

**Permanent Board Meeting
22 September 2018
Mt. Toby Friends Meeting**

18-67: Opening Worship

Friends gathered with members of Ministry and Council and visitors for opening worship. As we reflect on Sessions 2018 and begin our preparations for Sessions 2019 we are called to continued faithfulness in our work today and throughout the year.

18-68: Welcome

Sarah Gant, clerk of Permanent Board, welcomed us to our first meeting of the 2018/2019 year. We met jointly in the morning with Ministry and Council. Friends introduced themselves.

18-69: Presiding Clerk's Report

Fritz Weiss, Presiding Clerk, invited questions from his written report. The Presiding Clerk's report is appended.

*There are always things to do that we don't get to. There is work that we must do today.
And there is work that we won't get to but that does not mean it is not important.*

18-70: Funding Priorities Process

In May Permanent Board approved a funding priorities process to inform Finance Committee's (FC) budgeting process. We will be invited to approve priorities at our November meeting. The Coordinating and Advisory Committee (C&A) has offered advices and tests that Permanent Board might use in its discernment in November. Friends provided feedback.

Do the tests allow for pilot projects? Are our queries and advices too practical? Do we understand why similar efforts have failed in the past? Do we have space for laying down old work? Are we continuing things by default? If something is important it will find its way back into the budget. We are accountable to our monthly meetings. Are our testimonies fully represented in these advices and queries?

Friends were reminded that in this process, Permanent Board will forward the results of the discernment on program priorities to the FC and that FC is responsible for the development of the budget for the coming year. The funding priorities process is focused on the current budget and is not a long term financial plan.

18-71: Charges to Permanent Board and Ministry & Council on Clerking

The Presiding Clerk provided context for each committees' charge from Sessions to address the concerns raised when the nomination for Rising Clerk was heard. Permanent Board takes on the concern of the structure of the role of clerk to make it more doable for non-male, non-white, non-well off Friends. Ministry and Council takes on the development of "a practice to appoint people who will observe, name and reflect back to us long-standing, unseen patterns and practices that result in our complicity in oppression." See Yearly Meeting Minutes 18-35, 18-53, 18-54 for more details.

18-72: Secretary's Report and Areas of Focus

Noah Merrill, Yearly Meeting Secretary, opened with the observance of Emma Condori, a Bolivian Friend that often when the Spirit is moving the water's surface is rocky but the depth will hold us. Are we too focused on structural changes to solve problems that actually require an opening of our hearts?

The Secretary's report is appended.

The Secretary summarized the report on his areas of focus, created in the context of the Secretary's annual review, which will shape his work for the coming year as well as the organization of his reports to our body. Noah's areas of focus are: leading the development program, coordinating the funding priorities process, supporting volunteer service empowerment, fostering religious education, and expanding and improving communications. The areas of focus are not intended to include all aspects of the Secretary's work but rather to assist decisions about what work to prioritize. Friends asked questions and provided feedback.

Can we own, with joy, the room we have to grow? We need conversations about the many ways we train volunteers for their roles in the Yearly Meeting. Our Religious Education underlies everything; how do we carry on our Religious Education without an Religious Education coordinator or Religious Education committee. How can volunteers say no when they hear us doing too much? We are grateful for our Secretary's gift for vocal ministry. We hope that Noah will be faithful to the gifts he has and encourage him to ask for help where he needs it. There is too much work for one person to do it all. Is our Yearly Meeting's commitment to work on white supremacy in those priorities?

18-73: Data Privacy Policy

The Yearly Meeting Secretary shared the work that has begun with Sara Hubner, Office Manager, on the development of a data privacy policy. The Yearly Meeting office collects an enormous amount of information about meetings, members, event participation, financial data. We do not have clear guidelines about how we give out information. We have unclear and inconsistent understandings of how we can use gathered information. This lack of clarity and consistency does not facilitate a trustworthy relationship between our members, meetings, and

the administration of our Yearly Meeting. This policy will come to our November meeting. Friends provided feedback for its development.

18-74: Announcements

Friends shared announcements with the joint body.

18-75: Roll Call

The recording clerk called the roll.

Present: Sarah Gant, Clerk; Hannah Zwirner Forsythe, Recording Clerk; Travis Belcher, Peter Bishop, Darcy Drayton, Martin Zwirner Forsythe, Chris Gant, Ben Guaraldi, Ian Harrington, Betsy Kantt, Rebecca Leuchak, Ed Mair, Christopher McCandless, Jean McCandless, Gina Nortonsmith, Carole Rein, Sara Smith, Will Taber, Bill Walkauskas, Mary Zwirner

Ex-Officio: Noah Merrill (Secretary), Bob Murray (Finance Clerk), Shearman Taber (Treasurer), Fritz Weiss (Presiding Clerk)

Guests: Mark Barker, Clarence Burley, Carol Coan, Eileen Crosby, Tom Doyle, Carol Forsythe, Steve Gates, Becky Jones, Rebecca MacKenzie, Heidi Nortonsmith, Nancy Slator, Robb Spivey, Jackie Stillwell, Tom Vargo, Ben Warner, Kathleen Wooten

Regrets: Kim Allen, Deana Chase (Development Co-Clerk), Bruce Neumann (Rising Presiding Clerk), Anna Raddochia, Elizabeth Reuthe (Secretary's Supervisor) Phil Stone, Elizabeth Szatkowski, Rosemary Zimmermann

18-76: Minutes

With corrections, Friends approved the minutes from 9 August 2018.

18-77: Archives Committee

Carol Forsythe, clerk of the Archives and Historical Records Committee (AHRC), spoke with Permanent Board about concerns the committee holds regarding Permanent Board's May decision to move remaining funds from the sale of the Bloudy Tenent into the general fund. The committee is concerned about missteps in Quaker process and communication involved in the decision, and about the right use of the proceeds from the sale. Our general counsel, consulted during discernment about whether or not to sell the book, determined that we were free to sell the book without restrictions as to the use of the proceeds.

At Sessions 2018 Permanent Board acknowledged our error in making the decision about the use of the funds without clearer communication and input from the AHRC. Friends recognized

the dynamic tension between caring for our history and funding future work. Though these are not mutually exclusive we are aware that there is much to do and insufficient resources to do it all. We are committed to the value of the archives and continuing to find ways to fund AHRC's work.

AHRC has discerned future projects, both short and long term, to be done in support of the archives. They ask for clarity on how to propose and gain approval for their future projects, and how those will be funded.

The committee has identified an immediate need for a paid position to work with the staff of Special Collections and University Archives (SCUA) which houses our archives at UMASS Amherst to unpack, identify, and catalogue the remaining boxed items. It was proposed that the AHRC work in consultation with the Treasurer and clerk of the Finance Committee to develop a specific plan in response to this need and bring it to our November meeting. Friends approved.

18-78: Friends Camp Budget

Robb Spivey, Friends Camp Treasurer, brought the Friends Camp FY2019 Proposed Operating Budget and FY2019 Capital Budget to PB for our approval, budgets and report appended. Friends Camp expects an actual surplus in FY2018 and has a budgeted surplus in the operating funds for FY2019. Friends approved the budgets with the caveat that some of the funding for the capital projects may come from the Camp working capital and pooled funds if certain grants are not received.

18-79: Earthcare Ministry Committee

Rebecca MacKenzie, clerk of Earthcare Ministry Committee (EMC), gave an informational presentation about the Yearly Meeting's approved goal of reducing the carbon footprint of the YM by 10% in the coming year. See Yearly Meeting Minute 2018-36 for details on the approved action. Steve Gates, member of EMC, demonstrated use of a new carbon calculator developed specifically for our Yearly Meeting and asked Friends to use it at home to determine their baseline carbon footprint. Members of the EMC make themselves available to monthly meetings and individuals as they use the carbon calculator and determine next steps.

18-80: Re-examining Yearly Meeting Clerking Structures

We received a preliminary framework, submitted by Ian Harrington and Bruce Neumann, for re-examining the Yearly Meeting clerking structures and practices. The report is appended. Friends suggested additions and clarifications to this framework and underscored the need to populate this working group with people who can listen carefully. Darcy Drayton and Ben Warner volunteered to work with the clerk of Permanent Board and Ian to identify people to serve on this ad-hoc group, bringing a final charge to the November Permanent Board meeting. Other Friends were named and will be consulted in addition to staff as the final working group is

populated and the final charge discerned. The ad-hoc working group named in November will report on their work throughout the year and at Sessions 2019.

