

PRESENT AND PREVENTED, 2006 AND 2008:
SUMMARY REPORT ON THE SURVEY OF THE 11 MAY 2008
AND COMPARISON WITH THE SURVEY OF THE 7 MAY 2006*

Bill Chadkirk and Pink Dandelion
University of Birmingham, England

ABSTRACT

This article gives an interim report of the tripartite longitudinal study within Britain Yearly Meeting on worship and business meeting attendance and on appointments being made within Local and Area Meetings.

KEYWORDS

Worship, Meetings, Business Method, Nominations, Britain Yearly Meeting

1. QUESTIONNAIRE

The study involves sending questionnaires to every Local and Area Meeting in Britain Yearly Meeting in 2006, 2008, and 2010. Thus, this questionnaire, sent in 2008, is the second.

In spite of our efforts to clarify some questions, a few respondents still misunderstood our intent. For example, Question 1 was designed to find out who was at Meeting for Worship, and although we defined 'visitors' as meaning 'seekers' or 'enquirers', a small number of respondents still noted 'visitors from another Meeting' or similar. Consequently there will be a slight under-reporting of the number of members or attenders at Meeting for Worship and a significant over-reporting of the number of visitors (the numbers of the latter being very small in any case).

Another question that was occasionally misunderstood was that concerning the members, attenders and children known to the Meeting, that is, on the Meetings address list. A very small number of respondents interpreted it in terms of Question 1, that is, the number at Meeting for Worship who were known to the Meeting, indicated by recording exactly the same numbers in both answers. Since 100%

attendance at Meeting for Worship would actually have been the case for some Meetings, there were clearly so few occurrences that the effect on the outcomes of calculated statistics will be negligible. Perhaps more serious in terms of our survey were comments by a couple of respondents revealing that some Meetings now keep two address lists: a formal one listing all members and attenders, and an informal list of active members and attenders only. This appears to be a new development, since there were no such comments in 2006. The extent of the practice is unknown, as is the frequency with which one list or the other might have been used to complete our questionnaire. The effect of using an active list to provide us with data will be to overestimate the ratio of participants at Meeting for Worship to the numbers known to the Meeting. How significant this might be is unknown and as yet is likely to be small, but it is something to be aware of for the 2010 survey. The appearance of dual-list keeping may be indicative of Meetings reacting to the circumstances which our exercise is trying to illuminate: the relatively low numbers of *active* participants in Meetings as opposed to the *total* numbers reported in the annual Tabular Statement.

The question on the number of appointments made by Local Meetings appears to have been more clearly understood than in 2006, though again a small number of respondents made clear by comments that they were counting *appointees* rather than *appointments*. For example, two respondents remarked respectively 'NB We have joint appointments, including 3 co-clerks which I have included in the number above. Premises, Education, Children, Outreach, and Peace Group I have included just the one convener for each', and '+ [*sic*] we tend to appoint ad-hoc groups for things like discussion programme, outreach and etc.'. In the first case, 34 appointments were recorded, but how many Friends were working away in the groups for which only the convener was counted? In the second case, only 8 appointments were recorded. Were there no ad-hoc groups at the time of our questionnaire or was the fact that they were ad-hoc in some way sufficient to discount them?

There are a number of different dimensions of analysis possible: all Meetings; urban, semi-urban and rural Meetings; Meetings that have considered moving or closing; Meetings with a majority of one gender or with more attenders than members, and so on. These will be considered in the full report available after 2010. The summary below considers only the statistics for all Meetings.

2. RESPONSE

Altogether there were 343 replies from a possible 475 Local Meetings (a 72.2% return) and 55 replies from a possible 71 Area Meetings (a 77.5% return). In 2006 81.7% of Local Meetings and 90.2% of Area Meetings responded. In spite of the lower response than 2006, the still high number of returns means the results remain valid.

