



Yearly Meeting of the
Religious Society of Friends
(Quakers) in Britain

Minutes

BYM Trustees' Reparation Working Group, January 2026

Saturday 17 January 10.00 - 13.00 & 15.00 – 17.00

By Zoom

Present: Susan Seymour (QWRC), Ann Floyd (QPSWCC), Margherita Remi-Judah (Black, Brown People of Colour Friends Fellowship), Debby Flack (Black, Brown People of Colour Friends Fellowship), Ann Morgan (QCCIR), Edwina Peart (BYM Equity and Justice Lead for Church Affairs) Klaus Huber (QLCC), Esta Nyeko-Lacek (Reparations Coordinator), Tanya Hubbard (Racial and Social Justice Programme Coordinator Woodbrooke), Paul Whitehouse (BYM Trustee & FLT), Siobhan Haire (Deputy Recording Clerk), Ann Davison (Meeting for Sufferings), Tanya Jones (BYM Climate Justice Lead)

Prevented: Hezron Masitsa (FWCC Justice and Peace Officer),

2026-01-01 Opening Worship During our opening worship a reading from Chapter 12 Healing Redemptive Love from All about Love: New Visions written by bell hooks.

2026-01-02 Updates

a. **Welcome** Esta Nyeko-Lacek. We welcomed Esta to the group and look forward to working with her.

b. Clerks Update

- **Meeting with Woodbrooke to agree dissemination of the Theological Research.** Notes of the meeting were circulated in advance Paper 0. We agree that a Woodbrooke course on the research should follow the RWG Conference planned for November 2026 to enable friends to look at the research more deeply.

We have established a sub-committee to take forward the planning for the conference. The group will comprise AF, AD, EN, DF MRJ & AM.

- **Swarthmore Lecture 2028**

Although we will have been laid down at the end of 2027, we agree that we will suggest to the Swarthmore Lecture committee that in 2028 or 2029 the lecture might address Decolonising mindsets. A submission must be made by the end of May 2026. Members of the RWG are asked to identify names of Quakers who might provide this lecture and send them to the Clerks so that they might be discerned at our meeting on the 10th March 2026.

c. Receive Minute 25/11/18 from BYM Trustees

We thank the Trustees for extending our work to the end of 2027 and for the agreement to provide Friends House at no charge to the All Party Parliamentary Group for Afrikan Reparations for their annual conference till 2033.

d. All Party Parliamentary Group for Reparation Westminster Meeting

This meeting will take place on the evening of Monday 09 February from 6 – 8pm. The purpose is to help the APPG for Reparations to grow their number and to provide a faith-based approach to reparation including, truth telling and education leading to an apology.

We are putting together a panel of speakers which will include the Co-Clerks, Kojo Kyerewaa (BLM UK), Paul Whitehouse and possibly Revd Charity Nzegwu (a presbyter in the Cambridge Circuit and Chair of the Connexional Justice, Dignity and Solidarity Committee), or Richard Reddie (Director of Justice and Inclusion at the leading ecumenical body, Churches Together in Britain and Ireland.) The panel will be chaired by Bell Ribeiro Addy MP.

Members of the RWG are invited to attend.

e. Revised Meeting Schedule for 2026.

We agree that the meeting in November should be held on Thursday 10 December to allow time to review the 20th. November conference.

With this revision we agree the meeting schedule and ask EN to place these dates in the diary on the Committee Hub. A revised version will be sent to all members of the RWG.

f. Receive Historical Research Workstream January Meeting Notes

We thank Friends in the Historical Research Workstream for their continued enthusiasm and look forward to their contributions at our Conference on 20th November 2026. A copy of the notes is attached to these minutes.

Should the Historical Research group wish to continue when the RWG is laid down, we will explore if the group might continue by linking with Friends Historical Society.

g. Climate Justice Research.

We thank TJ for the paper circulated in advance. We are interested in hearing more as it would help us to look at how reparations may be made by BYM. We are aware that Friends are interested in restorative justice and that this work would sit well with other work being undertaken by BYM staff. We ask the Network and Listening Workstream to take this forward.

2026-01-03 Annual Plan for 2026/7 including our budget

We spent time in groups reviewing the draft annual plan expressed as a Road Map to our being laid down at the end of 2027 and presented to us by the Co-clerks. With the changes arising from our discernment, we have agreed the plan and ask the groups to whom projects are allocated to take their actions forward. We ask the groups to report back in time for a more detailed plan to be provided at the March 10th meeting of the RWG.