18-81: Challenging White Supremacy Working Group

Will Taber, member of the Challenging White Supremacy Working Group, updated Friends on the activities of the working group. See appended report for upcoming events that CWSWG is supporting and hosting.

Friends expressed gratitude for the work of the Challenging White Supremacy Working Group.

Challenging White Supremacy Working Group brings forward the name of Diana White to join the working group. Friends approved.

18-82: Yearly Meeting Nominating Committee

Fritz Weiss, acting clerk of Yearly Meeting Nominating Committee, brought forward names for the Yearly Meeting slate.

Eppchez Yes! - FGC Representative, Class of 2021

Heidi Babb - Earthcare Ministry Committee, Class of 2021

Rebecca MacKenzie - Earthcare Ministry Committee, co-clerk, Class of 2019 (extending her service by one year to support her continued clerkship)

Diane Dicranian - Faith in Action, clerk, Class of 2021

Kathleen Wooten - Faith in Action, Class of 2019

Dawn Tripp - FUM Board, Class of 2021

Thomas Vargo - Permanent Board, Class of 2023

Friends approved.

18-83: Internal Nominating Committee

Will Taber, clerk of Internal Nominating, brought forward names for the sub-committees of Permanent Board.

Jackie Stillwell - Yearly Meeting Nominating Committee, clerk, Class of 2021

Joann Austin - Friends Camp Nominating Committee, Class of 2019

Allan Kohrman, Rebecca Leuchak, Justice Erikson, and Ian Harrington are all nominated for the Student Scholarship Granting Committee, Class of 2019. The committee expects to have granted all remaining funds by the end of 2019.

Friends approved.

18-84: Friends Camp Nominating

The PB clerk presented names from Maggie Nelson, clerk of Friends Camp Nominating Committee, for approval to Friends Camp Committee.

Carol Baker - Friends Camp Committee, Class of 2021

Travis Belcher - Friends Camp Committee, Class of 2020, final term

Natalie Bornstein - Friends Camp Committee, recording clerk, Class of 2020.

Carol Baker is also brought forward as the supervisor of the Friends Camp Director.

Friends approved.

18-85: Puente de Amigos

Puente de Amigos committee forwarded a letter introducing Friends to travel to Cuba Yearly Meeting in November for the Permanent Board clerk's signature. Friends approved.

The Friends are:

Lisa Solbert-Sheldon, Group Leader

Julian Grant, Guide and Translator

Greg Gundlach

Erica Brinton

Jennifer Keller

Felix Kreis

18-86: Closing worship

Friends closed with a period of worship.

**Permanent Board Meeting
9 August 2018
Castleton State University**

18-51: Opening Worship

Friends opened with a period of worship.

18-52: Welcome

Fritz Weiss, Presiding Clerk, expressed his gratitude for Friends' presence at the end of a long week. Sarah Gant, PB clerk, had to leave to Sessions to care for her mother and we send our prayers to Sarah, her mother, and the Gant family. Fritz clerked our meeting in Sarah's absence.

18-53: Roll Call

Present: Hannah Zwirner Forsythe (Recording Clerk); Kim Allen, Travis Belcher, Peter Bishop, Darcy Drayton, Ben Guaraldi, Ian Harrington, Rebecca Leuchak, Christopher McCandless, Jean McCandless, Gina Nortonsmith, Carole Rein, Sara Smith, Phil Stone, Will Taber, Bill Walkauskas, Rosemary Zimmermann, Mary Zwirner

Ex-Officio: Noah Merrill (Secretary), Bob Murray (Clerk, Finance Committee), Bruce Neumann (Rising Clerk), Elizabeth Reuthe (Secretary Supervisor), Shearman Taber (Treasurer), Fritz Weiss (Presiding Clerk)

Guests: Liberty Goodwin, Jim Grace, Becky Jones, Paul Klinkman, Leslie Manning, Sarah Walton, Ben Warner, Kathleen Wooten, Maille Wooten

Regrets: Sarah Gant (Clerk); Deana Chase, Martin Zwirner Forsythe, Chris Gant, Elizabeth Kantt, Ed Mair, Anna Radocchia, Elizabeth Szatkowski

18-54: Welcoming of New Friends and Naming Mentors

We welcomed three new members of Permanent Board: Peter Bishop, Martin Zwirner Forsythe, Ed Mair, and Will Taber. We also welcomed Jean McCandless back for a second term. Following our practice Friends volunteered to be mentors to our new members, orienting them to the practices and procedures of Permanent Board. Sara Smith will serve as Peter Bishop's mentor; Hannah Zwirner Forsythe will serve as

Martin Zwirner Forsythe's mentor; Jean McCandless will serve as Ed Mair's mentor; and Bruce Neumann will serve as Will Taber's mentor.

Susan Davies, Jeremiah Dickinson, Galen Hamann, Leanna Kantt, Rebecca Steele, and Donn Weinholtz have rotated off Permanent Board and we thanked them for their service to the Board.

18-55: Presiding Clerk's Report

Fritz Weiss, Presiding Clerk, shared his reflections from the week. Our body has begun to labor with the actual work of growing and changing. We have much work to do but we are thriving, we are growing, and we are moving out of a feeling of pure struggle. We are in the process of reaching for what is new and grieving the loss of what we leave behind.

18-56: Secretary's Report

Noah Merrill, Yearly Meeting Secretary, shared his reflections from the week. There has been a lot of weather, literally and figuratively. Though we draw comfort from the deep stillness, when the spirit is working within our body there is much movement.

At the closing worship of Sessions we heard that there was a \$9000 gap in payments for Sessions due to the Pay as Led program and that Friends were encouraged to donate, as able, to help close that gap. Noah shared that in the hours between that message and our meeting Friends donated \$4000 and those present expressed their gratitude for Friends' generosity.

Noah shared some of the demographic breakdown from our week together.

18-57: Sessions Reflections

Throughout the meeting we heard reflections from PB members of their week at Sessions.

We have ongoing concerns about welcoming new Sessions attenders and encouraging them to return.

We recognize the hard work that has been done by many to support the Young Friends community in addition to the hard work that the Young Friends have done themselves to strengthen their body.

What does it mean to raise children in our faith tradition? Our youth programs have seen dwindling numbers and we wonder what we might do to more fully support our families and young people so that greater participation is possible.

We must hold on to the energy and spirit we have at this moment. Friends of color, Friends in the LGBTQ community, and other marginalized Friends must be more fully incorporated into the discernment for leadership and committee positions. Many wait for long periods of time to be asked to serve and we can not expect their patience to hold permanently steady.

We were reminded, again, that we need to provide further childcare structure so that parents can fully participate in the life of the YM. This must become work of the wider community not just Youth Ministry Committee because previous efforts have not arrived at viable solutions.

Friends expressed gratitude for reports and presentations that reminded us of the hard work that we are doing throughout the year. How do we continue to encourage that work? How can we keep this life alive? We should be asking, with each piece of discernment, how our decisions are affected by our commitment to interrupt climate change, challenge white supremacy, and repudiate the doctrine of discovery.

18-58: Faith and Practice Request

Phebe McCosker, clerk of Faith and Practice Revision Committee, asked Permanent Board to work with the committee on a dilemma that became apparent when they brought the draft chapter on Membership to Sessions for preliminary approval. Rosemary Zimmermann and Ben Guaraldi volunteered to talk with Phebe and bring a more concrete request to our September meeting.

18-59: Clerks' Nominating Request

At Sessions, on the recommendation of the Clerks' Nominating Committee, Permanent Board was charged to perform a formal re-examination of the structures and practices of clerking in the Yearly Meeting, including the clerks' table, clerks of major committees, and support structures for clerks, such that a wider range of people might be able to

perform these roles in the future. Bruce Neumann and Ian Harrington volunteered to begin this work, in consultation with the Permanent Board clerk, and to bring forward a more specific charge to our September meeting.

18-62: Internal Nominating Report

We heard the nomination of Marian Baker for Class of 2019 as an at large member of Nominating Committee and the nomination of Penny Wright for Class of 2022 of Internal Nominating Committee. Friends approved these nominations.

We are reminded that Internal Nominating nominates its own members and that we should be deliberate with our discernment of those names so that the committee does not self-perpetuate.

We hope that the notes made during Wednesday's Clerk's Nominating Committee Listening Session be made widely available so that we can live into the suggestions we received.

18-63: Friend's Camp Nominating Report

We heard the nomination of John Reuthe for clerk of the Friend's Camp committee. Friends approved this nomination. Concern was expressed by some present that John not also be named as the Camp Director's supervisor. Others expressed concern that we not put limitations on how the Camp committee delegates its tasks given that there are limited Friends to do much work.

