ltd |
| Carlisle Meeting House | MH | N | Carlisle MH & BG | Friends Trusts Ltd |
| Penrith MH, Allotments +CP | MH | N | Strickland MM Trust | Charity Commission |
| Newby Head Burial Ground | Closed | N | Strickland MM Trust | Charity Commission |
| Alston Meeting House | MH | N | Alston MH | Historic Chapels Trust |
| Beckfoot Burial Ground | Closed | N | Friends BG | Friends Trusts Ltd |

| | | | | |
|-----------------------------|-----------------|-----------|------------------------|--------------------|
| Beckfoot Burial Ground | Closed | N | Friends BG | Friends Trusts Ltd |
| Allonby Burial Ground | BG | N | Friends BG | Friends Trusts Ltd |
| * <i>Sold Whitehaven Fs</i> | <i>now rent</i> | <i>in</i> | <i>Egremont Age Uk</i> | |

3. NEW GOVERNING DOCUMENT

THE RELIGIOUS SOCIETY OF FRIENDS (QUAKERS) IN BRITAIN

CUMBERLAND AREA QUAKER MEETING

GOVERNING DOCUMENT

Definitions

- i) The Religious Society of Friends (Quakers) in Britain refers to the church in Britain, the Channel Islands and the Isle of Man, in its entirety, including all its local meetings for worship and its constituent meetings for church affairs, as well as all their work. It is referred to below as the Religious Society.
- ii) Britain Yearly Meeting of the Religious Society of Friends (Quakers) [Britain Yearly Meeting] refers to the centrally held and managed policy, property, employment and work of the Religious Society. It is referred to below as Britain Yearly Meeting.
- iii) Meeting for Sufferings is the standing representative body entrusted with the general care of matters affecting the Religious Society of Friends (Quakers) in Britain.
- iv) Area Quaker Meetings are the main local meetings for church affairs. They are the level of the Religious Society at which individual membership is held. Each Area Quaker Meeting is a separate charitable entity and may be registered as such with the Charity Commission.
- v) The charity constituted by this document is Cumberland Area Quaker Meeting of the Religious Society of Friends (Quakers) in Britain [referred to below as Cumberland Area Quaker Meeting or the area meeting and formerly known as North Cumbria Area Meeting and West Cumbria Area Meeting].
- vi) The current edition of the Book of Christian Discipline of the Religious Society of Friends (Quakers) in Britain is *Quaker faith & practice* (London, 2005) [referred to below as the Book of Christian Discipline].
- vii) The term Friend refers to a member of the Religious Society.
- viii) The term Attender refers to a person who is not a member of the Religious Society but who regularly attends its meetings for worship.

1. Governing Document

Cumberland Area Quaker Meeting and its property shall be administered and managed in accordance with the provisions in this governing document. Further guidance is contained in the Book of Christian Discipline of the Religious Society of Friends (Quakers) in Britain.

2. Name

The name of the charitable body constituted by this document is Cumberland Area Quaker Meeting of the Religious Society of Friends (Quakers) in Britain (abbreviated as Cumberland Area Meeting).

3. Object

The object of Cumberland Area Meeting is the furtherance of the general religious and charitable purposes of the Religious Society of Friends (Quakers) in Britain in the area of north west Cumbria and beyond.

4. Administration

Subject to the matters set out below the property of Cumberland Area Meeting shall be administered in accordance with this governing document by the trustees constituted by Clause 13.

5. Application of Income and Property

Within Cumberland Area Meeting, income and property are used to further the area meeting's object by work such as:

- i) strengthening the life and witness of Quaker meetings both in the area of Cumberland Area Meeting and beyond;
- ii) spreading the message of Quakers and interpreting and developing the thought and practice of the Religious Society;
- iii) undertaking Quaker service for the relief of suffering at home and abroad;
- iv) funding the concerns that Quaker meetings in the area of Cumberland Area Meeting or beyond have adopted or agreed to support;
- v) providing for the pastoral care of individual members and Attenders including assistance to those in need and for education;
- vi) maintaining and developing Quaker meeting houses as places for public worship and from which to carry our witness into the world;
- vii) administering and maintaining the organisation of Cumberland Area Meeting and contributing to the support of Britain Yearly Meeting.

