



# 2015 Minutes

of the Annual Sessions  
of the New England Yearly Meeting of Friends

**Three Hundred Fifty-Fifth Year**

**Castleton State College  
Castleton, Vermont  
August 1–6, 2015**

## Welcome to the 2015 Edition

Dear Friends,

I'm pleased to share with you the Minutes of our Yearly Meeting Sessions for 2015.

This publication includes a wide range of important governance information and reference material, including general minutes, minutes of our Young Friends and Young Adult Friends business meetings, memorial minutes, epistles to all Friends everywhere, the approved current slate of nominations for Yearly Meeting committees and other service, and annual reports from committees and staff, as well as the approved FY2015 operating budget (which runs from October 1, 2015, to September 30, 2016) and related financial reports.

As it was last year, the spiral-bound *NEYM Directory* will be published in mid-January. The Directory will include 1) updated directions and contacts for local and quarterly meetings; 2) contact information for YM staff, officers, and Friends active on NEYM committees; 3) fiscal year-end closing financial reports from FY2015 (which ended September 30, 2015); 4) statistical reports and other helpful information on Friends organizations, funds and granting organizations and wider Quaker resources.

Publishing the updated annual Directory at this time allows us to provide the most current updates from local meetings which change committee years in January. This schedule also keeps the office workload more manageable by distributing important projects throughout the year.

We are sending a copy of the Minutes to every monthly meeting, preparative meeting and worship group in New England. It is available as a downloadable PDF at [neym.org/minutes](http://neym.org/minutes), or you may request a copy for your use by e-mailing [office@neym.org](mailto:office@neym.org) or calling Office Manager Sara Hubner at [508-754-6760](tel:508-754-6760). This letter-sized document is ready to be inserted into a three-ring binder.

As always, if you have suggestions for improving how this important information is updated, published and shared, please don't hesitate to share them with us. Corrections or additions of any information may be sent to [office@neym.org](mailto:office@neym.org) or mailed to the NEYM office at the address listed in this document.

In the coming year and always, may our work supporting New England Friends and Friends Meetings be fruitful, grace-filled and joyful.

In faith and service,



Noah Baker Merrill  
Yearly Meeting Secretary

---

## Contents

<b>Sessions</b> .....	<b>2</b>
2015 New England Yearly Meeting Sessions Schedule.....	2
2015 Sessions Coordinators, Officers, Speakers & YM Staff.....	3
<b>Minutes</b> .....	<b>4</b>
Minutes of the Annual Sessions .....	4
Approved Budget and Related Information.....	28
Unity Agenda .....	35
<b>Annual Reports</b> .....	<b>36</b>
Staff Reports .....	36
Committee and Board Annual Reports.....	44
Representatives to Other Friends Organizations .....	71
<b>Memorial Minutes</b> .....	<b>73</b>
<b>Approved Nominating Slate</b> .....	<b>82</b>
<b>Epistles</b> .....	<b>87</b>
<b>Index</b> .....	<b>93</b>

## 2015 New England Yearly Meeting Sessions Schedule

	Saturday, August 1	Sunday, August 2	Monday, August 3	Tuesday, August 4	Wednesday, August 5	Thursday, August 6
6:30-7:00			6:30-7:00 <b>Early Morning Worship</b> (See YM News for locations)			
6:45-8:45			6:45-8:45 <b>Breakfast</b> (Huden Dining Hall)			
8:30-11:30	<p>9:00 <b>Registration begins*</b> (Fine Arts Center Lobby)</p> <p>9:30 <b>Permanent Board</b> (Stafford Auditorium) &amp; <b>Ministry &amp; Counsel</b> (Jeffords Auditorium)</p>	<p>8:30-9:00 <b>Registration*</b> (Fine Arts Center Lobby)</p> <p>9:00-11:30 <b>Worship</b> (Pavilion)                      - All-Ages Worship                      - Junior YM leaves (9:45)                      - Kirenia Criado, Cuba YM</p>	<p>8:30 <b>Bible Half Hour</b> with Peterson Toscano (Fine Arts Center) transitioning worshipfully into...</p> <p>9:00-11:30 <b>Meeting for the Conduct of Business</b> (Fine Arts Center)</p>	<p>8:30 <b>Bible Half Hour</b> transitioning worshipfully into...</p> <p>9:00-11:00 <b>Meeting for Business</b></p> <p>11:00-11:30 <b>Concluding Worship</b> (all ages)</p>		
11:15-1:45	<p>11:30-1:45 <b>Lunch</b> (Huden Dining Hall)</p> <p>1:30 <b>Registration closes*</b></p>	<p>11:15-1:45 <b>Lunch</b> (Huden Dining Hall)</p> <p>12:45 <b>Orientation</b> for first-time attendees (Jeffords Auditorium)</p>	<p>11:15-1:45 <b>Lunch</b> (Huden Dining Hall)</p>			<p>11:30-1:00 <b>Lunch and Room Key Return</b> (Huden Dining Hall)</p>
1:00-4:45	<p>2:00 <b>Meeting for Worship</b> (Jeffords Auditorium)</p> <p>3:00 Shriners Parade on Main Street</p> <p>4:30-6:45 <b>Registration continues*</b></p> <p>Check YM News for orientation schedules &amp; locations</p>	<p>1:30-2:30 <b>Plenary Panel</b> (Pavilion) followed by small group sharing in...</p> <p>2:45-4:15 <b>Anchor Groups</b> (Leavenworth/Jeffords)</p>	<p>1:30-2:45 <b>Anchor Groups</b> (Leavenworth/Jeffords)</p> <p>3:00-4:00 <b>Afternoon Opportunities</b> (Leavenworth)</p> <p>4:00 <b>Afternoon free time Meeting</b> (Fine Arts Ctr)</p>	<p>1:30-2:45 <b>Anchor Groups</b> (Leavenworth/Jeffords)</p> <p>3:00-4:00 <b>Mid-Week Worship</b> (Fine Arts Center)</p> <p>4:00 <b>Afternoon free time</b></p>	<p>1-3:00 <b>Permanent Board</b></p> <p><b>Youth Programs</b>                      Su: 8:45-11:45 a.m. &amp; 1:30-4:45 p.m.                      M-W: 8:00-11:45 a.m. &amp; 1:15-4:15 p.m.                      Th: 8:00-11:00 a.m.</p> <p><b>Junior High YM, Junior YM, Young Friends, Young Adult Friends:</b>                      See respective schedules</p>	
4:45-6:45			4:45-6:45 <b>Dinner</b> (Huden Dining Hall)			
6:00-9:00	<p>6:45 <b>Opening Celebration</b> (all ages) (Fine Arts Ctr)</p> <p>7:30 Children &amp; youth staff leave</p> <p>8:00-9:00 <b>Anchor Groups</b> (Leavenworth)</p> <p>8:00-10:00 <b>Registration</b></p> <p><b>Continues*</b> (Fine Arts Center Lobby)</p>	<p>6:15 <b>Vespers</b> Singing for all ages (Stafford)</p> <p>7:00-9:00 <b>Meeting for Worship for Business</b> (Fine Arts Center)</p> <p>9:00 <b>Evening Opportunities</b> (Leavenworth)</p>	<p>6:15 <b>Vespers</b> Singing for all ages (Stafford)</p> <p>7:00-9:00 <b>Coffee House</b> all ages (Fine Arts Ctr)</p> <p>9:00 <b>Evening Opportunities</b> (Leavenworth)</p>	<p>6:15 <b>Vespers</b> Singing for all ages (Stafford)</p> <p>7:00-9:00 <b>Meeting for Business</b> (Fine Arts Center)</p> <p>8:30-10:30 <b>Contradance</b> (Pavilion)</p> <p>9:00 <b>Evening Opportunities</b> (Leavenworth)</p>		
9:00-11:00						
<p>* <b>Registration Hours</b>   <b>Saturday</b> (Fine Arts Center Lobby): 9 a.m.-1:30 p.m.; 4:30-6:45 p.m.; 8-10 p.m.   <b>Sunday</b> (Fine Arts Center Lobby): 8:30-9:30 a.m.; 11:30-1:00 p.m.; 4:30-5:30 p.m.; 7-9 p.m. <b>Monday-Wednesday</b> (Fine Arts Center Lobby): 9:30-10:30 a.m.; 4:30-5 p.m.   For registration needs outside these hours, please contact the Registrar well in advance at registrar@neym.org or 978-494-6396 to make alternate arrangements.</p>						
<p>** <b>Yearly Meeting News</b>   Published Saturday through Wednesday mornings at breakfast and on the web at neym.org/sessions, with information about events at Sessions. Deadlines for submissions: Sunday, Monday and Tuesday at 1:30 p.m. Drop off materials at the Info Desk, located in the Fine Arts Center Lobby on Saturday and in the Campus Center Sunday through Wednesday. Announcements, notices and flyers not specifically related to Sessions will not be included in the YM news. Please check with the Info Desk for where to post these items.</p>						

## 2015 Sessions Coordinators, Officers, Speakers & YM Staff

Access Needs Coordinator	Jana Noyes-Dakota
Accounts Manager	Frederick Martin*
Bible Half Hour Speaker	Peterson Toscano
Bookstore	Dulany Bennett & Virginia Bainbridge
Children's Bookstore	Jean McCandless & Karen Sargent (mgrs), Christopher McCandless
Clerks	Jacqueline Stillwell (presiding), Rachel Walker Cogbill & Will Taber (recording), Susan Davies & Andrew Grannell (reading)
Communications Technology Coordinator	Jeffrey Hipp*
Housing Coordinator	Katherine Fisher
Information Desk	Eric Edwards, Chris Jorgenson, Emily Neumann
Office Manager	Sara Hubner*
Pastoral Counselor	Kevin Lee
Plenary Room/Display Coordinator	Tom Jackson
Registrar	Susan Woodrow
Religious Education Coordinator	Beth Collea*
Sessions Committee Clerk	John Humphries
Sessions Coordinator	Kathleen Wooten*
Sessions Office Assistants	Kenneth Glover, Sue Reilly
Shuttle Coordinator	Barbara Dakota
Spanish Interpreters	Mary Hopkins, Benigno Sánchez-Eppler
Treasurer	Benjamin Guaraldi
Volunteer Coordinator	Mary Chenaille
Youth Coordinators	Gretchen Baker-Smith* (Junior High YM), Betty Ann Lee (Junior YM), NiaDwynwen Thomas* (Young Friends/YAF) YM News Editor Liz Yeats
Yearly Meeting Secretary	Noah Baker Merrill*

\* YM Staff

### Child Care

Coord: Kimberly Walker-Gonçalves  
Bob Irwin  
Christine Hamilton  
Rainer Humphries  
Holly Lapp  
Whitney Mikkelson  
Zan Walker-Gonçalves  
Greg Williams

### Junior High Yearly Meeting

Coord: Gretchen Baker-Smith\*  
Anne Anderson  
Dylan Anderson  
Michael Anderson  
Buddy Baker-Smith  
Steve Ball  
Adam Kohrman  
Doug Lippincott  
Sarah Proulx

Wendyl Ross  
Russell Weiss-Irwin  
**Junior Yearly Meeting**  
Coord: Betty Ann Lee  
Carol Baker  
David Baxter  
Brad Bussiere-Nichols  
Margy Carpenter  
Rebecca Edwards  
Lisa Forbush-Umholtz  
June Goodband  
Ruth Mabilia Heath  
Avery Johnson  
Elizabeth Kantt  
Amy Lee-Vieira  
Felice Lopez  
Paula Rossvall  
Laura Street  
Jay Vieira

### JYM Afternoon Choices

Cynthia Rankin  
Peter Cook  
Kara Price

### Young Friends

Coord NiaDwynwen Thomas\*  
Asst Coord: Hilary Burgin  
Tom Antonik  
Peter Colby  
Denny Dart  
Allon Dubler  
Ted Gill  
Nils Klinkenberg  
Rocky Malin  
Elaine Mar  
Regina McCarthy  
Kate Murray  
Meredith Noseworthy  
Hel Staab

## Minutes of the Annual Sessions

### Saturday Evening, August 1, 2015

Following an opening worship, Jacqueline Stillwell, presiding clerk, welcomed us to the 355<sup>th</sup> annual session of New England Yearly Meeting Religious Society of Friends at Castleton State College in Castleton, Vermont. She introduced our theme, “Living into Covenant Community.” She began with a prayer of gratitude, “Dear God thank you for this time together, for sharing your abundant love, for the opportunity to step into it and be transformed,” and encouraged us to be faithful in living into our gifts and areas of discomfort.

**2015-1** Jacqueline Stillwell introduced the rest of the clerks’ table: reading clerks Susan Davies (Vassalboro) and Andy Grannell (Portland), recording clerks Will Taber (Fresh Pond) and Rachel Walker Cogbill (Plainfield).

**2015-2** The reading clerks called out the names of monthly meetings and worship groups by quarter, and we rejoiced as each group stood and waved. We were excited to welcome many newcomers. Throughout the week the following visitors were introduced and welcomed:

Joseph Andugu, Central YM, Kenya  
 Jennifer Bowman, Camden Friends MM, Philadelphia YM  
 Mary Foster Cadbury, Bulls Head-Oswego MM, New York YM  
 Rob Cox, University of Massachusetts  
 Laura Everett, Massachusetts Council of Churches  
 Sharon Frame, Resident Friend, FM at Cambridge; Gwynedd MM, Philadelphia YM  
 Elizabeth Melanie Gifford, Adelphi FM, Baltimore YM  
 Sallie Gordon, Fallsington FM, Philadelphia YM  
 Sylvia Graves, West Newton Friends, Western YM  
 Dale Graves, West Newton Friends, Western YM  
 Caroline Jones, Northeast London Area Meeting, Britain YM  
 Emma Condori Mamani, Bella Vista Friends Church, Chasquipampa MM, Santidad Amigos YM, Bolivia  
 Francis O’Hara, Central Fingerlakes FM, New York YM  
 Anita Paul, Schenectady MM, New York  
 Kirenia Criado Perez, Havana MM, Cuba YM  
 Anne Pomeroy, New Paltz MM, New York YM  
 Emily Provance, 15th Street MM, New York YM  
 Gretta Stone, Doylestown MM, Philadelphia YM; attending Plainfield (VT) MM  
 Peterson Toscano, Pennsdale FM, Philadelphia YM  
 Elizabeth Yeats, FM of Austin, South Central YM

### Organizational Representatives

José Aguto, FCNL  
 Beverly Archibald, FUM General Board, Manhattan FM, New York YM  
 Christine C. Greenland, Tract Association of Friends  
 Dustin Lemke, FGC, Tampa FM, Southeastern YM  
 Julia Neumann, FCNL  
 Richelle Ogle, AFSC  
 Gloria Thompson, FWCC Section of the Americas, Northeast Region coordinator; Manhattan FM,  
 New York YM  
 Martha Yager, AFSC North East Region, Weare MM, NEYM

**2015-3** The clerk invited us to reflect on changes over the past year, to see what we are growing into, and to shift and let go so others can grow into new spaces, too.

**2015-4** John Humphries (Hartford), Sessions Committee clerk, gave an overview of the coming week, glad that we can be a second time at the same place. The Sessions Committee prepared our theme, “Living

into Covenant Community.” Each year there are new events; this year’s changes include the Memorial Minutes in a special worship session, coffee house on Tuesday evening as a time for the whole community to gather, a return to a contradance, and a new focus on the Campus Center as a gathering place. The website [neym.org/sessions](http://neym.org/sessions) is serving as a source for the latest and greatest news about Sessions.

**2015-5** Noah Baker Merrill (Putney), Yearly Meeting Secretary, announced how one aspect of Sessions as a covenant community is sharing our gifts with each other by having an on-call support team for medical, pastoral and emotional needs. The back of our nametags has contact information for the on-call support team. This includes support for those who have experienced abuse, as that topic will come up with one memorial minute. Jean McCandless (Burlington) and Carolyn Stone (Wellesley) are offering a workshop for child safety in Meetings. Noah quoted Marge Piercy: “I love people who harness themselves to a heavy cart, who strain in the mud and muck to do what has to be done, who submerge themselves in the task.” Our Yearly Meeting is blessed with such people in our year-round staff.

**2015-6** Noah welcomed the Gender Inclusivity Working Group, all of whom shared their preferred pronouns. Clark Reddy (Beacon Hill) introduced the work of the group: to embrace the invitation to live into a covenant community by welcoming people of all genders and no gender, which translates at this Sessions into a focus on bathroom needs, nametags with options for preferred pronouns, training on gender and language, maps of the gender-free bathrooms, listening sessions Sunday on gender, a workshop on Monday afternoon, and gender elders as a resource, wearing pins that say “Hey, you can talk to me about gender.” We were asked not to put people on the spot with questions, but to seek someone with a resource button. We were invited to pick up a gender information sheet for more information.

**2015-7** Kimberly Walker-Gonzalez (Northampton), Childcare coordinator; Betty Ann Lee (Westport), Junior Yearly Meeting coordinator; Gretchen Baker-Smith (Westport), Junior High Yearly Meeting coordinator; and NiaDwynwen Thomas (Beacon Hill), Young Friends coordinator, introduced their staff for Sessions, and each age group paraded away to begin the week’s adventures as the body sang *Spirit, We Adore You*. Parents are welcome to visit the programs.

**2015-8** The clerk explained that we will be appointing adults to visit our constituent youth yearly meetings, with two adults needed for each age group: 0–4-year-olds, kindergarten and 1<sup>st</sup> grade, 2<sup>nd</sup> through 4th grade, 5<sup>th</sup> and 6<sup>th</sup> graders, Junior High Yearly Meeting, Young Friends and Young Adult Friends. Sign-ups were posted in the foyer. Friends confirmed for these visitations may visit together or individually. They will collaboratively prepare a two-minute report for Thursday business meeting.

**2015-9** The clerk noted upcoming homework in the Advance Documents and explained our process for reading back minutes as we proceed through each session. Please hold all of us, and especially the clerks’ table, in worship as minutes are prepared.

**2015-10** After a moment of worship and approval of minutes, we adjourned to our anchor groups.

### Sunday Morning, August 2, 2015

**2015-11** Ministry and Counsel introduced our inter-generational worship. Kevin Lee (Westport), pastoral counselor, explained how, when we experience the loss of a person or pet, our memories are clear at first but grow fuzzy with time. Friends use memorial minutes to help us remember members of our community who have passed. He invited young people to share the names of people and pets that they have lost. Memorial minutes of three Friends were shared.

Kirenia Criado Perez (Havana Friends Church, Cuba YM) delivered a sermon from the parable of the sower in the synoptic gospels. She asked us: What are we sowing? Are they the seeds of instinct or the seeds of the Spirit? Is the soil prepared to accept and nourish God’s seeds? We are the seeds that God is sowing and we are also invited to be the sowers.

## Sunday Afternoon, August 2, 2015

**2015-12** Brian Drayton (Souhegan) introduced a panel who shared their experiences of covenant community. In the book *The Hitchhiker's Guide to the Galaxy*, there was a small fish called the babelfish that could be put into one's ear; the fish could hear an unfamiliar language and implant the meaning directly into the person's brain. Charity is a theological babelfish that allows us to hear with love what people are saying, even when they use unfamiliar or challenging language.

Brian said that covenant is a formal commitment to a relationship in which God is a partner. The details of the covenant are worked out in the living of it. There are a number of covenants in the Bible, but the underlying one is "You shall be my people and I will be your God." It must be so embodied in us that it is revealed in our actions, deeds and words.

Margaret Hawthorn (Monadnock) told how she first came to Friends in 1964 and found that the people she met there were the people that she wanted to be. She found that she was entering into a covenant of mutual support that included early Friends who inspired her and current Friends who supported her in difficulties and transformations. She spoke of how reading the words on her marriage certificate helped her as she struggled in difficult times in her marriage. The day after her daughter was murdered in 2010, she issued a statement that said, in part, "We will not turn to hatred." This was partly out of self-preservation, because if she turned to hatred she could end up in a place from which she could not return. Before the sentencing hearing for the man who murdered her daughter, her meeting held a meeting for worship in the courthouse. They had a minute in which they promised to pray for this man that he might find peace in his heart. She and members of the meeting signed it, as did the judge and the prosecutor and members of the man's family. Signing it reminded her of when she signed her wedding certificate. She finds now that when she speaks, it is her voice and it is also the voice of Quaker covenant.

In 2001, Gina Nortonsmith (Northampton) and Heidi Nortonsmith (Northampton), with others, sued the state of Massachusetts to have the legal right to marry. They knew that Northampton Meeting would support them. The suit attracted local, national and international attention. Their Quaker background helped them in responding to both their well-wishers and those opposed to them. Living under scrutiny was difficult because it meant that they had to be "on" all the time. The meeting provided a safe space that allowed them to be real. It was a place where they could speak of their own doubts and questions and drop the public facade they had to present. Their lawyers once requested that they stand in a small counter-demonstration outside a meeting organized by the Catholic bishop to oppose their suit. It was a bitterly cold January day when they mentioned at Northampton Meeting that they would be doing this that afternoon and 20 people spontaneously joined them. In spite of the support from their monthly meeting, they felt that often they were invisible to NEYM, even as the Yearly Meeting was wrestling with issues with Friends United Meeting regarding gay, lesbian and transgendered people. In part this was because they had difficulty knowing how to raise the issue. Looking back, they wish that they had had a travel minute from their monthly meeting or another formal process to bring their work to the Yearly Meeting. It is hard to remain in a community where your humanity is not recognized.

Callid Keefe-Perry (Fresh Pond) was attracted to Friends while he lived in Rochester, NY. He found himself among a people who took seriously things that were important to him. While attending a meeting retreat, some traveling ministers told him they felt he was stewarding spiritual gifts. When he asked them what was meant they said, "We are naming what we can see. It is like saying that you have two arms. We thought you should know." He asked other people in the meeting what this meant and they did not know either, but they were willing to work with him to figure it out. Eventually the meeting came to adopt a travel minute for him that was endorsed by the quarterly and yearly meetings, yet there were still some Friends in the meeting who had questions: "We do not do this. Why bother? What makes you so special?" The Friends with questions felt unheard. If we disregard the voice of the uncomfortable we have failed. Fortunately failure is a process and not an achievement and we can work to overcome it. Our communities are what they are now and what they will become. God casts seed extravagantly on ground far beyond where we think it could possibly grow. That is the covenant to which we are called.

## Sunday Evening, August 2, 2015

**2015-13** We opened in worship, hearing an excerpt from the epistle from the 2015 annual meeting of the the Europe and Middle East Section of Friends World Committee for Consultation.



**2015-14** We welcomed visitors and heard a letter of introduction for Mary Foster Cadbury from Bulls Head-Oswego Monthly Meeting, New York Yearly Meeting.

**2015-15** We reviewed the procedures for speaking in business meeting, hearing the ten advices on corporate discernment from our 2014 *Interim Faith and Practice*.

**2015-16** The Unity Agenda was introduced in preparation for approval later this week. The nominating committee slate will not be a part of the Unity Agenda. The clerk announced a modification to the bank minutes to add the name of our proposed new treasurer where appropriate.

**2015-17** The presiding clerk commented that there is much Life throughout our Yearly Meeting at the individual, monthly and quarterly meeting levels. In this Life, the power of climate change ministry is evident throughout the Yearly Meeting. She introduced a panel of Friends who presented examples of ministry and witness on climate change.

Emily Newman (Fresh Pond), member of the Young Adult Friends Working Party on Climate Change and convener of the panelists, shared the two queries she posed to the panelists: What does it mean to be a Quaker and do climate work? How do we bring our faith into that work? She started with a story, sharing a day in the life of the Pipeline Pilgrimage when the group, discouraged with a looming hill at mile 17, was greeted with snacks and water, and how she appreciated signs that said “thank you.” Daily morning worship expanded to also include walking worship, and the impact of it grew into a journey of faith. It broke her open. The group found the strength of “ten griches plus two,” to quote Dr. Seuss.

Brian Drayton has been involved with climate education for almost 30 years. As urgency and fear grew, he felt action was essential to his spiritual health, and that others were engaged in the same struggle to deal with the emotional and spiritual challenges of climate change. Even hardened professional educators asked for spiritual help and he found that Quakerism offers resources for dealing with climate change and the paralysis that comes with this task. Wait for light to arise, act on it however small, be prepared for discomfort, tell each other stories and reach outside our comfort zones to meet others.

Elizabeth Claggett-Borne (Cambridge) traveled from political despair to making a Quaker witness. She learned to open her eyes and be ready. When running she saw a sign quoting scripture: “The tree of life is planted on both sides of the river, and the leaves of the tree are for healing all nations.” She found she needed to do internal work before outward action. She held protesters in prayer publicly and walked for change. She found community and acting out of joy to be key.

Alan Eccleston (Mt. Toby) illustrated the disproportionate use of energy by our country. We do not need to wait for the government to do what is right. With the support of his meeting he started a voluntary carbon tax along with seven others, and it helped him feel that this was his covenant community. Six other meetings are now doing this and have distributed many dollars. Other congregations are now starting to follow this example. He urged us to look at the Connecticut Valley Quarter minute on climate change and its queries.

Our presiding clerk closed with appreciation for hearing the stories of these friends. She encouraged us to talk with each other about our ministry and witness, and to find the Christ within us who acts.

**2015-18** The clerk introduced her practice for discerning which quarterly meeting minutes are brought forward to Yearly Meeting Sessions. Some minutes that ask for very specific action and are grounded in a widespread Yearly Meeting concern that is previously documented are brought directly to Sessions. Other minutes are forwarded for wide circulation and discernment among the monthly and quarterly meetings before coming to the Yearly Meeting for action.

**2015-19** Five quarterly meeting clerks shared reflections on the States of Society in their quarters. Some shared information about the minutes they have forwarded to other quarters for consideration, in anticipation of future action by the Yearly Meeting. The minutes are available with the Advance Documents at [neym.org](http://neym.org).

The reading clerks read a report from Kathryn Olsen (Yarmouth) about Sandwich Quarterly Meeting. Is the quarter vibrant? Restorative justice and fun days may provide an avenue here.