18-64: Approving Remaining Minutes

Jim Grace and Rosemary Zimmermann, Sessions Recording Clerks, read through remaining unapproved minutes from Sessions. The minutes were approved with gratitude for the recording clerks' faithful listening throughout the week.

18-65: Clerks' Table Appreciation

We expressed gratitude for the hard work of the Clerk's table, particularly the three members of the table, Jeremiah Dickinson, Katherine Fisher, and Jim Grace, who are finishing their terms in those roles.

18-66: Closing Worship

We closed with a period of worship. Though we have work to do, we have so much to celebrate. We are grateful for the faithful laboring done this week and endeavor to bring the good news with us as we leave.

*Presiding Clerk report to Permanent Board and Ministry and Counsel
September 2018*

“One who is faithful in the little things will be faithful in the large things.” Luke 16:10

Dear Friends,

I am still catching up following sessions. This year the shape of the witness that Friends are called to in this time became clearer; and the depth of the commitment to the work was astounding. Since August witness has continued without pause in meetings, quarters and in the public square. I expect each of us could share stories. One of the tasks we committed to is to calculate as individuals and as a Faith Community our contribution to climate change and to reduce our carbon footprint by 10%. The ECM committee will be sharing their plan with PB this afternoon. They will need our support.

The Coordinating and Advisory Committee (C&A) had a rich retreat and one regular meeting since we last met. At the retreat we began to prepare for the discernment on the Yearly Meeting program and funding priorities which will occur at Permanent Board in November. This will inform the work of finance committee as they develop future budgets. This morning we will share our recommended advices and tests for this discernment. We also completed the secretary's performance evaluation and approved the areas of focus for his work for the coming year. This has been forwarded to Personnel Committee. We reviewed and reaffirmed our commitments for working together with love and honesty. C&A is a bigger group this year. Bruce Neumann has joined us as rising clerk and Bob Murray as clerk of Finance.

I am aware that there are specific tasks this year on the agendas for both M&C and Permanent Board this year with specific due dates. M&C carries the responsibility to prepare a recommendation to Sessions in 2019 addressing the provisional policy on withholding funds from FUM, and will be responding to a specific charge from sessions this year *“to develop a practice to appoint people who will observe, name and reflect back to us long-standing, unseen patterns and practices that result in our complicity in oppression.”* This proposal will need to be brought to PB by May so it can be brought back to Sessions in 2019. Similarly PB is charged with discerning program and funding priorities by November to guide the budget development, and *“to perform a formal re-examination of the structures and practices of clerking in the Yearly Meeting, including the clerks' table, clerks of major committees, and support structures for clerks”* with recommendations to be brought to Sessions in 2019.

This is work given to the committees by Sessions. We will start today. But it is work that requires us to be faithful in the little things.

This month Kirenia Criado in her call to the Havana Quakers to gather and respond to the new constitution in Cuba challenges Friends *“To know the Quaker Church as the prophetic voice we have in this hour in Cuba where our testimonies bring needed light where there is so much darkness.”* I hear a similar challenge to Friends in this country. To be faithful in this large thing requires us to also be faithful in the little things.

Fritz Weiss
Presiding Clerk

November

Yearly Meeting
Secretary
[present funding
priorities]

Permanent Board
[approve funding
priorities]

January

Finance Committee
[propose budget]

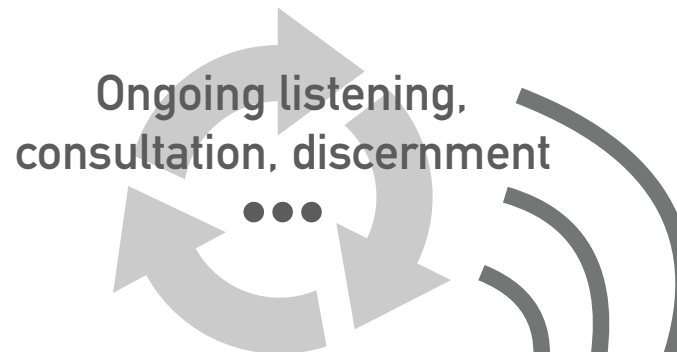
May

Annual Sessions
[seasoning &
guidance for
funding priorities]

August

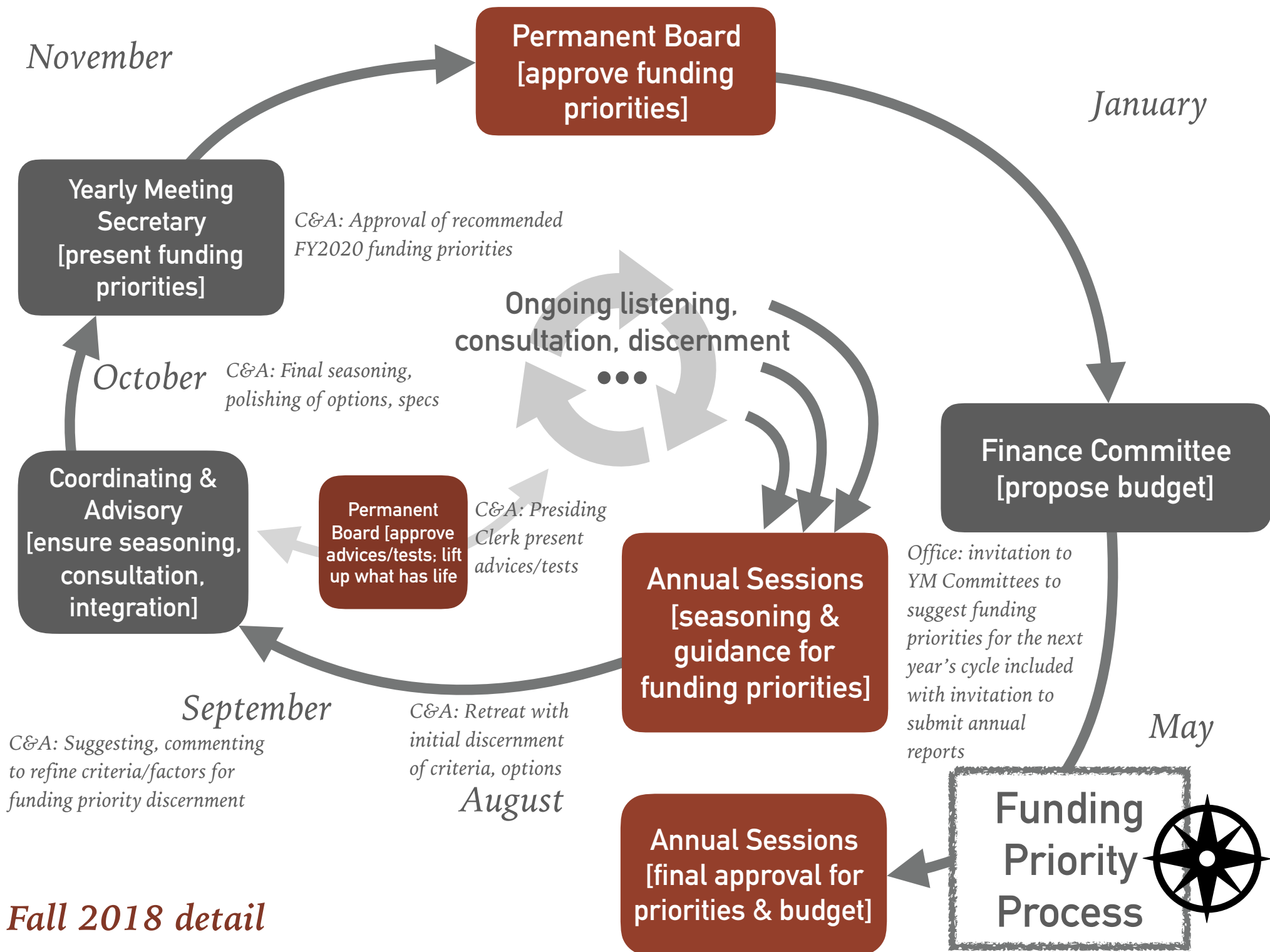
Annual Sessions
[final approval for
priorities & budget]

*Approved by Permanent Board
5/19/2018*



Coordinating &
Advisory
[ensure seasoning,
consultation,
integration]





Yearly Meeting Funding Priorities: Structuring Discernment

Advices & Queries

- Does this expenditure support the Kingdom of Heaven on Earth?
- Does this expenditure further the light and the life of Quakers in New England?
- Does this expenditure have wide support? Is it informed by or does it respond to Sessions concerns, seasoned by ongoing consultation?
- Does it address concerns/hopes that are on Friends hearts and minds?
- Does it advance inclusion and leadership development?
- Who does this expenditure invite to the table?
- How does this expenditure challenge white supremacy while promoting racial justice and the beloved community?