A number of respondents from both Local and Area Meetings failed to answer one or more questions and the results below are calculated only in respect of actual answers. Where numbers were requested, such as the number at Meeting for Worship, children's Meeting, numbers on address lists or at Business Meetings, some

respondents filled in actual figures but left blank where the answer was presumably zero, while others entered zero. To avoid an artificially high statistic, blanks have been treated as zero where there is sufficient evidence to make it likely they were so (for example when a series of other numbers is given as part of an answer), otherwise they have been treated as ‘no response’.

3. RESULTS

A. THE SIZE OF LOCAL MEETINGS

The most commonly used and widely understood statistical measure is the average size of a series of measurements. However, an average is accurate only where there are equal numbers of both small and large measurements. There are, in fact, many more small than large Meetings as shown in the chart below. The size of Meetings is said to be positively skewed. This means that the ‘average’ (or ‘mean’) measure of Meeting size would be too high, pulled upwards by the very few, very large Meetings. A better measure is the median, which is such that half the Meetings will be below the median size and half above. It is thus a measure more representative of a ‘typical’ Meeting. The median for Meetings in 2008 was 38.0 (members, recognised attenders and children), while the average Meeting size was 49.7. The table below shows the median figures for Meetings in 2006 and 2008 with the averages for comparison:

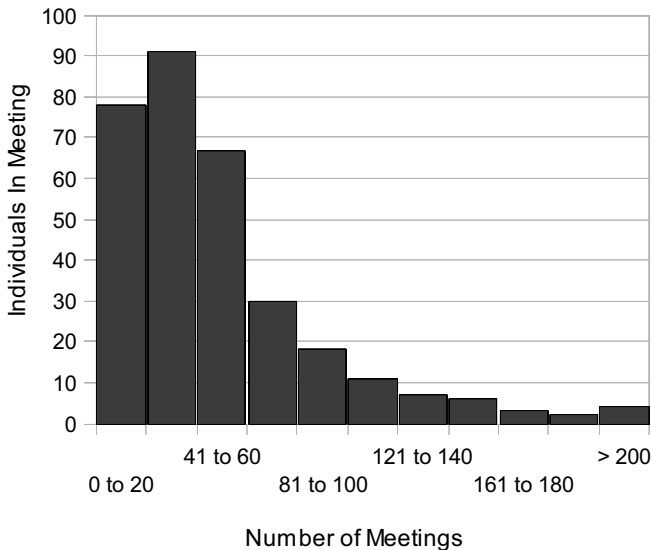


Chart of Meeting Size (Member, Attenders and Children) against Number of Meetings

Table 1. Median and Average Size of Meetings
in 2008 and 2006 compared

	<i>Median</i>		<i>Average (for comparison)</i>	
	2008	2006	2008	2006
Total No. Individuals	38	35	49.7	48.2
Men Members	8	8	10.7	10.8
Women Members	14	13	17.9	17.4
Boy Members	0	1.5	0.2	2.6
Girl Members	0	1	0.3	2.5
Men Attenders	5	5	6	6.4
Women Attenders	7	8	10.1	9.8
Boys	1	3	2.3	4.8
Girls	1	3	2.4	4.9

The most notable outcomes are that there is no clear change in adult membership or the numbers of attenders, but there is a severe decline in the numbers of children associated with Meetings.

Tabular Statement data suggest that Britain Yearly Meeting is losing about 230 adult members per year, or about 1 per Meeting in the two years between these questionnaires. Clearly this has not been picked up by the questionnaire results, and there are three possible reasons for this: (a) errors in our data collection; (b) differences in which Meetings actually responded (those that have declined significantly in size may be less likely to have replied) or (c) a *very* recent (between the collection of Tabular Statement data in December 2007 and our questionnaire in May 2008) slight increase in the numbers of individuals recognised by Meetings. Elsewhere in the questionnaire outcome there is some evidence that Meetings may be feeling stronger than in 2006 but even though Quaker Quest developed nationally and the first Quaker Week took place between the last questionnaire and this, the evidence that they had had a positive affect is extremely tenuous and should not be overstated without further evidence.

