



# A QUIET REVOLUTION

## Trustees' Annual Report

29 June 2017-28 June 2018



## Charity contact information



A QUIET REVOLUTION

Scottish Charity Number: SCO46655

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<https://www.facebook.com/aquietrevolution/>

<https://twitter.com/TeamAQR>

## Charity Trustees

Current Trustees:

1. Chair: Jane Alcorn (since 30.1.17)
2. Treasurer: Erinclare Scrutton (since 13.2.17)
3. Trustee: Jacquie Winning (from 27.4.18)
4. Trustee: Margaret O'Hara Watt (from 27.4.18)

Retiring Trustees:

5. Hazel Fraser (at 27.4.18)



image: Trustees AGM July 2018 followed by social with celebrants

- 1) Irene Edgar, celebrant; Margaret O'Hara, Trustee
- 2) Jane Alcorn, Chair; Irene Edgar, celebrant
- 3) Jacquie Winning, Trustee; James Oakley, celebrant

## Objectives and activities

### **“rites of passage for major life events from birth to death and everything in between”**

We set up A Quiet Revolution to support people to find creative and meaningful ways to mark life’s big moment.

Our Constitution captures our purpose as:

- 1) the advancement of the philosophical belief and the promotion of the values of Humanism
- 2) the relief of those in need by reason of age, ill-health, disability, financial hardship or other disadvantage.

We aim to achieve the first purpose by composing and conducting rites of passage to support individuals, couples, families and their extended family – significant others, friends, neighbours, professional and volunteer supporters and communities of interest – at key life stages. We promote positive attitudes, encourage open conversations and carry out legal ceremonies and rites of passage for major life events from birth to death and everything in between.

To achieve the second purpose, we are building funds to eventually be able to offer financial support for individuals, couples and families who can’t afford ceremonies. Our intention is to cover the costs of the celebrant and offer the service free to those in need.



## Structure, governance and management

### Type of governing document

Our charity is governed by a Constitution. This is available on request.

### Trustee recruitment and appointment

During the course of the year, Hazel Fraser retired due to ill health.

We took the opportunity to think about succession planning and recruited two Trustees to build capacity.

**Jacquie Winning** is a third sector leader with extensive experience of supporting disadvantaged individuals and communities in the context of vision and hearing loss, homelessness and welfare. She is Manager of the Sensory Centre in Forth Valley. She works with diverse clients, offering support and nurturing to improve the quality of life. She is skilled in coaching, management, leadership, project management and customer service. She has a Master of Arts (MA) in English Language and Literature from the University of Glasgow.

**Maggie O'Hara Watt** is a recently retired health professional with 40 years' experience of providing care to people unable to access routine services due to health, behavioural, communication and other difficulties. Maggie contributed to the development of Forth Valley Dignity and Respect at work policy.

Both share A Quiet Revolution's Humanist approach to the promotion of equality and diversity and the compassionate support of people who wish to shape and create their own rites of passage and life experiences.

## Achievements and performance



AQR CELEBRANTS  
(top to bottom):  
Barbara Chalmers  
Irene Edgar  
Iona Goldie  
Kenny Gray  
Jess McEnaney  
James Oakley  
Jude Williams

2017-18 was AQR's first full year of activity.

AQR set out in 2016-17 with 3 associated celebrants working independently as AQR affiliates to support individuals, couples and families to create meaningful Humanist ceremonies. For the year to end June 2018, most of the ceremonies were carried out by Barbara Chalmers, Irene Edgar and James Oakley – the original associates.

The team attended two wedding fairs in Glasgow to extend their reach. Over the course of the year, it became clear there was more demand than the 3 could service. In May 2018, four new fully trained celebrants joined as affiliates. Professional film and photography was commissioned for the new [website](#) to enable clients to see and hear celebrants in action to help them make informed choices.

The General Registrar's Office (GRO) would only agree in advance to approve that two further celebrants could join the team. Others will be considered case by case. This limit compromises the charity's ability to grow capacity to support all those who are turning to Humanist celebrants to conduct legal weddings. This will be explored further with the GRO in coming years.

The team – Trustees and celebrants – explored ideas to support the charity's second purpose, supporting people in need. It was agreed these would be developed in 2018-19 when funds grew.