Jay Smith (Concord) reported for Dover Quarterly Meeting that one part of its life is in the All New Hampshire Gathering. They have worked to support one small meeting, and laid down a worship group. The

clerk is exploring with monthly meetings how a renewed Quarterly Meeting Ministry and Counsel could help some small meetings with no Ministry and Counsel of their own.

Connie Kincaid Brown (Hanover) presented the minutes that Northwest Quarterly Meeting has forwarded to Yearly Meeting. These include: Gun Safety; Campaign Finance Reform and Constitutional Rights of People, not Corporations; Climate Change; Israel and Palestine; and Supporting Boycott and Divestment of Products Supporting Continued Israeli Occupation of Palestinian Territory. The Quarter is also working on the Doctrine of Discovery. They have experimented with restructuring their committees and procedures. They have moved monies to different concerns including religious education, an emergency loan fund, and to support Palestine. They also have an annual intergenerational retreat.

Pat Wallace (New Haven) shared how moving it was for them to get responses to Connecticut Valley Quarter's Climate Minute, sent around to other quarterly meetings in 2014. The Quarter has also taken a public position against the proposed pipeline that would cross Woolman Hill property. Naming actions and being joyful and creative about them leads to vitality. Many other concerns are rising. The Quarter is also looking for ways to work with Friends Committee on National Legislation. They are glad that their concern on climate change has been heard and hope that the Yearly Meeting will act on it.

Salem Quarterly Meeting was presented by clerk James Gray (Framingham). They are missing the vibrancy of families and children and the meetings are getting older. How can the structures support all Friends, deepen our faith and build our communities? Working as individuals and together there are programs within the Quarter that can issue grants, provide Quaker education, share local minutes, support a youth group, and more. It is harder to find Friends to serve within the Quarter.

**2015-20** Jan Hoffman (Mt. Toby), clerk of the Faith and Practice Revision Committee, spoke as the corporate voice of the committee. She announced that there is now a large-print version of the *Interim Faith and Practice* with a study guide, and there will soon be an e-book edition. The many surplus copies of the 1985 Faith and Practice are available for free in the bookstore. After joyfully and faithfully clerking this committee for 14 years, Jan will be taking a sabbatical from this work. Her sense is that the committee is strong and centered and will move forward ably during her sabbatical.

The committee was led this year to focus again on the organization chapter (after having started with this in 2005). They offered a minute of exercise describing the new light they had this year on how to approach this chapter. They found they couldn't describe the meaning and purpose of our structures without coming to grips with the central role that ministry and counsel plays in nurturing the spiritual lifeblood of our meetings. Jan Hoffman then read excerpts from the introduction to the Queries for Ministry and Counsel offered by the committee. Meetings were asked to engage with this section and give responses to the committee.

Jan then read the general query: "How is our reluctance to acknowledge spiritual authority, to accept guidance, and to submit to the discipline of our meetings retarding our growth as a Society?" We held this question during our closing worship.

### Monday Morning, August 3, 2015

**2015-21** The reading clerk read from the 2014 Epistle of Aotearoa/New Zealand Yearly Meeting. Their gifted Maori name means "the faith community which stands shaking in the spirit." Growing points appear not only at the tip of a plant but also along the stem and branch and root. How can we make our testimonies of integrity, simplicity and sustainability real and visible within our society and in the wider world?

**2015-22** Noah Baker Merrill reported that Kevin and Betty Ann Lee have returned home and are seeing Kevin's doctor about complications subsequent to his cataract surgery. The situation is not an emergency but is critical. Friends are asked to pray for them and to hold in love and prayer the Junior Yearly Meeting staff as they adjust to the Lees' departure.

**2015-23** Janet Hough (Cobscook), co-clerk of Ministry and Counsel of Vassalboro Quarter, presented the report from Vassalboro Quarter. The Vassalboro Quarterly Meeting is currently functioning without a presiding clerk; the life is being carried forward by Quarterly Meeting Ministry and Counsel. Janet presented background for a minute of concern passed by the Vassalboro Quarterly Meeting, urging support for efforts to save the lives of Ugandan gay and lesbian people who are being persecuted by the Ugandan government. The Quarter came to clarity to actively support the work of Olympia Monthly Meeting, Washington State, in their

efforts to provide safe transport for persecuted gays and lesbians. Diane Dicranian (Winthrop Center) read the Vassalboro QM minute:

**Minute of Concern on Lesbian, Gay, Bisexual, Transgendered (LGBT) Ugandans**

Vassalboro Quarterly Meeting holds a deep concern over the Ugandan Government's continued targeting of the Lesbian-Gay-Bisexual-Transgender (LGBT) population in Uganda. The Ugandan government has created a climate where the life, freedom, and human dignity of all LGBT Ugandans, and those who support and assist them, are at immediate risk. We are distressed by the plight of LGBT citizens who have been forced to leave their homes, denied basic rights, been beaten, imprisoned or killed, and who live in constant fear of further reprisals. We abhor and are appalled by the violent, unjust, and inhumane actions of the Ugandan government as it terrorizes its own citizens.

Washington State's Olympia Monthly Meeting has created a "Friends New Underground Railroad" (FNUR) to aid LGBT Ugandans and their allies who are fleeing their homeland for their lives and safety. The purpose of the FNUR initiative is to financially support Ugandans helping to save Ugandans.

We ask that New England Yearly Meeting Friends, both individually and through their monthly meetings, learn more about the plight of LGBT Ugandan's by visiting the Olympia Meeting's site <http://friendsnewundergroundrailroad.org>.

The website contains background information and reports on current activities. We also ask that individuals and monthly meetings prayerfully consider if they are led to financially support the work of the Olympia Monthly Meeting and the FNUR and to take action in accordance with their leading.

NOTE: In May 2015, Olympia Friends changed the name to the "Friends Ugandan Safe Transport Fund." The old FNUR web address now links to a new website, <http://friendsugandansafetransport.org/>

**2015-24** Friends appointed the visitors to the other gatherings which comprise NEYM.

**2015-25** The clerk asked for names of people who are unable to attend our Sessions so that we may prepare and send cards of greeting to them. As we heard the names spoken, we sensed their spirit among us.

**2015-26** Noah Baker Merrill, Yearly Meeting Secretary, reported on his work. He began with a passage from our history. We hear of a great people to be gathered. Are we ready? How do we know that God speaks to us? If we want to be relevant to our times we must be able to answer these questions. We need to be possessors of the Truth and not just professors. Who will bring in the harvest? It is up to each of us. Only by our actions can we make love visible. This message was from the minutes of NEYM 1968.

Noah brought out a rope. He has been thinking about mountain climbing, and how it relates to the work of the Yearly Meeting. Sometimes it seems that there is no way forward and no way back. It is important, when we have made progress, to drive a spike in a sure spot to hold us when we fall later on, because we *will* fall. But when we fall, we fall into the hands of a living God. We have a wonderful and terrifying opportunity to hammer in a new spike during our Sessions this year. How can we liberate the spirit to work among Friends in New England?

**2015-27** Suzanna Schell (Beacon Hill) reported for the Legacy Gift Committee. The committee was charged in 2014 to develop a vision and guidelines and report back to 2015 Sessions.

We approved the following vision and purpose:

The purpose of the Legacy Gift Funds is to support the ministries of New England Yearly Meeting Friends, both within and beyond our region.

Guided by our living testimonies, we seek to strengthen our Witness through the funding of public and released ministry, beginning with attention to Racism and Climate Change and understanding that this is a starting point and concerns beyond these may also be funded. We seek to nurture our beloved community through the support of education, outreach, released ministry and meetinghouse projects. The Legacy Funds will serve as potent seeds to help Friends answer God's call in our time and to strengthen the new life that is already rising up in our Yearly Meeting.

**2015-28** The Legacy Gift Committee recommended renaming Legacy Fund A as the "NEYM Fund for Released Ministry" and that Legacy Fund B be renamed the "NEYM Future Fund." Given the experience of the

Yearly Meeting in administering loans, the Legacy Gift committee recommends that all disbursements be in the form of grants. The Legacy Committee will begin to disburse the NEYM Future Fund and continue over the next three years or until the funds are exhausted. Both of these funds are expected to support the work of the Yearly Meeting at all levels.

Friends approved these recommendations of the Legacy Gift committee.

**2015-29** Holly Baldwin (Fresh Pond), clerk of Permanent Board, introduced Sarah Gant (Beacon Hill), the incoming clerk of Permanent Board. Holly reported on the work of the Permanent Board. A lot of the business that we do in Sessions comes to us through the ongoing work of Permanent Board.

**2015-30** Rebecca Leuchak (Providence) reported on the work of the Ad Hoc Committee on the Student Loan Fund. NEYM has had a student loan fund for 125 years, but this has ceased to work as it was originally intended. After extensive consultation, the Ad Hoc committee heard that a grant program would be useful. They also heard that a maximum grant of \$2,000 would be useful to recipients. They recommend that the NEYM Student Loan Committee and the funds be repurposed.

Friends approved the following recommendations:

The monies currently held by the Student Loan Committee, and the income coming back to this fund, will be spent down to give grants for post-secondary education or training.

We propose that the funds remaining from the Student Loan Program be used for grants to students seeking post-secondary educational/training advancement who are either: 1) members of monthly meetings within NEYM, 2) children of members of the meetings within NEYM, or 3) persons who have been active in the life of a meeting within NEYM or the programs of our Yearly Meeting. The total amount of award money available in the first year of the program will be \$30,000, and the same amount of \$30,000 will be available in the second year, with any remaining funds to roll over to a subsequent year. This schedule will continue until all funds are paid out. Individual grants will be awarded up to a maximum of \$2,000 each, unless the remaining available funds are insufficient to provide that amount to all successful applicants. In that event, the available funds will be divided equally among the successful applicants. The fund will be spent out over a period of several years.

The grant program will be administered by a subcommittee of Permanent Board composed of three to five members.

We propose that the stipulations of the old loan program be continued in total. Permanent Board will oversee the repayment of loans and relationship with borrowers. Accrual of interest in existing loans will be discontinued. In the case where repayments of loans under the old program are entered into the bank account after the grant program is ended, this money shall be transferred to the General Operating Fund of NEYM.

**2015-31** Friends approved laying down the Student Loan Committee.

Part of the difficulty in laying down this work resulted from the restrictions on the original gifts. Friends were encouraged, if they are able to leave legacies to the Yearly Meeting, to leave them unencumbered and trust to the discernment of the body in future years.

**2015-32** Lisa Graustein (Beacon Hill) reported for the Structural Review Committee. Friends accepted the following report of the committee and asked Permanent Board to continue the work in this area:

After listening to Friends and looking at the common themes that emerged, the Structural Review Committee focused on three primary areas of structural change to be approved for further development: 1) support and resources for monthly meetings, 2) our committee structure, and 3) NEYM-wide gatherings. We also heard the very clear need for more and more-effective communication throughout all of NEYM.

1) Monthly meetings are the heart of Quakerism in New England. While we have several programs for supporting monthly meetings, we need to invest more resources—staff time, funds, training, materials, etc.—in our meetings. Different monthly meetings have different needs and a larger, stronger, better-staffed system of support will allow all our meetings to grow and thrive. We need to prioritize providing resources to monthly meetings and significantly increase staff support to monthly meetings.

2) Nominating Committee has been overwhelmed with the task of finding members to serve on our 26 committees and often falls into filling slots instead of having the time and resources to seek out and lift up gifts. We are exploring the idea of grouping committees with similar charges into clusters, allowing us to provide specific training, support, and move some work into shorter-term working groups. This will create a more functional workflow, foster collaboration, and allow for different levels of commitment and engagement, making committee service more accessible and dynamic. We need to release Nominating Committee from filling slots and instead focus their work on raising up gifts and leadership for committees, including naming clerks and recording clerks.

3) We heard that August Sessions are not logistically possible for many Friends with seasonal jobs and that many Friends yearn for more connection throughout NEYM. We propose the addition of two more NEYM-wide gatherings of Friends during the year and an increase of support for quarterly meeting programming and gatherings. These could be a time for worship, spiritual nurture, exploration of issues salient to Friends and community building. The logistics and resources required in organizing such gatherings are significant and it will take time to fully develop these additional gatherings.

Finally, it was clear from what we heard that how we act towards each other has an equally profound impact on the life and health of NEYM as our structure does. We can make all the structural changes we want, but if we do not pay attention to how we interact—how we welcome newcomers, help younger Friends make the transition into adulthood, communicate with each other, etc.—our structural changes will not have much impact. Although these observations about our culture are outside the scope of our charge, they emerged as an important part of our work to share with the Yearly Meeting.

**2015-33** Friends closed the session with worship.

### Monday Evening, August 3, 2015

**2015-34** We opened in worship hearing the 2015 epistle from Central and Southern Africa Yearly Meeting, which in addition to noting the blessings of the earth near Johannesburg, spoke of the yearly meeting undergoing a spring cleaning, a spring cleaning that fit them to a new 21<sup>st</sup>-century world with a fruitful, revitalized nominations process, created fresh procedures which do not waste energy, and kept only necessary yearly meeting offices. Local meetings then could provide a rich crop of potential names for these few offices.

**2015-35** Marian Baker (Weare) introduced a panel on creating gospel order, including people who represent us to other groups and some who have travel minutes.

Greg Williams (Beacon Hill) shared his ministry on racism. He recommends the book *Between the World and Me*. To quote, “Very few Americans will directly proclaim that they are in favor of black people being on the street, but a great number of Americans will work hard to preserve this dream.” It is not his dream as a person of color, nor should it be ours as Quakers. We have never had a real discussion on racism at NEYM. We have come close, but not close enough. Greg shared that he was annoyed. Racism drains spiritual energy. We don’t hear the positive. Our job is to make the peace testimony live. We need to go out and live what we believe. If we speak out on critical issues that need to be heard, it might help us have more people of color be here. We need to stand for Truth, although it may hurt at times. If we stand as a community we can support each other through the hurt.

Nancy Shippen (Fresh Pond), our representative to the Friends Peace Teams Council, asked for a moment of reflection on this, the one-year anniversary of the ISIS invasion of Sinjar, Iraq, resulting in many deaths and a flood of refugees. Nancy came to Friends Peace Teams through her work in the Alternatives to Violence Project, which she considers Friends’ best gift to the world since the Peace Testimony. She asked the many facilitators of AVP present to stand and be recognized for their service. She described the structure of Friends Peace Teams whose council supports three initiatives: the African Great Lakes Initiative, Peacebuilding *en Las Americas*, and the Asia West Pacific Initiative. Nancy currently serves as the assistant clerk of the Friends Peace Teams Council. She invited all to learn about this powerful work through available reading material, an interest group, and contacting her about ways monthly meetings can become involved.

Kaj Telenar (Wellesley), NEYM representative to Friends Committee on National Legislation, told us FCNL is our voice on Capitol Hill and it has been around since 1943. It is the largest religious lobby in the country, and has many interns. One program taps the energy and wisdom of Friends around the country. Anyone can be trained in their workshops to learn how to better lobby our representatives. The Peaceful

Building Program tries to teach people how to prevent wars, something rather surprising to some of the politicians at first. We were asked to follow up on the FCNL action alerts.

Susan Furry (Northampton and Smithfield) told us New England Yearly Meeting has been blessed with an elder, Bruce Kay, who read her travel minute: “to travel among Cuban Friends in God’s love in order to better understand their lives, to learn from them and to be obedient to the leadings of Truth which may arise.” She has been going there since 1990, when she was in one of the first groups to go. The Cubans see her as a minister, and she preaches, teaches Sunday school, visits, listens and prays. She needs to be ready when she is asked to speak. God gives her the words.

Susan asked Kirenia Criado Perez (Havana, Cuba YM) to share the NEYM ministry to Cuba from a Cuban perspective. “The reason why we Cubans want to come is because it is exciting and we have had an exchange going for many years. The Puente de Amigos has never had an embargo. You cannot embargo the Spirit. So many friends have come to Cuba; it is a culture of peace, a bridge. The readiness of the ministers you have sent us has always been to become a part of our church, not to export who you are. I come to be a living letter of recommendation for the ministers you have sent here.”

Rachel Carey-Harper (Barnstable) spoke for the Minute 52 Working Party on a Journey of Healing, part of the Racial and Social Justice Committee. In 2013 New England Yearly Meeting passed Minute 52 to begin taking action to heal the wounds with the indigenous people. Rachel read a quote from Eleanor Godway (Hartford), one of the many workshop participants in this journey of healing program:

### **Reflections on Participation in the Journey of Healing**

As New England Yearly Meeting started to confront the Doctrine of Discovery, I felt overwhelmed. How can we ever think clearly about these evils with which we have been complicit for so long—from which we still benefit? Even as the mindset which holds them in place threatens to destroy the earth itself. ... In particular, as an Englishwoman, I also inherit, like it or not, the burden of the British legacy of imperialism and xenophobia and racism. But the Journey of Healing, the assigned readings and, especially, the workshops, have started to speak to this condition. The possibility of coming into right relationship with the people who have been living here since before the Europeans came, and, under their influence, with the earth itself, implies the healing of a woundedness which most of us have always carried inside, but which has been almost impossible to face. Is it true that evil can be overcome with good? I begin to think so. I feel privileged, awed even, experiencing the honesty and generosity of the Indigenous leaders, their unflinching naming of evil, and their steadfast looking forward, not back.

The success of the workshops depends on trust: in ourselves—we need all the courage we can muster; in the leaders as we let ourselves become vulnerable; the Native American leaders come to be with us, not to ask for a “handout,” nor a “hand up,” but to offer a handshake. And they trust us enough that we won’t hide behind defensiveness and guilt, so that we can see they are reaching out their hands. The exercises are scary and hard-hitting as we are pushed to question taken-for-granted assumptions and examine what our values really are, as well as confront deeply disturbing facts (such as the complicity of Quakers in the development of the policies of the Bureau of Indian Affairs and the legacy of the Penns). But the movement towards Truth feels like a release, a scraping away of accumulated deadness, painful but salutary, definitely a journey towards healing of the broken human community. I come away shaken, with tears in my eyes, and hope. I know this is a true leading, and am so grateful to those who are showing us the way.

**2015-36** Sara Smith (Concord), clerk of the Development Committee, thanked us for how we have changed our giving behavior. Friends gave more individually, \$134,764 in fiscal year 2014. Giving monthly makes a difference. The \$44,000 still needed for this fiscal year was illustrated by a human bar graph. Some Friends have offered a challenge gift to match funds up to \$10,000 for gifts from the people who have never given or who give more by September 30, 2015. A generous spirit is a blessing.

**2015-37** Holly Baldwin, clerk of Permanent Board, introduced the Long Term Financial Planning Committee. Christopher Gant (Beacon Hill), clerk of the committee, shared their progress. The committee introduced themselves and their meetings and affiliations, showing broad representation from across the Yearly Meeting. One came to the process with joy, saying the financial crisis is a gift; the need, when paired with our large reserves, lets Friends think more broadly about the Yearly Meeting as a whole. Another added that people don’t fund an unmet need. They fund a plan to meet the need; therefore we need a plan. The Finance Com-

mittee wanted to see more numbers, said another. We need to know what fruits we need to harvest and what monies are needed to help that harvest. Others added we can't make plans for a spiritual life unless the dollars are linked to the movement of the Spirit.

This past winter the committee asked Permanent Board to expand the charge of the committee. Statements of priorities for the Yearly Meeting were collected with gratitude from previous minutes, staff planning reports, long-range reports and other documents over the years. The committee named and grouped priorities. We heard their proposed core purpose and key priorities. We will continue our discernment later in the week.

**2015-38** We closed in worship.

### **Tuesday Morning, August 4, 2015**

**2015-39** The reading clerk read the epistle from New York Yearly Meeting 2015. They felt ease and unity after years of work. They were challenged to live from their spiritual core and become again Publishers of Truth. From their experience of worship arose the recognition of the injustices caused by racism and white privilege. They are coming under a concern to work against mass incarceration and extended use of solitary confinement. They sent a letter to Pope Francis asking him to repudiate the Doctrine of Christian Discovery.

**2015-40** We heard the travel minute for Dale Graves, from West Newton Friends Church, Western Yearly Meeting, who is traveling with a concern for the work of Friends United Meeting in Belize.

**2015-41** We heard reflections from our Yearly Meeting staff.

Nathaniel Shed (Vassalboro), Director of Friends Camp, spoke of what brings him joy. In February, the things that brought him joy were, "Did I hire the right staff? Will there be enough campers to make the budget? Will I complete this report in time?" But what gives him greater joy now is seeing plans drawn on the back of a napkin coming to fruition and seeing the growth in campers and counselors over time.

Beth Collea (Wellesley), Religious Education and Outreach Coordinator, said that the New England Quaker Outreach Pilot Project is under way. The meetings in the pilot are Concord (NH), Westport (MA) and Fresh Pond (MA). Inreach and outreach are always connected. They are starting to see blank spots such as a lack of adult education materials. Outreach efforts are springing up in many places. Yarmouth reached out to children to teach about peace during school vacation week. Every moment can be a moment for Quaker outreach. Be bold in our faith.

Gretchen Baker-Smith (Westport), Junior Yearly Meeting/Junior High Yearly Meeting Coordinator, reflected that when we announced the theme "Living into Covenant Community," she thought we could just call it JYM or JHYM. She told the story of a child who first came to a JYM retreat with extreme anxiety and how over the years his courage, along with the love and support of the children and staff, allowed him to grow and thrive.

Sara Hubner (Gonic), Office Manager, shared that it is hard to think of working with a database and sending emails as ministry, but there is a fine line between ministry and caring for one another in practical ways. She feels fortunate to be able to be working with and among people whom she loves.

Jeff Hipp (Souhegan), Communications Technology Coordinator, said that his transition to his new role has been one of listening and testing and having the community test and support him. He is thrilled to be able to do the work, and to know that he is more replaceable because the job description is less crazy. The work is not about him, but is about being faithful, and having what we need to be faithful to the ministries we are called to.

The clerk thanked all our staff for their continued work on our behalf, including staff members NiaDwynwen Thomas, Frederick Martin, Kathleen Wooten and Noah Baker Merrill, who did not offer reflections at this time.

**2015-42** Laura Everett, Executive Director of the Massachusetts Council of Churches, told us that other churches are struggling with the same issues that we are. She reminded us that Friends have gifts to share with other denominations, who need us to be the best Quakers we can be. We all need each other.

**2015-43** Dorothy Grannell (Portland), clerk of the NEYM Friends World Committee for Consultation Committee, introduced three of our representatives to Friends United Meeting, Friends General Conference and FWCC. Our representatives to these organizations are also those organizations' representatives to us. Ann Dodd-Collins (Winthrop Center) asked a series of questions to test our knowledge of the three organizations.

At the NEYM Treasurer's request, the representatives came together this year to discuss the formula that we have used to allocate funds between these organizations. These organizations are far different than they were in 1982. The old formula was based on the relative size of the budgets of each organization. Our contributions now do not reflect the relative needs of each organization or the value of each organization to us. The representatives came to the conclusion that we should divide the amount equally between the three organizations because each of these provide value to us and sustain us.

Ann Dodd-Collins reported on the many initiatives of Friends United Meeting (FUM). FUM provides a weekly Quaker devotional reading. It also publishes *Quaker Life*. North American Ministries is exploring having regional gatherings. Ramallah Friends School was founded by NEYM; we transferred responsibility to FUM when we could no longer support it ourselves. Is it possible that our struggle with the FUM personnel policy has resulted, not in the result we would look for, but in something good, such as our working group on sexuality and sexual ethics?

David Haines (Wellesley) spoke of the work of Friends General Conference. The FGC bookstore has moved to Pendle Hill. FGC has supported Quaker Quest, Spiritual Deepening, and Godly Play. Many Friends in New England participate in FGC Central Committee and are active in the FGC Gathering each summer. The theme for next year's gathering is "Be Humble, Be Faithful, Be Bold."

Dorothy Grannell spoke of the work of Friends World Committee for Consultation (FWCC). The International Representatives meeting will now be held every four years. This year it will be in Peru. FWCC supports a traveling ministries program of intervisitation. The Wider Quaker Fellowship is being incorporated more directly into FWCC. They will be continuing to publish pamphlets and other material online, in English and in Spanish.

**2015-44** New England Yearly Meeting acknowledges the incredible value of Friends General Conference (FGC), Friends United Meeting (FUM), and Friends World Committee for Consultation (FWCC) and the spiritual resources and opportunities they offer NEYM, its quarterly meetings and its monthly meetings. The connections between these organizations and NEYM enable the Spirit to work more fully within our communities, thereby enriching the Yearly Meeting.

Since the formula governing our contributions to these organizations was created in 1982, the focus and work of each of the organizations has changed dramatically. Each one provides unique and necessary programs and services to the Religious Society of Friends. This realization leads us to the following recommendation for a change the manner in which the NEYM contributions to FGC, FUM and FWCC are allocated, beginning with the FY 2016 budget.

Friends approved the following minute:

The contributions to the wider Quaker organizations of FGC, FUM and FWCC are to be divided equally.

This recommendation should be reviewed by the clerks of the respective committees (or their representatives) every three years, and any recommended changes made at annual sessions.

**2015-45** Members of the Development Committee led us in a rousing version of the new Quaker classic "How Can I Keep From Giving?"

***How Can We Keep From Giving?***

*(Adapted by the NEYM Development Committee)*

*Our life flows on in endless song  
Above Earth's lamentation.  
We hear the sweet tho' far off hymn  
That hails a new creation.  
Thru all the tumult and the strife,  
We hear the song of living.  
It finds an echo in our souls—  
How can we keep from giving?*



*When hearts leap up upon the news  
Of new abundance springing,  
When friends rejoice both far and near  
How can we keep from singing?  
No deficits will shake our calm  
While to our hope we're clinging.  
If each of us will give our share,  
How can we keep from singing?*

**2015-46** Ben Guaraldi (Beacon Hill), NEYM Treasurer, gave his report. He told people that if they laughed at his jokes he would go faster. We laughed. He has felt blessed to do this work for the past two years.