B. THE STRUCTURE OF LOCAL MEETINGS

Three hundred and thirty-six Meetings (97.7% of respondents) answered the question on location. One hundred and sixty-six (49.4%) described themselves as urban, 130 (38.7%) as semi-urban and 40 (11.9%) as rural. In 2006 the comparative responses were 45.2% urban, 39.2% semi-urban and 15.7% rural. The differences are probably due to the perceptions of the individual completing the questionnaire (we left it to respondents to decide which category they fell into) and, since data from 132 Meetings are missing, these differences are not significant. According to DEFRA¹

statistics, 80.7% of the population are urban and 19.3% rural, which is not very different from 88.1% of Meetings considering themselves to be non-rural and 11.9% rural.

In most Meetings women are in the majority. In 2008, 318 Meetings gave sufficient information to determine gender balance. Of these, women were in the majority in 280 (88.1%) cases and men equal in number to women or in the majority in only 38 (11.9%) cases. In 2006, 91.2% of Meetings had women in the majority and only in 9.8% were men and women equal or men in the majority.

Out of 318 Meetings for which it was possible to calculate similar statistics for the numbers of members and attenders, in 283 (89.0%) Meetings members were in the majority and in 35 (11.0%) Meetings attenders were in the majority. The average ratio of members to attenders across all Meetings for which data were available was 2.3. In 2006 attenders were in the majority in 45 of 353 Meetings (12.4%) and the average ratio of members to attenders was 2.2. These results are interesting in view of the widespread belief that attenders are in the majority in a large number of Meetings and for one reason or another are choosing not to join. The figures suggest that a more pertinent question might be why the majority of members are not encouraging more attenders to join.

As noted above, the number of children at Meetings has all but collapsed. The table below shows the differences between 2006 and 2008:

Table 2. Median and Average Numbers of Children in 2006 and 2008

	<i>Median</i>		<i>Average (for comparison)</i>	
	2008	2006	2008	2006
Boys in Membership	0	1.5	0.2	2.6
Girls in Membership	0	1	0.3	2.5
Boys not in Membership	1	3	2.3	4.8
Girls not in Membership	1	3	2.4	4.9

It is clear that some respondents in both 2006 and 2008 assumed 'children in membership' meant 'children of members' and one respondent in 2008 noted in answer to this question 'Adult children of members now moved away'. Though numbers of children in membership were therefore probably overstated in both questionnaires, the apparent loss of child members in the current survey may simply reflect a more correct statement of the reality. However, this would imply that the numbers of children *not* in membership was more understated in 2006 than 2008 and the collapse in these numbers may therefore be more acute than at first sight. When coupled with the data on the frequency of children's classes (below), the emerging picture is one of small numbers of relatively isolated children and that the Meeting that makes provision for children has become a relative rarity. In turn that means parents cannot rely on their immediately Local Meeting making provision but now have to seek out the

Meeting within their Area Meeting that does have facilities. Consequences may be that parents are no longer quite as committed to their immediate Meeting or as committed to the Meeting that they attend solely because it caters for their children and which might be at some distance, and that Meetings that do not make provision will not attract younger Friends and attenders with families, and will as a consequence appear in general much older and so find it more difficult to attract younger, non-family orientated adherents, to the detriment of the Society as whole.