6. Dissolution

If at a meeting of Cumberland Area Meeting the members decide that it is necessary or advisable to dissolve the area meeting or to amalgamate with another area meeting and this is agreed by Meeting for Sufferings, the trustees shall have the power to realise any assets held by or on behalf of the area meeting. Any assets remaining after the satisfaction of any proper debts and liabilities shall, with the agreement of Meeting for Sufferings, be given or transferred to another Area Meeting, to Britain Yearly Meeting, or to some other charitable institution or institutions having objects similar to that of the area meeting, and failing that for such other charitable purpose as Britain Yearly Meeting shall direct.

7. Amendments

- i) Amendments to this governing document shall be agreed by Cumberland Area Meeting in session and recorded by minute of the area meeting.
- ii) No amendment may be made that affects the object of the area meeting (Clause 3) or the benefits to trustees (Clause 16) without the prior written consent of the Charity Commission, nor may the charitable status of the area meeting be affected.

8. Membership

- i) The membership of anyone in Cumberland Area Meeting begins when a record to this effect is made in the minutes of Cumberland Area Meeting.
- ii) Cumberland Area Meeting shall maintain an official register of members and shall appoint a suitable member to have care of it. No alteration shall be made to the register save in accordance with decisions minuted by North Cumbria Area Meeting.

9. Termination of Membership

- i) The membership of anyone shall cease when a record to this effect is made in the minutes of Cumberland Area Meeting.
- ii) If a member is dissatisfied with a final decision of the area meeting affecting her or him, the member may appeal in writing against the decision in accordance with Britain Yearly Meeting's appeals process.

10. Meetings for Church Affairs

Meetings for church affairs, in which the Religious Society conducts its business, are meetings for worship based on silence, carrying the expectation that God's guidance can be discerned if members are truly listening together and to each other. The unity that is sought depends on the willingness of all to seek the truth in each other's utterances. There is no voting in the meetings, because the Religious Society believes that this would emphasise the divisions between differing views and inhibit the process of seeking to know the right way forward, the will of God as expressed in the sense of the meeting.

The clerk of the meeting bears the final responsibility for preparing the business, conducting the meeting and drafting the minutes of the meeting. Minutes are drafted by the clerk during the course of the meeting, but the final decision about whether the minute represents the sense of the meeting is the responsibility of the meeting itself, not of the clerk.

- i) Cumberland Area Meeting shall meet at such frequency, times and places as the meeting itself shall direct. The clerk may arrange for a special area meeting to be held if necessary.
- ii) The sessions of area meeting are open to all members of the area meeting.
- iii) The business and activities of the area meeting shall at all times be conducted in accordance with the provisions of the current edition of the Book of Christian Discipline.
- iv) It shall be the duty of the area meeting in session to appoint an auditor or independent examiner of the area meeting accounts.

11. Constituent Meetings

- i) Cumberland Area Meeting includes all constituent local meetings contained within its area, as listed in the accompanying schedule.

- ii) Arrangements for the establishment, running or dissolution of such constituent meetings shall be in accordance with the Book of Christian Discipline.

12. Appointments

- i) The area meeting shall appoint a clerk, assistant clerk, treasurer, registering officer and nominations committee who shall be members of the Religious Society.
- ii) The appointments shall be made for a fixed term, generally not more than three years. Only in exceptional circumstances shall an appointee remain continuously in post for more than six years.

13. Trustees

- i) The area meeting shall appoint Friends, normally from its own membership, to act as a body of trustees ordinarily containing not fewer than six or more than ten persons.
- ii) The trustees shall, so far as practicable, include the area meeting treasurer and representatives of each meeting contained within the area meeting, but not the clerk of the area meeting, nor any employee of the area meeting.
- iii) One trustee, but not the area meeting treasurer, shall be appointed by area meeting in session to act as clerk to the trustees.
- iv) The appointments shall be reviewed at intervals not exceeding three years. A trustee can be reappointed on no more than two occasions to give an unbroken term of service as a trustee of the area meeting not exceeding nine years. Only in exceptional circumstances shall a trustee remain continuously in post for more than six years.