In both 2013 and 2014 we projected deficits of \$60,000. The actual deficits were \$29,631 and \$14,759. Will we do this again this year? Ben projects that we will fall short of this year's budget for monthly meeting contributions by \$9,000. He estimates that the total income of all Friends in New England is \$242,800,000. The entire NEYM budget is smaller than that of some churches in Boston. We have \$44,000 yet to receive in individual contributions from what we have budgeted this year. If everyone in NEYM gave an extra \$22 this year, we could eliminate our budget deficit. While we consider what we will be doing in the future, can we support what we are doing right now?

He finished by saying that this has been a long two years, but one of many gifts for him personally. What we are doing together is important. Sometimes it changes lives. Sometimes it saves them. Our organization and our budget isn't the only way to do this work, but it's the way we know now. Let's keep going on this journey together.

**2015-47** Jeremiah Dickinson (Wellesley) recommended for the Finance Committee that Shearman Taber (Beacon Hill) be the NEYM Treasurer. Friends approved.

**2015-48** Shearman Taber reported for the Finance Committee. The Finance Committee tries to follow the guidance of the Yearly Meeting but sometimes those instructions are not very clear. Different members of the Finance Committee have analyzed our budget figures for the last 10 years from our minute books. One predicts a rosy future; another projects doom and gloom.

When we begin to run a budget surplus, we intend to rebuild our reserves. It appears that we may still need to propose deficit budgets for the next several years.

Our general reserves may fall below one month's expenses sometime in the next several years. We would like to address this before it becomes an emergency. This is where we look to the work of the Structural Review Committee and the Long-Term Financial Planning Committee. It is our hope that the work of these committees will lead to greater contributions from monthly meetings.

Making cuts to the programs of the Yearly Meeting at a time when we are trying to grow and improve our support of local meetings does not make sense, especially before we determine how our priorities should be altered. If we have to cut programs, we will need to make some very difficult decisions:

- Do we cut staff hours? If so, which programs do we cut back? Retreats? Beth's First Day school and outreach efforts? Noah's visits around the Yearly Meeting?
- Do we cut travel costs by telling Friends they should not visit each other so much?
- Do we make deep reductions to our contributions to the larger Quaker organizations and their work of bringing Friends together?

Raising money from the monthly meetings is the responsibility of the Finance Committee and it is an area in which it has underperformed. Communication between the Finance Committee and the monthly meetings needs to go in both directions. They will be asking meetings to increase contributions 3% to 5% a year for the next 5 or more years. Any changes in monthly meeting giving does not show up for 6 to 24 months because of their budget processes and the differences in fiscal years.

The presiding clerk appreciated the work of the Finance Committee and noted that all of us share these concerns, and that Long-Term Financial Planning Committee will take them into consideration as they develop the plan for the Yearly Meeting.

**2015-49** Shearman Taber presented the proposed budget for Fiscal Year 2016. Friends are encouraged to bring questions to the Finance Committee meeting.

**2015-50** Friends closed with a period of worship.

### Wednesday Morning, August 5, 2015

**2015-51** We opened in worship, hearing from Pope Francis's second encyclical *Laudato Si—On Care for Our Common Home* (issued on May 24, 2015). Inspired by Saint Francis of Assisi, Pope Francis describes Mother Earth as a sister who is crying out because of the harm we have inflicted on her.

**2015-52** Debbie Humphries (Hartford), clerk of Ministry and Counsel, presented the following State of Society reflections based on monthly meeting reports.

As we sat with reports from our monthly meetings, and our experiences among New England Friends, we are clear, as M&C, to share three elements of our sense of the State of Society of New England Yearly Meeting.

1. We yearn to be in deep relationship with each other and with the Divine.
2. We are active in the world working for justice. At our best we seek the deepest healing of the world.
3. We want to be faithful to the Quaker tradition, recognizing that our Quaker forbearers had something precious they were compelled to share with the wider world, while remaining open to new revelation.

The committee raised the following queries:

- How is our Yearly Meeting community a place where we experience a depth of Divine Presence and transforming power?
- How does our community experience of the Divine ground and nurture our actions in the world?

We entered into worship, and out of that we responded to these queries.

**2015-53** Mary Frances Angelini (Framingham), Archives and Historical Records Committee clerk, spoke of the value of archives and the process of finding a home for them. We approved the following recommendation with gratitude for the committee's hard work over the last several years:

The Committee recommends: that the Special Collections and University Archives (SCUA), at the W.E.B. Du Bois Library of the University of Massachusetts at Amherst, take physical custody of the Archives of the New England Yearly Meeting; that Permanent Board negotiate and finalize the terms and conditions of doing so in concert with the Archives Committee.

**2015-54** Holly Baldwin, Permanent Board clerk, reviewed more about the work of Permanent Board, asking its many members to stand. They labor with heart and vision, with love, and with mind. It takes love and discipline to serve. As Holly Baldwin's service as clerk ends we expressed gratitude for her love, vision and faithful work as clerk. Bruce Neumann (Fresh Pond), outgoing recording clerk of this board, was also appreciated for his faithful service.

Holly reported:

We have sold *The Bloudy Tenent of Persecution, for Cause of Conscience, Discussed in a Conference between Truth and Peace* (by Roger Williams),<sup>1</sup> a rare, old book discovered within our archives, and have received

---

<sup>1</sup> Historical information from Edward Baker is included here but is not part of the minutes: *The Bloudy Tenent of Persecution for Cause of Conscience* was written and published in 1644 by Roger Williams, who was in London, England, at the time, in order to obtain a charter for the colony of Rhode Island. In this work he declares for the first time the separation of church and state, an important element of Rhode Island's charter (which allowed Quakerism to flourish there) and eventually was included in the United States Constitution. The idea was not acceptable in England, however, and Parliament banned the book, ordering all copies to be burned. Thus this book is important because it is a foundational document of

---

\$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.

**2015-55** The Young Adult Friends Climate Working Group earlier had asked whether any of NEYM funds were invested in fossil fuels. The Board of Managers of Investments and Permanent Funds reported that we are not invested in fossil fuels or energy generation and our criteria in these fields are more rigorous than the criteria of 350.org. Permanent Board asked them to make this practice a formal policy and they have done so. Katherine Fisher of the Young Adult Friends group led us in a celebratory song.

**2015-56** We approved the following proposed Clerks' Table for 2016:

Presiding clerk, Fritz Weiss (Hanover); reading clerks, Katherine Fisher (Beacon Hill) and Andrew Grannell (Portland); and recording clerks, James Grace (Beacon Hill) and Rachel Walker Cogbill (Plainfield).

**2015-57** The Permanent Board also brought to us a proposed process for making time-sensitive public statements on behalf of NEYM. Ian Harrington (Cambridge) was the convener of this subcommittee, which modeled some of their work on work done by the New York Yearly Meeting.

We approved the following process:

Between Annual Sessions, when in the discernment of the presiding clerk and Yearly Meeting Secretary a public voice for the Yearly Meeting is urgent and appropriate, the presiding clerk and Yearly Meeting Secretary are expected to represent the Yearly Meeting's historical testimony and minutes, along with the experience of the wider body of the Religious Society of Friends. We trust that they will exercise discernment and restraint in any exercise of this authority, mindful of their responsibility to preserve the integrity of Friends' witness to the Light.

This could include, but would not be limited to, collaborating with other organizations in joint statements or actions; signing onto amicus curiae briefs; signing petitions and letters of concern as an organization; sending letters of concern to other yearly meetings affected by wars, terrorism and natural disasters; and making time-critical comments to public officials.

When time allows, the clerk and Yearly Meeting Secretary should seek approval from the Permanent Board. The clerk and Yearly Meeting Secretary should confer with each other and be in accord before taking action. If one or the other is not available to confer, the presiding clerk or Yearly Meeting Secretary should confer with the clerk of Ministry and Counsel and/or clerk of Permanent Board.

Statements made by the presiding clerk and Yearly Meeting Secretary should be anchored in our faith as Friends; articulate how the statement is linked to our testimonies, our Faith and Practice, and past minutes approved by the Yearly Meeting and the NEYM Permanent Board; and use the resources of the Yearly Meeting's members known to share deeply the relevant concern. If necessary the presiding clerk may call a special meeting of Coordinating and Advisory Committee to aid in discernment. Care should be taken that statements made do not interfere with or interrupt ongoing discernment of the monthly and quarterly meetings.

Furthermore, these Friends may ask an individual member to speak for the Yearly Meeting in a specific instance in which the individual can draw on their expertise in the relevant area of concern.

Notification of any public action taken under this policy should be shared with each of the monthly and quarterly meetings at the same time as any statement is shared with the public. At the next meeting of the Permanent Board or Annual Sessions, the clerk and Yearly Meeting Secretary are expected to report on any such statements and actions they have taken in the interim between meetings of that body. At or in preparation for the Annual Sessions, all such statements and actions would also be shared with the whole body. Their actions and joint statements with other bodies should be archived in the NEYM records.

---

the freedoms enjoyed by Americans, and valuable because it is so rare. The copy in our archives was owned by Moses Brown. It was sold at auction by Sotheby's in New York City in June 2015.

In approving this minute, New England Yearly Meeting encourages monthly and quarterly meetings to consider their own processes for time-sensitive action consistent with the discernment of their meeting community, with the hope that Friends' witness might grow more visible and vital.

**2015-58** The budget was presented for the second time by Shearman Taber and was approved as presented in the Advance Documents, with the addition of \$2,000 for recruitment of a Friends Camp Director (*see page 28*).

The meaning of budget income line 12, "Funds from the Legacy Gift," was explained. These funds represent a portion of the income from the Legacy Gift fund and not the principle.

**2015-59** Lisa Appleton (Mt. Toby), clerk of the Epistle Committee, introduced the members of the committee. We heard the first reading of our epistle for this year. Friends were invited to share their responses directly with the committee.

**2015-60** We closed in worship.

### Wednesday Evening, August 5, 2015

**2015-61** Out of our opening worship we heard the 2015 epistle of Cuba Yearly Meeting read in both Spanish and English (*see page 91*).

**2015-62** The presiding clerk, on behalf of all of us, expressed our appreciation for all the volunteers and committee members who make the work of the Yearly Meeting possible. She gave specific thanks to Jan Hoffman, as she begins her sabbatical year, for her 14 years of service as clerk of the Faith and Practice Revision Committee.

**2015-63** The presiding clerk introduced the Unity Agenda.

We accepted the reports of our staff, our committees, our boards and our representatives.

We accepted the memorial minutes for: Harold Nichols Burnham Jr., Benjamin H. Cates, Beth Cheadle, Anna Palmer North Coit, Peter Robbins Haviland, John Kellam, Jeanne M. Kinney and Richard Reeve Wood Jr.

We approved the recommendations from Permanent Board to continue the employment of Nathaniel Shed as Director for Friends Camp and Noah Baker Merrill as Yearly Meeting Secretary for the 2016 Fiscal Year.

We approved the following bank resolutions:

1. That Shearman Taber (Beacon Hill) be appointed New England Yearly Meeting Treasurer for the ensuing year or until a successor is appointed and qualified.
2. That Elizabeth Muench (Brunswick) be appointed Friends Camp Treasurer for the ensuing year or until a successor is appointed and qualified. The Friends Camp Treasurer will work under the oversight of the NEYM Treasurer and the Friends Camp Director.
3. That Shearman Taber, Yearly Meeting Treasurer, be authorized to open and close bank accounts in the name of New England Yearly Meeting as needed.
4. That Elizabeth Muench, Friends Camp Treasurer, be authorized to open and close bank accounts in the name of Friends Camp as needed.
5. That Shearman Taber, NEYM Treasurer; Ben Guaraldi (Beacon Hill), immediate past treasurer; Sarah Gant (Beacon Hill), Permanent Board clerk; and Noah Baker Merrill, Yearly Meeting Secretary, be designated as alternate signers, individually, of all bank accounts of New England Yearly Meeting of the Religious Society of Friends, except those checks for greater than \$5,000, which shall require the signatures of two signers from the list above.
6. That Nathaniel Shed, Friends Camp Director; Elizabeth Muench, Friends Camp Treasurer; and a designated member of the Friends Camp Committee be authorized, individually, as signers of the Friends Camp bank accounts, except those checks for greater than \$5,000, which shall require the signatures of two signers from the list above.

Friends authorized the presiding, recording and reading clerks to make edits and corrections to the minutes of NEYM Sessions 2015.

**2015-64** Christopher Gant, clerk of the Long-Term Financial Planning Committee, reported that there were three consultation sessions held during the week on their report. There were no comments on the priorities, but there was significant feedback on the purpose section. Based on this feedback, they brought back a revised statement of purpose and priorities to be used as a guide for the ongoing work of the committee.

Friends affirmed the following purpose and these priorities for the ongoing work of the Long-Term Financial Planning Committee.

**Purpose:**

New England Yearly Meeting of Friends connects the people of the Religious Society of Friends across the six New England states. New England Yearly Meeting supports and strengthens a vibrant and growing web of monthly meetings, quarterly meetings, and other Friends communities under our care, helping us do together what we cannot do alone. In all our work, we strive to obey the promptings of the Spirit to bring healing, wholeness, and transformation of ourselves and to the world.

**Priorities:**

1. Spiritual Development and Religious Education. As local meetings, we want help in being prepared to hear and heed the leadings of the Spirit, and to support one another in living with greater joy, authenticity and courage. Friends have inherited a transformative way of life supported by precious disciplines and practices of listening, discernment, encounter with the living Presence, and sacred work in the world. We yearn to educate and train one another to help keep the flame of our faith and practice alive and thriving in our time and in our region.

2. Outreach, Welcome, Inclusion, and Witness. In our meetings, we also want assistance from our wider Quaker community in strengthening and growing our presence in the world. We want to draw in active and diverse seekers who can find a spiritual home among Friends. And we want help in knowing how best to welcome, educate, orient and encourage newcomers when they visit our monthly meetings. Friends want support in witness when we feel we have Truth to share, on climate change, racial justice, and other urgent needs for healing and wholeness in our world.

3. Relationship and Communication. Friends throughout the Yearly Meeting want to connect with each other, and spend more time together. We want to deepen and strengthen our relationships in ways that nurture and challenge us. We want to know who is doing what and what is going on across the Yearly Meeting. We want more solid, effective, and efficient ways to share information, best practices, and resources, and strengthen the network of local meetings and individuals.

4. Leadership and Administration. In reviewing the documented prior discernment of the Yearly Meeting, our Committee heard a desire among New England Friends to identify and support leaders: those who see clearly the work that needs doing among us, and who have the gifts to communicate their vision and harness the talents and the willingness of Friends to act together to realize our goals. We want to cultivate and strengthen the emerging leaders among our youth. We want our clerks and committee members, at all levels, to be effective at helping us listen to the Spirit and get our work done. We need to deepen our understanding of how leadership can free the gifts of the whole in a community in which all are called to ministry. Local meetings want NEYM to provide administrative services and support that monthly and quarterly meetings cannot provide efficiently for themselves—financial and insurance services, legal services, technology and communications infrastructure, training and education—for the benefit of the whole.

5. Stewardship, Integrity, and Accountability. New England Friends have said that we need to be clear about what work we engage in, and why. We need to revisit our activities regularly to ascertain whether we are actually moving forward toward achieving our goals in faithful, healthy, and productive ways. If after careful discernment we resolve to do things, integrity requires that we follow through and do them. Sometimes we will have to decide not to do things, or to stop doing things. We must be wise stewards of all our resources, and must live within our means, investing our energy and attention in that which is essential.

**2015-68** Connie Kincaid-Brown presented the recommendations of the Nominating Committee, which are attached (*see page 82*). They were approved.

We noted that over time our approval of the Nominating Committee reports on the floor of the Yearly Meeting has been moving into an increasingly pro-forma approval process. There are many logistical reasons for this. We hope that as we continue to examine our processes and procedures we will find better ways to handle our nominations.

**2015-69** We closed in worship.

### Thursday Morning, August 6, 2015

**2015-70** We opened in worship, hearing the 2014 epistle from the Bhopal Yearly Meeting in India, who met in a newly constructed meetinghouse, with thanks to the Almighty, for they initially didn't have enough money for the building—until everyone contributed wholeheartedly.

**2015-71** Peterson Toscano presented this year's Bible Half-Hours, drawing on both his theatrical and theological training. On Monday morning there were electrical problems in the auditorium, so Peterson presented his Bible Half-Hour standing on a wall outside the building in a scene that evoked the outdoor preaching of the prophets, of Jesus and of early Friends. He told the story of Abram, Sarai and their family. He paid attention to Eliezer, Hagar and Ishmael, the members of Abram's family who have often been considered as excluded from the covenant. Living into the covenant is about being willing to see those who are left out of the promise. And though we are far from perfect, as a society Friends have a long history of listening deeply to those wronged and embracing outsiders.

On Tuesday Peterson told the intertwined stories of Mary, Martha and their brother Lazarus. Traditionally, Mary is often portrayed in a positive light because she is submissive and Martha is criticized for daring to question Jesus. In fact, Mary was breaking gender roles by taking on the role of a rabbinical student, which was a male role in that culture. Neither Mary nor Martha was submissive. Both questioned Jesus when he did not come to save Lazarus right away. Jesus called Lazarus back, but it was his family and friends who unwrapped his burial cloths and loved him back to life. There are people who are looking for a home, looking to be unwrapped. One of our gifts is that we can be that home and we can help unwrap them and love them back to life.

On Wednesday Peterson spoke of how in the rabbinical tradition, each interpretation of scripture is seen as a possibility to be considered, where the Christian tradition has focused more on finding the one, true interpretation and enforcing it. The Bible can serve as a mirror in which we can see ourselves. The resurrected Jesus is a wounded Jesus. The marks of the crucifixion were still on him after the resurrection. We try to detach ourselves from those things that are uncomfortable to us, but we are flesh and blood and wounds and scars. We are broken and whole at the same time. When Jesus was resurrected all of the parts of him came together and became whole. How can we do this as a society? How can our ministry embrace both the spirit and the flesh? How can we be full of humanity and full of divinity? How can we embody a balanced life? How can we be a balanced meeting?

On Thursday Peterson opened up the themes of sin, forgiveness, redemption and resurrection. His character Elizabeth Jeremiah spoke of generational curses. Why does God allow evil on earth? It is because people do evil things. Our activities have repercussions on future generations. Carbon dioxide is a generational curse. We can escape the curse through repentance, in this case a national repentance. "If my people will turn from their wicked ways I will bless you and heal the land." We need to find the path of forgiveness, repentance and redemption for the planet. Peterson asked us to consider, in the light of whatever passions we have and the massive changes we are facing:

What is my role on a new planet?

What is the role of my meeting on a new planet?

What is the role of New England Yearly Meeting on a new planet?

**2015-72** We heard and approved the epistle for this year.

**2015-73** We heard and accepted the reports from our visitors to the other business meetings that are a part of NEYM.

Katie Green (Worcester) visited the age 0 through 4 group. She reported an uplifting experience, in wonderful magical rooms, with nine children and seven adults. The toddlers enjoyed testing gravity and cause and effect, and the adults knew just what to do.

Kristina Keefe Perry (Fresh Pond) and MaryAnn Cadwallader (Hanover) reported there were eight members and four adults making a covenant community in the kindergarten and 1<sup>st</sup> grade age group. Based on the Yearly Meeting theme, the children wove a wonderful tapestry, with one paper representing God and lots of scotch tape to hold it together. They needed to share, compromise, listen, figure out boundaries and be together. Covenant community was in circle times and in getting to know each other.

Jan Hoffman (Mt. Toby) and Chris Gant (Beacon Hill) visited the 2<sup>nd</sup> through 4<sup>th</sup> grade group. In spite of its being “Tired Tuesday,” students were full of energy for stories, including stories from stuffed animals who had traveled in the ministry. Inspired by the discussion of memorial minutes, the walls were covered with the names of pets who had died. Covenant promises were on the wall such as “Respect people and nature” and “I promise to play with everyone and include everyone.” A keen sense of love and respect among staff and kids pervaded the space, a good foundation for a covenant community now and in the future.

Luki Hewitt (Narramissic) and Catherine Bock (Burlington) reported about their visit to the 5<sup>th</sup> and 6<sup>th</sup> grade group. The eleven children and four staff learned a Cuban song, discussed how the same thing could be perceived differently by everyone, had a clay meditation which was like meeting for worship (only better because there was something to do with your hands) and defined faith as “when you believe in something you can’t see.”

Abby Reuscher (Portland) and Elizabeth Claggett-Borne (Cambridge) visited Junior High Yearly Meeting. There is a strong physical manifestation of the deep understanding of covenant community in JHYM. It presents itself through singing, sharing and cuddling. They show that love embraces us and helps us move honestly through conflict within our community—and they began worship with saxophone and humming.

Chris Fitze (Portland), Debbie Humphries (Hartford) and Jerry Sazama (Storrs) visited the Young Friends. The adults were impressed with the care with which the young people held each other and their business. They engaged in a lot of hard work this week—programs on forgiveness and covenant community, and practicing using a shared language. We are grateful for the work of the Young Friends and for the love and care they show for each other.

Jay Smith (Concord) and Christopher McCandless (Burlington) reported a precious hour of worship with the Young Adult Friends and wonderful experiences with these Friends over time at Annual Sessions, in committee work and in recreation, that leave a certainty of God’s intent to continue to bless NEYM both with challenges and with Young Adult Friends who will rise joyfully to the work.

**2015-74** Kathleen Wooten (Fresh Pond), Sessions Coordinator, shared a poem about Yearly Meeting, telling how Providence worked in strange ways among us, building community when the power was out.

*So Peterson Came*

*So Peterson came*

*But not the lights*

*So the plenary that had to be done*

*Was moved outside*

*One chair at a time*

*One Friend at a time*

*Moving together in community*

*They’ll meet again*

*In their monthly meetings*

*In their own chairs*

*They’ve found a whole new world together*

*If the sound system and lights had come  
But not Peterson  
They would have been in an entirely different place  
Providence moves in strange ways.*

**2015-75** Noah Baker Merrill, Yearly Meeting Secretary, and Ben Guaraldi, Treasurer, gave us statistics about Yearly Meeting this year. There were 601 persons attending this year, in contrast to 705 last year and 576 two years ago. There were a number of cancellations this year due to illness. We looked at graphs of the age distribution of attenders, geographical distribution and pay-as-led breakdowns. In the pay-as-led category they noted that persons paid an average of \$40 less than last year. Their oral report concluded: No numbers cover what happens when we make connections. Numbers do not capture the fullness of who we are. New England Yearly Meeting has taken many steps, and we have so many more to go to live more fully into being a covenant community. Financial sustainability is just one part of this, and it will help carry us.

**2015-76** The presiding clerk expressed appreciation for John Humphries (Hartford), clerk of Sessions Committee; childcare staff; and many invisible elves, including the Castleton staff, who have supported us. She expressed appreciation for the outgoing clerks from the clerks' table, Susan Davies and Will Taber, and for all other clerks who are stepping down from leadership and making room for others to step up. Although the clerk didn't express appreciation for herself, a Friend stood to say that he sensed it from the floor.

**2015-77** In worship and song, the children and youth joined us.

**2015-78** We heard the epistles from the week, from nursery through adult (*see page 87*).

**2015-79** Our outgoing clerk shared what a gift it has been to serve as presiding clerk for the Yearly Meeting, the personal growing and deepening she has experienced and the abundance of love she has felt. She encouraged each of us to be faithful in living into our gifts; it is the diversity of all our gifts that builds wholeness in community. It is our covenant with God and each other that provides the strength to let our Light shine in ministry and witness.

**2015-80** A Friend provided us with a minute of appreciation for the presiding clerk that was approved in a heartfelt way.

#### **Minute of Appreciation for Jacqueline Stillwell**

New England Yearly Meeting is grateful to Jacqueline Stillwell, our presiding clerk for the last four years. Her sparkling personality, her vivacity, and her gentle sense of humor enriched us all. She came to sessions extremely well prepared with a firm grasp of the dynamics of a Friends' business meeting. She stayed centered under pressure, and she could say no with kindness and firmness. We wish her well in her challenging adventure with Right Sharing of World Resources.

**2015-81** The clerk introduced our incoming presiding clerk, Fritz Weiss. He greeted us and began his service.

**2015-82** We closed in worship, purposing to meet the first Saturday of August 2016 at Castleton University, Vermont.



---

Minutes of the Young Adult Friends of  
New England Yearly Meeting

---

**Monday August 3, 2015**

- Worship
- Isaac Pennington “Give over” quote
  - Aaron Sakulich explains the seriousness of last year’s epistle and how far we have come since then. He explains that Jonah McKenna Moss stepped down at Spring Retreat and Standing Committee took clerking responsibilities
- Gretchen Baker Smith— JYM JHYM
  - Stands to give info
  - Recruit JYM staff
  - Runs JHYM and JYM
  - Holding need for having elders and needing elders
    - Some people are afraid of responsibility of being an elder
    - She encourages everyone to overcome this fear
  - Staff is lacking:
    - College age YAFs
    - Parents of kids
  - Needs role models for these Quaker kids
  - Opportunity for community to nurture each other
  - Expresses need for next generation to come along
  - Needs help getting the word out
  - Gretchen departs for meeting
- Russ Weiss Irwin—QVS
  - Sat Aug 15
  - People from Boston area will help get QVS house ready
  - Explains QVS
    - 8 young people live together in spiritual community
    - Doing social work
    - Meghan Gianniny, Eppchez, Hannah Monroe, and more have participated
    - Work needs to be done, furniture needs to move to Dorchester
- Chris Jorgenson—Casa de Los Amigos
  - Volunteer opportunity
    - Mexico City
    - Volunteers receive stipend, commitment: 9 months to year
    - Must know Spanish, ability to answer phone, understand conversation in meetings
  - About Study Tour
    - Idea to get YAFs from North East to go for a study tour—don’t need to know Spanish
    - Different people coming in all the time—sort of like a hostel
    - Migration program—refugees and migrants stay here
    - Spanish language classes for migrants
    - Economic justice program
      - Workshops on money
    - Sustainable—solar for water heating, composting
    - Experience country—go on countryside trip, ruins
    - Asks for people who are interested to raise hands and sign up on sheet
      - Several YAFs raised hands and showed interest
  - Chris leaves
- Phil Stone—ending mass incarceration
  - From Worcester Meeting
  - Funder Steering Committee—Quaker on Incarceration Legislation

- History of Racism—detailed explanation of racism and incarceration
- Phil tells everyone what Quakers are doing to stop mass incarceration
  - Quaker Network to End Mass Incarceration—Group to end mass incarceration started last year
  - Working against corporations who are guaranteed prisoners in their prisons
  - Working on conditions of confinement
  - Working on rights and resources for former inmates
  - Making educational opportunities
- He gave interest group info
  - 3 p.m. tomorrow
  - Videos
  - Leavenworth 203
- Phil shows everyone resources with more info and leaves
- Elias Sánchez-Eppler—NEYM Finances
  - Elias gives report on the state of NEYM Finances
  - Encourages everyone to read report—Long-Term Financial Planning
  - Encourages everyone to be part of the discussion and to support financially
- Aaron asks group to consider moving the remaining items to Wednesday business meeting
  - Approved
- For Wednesday:
  - Approve minutes from Phil Stone and Elias Sánchez-Eppler
  - Nia Thomas—email on retreat planning
  - Standing Committee Update
    - What it is, when it started
    - What we do
    - How people join
    - Would anyone like to join?
  - Epistle Status
- End with worship

## Wednesday

Ten friends gathered for meeting for worship with attention for business. They opened with a moment of silence.