Tests (after a project has been fleshed out, costed, and prepared for inclusion in the budget):

- What would happen if we did not do this this year? Is this necessary and essential work? (What is the trade-off or cost?)
- Is it consistent with prior discernment including the five minuted priorities of the Yearly Meeting?
- Does it promote Communications, Religious Education, and development of volunteer leadership, while removing barriers to service?
- Is this actionable? Efficacious? Will it work?
- Does it respond to the concerns of and support the thriving of local meetings?
- Does it help build the foundation for our future wider ministry?
- Has consultation included Friends who carry this concern?
- Are we prepared to say, “YES!!!” ? Do we have the capacity to act now, to do this well, and to embrace this work with the necessary commitment,? Even if it means saying “no” to other work?
- Have we secured or made reasonable progress toward securing the needed resources to do this work?

Process:

prepared by Coordinating and Advisory Committee on retreat 8/26/2018

transcribed by DST 8/26/2018

edits by NM 8/31/2018

shared with C&A for ongoing input, editing and clarification 8/31/2018

Reviewed by C&A 9/16/2018

To: Permanent Board and Ministry & Counsel Committee
From: Noah Merrill, Yearly Meeting Secretary
Re: Report in preparation for our meetings on September 22, 2018

Dear Friends,

As this new year of service begins, I'm grateful to each of you for your commitment to leadership, and for your willingness to be led. Together, through Grace, may we find the courage, clarity and humility to live our faith boldly and joyfully in the moment we have been given.

What I learned from the review of my service, and what it means for my work

I'm grateful for the recent conclusion of a review of my service as Yearly Meeting Secretary. While I understand a formal report on the review will be forthcoming, I want to share a brief summary. In the review, I heard both affirmation of the fruits of my service and of our current path, as well as helpful constructive feedback in how I can grow in this work in order to better serve. The review played a major role in shaping a one-page document describing my "**Areas of Focus**" (see advance documents for this meeting).

This document has been reviewed and approved by Coordinating & Advisory Committee. I hope you will read it; I intend to return to it to help frame my work and reports throughout the year.

Please note that this is not a comprehensive workplan. It does not include all of the work I will do this year, or all of my responsibilities. Rather, it provides a guide for how I intend to focus and prioritize my limited attention, energy, and time—and how I will encourage others to focus theirs—in support of the thriving of Friends.

○ **Lead Development Program:**

One of the outcomes of my review and planning process, and the experience of the past few years, is the clarity, affirmed by Coordinating & Advisory, that our growing Development needs and work need overall coordination and leadership from the Secretary. By the time we meet there will have been a development retreat including committee members and staff involved in our development work to build a sense of cohesion, plan for the year's work, clarify roles and expectations, and deepen our grounding in the Spirit as we freshly undertake this ministry of stewardship.

Our experience at Annual Sessions reaffirms my sense of the spiritual invitation and challenge before us: healing and aligning our relationship with both money and ministry. I continue to find insights into the connections between this work and our corporate commitment to challenging and transforming white supremacy and growing toward justice, equity, and joy. An important component of this work is about religious

education—what is our spiritual understanding of money, ministry, stewardship and belonging, as individuals and in our meetings? How does this relate to identity, worth, shame, generosity, and power?

In the past few months I believe we've made meaningful progress getting the diverse elements of our development program into alignment, and I look forward to that significant investment of time and energy translating into greater focus, energy, and fruitfulness in the coming months and years.

- **Coordinate Funding Priorities Process**

- At its retreat 8/24-26, Coordinating & Advisory Committee began consideration of how we would shepherd the new funding priorities process in the coming year. We began with considering a set of criteria to help guide our discernment as we sought to gather, integrate, and prioritize the many dreams, initiatives, and possibilities Friends are lifting up.
- At our meeting on 9/22, the Presiding Clerk will present the progress on this discernment so far and ask for seasoning from those gathered, and approval of those key considerations by the Permanent Board.
- As a reminder, according to the new funding priorities process approved by Permanent Board in May, Coordinating & Advisory Committee is charged with discerning a set of funding priorities for consideration and, after discernment, approval by Permanent Board in November. The approved funding priorities will then guide Finance Committee in preparing the FY2020 budget.
- As we know, this new approach to funding priorities is intended to be an ongoing process of listening, integration, consultation, visioning, and discernment—not a one-time step. Because this is the first year, we will be discovering a lot, and making adjustments based on that learning to inform and improve the process in the future. With God's help, we are—and will be—learning to learn, listen, consult, and collaborate in new ways.

- **Support Volunteer Service Engagement**

- As I am sure is true for many of, I have held the experience of Annual Sessions in my heart since August, and have reflected on the implications of the dual charges to Ministry & Counsel and Permanent Board relating to observing patterns of oppression and removing barriers to participation. I am carrying into this year a commitment to keep before me (and us) these charges, and to look for concrete, meaningful ways to continue the vital work on which we have begun to embark. My prayer and even conviction, for myself and for all of us, is that we do not lose this moment.

- I'm looking forward to working in the coming year with both volunteers and staff to examine the ways our practices, systems, and culture of nominating, naming & nurturing gifts, leadership development, and supporting volunteer service can more fully liberate the gifts and skills of Friends to serve. I believe there is joy, gratitude, meaning and fruitfulness to be revealed. This feels like blessed, timely, and essential work. Friends, I believe we are ready and able to do it, with God's help!

- **Foster Religious Education**

- **Staffing Transition; Vision and Growing Edges for Youth Ministries**

I'm grateful to Beth Collea, our outgoing Religious Education & Outreach Coordinator, to our staff colleagues, and to the Youth Ministries Committee for their diligent work to support Beth's transition from her staff role, and to envision next steps for NEYM's work of religious education, spiritual formation, multigenerational relationship, outreach, and support for thriving meetings. The Youth Ministries Committee met on 9/9 to consider vision and needs going forward both in relation to Beth's work and to wider web of young ministry for New England Friends. I look forward to working with all involved to incorporate and apply what we heard there in the continuing discernment, consultation, experimentation, and learning in the coming year and beyond.

- **Opportunities for Religious Education, Faith Formation, Spiritual Nurture**

I'm encouraged by the flowering of new offerings—and increasing interest—in religious education for adults in many parts of our yearly meeting (see the State of Society report), and I look forward with joy to supporting and participating in work in the coming year to lift up, share, and improve the accessibility and quality of these opportunities.

To name just a few of these bright spots: an in-development second offering of the *Nurturing Faithfulness* program, about which Ministry & Counsel will hear more at this meeting; a Legacy Grant-funded survey and curriculum developed by Peter Blood-Patterson (Mt. Toby); workshops and materials being developed by Callid and Kristina Keefe-Perry (Fresh Pond); and new experiments with religious education and spiritual nurture in several local meetings. I'm also excited about the possibilities and yearnings unearthed in increasing gatherings of Friends called to encourage ministry, and in the vision lifted up in the proposal to the Lilly Endowment on supporting ministers and ministry in meetings (see *Update on Grants*, below). I am committed to the new website being a resource to connect, promote, and make more accessible these and similar opportunities to help Friends and meetings deepen our spiritual grounding through the living practice of Friends.

- **Living Faith**

Living Faith planning for October 27 in Hartford, CT is well underway. The working group [including clerk Lisa Graustein (Beacon Hill), Sarah Cushman (Portland), Jay O'Hara (West Falmouth), Hannah Forsythe (Beacon Hill), and Elizabeth Hacala (Events Coordinator)] remains strong and energetic. As Elizabeth enters her second year as NEYM staff and her second Living Faith event, I am stepping back from much of the logistics, while continuing to support overall design and integration with the other ministries of NEYM. As this ministry enters its third year, it will be important to consider how to affirm what has been learned in this new shape of service, and what support or resources it might need to stay vibrant, well-led, and intentional.

- **Expand and Improve Communications**

- **Website Redesign**

Following approval of the needed funding in May, Sara Hubner and I began work with the web developers to launch the redesign of neym.org. We're pleased with the development firm with which we're partnering, believing that this small, women-owned and -led organization 1) aligns with our values, 2) understands the needs of organizations like ours, 3) has the technical expertise to do what we need done, 4) can design the site to be maintained in a cost-effective way going forward, and is 5) prepared to do this work creatively and well.

