

Cynnig ac Adroddiad

Y Grŵp Symud Ymlaen / Moving Forward

Ein Grŵp

Mae Crynwriaeth yng Nghymru a'r Gororau yn fywiog ac yn fregus¹. Penodwyd y grŵp Symud Ymlaen i ystyried ffyrdd o'i bywiocau trwy ei gwneud yn llai bregus. Penodwyd cynrychiolwyr gan y pedwar Cyfarfod Rhanbarth (Canolbarth Cymru, Gogledd Cymru, De Cymru a De'r Gororau) ac o Gyfarfod Crynwyr Cymru. Y dasg oedd edrych yn ôl ar yr hyn a wnaed yn y gorffennol, ymgynghori'n eang ac ymchwilio i ffyrdd o symleiddio strwythurau'r Crynwyr yng Nghymru a'r Gororau². Yn union fel yr ydym yn cynnal adolygiadau ysbrydol, mae cynnal archwiliad ar ein heffeithlonrwydd, ein heffeithiolrwydd a'n heconomi yn gymorth tuag at ddeall ein strwythurau a'n cymhlethdodau. Ffocws y broses Symud Ymlaen gyfredol yw symleiddio dulliau gweithredu Cyfarfodydd Rhanbarth, ond disgwylir y bydd hyn yn arwain at esblygu yn y grwpiau lleol, fel y bydd yn haws iddynt ganolbwyntio ar groeso ysbrydol a gweithredu, ar y cyd ac yn rhanbarthol. Ein nod yw rhyddhau mwy o amser, egni a brwdfrydedd Cyfeillion at dasgau'r ysbryd.

CYNNIG

Y dewis yr ydym yn ei ffafrio, yw cyfuno, mewn un elusen newydd, y pum elusen bresennol (Cyfarfod Rhanbarth Gogledd Cymru, Cyfarfod Rhanbarth De Cymru, Cyfarfod Rhanbarth De'r Gororau a Chyfarfod Crynwyr Cymru sydd eisoes wedi eu cofrestru a Chyfarfod Rhanbarth Canolbarth Cymru sydd yn dal i fod yn elusen eithriedig). Byddai'r Ymddiriedolwyr yn cael eu henwebu gan y Cyfarfodydd Rhanbarth. Mae hyn yn apelio yn rhinwedd ei symlrwydd oherwydd byddai'n lleihau nifer yr elusennau i un ond ar yr un pryd yn cadw'r strwythur presennol gyda phedwar Cyfarfod Rhanbarth, y gellid eu rhannu ymhellach pe dymunid, a byddai'n cynnwys cyfrifoldebau Cyfarfod Crynwyr Cymru. Byddai'n ei gwneud yn ofynnol i'r Cyfarfodydd Rhanbarth ddirprwyo i'r corff newydd hwn yr elfen honno o'u cyfrifoldebau sy'n ymwneud â rhedeg elusen.

¹ Gweler Atodiad 1 – *Bywiog ond Bregus, cyflwr Crynwriaeth yng Nghymru a'r Gororau*

² Gweler Atodiad 2 – *Cylch Gorchwyl y Grŵp*

Adroddiad

Gwybodaeth gefndirol

Gwybodaeth am Grynwyr yng Nghymru a'r Gororau

- Mae gennym **627** o Aelodau, **456** o Fynychwyr sy'n oedolion ac **83** o blant ar restrau'r pedwar Cyfarfod Rhanbarth
- Mae pum elusen sydd ar hyn o bryd yn penodi mwy na 30 o Ymddiriedolwyr, gan gynnwys Clercod a Thrysoryddion
- Rydym yn berchen ar 17 o Dai Cwrdd ac yn penodi mwy na 40 o aelodau o Bwyllgorau Adeiladau
- Yn ôl ein hamcangyfrifon rydym yn penodi Cyfeillion i bron 500 o swyddogaethau

Gwybodaeth am ein heiddo³

- Mae rhai o'n hadeiladau'n rhestredig ac mae ar lawer ohonynt angen gwaith atgyweirio mawr ond nid oes gennym ddigon o adnoddau ariannol hylifol i wneud y gwaith yma
- Rydym yn Berchen ar Fynwentydd ac eiddo buddsoddi.
- Mae gwerth yswiriedig ein portffolio eiddo yn cynrychioli rhywbeth fel £7 miliwn o asedau sefydlog.

Yr hyn mae'r adroddiad hwn yn ceisio ei wneud yw **symleiddio ein strwythurau fel y gall Cyfarfodydd Rhanbarth a Lleol ganolbwyntio ar feithrin yn ysbrydol ac ymestyn allan**. Y dasg gyntaf yw **galluogi Cyfeillion i ddeall yr heriau**.

Gwnaeth y ddogfen Quaker Structures in Wales and the Borders ⁴, a ysgrifennwyd ym mis Hydref 2006, argymhellion sy'n debyg i'r argymhellion sy'n cael eu gwneud yn awr. Mae'r trafodaethau ynghylch y saith Cyfarfod Rhanbarth yn Llundain ⁵ yn debyg iawn i safbwyntiau'r Grŵp Symud Ymlaen ac yn rhoi fframwaith ar gyfer yr adroddiad hwn.

