

**At a meeting of Warwick Friends held online via Zoom  
on Sunday December 6th 2020**

Present: 22 Friends were present for our meeting, starting at 12 noon and Paula Button acted as the duty Elder.

Minute 20/46 *Advices & Queries 10* and *Quaker Faith and Practice 21.02* was read aloud during worship today, Sunday 6th December.

Minute 20/47 Past and future area meetings

An Area Meeting was held online via Zoom on Saturday 28th November at 2pm. Gill Smith represented us and reported back to us afterwards. The next Area Meeting will take place on Zoom or at Bull St FMH on Saturday 16th January at 2.00pm. We ask John Sheldon to represent us and to report back afterwards.

Minute 20/48 Opening the Meeting House on 25th December

We agree to hold a Meeting for Worship on Zoom for half an hour starting at 10.30 am on the 25<sup>th</sup> December.

Minute 20/49 Possible Donation to Woodbrooke

We understand that Anna Edelsten was going to do a course at Woodbrooke which was being partly funded by Meeting and it has been cancelled. We are happy not to reclaim the fee and see it as a donation to Woodbrooke. The monies are £194.25

Minute 20/50 Nominations 2021

We appoint and gratefully accept the service of those nominated. We note the concern that some members of the meeting are carrying a great deal of responsibility whereas others are less involved. We encourage friends to be open to the opportunities of being nominated. We hope that nominations will continue to reflect on the nominations process and consider creative ways to encourage participation. We thank them for their arduous work, made more difficult by the uncertainties of Covid.

**Amendment accepted post meeting:** we note that Jane Cunningham's name was included in error on the list as the link person for the University of Warwick. This matter has yet to be considered by Area Meeting Nominations Committee. The Clerk apologises to Jane and the wider meeting for this error.

Minute 20/51 Report from Premises and Finance Committee re Warden's Redundancy

Premises and Finance Committee brought us a report detailing their which has resulted in them taking the decision to make the role of Warden redundant. Our Warden also brought us a paper challenging our thinking in this matter. (Both filed with these minutes.)

Friends were much exercised in this matter. Concerns raised included:

A question as to why the Warden's role had not been furloughed during the Covid crisis.

A question about why this matter had not been brought to a Business Meeting at an earlier stage.

A question about whether Warwick Meeting or Central England Area Meeting initiated this process.

A concern about the legal position re the redundancy if we subsequently need a warden.

A question about whether the warden could stay in the flat for six months instead of four.

A question about how hirings will be managed.

A question about whether we have decided not to have a warden in the future.

A concern about whether we are treating our Warden kindly and with love and whether we have a duty of care.

Questions about why the Warden's two suggestions for his future accommodation have not been accepted by P&F.

We accept the report of P&F and understand that they have carried out the correct process. We accept their answers to the above points and questions and thank them for considering them all as part of their process. We are enormously grateful for the care that they have taken and the time they have spend in dealing with this very weighty matter.

We accept the necessity of the redundancy and believe it is imperative that we now do all in our power to assist and support our Warden in this difficult time of transition. We note that an Overseer is already helping him with investigations about new accommodation and that, as he is in a tied house, he will be at the top of the council housing list.

We note that Rob and Helen Hooper, whilst in support of the meeting, wish to stand aside from this minute.

We thank our dear Warden for all the work he has done for us over twenty five years and wish him the very best for his future. Our gratitude is beyond expression.

God willing we shall meet again on Sunday 7th February by Zoom, commencing 12 noon after Meeting for Worship, with agenda items and papers to the clerk by Thursday 28th January.

Meg Harper, clerk

Continuing Minutes

19/70: (part) Proposed New Role - Keeper of the Members and Attenders contact list

16/28 (part): Fund-raising committee – annual report – re. use of contribution schedule

20/14: Garden Update