14. Eligibility, disqualification and removal of Trustees

A member who is appointed to act as a trustee may hold office until he or she

- i) notifies to the clerk of the area meeting a wish to be released from service as a trustee;
- ii) ceases to be a member of Cumberland Area Meeting;
- iii) is determined by the area meeting to no longer be a fit or suitable person to carry out the duties of a trustee;
- iv) is believed by the area meeting to have become incapable by reason of mental disorder, illness or injury of managing and administering his or her own affairs;
- v) comes to the end of his or her term of service.

Removal of a trustee under the terms of (iii) or (iv) above shall require a decision of the area meeting. An individual trustee may make an appeal against such a decision in accordance with Britain Yearly Meeting's appeal process.

Members of the Religious Society who are legally ineligible to act or who are disqualified from acting as trustees shall not be able so to act nor continue so to act.

Release of a trustee from office shall be recorded by minute of the area meeting.

15 Powers of Trustees

The Trustees shall have the following powers, in exercise of which they shall at all times be guided by the Book of Christian Discipline of the Religious Society of Friends (Quakers) in Britain:

- i) To raise funds from contributions; from legacies; from grants and other sources outside the area meeting; from investments and the use of assets; and from the sale of goods or services provided in furtherance of the area meeting's object;
- ii) To buy, lease or acquire property, and to sell, grant a lease or dispose of property, subject to the terms of Clause 17 (vii) below;

- iii) To borrow money and to give security for loans (but only in accordance with the restrictions imposed by the Charities Act 1993 as amended from time to time);
- iv) To set aside income as a reserve;
- v) To make investments in accordance with legal constraints and the ethical testimonies of the Religious Society;
- vi) To co-operate with other charities or to enter into partnerships;
- vii) To establish or support trusts or institutions formed for charitable purposes within Cumberland Area Meeting's objects;
- viii) To employ staff;
- ix) To pay pensions;
- x) To obtain and pay for goods and services;
- xi) To reimburse reasonable expenses, including those of the trustees, incurred when acting on behalf of Cumberland Area Meeting.
- xii) To open and operate bank accounts;
- xiii) To effect insurance;
- xiv) To insure themselves against the costs of a successful defence to a criminal prosecution brought against them as charity trustees or against personal liability incurred in respect of any act or omission which is or is alleged to be in breach of trust or breach of duty;
- xv) To delegate their powers or functions as set out in Clause 18, below;
- xvi) To establish committees or working groups for carrying out agreed programmes of work;
- xvii) To authorise any of the area meeting's constituent meetings or committees to open a bank account and to appoint signatories; such action to be recorded by minute of the constituent meeting or committee and reported without delay to the trustees;
- xviii) To do any other lawful thing that is necessary or desirable for the achievement of the objects of the area meeting.

16. Trustees not to be personally interested

- i) Subject to the provisions of sub-clause (ii) of this clause, and subject to sub-clause 15 (xiv), no trustee shall acquire any interest in property belonging to the area meeting (otherwise than as a trustee) or receive remuneration or be interested (otherwise than as a trustee) in any contract entered into by the trustees.
- ii) Any trustee for the time being, who possesses specialist skills or knowledge, may charge and be paid reasonable fees for business done by her or him, or her or his firm when instructed by the other trustees to act on behalf of the area meeting, provided that at no time shall a majority of the trustees benefit under this provision, and that a trustee shall withdraw from any meeting at which her or his own instruction or remuneration, or that of her or his firm, is under discussion.

17. Meetings and proceedings of the trustees

- i) Trustees shall conduct their meetings according to the Quaker business method as described in the Book of Christian Discipline.
- ii) The trustees shall hold at least two meetings each year. A special meeting of the trustees may be called at any time by the clerk to the trustees or by any two trustees upon not less than four days' notice being given to the other trustees of the matters to be discussed. This period of notice may be waived with the consent of all trustees.
- iii) If the clerk to the trustees is absent from any meeting, the trustees present shall choose one of their number to be clerk at that meeting before any business is transacted.
- iv) An effective working strength of the trustee body, normally represented by at least four of the trustees for the time being, should be present for decisions to be made in right ordering.