Mae Cyfeillion wedi gofyn pam yr ydym yn Elusennau Cofrestredig. Rydym wedi cael cyngor gan y Clerc Cofnodi sy'n egluro nad oes gennym ddewis arall, i bob pwrpas, ond bod yn Elusen Gofrestredig er mwyn cyflawni swyddogaethau hanfodol o fewn y gyfraith⁶.

³ Gweler Atodiad 10b – *Rhestr eiddo ym mherchnogaeth y 4 Cyfarfod Rhanbarth*
Ac Atodiad 10c – *Cyllid yn Ymwneud ag Eiddo*

⁴ Gweler Atodiad 8 – *Adroddiad 2006 'Quaker structures in Wales and the borders'*

⁵ Gweler Atodiad 13 - *Thoughts on the future shape of Quakers in London*

⁶ Gweler Atodiad 5 – *Pam mae'n rhaid i ni fod yn elusen gofrestrredig*

QF&P 15.04 Trustees responsibility

Friends who accept service as trustees take on specific and personal responsibility, on behalf of the meeting, for the obligations that rest on all Friends.

The commandment that we love our neighbours manifests itself for trustees as a duty to ensure, among other things, that the meeting fulfils the requirements of health and safety and child protection. Our love is diminished if, through our carelessness, we let our neighbours suffer.

The obligation to ensure the right use of our corporate resources requires trustees to take and weigh and act upon expert advice on, for example, law and good practice in employment, building maintenance and investment. We do not serve the meeting well if, for instance, we lose the use of a meeting house – not because it is no longer needed and the money can be put to better use elsewhere, but because we have failed to keep it in good repair or to retain wardens or are forced to dispose of it to meet other unplanned commitments.

Heriau sy'n ein hwynebu

- Enwebu Cyfeillion sy'n fodlon, yn abl ac yn gymwys, yn enwedig fel Ymddiriedolwyr a Thrysoryddion
- rheoli a chynnal a chadw ein portffolio eiddo helaeth
- cynnydd yn y gofynion cydymffurfio mewn sawl maes ond yn enwedig ym maes cofnodi ac adrodd ariannol i'r Comisiwn Elusennau a'r gofynion cynyddol a osodwyd gan y Banciau 'am resymau diogelwch'
- Mae angen lleihau'r baich gweinyddol.

Ail dasg y grŵp oedd edrych ar ffyrdd posib o leihau'r baich gweinyddol hwn. Ystyriwyd nifer o senarios:

Status Quo at bwrpasau cymharu.

Dewis 1 – Trosglwyddo perchnogaeth ar ein heiddo i un elusen fydd yn gyfrifol am reoli'r eiddo, eu cynnal a'u cadw a'r gwaith cyllid sy'n gysylltiedig â hynny gan gadw'r elusennau cyfarfod rhanbarth presennol a hynny'n golygu yn ei dro bod angen gwneud lliaws o benodiadau.

Dewis 2 - Cyfuno'r pedair elusen Cyfarfod Rhanbarth bresennol a Chyfarfod Crynwyr Cymru yn un elusen newydd. Byddai hynny'n golygu trosglwyddo perchnogaeth ar ein heiddo a chyfrifoldebau llywodraethu i'r elusen newydd hon. Byddai'r Cyfarfodydd Rhanbarth (gyda'u Cyfarfodydd Lleol cyfansoddol) yn parhau i fodoli, ond nid fel elusennau cofrestredig ar wahân mwyach. Byddai hyn yn lleihau nifer yr elusennau o bump i un ac yn bwysicaf oll byddai'n caniatáu i'r Cyfarfodydd Rhanbarth ganolbwyntio

ar eu prif waith, sef Meithrin yn Ysbrydol ac Ymestyn Allan. Dyma'r dewis rydym yn ei ffafrio.

Trwy gydol y trafodaethau roedd y grŵp yn ymwybodol bod rhai Cyfarfodydd Lleol a leolir yn Lloegr yn rhan o Gyfarfodydd Rhanbarth sy'n gyfarfodydd cyfansoddol Cyfarfod Crynwyr Cymru. Mae Cyfarfod Rhanbarth De'r Gororau wedi ystyried nifer o ddewisiadau ac yn ei gyfarfod ddydd Sadwrn 18 Gorffennaf 2020 mynegwyd y farn bod y rhan fwyaf o Gyfeillion yn rhoi gwerth mawr ar gymeriad unigryw De'r Gororau a'i bwysigrwydd fel dolen gyswllt rhwng y ddwy genedl. Mae'r grŵp o'r farn na ddylai ffiniau cenedlaethol benderfynu canlyniad y trafodaethau hyn ac maent yn rhoi gwerth mawr ar gyfraniad De'r Gororau yn enwedig i Gyfarfod Crynwyr Cymru ac mae'n dymuno annog Cyfeillion i ymuno â'r fenter gydweithredol newydd gyffrous hon.