The plan includes commissioning **research into British Quaker Mission work in East Africa**. The budget for this work was circulated in advance as Paper 0a. The results of this research will enable us to carry out conversations with Kenyan Quakers based on the evidence provided by Oscar and will be an important part of our truth telling and decolonising our history. PW and SH confirmed that the £10K to enable this research to be carried out would be made available.

We will review the RWG budget later in the year to establish if we need to ask the Trustees for further funding.

In terms of the research of the London Monthly Meetings, EN has started to look at reading the three main books identified by SS to collate a summary document and can provide a scoping of this activity for the March 10th meeting.

We accept that research of the London Monthly Meetings needs to be undertaken. We ask EN, SS, EP and other Friends involved to hold a meeting to develop a plan to explore how the scoping of the development of the banking and finance sector may be carried out.

We recognise that this annual plan is ambitious and that we may not achieve all. We will make a decision about what we might omit when we have the detailed plans from the groups to which the work is assigned.

2026-01-04 Reparations request from CRAF Jamaica

A request has been received from CRAF Jamaica for reparation to support the 'building back better' of a free village and school following the devastation inflicted by Hurricane Mellissa in October 2025.

A delegation from CRAF Jamaica met with BYM staff and Friends in June 2023 to discuss their 7 Point Plan for Reparation.

SH & PW have discussed this request and do not fully understand the costing. We are not in a position to respond to this at this time. We will write to CRAF to explain our time scales. We will see how Lancashire C&N AQM interacts with them but recognise that they have nothing like the funds requested. We ask AM to take this forward.

2026-01-05 What might Reparations look like?

The comments from Friends sent to the Clerks have been collated in Paper 6 which was circulated in advance and is attached to these minutes.

We have worked in groups to discuss the document and identified the Principles of Reparation that we wish to test with Friends. These will be collated and forwarded to members of the RWG. We will return again to our revised document in March 2026.

2026-01-06 Agree an outline Communications Plan.

We did not have time to develop this. We ask EN, AM & MRJ to develop the detail of the communications plan for the first four months of this year. We will return to this document in March 2026 to make any adjustments.

2026-01-07 We closed in Worship at 17.05

PAPER 3

BYM Trustees' RWG - Historical Research Workstream

Notes of the meeting held on Thursday 15 January 2026 by Zoom at 10.00

Present: : Julia Bush & Claire Pickard-Cambridge Bristol AM; Libby Adams BYM Head Archivist & Librarian; Annie Lord BYM Archivist; Ann Morgan Lancashire C&N AM & Co-Clerk RWG; Val Jenner, Andrew Packer & Jo Hindley Central England AM; Margaret Calvert Manchester & Warrington AM; Susan Seymour London Quakers & RWG; Fred Ashmore & Jennifer Summit London Quakers; Chrissie Hinde Sheffield & Balby AM; Edwina Peart BYM Equity and Justice Lead for Church Affairs & RWG;; Dan Wilson Wandsworth LM; Margherita Remi-Juda Co-Clerk RWG; Esta Nyeko-Lacek BYM Reparations Co-ordinator. We were joined by Erin & Orlane from BYM to provide us with training.

Prevented: Tereas Parker; Mark Dibben Oxford & Swindon AM; Diane Jeater Hardshaw & Mann AM.

We started with worship.

1. The Committee Hub Training

Erin introduced us to the main features of the hub. These include.

- A diary for all committees which are updated by committee secretaries. Esta is our secretary.
- Separate pages for each committee
- A resources and training section
- The most up to date committee materials will be placed on the hub.
- Templates are provided for clerks and secretaries for the main committee documents including standardised numbering for minutes
- There is committee hub guidance
- The ToRs of central Committees and the RWG are on the hub
- There is an area on which Clerks and secretaries can work and post messages.
- There is a file sharing function

The link to get onto the hub: <https://rsof.sharepoint.com/sites/CommitteeHub>

The HRW should have its own page and the emails of all members of the group in 2025 were sent to be entered. **Action:** Ann send Esta the email for Jennifer so that she can be included. need to be sent.

There followed an introduction to the actual hub.

Esta joined us. We welcomed her and learnt of the experience she brings to the role of Reparations Co-ordinator.

Any Friends experiencing issues getting into the hub and HRW page are asked to contact Esta: EstaN@quaker.org.uk Esta will work with you to ensure you can get in.

2. The development of a database provisional title: 'Quakers in Britain in the Age of Slavery'

This academic project is led by Kelvin Beer-Jones supported by Judith Roads.