- v) Minutes are to be made in the meeting and accepted and signed in accordance with Quaker business method as set out in the Book of Christian Discipline. The trustees shall keep minutes of the proceedings at meetings of the trustees and of any sub-committee.
- vi) The trustees may from time to time make and alter arrangements for the conduct of their business, the summoning and conduct of their meetings and the custody of documents. No rule may be made which is inconsistent with this governing document.
- vii) The trustees shall report to North Cumbria Area Meeting at least once a year. They shall also refer to the area meeting in session any major decisions such as those involving the acquisition, disposal or major alteration of land or buildings.

18. Power of Trustees to delegate

- i) The trustees may delegate any of their powers or functions to a committee including two or more trustees but the terms of any such delegation must be recorded by minute.
- ii) The trustees may impose conditions when delegating, including the conditions that:
 - a) the relevant powers are to be exercised exclusively by the committee to which they are delegated;
 - b) no expenditure may be incurred except in accordance with a budget previously agreed with the trustees.
- iii) The trustees may revoke or alter a delegation.
- iv) All acts and proceedings of any such committee must be fully and promptly reported to the trustees.

19. Annual Report and Accounts

- i) The trustees shall ensure that an annual report and statement of accounts for North Cumbria Area Meeting (including the meetings it contains) is prepared in compliance with current charities legislation.
- ii) The report and statement of accounts must be presented to area meeting in session for consideration and acceptance, not later than eight months after the end of the financial year.
- iii) The trustees shall submit an appropriate annual return to the Charity Commission in compliance with current legislation.

20. Income and Expenditure

- i) The money of Cumberland Area Meeting shall be safeguarded by depositing in a bank account. The bank account or accounts shall be held in the name of Cumberland Area Meeting or in the name of any of the meetings or committees contained within the area meeting and not in the name of any individual.
- ii) The funds belonging to Cumberland Area Meeting shall be applied only in furthering the objects of Cumberland Area Meeting as defined in Clause 3, above.

21. Property and investments

- i) Ordinarily the trustees shall cause the title of all real property and investments held by or in trust for Cumberland Area Meeting to be held in the name of Friends Trusts Limited as custodian trustee.
- ii) If the trustees decide to use a separate nominee to hold investments, they must apply to the Charity Commission for an Order discharging Friends Trusts Limited from its custodian trusteeship and vesting all land in Friends Trusts Limited as the nominee while granting it

the same level of protection as it would enjoy under the provisions of Section 4(2) of the Public Trustee Act 1906, as if it were acting as custodian trustee.

- iii) It is the responsibility of trustees to insure all property, including buildings and contents, for sums based on replacement values which shall be reviewed regularly. It is also the trustees' responsibility to maintain in force all appropriate liability insurances, including employer's, occupier's and public liability.

SCHEDULE OF LOCAL MEETINGS and PROPERTIES

The following seven Local Meetings are constituents of Cumberland Area Meeting:

- Alston - Front Street, ALSTON CA9 3HP
- Cockermouth - Kirkgate, COCKERMOUTH, CA13 9PH
- Carlisle - Fisher Street, CARLISLE, CA3 8RR
- Keswick - Elliott Park, KESWICK, CA12 5NZ
- Mosedale (note 1) Mosedale, PENRITH CA11 0XQ
- Penrith - Meeting House Lane, PENRITH CA11 7TR
- Whitehaven – 105, Scotch Street, WHITEHAVEN, CA28 7NH - *now sold in 2016*

The following properties are owned by Cumberland Area Meeting:

Land Registry Reference

- | | | |
|---|-----------|------------|
| <input type="checkbox"/> Allonby Burial Ground | CU 232038 | |
| <input type="checkbox"/> Alston Meeting House | CU 233220 | |
| <input type="checkbox"/> Broughton Meeting House | CU 255688 | |
| <input type="checkbox"/> Broughton Burial Ground | CU 255689 | |
| <input type="checkbox"/> Beckfoot Burial Ground | CU 231374 | |
| <input type="checkbox"/> Cockermouth Meeting House | CU 253310 | |
| <input type="checkbox"/> Carlisle Meeting House (note 4) | CU 231309 | Note 4 |
| <input type="checkbox"/> Keswick Meeting House | CU 103354 | |
| <input type="checkbox"/> Keswick MH corner plot | CU 167115 | |
| <input type="checkbox"/> Keswick Rogerfield | CU 145410 | |
| <input type="checkbox"/> Keswick St Herbert's St | CU 26912 | |
| <input type="checkbox"/> Moorhouse Burial Ground | CU 231541 | |
| <input type="checkbox"/> Mosedale MH, Barn, & Burial Ground | CU 181263 | Note 1 |
| <input type="checkbox"/> Pardshaw MH & Burial Ground | CU 238024 | |
| <input type="checkbox"/> Pardshaw Hostel | CU 238025 | |
| <input type="checkbox"/> Penrith Meeting House | | Note 2 & 3 |
| <input type="checkbox"/> Whitehaven Meeting House | CU 249229 | |