YAF Coordinator Nia Thomas indicated through an email that there are three upcoming YAF retreats. Each retreat is an opportunity to strengthen our bonds with each other and live deeper into our faith. Planning starts two months before the retreat. Planning for the Fall Retreat should start soon after sessions. Xinef Afriam, Alethea Tschetterwood, Gordon Peters and Katie Aburizik were led to be a part of the working group to plan the Fall Retreat.

Xinef Afriam gave a report on the Standing Committee. The Standing Committee oversees the different needs of the YAF community as they arise. It has met twice in the last six months, once in person and once by phone. Standing Committee meetings are open to anybody. Xinef extended an invitation to all YAFs led to consider whether they felt led to attend committee meetings or join as full members. It was suggested that times for the conference calls be made accessible to all YAFs. Friends approved Sarah Bickel as an acting member and Gordon Peters as a member.

Emily Newman requested well-wishes on a card for a YAF who was not present, because their name was not present on the postcards for other absent Friends. The card was passed around.

Aaron Sakulich read a draft of the epistle. Friends discussed the accuracy of the claim that the pain from a year ago is now a distant memory. Friends remembered confusion a year ago, but also a willingness to move through the confusion. Friends also discussed the lagging attendance at YAF events in NEYM sessions, which an experienced member said was normal. Concern was expressed that commitment to the larger meeting by many YAFs depletes the strength of the YAF community at Sessions. Friends decided, after much discussion, to flag certain parts of the epistle for revision, with the expectation that it will be ready to be read to the NEYM body tomorrow.

---

Minutes of the Young Friends of  
New England Yearly Meeting

---

## Sunday

Friends met for Worship with Concern for Business at Castleton University on Sunday August 2, 2015.

Our Young Friends coordinator Nia Thomas preceded worship with two videos bringing clarity for how and why Quakers run business meeting the way we do. Our Co-Clerks, Isabel Szatkowski and Lilly Campbell, welcomed us and gave Friends more information on how the process of Young Friend Worship with Concern for Business works. We then settled into silence.

Our Co-Clerk Isabel welcomed any visitors to come forward and introduce themselves. Lilly introduced our Resource Person Regina McCarthy to speak about the Boston Area Quaker Youth Group. Regina shared about the group and encouraged Young Friends to come. Isaiah Grace endorsed BAQYG and schedules were shared. Nia made an exciting announcement introducing the start of a similar new group, WMQYG, or Western Massachusetts Quaker Youth Group. The first event is going to be a spooky Halloween costume dinner.

Lilly then moved on to introduce the retreats of the upcoming year as our next piece of business. Nia explained Young Friend retreats to any new Friends and shared how we as a community decide on the themes for our retreats. Our Co-Clerk Lilly invited Friends to take a moment of silence before we began our brainstorm of theme ideas. Friends shared as Ellie Matos recorded our ideas for our Theme Committee to use.

Lilly asked for any announcements. Our Resource Person Peter Colby introduced the opportunity for Young Friends to be able to speak to how climate change has affected them. We then closed with silence.

## Monday

Our Co-Clerks, Lilly Campbell and Isabel Szatkowski, welcomed Young Friends into silence as we began Worship with Concern for Business at Castleton University on Monday, August 3, 2015.

Our Co-Clerk Lilly welcomed an announcement from Benigno Sanchez-Eppler about FWCC. FWCC works to unite all different types of Quakers in worship and work. He shared that there will not be a pilgrimage in 2016. The FWCC representatives are welcoming us to share our ideas of what we want to do concerning the future of pilgrimages, and if their should be one.

Our Co-Clerk Isabel invited any visitors to come forward. Honor Woodrow and Anna Radocchia introduced themselves. Our Yearly Meeting Secretary, Noah Merrill, introduced himself and briefed Young Friends concerning what we would be hearing at adult business meeting in the evening. He told us about the Long Term Financial Planning Committee and its job to plan how to use and raise money in order to complete the work we need to do. He shared the joy that the use of the student financial loan fund had been approved by adult business meeting and a second joy that minutes from a past Young Friends business meeting had been used and considered largely in the decisions made by the Legacy Fund Discernment Committee.

Afterwards Lilly reminded Friends that this was still worship and we took a moment to center ourselves. Isabel invited Ruah Swennerfelt of the Earthcare Ministry Committee to give an announcement. She requested that two Young Friends volunteer to speak for a minute about how climate change affects them as part of a compilation of different voices on the subject. Young Friends Sophie Szatkowski and CJ Humphries agreed.

Jonathan Kay made an announcement from the Dance Committee that a song request sheet would be posted for our dance party later in the week.

Co-Clerks invited Nominating Committee to speak. Nom Com shared of the work they have done in creating the slate for our new Ministry and Council. Young Friends Coordinator Nia Thomas then shared the role of members on M&C. Isabel thanked Nia and asked us to hold Nom Com in the light and appreciate the hard work they have been doing for our community.

Isabel then introduced a covenant statement for Young Friends as our next piece of business. Nia then elaborated on what this covenant statement would be, and its purpose. Friends agreed on having a brainstorm to get a feeling of what should be included in such a statement. Lilly then asked if any Friends felt led to be on a committee to put our brainstorm into a statement. Young Friends CJ Humphries, Mosie Burke, Avery Nortonsmith, Justin Campbell and Drew Chasse were approved for the Committee. The Committee will present a preliminary report at the next business meeting.

Our Epistle Committee came up and presented a new format for this year's NEYM YF epistle, combining photos, and friends approved. Epistles were shared from Baltimore Young Friends and Young Adult Friends to share the inspiration of the new format as well as share the joy of epistles that the whole of our community do not regularly get to hear.

We then closed in worshipful silence as Friends shared joys.

### Wednesday

Young Friends began Worship with Concern for Business with a beautiful round of *Dear Friends* at Castleton University on August 5th, 2015. Out of the silence our Co-Clerk Isabel Szatkowski welcomed Friends and reminded us that we were in worship. Friends Chris Jorgenson, Chris Futzes, Debbie Humphries and Jerry Sazama stood and introduced themselves.

Co-Clerk Lilly Campbell invited our Theme Team to present their work and reminded Young Friends to hold their work in the Light before critiquing. This year Friends caught on very quickly to their now annual shenanigans and we shared laughs at their joke retreat titles. Friends were able to approve the themes. The themes for retreat year 2015–2016 will be:

October: "Self-Love: Healthy Body & Mind"

November: "Confronting Inequality: Racism & Privilege"

December: "Religious Exploration: Faith within Quakerism & Beyond"

February: "Sexugendrela: The Annual Sexuality, Gender & Relationships Retreat"

March: "Art, Creativity & the Joys of Childhood"

May: "Community Service: Beyond the Graduation Requirement"

Our Co-Clerk Isabel welcomed the Epistle Committee to present an update and again reminded Friends to hold them in the light and affirm their work. We listened to a draft of a compilation of the week's activities and took a moment to take in what we listened to. Friends affirmed the Committee's progress.

Our Co-Clerk Isabel then welcomed a presentation of the progression of our Covenant Statement. Our Co-Clerk Lilly requested that the Covenant Statement Committee would hold a listening session as Friends affirmed the sentiment but had concerns about including the requirements of individual Young Friends identifying as Quaker.

Friends settled into silence before we heard from our Nominating Committee. Isabel and Lilly reminded Friends of the extensive process Nom Com has done and the trust we put into them by nominating them for this hard work. Friends gave silence to hold Nom Com in the Light as they began their presentation of the new Ministry & Council slate.

The slate included Drew Chasse and Mosie Burke as co-clerks, Aidan Kidder-Wolff as recording clerk, Finn Anderson, Lilly Campbell, Julian Fischer Frank, Tyler Dyer, Roy Veatch, Becky McQuilken and Elijah Martin Mooney. Friends continued in silence until our Co-Clerk Lilly invited Young Friends for joys and concerns in response to the slate. Young Friends approved the slate in record time and our Co-Clerk Lilly celebrated with popping a balloon noisemaker. We settled into joyful silence.

Our Co-Clerk Isabel welcomed announcements. Friend Chris Jorgenson shared joy for our community. Friends joyfully affirmed the work of Young Friends and we then settled into closing silence.

### Thursday

Young Friends met for Worship with Concern for Business on August 6, 2015, at Castleton University. Our Co-Clerk Isabel Szatkowski welcomed the Covenant Statement Committee. They decided that this statement was not the place to specify that one does not need to be Quaker to be in our community. Our Co-Clerk Lilly Campbell asked Friends to take a minute to reflect silently on the statement. Friends approved the statement.

Our statement of community intention is:

As Young Friends, our purpose is to create an intentional community which empowers, supports and nurtures its individual participants in their spiritual growth through Quaker practices and values. We continuously strive to uphold the spiritual and emotional wellbeing of the community and each Young Friend.

Isabel then invited the Epistle Committee to share their work. Friends reflected on the statement and then joys and concerns were shared. Minor edits were made and we affirmed the work and approved the epistle. Lilly asked Friends to affirm the work of the committees as we settled into closing silence.

## Approved Budget and Related Information

### FY16 Approved Budget Summary

Summary Budget	FY14 Actual	FY14 Budget (revised)	Δ FY14 to FY15	FY15 Budget Approved	Δ FY15 to FY16	FY16 Budget Approved
<b>Income</b>						
4010 Individual Contributions	134,764	110,000	15,000	125,000	10,000	135,000
4020 Monthly Meeting Contributions	306,912	310,000	10,000	320,000	13,000	333,000
4030 Organizations Contributions	943	-	-	-	-	-
4050 Interest and Dividend Income	3,719	14,070	(3,070)	11,000	(5,000)	6,000
4055 Student Loan Interest						
4070 Books and other Items	17,094	20,000	(4,500)	15,500	2,500	18,000
4077 Consulting Fee Contribution	-	-	-	-	-	-
4080 Retreat Program Fees	46,143	53,370	(3,370)	50,000	-	50,000
4085 Sessions Program Fees	208,553	176,970	13,030	190,000	20,000	210,000
Funds from the Legacy Gift	18,391	19,430	5,570	25,000	(5,000)	20,000
<b>Total Income</b>	<b>736,519</b>	<b>703,840</b>	<b>32,660</b>	<b>736,500</b>	<b>35,500</b>	<b>772,000</b>

Summary Budget	FY14 Actual	FY14 Budget (revised)	Δ FY14 to FY15	FY15 Budget Approved	Δ FY15 to FY16	FY16 Budget Approved
<b>Expenses</b>						
<b>5000 Staff</b>						
5010 Salaries & Wages	258,847	263,712	9,770	273,482	6,370	279,852
5020 Payroll Taxes	18,911	20,098	806	20,904	505	21,409
5030 Benefits	83,227	84,369	(2,085)	82,284	(2,349)	79,935
<b>Total 5000 Staff</b>	<b>360,985</b>	<b>368,179</b>	<b>8,491</b>	<b>376,670</b>	<b>4,526</b>	<b>381,196</b>
<b>5100 General &amp; Administration</b>						
5100 General & Administration	56,409	57,065	(2,700)	54,365	5,250	59,615
<b>5300 Travel &amp; Conferences</b>						
5300 Travel & Conferences	32,033	28,800	4,400	33,200	3,400	36,600
<b>6000 Programs</b>						
6110 Sessions Room & Board	150,142	144,000	16,000	160,000	10,000	170,000
6112 Retreats Room & Board	37,191	30,000	-	30,000	4,000	34,000
6125 Program Expenses	22,588	25,900	500	26,400	1,300	27,700
6130 Committee Expenses	17,606	24,511	2,429	26,940	5,100	32,040
<b>Total 6000 Programs</b>	<b>227,527</b>	<b>224,411</b>	<b>18,929</b>	<b>243,340</b>	<b>20,400</b>	<b>263,740</b>
<b>6140 Books and Other</b>						
6140 Books and Other	13,151	17,200	(2,200)	15,000	(500)	14,500
<b>6200 Benevolence</b>						
6310-625 FGC FUM FWCC	40,270	41,449	-	41,449	(2,251)	39,198
6330 Friends' Organizations	2,250	2,250	-	2,250	-	2,250
6575 Other Organizations	-	650	-	650	(650)	-
6590 Ecumenical Organizations	4,400	4,400	-	4,400	-	4,400
<b>6200 Total Benevolence</b>	<b>46,920</b>	<b>48,749</b>	<b>-</b>	<b>48,749</b>	<b>(2,901)</b>	<b>45,848</b>
<b>6600 Publications</b>						
6600 Publications	14,254	9,500	100	9,600	(2,100)	7,500
<b>Total Expenses</b>	<b>751,279</b>	<b>753,904</b>	<b>27,020</b>	<b>780,924</b>	<b>28,075</b>	<b>808,999</b>
<b>Net Operating Income</b>	<b>(14,760)</b>	<b>(50,064)</b>	<b>5,640</b>	<b>(44,424)</b>	<b>7,425</b>	<b>(36,999)</b>

NEYM Committee Activities: FY16 Budget  
with Previous Years

	FY13 Actual	FY14 Actual	FY14 Budget	FY15 Budget	FY16 Budget
200 Development	4,148	8,020	13,086	15,000	16,000
305 Aging	800	1,000	50	100	500
308 Archives	87	0	0	0	0
310 Quaker Youth Education	2,045	1,479	1,950	950	1,875
315 Coordinating and Advisory	0	555	0	0	500
320 Faith and Practice Revision	998	1,523	1,675	1,960	1,800
325 FGC	0	0	400	200	100
328 Finance	91	344	500	200	200
330 FUM	0	0	40	200	200
335 FWCC	250	404	500	560	500
340 Ministry and Counsel	0	0	40	400	2,900
345 Peace and Social Concerns	0	0	300	1,500	400
347 Publications	0	131	600	300	965
350 Puente de Amigos	212	1,400	1,400	1,400	1,400
355 Racial, Social, and Economic Justice	1,147	531	1,500	1,500	1,500
360 Youth Programs	0	0	0	0	0
370 Q Earthcare Ministries	250	0	250	350	350
Board of Managers				0	0
Correspondence				0	0
Nominating				100	100
Friends Camp		2,220	2,220	2,220	0
Personnel				0	0
<b>Total</b>	<b>10,028</b>	<b>17,607</b>	<b>24,511</b>	<b>26,940</b>	<b>29,290</b>

## FY16 Approved Budget Expanded, Page 1 of 3

Category	INCOME					
	FY14 Actual	FY14 Budget (revised)	Δ FY14 to FY15	FY15 Approved Budget	Δ FY15 to FY16	FY16 Approved Budget
4010 Individual Contributions	134,764	110,000	15,000	125,000	10,000	135,000 <sup>a</sup>
4020 Monthly Meeting Contributions	306,912	310,000	10,000	320,000	13,000	333,000 <sup>b</sup>
4030 Organizations Contributions	943					
4050 Interest and Dividend Income	3,719	14,070	(3,070)	11,000	(5,000)	6,000
4070 Books and other Items	17,094	20,000	(4,500)	15,500	2,500	18,000
4080 Retreat Program Fees	46,143	53,370	(3,370)	50,000	-	50,000
4085 Sessions Program Fees	208,553	176,970	13,030	190,000	20,000	210,000
Funds from the Legacy Gift	18,391	19,430	5,570	25,000	(5,000)	20,000 <sup>a</sup>
<b>Total Income</b>	<b>736,519</b>	<b>703,840</b>	<b>32,660</b>	<b>736,500</b>	<b>35,500</b>	<b>772,000</b>

Category	EXPENSES					
	FY14 Actual	FY14 Budget (revised)	Δ FY14 to FY15	FY15 Approved Budget	Δ FY15 to FY16	FY16 Approved Budget
<b>5000 Staff</b>						
5010 Salaries & Wages	258,847	263,712	9,770	273,482	6,370	279,852 <sup>c</sup>
5020 Payroll Taxes	18,911	20,098	806	20,904	505	21,409 <sup>c</sup>
<b>5030 Benefits</b>						
5033 Health Benefits	53,514	53,385	(530)	52,855	(7,855)	45,000
5035 Retirements	23,969	23,984	445	24,429	3,556	27,985 <sup>c</sup>
5040 Disability	1,219	900	-	900	700	1,600
5045 Workers' Compensation	700	900	-	900	-	900
5060 Staff Development	3,115	4,000	(2,000)	2,000	1,250	3,250
5050 Spiritual Retreats	710	1,200	-	1,200	-	1,200
<b>Total 5030 Benefits</b>	<b>83,227</b>	<b>84,369</b>	<b>(2,085)</b>	<b>82,284</b>	<b>(2,349)</b>	<b>79,935</b>
<b>Total 5000 Staff</b>	<b>360,985</b>	<b>368,179</b>	<b>8,491</b>	<b>376,670</b>	<b>4,526</b>	<b>381,196</b>
<b>5100 General &amp; Administration</b>						
<b>5110 Administration</b>						
5120 Bank Expense	7,988	5,000	100	5,100	400	5,500
5130 Contracted Services	15,026	8,200	(2,200)	6,000	-	6,000
5140 Legal Services	2,173	10,000	-	10,000	(2,250)	7,750
5150 Liability Insurance	2,738	4,000	(1,000)	3,000	-	3,000
5160 Payroll Service	1,715	2,500	(500)	2,000	-	2,000
5170 Recruiting Expense	80	500	(500)		2,000	2,000 <sup>◀</sup>
5180 Rent	9,350	9,350	-	9,350	-	9,350
5190 Misc. Expense	105		-		2,100	2,100 <sup>q</sup>
<b>Total 5110 Administration</b>	<b>39,175</b>	<b>39,550</b>	<b>(4,100)</b>	<b>35,450</b>	<b>2,250</b>	<b>37,700<sup>◀</sup></b>
<b>5200 Office</b>						
5220 Cleaning Services	264	265	-	265	-	265
5230 Maint - Equip & Hardware	237	1,250	-	1,250	-	1,250
5240 Postage	3,653	2,500	500	3,000	750	3,750
5250 Office Equipment	509	1,250	750	2,000	1,250	3,250
5260 Office Supplies	2,541	2,250	250	2,500	-	2,500
5270 Printing & Copying	3,117	4,500	(2,500)	2,000	1,000	3,000
5280 Software & Updates	3,497	1,500	1,300	2,800	-	2,800



## FY16 Approved Budget Expanded, Page 2 of 3

Category	FY14 Actual	FY14 Budget (revised)	Δ FY14 to FY15	FY15 Approved Budget	Δ FY15 to FY16	FY16 Approved Budget
5290 Telephone	3,416	4,000	500	4,500	-	4,500
5295 Miscellaneous			600	600	-	600
<b>Total 5200 Office</b>		17,515	1,400	18,915	3,000	21,915
<b>Total 5100 General &amp; Administration</b>	56,409	57,065	(2,700)	54,365	5,250	59,615 ◀
<b>5300 Travel &amp; Conferences</b>						
5310 Travel - Committee	3,752	2,300	300	2,600	400	3,000
5320 Travel - Clerk	4,634	5,000	-	5,000	-	5,000
5330 Travel - Programs	2,923	3,000	1,600	4,600	-	4,600
5335 Travel - Rep. Travel	4,967	4,500	2,500	7,000	600	7,600
5350 Travel - Staff	15,757	14,000	-	14,000	2,000	16,000
5360 Travel - Ministries			-		400	400
<b>Total 5300 Travel &amp; Conferences</b>	32,033	28,800	4,400	33,200	3,400	36,600
<b>6000 Programs</b>						
6110 Sessions Room & Board	150,142	144,000	16,000	160,000	10,000	170,000
6112 Retreats - Room & Board						
6114 Room Rental	22,352	20,000	-	20,000	(1,000)	19,000
6150 Food Expense	14,839	10,000	-	10,000	5,000	15,000
<b>Total 6112 Retreats - Room &amp; Board</b>	37,191	30,000	-	30,000	4,000	34,000
<b>6125 Program Expenses</b>						
6105 Honoraria	12,809	11,100	200	11,300	1,200	12,500
6115 Equipment Rental	2,820	5,000	100	5,100	-	5,100
6121 Supplies and Other Expenses	6,093	8,900	100	9,000	100	9,100
6165 Pre-Sessions Expense	866	900	100	1,000	-	1,000
<b>Total 6125 Program Expenses</b>	22,588	25,900	500	26,400	1,300	27,700
<b>6130 Committee Exp. - General</b>						
Committee Expenses	17,606	24,511	2,429	26,940	2,350	29,290
Childcare					2,000	2,000
Committee Day Expenses					750	750
<b>Total 6130 Committee Expenses</b>	17,606	24,511	2,429	26,940	5,100	32,040
6160 Support - Retreats & Sessions					-	
<b>Total 6000 Programs</b>	227,527	224,411	18,929	243,340	20,400	263,740
<b>6140 Books and Other</b>						
6142 Books	7,546	7,000	200	7,200	7,300	14,500
6145 Other Items for Sale	700		(100)	600	(600)	
6147 Consignment Sales	5,605	9,500	(2,300)	7,200	(7,200)	
<b>Total 6140 Books and Other</b>	13,151	17,200	(2,200)	15,000	(500)	14,500
<b>6200 Benevolence</b>						
6310 FGC	17,608	17,608	-	17,608	(4,542)	\$13,066**
6320 FUM	15,456	16,635	-	16,635	(3,569)	\$13,066**
6325 FWCC	7,206	7,206	-	7,206	5,860	\$13,066**
<b>Total 6310--6325 Benevolence</b>	40,270	41,449	-	41,449	(2,251)	39,198**
<b>6330 Friends' Organizations</b>						
6328 Ramallah Friends School	100	100	-	100	-	100
6335 AFSC	300	300	-	300	-	300
6338 Cuba Yearly Meeting			-		-	

## FY16 Approved Budget Expanded, Page 3 of 3

Category	FY14 Actual	FY14 Budget (revised)	Δ FY14 to FY15	FY15 Approved Budget	Δ FY15 to FY16	FY16 Approved Budget
6340 FCNL	750	750	-	750	-	750
6345 QEW	300	300	-	300	-	300
6350 Friends Peace Teams	100	100	-	100	-	100
6355 FWCC 3rd World Travel	500	500	-	500	-	500
6360 QUNO	200	200	-	200	-	200
6370 Other Friend's Organizations					-	
<b>Total 6330 Friends' Organizations</b>	<b>2,250</b>	<b>2,250</b>	<b>-</b>	<b>2,250</b>	<b>-</b>	<b>2,250</b>
6575 Other Organizations	650		-	650	(650)	-
6590 Ecumenical Organizations						
6592 State Council of Churches	4,000	4,000	-	4,000	-	4,000
6594 NE Council of Churches	150	150	-	150	-	150
6596 NECL	150	150	-	150	-	150
6598 World Council of Churches	100	100	-	100	-	100
<b>Total 6590 Ecumenical Organizations</b>	<b>4,400</b>	<b>4,400</b>	<b>-</b>	<b>4,400</b>	<b>-</b>	<b>4,400</b>
<b>Total 6200-6500 Benevolence</b>	<b>46,920</b>	<b>48,749</b>	<b>-</b>	<b>48,749</b>	<b>(2,901)</b>	<b>45,848</b>
6600 Publications					-	
6610 Yearly Meeting Minute Book	5,932	4,000	-	4,000	(1,000)	3,000
6620 New England Friend	8,064	5,000	100	5,100	(600)	4,500
6630 Other newsletters	258	500	-	500	(500)	-
<b>Total 6600 Publications</b>	<b>14,254</b>	<b>9,500</b>	<b>100</b>	<b>9,600</b>	<b>(2,100)</b>	<b>7,500</b>
<b>Total Expenses</b>	<b>751,279</b>	<b>753,904</b>	<b>27,020</b>	<b>780,924</b>	<b>28,075</b>	<b>808,999</b> ◀
<b>Net Operating Income</b>	<b>(14,760)</b>	<b>(50,064)</b>	<b>5,640</b>	<b>(44,424)</b>	<b>7,425</b>	<b>(36,999)</b> <sup>d</sup>

\*\* The total has been reduced 5.4% from FY15. It is the total for these three numbers that is approved by Sessions. The formula for allocating the contributions the contributions to FGC, FUM & FWCC has been changed by Sessions to divide the total into 3 equal shares.