Meetings are clearly struggling with bureaucracy, much of it self-imposed. The numbers of appointments made by Local Meetings varies from zero to a maximum of 157! The average number of appointments in 2008 was 20.6 with a vacancy rate of only 5.1%. In 2006 the average number of appointments was 20.7 with a vacancy rate of 5.7%. This rather undermines the claim that Meetings are experiencing increasing vacancies because clearly positions are being filled. However, the data are silent on the problems nominations committees may experience in persuading Friends to take jobs. Anecdotal evidence, including comments on returned questionnaires, suggests that relatively few Friends are overburdened with multiple jobs. There were numbers of comments to the effect that Friends had served for years in spite of wanting to be released, or that increased difficulties were expected at the completion of the current triennial. However, the number of appointments has been under-reported to a very significant extent. For example, one respondent, having counted 66 names of appointees (not appointments), commented that they found the question meaningless, 'the number of appointments being as long as a piece of string'. Several other respondents noted that they had counted entire committees as single appointments and one Meeting recorded 28 appointments, and added a note '+63 committee members', then added further 'I feel uncertain what you require so enclose a list'. There were in fact 104 appointments on the list, excluding a further 20 in the AM. And the Meeting had only 52 members!

The most frequently reported vacancies in 2008, that is, the posts most difficult to fill, are given in the table below:

<i>Top Five Vacancies in 2008</i>	<i>Vacancy Rate</i>
Finance & Property	8.1%
Clerk / Assistant Clerk	7.0%
Nominations	5.5%
Children & Young People	4.4%
Local Council of Churches	3.5%

Because of the different way in which the data were coded for analysis in 2006, it is not possible to provide a comparison in the table above. However, it is clear that the level of vacancies for each of these positions is very small indeed.

Two hundred and ninety-eight Meetings provided enough information to calculate the number of appointments as a proportion of the number of members. Seventy-nine Meetings (26.5%) reported attempting to appoint more Friends to positions in the Meeting than there were Friends to fill them. Given the degree of under-counting of appointments, it is likely that more Meetings are in this position. In 2006, only 52 (14.6%) attempted to make more appointments than there were members, roughly half as many as 2008. Why? It may be that under-reporting of appointments was even worse in 2006 than in 2008, or it could mean that Meetings are trying to make more appointments than ever before, or that there are even fewer members in Meetings. There is, however, no obvious reason why the level of bureaucracy should have increased so much so suddenly, and on average Meetings have lost only one individual each in the last two years. Unless the increase is simply that the loss of members has tipped smaller Meetings over the edge (further analysis is required), it is most likely that greater under-reporting in 2006 is the reason.

The emerging picture is of Meetings trying to fulfil a wide range of responsibilities—and succeeding—but increasingly at the expense of large demands on the personal time, commitment and energies of a significant minority of members. Since these people, by definition, are likely to be the backbone of Meetings, their becoming tired of the burden could have significant adverse effects.

Three hundred and thirty-four Meetings answered the question on whether or not they had considered moving or closing. Thirty-five (10.4%) said they had considered moving (in 2006 11.5% of Meetings said so). The table below compares 2006 and 2008 (note that some Meetings reported considering more than one option so that the figures in the table do not add up 35).

		2008		2006	
From Own	To Own	6	1.70%	10	2.70%
	To Rented	10	2.90%	17	4.50%
	To Donated	0		2	0.50%
From Rented	To Own	5	1.50%	8	2.10%
	To Rented	16	4.70%	15	4.00%
	To Donated	0		1	
From Donated	To Own	0		1	0.30%
	To Rented	3	0.90%	4	1.07%
	To Donated	0		1	0.30%
Closing		5	1.50%	11	2.90%

From the figures above there seems at first sight to be some mild evidence that Meetings do feel a greater stability in respect of premises at least. However, this may be an artefact of the lower return of questionnaires in 2008 (the more insecure Meetings not returning questionnaires). If one assumes that a move from own premises to rented or donated, from rented to donated, or closing suggests ‘downsizing’, while a move from donated to rented or own and rented to own suggests ‘up-sizing’, then the balance of figures is as below:

	2008	2006
Upsizing	8	13
Downsizing	15	31

There were 1.9 Meetings considering reducing their premises for every one considering increasing in 2008 against a ratio of 2.4 in 2006, further mild evidence of improvement.

C. MEETING FOR WORSHIP

Three hundred and thirty-eight Meetings provided information on the number of adults at Meeting for Worship. Again the median is the more statistically accurate way of illustrating the typical experience of Meeting for Worship.

