

Trustees Meeting

Zoom meeting, Sunday 24th February 2019

Attendees

Tim Read (TR) – Chair

Matthew Huish (MH) - National Director

Eddie Hartley (EH) – Treasurer

Andy Johnson (AJ)

Joanna Hartl (JH)

Apologies:

Huey Fisher (HF)

Tentative Agenda

1. Holidays, Over-seas missionary leave
2. Trustees vision for future
3. Future of Cleeve House

Minutes

01. Prayer/Words (MH)

MH opens with a prayer

TR Sylvia will discuss with me on Monday about restructuring

AJ I am concerned we are making decisions in isolation. We can make some small decisions.

JH Regarding Cleeve House: It's good to reflect as Miriam will be gone in a few months. Good for people to have time, because the other meeting on 6th march is coming up in 10 days' time and we should have something we can put in; something to say. There are so many options. Other properties don't fall into same category.

TR vision for movement? I don't think is our job

JH no its not, but we as trustees can make some input. Perhaps we can inspire people with our ideas. All for supporting Mother's vision.

TR we can step in, but its not our job to do that. None of this is our job. We are to ensure proper governance and match our charitable aims. The National Council should be running the movement and we are supporting that.

JH why shouldn't we have time to discuss our vision. Maybe some brainstorming wouldn't hurt now and again.

AJ I agree with TR, we have enough to do. The church leaders need to decide and what they want to do; and we can support it.

TR I don't think we have time for this.

AJ when ideas are good we can get behind it and support.

TR so for today we will discuss point 1 and 3.

01. Holidays and Over-seas missionary leave

TR reads Sylvia's email.

TR the first point 28 days + 8 days, I am inclined to agree with that. The reality is that people don't take that anyway.

AJ I agree.

JH I think she is right.

MH yes, I concur.

JH I haven't seen any reason to dispute it.

TR we don't have 4 trustees in the meeting, but hopefully next meeting we can bring it up briefly.

TR next point is mission leave. [REDACTED]

MH also but I think UK has a responsibility to other nations e.g Africa and the Commonwealth and want to encourage FFWPU staff to serve.

AJ I think it is good but as Sylvia said some may not be able to take that.

TR someone who makes the effort to go abroad should be rewarded with pay.

MH yeah it is difficult.

JH she was looking at it from a legal view point if they are not FFWPU members, they are not likely to go on a mission.

MH but it is there as an option for them to take it, I'm not sure why it is discriminatory.

TR maybe it's the money, because you can go to a conference in a warm place. Maybe its because we are barring some FFWPU members from it.

MH but with e.g. Sylvia maybe she wouldn't say she was an FFWPU member. Could she do that for the Catholic church?

TR then the Catholic church should pay for that.

AJ I think we should be clear it is associated with our charity.

JH I think it could be written in the contract, that any FFWPU member can do an FFWPU mission.

TR normally you can't just do it, you would need to ask your line manager. It shouldn't just be up to them.

MH [REDACTED] says by the way I am going here for a week.

TR [REDACTED] but nothing to do with [REDACTED]. TR I was in a meeting today, we were discussing 'How do we educate these people?' FFWPU Dept should provide that

AJ [REDACTED] job description?

MH yes it is in there.

TR MH you need to have a strong conversation with [REDACTED] about that.

MH that is all relevant, and would like to have a conversation about this, but is it on the agenda?

Also, Sylvia's proposal has some ideas about that [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

TR with the overseas mission leave, somebody could draft what a contract like this would look like. FFWPU members who may be able to go on this mission leave only with the line manager's consent.

MH Sylvia said it is 10% of the year. She is arguing that it is perhaps excessive. I am asking you, can we afford to ask people to offer 10% of their time?

AJ can we afford that drop in personnel, aside from the money?

MH I think people always benefit enormously when they go away overseas. People will be re-inspired and enhance their performance. Currently can we afford for people to be absent, however that is probably a reflection of poor management. Tom and Selina are very good at reporting and making it convenient. With good communication we can make it work.

TR who are we talking about here? [REDACTED]

AJ David Earle?

TR He wouldn't be, as the orphanage if finished.

MH For Josh it would be great for him to support a project to see how other countries are doing things.

TR but he wouldn't need to go for more than 10 days.

MH or on a pro rata basis.

AJ that sounds reasonable.

TR What about a percentage of their contract time?

JH Josh is only on 4 hours a week.

AJ 156 hours a year.

MH that is 16 hours leave, which is a day.

TR it is a bit contrived. Not useful for most people.

JH you and William are the only people MH.

MH how will a BFD team member work out their trip. If they spend 5 days away that is 120hrs. But with this they don't have to count their hours.

JH but overseas mission leave is for that country, but a BFD leader to go is apart of their job description; they have to attend BFD meetings. So that is not mission leave.

MH I understand you a probably right about that. E.g. Jeff is 20 hours a week, if he goes off to Germany for 4 or 5 days, does he then not work for the next 4 weeks? How does it work legally?

Sylvia said its okay as long as the time is not below minimum wage.

JH I understand that if it is apart of your job description, it means you are doing your job and happen to be in another country.

MH but I spend 5 or 6 times 37.5 hours away, so should I take time off afterwards? Of course, I am not going to do that, but especially young people want to be clear so there is not misunderstanding.

TR then shouldn't we call it that you get paid extra for that, because we don't want you to take time off.

Minutes taker lost connection for 30 seconds

TR if you are doing more than your job then you should be paid extra.

AJ if you are doing your job and it is clear, saying you need to travel internationally, but if it is not in the job description, I think it should be added to leave.