Ystyried y Dewisiadau

Fel y dangoswyd eisoes, nid oes modd cynnal y sefyllfa bresennol ond mae'r grŵp wedi casglu gwybodaeth am y sefyllfa bresennol a'i chymharu â'r ddau ddewis arall a ystyriwyd.

Byddai Dewis 1 yn golygu creu elusen newydd y gellid efallai ei galw'n Ymddiriedolaeth Eiddo Crynwyr Cymru [a'r Gororau] (Wales [and the Marches] Quaker Properties Trust (WQPT)) a byddai'n debyg i'r London Quaker Properties Trust (LQPT)⁷ sydd newydd ei ffurfio (gan ddisodli'r Six Weeks Meeting a sefydlwyd gan George Fox) ac sydd yn berchen ac yn rheoli eiddo saith Cyfarfod Rhanbarth Llundain. Roedd y grŵp wedi synnu braidd o ddarganfod y gallai hyn mewn gwirionedd gynyddu nifer y penodiadau fyddai eu hangen.

Dewis 2, sef y dewis yr ydym yn ei ffafrio, fyddai cyfuno'r pum elusen bresennol (cyfarfod Rhanbarth Gogledd Cymru, Cyfarfod Rhanbarth De Cymru, Cyfarfod Rhanbarth De'r Gororau a Chyfarfod Crynwyr Cymru sydd eisoes wedi eu cofrestru a Chyfarfod Rhanbarth Canolbarth Cymru sydd yn dal i fod yn elusen eithriedig). Mae hyn yn apelio yn rhinwedd ei symlrwydd oherwydd byddai'n lleihau nifer yr elusennau i un ond ar yr un pryd yn cadw'r strwythur presennol gyda phedwar Cyfarfod Rhanbarth, y gellid eu rhannu ymhellach pe dymunid, a byddai'n cynnwys cyfrifoldebau Cyfarfod Crynwyr Cymru. Byddai'r Ymddiriedolwyr yn cael eu henwebu gan y Cyfarfodydd Rhanbarth. Byddai'n golygu addasiadau i'r berthynas rhwng Cyfarfodydd Rhanbarth a'r elusen newydd ac yn hyn o beth mae'n amserol oherwydd bod ein Llyfr Disgyblaeth yn cael ei ddiwygio ar hyn o bryd ond byddai'n dal i gyd-fynd â phrif rannau Quaker Faith and Practice 4.02. Mae'r project cyfarfodydd symlach yn ein hannog i fyw'n anturus⁸.

Byddai perchnogaeth ar yr holl eiddo yn cael ei throsglwyddo i'r elusen hon. Byddai'r Ymddiriedolwyr yn gyfrifol hefyd am lywodraethu gan gynnwys cofnodi ac adrodd ariannol, diogelu, diogelu data, etc. Byddai hyn yn lleihau nifer yr ymddiriedolwyr fyddai eu hangen o ryw 30 i gyn lleied â 12 efallai. Byddai hefyd yn symleiddio'r gwaith cofnodi ac adrodd ariannol yn sylweddol, a hynny'n ei dro yn golygu llai o waith i'r trysoryddion. Mae dewis

⁷ Gweler Atodiad 14 - *London Quaker Properties Trust*

⁸ Gweler Atodiad 14 - *Simpler Meetings Project*

tebyg i gyfuno'r saith Cyfarfod Rhanbarth a'r London Quaker Properties Trust yn cael ei ystyried ar hyn o bryd yn Llundain.

Byddai angen cael cyngor gan Bwyllgor Stiwardiaeth Cyfarfod Blynyddol Prydain a'r Comisiwn Elusennau er mwyn cyflawni hyn a llunio Cynllun mewn cydweithrediad â'r Comisiwn. Mae'r grŵp yn deall bod y Comisiwn yn awyddus i annog cyfuno o'r fath. Nid oes dwywaith na fyddai hyn yn llawer o waith ac mae dogfen ddefnyddiol a luniwyd gan Gyfarfod Rhanbarth Cumbria o'r enw 'Cumberland United'⁹ yn disgrifio'r cynllunio gofalus a wnaed i greu'r Cyfarfod Rhanbarth hwn trwy gyfuno dau Gyfarfod Rhanbarth. Ni ddylem gredu am eiliad y bydd y broses yn un hawdd a chyflym a hyd yn oed os bydd Cyfarfod Crynwyr Cymru a'i bedwar Cyfarfod Rhanbarth cyfansoddol yn cytuno ar y ffordd hon ymlaen eleni bydd yn cymryd amser i ddatrys y cymhlethdodau sydd ynghlwm.

Eiddo (Tai Cwrdd, Meysydd Claddu ac adeiladau eraill)

Mae'r grŵp yn credu mai Friends Trusts Limited (FTL) yw'r Ymddiriedolwr Gwarchodol. Byddai angen Cynllun Comisiwn Elusennau i alluogi trosglwyddo perchnogaeth ar asedau o'r Elusennau Cyfarfod Rhanbarth presennol. Byddai gwariant yn anorfod ond mae'n debygol o arwain at arbed arian yn y tymor hir. Byddai'r profiad o ffurfio LQPT yn gymorth a gwyddom fod FTL yn brofiadol iawn mewn trosglwyddiadau o'r fath.