Meeting for Worship	Median		<i>Average (for comparison)</i>	
	2008	2006	2008	2006
Total No. Individuals	12	14	15.7	17.1
Men Members	3	3	3.8	4.4
Women Members	5	6	6.5	7.3
Men Attenders	2	2	2.0	2.8
Women Attenders	2	3	3.2	3.6
Men Visitors	0	1	0.5	1.5
Women Visitors	0	1	0.7	1.7

The figures suggest a slight decline in the numbers at Meeting for Worship comparable to what would be expected from the decline in the overall numbers of members. In all, 36.5% of adults listed in Meeting address lists attended Meeting for Worship (2006: 41.3%).

Interestingly 38.1% of members and 33.8% of attenders were at Meeting, indicating that members were only slightly more likely (if at all) to be present than attenders.

The main difference, again, seems to be that the numbers of children at Meeting for Worship are down. The figures are summarised in the table below:

Meeting for Worship Children's Classes	Median		<i>Average (for comparison)</i>	
	2008	2006	2008	2006
Boys	1	2	1.4	2.5
Girls	1	2	1.8	2.6

In 2008, 364 children were recorded as being at Meeting by respondents, while 1651 were recorded as being part of Meeting, that is an attendance rate of 22.1%. In 2006, 493 were recorded at Meeting for Worship, while 2097 were recorded as part of Meeting (there were more questionnaires returned in 2006), an attendance rate of 23.5%. The fact that the rate of attendance is about the same while the numbers at children's classes is about half suggests that the total number of children associated with the Society of Friends has fallen quite severely and quite suddenly in the last two years.

The provision for children at Meeting for Worship reflected the relatively low numbers involved. In 2008, Only 17.2% of Meetings made weekly provision for children, 7.4% fortnightly, 10.1% monthly, 1.8% regularly but less frequently than monthly; and no less than 63.5% either made 'as and when' or no provision for children. A number of respondents remarked that a response of 'as and when' in practice meant 'never'. In fact 28.3% of the total number of children were associated with Meetings that made as and when or no provision for them.

There were rather more Meetings for Worship in which attenders and visitors outnumbered members (19.1% in 2008 as opposed to 13.1% in 2006), while the number of Meetings at which women outnumbered men remained approximately the same (76.3% in 2008 and 78.8% in 2006). However, the number of Meetings in which attenders outnumbered members or women outnumbered men on the address lists remained more or less constant between 2006 and 2008. These figures support the suggestion that attenders are very slightly more likely to be at Meeting for Worship than members.

	2008	2006
Meeting for Worship	%	%
More attenders and visitors than members	19.10%	13.10%
More women than men	76.40%	78.80%
Address List		
More attenders than members	11.00%	12.80%
More women than men	88.10%	91.20%

D. BUSINESS MEETING

Local Meetings for Worship for Business appear to be poorly attended in that only a small minority of those entitled to be present actually are. Three hundred and twenty-five Meetings supplied sufficient information on Business Meetings to calculate some statistics, but as with other parts of the questionnaire not every Meeting answered every question. The first thing to note is that the traditional monthly Business Meeting is no longer the norm. This, in turn, clearly has an impact on the speed at which Meetings can make corporate response to questions or requests for a decision. The table below summarises the responses of 316 Meetings to a question on the frequency of Business Meetings:

Frequency per year	No.	%	Frequency per year	No.	%
1	0		9	13	4.40%
2	1	0.30%	10	21	6.70%
3	2	0.60%	11	18	5.70%
4	6	1.90%	12	112	35.40%
5	3	1.00%	13	4	1.30%
6	52	16.50%	Regularly with unspecified frequency	5	1.60%
7	12	3.80%	As and When	44	13.90%
8	16	5.10%	Never	7	2.20%

Note that a number of respondents, having indicated that their Meeting held monthly (i.e. 12) Business Meetings a year, added a note ‘except...’, for instance usually August, sometimes June, July or December and sometimes more than one month! The figure for 12 Meetings annually is therefore likely to be overstated. Corrections have been made when the data are clear (e.g. a reply of ‘Monthly except August’ would be coded as 11 meetings). Only 42.4% of Meetings follow a roughly traditional practice and hold Business Meetings 11, 12 or 13 times a year, whereas over 50% of Meetings considered business 9 times a year or fewer.