Note 1 – Mosedale Local Meeting. *As at September 2008*, Mosedale LM is a separate registered charity (1091774), but is treated as a wholly integral part of North Cumbria AM, but excluding matters concerned with property. It is intended that when CAM becomes a registered charity that the Mosedale charity becomes subsumed within the new charity.

Note 2 – Penrith Meeting House. *As at September 2008*, Penrith MH is owned by the Strickland MM Property Trust, a registered charity (230041). It is intended that when CAM becomes a registered charity that the Strickland Property Trust becomes subsumed within the new charity. Also the custodian trustee for Penrith MH is the Charity Commission.

Note 3. Penrith MH does not have Friends Trusts Limited appointed as custodian trustee.

Note 4 – Carlisle Meeting House is owned by the excepted charity “Carlisle MH & Burial Ground”. The terms of the charity make it clear that it is administered by Carlisle & Holme MM (now North CAM). It is intended that when CAM becomes a registered charity that the Carlisle charity becomes subsumed within the new charity.

4. 2014 CALENDAR OF MEETINGS

Draft schedule of shared dates for WC/NCAMs in 2014 - CLERKS' paper

At present North Cumbria meets 6 times a year, West Cumbria 4. West Cumbria always meet on a Sunday, North on a Saturday or weekday evening.

The following draft is proposed by the clerks of the two AMs. It seeks to find ways of incorporating suggestions made by the Amalgamation Working Group within a compromise pattern of 5 AMs p.a.. It tries to avoid clashing with existing regionally planned events (like Glenthorne and the Kindlers in Carlisle) and national ones (like Meeting for Sufferings and the Yearly Meeting Gathering in Bath).

It recognises some of the geography of the proposed new Area Meeting by holding AM in Cockermouth and Carlisle, so Friends will become familiar with journeys involved for other Friends. It tests the accessibility of the two most central Meeting Houses (Penrith and Keswick) which are both well served by public transport. Ironically they also have the best parking!

Three meetings are suggested in North Cumbria, this being half the present number of AMs held, and a similar half (two) in the West. The two AWG- suggested "enhanced" events remain in the months as scheduled in their discussion document (July and November) but held in Keswick and Penrith. Logistical problems lead us to believe that Pardshaw would be impractical. There are parking problems and no public transport, and – like travelling to Alston or Mosedale – journey times would be overly lengthy for many Friends.

In this draft the North Cumbria meetings are scheduled for Saturday, the West for Sunday, the better to replicate established patterns.

We are sensitive to the impact these changes will make. We have tried to accommodate concerns raised by Friends and hope this outline will prove acceptable for our experimental year.

| Month | DATES | | venue | week |
|-----------------------|---|----------|----------------------------|------|
| | date | Sat/Sun | | |
| January | 18 | Saturday | Penrith | 3 |
| February | <i>Kindlers in Carlisle</i> | | <i>[- later cancelled]</i> | |
| March | 30 | Sunday | Cockermouth | 13 |
| April | <i>Glenthorne residential weekend 4/5th</i> | | | |
| June 'enhanced' event | 22 | Sunday | Keswick | 24 |
| July/August | <i>no AMs.</i> | | | |
| September | 13 | Saturday | Carlisle | 37 |
| November | 29 | Saturday | Penrith | 48 |

(This is the AWG's proposed 'enhanced' and 'celebratory' day.)

Saturday AMs to start at 1100, Sundays at 1400.