Mae angen gwaith trwsio a gwaith atgyweirio sylweddol ar rai o'r Tai Cwrdd.¹⁰ Mae'r grŵp yn awgrymu bod ein portffolio eiddo yn cael ei adolygu'n llawn mewn perthynas ag amcanion yr elusen a'r defnydd o'n hadnoddau dynol ac ariannol fel ei gilydd.

Mae Cyfarfod Rhanbarth Norfolk & Waveney wedi datblygu system lle maent yn talu'r Churches Conservation Trust i reoli eu heiddo, ac mae hyn wedi lleihau'r gwaith sydd ei angen ac wedi cael effaith ariannol gadarnhaol. ¹¹

Cyllid

Byddai creu'r elusen newydd yn galluogi system wahanol ond symlach o reolaeth ariannol¹² a fyddai'n caniatáu strwythur newydd yn y dyfodol. Rydym yn awgrymu'n benodol bod y posibilrwydd o becyn cyfrifon ar-lein yn cael ei ystyried. Yn ddiweddar mae Cyfarfod Rhanbarth De'r Gororau wedi cyflwyno'r defnydd o QuickBooks ar gyfer ei holl drafodion ariannol. Mae hyn wedi cymryd amser ond mae eisoes yn dwyn ffrwyth. Mae gofyn i rywun oruchwylio'r project. Y fantais fwyaf yw bod QuickBooks yn gwneud y gwaith cyfuno sydd ei angen i baratoi Adroddiad yr Ymddiriedolwyr ar gyfer y Comisiwn Elusennau sy'n lleihau'n sylweddol gwaith y trysoryddion wrth iddynt baratoi at yr archwiliad ariannol blynyddol ac Adroddiad Ariannol Blynyddol yr Ymddiriedolwyr ar gyfer y Comisiwn Elusennau.

⁹ Gweler Atodiad 14 – Cumberland United

¹⁰ Gweler Atodiad 10b – *Rhestr Eiddo ym Mherchnogaeth y Pedwar Cyfarfod Rhanbarth*

¹¹ Gweler Atodiad 14 – *Norfolk & Waveney/Churches Conservation Trust*

¹² Gweler Atodiad 11 *Model posib ar gyfer cofnodi ac adrodd ariannol*

Bydd rheoli cyllid 17 o Dai Cwrdd yn her ac mae'n bosib iawn y bydd angen cyflogi rhywun i gadw'r llyfrau. Yn ogystal â hynny byddai gofyn archwilio Adroddiad Blynyddol yr Ymddiriedolwyr i'r Comisiwn Elusennau oherwydd trosiant yr elusen newydd ond gallai hefyd leihau costau oherwydd mai un archwiliad yn unig fyddai ei angen yn hytrach na nifer.

Mae'r profiad o ffurfio London Quaker Property Trust wedi dangos bod modd lleihau nifer y Cronfeydd, yn enwedig Cronfeydd Cyfyngedig a Chronfeydd Gwaddol, mewn cydweithrediad â'r Comisiwn Elusennau.

Argymhellion ar gyfer y Ffordd Ymlaen¹³

Disgrifiwyd Amcanion y Grŵp Symud Ymlaen fel a ganlyn:-

Ystyried pa newidiadau y gellid eu gwneud i'n galluogi i weithio'n well gyda'n gilydd yng Nghymru, hyrwyddo perthynas rhwng Cyfeillion a rhyddhau amser ac egni ar gyfer bywyd ysbrydol, ymestyn allan a thystio yn y byd.

Ymchwilio i ddewisiadau posib ar gyfer gweithio a chydweithredu'n fwy effeithiol Gallai'r rhain gynnwys rhannu cyfrifoldebau Ymddiriedolwyr megis rheoli eiddo, a pholisïau'n ymwneud â chyfrifoldebau cyfreithiol.¹⁴

Argymhellion

1. Mewn ymateb i'r amcanion hyn rydym yn argymhell bod y pedwar Cyfarfod Rhanbarth a Chyfarfod Crynwyr Cymru yn cytuno mewn egwyddor i fabwysiadu'r cynnig sy'n cael ei ffafrio gan y grŵp bod elusen newydd yn cael ei chreu a bod y pum elusen yn cyfuno i ffurfio'r elusen honno.
2. Gwelwn mai dim ond y cam cyntaf yw hwn ac rydym yn argymhell penodi grŵp i symud y cynnig hwn ymlaen.
3. Er mwyn gwneud hyn rydym yn argymhell hefyd y dylai gwaith y grŵp gynnwys:
 - a. drafftio'r holl ddogfennau angenrheidiol e.e. Cynllun Comisiwn Elusennau, Memoranda Cyd-ddealltwriaeth etc. sydd eu hangen i alluogi cyfuno'r pum elusen.
 - b. Adolygiad trylwyr o'r portffolio eiddo mewn perthynas â chyflwr yr adeiladau, y defnydd ohonynt a'r costau
 - c. ymchwilio i'r defnydd o becyn cyfrifon ar-lein a'i systemau cysylltiedig
 - d. adolygiad o'r penodiadau enwebedig yr ydym yn eu gwneud
4. Rydym yn annog y grŵp i alw ar Gyfeillion o'r tu fewn a'r tu allan i'r pedwar Cyfarfod Rhanbarth er mwyn gwneud defnydd da o'r cyfoeth o wybodaeth, sgiliau ac arbenigedd sydd gennym.