We are confident the new site will launch before Sessions 2019. We are preparing to communicate with stakeholders and audiences (both generally and specifically) to help establish expectations for the process, and to consult on particular needed areas of website functionality (such as event registration, and how Faith & Practice is presented). If Friends have specific questions about the goals of the redesign, the process, or what we are discovering needs to be prioritized, please contact me.

- **Data and privacy policy**

For some time it has been clear that we need a consistent policy offering guidance on how NEYM will manage issues of data privacy, access, sharing and use as an organization.

Drawing on input, experience, and expressed needs in the past few years, and informed by best practices in data privacy used in other organizations (and relevant standards and laws), Sara Hubner and I have begun to draft an overall data and privacy policy for NEYM. My hope for this meeting is to solicit initial input on what should be addressed, to hear concerns or areas where particular attention should be given. My hope is to bring a draft policy for consideration, seasoning, and possible approval by Permanent Board in November.

Privacy and the responsible stewardship and use of data is a major issue in our wider society at this time. Many Friends have strong feelings about privacy and

data sharing, and I recognize that underlying these perspectives are important questions about relationship—to one another as Friends; between local meetings, quarterly meetings, and the yearly meeting; between NEYM and Friends organizations more widely. There are concerns about trust, identity, and change. I hope we can honor the different perspectives, responsibilities, and cares involved as we find a way forward to effectively use data to help Friends thrive.

- **Opportunity for pastoral care related to digital communications**

I want to repeat an invitation I made last spring:

Might one or two Friends be led to a ministry to regularly read NEYM digital communications and choose a few particularly nourishing items to print and share (by postal mail or otherwise) with a Friend or Friends without electronic access? Might we embrace this as part of our shared responsibility for pastoral care for the beloved members of our community who might feel less engaged, or who might feel isolated by geography, age, or technology?

- **Updates on Grants:**

Received: Proposal to Obadiah Brown's Benevolent Fund (OBBF)

We received a grant for \$9,750 to support a weekend retreat February 15-18, 2019 fostering intergenerational spiritual friendships and mentoring. This work arises directly from work supported by the Shoemaker Fund in fostering multigenerational meetings, and from listening at the growing edges of our young adult ministry, gleanings from which were presented to NEYM Ministry & Counsel in February with the written summary shared with Permanent Board in preparation for our last meeting.

Pending: Proposal to the Lilly Endowment's *Thriving in Ministry Initiative*

Following approval by Permanent Board in May, in June we submitted a final proposal to the Lilly Endowment's *Thriving in Ministry Initiative*. Taking Friends' encouragement to be bold, we increased the scope of the proposal—for mentoring and peer support for those called to ministry, and to support meetings in recognizing, naming, and supporting ministers—from ~\$350,000 to ~\$730,000 over five years. **We expect to receive a response from the funder in October.**

###

Areas of Focus

NEYM Secretary

October 2018-September 2019

Foundation: Spiritual nourishment, prayer practice, relationship, exercise, retreats & recreation. Work 5 days/week. Sabbath on Monday, flexible additional day, with periodic multi-day time away. Personal time (including some full weekends) scheduled in advance. Mid-December weekend retreat. Work with staff team to facilitate more shared vision of the work, improve collaboration and coordination, and increase space for initiative and growth. With staff and C&A support, free Noah to focus on the work below.

1. Lead Development Program

- a. Raise money to support ministry, to meet FY2019 income goals and beyond
- b. Help New England Friends transform our spiritual relationship with money
- c. Nurture relationships

2. Coordinate Funding Priorities Process

- a. Support C&A discernment, ensure consultation, present to PB, connect with budget process, present to Sessions, evaluate to inform FY2020 funding priorities process and beyond

3. Support Volunteer Service Empowerment

- a. Supporting response to charge to PB on support for clerks
 - i. Focus on resources available to support volunteer service
- b. Promote inclusion, remove barriers to participation, starting with barriers relating to age/life stage/family responsibilities, economic status, race
 - i. Childcare and support for families with young children
- c. Support mentoring, leadership development and training
- d. Increase capacity to name & nurture gifts (*Lilly?)
- e. Ensure staff integration and support of nominating functions, streamlining and clarifying processes

4. Foster Religious Education

- a. Support and participate in conversation about ensuring high-quality, consistent religious education curriculum, teachers, resources, events
- b. Help local meetings connect with Friends active in public ministry (*Lilly?)
- c. Discernment and learning about needs/new directions in youth and adult spiritual formation, outreach, and meeting renewal

5. Expand and Improve Communications

- a. Develop and launch new website
- b. Create data/privacy policy; improve quality and use of database to support engagement, publicity, coordination
- c. Continue to increase engagement, awareness through email newsletter, brochure, event publicity, etc.
- d. Experiment with increasing Secretary digital ministry presence; connecting travel in ministry outside NEYM with NEYM Friends (Cuba, Ireland)
- e. Integrate, support other 4 areas of focus

Presentation to Permanent Board Sept. 22

Introduction:

The Archives and Historical Committee concern regarding the release of the Bloudy Tenent funds from a designated fund to the general operating reserve has not been fully resolved for the Committee.

The committee appreciates the acknowledgment of lack of communication and collaboration before this decision was taken. We can also appreciate that we and the Permanent Board may have different interpretation of the Permanent Board minute from 2015 concerning the use of the designated fund.

We have sold The *Bloudy Tenent of Persecution, for Cause of Conscience, Discussed in a Conference between Truth and Peace* (by Roger Williams),[1] a rare, old book discovered within our archives, and have received \$128,800 from the sale. Permanent Board directs that this \$128,800 be tracked separately until the future of our archives and future expenses related to our archives are clear.

As a committee, we would NOT agree that future expenses related to our archives was clear. We did finalize the MOU and have defined the role of a NEYM Outreach Archivist. However, we have not had an annual meeting with Rob Cox, directory of UMASS Special Collections and University Archives (SCUA) to determine what is still needed from the Yearly Meeting.

The committee has given thoughtful consideration to the work needed for the Archives, which would not be part of an Outreach Archivist role. We have tried to identify more immediate projects needs as well as longer term projects which would support the purpose of the Archives.

Listed below in priority order are projects the Archives Committee believes necessary to support the Archives. This work which can be structured as projects is above and beyond the the work which has been outlined for the NEYM position of Outreach Archivist. I have appended the proposed responsibilities for that position at the end of this document. The position of Outreach Archivist as an ongoing NEYM position will be critical working with Monthly and Quarterly Meetings to fill gaps in the Archives and create processes to continue the creation, consolidation and transferring of permanent records.

The projects listed here are those which would serve to complete the work of donation of the Archives. To bring the donated records up to a state of maintenance that existed

at the time of the publication of the 1997 Guide to the NEYM Archives. The first two outlined projects would support bringing the Guide from 1997 to 2016.

- ❖ Provide support for an archivist to get the large number of boxes which contained loose and uninventoried materials processed. This additional resource at SCUA would help oversee student workers.
 - This is work which should have been done prior to the deed of gift or at the time of the move. It is the legacy of the limited support the Archives received over many years.
 - It is important to make these materials a cohesive part of the Archives and therefore accessible via a finding guide. As most of the collections are not digitized, the finding guide will be at the heart of the use of the Archives, both for Meetings and researchers.
 - This will be critical work to support the ongoing outreach work of the NEYM Outreach Archivist working with Monthly and Quarterly Meetings.
- ❖ Support for an archivist to further the development of the Archives Finding Aids at SCUA. A good finding aid is a descriptive inventory that allows experienced researchers to plumb the richness of a collection. It also provides routes into a collection for less experienced researchers.
 - normalize and finalize the arrangement of the finding aids;
 - generate collection-level finding aids for Monthly Meetings;
 - add to the SCUA finding aids the information regarding NEYM Monthly Meeting records (and other NE Meeting collections) held elsewhere (for example: Maine Historical Society, Nantucket Historical Society).
 - Finding Aids are the means by which Meetings, researchers and genealogists can find a subset of the collection which they need for reference. We want Meetings to be able to access their own records as needed for past records with more ease than in the past. We want researchers and those seeking to understand our spiritual and activist past to be able to find relevant material before either going to UMASS for research or calling to have records copied and sent to them.
 - This work would set the foundation that would allow SCUA to keep the finding aids current going forward. The Stadler Finding Aid provided at the time of the transfer was 20 years out of date, so these projects would be supporting the Archives at least up to the point of transfer.
- ❖ Potential future projects:

These are not prioritized, but illustrate the vision of long-term needs of the Archives.