MH I think the leave is more elegant so you don't have to count the hours. So you get paid the same if you were at home but it's the same if you were at home.

EH joins the meeting.

EH there may be some other HR text on how others handle this.

AJ maybe other churches?

TR if you work for Ford and go abroad, if it is in your job you will be paid to some degree. If its not in your job description you won't be paid.

EH Only MH and William are in this situation. Okay don't go over it again if you have discussed it.

TR what do you suggest MH, we look into it more?

MH yes please.

JH [REDACTED] presented with an alternative, that you don't receive any paid income. You have to take the time off, and you won't be paid your monthly salary.

AJ He is not doing the job description if [REDACTED] is not doing his job.

TR that is another point, but it is valid.

Action Point: TR to ask Sylvia what other organisations do with this particular issue (overseas leave e.g what do Ford or Rolls Royce managers do?)

TR repeats Sylvia recommendation to EH regarding 28days + 8 days.

All of us are inclined to agree.

EH would that be modified when going up to 100%.

TR yeah sure. Do we all agree?

Decision point: TR to tell Sylvia of the decision for 28 days + 8 bank holidays.

02. Future of Cleeve House

EH it all boils down to the volume of traffic we can foresee, building up over the years who would use Cleeve House. It is an ideal education centre. Are we going to spend the £233,000 immediately? I'm also attracted to the idea to build a hall and wooden cabins at the place. If we had a new start and effort, then it makes sense to define what should Cleeve be used for. It depends on our real planning.

AJ I think we are going into a decision into the whole property portfolio. What I see is that we look at the short term and decide about Cleeve until the National Council get their act together. How are we going to manage Cleeve House after Miriam moves out?

EH Miriam is not moving out until end of November. We have 8 months to get a strategy from the National Council to get that together. We could have a really clear plan as soon as she moves out.

TR In order to decide to keep it we need a plan in place.

AJ we can generate traffic, when I moved in there were not any workshops and I built it up, so they could move in. We need a plan from the National Council and then prepare the building for that plan.

EH electrical work will be done and then there will be a gap, do we really spend £233,000 or have it low key for a year. It is too fuzzy at the moment, but I don't see why we can't have a plan by November.

AJ but it has to be a wholistic view. At the moment we can't make any clear decisions.

EH we shouldn't have a joint meeting without the plan first as TR said in his email.

TR I worked out how many days we used Cleeve house in 2017 and it was 17 days. [correction, my apologies it was 32 days in 7 events] I doubt it has increased, but how can we justify having a building for that.

AJ we can say we only done this and that, but is that our future?

TR it will be if we don't have a plan to do otherwise.

AJ then we need a plan so we can decide how to use the building for that.

EH apart from the money from the flat there won't be any money coming in. It must be self-sufficient.

AJ but again we can't look at it individually.

EH need to have a wholistic look but look at things individually.

AJ we need a real plan

EH that will be the same situation on 6th March

TR how is it going for the national vision MH?

MH hopeful steps forward. I was happy from some contribution from the National Council. Take TM directions seriously but making it relevant. Most important is to capture the imagination of the young adults. At the moment they don't care. It should be ambitious but believable. It can't be we want to be a world of peace. But to answer, there some useful contributions.

EH will we have something by the 6th March?

MH we have a WhatsApp group and the National Council are posting their contributions.

EH are we going to have the general understanding that they decide in the general meeting? Or can there be a defined procedure that the end result is decided by the trustees. The joint meeting is not going to decide, are we going to agree on that?

MH being legalistic gets people wound up.

EH it is not the national council remit, it is to say how the buildings could be used. Our names are connected to that.

MH it is good for the trustees and National Council to work things out together, we are not antagonising eachother.

TR this is a point MH, it is in order for all the bodies to come up with a decision in light of what is needed by the National Council. Suppose it is decided we need a workshop centre and a place for blessings, so we want Cleeve House and Livingstone House is underused, so we don't need that. In that case a proposal is made that we keep Cleeve House and change the use of Livingstone House. Then it is up to the trustees and the finance committee to decide how to use Livingstone House then.

MH Okay

TR the meeting should work out what the over-all strategy is.

So the problem is how will we make this meeting have those results, we need a clear agenda.

JH any decision should not be made in that meeting, only a consensus of ideas. It should be clear that proposal are purely ideas.

AJ we get our guide from the National Council and they say to the trustees can you get on and do that. They give us what they want, and it is up to us how it is done.

TR is that okay MH?

MH I think so.

TR do we need to talk more. Its been an hour now.

JH I think it is productive, even though it is in a circle. We need a clear vision on it.

EH we had a good meeting with the auditor. By end of August we will get the audit out.

JH one more thing. The newsbulletins that are sent out, should include the ad for business manager, trustees.

TR who tells Tanya what to do?

MH Gianni does, but you will meet with Sylvia first.

EH do we need more trustees?

TR yes

Action Point TR to talk with Sylvia about the job adverts for business, manager, trustee, finance committee.

4 . AOB: UPF FFWPU board meeting

JH before it was for all the trustees of FFWPU and UPF to meet

TR sorry I thought I did invite everyone.

EH there are some issues to discuss how we can find more solutions.

TR Robin wanted a meeting.

AJ Our next meeting is not next Sunday.

TR I will let you know JH of this UPF pre-meeting.

EH I think I sent it to TR initially.

TR my apologies. I will do it.

AJ EH can you send the property evaluations to me again?

Action Point EH to send property evaluations to AJ again.

End of meeting.