¹³ Gweler Atodiad 12 – *Llwybr posib at un elusen*

¹⁴ Cyfarfod Cyfarfod Crynwyr Cymru 22/02/20 cofnod 19.33i

5. Rydym yn argymhell bod y grŵp yn cyflwyno cynllun gwaith manwl i'w ystyried ac rydym yn awgrymu eu bod yn adrodd i'r Cyfarfodydd Rhanbarth a'u Hymddiriedolwyr yn rheolaidd ac o leiaf i bob cyfarfod o Gyfarfod Crynwyr Cymru.

Rydym yn cydnabod y bydd hyn yn cymryd amser ac rydym yn awgrymu ar gyfer y trieniwm nesaf fod pob Cyfarfod Rhanbarth yn penodi tri ymddiriedolwr i weithio gyda'i gilydd fel a ganlyn fel bwrdd ymddiriedolwyr cysgodol:

Cam yn y canol – penodi ymddiriedolwyr ar y cyd.

Yn y senario hwn byddai pob Cyfarfod Rhanbarth yn penodi o leiaf dri Ymddiriedolwr o blith eu haelodau eu hunain, y câi un ohonynt eu penodi hefyd yn Glerc i ymddiriedolwyr Cyfarfod Rhanbarth. Byddai tri ymddiriedolwr arall yn cael eu hychwanegu at y rhain, un o bob un o'r tri Chyfarfod Rhanbarth arall, fyddai'n rhoi i bob Cyfarfod Rhanbarth gorff ymddiriedolwyr o chwe aelod o leiaf ynghyd â thrysorydd. Nid yw hyn yn golygu y byddai 24 o ymddiriedolwyr yn cael eu penodi ond mewn gwirionedd byddai lleiafswm o 12 yn unig fyddai'n ffurfio grŵp cyfunol fyddai'n gweithio gyda'i gilydd ar faterion yn ymwneud â'r pedwar Cyfarfod Rhanbarth megis adeiladau, cyllid a materion rheoli eraill megis polisïau. Byddai hyn yn galluogi ymddiriedolwyr i weithio gyda'i gilydd yn ystod y trieniwm nesaf, gan ddysgu am sefyllfa cyfarfodydd ar draws Cymru gyfan a'r Gororau. Rhaid pwysleisio mai dim ond cam dros dro yw hwn ar gyfer un trieniwm tra bydd yr elusen gyfunol yn cael ei sefydlu¹⁵.

Yn Narlith Swarthmore Christine Davies cawsom ein hatgoffa ganddi o'r canlynol:-

*Stewardship involves prayer, and it involves thought, and it involves applying what emerges from the two. As individuals our particular talents may lead us to greater emphasis on one of those elements, but they can never be wholly divided within any of us, and as a community we need to be faithful to all three: prayer, thought and application.*¹⁶

Mae'r Grŵp Symud Ymlaen yn credu y bydd ein cynigion yn arwain at gydbwysedd gwell rhwng gweddi, meddwl a chymhwysiad ym mywyd Crynwyr yng Nghymru a'r Gororau. Mae'r ffocws ar symleiddio dulliau gweithredu'r Cyfarfodydd Rhanbarth a Chyfarfod Crynwyr Cymru ac yn hwyluso esblygiad grwpiau o Gyfeillion fydd yn adlewyrchu'n well y ffocws ar groeso ysbrydol a gweithredu, yn lleol ac yn rhanbarthol.

15Gweler Atodiad 9 – *Almeley Wootton LM minute*

¹⁶ Christine AM Davis. *Minding the Future* (Darlith Swarthmore) 2008; tt25-6 dyfynnwyd yn Quaker Faith and Practice 15.01

Atodiadau – Gwybodaeth Gefndirol i'r Adroddiad

Mae'r atodiadau yn rhoi peth o'r wybodaeth gefndirol y mae'r Grŵp Symud Ymlaen wedi tynnu arni wrth baratoi eu hadroddiad a llunio eu cynnig. Mae rhai'n fanwl iawn a rhai'n fwy cyffredinol. Fe'u cyflwynir fel dogfen ar wahân.