 - Name indexing of membership records

- Fellowships to work with the collections that would help expose the depth and breadth of the Archives.
- Digitization support, especially for bound volumes
- Digitization support for collections held in locations such as Maine Historical Society that would allow the creation of the full NEYM Archives, at least virtually. Each of these would be a specific targeted project.

For consideration:

If the remaining funds from the sale of *The Bloody Tenent* are not to be again designed as Continuing Projects Funds, how can our Committee engage to propose and gain approval for projects as listed above?

What will be the avenue of communication regarding the need for project funds?

What are the next steps in this dialog?

For reference:

Here is the list of responsibilities for a NEYM Outreach Archivist. The committee has the understanding that in this fiscal year, we will support this work with the remainder of the funds which had been set aside for a consultant to facilitate the transfer of the Archives, with the understanding that a part-time position will be part of the operating budget in fiscal year 2020.

Recognizing that Friends' faith is a non-creedal one, and that the expression of that faith is embodied in the records of our actions, the committee promotes the study of Quaker history to the end that Friends may find guidance in their past for their witness in the present. The Archives and Historical Records Committee of New England Yearly Meeting, is responsible for both encouraging Meetings and Committees to adopt good practice to preserve and donate its records to the New England Yearly Meeting Archive held by the Special Collections and University Archive (SCUA) at the W.E. Dubois Library at UMass Amherst.

To support this on-going work, the committee works with an outreach archivist. The responsibilities of the Outreach Archivist include:

- Reaching out to and supporting local meetings to ensure that they are creating, gathering, and transferring permanent records
- Participate in Archives Committee meetings, working with the committee to identify needs and the steps required to address those needs.

- Providing regular updates to the Archives Committee and NEYM staff
- Being a resource for SCUA to help them navigate meeting structure and the Quaker manner of conducting our affairs.
- Serving as a bridge between the meetings (monthly, quarterly, and yearly) and SCUA
- Conducting a gap analysis of the records of each meeting represented at SCUA, following up with those groups whose records are not complete. An example is to encourage meetings to contact long-time members of meetings to learn about the history (and recordkeeping culture) of specific meetings and to locate records that might still be with members.
- Attending Quarterly Meetings and Yearly Meeting Sessions to connect with clerks and others
- Giving brief presentations and more in-depth workshops about recordkeeping, and on creating and maintaining records of meeting activities.
- Working with PB and NEYM staff members to ensure that permanent records of meetings that are going to be laid down are retrieved and transferred to SCUA
- Connecting with other Quaker archivists and exploring opportunities to collaborate
- Attending the biennial Conference of Quaker Historians and Archivists
- Liaison with other repositories holding Meeting Records such as Maine Historical Society, Old Dartmouth Historical Society, Newport Historical Society and the Nantucket Historical Society

Required or preferred qualifications include: knowledge of Quaker history and organizational structure; knowledge of archival best practice; experience as both a practicing Quaker and a practicing archivist; an interest in working closely with a wide range of people; the ability to travel with a personal vehicle; the ability to occasional work nights and weekends.

It is anticipated that this position can be supported in a 32 – 48 hours per month.

Friends Camp Proposed FY2019 Operating Budget

Robb Spivey's Treasurer's Notes Sept. 2, 2018

Executive Summary

Anna has been camp director for two seasons now, and has developed an excellent handle on camp finances. She has prepared this proposed operating budget for FY2019, which has been thoughtfully reviewed and approved by the FC Finance Committee. Looking at the bottom line, the budget reflects the current good health and management of the camp finances, projecting an operating surplus of \$7,400.

Flower Points (I dislike referring to them as bullet points)

Acct. 4101 Summer Camp Tuition: This line represents gross campership tuition, before scholarships and discounts are applied. It is noticeably higher this year due to a combination of Anna's on-going and successful efforts to bring camper population closer to capacity, and a proposed camper fee cost of living increase. Anna will be explaining the camper fees worksheet.

Acct. 7117 General Campership Granted: This represents tuition discounts granted at Anna's sole discretion to campers she determines are in financial need and for whom specific camperships are unavailable and general campership contributions received (Acct. 7112) have been exhausted. Although this is a necessary part of being able to bring children to camp, this number has been increasing and now represents 7.5% of gross summer camp tuition. At some point Anna and the FC Committee should discuss how this works. The committee may want to set a general percentage cap, or at least a guideline on how much the director is authorized to grant in tuition discounts.

Acct. 5111 Director Salary: The FC Personnel Committee has recommended a salary increase for the director, broken down as a 10% merit increase and a 2.8% cost of living increase. This has been incorporated into this line item. It is important to note that the salary increase will also result in increases to expenses for pension plan, disability insurance, workers compensation and payroll taxes. I estimate the proposed salary increase will result in a total cost increase of \$7,000. The proposed salary increase should be addressed by the FC Committee as a minute separate from the budget.

Acct. 5131 Counselor Salaries: This line is higher due to an increase in the number of counselors Anna would like to hire, and a very modest rate increase.

Acct. 5310 Depreciation: As we add to our physical plant (e.g. Magpie in FY2018) and make significant repairs, the amount we need to budget for depreciation will increase. This number is based on the current depreciation schedule prepared by our accountant, Jeff Mansir, modified by the estimated costs for new, repair and replacement projects in the proposed FY2019 capital budget. While the amount budgeted for depreciation is based on the best information we have, I continue to be concerned it may not be enough to keep up with needed capital expenditures as

we move forward. More analysis will be forthcoming, and this is a topic for a different discussion. I am comfortable with it for this budget cycle.

Anna has additional explanatory notes next to numerous line items.

Additional Thoughts

We had a very good year in FY2017 – our net surplus was \$24,577. This was due in no small part to Anna's success in increasing camper numbers. Also significant was the fact that as a new director, Anna was hired at an entry level salary. We were also fortunate that we did not have to pay her health insurance, saving us \$10,000.

Starting in FY2018 we had to pick up the health insurance cost. The FY2018 budgeted surplus is \$9,000. Anna's current best guess estimate of the actual FY2018 surplus is \$24,700. It is important to note that almost \$10,000 of this is due to a just-received one-time bequest. Absent that, the projected surplus would be \$14,000, still very comfortable.

In FY2019 we are looking at an increase in directory salary and associated expenses of \$7,000. Anna has still been able to propose a budget with a projected surplus of \$7,400. This has been made possible only by applying a cost of living increase to camper fees.

Chrystal-balling FY2020 and beyond, as we near camp capacity for campers and costs inexorably rise, I believe it will become more difficult to generate a balanced budget. Unless we can find a way to increase contributions to the general fund, it will be essential to continue regular cost of living tuition increases. Another major downturn in the economy with a resultant reduction in camper numbers could throw us into deficit mode, and we need to be prepared for that eventuality.

FY2019 Proposed Operating Budget

	FY2019 Proposed Budget	FY2018 Best Guess	FY2018 Budget	Notes
Income				
4100 Summer Program Fees				
4101 Summer Camp Tuition	386,555	367,000	363,995	396 sessions + 8 CITs
4102 Extra Day Between Sessions Fee	1,400	1,620	1,400	
4103 Fox & Fell Hiking Trip	1,400	1,360	1,000	
4104 Camper Transportation Fees	2,500	3,090	2,500	
4142 Staff Children Discounts Granted	-2,000	-4,460	-4,000	
Total 4100 Summer Program Fees	389,855	368,610	364,895	
4200 Contributions Received				
4201 Contributions from Individuals	22,000	31,000	22,000	FY18 high b/c of bequest decrease in recent years
4202 Contributions from M & Q Meetings	4,500	4,000	7,000	
4211 Contributions from NEYM	2,200	2,111	2,130	
4221 Renewal & Replacement Cont.	0	6,225	0	
Total 4200 Contributions Received	28,700	43,336	31,130	
4300 Other Operating Income				
4311 Off-Season Rentals	24,000	24,000	18,500	More recurring school groups
4321 Merchandise Sales	8,000	8,000	6,550	
Total 4300 Other Operating Income	32,000	32,000	25,050	
7110 General Campership Fund				
7112 General Campership Contributions	6,000	5,677	5,200	based on recent years
7117 General Campership Granted	-29,000	-27,000	-22,305	
Total 7110 General Campership Fund	-23,000	-21,323	-17,105	
7120 Codman Academy Fund				
7121 Codman- Transfer from Equity	0	2,456	0	
7122 Codman Academy- Contributions	4,500	2,326	4,880	
7127 Codman Camperships Given	-4,500	-4,200	-2,050	
7129 Codman- Transfer to Equity	0	-582	0	
Total 7120 Codman Academy Fund	0	0	2,830	
7140 One Child at a Time Fund				
7141 OCAT- Transfer from Equity	0	2,845	0	
7142 OCAT- Contributions Received	2,000	1,395	8,200	
7147 OCAT Camperships Given	-2,000	-4,240	-4,400	
7149 OCAT- Transfer to Equity	0	0	0	
Total 7140 One Child at a Time Fund	0	0	3,800	
Total Income	\$427,555	\$422,623	\$410,600	