Attendance at Business Meetings is tabulated below. It would be expected that the attendance at Business Meeting would closely reflect the size of Meeting, and of course there is some connection—larger Meetings have a larger Business Meeting—but it turns out that the relationship is loose. The distribution of the size of Business Meetings is much less skewed than the size of Meetings. It may be that there is more moral and social pressure for larger attendance among smaller Meetings (this especially so since it is clear that on some occasions Friends from adjacent Meetings supported the business of smaller Meeting; on one occasion, for instance, a Meeting which recorded only 2 men Friends and no women Friends on the address list also reported 7 men Friends and 5 women Friends at Business Meeting) and equally less

moral and social pressure in larger Meetings leading to a commensurately smaller turn-out, thus ‘levelling’ the skew. It means that the appropriate measure for the number of Friends and attenders at Business Meetings is the average rather than skew.

	2008		2006	
	Average	<i>Median for comparison</i>	Average	<i>Median for comparison</i>
Men Members	3	3	3.3	3
Women Members	5.4	5	5.7	5
Total Members	8.5	8	8.8	8
Men Attenders	0,7	0	1.6	1
Women Attenders	1.4	1	1.9	2
Total Attenders	2.1	2	1.9	1

Clearly, the numbers of members attending Business Meetings has not changed although the number of attenders doing so has fallen. There were a small number of Business Meetings that were attender dominated, 13 in total.

Even more than Meetings or Meeting for Worship in general, women predominated: 224 Business Meetings contained more women than men, while in only 66 were the numbers equal or men predominant.

E. AREA MEETING

Of the total of 71 Area Meetings, 55 (77%) responded. In 2006, 65 of 72 (90.3%) of Meetings responded. Again there is no single clear explanation for the reduced response and, again, there has nevertheless been sufficient response to give confidence in the results.

The first thing to note is that the numbers attending Area Meeting in 2008 follow a much more normal distribution (that is equal numbers of larger and smaller attendances) than for Local Meetings. The explanation may be much the same for the similar phenomena among Local Business Meetings. Those for 2006 show much more variability, being skewed toward a preponderance of smaller attendances. Clearly there has been a small decline in members attending and a large decline in attenders present.

	2008		2006	
	Median	<i>Average</i>	Median	<i>Average</i>
Men Members	8	7.8	9	9.7
Women Members	14	14.2	15	15.3
Men Attenders	1	1	2	2
Women Attenders	1	1.3	2	2.3

There also appears to have been a change in gender balance, with relatively fewer men and many more women attending Area Meeting. Whether this is an artefact peculiar to the 2008 figures or a trend should be revealed by the 2010 questionnaire. If real it will be interesting to speculate on the cause. It is clear from other studies that the preponderance of women over men in the Society has increased with time. Perhaps the figures have captured the point at which, because there are fewer men to attend Meetings, there are suddenly even fewer who do attend.

Attendees have to seek permission from the clerk to be present in AM Business Meetings. Although in practice such permission is almost always granted, few seem to avail themselves of the opportunity and there is some evidence that they are getting fewer. Given the relatively high proportion of attendees in Meeting for Worship it might be considered disturbing that so few show any inclination to investigate the workings of either Local or Area business processes.

Local Meetings send representatives to Area Meetings. On average in 2008 there was only one missing representative per Area Meeting, about the same as 2006. In fact the average number of missing representatives in 2008 was 1.27 and for 2006 0.98. This may indicate a slight increase, but again there needs to be statistical testing to see if there are significant differences between the two sets of figures. It should be borne in mind that there may be Friends from each constituent Meeting at an Area Meeting who may not be officially appointed representatives.