An introductory paper was shared as a document in advance which identifies the academic institutions who will be participating.

The Friends in the Historical Research Workstream are invited to provide material for the data base.

Judith joined us to both answer some of our questions and take back to Kelvin some of the questions raised.

The title of the database was questioned as the focus of the Historical Research is on Transatlantic Chattel Slavery and the current title is much wider. The title needs to be couched in language acceptable to those experiencing the legacy of enslavement.

This project will support the verification of research data.

Libby expressed her pleasure in this development as she has always said we needed an academic partner to capture the research.

Friends having any further questions or comments are invited to contact Kelvin direct:

kelvin.beerjones@sas.ac.uk

3. Updates on our research activity

Bristol. The report of the Bristol Area Meeting Reparations Conference ' **Bristol Quakers and enslavement: time for an apology?** held on 15 November 2025 was circulated as a document in advance. Since then Bristol Area Meeting has discerned the need to make an apology and the Reparations Group has been asked to work with local meetings in the Area Meeting and the wider community in Bristol to help to frame an apology which will be taken to the Area Meeting in July for discernment.

Julia and Clare are working on a book which it is hoped will be published in the Autumn. They have developed a Reparation Walk in Bristol which was reported in a recent copy of Quake.

London. Friends held a meeting at which Sam Barber presented the research he has undertaken into Radcliffe Monthly Meeting. They are due to meet again in the near future. They are finding it difficult to gather information on the Friends who were involved in the Royal Africa Company for example. The minute books of that period are held in the Archive at Friends House and Libby and Annie will help to identify them for London Friends.

Central England. Those actually researching are reduced in number Val and Andrew are carrying on looking into the Lloyd, Galton & Farmer families' links to supplying the Transatlantic Chattel Slave Trade with arms and their investments in enslaving voyages.

They have started to present their finding so far the local meetings.

Using the archive is only telling one side of the story as the archive has no information on those who were enslaved and their story is going to be very different to that of white people. They are contacting the Black Arts group in Central England who are holding a reparation event as Val and Andrew need to hear their expectations.

The Area Meeting has agreed funding to work with a Woodbrooke member of staff till August 2026.

It has been decided to include in the presentation to the local meetings information from the Bristol conference. There is a need to find a way to talk about the indirect involvement of the wider economy in central England in the plantations and enslaving. This is leading them to start to look at families important to Quakerism and the interconnectedness of Quaker families for example the Barrow family from Lancaster and the Cadbury family of Bournville.

Sheffield The research as in central England has concentrated on the industries that benefited from producing tools to be used on the plantations. This was Sheffield's involvement. It is felt that the group has gone as far as they can with their research.

Sheffield and Balby Area Meeting are to give a sum of money to the BYM Reparation Fund.

Wandsworth Meeting It has not been possible to make a start as the BYM Archive and Library are currently shut.

Lancaster. The Area Meeting Task and Finish Group having had their draft apology agree last year and sent to The Churches Reparation Action Forum Jamaica have been hesitant about starting their next task. They are asked to instigate the development of a long term relationship with Jamaica and an organisation in Gambia from where the enslaved were taken to Kingston Jamaica. It was felt that with Hurricane Mellisa forecast to create devastation in Jamaica the group had to wait. Good wishes for the safety of congregations was sent prior to the hurricane making landfall and following it CRAF were asked if there were any changes they needed to make to their 7 Point Plan for Reparation. They have responded that they wish to Build Back Better. Their request has been sent to BYM as meeting it is beyond the capacity of the Area Meeting. This has not yet been discerned by the RWG.

Thus the local group is looking again at what its contribution to reparation might be.

Manchester & Warrington The Racial Justice group is taking the lead in the Area Meeting and is linking with neighbouring Area Meetings. There is an appetite for working in Africa for example in Nigeria. They are becoming aware of the impact of their awareness of racial justice on their spiritual lives. Margaret offered the following from the Racial Justice group Away-Day 10th December 2025

'We are aware of differing forms of racism & racialised injustice in contemporary Britain and in British history. These can be reflected within Quakers in Britain in individuals and as a Society. The impact of this awareness on our personal Spiritual lives is as important as work towards changing attitudes outside our immediate group.'

She expressed her thanks for the work of the racial justice network which seeks to change our society of Friends and the local society leading to a greater awareness of racism. She would like to learn more about Pan African History. **Action:** Esta invited Margaret to contact her.