a Suggested by Long Term Financial Planning Committee

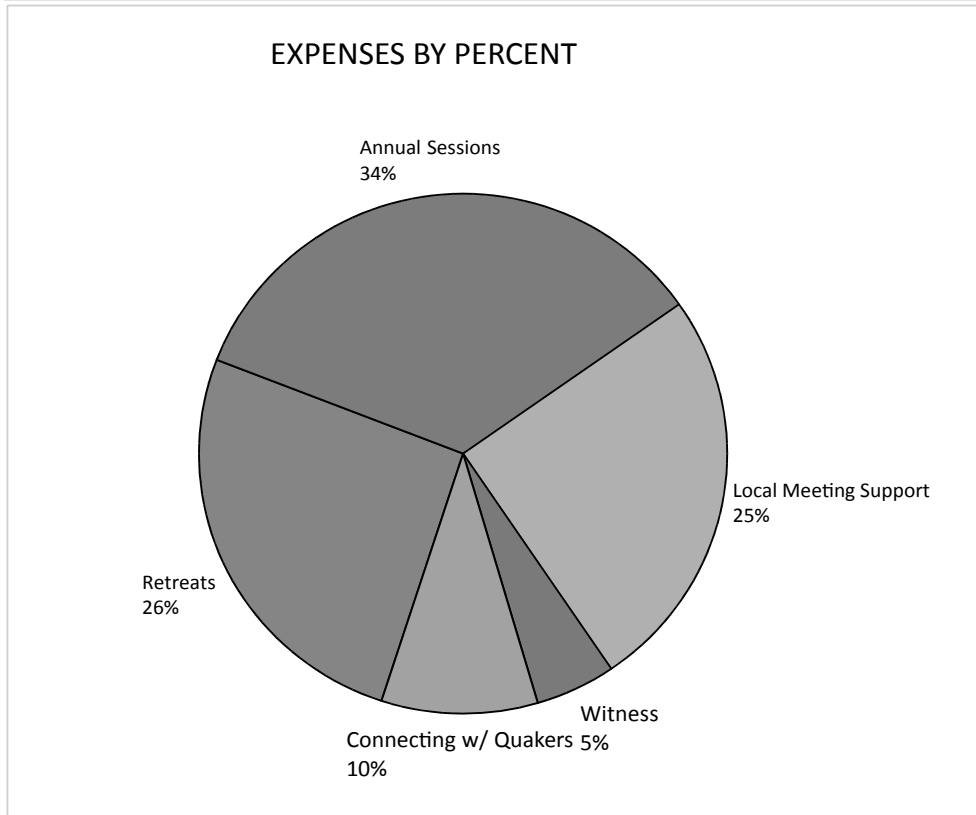
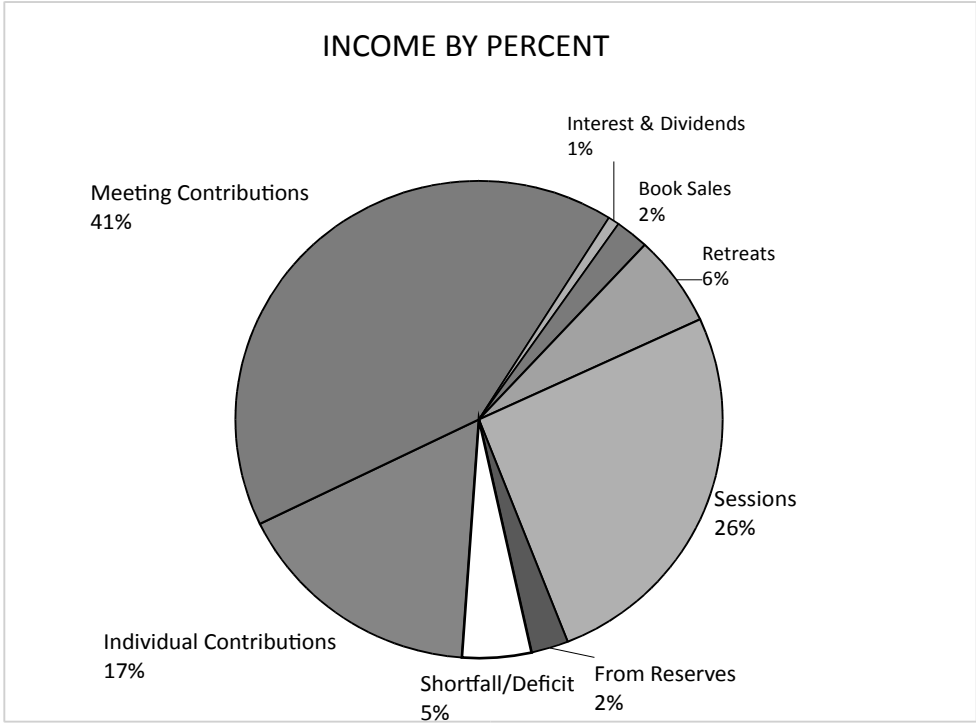
b This represents a 4% increase.

c This includes the COLA plus a \$2000 total merit increase for non-management employees.

d LTFPC suggested a maximum deficit of \$35,000.

q To cover cost of accreditation for Friends Camp. To become a regular part of the budget and not a committee expense.

FY16 Approved Budget by Program



Programs in the Approved FY16 Budget

	Income from Fees	Direct Expense	Indirect Expense <sup>a</sup>	Staff Cost <sup>b</sup>	Total Expense	Total Net Cost <sup>c</sup>
<b>Workshops and Retreats</b>						
JYM, JHYM, Young Friends (including pastoral care to youth and families)	40,000	33,962	19,065	107,650	160,676	120,676
YAF retreats	4,500	2,995	2,700	15,172	20,866	16,366
Adult retreats and workshops	5,500	2,007	2,100	12,160	16,267	10,767
YM Support for Friends Camp		2,100	700	4,041	6,841	6,841
Committee: Youth Programs		0	700	4,041	4,741	4,741
<b>Total</b>	<b>50,000</b>	<b>41,063</b>	<b>25,265</b>	<b>143,063</b>	<b>209,391</b>	<b>159,391</b>
<b>Annual Sessions<sup>d,e</sup></b>	<b>210,000</b>	<b>215,100</b>	<b>9,500</b>	<b>53,634</b>	<b>278,234</b>	<b>68,234</b>
<b>Local Meeting Support</b>						
Religious Education support (adults and youth)		1,370	5,300	30,343	37,013	37,013
Staff visits and field work		988	4,300	24,282	29,570	29,570
Outreach		0	3,200	18,221	21,421	21,421
Website and print publications		23,607	6,800	38,463	68,870	68,870
Archives of local meetings		0	1,100	6,061	7,161	7,161
Pastoral meetings retreats	5,000	2,358	500	3,050	5,907	907
Committees: Aging, F&P, QYE, M&C, PubCom		3,710	3,800	21,271	28,781	28,781
Contributions: Ecumenical		4,400	200	1,029	5,629	5,629
<b>Total</b>	<b>5,000</b>	<b>36,433</b>	<b>25,200</b>	<b>142,720</b>	<b>204,352</b>	<b>199,352</b>
<b>Witness</b>						
Committees: QEM, P&SC, RSEJ		2,250	1,400	8,081	11,731	11,731
Contributions: AFSC, FCNL, FPT, QEM, QUNO		1,650	500	3,050	5,200	5,200
Book and consignment sales	18,000	14,500	200	1,029	15,729	(2,271)
Other support of witness		0	1,100	6,061	7,161	7,161
<b>Total</b>	<b>18,000</b>	<b>18,400</b>	<b>3,200</b>	<b>18,221</b>	<b>39,821</b>	<b>21,821</b>
<b>Connecting with the Quaker Movement</b>						
Puente de Amigos		1,400	1,300	7,090	9,790	9,790
Committees: FGC, FUM, FWCC		800	700	4,041	5,541	5,541
Benevolences: Quaker Organizations		39,798	100	305	40,203	40,203
Other support of connections to the Quaker movement		7,600	2,100	12,122	21,822	21,822
<b>Total</b>	<b>0</b>	<b>49,598</b>	<b>4,200</b>	<b>23,558</b>	<b>77,356</b>	<b>77,356</b>
<b>Grand Total</b>	<b>283,000</b>	<b>360,594</b>	<b>67,209</b>	<b>381,196</b>	<b>809,155</b>	<b>526,155</b>

- This is the estimated administrative overhead (not including staff cost) for running each program.
- Estimated portion of staff expense for this program (as reported in Operating Expenses line 5000).
- As these programs are ministries of the Yearly Meeting, any remaining costs are made up by unrestricted contributions to the Yearly Meeting.
- Sessions includes all youth programs that occur at Yearly Meeting Sessions; Sessions expenses are not included in the JYM, JHYM, Young Friends or YAF lines.
- Net cost for Sessions does not include \$14,600 expected to be contributed to Equalization in FY15.

## Unity Agenda

The items listed on the Unity Agenda were introduced in the Advanced Documents and proposed for consideration on Wednesday evening. Prior to Wednesday evening, Friends were encouraged to familiarize themselves with the Unity Agenda, to read the written information pertaining to each item and to consult with the Friends listed as resource people about any questions or concerns, in order to be ready to act on the items without discussion on Wednesday. This process helps free additional time for corporate worship and discernment. The following items were initially included on the Unity Agenda.

<b>Decisions &amp; Actions Concerning ...</b>	<b>See page</b>
Accepting Staff Reports	36
Accepting Board, Committee & Representative Reports	44
<del>Approving Nominating Committee Recommendations</del> (removed from Unity Agenda during Sessions)	--
Approving Continuing Employment of Friends Camp Director and YM Secretary	18
Approving Bank Resolutions	18
Memorial Minutes	73
Approving Clerks' Authorization to Make Edits & Corrections	below

---

### Minute to Authorize Edits & Corrections

---

Friends authorize the presiding, recording and reading clerks to make grammatical edits and corrections to the minutes of NEYM Sessions 2015.

## Staff Reports

---

### Yearly Meeting Secretary

---

“If your eye is single, your whole body will be filled with light” – Luke 11:34

Dear Friends,

If you attended Sessions last year, you may remember that I talked about tending tomatoes as an analogy for our work as a faith community:

Like stakes holding up tomato plants, all of our work on issues of finance, committee structure, and administration (the “stakes”) is useful only if it serves to support and increase the vitality and fruitfulness of our local faith communities, and of those faith communities’ ministry and witness in the world (the “tomatoes”).

I’ve carried this way of seeing our work together throughout this year, and I find myself returning to it as I write this report.

#### Stakes

As you know, one important aspect of my work is about stakes; I’m responsible for managing the operations of the part of New England Yearly Meeting that is an organization—the staff, financial, administrative and programmatic functions supporting and strengthening New England Friends’ faith communities and ministries.

Since last August, we’ve realigned and refocused the work of our staff to: improve our new website and database to support ministry and better connect us; increase support for event planning and arrangements; and strengthen coordination of all our work through improving communications, publications, and office management. I’m grateful that we were able to do this within existing budgetary constraints.

We’ve overcome challenges presented by legal, tax and policy issues. A key accomplishment: More than three years after the sale of the New England Friends Home, we finally resolved the last outstanding claim against New England Yearly Meeting of Friends. Concluding this matter with the State of Massachusetts resulted in savings of more than \$500,000 from what are now the Legacy Gift funds. This releases these substantial resources to help us grow into the future.

I’ve continued to work with Finance Committee, the Treasurer, the Accounts Manager and Permanent Board to simplify and update our financial management policies, allowing us both greater

transparency and increased flexibility to use resources where, when and how they are most needed.

We’ve looked closely at how we initiate and manage grants, freeing us to secure additional resources to nurture the life and ministry of Friends. Recent examples include new funding to develop a program to help us care for our elders, developing print materials for outreach and religious education, funding a conference on outreach next spring, and exploring partnership with New York Yearly Meeting on a bold new initiative to help our local meetings reach, welcome, support and include younger adults.

Perhaps most important in the area of stakes, we’re bringing to fruition three long-term projects: 1) a review of possible changes to our structure and procedures to better support the work we’re called to do (Structural Review); 2) an analysis and articulation of many years of discernment on purpose and priorities for our work together, as we plan for financial sustainability and growth (Long Term Financial Planning); and 3) the much-awaited and careful discernment needed to release the Legacy Gift funds to nourish and enliven the ministries of New England Friends. This faithful work will serve us well if we listen deeply to what these Friends have to share.

We still have a lot of patient and detailed work to do. But we’ve come a long way toward placing the stakes we need for this season in the life and growth of the Quaker movement in New England. We’re learning to be better stewards, moving toward financial sustainability, increasing transparency of decision-making, welcoming greater and more meaningful participation by Friends of all ages and geographies, improving communications and strengthening connections. And we’re getting better at providing the Friends who give so much in service through NEYM with the information, support and clarity they need to do their best work.

#### Tomatoes

The heart of my work is encouraging the life and ministry of Friends in New England—and that is all about the “tomatoes.”

Since I began serving in this role in January 2013, I’ve continued to travel widely within our

Yearly Meeting, worshipping, listening, and strengthening relationships.

In early March, I made 23 visits with Friends across Maine—in meetings for worship, on Friends' farms, in kitchen conversations, in a discussion of racism, at wayside diners and even a great Chinese restaurant. As in other parts of our region, I glimpsed there the quiet faithfulness and constant witness so many Friends find through our local meetings. In these visits I'm also blessed to share in the sorrows and hopes of our communities. The Life and Power is among us. We face some big challenges, but we can help one another respond to them as we strengthen our connections and resources. When I get tired or discouraged in my work, I find consistently that it's these visits and opportunities that renew my own sense of leading to this service, and reaffirm my faith that the Holy Spirit is continuing to gather and prepare us in fresh ways.

I'm increasingly convinced that the work of growth and transformation here in New England isn't for us alone, but is part of a great turning among Friends more widely. I accompanied New England Friends to places like Mexico City (where Friends World Committee for Consultation met this spring) and Cincinnati, Ohio (where Friends from across the United States and beyond gathered to test the waters toward a re-enlivened role for Friends United Meeting in North America). More Friends from New England attended these gatherings than from any of our sister yearly meetings—a concrete glimpse of how widely we are serving, connecting and reaching out across the Quaker spectrum and beyond.

Our experiments with outreach draw interest from Friends as far away as Kansas, Washington, and New York. Increasingly our staff are consulting with people serving in related fields both within and beyond our tradition, sharing best practices to help us bring fresh tools and insights to the growing edges of our ministries. Following our Consultation on Young Adult Ministries in February, Friends from other yearly meetings have asked to join us as we learn to more fully engage and include young adults in the wholeness of covenant community. A new way of expressing and living the Quaker tradition is emerging, just as new and fresh as the reimagining of our life as Friends that happened in the early 20th Century.

As examples of my own part in that work this year, I offered messages at Great Plains Yearly Meeting, led worship with and learned about restructuring efforts by Western Yearly Meeting Friends, brought plenary addresses to FUM's Stoking the Fire gathering, and helped convene a gathering of gen-

eral secretaries to explore collaboration to build and nourish the present and future of Friends.

We have also been increasingly bringing the resources and richness of the wider Quaker movement home. I hope you've seen New England Friends like Benigno Sánchez-Eppler and Eden Grace featured in videos in the Quaker Speak series, which is being used in several of our local meetings for religious education and outreach. It's been great to cheer on the new Quaker Voluntary Service house in Boston, as Friends prepare to welcome the first class of QVS Fellows for a year of Quaker service starting this fall. As a co-founder of QVS, I've long prayed and worked for this ministry to enrich the lives of our local meetings and young adults.

I'm encouraged that Sessions is being brought a proposed mechanism that would allow our Yearly Meeting leadership to lift up New England Friends' witness by making time-sensitive statements on urgent concerns in our world—such as racism, climate disruption, capital punishment, and war—where the testimony and minuted discernment of Friends is clear.

As ever, we've been blessed with an abundance of gifts this year. Our work as a covenant community, I believe, is to continually watch for ways to help the gifts of Friends and Friends meetings to be more fully expressed in our world. To do this well, we need to focus.

### Focus

A New England Friend once wisely counseled me that I should practice a discipline of saying “no” more often when my leading wasn't clear:

“If you can't say no, then your yes doesn't mean anything.”

After all I've seen in the past few years, I'm convinced we're at a threshold as a network of faith communities, and as the organization that serves to support and strengthen them. We've done important, thorough and needed work for several years to listen deeply to God and to one another about the ways we're called to move forward. And now the challenge before us is to move forward, together.

I wonder if you've observed something I've seen:

A leading or ministry begins to emerge, and there is great excitement. In a moment of unity, we approve a minute or appoint a committee to carry this new work. But we are pulled in so many different directions and try to do so many other good things, and it can be painfully difficult for us to lay down previous commitments, so we lose momentum and don't devote the energy needed to bring our best, most prayerful attention to the work we've dis-

cerned we've been given. We move on to the next new idea, or the next crisis. Trying to do everything keeps us from doing something beautiful and faithful. It happens again and again in our Yearly Meeting. And it breaks my heart.

I trust that we're not given more than we can carry at one time. And I believe God wants our "Yes!" to mean something.

Saying "Yes!" to encourage the Life that is rising up among us will mean saying "no" to some other things, letting go of ways of doing things that—while they may be dear to us—no longer serve to free us for faithfulness. It's also important to acknowledge and honor the loss and grief that naturally accompanies change.

We know the exhaustion that comes with being overcommitted, and the resulting disappointment when we're unable to give full attention to what matters most. Increasingly, our lives are filled with distractions—including some very good work—that can numb us to the quiet invitation of the still small Voice. I've been reminded in the last year that in order to share our gifts most fully, we need to be focused and clear to do only what is ours to do, and let go of the rest.

No matter how we reorganize the stakes, we can't tend every plant in our garden at the same time. And if the garden is not weeded, the harvest will be poor indeed.

I believe the Spirit is asking us to clarify and prioritize our work together as a yearly meeting. This year we are receiving reports reflecting years of faithful consultation, listening and discernment. We have an opportunity to focus our energies on the needs that local Friends meetings have consistently

affirmed. I need this guidance from you to do my best work in service to our faith community. Our staff and volunteer leadership need this focus so that their work can help us all bear more fruit.

I began this reflection with words attributed to Jesus in the Gospel of Luke. I hear them inviting us to what is possible when we allow ourselves to lay aside distractions and focus our vision and energy on a few clear priorities:

"If your eye is single, your whole body will be filled with light."

As we approach our 355th Sessions, my prayer is that if we engage deeply and with listening hearts with the matters Friends serving on our behalf are bringing to us, we will find the focus we need to act boldly and faithfully in the coming year.

So we come to Sessions, continuing on this voyage of discovery toward all that is and all that will be for Friends in New England—living in the freedom and joy made possible by the power of unconditional Love, growing toward a covenant community already made real by the presence of the Spirit.

May we embrace the "Yes!" that can make our "No" possible. And may we be filled with Light.

"...the Loving Presence does not burden us equally with all things, but considerately puts upon each of us just a few central tasks, as emphatic responsibilities. For each of us these special undertakings are our share in the joyous burdens of love...We cannot die on every cross, nor are we expected to."—Thomas R. Kelly, *A Testament of Devotion*, pg. 83

—NOAH BAKER MERRILL

---

### Accounts Manager

---

While the ideal of Truth is a worthwhile spiritual goal for the Accounts Manager—in the sense of accurate numbers that provide an honest view and a fair assessment of our financial health—yet we do well to keep in mind that real life changes constantly. We may be Friends of the Truth, but in this life at least we remain but seekers of the Truth, approaching yet never attaining perfection. The numbers are never static, and even our procedures and expectations change gradually. This year, for instance, the integration of our contributions-processing tools with our database finally yielded the simplified workflow envisioned last year, as did improvements to our electronic banking connections with our bookkeeping software. In the midst of changes, though, we must remain consistent, grounded in

connections to the reality of the past. So importing and reconciling our old database financial records with the new database provided important continuity; likewise, documentation has been part of my longer-term work this year—such as writing procedures for receipt of stock donations, grant tracking, and endowment management. Looking back over previous reports, my first one seems very concrete, while last year's was quite abstract. The abstraction was an attempt to visualize the spirituality of money—a mysterious force in some ways, for all that it provides concrete goods like food and shelter for us in the end. And just as keeping truthful accounts is a meeting place of factual details and abstract summaries, I hope, with the proper balance between concrete and abstract, to provide a sense of stability



and rootedness that can contribute towards the confidence to grow, reach out and change.

—FREDERICK MARTIN

---

### Communications Technology Coordinator

---

This is my first report as the communications technology coordinator, having begun this new part-time role after 4 years of serving as communications director and office manager. I now focus on developing and maintaining the technological tools that support NEYM's ministries—most notably, our new website and database, each launched last year.

This staffing change is good for us all:

- It better distributes administrative work, rather than putting an increasingly diverse array of professional skills into the basket of one staff position. If I become a Methodist tomorrow and quit, it will be easier for our community to find a qualified replacement. (Note: no immediate plans to do so.)
- I can better prioritize security patches and fixing critical bugs, rather than having to balance these unexpected, urgent priorities with pre-existing event and publication schedules.
- My reduced hours allowed Sara Hubner to step into the role of office manager—the strength of her gifts and leading were too strong for a one-day-a-week assistant position.
- Finally, I can work for my religious community in the area that I am led to continue serving, while also being able to be present to my child and partner in the way I am led to be.

So: win-win.

A few notes about my work this past year:

- The website and database are serving our needs far better than their predecessors, but each have many improvements and important features needing implementation. It's been challenging to juggle the launch of both of these major projects so close to one another. I

am often frustrated by my slow progress on post-launch development. Yet you all overwhelmingly offer your patience, support and excitement. Thank you.

- Since last Sessions, I focused heavily on completing our transition to the new database. I am eager to focus more on the website this coming year, including making improvements to site performance, search functions and training resources.
- On that note, more than 20 Friends are creating content on neym.org, including representatives from 8 committees. I've created an initial set of screencast tutorials to teach users how to create content for their committee on neym.org, and more are to come.
- Our data security and adherence to best privacy practices are much stronger, in part due to our improved tools. However, there is and will always be more work to do. Trying to be knowledgeable of the constantly swelling sea of legal requirements, best practices and security threats around data is endless work, yet unless we revert to maintaining Yearly Meeting records on hand-written cards, this is the reality of our era.

My position is essentially 25 hours/week. I could clearly do this full time and stay very busy. I have a list of nearly 30 website and 20 database projects that Friends would love for me to do—I promise with complete confidence that I will not finish them all next year!

I see systems administration and development as holy labor: I find great joy in helping NEYM Friends to better coordinate their work and share our spiritual message.

—JEFF HIPPI

---

### Events Coordinator

---

*The Pizza Came*

*The pizza came*

*But not the rental chairs.*

*So the tough issues*

*They were upset about,*

*Had to be talked about*

*One at a time*

*With folks sitting*

*Upon the floor*

*Informal, pow-wow style,*

*Listening to one another.*

*Eating pizza*

*Even laughing*

*Now and then.*

*They'll meet again  
Like that  
In two more weeks.  
They've found  
A whole new world  
Together.  
If the chairs had come  
And not the pizza  
They would have been  
In an entirely  
Different place.  
Providence moves  
In strange ways.  
—Judy Brown*

Much of my role of events coordinator has been a mix of “chairs and pizza.” Considering logistics around many gatherings this year, including our second year in this new space at Castleton College for Sessions, has been a continual challenge. There have been numerous meals and countless cups of coffee, multiple space reservations, and yes, hundreds and hundreds of chairs. The expansion of this staff position this year, to include planning and logistics for so many gatherings beyond YM sessions, has proved a necessary and welcome step to many as we have a “point person” to cover the complicated moving pieces of how we gather.

In this year of service there have been great spiritual gifts. For how we gather, when considered with deep intention and rightly ordered—leads us back to the why of gathering. I have been taught,

time and time again, that there is no “mere logistics” in lieu of more “spiritual” endeavors. In each moment, no matter what the shape of service, there is always the opportunity for faithful engagement in beloved community. This sometimes has been a true struggle for me—often it seemed that while so many Friends were centering in worship, I was racing around on a golf cart, or propping a door open, or answering an emergency phone call. Those places on the edges, those places of service, are not solitary ones. When I have been opened to how I might be used in those situations, I am accompanied—always by God, but as often also by another Friend who might themselves need a bit of support, or have for me a bit of treasured insight. This has truly become a shape of service that I am drawn into.

In those myriad details is how we might experience God: how we welcome each other, how we balance a budget of tangible needs, how we deal with space issues and accessible childcare and deep, radical hospitality for all as we seek the Beloved in community. We are not there yet. We have much work to do. But I have been shown that when we move with intention, in faithful effort, we can trust in God to partner with us in these Holy arrangements. We experience that Presence between us, and Providence does move in strange ways. I look forward to living into those ways in continued service in this role in NEYM.

In faith and service,  
—KATHLEEN WOOTEN

---

### Friends Camp Director

---

During summer 2014 Friends Camp had 347 campers, 21 counselors who worked for the full summer, and 4 counselors who worked for just part of the summer. We had 7 lifeguards, 2 wilderness First Aid staff and an excellent camp nurse. The work and good energy of the counselors was supported by 7 hard-working staff in the office, kitchen and in maintenance.

Prior to start of last summer’s sessions, several counselors were able to develop a restorative justice system for camper misbehaviors at camp. The training focused on reflective listening, giving campers the opportunity to share without interruptions, to learn to listen without responding and to use “I feel” statements. During this summer we also encouraged campers to take on more community leadership roles by making meal announcements, helping to lead the daily business meeting, and co-leading some programs and activities.

In 2014, 18 percent of our camper families needed campership assistance. There are two ways that families on a limited income can have a lower camp tuition: one, if their Friends meeting provides assistance; or two, if Friends Camp responds to a campership application request and then allocates a reduction in the camp fee. This year we were very pleased to have support for youth from New Haven, Vassalboro, Farmington, Durham, Portland and Wellesley Meetings. Friends Camp’s general campership fund helped 34 families with a fee reduction. Friends Camp also has four dedicated campership funds. To maintain funding for each of these, Friends Camp received \$20,140 in 2014.