1. Bywiog ond Bregus, cyflwr Crynwriaeth yng Nghymru a'r Gororau
2. Cylch gorchwyl y grŵp
3. Proses y grŵp
4. Ymgynghori gyda Chyfeillion yng Nghymru a'r Gororau
5. Pam mae'n rhaid i ni fod yn elusen gofrestredig – ymateb gan Paul Parker, Clerc Cofnodi Cyfarfod Blynyddol Prydain
6. Beth yw Cyfarfod Crynwyr Cymru?
7. Quaker Faith and Practice 4.02 the functions of Area Meetings
8. Adroddiad 2006 '*Quaker Structures in Wales and the Borders*'
9. Almeley Wootton LM minute
10. Yr hyn y mae pob Cyfarfod Rhanbarth yn gallu ei gyfrannu at elusen gyfunol
 - 10.a) Pobl a chyfarfodydd
 - 10.b) Rhestr eiddo ym mherchnogaeth y pedwar Cyfarfod Rhanbarth
 - 10.c) Cyllid yn ymwneud ag eiddo
11. Model posib ar gyfer cofnodi ac adrodd ariannol
12. Llwybr posib at un elusen
13. Rhestr polisïau a gweithdrefnau yr ydym wedi gweithio arnynt
14. Cysylltiadau i ddeunyddiau eraill y cyfeirir atynt yn ein hadroddiad

Proposal and Report

of the Moving Forward / Symud Ymlaen Group

Our Group

Quakerism in Wales and the Marches is both vibrant and fragile¹. The Moving Forward group was appointed to consider ways of building the vibrancy by lessening its fragility. Representatives were appointed by the four Area Meetings (Mid Wales, North Wales, South Wales and Southern Marches) and from Meeting of Friends in Wales. The task was to look back at what had been done in the past, to consult widely and to research ways of simplifying the Quaker structures in Wales and the Marches². Just as we have spiritual reviews, an audit of our efficiency, effectiveness and economy is helpful in understanding our structures and complexities. The current Moving Forward process has a focus on streamlining the operation of Area Meetings, but this is expected to lead to an evolution of local groupings so they are better able to focus on spiritual hospitality and action, collectively and regionally. We seek to release more time, energy and enthusiasm of Friends for the tasks of the spirit.

PROPOSAL

Our preferred option, is the amalgamation, into one new charity, of the five existing charities (North Wales Area Meeting, South Wales Area Meeting, Southern Marches Area Meeting and Meeting of Friends in Wales which are already registered and Mid Wales Area Meeting which is still an excepted charity). The Trustees would be nominated by the Area Meetings. This has the appeal of simplicity in that it would reduce the number of charities to one whilst retaining the current structure of four Area Meetings, which could be further divided as required, and would include the responsibilities of Meeting of Friends in Wales. It would require Area Meetings to delegate to this new body, that element of their responsibilities relating to running a charity.

¹ See Appendix 1 - *Vibrant but Fragile, the state of Quakerism in Wales and the Marches*

² See Appendix 2 - *The remit of the group*

Report

Background information

Information about Quakers in Wales and the Marches

- We have **627** Members, **456** adult Attenders and **83** children listed for the four AMs
- There are five charities which currently appoint more than 30 Trustees, including Clerks and Treasurers
- We own 17 Meeting Houses and appoint more than 40 members of Premises Committees
- We calculate that we appoint Friends to nearly 500 roles

Information about our properties³

- Some of our properties are listed and many require major works and we do not have sufficient liquid financial resources to do this work
- We own Burial Grounds and investment properties.
- The insured value of our property portfolio represents something like £7 million of fixed assets.

What this report is trying to achieve is a **simplification of our structures in order that Area & Local Meetings can focus on spiritual nourishment and outreach**. The task initially, is **to enable Friends to understand the challenges**.

The document Quaker Structures in Wales and the Borders⁴ written in October 2006 made recommendations then that are similar to the recommendations being made now. The discussions regarding the seven Area Meetings in London⁵ mirror the views and provide a framework for this report from Moving Forward Group

Friends have asked why we are Registered Charities. We have received advice from the Recording Clerk explaining that we effectively have no option but to be a Registered Charity in order to carry out essential functions within the law⁶.

³ See Appendix 10b – *Schedule of properties owned by the 4 Area Meetings* and Appendix 10c – *Property finances*

⁴ See Appendix 8 – *The 2006 report Quaker structures in Wales and the borders*

⁵ See Appendix 13 - *Thoughts on the future shape of Quakers in London*

⁶ See Appendix 5 – *Why we have to be a registered charity*

QF&P 15.04 Trustees responsibility

Friends who accept service as trustees take on specific and personal responsibility, on behalf of the meeting, for the obligations that rest on all Friends.

The commandment that we love our neighbours manifests itself for trustees as a duty to ensure, among other things, that the meeting fulfils the requirements of health and safety and child protection. Our love is diminished if, through our carelessness, we let our neighbours suffer.

The obligation to ensure the right use of our corporate resources requires trustees to take and weigh and act upon expert advice on, for example, law and good practice in employment, building maintenance and investment. We do not serve the meeting well if, for instance, we lose the use of a meeting house – not because it is no longer needed and the money can be put to better use elsewhere, but because we have failed to keep it in good repair or to retain wardens or are forced to dispose of it to meet other unplanned commitments.

Challenges facing us

- the Nomination of Friends who are willing, able and competent especially as Trustees and Treasurers
- the management and upkeep of our extensive property portfolio
- increased demand for compliance in many areas but particularly in financial recording and reporting for the Charity Commission with increased demands imposed by the Banks 'for security reasons'
- There is a need to reduce the burden of administration.