FY2019 Proposed Operating Budget

	FY2019 Proposed Budget	FY2018 Best Guess	FY2018 Budget	Notes
Expenses				
5100 Staff Expense				
5110 Director				
5111 Director Salary	54,400	48,235	48,235	COL raise and 10% merit raise
5112 Pension Plan - Employer (10 %)	5,440	4,823	4,823	10%
5113 Health & Disability Insurance	9,762	8,600	10,227	based on NEYM projections
Total 5110 Director	69,602	61,658	63,285	
5120 Support Staff				
5121 Maintenance	20,800	19,000	20,000	Raise to \$26/hour (4%)
5122 Kitchen	21,000	16,648	18,000	one more super person
5123 Assistant Directors	11,000	12,891	13,000	reduced number
5124 Nurse	5,200	5,256	5,200	
5125 Senior Consultant	0	2,400	2,400	contract ended
5126 Winter Assistant Director	2,000	2,600	3,000	for events, etc.
Total 5120 Support Staff	60,000	58,795	61,600	
5130 Counselors				
5131 Counselor Salaries	59,000	52,211	53,000	26 counselors, small raises
5132 International Staff Agencies	6,000	3,954	8,000	based on last few years
Total 5130 Counselors	65,000	56,165	61,000	
5140 Staff Development				
5141 Professional Devel.- Director	2,900	3,100	2,900	
5142 Staff Safety Training	3,700	3,442	3,700	
Total 5140 Staff Development	6,600	6,542	6,600	
5150 Travel				
5151 Director Travel	5,000	3,600	5,200	reduction based on 2017-8
5152 Summer Staff Travel	2,100	2,350	2,100	
Total 5150 Travel	7,100	5,950	7,300	
5160 Other Staffing Expense				
5161 Workers Compensation	8,000	7,421	7,400	more staff
5162 Payroll Taxes	12,600	11,500	11,700	more staff
5163 Staff Background Checks	700	651	600	more staff
Total 5160 Other Staffing Expense	21,300	19,572	19,700	
Total 5100 Staff Expense	229,602	208,682	219,485	

FY2019 Proposed Operating Budget

	FY2019 Proposed Budget	FY2018 Best Guess	FY2018 Budget	Notes
5200 Summer Program				
5210 Kitchen Expenses				
5211 Summer Food	53,400	54,000	52,600	
5212 Kitchen Re-Usables	1,200	1,350	800	
Total 5210 Kitchen Expenses	54,600	55,350	53,400	
5220 Summer Vehicles				
5221 Summer Van Rental	8,200	8,379	8,000	
5222 Summer Vehicle Fuel	800	800	1,200	
5223 Summer Vehicle Insurance	400	618	350	
5224 Charter Bus (NEYM Sessions)	2,500	2,130	2,500	
Total 5220 Summer Vehicles	11,900	11,927	12,050	
5231 Medical Supplies	1,000	2,009	1,400	no epi-pens or computer
5241 Program Supplies	5,500	6,109	4,100	recent years
5251 Merchandise	7,000	8,069	5,500	
5261 Summer Laundry	4,700	4,798	3,000	staff laundry included
5271 Stayover Expenses- between sess.	1,400	1,330	1,500	
5281 Fox & Fell Camping Trips	1,000	510	1,000	
Total 5200 Summer Program	87,100	90,102	81,950	
5300 Property Expense				
5310 Depreciation	24,500	20,000	20,000	
5321 Buildings & Grounds Supp. & Serv.	17,000	16,500	14,500	incl. \$2k for land survey
5330 Utilities				
5331 Telephone & Internet	3,000	3,000	3,800	less expensive plan
5332 Heating Oil	500	500	500	
5333 Trash Removal	600	1,000	600	down to trash once/ week
5334 Electric	4,000	4,000	3,800	steady increases
5335 Propane Gas	1,600	1,052	1,200	new heater is propane-fired
Total 5330 Utilities	9,700	9,552	9,900	
5341 Winter Office Rent	2,800	2,800	2,800	
Total 5300 Property Expense	54,000	48,852	47,200	

FY2019 Proposed Operating Budget**5400 Administrative Expenses**

5411 Property and Liability Insurance	11,200	11,108	11,000	
5421 CampMinder Online	4,800	4,700	6,600	got a deal on pricing
5430 Accounting				
5431 Credit Card and ACH Fees	5,000	5,000	4,000	
5432 Payroll Expenses	2,400	2,550	2,400	
5433 Accounting Services	1,500	2,000	2,500	
5434 Bank Service Charges	100	50	100	
5435 Professional Accounting Review	1,400	1,400	1,400	
Total 5430 Accounting	10,400	11,000	10,400	
5441 Memberships and Subscriptions	3,200	3,133	3,000	
5450 Marketing				
5451 Printing	1,500	1,800	2,500	fewer printed materials
5452 Website Design & Changes	1,300	900	700	significant website updates
5453 Advertising Expenses	1,900	1,881	2,000	
5454 Newsletter	800	798	800	
Total 5450 Marketing	5,500	5,379	6,000	
5461 Office Supplies and Services	2,800	3,800	5,400	no computer needed
5471 Fund Raising Mailings	1,200	1,200	4,000	going to pack myself
5481 Postage	1,000	1,400	2,200	
Total 5400 Administrative Expenses	40,100	41,720	48,600	

5600 Off-Season Programs

5611 Off-Season Food	4,000	3,600	3,200	more off-season programs
5621 Off-Season Staff: Kitchen, etc	4,500	4,200	0	more off-season programs
Total 5600 Off-Season Programs	8,500	7,800	3,200	

5710 Donations to Other Organizations

5711 Donations to Local Organizations	100	50	100	
5712 Simple Meal Donation	750	750	700	
Total 5710 Donations to Other Orgs	850	800	800	

Total Expenses	\$420,152	\$397,956	\$401,235	
Net Operating Income (Surplus)	\$7,403	\$24,667	\$9,365	

FY2019 Draft Capital Budget-
Approved by FC Committee 9/8/18

Income

Notes

Depreciation Budgeted Amount	24,500	Allocated in operating budget for renovations and replacement
Fundraising for new cabin- camper families	2,500	
China Meeting- Meetinghouse Roof	1,200	This is fairly up-in-the-air.
Pull from Friends Camp Reserves	960	
FY2019 Anticipated Surplus	7,400	
From Pooled Funds- Capital Improvement Fund	5,000	Total balance is around \$47,000
Oak Grove Fund Grant	4,000	Meetinghouse Indoor Project
Grant from Obadiah Brown Fund	7,000	Meetinghouse Indoor Project
Fundraising for Meetinghouse Indoor Project	2,000	

54,56

TOTAL

0

Expenses

Meetinghouse New roof	14,000	Spring '19
New Cabin	18,360	Fall '18
Meetinghouse inside walls project	18,000	Late Summer '19
New Roof on Condor	1,200	Fall '18
Back shed on Garage	3,000	Late Summer '19

54,56

TOTAL

0

Preliminary Framework for Re-examination Yearly Meeting Clerking Structures and Practices

Purpose: A small ad-hoc group would like to propose a preliminary framework for the re-examination of Yearly Meeting clerking structures and practices requested at Sessions.

Background: We received the following instruction from Sessions this year:

We instruct Permanent Board to perform a formal re-examination of the structures and practices of clerking in the Yearly Meeting, including the clerks' table, clerks of major committees, and support structures for clerks.

Action: We suggest the formation of an ad-hoc working group to do the following:

- Learn about the responsibilities of the significant volunteer leadership roles in NEYM, including Presiding Clerk, Clerk of Permanent Board, Clerk of M&C, and Treasurer.
- Learn about the time and financial implications of taking on these various roles, which historically have limited the pool of candidates.
- Consider whether there are changes to our structures or practices which would ease the burden of these roles, without significant loss of insight into the issue facing the YM.