The five goals of the Friends Camp Good Governance Committee are as follows: improved nomination process, defining roles between the Yearly Meeting and Friends Camp, setting up a new Camp Committee structure, improving financial oversight,

and updating the personnel policies. These goals have not yet been reached, but a thoughtful and insightful document is moving slowly through the discernment process.

In July of 2014, Friends Camp had its America Camp Association Standards visit. Two volunteer camp directors spent the day observing our practices and reading our responses to each of the pertaining standards. Of the more than 250 standards in the 7 areas, Friends Camp did an outstanding job of meeting almost all of these standards. In October, our accreditation was approved by the America Camp Association, so we were able to promote Friends Camp as an ACA Accredited camp for the 2015 summer season.

Several buildings-and-grounds projects were complete prior to the accreditation visit. Our maintenance staff fixed the bunk railings in all twelve cabins, installed a new door between Health Hut and Old Crow/Bird rooms, and installed locked medication boxes for counselors and staff. The completion of the new cook's cabin in early June and addition of new windows and fans in Old Crow/Bird cabins were much-needed improvements in staff housing. The fall projects were painting floors and jacking up four of the older cabins.

In the Light,

—NAT SHED

---

### Junior Yearly Meeting & Junior High Yearly Meeting Coordinator

---

JYM and JHYM's loving and joy-filled circles of adults, teens and children held 10 retreats this past year. Our themes included aspects of prayer, hope, leadings, hard times, the power of love, and walking cheerfully. We sang, worshipped, played, laughed, shared chores and profound small-group conversations, created art, and built vibrant communities. Friend Nancy Shippen offered a program on bullying at one; we made 55 loaves of bread at another. No fewer than 18 eighth-graders attended our 2nd annual 8th Grade Retreat. Amazingly, only one retreat had to be rescheduled due to snow.

Registrations were at maximum in JYM and consistently good in JHYM. However, we had to cancel what would have been the 18th annual 6th Grade Retreat due to low registrations. We're now evaluating the best way to programmatically support and minister to the needs and milestones of this transforming time.

A number of our families are experiencing financial stress, and requests for scholarships were almost double that of previous years. I'm deeply grateful they can ask for help, but I worry about the toll that tight finances have on the emotional and spiritual health of many of our families.

In fact, I hold a deep concern for the emotional and spiritual toll that all of life is exacting on our children and their families. Over half are either in financial distress, family crisis, have a family member with a life-threatening illness, or have significant physical, mental health or academic struggles of their own. With school work and extra-curricular schedules added, our dear hearts are arriving on

Friday nights exhausted. Our community clearly provides a haven of joy and friendship in the midst of their paths. I am touched to my core by the sincere intentionality, compassion and courage of our young Quakers. I'm offering a lot of pastoral care during and between retreats and ponder how our monthly meetings can more honestly and skillfully provide support to those going through difficult times.

I am always in awe of my adult staffers and fantastic junior staffers and the love that binds us together. At a recent JYM Retreat, multiple pairs of staffers were assigned to individual children to give them the support they needed in order to have successful experiences. The love and care is palpable; the skills and wisdom are extraordinary. Still, the number of medications and supplements children bring to retreats has increased to the point where few of my staffers feel able to be the "retreat nurse." This mirrors the extensive dietary accommodation requests. I struggle to get enough staff and cooks for our retreats, particularly for JYM.

I dubbed last year a "first-year teaching" experience. This year's challenge was being in this ministry while supporting—thankfully!—our daughter's recovery from a life-threatening illness. Next year I hope I'll find out what it's like to "just do" this position and see if it's really sustainable. I remain deeply grateful to be part of the NEYM staff, to be in relationship and ministry with so many loving young—and older—Quakers, and for the rich fellowship and support within our Yearly Meeting.

—GRETCHEN BAKER-SMITH

---

### Office Manager

---

I will be glad when October 1st arrives, because that will complete my first year as the Yearly Meeting office manager and I will have been through one annual cycle in the life of NEYM. I have learned a lot since 2014 Sessions and it has been a steep learning curve, beginning with pulling together reports, minutes, committee slates, and all the other information that goes into the Minute Book, through laying out and editing the *New England Friend*, collecting information updates from local meetings and publishing the Directory, to preparing for Sessions—including these Advance Documents. I've felt excited, frightened, frustrated, confused, humbled, and proud—sometimes simultaneously.

I enjoy learning, which is a good thing. I've switched from the PC to the Mac and I've been learning how to use new software like InDesign and Photoshop, how to work with a commercial print shop, how to extract information from our new database. I've learned how much I didn't know that I don't know, and how much I still need to learn.

As much as I enjoy expanding practical knowledge, more of the pleasure in this job comes from getting to know the rest of the staff as well as Friends from all over New England, helping them get the information they need to get their work done, helping them make connections with one another, and helping to spread the word about the many things happening around our Yearly Meeting.

When I spoke to Sessions last year, I used the analogy of a switchboard operator who makes the connections among parties. I still see myself in that role, with the addition of publications that further promote and support Friends working together around New England. I work alone most of the time, but I'm connected to the life among us through telephone conversations, e-mail queries, reading your meeting newsletters, and meeting with you at Committee Days and other gatherings.

In the coming year I look forward to continuing to organize files and office space, documenting office procedures, updating our membership lists and meeting information, and creating inventories and records, as well as developing additional software skills.

One of many things I am just beginning to work on is creating a volunteer pool to help keep the database up to date, make phone calls, help with mailings and other special projects, and proofread publications, so if you're interested in volunteering for any of these tasks, please send an e-mail to [office@neym.org](mailto:office@neym.org) or call 508-754-6760.

I am so grateful to be able to put my office skills and other gifts to work for my faith community in the service of the Spirit. I hope my work is helping to free the Life around the Yearly Meeting.

—SARA HUBNER

---

### Religious Education and Outreach Coordinator

---

This is an exciting time of change and growth in the Quaker movement. A sea change is taking place. At its heart is the dynamic interplay between what may seem like opposing trends: a growing sense of wholeness in the Quaker movement across branches, cultures and borders; and a celebration of the distinctiveness of local meetings and ministries. My service this year has been powerfully shaped by this emerging reality.

On the one hand, my service has focused more intently on local meetings, with a heightened appreciation for the work of the Light in a particular place, at a particular time, among particular Friends. I can see and sense the terroir, the local flavor, of the Light at work among Friends.

The Quaker Outreach Pilot Project occasioned repeat visits with Concord, Westport, and Fresh Pond Friends in a shared journey of learning, together, how to do this outreach work. New strategies called for the creation of new materials. I de-

signed Quaker Affirmation Stickers for Dover Friends to use at Apple Harvest Day, a welcome pamphlet for Keene Friends to use at a college interfaith festival, and business cards for Quakers in the Boston Area.

I can attest to changes in our Quaker culture! Local meetings are stepping into the public arena with confidence to offer the Quaker Way. Yarmouth Friends hosted a Dr. Seuss Peace Party for the town's children on spring vacation. Storrs Friends will be present at parent orientations for new students at UConn. Orono Friends participated in the HOPE festival at University of Maine. Providence-area Quakers will march in the Pride parade and have an exhibit booth. I support these efforts with everything from print materials to a lendable sidewalk sign and canopy. Emerging Practices in Quaker Outreach Day provided a forum for reporting and celebrating this new work and sparked new ideas and strategies. A second outreach conference is

planned at Woolman Hill for April 2016. The Obadiah Brown Benevolent Fund and Salem Quarterly Meeting are supporting these Quaker outreach adventures.

Broad collaboration has been a second hallmark of my work this year. I have taken the richness of life among New England Quakers into our wider circle of Friends and brought home insights, wisdom, and fresh approaches in equal measure. The Quaker RE Collaborative (QREC) is now 15 months old and includes more than 150 Friends from 17 yearly meetings. We host Conversation Circles on topics such as Welcoming Families, using virtual conferencing software. QREC will again host a national conference at Pendle Hill in August. Melinda Wenner Bradley, a NYYM Friend and co-founder of QREC, and I are planning a Woolman Hill workshop for First Day School teachers and RE Coordinators in spring 2016. The collaboration that created the

Spanish-language version of Faith & Play™ (*Jugar llenos de fe*) has entered a second phase, distributing books and organizing trainings around Latin America. Again, the fruits of collaboration come home: Caryl Menkhus Creswell, our bilingual trainer, will offer a Godly Play and Faith & Play training at Wellesley Meeting in October at the request of our Puente de Amigos Committee.

The Quaker Youth Education Committee's work resonates with this emphasis on local and quarterly meetings, especially around insights from the Consultation for YAF engagement. I share the committee's sense of opening and opportunity for ministry in the rapid demographic changes already afoot. By 2040, the U.S. will be a majority minority nation. Our seeking and sharing with Latin American Friends prepare us for bilingual outreach and welcome here in the United States.

—BETH COLLEA

---

### Young Friends & Young Adult Friends Coordinator

---

Do you love me?" and he said to him, "Lord, you know everything; you know that I love you." Jesus said to him, "Feed my sheep." — John 21:17

When I look back on the pastoral care I received from Friends growing up, the theme of these experiences wasn't "Call 9-1-1! Quakers, help!" it was more, "I'm not sure what to do in this place I am." A Friend (usually a Young Friend's Resource Person, someone from my meeting, or a fellow YAF) engaged in conversation with me long enough (sometimes over a number of years) and listened for the places where the right question, the right reframing, the right prayer, or the rightly timed nudge could bring something true to the surface. These people weren't just there for the big crises in life; they were there to help me learn to pay attention to that still, small voice each day.

In my work over the last five years with Young Friends, I find myself continually asking how to encourage these types of pastoral care relationships—the kind that go beyond the "emergency" moments in individuals lives and lead to spiritual growth and lives of faithfulness. I've learned that it takes a lot of time, trust, practice and room in one's heart for these relationships to take root.

The Young Friends program has had a fantastic year—but the key human elements (willing teens, committed volunteers, supportive meetings, carpooling parents, and time blocked off on all our schedules) that go into our retreats require contin-

ued commitment to go on. I am grateful for this retreat year of true togetherness, openness to the Spirit, and perseverance despite all that snow.

We are celebrating our third year of the Boston Area Quaker Youth Group, a once a month gathering of Young Friends for dinner, fellowship, worship and workshops. Being a part of this new model of local youth ministry has been such a gift to me, as I've seen the possibilities that come with spending extra time with a group of YFs each month allows.

Over with the Young Adult Friends, new Life abounds. It was in the autumn of 2012 when I first heard YAFs, gathered at a retreat, articulating a shared leading rising up in the group. We were led to reach out—to share our faith and our retreats with others who might be interested. There was a clear sense that retreats shouldn't just be a series of reunions for former Young Friends or for those firmly connected with NEYM; we wanted YAFs to be a well-lit pathway into the Quaker faith.

Just over two years into our outreach journey, at our Midwinter retreat this January, we had 60 participants, including 14 first-time YAFs. As more newcomers show up, YAFs are growing our hospitality muscles, and are changing the norms of our retreat culture to be more intentionally welcoming. We are learning to set the table, to build our capacity for a more public practice of our faith. Coming out of the Consultation on Young Adult Ministries this winter, it is clear that this work is being carried & cared for at local meetings around New England as well.

With enormous thanks & big hopes for year ahead,

—NIADWYNWEN THOMAS

P.S. I am currently seeking hearty, frugal, friendly, fun retreat cooks!

## Committee and Board Annual Reports

---

### “We Need a Plan”: Discernment and Action In a Time of Growth and Change

---

Presented to the Permanent Board of New England Yearly Meeting of Friends by the Long Term Financial Planning Committee May 2015.

On every side we hear of “the great people to be gathered.” Are you ready?

Most of us feel that we are not ready; that our meetings must first provide for the spiritual renewal of our members. But the harvest time is now, “the grain is ripe unto harvest.” Who then can be sent to bring in the harvest? Will it be...the Yearly Meeting Committees when they are re-organized? Will it be your Quarterly Meeting or your Monthly Meeting? They certainly must provide the climate for the harvest, and the continuing fellowship for us to share, but in the last analysis it is you, each of you in your daily activity, who must gather the harvest. It is up to you, whether you are the newest member of your Meeting or one of those “weighty Friends” we have heard about...

You are called to respond to needs, to the thirsting for the fellowship of the spirit, which alone can calm the restless hearts. Only as friend meets friend in the joint actions of living do we experience the Truth; making love visible and making all things new.

(Report of Worship-Workshop on Meeting Renewal & Attracting the Seeker, Minutes of NEYM, 1968)

### Background: Some Notes on How We Got Here

In the fall of 2014, the clerk of our Yearly Meeting’s Development Committee affirmed to the Permanent Board of NEYM what many have raised in different language:

---

Not that we are competent of ourselves to claim anything as coming from us; our competence is from God, who has made us competent to be ministers of a new covenant, not of letter but of spirit; for the letter kills, but the Spirit gives life.  
(2 Corinthians 3:5-6)

---

“People don’t fund unmet needs. They fund the plan to meet those needs.”

### We do not currently have such a plan.

For several years New England Friends have recognized a need to set clear priorities to encourage the life and ministry of our Yearly Meeting<sup>1</sup> [*Endnotes follow on page 50*]. Since at least 1980<sup>2</sup>, Yearly Meeting has charged several groups to consider whether changes in priorities, focus, structure and function were necessary in order for Friends to grow and thrive in our region.

At the request of the Long Term Financial Planning Committee (LTFPC), in December 2014 the Yearly Meeting Secretary wrote a report summarizing the work of these many groups, and the LTFPC was encouraged by Permanent Board to adopt the report’s insights as a basis for its work. With the help and support of the Structural Review Committee, Coordinating & Advisory and Permanent Board, the LTFPC has adapted and revised that report to create this document, which is to be shared with the wider community of Friends in New England to support understanding and action by the Yearly Meeting as a whole.

Efforts considered in this analysis include (among others): the two Long Range Planning Committees (1980–1981 and 1999–2001), the Ad Hoc Committee on the Financial Health of Yearly Meeting (1992–1993), the Procedural Review Committee (2004–2006), the Staff and Organizational Structure processes, the Ad Hoc Vision Committee (2007–2009), the Staff Planning Committee (2009), the Legacy Gift Discernment Committee (2012–2014), and the Structural Review Committee (2012–present). All of these groups’ work has involved significant consultation with constituencies through a variety of methods, including a wide range of Friends active at various levels throughout the Quaker communities of New England.

These groups wrote reports identifying strikingly similar needs. We further believe that what may at first appear as differences in the conclusions of these groups in fact reflect different ways of categorizing overlapping or related concerns, rather than substantive departures in what was heard and reported. These include an emphasis on youth ministry; outreach<sup>3</sup>, welcome and witness; religious education and spiritual nurture for adults; leadership development and training; pastoral care and conflict transformation in meetings; and more inclusive and connected communities<sup>4,5,6,7</sup>. They expressed concerns about our structure being too unwieldy, not fully accountable, and ineffective and inefficient<sup>8</sup>. They raised the widely held perception of the Yearly Meeting structure and work as disconnected from the life of local meetings<sup>9</sup>, which in turn were often disconnected from one another<sup>10</sup>. They noted that we face cultural challenges that tend to make leadership<sup>11</sup>, change and innovation difficult. They lamented the hesitation to make clear choices<sup>12</sup>. They raised the need for us to clearly define priorities for our work<sup>13</sup> that would create progress toward increased vitality, growth, and effectiveness, and they asserted a deeply felt sense that Friends still had many gifts to offer the world, if we could only find ways to live into those strengths and share them more fully.

---

Organization is a good servant but a bad master; the living fellowship within the Church must remain free to mould the organization into fresh forms demanded by its own growth and the changing needs of the time. Where there is not this freedom the Church has its life cramped by ill-assorted clothes, and its service for the world becomes dwarfed or paralysed. (W. C. Braithwaite, *NEYM Faith & Practice*, p. 121)

---

Beginning in 2008, the Priorities Budget Process was established to allow more consultation to inform the creation of the annual operating budget. A key part of this work was soliciting input from local meetings as part of “Funding Our Vision Days” hosted by Finance Committee. In 2013, recognizing the need for an even more transparent, collaborative and comprehensive approach to how NEYM stewards and uses resources to encourage the Quaker movement in New England<sup>14</sup>, an effort was made by the Yearly Meeting Secretary and treasurer to expand the Priorities Process to discern longer-term

---

Much labor, over several years, has gone into the effort to redefine [NEYM’s] staffing structure. Some Friends worry about the strife that could result from the dialogue. Some Friends are weary of a dialogue that they believe has gone on far too long already. Some Friends despair of reaching unity. (Organizational Options for Staff Structure, 2008)

---

priorities for our ministries. Feedback on this experience further affirmed the need for a more robust mechanism to set priorities for the work of the Yearly Meeting overall that would be creative and inclusive and would lead to effective steps forward. Also in 2013, Coordinating & Advisory Committee with support from Permanent Board initiated an ad hoc consultation between the Personnel, Development and Finance Committees to help us plan with a perspective beyond the next fiscal year, and to begin to

develop a mechanism and shared approach for aligning resources with ministry.

After both Sessions and Permanent Board affirmed this direction, the Long Term Financial Planning Committee (LTFPC) was created and charged, and soon after its inception united with the need to continue this discernment of vision and priorities.

For decades, many Friends have listened, and many have spoken. Many reports have been written, and abundant dreams have been lifted up. **Now we need a plan.** To create a plan, we need to take another step in identifying—even provisionally—what we hope to accomplish in our shared work and ministry together on behalf of Friends in New England.

### The Purpose of This Document

This report does not seek simply to *summarize* the findings of these many sources, but also to go beyond to *distill* and *synthesize*—both from the numerous formal processes mentioned above and from widespread consultation in both formal and informal venues across the Yearly Meeting—a sense of what might be seen as a key focus for the quickening and nurture of ministry by NEYM in the coming years.

The Long Term Financial Planning Committee hopes this perspective on New England Friends’ corporate discernment over many years will be useful to Friends throughout the Yearly Meeting as we proceed with this important work.

### Wait, Why Exactly Do We Need a Plan, Again?

New England Yearly Meeting of Friends is a community of faith spanning the six New England states, part of a global movement that our spiritual ancestors might have called “The People of God called Friends.”

We’re a church, a religious society, not a for-profit corporation or a social service organization.

Why then do we need a plan? The answer lies in how we can best support the work we believe that God has called us to do.

**In a very real way, we could say that NEYM as a whole doesn't need a mission or vision statement, or a plan.**

While we are one body and one community, it's helpful to understand that **there are five important ways we are New England Yearly Meeting of Friends:**

1. **A People:** We are the 5,000 members and attenders of Quaker meetings in our region: the "People of God called Friends" in New England—a web of life-changing spiritual friendships and connections.
2. **A Network of Meetings:** We are the more than 90 local meetings (congregations) across all six New England states, encompassing diverse ways of worship, sizes and theological perspectives.
3. **A Gathering:** We are our Annual Sessions, the second-largest Quaker gathering in North America.
4. **A Structure for Service:** We are the committees, boards and working groups doing work on behalf of Quakers in New England—from socially responsible investing to responding to climate change.
5. **An Organization Empowering Ministry:** We are an organization with staff, programs and services, tasked and committed to support the Quaker movement in New England.

Our "mission" is to be faithful to the continuing revelation of the Life and Power of God among us, supporting one another in faithfulness to the Friend of all Friends and as agents of the Beloved Community in the world.

We don't need a vision, since we can turn to our Teacher and affirm, "*Be Thou Our Vision.*" And we don't need a "plan", because our continuing Hope is to play our humble part in the unfolding of the one great Plan as Love's work in Creation is revealed and comes to be ever more fully recognized.

**The People called Friends doesn't need a plan.** Our work is to be faithful to how we are led, in relationship with one another and in the expression of the gifts given through us, as we carry our faith and practice as Friends into all corners of our lives.

**Our local meetings don't all need to adopt a single plan.** Our movement deeply values local autonomy and trusts each community of Friends to discern how the Holy Spirit leads them. While individual local meetings may be led to embrace more focused planning to respond to their own discerned leadings, there is no need or desire for a "one size fits all" approach to how our local

faith communities do their work. In this sense, the "plan" being called for at the Yearly Meeting level is to support local meetings, but doesn't seek to bind our local meetings to any specific way of approaching their own life and ministry as a faith community.

The three subsequent ways that we are NEYM, however, require a greater level of organization and shared stewardship of resources toward specific goals, in support of the foundation of the first two ways.

Friends' experience of divine guidance is that **we are called both to discern God's will** for us and then to **act on that discernment** to the best of our abilities, and making use of all the faculties and skills we have been given for the service of Truth.

In order to organize our Annual Sessions each year, we create budgets and organize volunteers and staff to make it all happen. No campaign to address injustices in our neighborhoods or witness against endless wars would be successful without dozens of phone calls, emails and meetings for coordination. This work is necessary to help get the word out about a transformative spiritual retreat or workshop opportunity. This is even more true when the level of complexity involved in our work expands to include the year-round supervision of skilled staff, the management of complex legal and child safety issues, and the responsibility to provide meaningful and high-quality support to the local communities of faith and practice which are the foundation of our life together as Friends.

The "plan" we are calling for, then, is intended to help the part of NEYM that is an organization to serve its intended role – supporting and strengthening the Quaker movement in New England.

This organization was created by the local monthly and quarterly meetings, and exists to serve them. The organization is—and should be—accountable to the local meetings. The part of NEYM that is an organization is a small part of who we are as Friends, but this organization needs a plan. Faithfulness and integrity require us to do this work in the best ways we are able, and to bring to these efforts all of the gifts we have been given, including faith, financial resources, intelligence and critical thinking, professional skills, insights informed by concrete data as well as intuition and discerned guidance, and best practices in organizational governance and leadership. **This is why we need a plan.**

### Vision

As a simple statement of a vision (the condition in the world to which we hope our work will lead) a



general sense of what Friends are hoping for might be something like the following:

We envision a growing network of transformative, witnessing local faith communities in the Friends' tradition across New England.

"Growing" includes both spiritual and numerical growth. We have repeatedly heard affirmed that spiritual growth and development should be our primary concern and the foundation for our work. The inclusion of numerical growth reflects an aspiration that, looking at the whole display of the Quaker "ecosystem" across New England, both *local meeting membership* and the *number of local meetings* will increase over time. This doesn't mean that all meetings need to be growing numerically or that we need to be constantly forming new meetings in every region, or even that such growth is the only measure of a healthy yearly meeting. Still, we hope to encourage these two kinds of numerical growth overall, alongside spiritual development and transformation.

By "transformative," we mean that it is through engaging in the corporate practices of discernment, worship, prayer and seeking to live faithfully together that we grow more fully into lives that reflect the Light. Inviting someone to live as a Friend is asking that person to join a movement with an authentic spiritual practice leading to transformation and growth that has much to offer the world. Living in the Life and Power in the Quaker tradition *changes us*.

"Witnessing" draws on the deepest sense of the Quaker use of the word, suggesting that **local Friends communities should be a sign and a model for the world of justice and integrity** to which our tradition calls us. Friends meetings should shine in our local communities as resources, supports and energizers for the challenges and struggles of our surrounding areas. People should know there are Quakers among them by the humility, love, and vibrant living that our communities at their best help make possible, as we welcome the presence of the Spirit.

Finally, the word "local" signifies that **strengthening NEYM as an organization is not the primary goal of our work**. As we do our work of financial planning, we are not asked to plan simply to support the structure of committees or staff. In Friends' experience, spiritual formation and transformation happen primarily through life-changing connections at the local level<sup>15</sup>. While the ways that we as Friends organize ourselves may change over time, these person-to-person connec-

tions remain central to our understanding of how the Spirit works in relationship. In our conversations about structure and initiatives at the Yearly Meeting level, are we drawing energy or attention away from our local meetings, or embracing work that will lead to their being strengthened and enlivened?

In all of our work, let us seek to use as a guideline whether the steps we are taking will strengthen or weaken our communities of faith and practice at the local level.

Nothing that happens "up at the top" or at "some remote center" or that is done in an office, or a committee room, will be very momentous unless in the last resort it stirs fresh life and brings new vitality into play in the local groups—the little cells—which constitute the Society. The Society of Friends is not a yearly meeting...not a central office somewhere, not a series of committee meetings; it is primarily and essentially a widely scattered number of local meetings, little cells, where the actual vitality and power and future potency of Quakerism is being settled and determined. We work in vain unless we keep our minds focused on these local units...the ganglia and arterial fountains of our spiritual life. (Rufus Jones, "What Will Get Us Ready," 1944)

### Ministry Focus

**Identifying any area of focus will mean making difficult choices.** While we would not be laying down all of our other work as a Yearly Meeting, we *would* be clearly communicating the need to focus our resources on **supporting local meetings**. This would sometimes mean saying "no" to other needs. While the specifics here would need to be worked out in practice over time, this focus might indeed require laying down some work or adding new resources as we become clearer about what is needed. Some portions of our work that aren't mentioned here might continue but be approached differently as we consider how these areas of ministry could support vibrant local meetings.

I wish I might emphasize how a life becomes simplified when dominated by faithfulness to a few concerns. Too many of us have too many irons in the fire. We get distracted...and before we know it we are pulled and hauled breathlessly along by an over-burdened program of good committees and good undertakings. I am persuaded that this fevered life of

church workers is not wholesome. Undertakings get plastered on from the outside because we can't turn down a friend. Acceptance of service on a weighty committee should really depend upon an answering imperative within us, not merely upon a rational calculation of the factors involved. The concern-oriented life is ordered and organized from within. And we learn to say No as well as Yes by attending to the guidance of inner responsibility. (Thomas Kelly, *A Testament of Devotion*, 1941)

### Strategy

If we affirm the articulation of the vision above (page 46), it follows that to achieve this vision we need to **focus our efforts in the near term on the intensive support of our local meetings**.