4. Update on the discernment about sharing our research and that of the Theological Workstream with Yearly Meeting in 2026.

The RWG Clerks have met with the YM Agenda Planning Committee and hope to meet then again soon. They hope that the RWG can dip into and out of YM during its meeting in 2026.

There will be one day Conference on Friday 20th November 2026 at Friends House, Saturday 21st is one of the Continuing Yearly Meetings so it is hoped we can attract Friends to arrive early and join us. The structure of the day is not settled as yet and Friends on the HRW are invited to send

suggestions to Esta or Ann. We invite Friends who have undertaken research to be part of the day.

One suggestion for structure is that we have a wall of pictures of Quaker involvement in colonisation and invite Friends to put under each picture on a post it note how the picture speaks to them.

We spoke briefly of the idea of developing sets of history cards from our research which could be used with local meetings and young Friends. We will return to this.

5. Other helpful information

- The BYM staff who work with children and young people are developing a Healing and Repair Peace Box of resources.
- The RWG will be laid down at the end of 2027 and so they will be presenting recommendations to Trustees in 2027. They are identifying what the RWG needs to leave behind and to whom the various elements of their work will be transferred to ensure it is not lost.
- We will need to decide if this group should continue after the 2026 conference if only to learn from each other's progress in using the information brought into the light by our research.
- What is happening about the financial workstream? They have met and hoped to use information uncovered by the HRW to assist. However it is clear that working out a figure to cover the financial harm done by those who were involved is extremely complex as so many variables need to be taken into consideration as the Brattle Report developed for CARICROM did. A simple very crude calculation for the number of Africans trafficked by Lancaster Quakers produces a figure of 10 million but it does not include the complexity of the harms done to them or their descendants and so is not of value. Some Religious groups have plucked a figure from the air. If BYM does not identify a figure which relates to something tangible any reparation we make would look like philanthropy. We might need to say this is something we have tried to grapple with and to explain why it has not been completed. This requires further work.
- Working with young people on peace issues is well established in central England and the Peace Hub has resources.
- The BYM library has a blog and it would be possible to record the results of our research at this stage on the Library blog especially as it is qualitative and on the whole this does not lead to quantative work.

A doodle Poll will be sent out to identify a date in April for our next meeting.

We closed with worship.

Ann Morgan

Synthesis

Reparation as Repair: A Quaker Framework

The Core Distinction

Reparation is owed, not given. It acknowledges specific extractive harms and inverts the power dynamic of charity: those harmed determine the terms of their own repair. Where philanthropy can continue colonial mindsets through donor-determined giving, reparation centres accountability and justice.

Five Defining Elements

1. Recognition of Harm - Naming what was stolen, looking directly at extractive practices that created wealth, rejecting false narratives.
2. Relationship Repair - Two-way dialogue and ongoing connection, not transactional resource transfer.
3. Structural Change - Dismantling systems that perpetuate harm, rebalancing historical power imbalances, reseeding what was extracted.
4. Led by those living with the legacy of enslavement, colonialism and economic exploitation - Decision-making power belongs to those living with the legacy of harm. The question is "what does your community need?"
5. Ongoing Accountability - Sustained commitment embedded into organisational practice, not a one-time action.

The Quaker Approach

Process: Spiritual discernment through collective consultation, both corporate (BYM-level) and local (area meetings), each responding to their context and the voices they can meaningfully engage.

Focus: Direct accountability for known harms while recognising broader systemic complicity. International work (the locus of harm) but also UK action where local legacies are visible.

World Family of Friends: Working through global Quaker connections, though acknowledging that recent gatherings remained white-dominated—falling short of stated intentions to listen.

Financial Framework

- Percentage of assets and income, not one-time payments
- Funding community-determined projects, not individuals
- Decision-making genuinely shared with those living with the legacy of enslavement, colonialism and economic exploitation
- Both money and relationship: two-way exchange of practices and resources

What Counts as Reparation

The test is twofold: (1) motivation (justice, accountability, recognition of harm) and (2) process (meaningful conversation with those harmed, genuine discernment, leadership by those living with the legacy of enslavement, colonialism and economic exploitation).

Actions include: Corporate apology, financial contributions, policy and employment changes, truth-telling about Quaker financial structures, facilitating global conversations, supporting local relationship-building, funding correction of dishonest history, land or memorial provision, campaigning toward government action.

Scope and Boundaries

Connected to present concerns (climate, economic exploitation) which are rooted in historical injustices. Maintain focus through motivation and process rather than arbitrary boundaries. Avoid “whataboutism” while recognising interconnection.