As with Local Meetings the numbers of appointments is hugely under-reported for much the same set of reasons; nevertheless, the Meetings that did respond recorded an average of 84 to 85 per Meeting (remember these are in addition to the average of 20 to 21 reported by each Local Meeting). Even on these hugely under-reported numbers it would mean between 180 and 210 appointments being made in a typical Area Meeting of between five and six Local Meetings. The comparative figures for 2006 and 2008 are given below.

	2008 Average	2006 Average
Area Meetings	84.8	77.6
Local Meetings	20.6	21.7

It is clear that the number of appointments has not changed significantly between the two questionnaires. The average vacancy rate in Area Meetings in 2008 was just over 7% and in 2006 just over 4% which may be indicative of a growing problem. Note that the average masks a small number of Meetings with severe problems. In 2008 there were 10 Meetings (18% of respondents) with a vacancy rate greater than 10% (though this includes one Meeting that reported 76 appointments and 76 vacancies presumably on the grounds that re-appointments were necessary), while in 2006 only 5 of 72 respondents (6.9%) reported a vacancy rate of greater than 10%.

In parallel with Local Meetings the anecdotal evidence is that Area Meetings are finding it ever more difficult to fill official positions while the numerical evidence of

the questionnaires is that vacancies are few and far between. The solution to the conundrum is, of course, that most positions are filled by a relatively few hard working Friends undertaking a number of different jobs who feel overburdened.

CONCLUSIONS

These conclusions are based on this summary report. A fuller report with detailed statistical examination and testing would yield further conclusions.

The 2008 questionnaire supports the conclusions of the 2006 questionnaire that at any given time only a minority of members and attenders are present at Meeting for Worship and that members are no more likely to be present than attenders. A smaller minority of members and a very small minority of attenders are actively involved in business at a local level, with an even smaller minority at Area Meeting level. Meetings are still burdened by bureaucracy, the weight of which is shouldered by Friends undertaking multiple tasks. Anecdotally, as recorded for instance in the columns of *The Friend*, this is becoming a severe problem. The figures, however, tend to show that Friends are still managing, though there is evidence that this may become more problematic.

Evidence that either Quaker Quest or Quaker Week have had an impact on the numbers at Meeting for Worship is so weak as to be inconclusive. Against that, the questionnaires have not been sensitive enough to detect the loss of about 500 members in the last two years and thus may not have been sensitive enough to detect an increase. Since the loss represents roughly one person per Meeting, it is perhaps not surprising it was not picked up, especially since they are likely to have already been noted as absent from Meeting either through illness, age or long enough to have termination of membership approved by Area Meeting.

NOTES

* This is a report summarising the main results of the 2006 and 2008 questionnaires that were sent to Meetings, which the authors promised to make generally available as thanks for the time and effort involved in returning the completed forms. It is important to note that while the authors continue to be extremely grateful to Friends House for assistance with photocopying and mailing facilities, the questions asked, analysis of data and the conclusions they have drawn are theirs alone and should not be construed as representing an official view of the Society of Friends.

1. Department for Environment Food and Rural Affairs.

AUTHOR DETAILS

Bill Chadkirk is currently employed in Friends House (though the views expressed in this paper are personal and do not in any way represent an 'official' position). He is interested in why the membership of BYM is declining, who the Society is made up of, and what we can do to stop the decline.

Mailing address: Friends House, Euston Road, London NW1 2BJ, England. Email: bill.chadkirk@virgin.net.

Pink Dandelion directs the work of the Centre for Postgraduate Quaker Studies, Woodbrooke Quaker Study Centre and the University of Birmingham, and is a Professor in Quaker Studies at the University of Birmingham.

Mailing address: c/o Quaker Studies. Email: b.p.dandelion@bham.ac.uk.