The group's second task was to explore possible ways to reduce this administrative burden. We considered a number of scenarios:

Status Quo for comparison.

Option 1 – The transfer of ownership of our properties to one charity responsible for the management of the properties, their upkeep and their associated finances whilst retaining the existing area meeting charities and the consequential need for a plethora of appointments.

Option 2 – The amalgamation of the four Area Meeting charities and Meeting of Friends in Wales into one new charity. This would involve the transfer of ownership of our properties and governance responsibilities to this new charity. Area Meetings (with their constituent Local Meetings) would be retained, but would no longer be separate registered charities. This would reduce the number of charities from five to one and most importantly allow the Area Meetings to focus on their primary task of Spiritual Nourishment and Outreach. This is our preferred option.

Throughout the discussions the group has been aware that some Local Meetings situated in England are part of Area Meetings that are constituent meetings of Meeting of Friends in Wales. Southern Marches Area Meeting has considered a number of options and at its meeting on Saturday 18 July 2020 the view was expressed that most Friends value highly the distinctive character of Southern Marches and its importance as a link between the two nations. The group consider that the national boundaries should not be a determinant of these considerations and greatly value the contribution that Southern Marches makes particularly to Meeting of Friends in Wales and wish to encourage Friends to join this exciting new collaboration.

Consideration of the Options

The Status Quo, as already demonstrated, is unsustainable but the group has collated information about the Status Quo and compared it with two alternative options considered.

Option 1 would involve the creation of a new charity which might be called Wales [and the Marches] Quaker Properties Trust (WQPT) and would be comparable to the newly formed London Quaker Properties Trust (LQPT)⁷ (formerly Six Weeks Meeting established by George Fox) which owns and manages the properties of the seven London Area Meetings. The group was somewhat surprised to discover that this might actually increase the number of appointments required.

Option 2 which is the preferred option, would be the amalgamation of the five existing charities (North Wales Area Meeting, South Wales Area Meeting, Southern Marches Area Meeting and Meeting of Friends in Wales which are already registered and Mid Wales Area Meeting which is still an excepted charity). This has the appeal of simplicity in that it would reduce the number of charities to one whilst retaining the current structure of four Area Meetings, which could be further divided if desired, and would include the responsibilities of MFW. The Trustees would be nominated by the Area Meetings. It would require adjustment to the relationship between Area Meetings and the new charity and in this regard is timely because of the current revision of our Book of Discipline but would still align with the main parts of Quaker Faith and Practice 4.02. The simpler meetings project encourages us to live adventurously⁸.

Ownership of all of the properties would be transferred to this charity. The Trustees would also be responsible for governance including financial recording and reporting, safeguarding, data protection, etc. This would reduce the number of trustees required from approximately 30 to possibly as few as 12. In addition it would significantly simplify the financial recording and reporting with a consequential reduction in the work required of treasurers. A similar option for the amalgamation of the seven Area Meetings and the London Quaker Properties Trust is currently being considered in London.

⁷ See Appendix 14 - *London Quaker Properties Trust*

⁸ See Appendix 14 - *Simpler Meetings Project*

Advice would need to be taken from Britain Yearly Meeting Stewardship Committee and the Charity Commission in order to achieve this and a Scheme drawn up in co-operation with the Commission. The group understand that the Commission is keen to encourage such mergers. This would undoubtedly be a lot of work and a useful document 'Cumberland United'⁹ produced by Cumbria Area Meeting describes the careful planning that was involved in the creation of this Area Meeting by the amalgamation of two Area Meetings. We should be under no illusion that this is going to be a quick fix and even if this way forward is agreed by Meeting of Friends in Wales and its four constituent Area Meetings this year it will take time to navigate the complexities involved.

Properties (Meeting Houses, Burial Grounds and other)

The group believe that the Custodian Trustee for these properties is Friends Trusts Limited (FTL). A Charity Commission Scheme would be required to enable the transfer of ownership of assets from the current Area Meeting Charities. Inevitably this would incur expenditure but is likely to result in long-term savings. The experience of the formation of LQPT would be helpful and we know that FTL is well versed in such transfers.

Some of the Meeting Houses need repairs and major works.¹⁰ The group suggests that a full review of our property portfolio is made in relation to the objects of the charity and the use of our resources both human and financial.

Norfolk & Waveney Area Meeting have developed a system of outsourcing their property management to the Churches Conservation Trust which has reduced the amount of work required and had a positive financial impact¹¹.

Finance

The creation of the new charity would enable a different but simpler system of financial management¹² for an indication of a possible future structure. In particular we suggest that the possibility of an online accounts package is explored. Southern Marches Area Meeting has recently introduced the use of QuickBooks for all of its finances. This has taken time but is already bearing fruit. It requires someone to oversee the project. The greatest pay-off is that QuickBooks does the work of consolidation needed to prepare the Trustees Report for the Charity Commission which considerably reduces the work of the treasurers in preparation for the annual financial examination and the Trustees Annual Financial Report for the Charity Commission.