What only BYM can do: Apologise corporately, allocate funds, send minutes to other yearly meetings, disseminate initiatives, facilitate technology-enabled global conversations.

The Fundamental Shift

From “what can we afford to give?” to “what do we owe, and what do those we harmed need for repair?”

Reparation is “an invitation to personal transformation”—for individuals, communities, and institutions. It cannot be “done and dusted” but requires embedding accountability into ongoing practice. It is late work, requiring humility, but necessary work toward a shared and more harmonious future.

Paper 5

Roadmap towards being laid down

Date	Milestone
Jan-26	<ol style="list-style-type: none"> 1. Budget for 2026 including <ol style="list-style-type: none"> a. Scoping work for historical research on Quaker Missionary work in East Africa b. Any additional Woodbrooke courses 2. Agree a communications plan covering the next 24 months 3. 12 Jan. Agree how we will disseminate the Theological Research 4. Develop a plan to contact all Area Meetings not spoken to. 5. RWG develops framework for uncomfortable conversations
Feb-26	APPG - Parliament panel discussion on the merits of an apology
Mar-26	<ol style="list-style-type: none"> 1. RWG Meeting - Continue to identify What Reparation might look like. 2. 24th Review plan for uncomfortable conversations in preparation for SIG. 3. RWG Special Interest Meeting - featuring uncomfortable conversations
Apr-26	<ol style="list-style-type: none"> 1. Hearing more voices form the Global majority inc. Barbados, CRAF, West Africa & South Africa 2. Agree care plan for those working on reparation
May-26	1 - 4 Yearly Meeting
Jun-26	<ol style="list-style-type: none"> 1. RJN session featuring uncomfortable conversations 2. Review of first draft of apology based on feedback received to date and RWG member suggestions
Jul-26	<ol style="list-style-type: none"> 1. Oscar Mulande commences archival research on Quaker Missionary work in Kenya 2. 18 July 1st New style Yearly Meeting - Continuing Yearly Meeting RWG presence Manchester Kings Hall
Aug-26	<ol style="list-style-type: none"> 1. Literature review of historical research 2. Draft Annual Report to QiB Trustees
Sep-26	<ol style="list-style-type: none"> 1. History Cards - Jenny Wang 2. RWG review of Annual Report
Oct-26	<ol style="list-style-type: none"> 1. Review of first draft shared with RWG on Kenya Quaker Missionary work 2. Preliminary conversations with Kenyan Quakers living with the legacy
Nov-26	<ol style="list-style-type: none"> 1. Agree draft QiB Apology + principles of reparation - send to Trustees 2. 20th November - RWG conference at Friends House - Hybrid 3. 21st November Continuing Yearly Meeting at Friends House 4. RepC presents research on banks with Q origins and reparation
Dec-26	Meeting with QiB stakeholders to discuss handing over RWG work
Jan-27	<ol style="list-style-type: none"> 1. Conversations with Kenyan Quakers living with the legacy 2. Conversations with non-Quakers in the Caribbean and Africa
Feb-27	20th -Continuing Yearly Meeting at Friends House
Mar-27	<ol style="list-style-type: none"> 1. Conversations with Kenyan Quakers living with the legacy 2. Conversations with non-Quakers in the Caribbean and Africa
Apr-27	
May-27	<ol style="list-style-type: none"> 1. 1st - Continuing Yearly Meeting Friends House 2. Swarthmore lecture on the RWG reparation journey ?

Jun-27	Conversations with Kenyan Quakers living with the legacy
Jul-27	1. 24 - 28 outside London -Continuing Yearly Meeting focus on Book of Discipline
Jul-27	2. Conversations with Kenyan Quakers living with the legacy
Aug-27	
Sep-27	1. FWCC WPM/Online conference presence
Sep-27	2. NLC handover work to RJN + QPSW
Sep-27	3. Historical research handover work to BYM archivists + Woodbrooke + Friends Historical Society
Sep-27	4. Theological research handover work to Woodbrooke + Pendle Hill
Oct-27	Draft closing report to BYM Trustees with recommendations for reparation
Nov-27	1. Continuing Yearly Meeting at Friends House - could this be focussed on reparation?
Dec-27	Final gathering of RWG

Key
RWG as a whole
RWG Clerks and BYM Staff to be approved by RWG
NLC
Historical research workstream
Theological Research
QiB activities independent of RWG