We would begin by establishing a clear sense of where we are now, both in terms of measurable data and more subjective perceptions and perspectives (sometimes called an “evaluation baseline”). Our State of Society and annual statistical reports, as well as financial information, records of travel minutes for ministry, and other relevant documents would provide a great starting place. We could then begin to identify **realistic goals** that we believe we can accomplish in a given timeframe. Setting goals before we have a baseline of some kind would be premature, and we need a clearer sense of our current condition first. However, one example of the kind of goal we could set might be increasing attendance at weekly meetings for worship by adults under 35 by 5-7% overall within 3 years. As we go forward, the work of moving toward implementation must be a collective process that engages the whole community if this new direction is to take root and flourish.

For any religious movement to be effective, it must have able leadership. We know that growth and outreach are dependent upon leaders with vision and understanding who can give capable guidance to our Quaker organizations and to our local Meetings. What we desire is not an authoritarian hierarchy, but rather a multitude of proficient and dedicated workers, with sufficient guidance to give efficient co-ordination and direction to our activities. Organization is not an end in itself, but merely a necessary means for the effective promotion of the Lord's work. (Seth B. Hinshaw, *Developing Quaker Leadership*, 1964)

Our *strategy* to accomplish these goals—the way we will go about trying to support local meetings—could be **to increase Friends' understanding and demonstrated capacity in the following areas**<sup>16</sup>:

- **pastoral care** (e.g., caring for the grieving, responding to mental and emotional health issues, competence regarding gender inclusivity & sexual identity, child & family issues, supporting aging and life transitions)
- **quality of worship** (preparing for, caring for, leading, and deepening worship)
- **conflict transformation** (helping foster constructive conflict, healing relationships, and reducing the negative impacts of conflicts within our local meetings)
- **ministry**<sup>17,18</sup> (including naming gifts, providing care and oversight of service, mentoring, preparing leadership)
- **creating a culture of welcome and witness** (supporting outreach/witness<sup>19,20</sup>, inclusion and community-building)
- **spiritual nurture**<sup>21,22</sup> (eldering, accompaniment, formation, exploring Quaker theology and experience)
- **Quaker practice** (clerking, recording, administration, finances)

### Methods/Approaches

Recognizing that a diverse toolkit will be necessary to support the specific needs of local meetings, we imagine building on existing capacities and strengthening new ones in the following ways:

- **networking**—through meeting online and in person, in groups and using the “buddy system”—Friends serving in parallel/corresponding roles in local meetings (e.g., MM clerks, treasurers, M&C members), learning from one another
- **organizing and providing resources** (speakers, programs, logistics) for regional gatherings, including quarterly meetings
- **hosting workshops and trainings** (both at retreat centers like Woolman Hill and on site at local meetings, partnering with quarterly meetings)
- **producing high-quality topical curricula** and short (1–2 pages) accessible resources (print and electronic)
- **sharing news and information about Quaker events and work** through the NEYM website, calendar, publications, email updates and social media
- **coordinating and connecting** traveling ministers and resource people
- **sharing examples and case studies** of innovation and successful strategies across the network of meetings—learning and improving our practice

## Key Insights and Aspirations to Guide Our Work

As we work to support our local meetings, we suggest that we keep before us the following perspectives. We might look at developing queries to be considered in developing and delivering programs in the areas above, to ensure that they are informed by and consistent with the understandings below.

**One Yearly Meeting:** There are many ways we are NEYM, including as a people of faith, a network of local meetings, an annual gathering, a structure for service and an organization providing programs and services. Everyone engaged with Quakers in New England—from lifelong members to people whose children attend a Friends' school or who are drawn to witness alongside Friends—is in some way a part of New England Yearly Meeting of Friends.

**Growing Toward Wholeness:** An essential aspect of our work if we hope to show how Friends are relevant in the world is to remove barriers and welcome the full participation of people who are seeking to make an informed and Spirit-led commitment to be a part of that movement, especially focusing on removing barriers in regard to race/ethnicity, age, sexuality, gender identity, class, cultural experience, educational and occupational background. Supporting inclusion of and participation by young adults in local meetings is an example of “low-hanging fruit” in this area. To encourage participation, we also need to remove both any reality of and any perception of a lack of openness or access to meaningful participation by all members of the NEYM community—as it exists today, and as it will expand.

**Faithfully Effective:** All of our efforts at discernment and consultation may ultimately prove fruitless if we do not free one another to do our best work. This means using the best of our minds, expertise, financial resources and wider connections in support of the needs we have discerned<sup>23</sup>. To do less is not faithfulness. We need to be honest with one another about our limitations, to ask what gifts and skills are needed to do the work that needs to be done, and then to seek to do that work together effectively. This will mean building a culture of accountability and evaluation, both celebrating and sharing successes/best practices and learning from the opportunities to improve that our failures present. When we are able to hold one another accountable for doing well the work we have discerned and undertaken, we will do better work together, to the benefit of all.

## Assessment and Evaluation

Several measurable statistics have been initially suggested as **indicators** for the efficacy and progress of our work as we go forward, including but not limited to:

- monthly meeting membership, especially among young (under 40) adults
- monthly meeting financial contributions to the NEYM annual operating budget (or overall income in support of our operating budget)
- number of Friends active in public ministry in New England<sup>24</sup>
- attendance at Annual Sessions
- attendance at quarterly meetings and/or other regional events
- attendance at weekly meetings for worship (both Sunday and at other times)
- attendance at monthly meetings for business
- Friends visiting to worship in meetings other than their home meeting (visitation)
- visibility in media (print/blog/online media mentions, visits to NEYM website, Facebook Shares/Likes, Twitter followers)

## We Need Much More Than Numbers

It may also be wise for us to develop a simple and consistent means of conducting **qualitative surveys** that could be used to establish a baseline and perform periodic assessments of progress in less numerically straightforward areas, possibly including *measures of perception in the strategic areas and/or demonstrated examples of effectiveness*—such as through a survey of perceptions of spiritual satisfaction or perceived depth of worship (e.g. “My meeting has discovered new spiritual depths in meeting for worship, as we have benefitted from new understandings of Friends’ practices of vocal ministry and eldership. We’re grateful for the richness that visits from traveling Friends have helped us reach together as a faith community in the past year.”)

One limitation in our ability to measure success is that *practices for record-keeping and reporting of statistical information are inconsistent across our local meetings*, meaning that information being gathered on membership, attendance at meeting, etc., is not highly reliable. In using data more intensively to strengthen our effectiveness, consistency, transparency and accountability, we should recognize that new attention to these details will require new resources. While this improvement does seem possible, and would surely be valuable, our 68 local faith communities (~90 if you include preparative meetings and worship groups) are accustomed to significant autonomy and may not easily or swiftly adopt

new practices, so improvement will require an intentional effort.

Another important consideration is that the results of increased focus in our work may not be immediately apparent, both because local meetings will need time to experience the benefits of new approaches and because reporting will lag behind change in experience. It will be important for us to balance our desire for evaluation with patience in the process.

Finally, we might be wise to recognize that we are not seeking to collect comprehensive information, but rather to identify perhaps two or three data points that, monitored closely, could give us a helpful *snapshot* to identify a general trend and to help guide, assess, and perform course corrections for our ongoing efforts.

### Hopes Going Forward

As we have said above, the Long Term Financial Planning Committee offers these reflections to seed our conversations and work, in hope that we can proceed together. They are not in any way intended to describe or include all of the various work that will be done by Friends throughout NEYM, but rather to affirm the vital need for us to steward our resources and undertake very specific and focused efforts toward growth, change and renewal of the Quaker way in New England. We look forward to our further conversations as we continue this exploration together. We offer our gratitude to each of you, dear Friends, for your willingness to help our New England Quaker community take these next steps on our 355-year journey of seeking to be faithful.

Ye have no time but this present time, therefore prize your time for your souls' sake.  
(George Fox, 1652)

### ENDNOTES:

1. "The Ad Hoc Procedural Review Committee, appointed in 2003 by Permanent Board brought their concern that a clear mission or vision for the Yearly Meeting is needed. They asked, 'what are we called to do as a Yearly Meeting, and how do we best serve the members and meetings in New England?'...The committee is confident that appropriate staffing and committee structures can be developed once the needs of the Yearly Meeting are clearly identified." (Minutes of Sessions 2005)
2. However, these issues were not surfacing for the first time: "The Committee to Study Committee Structure has prepared a revision of a chart presented earlier..." (Minutes of NEYM, #68, 1961)
3. "On every side we hear of "the great people waiting to be gathered." Are you ready? Am I ready for those who ask: How do you know that God speaks to you? What is unique about Friends' worship and approach to God? What do Friends mean by a practical religion?  
If we want to be relevant to our times, we must know the answers to these questions. We must, as George Fox put it, "be possessors of the truth, not just professors of it."  
Most of us feel that we are not ready; that our meetings must first provide for the spiritual renewal of our members. But the harvest time is now, "the grain is ripe unto harvest." Who then can be sent to bring in the harvest? Will it be the Friends General Conference Publicity program, the Yearly Meeting Committees when they are re-organized? Will it be your quarterly meeting or your monthly meeting? They certainly must provide the climate for the harvest, and the continuing fellowship for us to share, but in the last analysis it is you, each of you in your daily activity, who must gather the harvest. It is up to you, whether you are the newest member of your Meeting or one of those "weighty Friends" we have heard about...  
You are called to respond to needs, to the thirsting for the fellowship of the spirit, which alone can calm the restless hearts. Only as friend meets friend in the joint actions of living do we experience the Truth; making love visible and making all things new.  
This gathering will demand more power from us than our weekly meetings alone can supply. Only daily devotion in the family and individual moment to moment commitment to that of God within our friends and in ourselves can take the burden of this work out of time and make it a pleasure in spite of hardship and a joy in spite of suffering. So now, when we hear of the "great people to be gathered," we must listen also for those words of acceptance, "Here I am; send me." (Report of Worship-Workshop on Meeting Renewal and Attracting the Seeker, *Minutes of NEYM*, 1968)
4. "There was a high level of unity in images of the desired future...Friends were asked what they hoped would be true for the Society of Friends in New England five to ten years in the future. The key elements of the response included:  
Increased membership both in the sense of more meetings and more members in existing monthly meetings. This aspiration was frequently linked to a greater diversity of members with regard to race, ethnicity and class.

Deeper spirituality. This aspiration was usually expressed in the context of a concern that Friends as a faith community do not currently have sufficient spiritual depth.

More communication and support between Meetings...

A greater and more visible presence as a relevant faith community in New England. This aspiration encompassed both our presence as a spiritual or faith organization and our presence with respect to Quaker testimonies”

(Organizational Options for Staff Structure, 2008)

5. “At the end of our first year of work, this committee has identified six important areas of focus. The six themes are: Youth, Outreach and Witness, Spiritual Life and Theology, Leadership, Organizational Structure, and Intervisitation.” (Long Range Planning Committee, 2001)

6. Subjects touched upon [in reports from local Meetings]:

- the growth of meetings
- the important vitality offered by the children of our meetings
- the desire to deepen the quality of worship
- healing within the meeting community
- social witness
- continuity in being faithful to God’s work, in spite of loss and change

(State of Society Report, *Minutes of NEYM*, Minute #16, 1994)

7. Subjects touched upon [in reports from local Meetings]:

- Spiritual growth and development
- Interdenominational and interagency outreach and cooperation
- Delight in our children and Young Friends
- Seeking unity in meetings that contain both Friends who prefer programmed worship and those who prefer unprogrammed worship
- The challenges of small Meeting size (with few seasoned Friends) or isolated Meetings
- Membership issues
- Dealing with conflict and needy Friends and attenders

(NEYM State of Society Report, Minute #12, *Minutes of NEYM*, 1980)

8. “Two years of corporate discernment about how to use the Legacy Gift has undammed a torrent of dreams...Our hope is that this potent seed, this legacy, a “gift from the past to ensure the future” – coupled with our evolving learning about fiscal responsibility,

stewardship, and accountability; and who we intend to be as managers, employers...will lead us to the longed-for stability, sustainability and, indeed, vibrant growth of our Religious Society.” (Legacy Gift Discernment report to PB, 2/2014)

9. “We would remind Friends that one of our findings, based on interviews and dialogue on this subject, is the widespread view that most Friends in New England either don’t know what the Yearly Meeting is or how it is run. There is also a sense that it is run by a group of insiders. We are concerned that the setting of goals, allocation of resources and coordination of collaboration be more transparent to all.” (report to PB from Staff Planning Committee, 1/2009)

10. “...we are aware that some meetings are not included...and feel hungry for spiritual nourishment...we support Ministry and Counsel in its continuing search to revitalize intervisitation.” (Long Range Planning Committee report to Sessions 8/1981)

11. “In moderation, a concern about how individuals exercise authority within the Society of Friends seems appropriate. Extended to the extreme, however, the concern seems to reflect a rather unFriendly mistrust of other Friends. Or, in a more extreme case, it seems an unFriendly passive-aggressive means of assuring that nothing happens without the person with the concern affirming the decision or action. We believe that it is in keeping with Friends values to extend trust to other Friends who may make decisions or “speak for” NEYM in their staff or volunteer leadership role.” (Organizational Options for Staff Structure, 2008)

12. “We trust that Friends appreciate that not reaching affirmative unity on a desired option is, in fact, reaching unity to defer or discard the other options...we want to stress that that option to not change has both long and short-term consequences for NEYM. While appropriate discernment should not be rushed, we urge Friends to forge a road to unity that is a positive choice as opposed to defaulting to the path of least resistance.” (Organizational Options for Staff Structure, 2008)

13. “...Friends tended to express the belief that, if NEYM is clear about the value the organization can bring, Friends will give appropriately and NEYM can make a valuable contribution to the life of Friends in New England.” (Organizational Options for Staff Structure, 2008)

14. “55. After expressions of concern about the projected deficit of income over expenses, Friends directed the Permanent Board to consider forming a sub-

committee to monitor our financial situation, and to recommend new action as necessary.”

“56. In our discussions of finances, we see that there are broader and deeper issues here than the spending and getting of money. We lay ourselves the task of seriously exploring our stewardship of all our resources, material and spiritual, as an urgent need for the coming year.” (Minutes of NEYM, #55–56, 1986)

15. Rufus Jones wrote: Nothing that happens “up at the top” or at “some remote center” or that is done in an office, or a committee room, will be very momentous unless in the last resort it stirs fresh life and brings new vitality into play in the local groups—the little cells—which constitute the Society. The Society of Friends is not a yearly meeting...not a central office somewhere, not a series of committee meetings; it is primarily and essentially a widely scattered number of local meetings, little cells, where the actual vitality and power and future potency of Quakerism is being settled and determined. We work in vain unless we keep our minds focused on these local units...the ganglia and arterial fountains of our spiritual life. We send down documents from the higher-up brain centers, but documents work no wonders even when they are read, which is not always. (Rufus M. Jones, 1944)

16. “Possible priorities discerned thus far:
- a. Increase support for the needs of monthly meetings, especially newcomer orientation, pastoral care, quality of worship, and conflict resolution. Renew current meetings and found new meetings.
  - b. Strengthen training for adults in Quaker faith and practice.
  - c. Provide more opportunities for us to gather as Friends, for fellowship, discernment, worship, spiritual nourishment, and connection on issues of shared concern.
  - d. Build and support a culture of outreach.
  - e. Develop Friends’ capacity to engage in visible and effective witness.
  - f. Sustain and grow our vibrant youth ministries, including retreats and pastoral care for youth and families.”

(Priorities Process Report for FY2015, 3/2014)

17. “We need to find ways to season leaders at the monthly meeting and quarterly meeting levels—this means to draw out, to develop, and sometimes to release Friends to service.” (Long Range Planning Report to Sessions, 2001)

18. “We heard concerns about how the YM can get the kind of leadership it needs at all levels. We note that a

misinterpretation of our testimony on equality sometimes prevents us from dealing directly and practically with leadership issues, and sometimes we undermine our own leaders. We see leadership issues arising in connection with YM staff, volunteers working on YM programs, and leadership in the local meetings. We need to find ways to season leaders at the monthly meeting and quarterly meeting levels—this means to draw out, to develop, and sometimes to release Friends to service. In doing this, we need to encourage emerging leadership among Young Adult Friends. We should also be prepared to prevent experienced elders from moving into the background prematurely.” (Long Range Planning Committee report to NEYM Sessions, 8/2001)

19. Desiring a spiritual renewal and a more fruitful sharing of faith, both individual and corporate within and beyond the meetings of the New England Yearly Meeting... It is requested that each monthly meeting...choose one person within the meeting who appears best able to express such thoughts for special outreach activities. A conference of the individuals so chosen is suggested [to] plan a program of outreach suitable for use by local meetings. This might include a kit of materials to be used by local meetings in planning an appropriate program at the local level.

Woolman Hill appears to be a good place to hold such a conference and in order to make effective such a program by a year from now, the planning conference should be held no later than the Spring of 1968. This program...would be designed to assist local meetings to intensify and broaden [their current outreach work]. (Statement of the Worship-Workshop on Outreach, Minutes of NEYM, #58, 1968)

20. “Many members in the YM spoke of the need for Quakers in New England to witness more actively in the world. In order to witness, we must know that to which we are witnessing. Do our values and actions flow from our faith? Is our faith the foundation for the “why” of all that we say and do? Why should we take outreach seriously? ...because we are led by the Spirit to share what we have found.” (Long Range Planning Report to Sessions, 8/2001)

21. “We have heard how important spiritual formation and growth is to Friends...Our working group conducted telephone interviews with Friends from six quarterly meetings, and their responses reinforced comments we heard from many other sources during the past two years...Friends spoke in many ways of a hunger for a spiritual life that produces tangible results.

There is a sense that we need to become better and better practitioners of Quaker spirituality. We need to gain experience and skill in waiting on the Lord, and in exploring and in articulating our faith in vocal witness and in other service.” (Long Range Planning Committee report to NEYM Sessions, 8/2001)

22. “As our youth travel throughout other YMs, it has become increasingly clear that they are unable to explain their beliefs and spiritually support their values to others. As adults, we need to not simply live out our values, but we must actively articulate our faith with each other and our youth. The YM needs to encourage and foster such faith discussions among adults and youth at all levels of the YM. Much talk in meetings about beliefs and practices occurs informally among adults, and conversations across the generations are both harder to structure and too rare.” (Long Range Planning Committee report to NEYM Sessions, 8/2001)

23. “41. Anne Kriebel, Clerk, reported for the Ad Hoc Committee on the Financial Health of Yearly Meeting. They have been charged with both responding to the current financial crisis of New England Yearly Meeting

and considering long-term needs and ways of funding our spiritual vision. This is at heart the question of the relationship between our spiritual and financial conditions, our feelings and actions regarding money. Anne described two authentic voices heard during budget discussions at Sessions. One cautions against approving a budget without adequate means to support it; the other reminds us of the spiritual dimensions of the Yearly Meeting’s work, and declares that if we only have the will, way will open. We are now faced with the effects of not having adequately heard either voice. While the immediate crisis can be responded to by a small group, it will take all of us working together to respond to the long-term needs. (Report from the Ad Hoc Committee on the Financial Health of Yearly Meeting, Minutes of NEYM, 1993)

24. Some Quaker accounts say that the two queries included in the first annual state of society reports were “How does the Truth prosper among you?” and “How many Friends imprisoned for the Truth have died...” Perhaps today’s equivalent would be recognizing those whose meetings are supporting them in public ministry?

---

### Permanent Board

---

The Permanent Board comprises approximately 40 members (with a maximum of 50), and meets six times throughout the year at meetinghouses around New England. In our work, we season items that were sent to us by Sessions, or that will be brought to Sessions. We hear from parts of the Yearly Meeting that could use our support. We care for the ongoing administration of the organization. We make decisions that need to be made between Sessions. Finally, we tend to the functioning of our own body. It is challenging to convey the breadth and depth of a full year’s work in the brief space we have here and at Sessions—that’s why we must meet during the year! If you would like to know more than these pages allow, you can read about the many hours of discernment in our minutes, or the hundreds of pages of advance documents for our meetings at [neym.org/permanent board](http://neym.org/permanent_board), and of course you may speak to any of our members about our work. Names of those appointed to represent us on Permanent Board are listed in the back of the Directory, and all are welcome at our meetings.

**We season items that were brought to us by Sessions, or will be brought to Sessions by us or by others.** Two new items that came to us this year were a proposal for a mechanism for making time-

sensitive public statements during the year on behalf of the Yearly Meeting, and a proposal from the Archives Committee about a new location for our collection. We were enthusiastic in our support for these proposals; you can read these reports elsewhere in these documents.

We continued our work on three items that Sessions asked us to work on. In 2012 you asked us to discern the future of the Student Loan Fund because its committee was no longer functioning and able to steward this financial responsibility. Beyond the nominating concern, we needed to determine whether this remained a viable ministry of the Yearly Meeting. After much discernment, we are proposing to close out the fund by turning the remaining balance in the fund into grants to be distributed over the next few years.

Also in 2012, you asked us to recommend changes to our structure to address our difficulty ensuring enough Friends to serve on committees, as well as a feeling of disconnection between Yearly Meeting and monthly meetings. The ad hoc **Structural Review** Committee is bringing some recommendations based on their work to date.

In 2014, you asked us to take up **long-term financial planning**. We formed a committee

with representatives named by the following committees: Ministry and Counsel, Development, Finance as well as from Permanent Board and its subcommittees, Personnel and Structural Review. The Long Term Financial Planning Committee discerned early on that it could not with integrity bring forward a long-range plan for our finances, unless we are clear as a Yearly Meeting about what our purpose and priorities are for the next several years. With the blessing of the Permanent Board, they have turned their focus to identifying ways to name these priorities, drawing upon discernment done in the Yearly Meeting in recent years and prior decades.

**We receive memorial minutes from quarterly meetings**, which we consider and send to Sessions to be shared with the whole Yearly Meeting. Our **guidelines** for monthly meetings preparing memorial minutes can be found on the Permanent Board pages on the NEYM website. This year we labored with a minute for John Kellam (Providence), which included information about his acknowledged sexual abuse of children, alongside his tremendous service to Friends. We were fortunate to share this discernment time with NEYM's Ministry and Counsel committee and we worked together to find a way to hold both the contributions and the pain in John's life. Together, Permanent Board and Ministry and Counsel are also making arrangements for extra support to be available to Friends during Sessions, as some of this Friend's life story can be painful for many of us. Providence Meeting wrote an important minute about their relationship with John, and the hurt caused by the meeting's silence around his abuse. Both minutes are included in the Memorial Minutes, and I commend them to your reading, as ways to contemplate deeper our responsibility to each other in covenant community: how can we hold each other accountable in our brokenness as well as in our achievements?

Our Clerks Nominating Committee brought recommendations for the 2016 Clerks table, and the Personnel Committee brought recommendations to continue the employment for our Camp Director, Nat Shed, and Yearly Meeting Secretary, Noah Baker Merrill.

**We hear from parts of the Yearly Meeting that could use support.** Two monthly meetings contacted us for support. Mattapoisset Friends were laboring with an opportunity to receive funding support for repairs to the meetinghouse; in exchange the property would be passed to the town if it is laid down. We sent a few Friends to help them with their discernment. Meanwhile, Belfast Friends

Meeting told us that they have moved to a new location, and need help financing a sign that would help this growing meeting be more visible in their new location. We identified an NEYM restricted fund that could be used for "Evangelistic or Church extension work" and through the support of Ministry & Counsel, the Yearly Meeting was able to provide partial funding.

We heard from Earthcare Ministries about an opportunity to sign on to a Quaker statement about climate change. While supportive of the statement, we felt that the best way to promote discernment and engagement would through inviting discernment at the local level, so we sent information about the statement to your monthly meetings for your consideration.

The Young Adult Friends Climate Working Group (YAFCWG) asked us whether the financial investments NEYM manages on behalf of New England Friends are dependent at all on fossil fuels, and could we either divest, or make a statement about a policy of non-investment. We worked with YAFCWG to ask the Board of Managers of the Permanent Funds and Investments to examine our policies in this realm. We do not invest in fossil fuels (at the standards of 350.org), and we worked with the Board of Managers to make this practice policy.

Some of our work is to **care for the ongoing administration of our organization and make decisions that need to be made between Sessions.** Our Personnel Committee report is included separately. Nat Shed offered his resignation as Director of Friends Camp, effective September 30, 2016. We heard this news with sadness at our loss, appreciation for Nat's many contributions to NEYM, and hopefulness for the future for Nat. A search committee for a new Director will begin work in August.

You may recall that our previous archivist found an extremely rare copy of Roger William's *Bloudy Tenent* in her desk at the archives. Permanent Board approved de-accessioning this volume by the famous Baptist from the NEYM collection, and sent the book to auction. We should know by Sessions what income we'll receive from this sale.

We approved several grant proposals at our February meeting for approval: to the Obadiah Brown Benevolent Fund to support the evolution of work to support and empower outreach by local meetings; to the Shoemaker Fund for collaborative work with New York Yearly Meeting for continuing to develop best practices in supporting vibrant meetings; and to the Friends Foundation for the Aging by the Committee on Aging to support monthly meetings in tending to their aging members.



We appointed a group to explore the appropriateness of establishing by-laws or other additional governing documents for the Yearly Meeting to help us improve our administration, governance and legal compliance. We heard regular reports from the Treasurer on our financial status, and from Finance Committee, including an opportunity to season the budget and other fiscal policy matters. We heard that we are spending more in recent years for travel expenses due to increased travel by staff and volunteers to do the important work of the Yearly Meeting. We also heard that the Finance Committee has been struggling to fill the vital roles of treasurer and assistant treasurer.

We read and approved travel minutes/ letters for Friends traveling outside the Yearly Meeting: Marian Baker (Weare), Sheila Garrett (Putney), Rebecca McKenzie (Quaker City-Unity), Len Cadwallader (Hanover) and Benigno Sanchez-Eppler (Northampton). We also approved NEYM representatives to the FWCC International Representatives Meeting in Peru in January 2016.

Some of our members visited with monthly meetings to deepen our relationship with them, listening to the experiences in that meeting, and sharing about NEYM. This is a growing commitment, and one we hope to continue in the year to come.