## Humanist ceremonies

The team offers to create ceremonies for weddings (same sex and opposite sex), vow renewal, baby namings and funerals. Over the course of the year they conducted ceremonies across Scotland from Perthshire to Galloway in art centres, old churches, castles and on the banks of lochs and in back gardens.



**Barbara** conducted the first wedding ever held in Perth Concert Hall, one in Glasgow's City Hall/Old Fruitmarket, one in Cottiers and one on the banks of Loch Lomond. She conducted two funerals at Linn Crematorium.

**James** conducted 12 weddings across west and central Scotland – Glasgow, Barrhead, Kilsyth, Stirling, Dalmeny, Dalhousie, Luss, Biggar and Busby.

**Irene** conducted two weddings – one in Galloway and one in Inchyra and a renewal of vows ceremony in Loch Lomond.

**Jude** did her first wedding in Glasgow's House for an Art Lover.

**Kenny** conducted his first wedding in Aberfoyle.

The diversity of the ceremony location is a great reflection on the diversity of the couples. It is no understatement to say all those ceremonies were so distinct to those couples. Every one was a beautiful and unique celebration of the couple, their love and what has meaning for them. For every couple the journey of creating their ceremony was more fulfilling and enlightening than they had realised it would be. It was an opportunity to really consider what they wanted from the future and how to express their feelings in the here and now.

Every event is designed to be memorable and meaningful for those seeking support. It is also part of the personal learning journey for the celebrant as they grow skills and capacity to meet the needs of those they support, helping guide them through momentous life events.

**“James was our celebrant at our wedding last year. It was amazing. Everyone commented on how personal our ceremony was. James took the time to meet with us and plan a ceremony that was perfect and individual for us. My son did a reading at the wedding which James couldn’t have been happier to do. Great day, Couldn’t have asked for anything more.”** Monica

**“Every event was memorable and part of my own journey of CPD to improve my offer to couples, to be able to offer the most professional support I can to guide through these momentous life events.”** James Oakley, celebrant

**“Jude, many and sincere thanks for all your help in ensuring our marriage was well and truly celebrated. Your participation throughout the day and evening was hugely appreciated by Joyce and myself.”** Jim

**“The bride was from a Jewish background and the groom from South Africa. They wanted to embrace the cultures that they had grown up with and express them on the day and it was fascinating for me to watch the plans unfold. They were married under a canopy on the shores of Loch Ken with members of the bride’s family performing different Jewish wedding rituals. There was an African band playing and the trees were hanging with African fabrics.”** Irene Edgar, celebrant

**“Irene, we couldn’t have asked for more... We had a truly wonderful day and you made our ceremony really special”**

**“Kenny, you made that wedding. The couple were nervous and you put them at ease. It was a cold winter’s day and you brought warmth and welcomed and included everyone like they were your family.”** Caron



## Financial review

At this stage in our young charity's life, there are no fixed costs. Celebrants are self-employed. Celebrants' insurance covers Trustees. Celebrants maintain a website and blog and bear the costs of advertising for celebrant services. Trustees are volunteers. There is a volunteer Administrator. Individuals, couples and families who choose our celebrants to support important life stages are entitled to free membership of A Quiet Revolution. Each is invited to make a donation to the charity at the time of seeking Humanist support. Donations amounted to £1,357 over the course of the year bringing balances to £1,507 at end June 2018.

## Statement of the charity's policy on reserves

The charity currently operates with zero costs. Growth is planned to happen organically among the members, volunteers and celebrants who currently make donations – financially, energetically and in kind. There are no restricted funds. The current balance of £1,507 is available to support the growth of the charity and to make donations to support the charity's purposes.

## Donated facilities and services

In support of the second purpose of the charity – to support people in need – in the longer term, the charity intends to make donations from its funds. In this first full year, while we were assessing how we operate, no donations were made in order to ensure there were no unforeseen expenses or risk to the sustainability of the charity.

## Future plans

There was more wedding than funeral activity in this first year. It is likely that in future, celebrants may offer more funeral services.



Related to that, from year two on, AQR will be in a position to offer donations itself. It is likely that these donations will enable people who can't afford funerals to have the services of a celebrant free to create the ceremony they want for themselves or their significant others. This will help the charity achieve its purpose of supporting disadvantaged people.

## Declaration

Signed on behalf of the charity trustees:



Print name

Jane Alcorn

Designation

Chair

Date

22 Feb 2019