The financial management of 17 Meeting Houses will be a challenge and it may well be that a paid employee is necessary for the bookkeeping. In addition this would require the

⁹ See Appendix 14 – *Cumberland United*

¹⁰ See Appendix 10b – *Schedule of properties owned by the four Area Meetings*

¹¹ See Appendix 14 – *Norfolk & Waveney/Churches Conservation Trust*

¹² See Appendix 11 *A possible model for financial recording and reporting*

Trustees Annual Report to the Charities Commission to be audited because of the turnover of the consequential charity but might also reduce costs in that there would only be one rather than a number of audits or examinations.

The experience of the formation of London Quaker Property Trust has been that a reduction of the number of Funds, particularly Restricted and Endowment, has been possible in collaboration with the Charity Commission.

Recommendations for the Way Ahead¹³

The Objectives of the Moving Forwards Group were described as:-

To consider what changes might be made to enable us to work better together in Wales, to promote relationships between Friends and to free up time and energy for spiritual life, outreach and witness in the world.

To explore possible options for more effective working and cooperation. These could include sharing responsibilities of Trusteeship such as property management, and policies for legal responsibilities.¹⁴

Recommendations

1. In response to these objectives we recommend the four Area Meetings and Meeting of Friends in Wales agree in principle to adopt the group's preferred proposal that a new charity should be created and that the five charities should merge to form that charity.
2. We see that this is only the first step and recommend the appointment of a group to take forward this proposal.
3. In order to do this we further recommend that the work of the group should include:
 - a. the drafting of all necessary documentation e.g. Charity Commission Scheme, Memoranda of Understanding etc. necessary to enable the merger of the five charities
 - b. a thorough review of the property portfolio with regard to state of repair, usage and costs
 - c. an exploration of the use of an online accounts package and its associated systems
 - d. a review of the nominated appointments that we make
4. We encourage the group to involve Friends from within and without the four Area Meetings to make good use of our wealth of knowledge, skills and expertise.

¹³ See Appendix 13 – *Possible road map to a single charity*

¹⁴ Meeting of Friends in Wales meeting 22/02/20 minute 19.33i

5. We recommend that the group brings a detailed work plan for discernment and we suggest that they should report to the Area Meetings and their Trustees on a regular basis and at least to each meeting of MFW.

We recognise that this is going to take time and suggest that for the next triennium each Area Meeting appoints three trustees to work together in the following way as a shadow board of trustees:

An interim step – the appointment of shared trustees.

In this scenario each Area Meeting would appoint at least three Trustees from their own membership, one of whom would also be appointed as the Clerk to Area Meeting trustees. To this would be added a further three trustees, one from each of the other three Area Meetings, giving each Area Meeting a trustee body of at least six members plus a treasurer. This does not mean that 24 trustees would be appointed but in fact a minimum of only 12 who would form a combined group which would work together on matters which concerned all four Area Meetings such as buildings, finance and other governance matters such as policies. This would enable trustees to work together during the next triennium, learning about the situation of meetings across the whole of Wales and the Marches. It is important that this is only an interim step for one triennium while the single amalgamated charity is set up¹⁵.

In her Swarthmore Lecture Christine Davis reminded us that:-

*Stewardship involves prayer, and it involves thought, and it involves applying what emerges from the two. As individuals our particular talents may lead us to greater emphasis on one of those elements, but they can never be wholly divided within any of us, and as a community we need to be faithful to all three: prayer, thought and application.*¹⁶

The Moving Forwards Group believe that our proposals will lead to a better balance between prayer, thought and application in the life together of Quakers in Wales and the Marches. The focus is on streamlining the operation of Area Meetings and Meeting of Friends in Wales and allows more easily for the evolution of groupings of Friends better to reflect a focus on spiritual hospitality and action both locally and regionally.

¹⁵ See Appendix 9 – *Minute from Almeley Wootton LM*

¹⁶ Christine AM Davis. *Minding the Future* (Swarthmore Lecture) 2008; pp25-6 quoted in *Quaker Faith and Practice* 15.01

Appendices – Background Information to the Report

The appendices give some of the background information the Moving Forward Group has drawn on in compiling their report and reaching their proposal. Some is very detailed and some more general. They are presented as a separate document.

1. Vibrant but Fragile, the state of Quakerism in Wales and the Marches
2. The remit of the group
3. The process of the group
4. Consultation with Friends in Wales and the Marches
5. Why we have to be a registered charity - a response from Paul Parker, Recording Clerk of Britain Yearly meeting
6. What is Meeting of Friends in Wales?
7. Quaker Faith and Practice 4.02 the functions of Area Meetings
8. The 2006 report 'Quaker Structures in Wales and the Borders'
9. Almeley Wootton LM minute
10. What each Area Meetings bring to a joint charity
 - 10.a) People and meetings
 - 10.b) Schedule of properties owned by the four Area Meetings
 - 10.c) Property finances
11. A possible model for financial recording and reporting
12. Possible road map to a single charity
13. List of policies and procedures we have worked on
14. Links to other material referred to in our report