AGREED 2014 CALENDAR

| 2014 | Date | Day | Venue | Morning | Lunch together | After |
|---------------|-------------|-----------------|--------------------|---|-----------------------|-----------------------------|
| Jan. | 25 | Saturday | Penrith | NCAM | Yes | WC |
| March | 30 | Sunday | Cockermouth | Mfw at 11am welcoming time beforehand | Yes | Busin meetin separate |
| April | 4-6 | <i>Weekend</i> | <i>Glenthorne</i> | <i>Residential weekend</i> | | |
| May | | | | | | |
| June | 21? | Saturday | Keswick | Business meetings in separate rooms | Yes | Family f activ |
| July | | | | | | Northuml vis |
| August | 2-9 | <i>Week</i> | <i>Bath</i> | <i>YM Gathering</i> | | |
| Sept. | 13 | Saturday | Carlisle | NCAM | Yes | WC |
| | ? | <i>Saturday</i> | <i>Cockermouth</i> | <i>Liaison event - Jim Pym</i> | | |
| Oct. | | | | | | |

| | | | | | | |
|-------------|----|----------|---------|-------------------------------------|-----|-----------------------------------|
| Nov. | 29 | Saturday | Penrith | Business meetings in separate rooms | Yes | Celebr Speaker - Par |
| Dec. | | | | | | |

5. AMALGAMATION TIMELINE: - 2011/2012

| 2011/2012 | <i>who</i> | <i>what</i> |
|----------------------------------|---------------|---|
| Oct.29 2011 NCAM 11/75 | N | Amalgamation proposal (NCAM and WCAM): concern from Penrith LQM. <i>This is the 1st Minute</i> |
| April 15 April 25 | W N/W | WCAM Initial Working Party meet - define aims |
| JULY 12 | N | NCAM plans for Joint Meeting |
| Sept 13 | N | NCAM plans for Joint Meeting-delayed till Nov |
| Oct 21 | W | WCAM plan for Joint Meeting |
| Nov 10 Nov 17 Nov 18 | N/W N W | Joint Meeting at Carlisle QMH NCAM E-WCAM |
| Dec | N/W | Amalgamation Working Group -AWG- plans first meeting |

| 2013 | <i>who</i> | <i>what</i> |
|----------------------------|---------------|--|
| Jan 18 Jan 19 Jan 20 | N/W N W | AWG - first meeting- key points agreed NCAM WCAM |
| Feb 15 | N/W | AWG - |
| March 20 | N/W | AWG - consider Research –other AMs + work on Gov Docs |

| | | |
|-----------|-----|--|
| May 17 | N/W | AWG – agree GovDocs + name “Cumberland..” - propose 2014 joint meetings |
| July 5 | N/W | AWG – Liaison Com discussed |
| August 30 | N/W | AWG – 2014 calendar from Clerks agreed |
| Sept 8 | | Northumbria AM visit by AWG [BB/DD] |
| Oct 11 | N/W | AWG - |
| Nov 9 | | JOINT MEET |

| <i>2014 / 15</i> | <i>who</i> | <i>what</i> |
|-----------------------|------------|---|
| March 7 | N/W | AWG – Property Registration/ Nominations |
| June | N/W | Joint AMeeting |
| Nov 5 Nov 29 | N/W N/W | AWG - <i>laid down</i> Joint AMeeting - + PaulPARKER |
| <i>2015: JAN. 1st</i> | | <i>AMALGAMATION - START OF THE NEW CUMBERLAND AREA QUAKER MEETING</i> |
| | | <i>Report begun to log and evaluate process</i> |
| <i>2016: March</i> | | <i>“CUMBERLAND UNITED” draft report circulated</i> |
| <i>Nov. 27th</i> | | <i>Final endorsement of Report - > First Edition to be circulated</i> |

6. Cumberland AM Posts

| |
|---|
| Co-Clerk (or Clerk) |
| Co-Clerk (or Assistant Clerk) |
| Membership Clerk |
| Treasurer |
| Assistant Treasurer |
| Registering Officer |
| Custodian of Records |
| Editor of Contact List |
| Updates to Web pages |
| Meeting for Sufferings 1 |
| Meeting for Sufferings 2 |
| Quaker Life Rep Council |
| Quaker & Interfaith Relations Correspondent |
| Northern Friends Peace Board |
| Churches Together in Cumbria |
| Northern Friends Youth Events Trust |
| Advocate for Children & Young People's Work-x2 |