A preliminary list of activities which might inform this discernment include:

- Obtain the job descriptions for the various positions
- Consult with Clerk's Nominating and with Internal Nominating to learn why people who have been asked have turned down the requests. If possible, speak directly with candidates who are willing to talk.
- Convene a meeting of current and former presiding clerks and treasurers to hear their thoughts and experiences. In particular, explore how much of what is "required" is critical to the understanding and insight required to do the role and opportunities for sharing or reassigning responsibilities. In addition, document how their leadership was nurtured.
- Consult with representatives of other Yearly Meetings to learn how their structures work, how the time and financial burdens of the roles are handled (through sharing or reimbursement), and leadership is nurtured.
- Consult with a diverse group of Friends not currently in leadership positions to identify how their leadership is being nurtured and their perceptions of the requirements of the leadership roles.

Respectfully submitted,

Ian Harrington and Bruce Neumann

TO: NEYM Permanent Board
FROM: The Work Group Challenging White Supremacy (CWS WG)
Susan Davies, clerk; Xinef Afriam; Fran Brokaw; Julie de Sherbinin; Anita Mendes;
Jeremiah Dickinson; Carole Rein; Mary Zwirner; Will Taber
TOPIC: Proposal for the Renewal of Charge to the CWS WG
DATE: September 22, 2018

+++++

Since its creation, the Work Group has been intentional about building a cohesive, functional and self-motivated group. Every individual member has taken personal initiative to deepen their understanding of the hold that white supremacy culture has on us personally, and as members of our society. We offer the knowledge, experience and learning of this workgroup, and our ability to work together, as a resource for the YM to use, in whatever ways we can best be of service in racial healing and fostering awareness of internalized racism in NEYM.

In the past year, the Work Group collected material that could be of use to monthly meetings starting to hold discussions on white supremacy and racism. The Work Group held workshops at the April Living Faith Gathering in Portland and at Yearly Meeting Sessions to introduce this material. In June the Work Group hosted a workshop at Wellesley Meeting to help demonstrate some of the material we had collected and to train people to use this material in their home meetings. About 50 people attended from many monthly meetings.

The Workgroup intends to undertake the following work in the coming year:

- **CWS requests** that Permanent Board approve new member Diana White (Farmington Friends Meeting, sojourning at Atlanta, GA Friends, living in Montgomery, AL) to the ad hoc workgroup
- **CWS remains committed** to assisting monthly meetings in beginning or continuing their own discussions on racism and white supremacy. We intend to continue to help meetings build their own capacity to have these discussions by holding workshops and by making resources available to meetings. We plan to provide meetings a list of people who are able to visit meetings and facilitate discussions on racism and white supremacy.
- Given the events at Sessions, **CWS stands ready to assist NEYM** in whatever way that PB finds useful. **CWS would like to offer** a member of our workgroup to participate on the NEYM M&C planning group to discern the design and work of the “cultural observers” for NEYM Sessions. We are concerned to counter any tendency in NEYM to retreat to different silos of work and responsibility, and to instead understand the mutual need for team work and developing shared understanding and shared visioning.
- **Upcoming activities** being planned:
 - Planning for second gathering of C&A, RSEJ, CWS, M&C to continue the work of breaking down silos, and creating a shared vision. Tentative date- January 5, 2019
 - Planning and initial contacts re: a “NEYM Youth Worker Training” on implicit racial bias and micro-aggression awareness. Initial conversations with Friends Camp Director, Anna Hopkins, and C&A have had a positive response.

September 22, 2018

Report from At-Large Nominating Committee to Permanent Board

At our meeting on August 27, 2018, Friends approved forwarding the following names to Permanent Board for approval:

- Epchez Yes (Northampton) – FGC representative 2021
- Heidi Babb (Concord)– ECM 2021
- Reb McKenzie (QC/Unity) – ECM co-clerk 2019 (extending her service by one year to support her continued clerkship)
- Diane Dicranain (Winthrop Center)– Faith in Action, clerk 2021
- Kathleen Wooten (Fresh Pond) – Faith in Action, 2019
- Dawn Tripp (Allen's Neck) – FUM Board 2021
- Thomas Vargo, (Northampton) Permanent Board 2023

Fritz Weiss

Acting clerk

Internal Nominating Committee Report to Permanent Board Sept 22, 2018

Clerk: Sarah Gant -2015-2019

Recording Clerk : Hannah Zwirner Forsythe Aug. 2018- 2021

2019	2020	2021	2022	2023
Ian Harrington Chris Gant #Philip Ston WilliamWaulkauskas @Sarah Gant	# Ben Guaraldi #Rosemary Zimmermann Anna Radocchia Carole Rein	Kimberly Allen Rebecca Leuchak Christopher McCandless Mary Zwirner	Gina NortonSmith Darcy Drayton #Hannah Zwirner Forsythe Sara Smith Elizabeth Szatkowski Travis Belcher Elizabeth Kantt	Will Taber Martin Blood- Forsythe Jean McCandless Ed Mair Peter Bishop

in second term (can't be reappointed)
@ clerk

* filling out term – can be reappointed 2 entire terms

Sub Committee	2019	2020	2021	2022
Clerks Nominating	+Greg Williams +Rachel Walker Cogbill	+Edward Mair +Fran Brokaw	Travis Belcher @#Leslie Manning	
Personnel	Travis Belcher +Carl Williams Dwight Lopes	Chris Gant @Dulany Bennett Elizabeth Szatkowski		+Neil Blanchard +Eleta Jones #Maureen Lopes
Internal Nominating	# Carolyn Stone	+Allan Kohrman		@Will Taber +Penny Wright
YM Nominating at Large	+ Marion Baker	+LouAnne McDonald +Margaret Marshall + Karen Sargeant		
YM Nominating Clerk			Jackie Stillwell	
Student Scholarship Granting Committee	+Allan Kohrman +Rebecca Leuchak +Justice Erickson Ian Harrington			
Friends Camp Nominating	+Amy Lee Viera +%Joann Austin	+@Maggie Nelson John Reuthe		
NEYM Secretary Supervisor		+Elizabeth Reuthe		
Faith and Practice Revision	+Douglas Armstrong +Eric Edwards +Marion Athearn +Eleanor Godway	+RachelWalker Cogbill +James Golden	+Susan Davies @+Phebe McCosker	+Maggie Edmondson +Susan Reilly

Bold = Submitted for Permanent Board Approval **+** = not on Permanent Board **#** = in second term
@ clerk **%** appointed by Friends Camp clerk

Puente de Amigos Committee of New England Year Meeting

August 3, 2018

Sarah Gant, Clerk, Permanent Board

Dear Sarah,

The Puente de Amigos Committee has met with Greg Gundlach, Jenny Keller, Julian Grant, Erica Brinton and Lisa Solbert-Sheldon on August 3, 2018 to 'orient' and talk with them about their leading to go to Cuba November 2-15, 2018. Hanover Friends Meeting had already completed their clearness process and at the meeting for worship for business on July 22, 2018 approved their plans to travel to visit its sister meeting in La Habana before going on to Gibara to participate in Cuba Yearly Meeting's celebration of its founding. The Puente de Amigos Committee enthusiastically approves of these individuals travelling to Cuba with the prayers and full support of New England Yearly Meeting. By means of this letter we are forwarding their names on to the Permanent Board so a letter of introduction written by Hanover Friends Meeting's Presiding Clerk can be co-signed by you.

At that meeting, the Puente de Amigos Committee also approved the concept of a twelve-year old to travel with a group if her or his parent was a member of the group. Jenny Keller has asked that her son, Felix Kreis, be considered as a member of the group. The group is willing to have him on this trip if Hanover Friends Meeting finds him to be truly engaged and enthusiastic about the trip.

We are asking Permanent Board to take two actions: (1) to approve for travel the adults listed in this letter and to authorize you to sign Hanover Friends' Meeting's letter of introduction; and (2) to give tentative approval to Felix Kreis to travel with the group on the condition that he is cleared by Hanover Friends Meeting.

Thank you for your prayerful support of the Spirit-led work of the Puente de Amigos Committee.

En paz y fe,

Mary Ann & Len Cadwallader, Co-clerks, Puente de Amigos Committee of New England Yearly Meeting

For information on joining a delegation to Cuba, hosting Cuban visitors to Sessions, and more, contact us!

lennycad@gmail.com or 603-643-1343 * 23 Rip Road Hanover NH 03755