Finally, we **tend to the functioning of our own body**. We have appointed new Permanent Board clerks to begin at the end of Sessions: Sarah Gant (Beacon Hill) as incoming clerk, and Becky Steele (Portland) as recording clerk. We are beginning to develop our pages on the NEYM website, to make it more useful and accessible to Friends throughout the Yearly Meeting. You can find **minutes and reports for our meetings**, and more detailed information for our committees' work, in addition to other resources, such as a **template** for effective committee reports for Per-

manent Board meetings, which you may also find useful.

We labor with love, with prayer and with mindful attention through the year to do this work on all behalf of the Yearly Meeting. We offer it now to you and invite you to join with us in the important discernment before us as a covenant community, continuing in that same spirit of deep love and prayer.

—HOLLY BALDWIN, CLERK

---

### Personnel Subcommittee

---

The Personnel Committee devoted a substantial portion of its meetings in the last year to updating the NEYM Personnel Manual and considering personnel practices that would make the Yearly Meeting a better employer. We expect to bring a draft revision of the manual to Permanent Board in the fall of 2015.

To honor our commitment to provide executive coaching for the Yearly Meeting Secretary, we recommended to Permanent Board using funds identified by the treasurer to pay for this. PB approved. We also considered whether a formal leadership-training program would be valuable for the Yearly Meeting Secretary, and if so, how it might be funded.

We discussed and approved changes to the NEYM staffing structure proposed by the Yearly Meeting Secretary, which were reported to the Permanent Board at its September 27, 2014 meeting (PB Minute 14-94). As part of this process, we reviewed and edited job descriptions to reflect the new structure.

In preparation for the launch at Sessions 2015 of a search for a new Friends Camp Director, we were asked to review the job description approved by the Camp Committee to make it consistent with other job descriptions.

—ROBERT MURRAY, CLERK

---

### Committee on Aging

---

Since our last report, the committee has successfully begun a Respite Oasis at Sessions in Vermont, as an outreach especially for caregivers, partners, and companions of loved ones with high maintenance needs. The oasis provides a quiet area to rest and find support. There is a selection of reading materials on the subject of aging and caring for the aged in our community and society at large. We plan to repeat the Respite Oasis at this year's Sessions gathering.

The committee also applied for and received a grant of \$8,000 from the Friends Foundation on

Aging to start a new program in the NEYM community. We have chosen the name Support Across Generations for the Elderly (SAGE)/Aging Resources Consultation Help (ARCH) for the program. (Visit us at Sessions for more information about SAGE!)

Our plans for the coming year include repeating the Respite Oasis at Sessions.

The practices of wearing a black armband or donning purple or black to signify personal loss have lapsed from our public life. Yet, we still need a way to signal grief, vulnerability, and a need for

consideration. The Committee on Aging offers purple yarns to those who mourn. Fashion them as an armband or ribbon to wear. This is an invitation to empathy, to prayer and to share about a life that has been treasured.

Additionally, we are inspired by the world-wide movement to offer a “Death Café” to encourage discussions and increase awareness of death, with a view to helping people make the most of their (finite) lives. The idea for Death Cafés originates with

the Swiss sociologist/anthropologist Bernard Crettaz, who organized the first *café mortel* in 2004.

The first ARCH/SAGE Visitor Training session is being planned at Woolman Hill in early December (potentially the 11<sup>th</sup> through 13<sup>th</sup>). We are also looking into having Anita Paul repeat her ARCH workshops given two years ago at Sessions.

Our plates are full this year and the committee looks forward to year of service to our greater community.

—MARTHA PENZER, CLERK

---

### Board of Managers of Investments & Permanent Funds

---

*Please note: This report has been edited due to space constraints. For the full text, please see the NEYM website.*

In the fiscal year ended March 31, 2015, annual income distributed from the Pooled Funds totaled approximately \$5.19 per 100 units (\$0.05188/unit) after payment of expenses, about 5% more than we had forecast. Expenses during the fiscal year ended March 31, 2015, totaled \$65,805. Interest rates remain low, making it difficult to invest in securities that produce substantial yields without taking more risk than advised. Furthermore, the Federal Reserve has stated its intention of keeping rates low through 2015. Therefore, for the fiscal year ending March 31, 2016, we are projecting income of \$5.10 per 100 units (\$0.051/unit) net of expenses.

The projected annual income of \$0.051/unit divided by the market value (as of March 31, 2015) of \$4.0297/unit yields an estimated income distribution of 1.27%. Please keep in mind that income will vary with the market value of the portfolio. Distributions from interest and dividends represent only a small part of the Pooled Funds’ total return. If distributions are insufficient to meet constituents’ needs, the Board encourages taking advantage of capital gains earned by the Fund. The Treasurer or members of the Board can describe how this works.

For the period April 1, 2014, through March 31, 2015, the Pooled Funds had a total return, net of all expenses, of 7.84%. This consists of income distribution per unit to beneficiaries of 1.37% and an increase in market value of 6.47%. A history of the performance of the Pooled Funds can be found with our annual report on the NEYM website.

As of March 31, 2015, the market value of the Pooled Funds was \$10,568,000, an increase of \$1,059,000, while the total number of units increased by 110,000. Net additions to the funds excluding income reinvested totaled \$379,000.

The Board of Managers manages the portfolio primarily to produce and distribute income and, through principal appreciation, increase the level of income distributed at a rate equal to or greater than the rate of inflation over the long term. The Board also seeks to invest in companies that contribute to the world’s need for goods and services and provide a healthy, equal-opportunity work environment, and avoids investments that are inconsistent with Friends’ testimonies. The policies and procedures are described in the “Green Book” (available by request from the Board of Managers or online at [neym.org/board-managers](http://neym.org/board-managers)).

The Board also follows a review process intended to insure harmony throughout the full lifespan of our investment in any company. The portfolio (including preferred stock) is reviewed by sector in a cycle so that all holdings are rescreened on a triennial basis. The Board remains committed to community development investments, which currently amount to approximately 3% of the total Pooled Funds portfolio.

The Pooled Funds do not and have not held shares in companies appearing on the 350.org list or that engage in fossil-fuel extraction, refining, or processing. After discussions with the Young Adult Friends Climate Working Group, Permanent Board, and other interested Friends about the value of documenting that as policy, at its April 2015 meeting the Board adopted the following wording for the Green Book:

“The Board of Managers avoids investments that are inconsistent with Friends’ testimonies, including companies that:

- Depend upon war materials, alcoholic beverages, tobacco, or gambling;
- Explore, extract, process, and/or refine fossil fuels;
- Conduct unfair employment practices;

- Pollute the environment.”

The Board continues to discern appropriate screens to apply Friends testimonies to energy-related investments.

After searching and evaluating, the Board has chosen US Bank as the new custodial partner for the Pooled Funds and will be making the switch as soon as possible. All funds in the Pooled Funds will remain in the same investment vehicles and these investments have been found to be in keeping with Friends principles. Please note that the deposit, withdrawal and mailing information located in the Green Book on neym.org is currently incorrect, but

will be updated as soon as possible. All distributions will continue without any disruption as we move forward. If you have specific questions, please contact Brian Clark.

We are offering a workshop at Sessions, August 4, 2015 at 3:00 p.m. Any interested members of the NEYM are welcome. Treasurers are encouraged to invite members of their finance committees.

If you have any questions or comments, please e-mail the Board at [neympooledfunds@neym.org](mailto:neympooledfunds@neym.org), or contact Brian Clark at 978-897-5646.

Yours in the Light,

—BRIAN CLARK, TREASURER

---

### Coordinating and Advisory

---

The Coordinating and Advisory (C&A) committee met monthly throughout the year. The rising Permanent Board clerk joined us in the late spring.

We supported clerks of YM committees and quarterly meetings both individually and collectively; two phone consultations were hosted for quarterly meeting clerks. In November we sponsored a clerking workshop hosted by Cambridge meeting; 21 people attended. We organized a committee to explore solutions so parents of young children will be able to more actively participate in YM committees. We consulted with Structural Review and Long Term Financial Planning committees to support coordination of their work. We are excited about the emerging clarity of focus for NEYM, and look forward to several committees sharing this at Annual Sessions.

We supervised the YM secretary, reviewed staff work plans and considered priorities for the year. We are encouraging executive coaching of the YM secretary, and expect he will participate in a leadership development program for faith leaders at Duke

University. We reviewed job descriptions for each of our positions and recognized the time and energy challenges of our individual volunteer workloads and our work as a committee. We noted the unfilled position of assistant treasurer and the difficulty in finding a new treasurer.

We collaborated with Ministry & Counsel, Permanent Board and the clerks' table in the consideration of how to better share memorial minutes during sessions. We coordinated the sessions' resources response on sexual abuse prevention, pastoral care and child safety. We considered the relationship of NEYM with the Board of Managers of Pooled Funds, and the need for a transparent process for the public voice of NEYM when an immediate response is needed. We clarified the communication process for NEYM committees when applying for grants.

In our work we diligently seek to witness to the power of God in our lives, and to be Spirit led to faithful action.

In God's abundant love,

—JACQUELINE STILLWELL, PRESIDING CLERK

---

### Development Committee

---

First of all, we are excited to announce that two generous New England Friends have offered our Yearly Meeting a “Live into Hope—Give in Faith” \$10,000 Challenge Grant this year. These Friends see signs of increased vitality in our Yearly Meeting and want to know if you feel the same. They are willing to put \$10,000 into this new life if we all step forward with an equal commitment. Will you match their generosity by giving for the first time (in the last three years) or by contributing more than you did last year?

The committee is excited to meet this challenge with the new skills and techniques we have gained over the past few years. Building on what we learned in past trainings and workshops, we continued to educate ourselves around spirit-led and effective fundraising through a retreat and a morning-long workshop with professional Quaker fundraiser Jennie Isbell. We continue to work closely with our Yearly Meeting Secretary and Yearly Meeting clerk on intelligent, targeted development within the Yearly Meeting. Staff members Jeff Hipp and Sara

Hubner have provided a useful new tool we have long looked forward to, a database which tracks giving, a necessary tool for tracking new and increased donations for the challenge grant.

Thanks all of you so much for your individual donations, which far exceeded our 2014 fundraising goal of \$110,000—instead you gave \$134,764, 123% of our budgeted goal. And we believe we can do even better! The Development Committee re-

mains committed to helping the Yearly Meeting strengthen our fiscal base by building habits of generous giving, a primary goal of this challenge grant. Please consider giving for the first time, or increasing your gift, and help us meet this challenge grant and prove our challenge donors right: we have visions for our Yearly Meeting!

—SARA SMITH, CLERK

---

### Earthcare Ministry

---

The Earthcare Ministry Committee (EMC) calls on Friends to work for the peaceable Kingdom of God on Earth, in right sharing, to cooperate lovingly with all people, and to cherish Creation for future generations. We quote from the Kabarak Call to Peace and Eco-justice:

“We are called to see what love can do: to love our neighbor as ourselves, to aid the widow and orphan, to comfort the afflicted and afflict the comfortable, to appeal to consciences and bind the wounds.”

During the last year NEYM Friends continued to take bold action on Earthcare issues, which included the following:

- Mt. Toby, Hartford, and Burlington Meetings approved a voluntary carbon-tax project.
- The Joint Statement by QEW, QUNO and FCNL “Facing the Challenge of Climate Change” 2014, which reaffirms the Kabarak Call, has now been approved by many local and national Meetings.
- Jay O’Hara and Ken Ward risked jail for an act of conscience with their lobster boat blockade of coal shipments. The Bristol County (Massachusetts) District Attorney accepted the “defense of necessity” and dropped all charges.
- In April 2015, Jay and the YAF Climate Working Group led a 12-day, 150-mile pipeline pilgrimage through New Hampshire, holding worship meetings and raising public awareness. “We begin this invitation with confession; that the reality of climate change is overwhelming. ... We invite you to join us to bear witness to the power of God in our

lives to make a way out of no way, to move from what is dead and past to what is alive and new.”

To help keep Friends informed about activities like those listed above, EMC has been recruiting liaisons from every monthly meeting to share the witness of Friends throughout the Yearly Meeting. Their work is shared on the NEYM website.

Activities of EMC included:

- This spring EMC once again held a committee retreat at West Falmouth Meeting House. As well as sharing a nourishing and grounding time, we considered further education, action, and outreach.
- Members of EMC have led and/or participated in multi-faith workshops in New England, other parts of the US, and Canada.
- At 2014 Sessions, EMC sponsored a successful, informative presentation by the New England Regional Director of the EPA. Alan Eccleston facilitated a workshop for Friends to share the earth care/climate work being done in their meetings. Reb MacKenzie led the workshop, “Spirit-Led Responses to Climate Change: A Wellness-Centered Approach,” and the Young Adult Climate Group held an open worship focused on Climate Change.

Peace and eco-justice begin where we live. We must be the change. As the Kabarak Call says, “We dedicate ourselves to let the living waters flow through us—where we live, regionally, and in wider world fellowship. We dedicate ourselves to building the peace that passeth all understanding, to the repair of the world, opening our lives to the Light to guide us in each small step.”

—RUAH SWENNERFELT, CLERK

---

## Finance

---

**We need a Treasurer!** As of this writing, our search for a new treasurer has not resulted in a candidate the Finance Committee can recommend to the Yearly Meeting. We are looking for someone who is familiar with the Yearly Meeting, has a good understanding of accounting, is familiar with the use of spreadsheets and is a member of one of our constituent meetings. This volunteer position takes 10+ hours a week, including participation in the work of Finance and several other committees. The Treasurer is supported by our Accounts Manager, who does the bookkeeping and related tasks. (Please contact me if you or someone you know might be interested.)

\*\*\*\*\*

The Finance Committee understands that the Yearly Meeting is in a transitional period in the way it develops budgets. We have generally developed budgets by estimating our income and then adjusting spending to fit within that limit. As a result we were gradually diminishing the capability of the Yearly Meeting to meet our needs. In 2013 Sessions approved borrowing from our reserves to build up the Yearly Meeting's capacity to support monthly meetings. If that effort was successful, we would then be able to rebuild the reserves.

Last year Sessions decided that the Yearly Meeting should develop a long-term financial plan. This year we will hear reports from the Structural Review and Long Term Financial Planning Committees on their progress in preparing suggestions for revitalizing the Yearly Meeting.

We will also hear from the Legacy Gift Committee. That report will primarily concern guidelines for the use of the Legacy Gift funds and an application process. This is not a dry administrative report but a challenge to Friends to propose new, innovative projects that will bring new life into our meetings and help us witness to those not part of the Quaker movement.

What does this all have to do with the work of the Finance Committee? One of our primary functions is to present a budget that supports the programs NEYM members feel are important. The FY2016 budget presented maintains our current level of support for our programs as we await possible new directions from the committees taking a deeper look into the future. There are already signs of new life appearing throughout NEYM, from simply installing a permanent sign in front of a meeting's space to working with NYYM to develop new ways to foster vibrant multi-generational monthly meetings.

In FY2014 the actual deficit was \$36,000 less than budgeted. We do not anticipate such dramatic results this year (FY2015), but we do hope the deficit will be significantly less than budgeted. To help us meet cost-of-living increases and close the current gap between income and expenses, we are asking monthly meetings to increase their contributions 3 to 4 percent a year for the next few years. This will gradually eliminate the gap between our income and expenses and then restore reserves to their former level.

When approving the proposed budget for FY2016, the Finance Committee also undertook to improve and expand communications between the committee and you, our constituent meetings. We will continue to hold our twice-yearly workshops. We will also try to write monthly meetings in a more regular and timely manner and begin visiting meetings to answer questions and get to know each other. Please remember communication implies a two-way street. So ask me questions, let me know what problems you are facing (chances are someone else has been in the same boat), or send a brilliant idea to [handyshearman@verizon.net](mailto:handyshearman@verizon.net).

—SHEARMAN TABER, CLERK

---

## Friends Camp

---

The Friends Camp Committee has had a year of major turnover in Committee membership and is preparing for big changes in its working relationship with NEYM. In addition, Nat Shed will only be with us as Camp Director through the end of the 2016 season.

Only four members of the Camp Comm. have served more than two years, one is in his second year, and four are new in the past 12 months. We

have 15 slots available on this Committee and it's been a long time since they were all occupied. We want YOU if you love Friends Camp and have some experience and skills in youth services, education, Quaker service and process, business/non-profit leadership, property management, finance, accounting, personnel, law, fundraising, or long-range planning. Visualize yourself making a difference to Friends Camp and our youth by participating as a

full Committee member or in a limited role as a subcommittee member.

There will be six subcommittees, some now active, others in formative stages:

- Executive Committee
- Finance & Development
- Personnel
- Building & Grounds
- Health & Safety
- Program & Evaluation
- Some actual or proposed changes since last summer:

Updated website—take a look (**friendscamp.org**).

- Accreditation by the American Camping Association (ACA). We've been working towards this for several years.
- Westwind Cottage and shorefront now part of Camp program and activities, no longer a rental. Balance of mortgage paid off with some of \$100,000 given to the Camp from sale by NEYM of

Hingham Home. The rest is in a capital fund. Thank you NEYM for that grant!

- Under new governance policies, yet to be approved by NEYM, the Camp Committee will share some of its duties and responsibilities with Permanent Board and YM Finance Comm. The budgets of Camp and NEYM, though remaining separate, will have the same time frame and the Camp budget will be reviewed by NEYM Finance Committee.
- A Search Committee is being formed to locate someone to fill Nat's shoes.

At this point (early June), it looks to be a great Camp season, with registrations up from last year at this time and a great staff ready to go. Thanks for continuing to send us your children. We would love to have a few more younger ones, especially 8 to 12 years old.

Friendly Regards,

—DAVID MARSTALLER, CLERK

---

### Friends General Conference

---

Much to report this year! Things have been lively at Friends General Conference—on the many committees and in the office.

Most immediately, the Quaker Books Store has moved from the office on Arch Street to Pendle Hill (338 Plush Mill Rd., Wallingford, PA 19086). This is a trial move and, depending on the usage and some other factors at the end of the trial, we will know the future of Quaker Book Store. The process for ordering books on line or by phone is the same: QuakerBooks.org or 1-800-966-4556. Actual store hours are 9:30–4:30, Monday, Thursday & Friday; 10:30–5, Saturday; and 1–5, Sunday.

To add to the excitement of the move is the concurrent publication of a biography of Bayard Rustin (*Bayard Rustin, The Invisible Activist*) which is written for middle school readers but is fascinating for older readers too! In addition a new publication by Doug Gwyn (*A Sustainable Life*) is hopping off the shelves. Doug (Durham) is a recent transplant to NEYM so it would behoove us all to read his book as part of welcoming him among us. Even though the Book Store is still under discernment, please be assured that FGC publications will continue. Jonathan Vogel-Bourne (Cambridge) has been indispensable in all of the above efforts.

Our Committees on Nurturing Ministries have been working incredibly hard in several areas.

- Work on supporting the establishment of new meetings continues with new inquiries and the Quaker Quest program is transforming its work into Growing Our Meetings with workshops forthcoming.
- Faith and Play trainings have been offered and new stories about early Quakers Elizabeth Fry, Margaret Fell and John Woolman are about to be published.
- The committee has continued its long practice of sponsoring and supporting an annual workshop for clerks of the high school and young adult communities at the Gathering.
- The committee has a large role in preparing the 2017 White Privilege Conferences in the Philadelphia area and in collaboration with AFSC, Friends Council on Education and Philadelphia Yearly Meeting. Friends registering to attend through FGC receive discounted rates

The most exciting endeavor of this committee is that their new project—Spiritual Deepening—has enrolled meetings to participate in the pilots. They will be working with four sections of materials: Silence and Expectant Waiting; Becoming Patterns and Examples; The Light, Seed, Christ Working in Us; and Friendly Practices. Some of these materials will be designed for online use, others for group use and others for individual use.

And let's not forget the most well known offering of FGC—the annual Gathering which this year is being held

in Cullowee, North Carolina, and has already exceeded registration targets (but they will not run out of beds!).

—PENNY WRIGHT, CLERK

---

## Friends United Meeting Report to Yearly Meetings/Associations

---

*Please note: This report has been edited due to space constraints. For the full text, please see the NEYM website.*

The FUM staff and General Board are grateful for our partnership with your community. The financial support, volunteer work and participation in FUM programs and events help bring life and vitality to the global fellowship of Friends. Thank you for the ways you share in our common work and witness!

Some think of FUM as an umbrella organization linking our 34 yearly meetings; others see us as a mission organization, sending people and resources in ministry in other parts of the world. While these may have been true in the past, we believe God is calling us to be much more. FUM seeks to energize, equip and connect Friends in local meetings/churches, through yearly meetings/associations, and programs and project partners all around the world.

Here are some efforts we wish to highlight:

### Communications

- Our new monthly Connections insert, available in hardcopy or digital format, highlights a different part of our community or shared work.
- Quaker Life magazine is available in print and digital formats; to expand our reach, we will be creating a Quaker Life blog in the coming year.
- We are working to meet the need for creative and engaging educational curricula and spiritual formation resources through a revitalized Friends United Press.
- A colorful FUM booklet highlighting some of the wonderful programs, projects and people across FUM is available at our display table at Sessions and on the website.
- We are looking for a creative, gifted and passionate person to serve as our new Communication Director for our Richmond office later this year. A job posting is available at [www.fum.org](http://www.fum.org).
- Many digital resources are available, including e-newsletters, weekly devotions, inserts and Quaker Life. You can sign up for any or all of these by e-mailing [info@fum.org](mailto:info@fum.org) or via the website.

### Global Ministries

- We have launched a renewed initiative to facilitate cross-cultural service and strengthen connections around the globe. Our current focus is on finding Friends to be part of our regular work teams to Cuba and to serve as Friend in Residence in Ramallah.
- Ramallah Friends School has hired a new Academic Dean, Nancy Sanderson Swartz, who will focus on training and developing the 100+ teachers at the school.
- FUM is re-visioning our work in Belize. A discernment team has been working over the last year to consider possible next steps for an expanded ministry.
- North American Ministries recently held a Stoking the Fire retreat in Cincinnati, Ohio, with Quakers from all over the country joining in worship and sharing.
- Africa Ministries continue to flourish and expand. At Friends Theological College, Robert Wafula and the staff are working to expand enrollment as they also work toward accreditation. FUM is currently looking for a Kenyan Friend to serve as Business Manager, to split time between FTC and the African Ministries Office. We are also searching for a Communications Officer, a North American Friend who will enhance our storytelling and information sharing. Both job descriptions are on the FUM website.

### FUM Campaign

- Last summer, FUM launched a three-year, \$3,000,000 campaign to deepen connections among Friends, raise funds for new initiatives and build a sustainable support base. To date we have about \$1,000,000 raised or pledged.
- Over the coming year there will be a series of small gatherings for Friends to hear more about FUM and the Campaign. Please consider attending one in your area.

### Next Triennials

- Great Plains Yearly Meeting will host the 2017 FUM Triennial in Wichita, Kansas, July 12–16, on the campus of Friends University.

- Beginning in 2020, the United Society of Friends Women International, Quaker Men International and FUM will align our Triennial schedule. We plan to coordinate a shared place so the gatherings can be held back-to-back, reducing travel costs and encouraging a deeper partnership among the three

groups. We anticipate holding these gatherings, with an overlapping day for joint fellowship, in Kenya.

—ANN DODD-COLLINS, FOR THE NEYM FUM COMMITTEE

---

### Friends World Committee for Consultation—New England

---

Our sessions theme, “Living into Covenant Community,” is what Friends World Committee for Consultation (FWCC) is about. Friends in the Section of the Americas (SOA) seek connections to help us keep the promise of the Religious Society to love one another by learning about each other, worshipping together and seeking common ground.

Twelve NEYM Friends attended the Section Meeting in Quinta Saulo, near Mexico City, hosted by Mexico City Friends Meeting. Friends worshiped in multiple styles, shared experiences in diverse home groups, heard reports of FWCC work and approved sweeping programmatic changes to prepare FWCC for the years ahead, in accordance with the new strategic plan for 2015–2020. Benigno Sanchez-Eppler (Northampton) gave an inspiring keynote address at the Section meeting on “Friends woven together in God’s love”—and was also named to serve as clerk of the Section for the next three years.

The presence of the Spirit in our meetings for business eased tensions. The Wider Quaker Fellowship program will be laid down; however, much of its work will continue as part of FWCC’s work. A transitional year will allow time to integrate the work and to contact program supporters to let them know of the changes.

All NEYM representatives serve on committees at the Section level. With a smaller professional staff and many financial challenges, maintaining FWCC’s mission requires more of all of the representatives and committees. FWCC committees are all multinational and bilingual, which adds spiritual richness as well as logistical challenges.

The whole Section is excited about *Jugar Llenos de Fe*, the translation of FGC’s “Faith and Play” curriculum. This year, with funding from Obadiah Brown Benevolent Fund, we were able to sponsor Caryl Menkhus Creswell (West Hills Friends Meeting, Northwest YM) to provide curriculum training both in Cuba and at the Section Meeting. Latin American Friends have needed a specifically Quaker youth curriculum in Spanish and have welcomed this effort with enthusiasm. We continue to work

with Caryl to provide additional training in Central and South America.

This year, committee members led discussions at four NEYM monthly meetings on “What makes us all Friends?” and shared the video produced by the World Office for the First World Quaker Day held on October 5<sup>th</sup>. The Second World Quaker Day will occur on October 4<sup>th</sup>.

We asked meetings to support the work of FWCC SOA through donations and support of the travel fund and have had some success, although finances are an ongoing challenge. Our committee worked with representatives from FUM, FGC and NEYM Finance to revise the funding formula for NEYM’s contributions to these three representative organizations. Our recommendation will be presented at Sessions.

Four representatives who attended the Section meeting offer their reflections:

Dorothy Grannell: Not a word was offered at the Section Meeting that was not in both Spanish and English. It was the first time that I felt full parity between North and South American Friends. Latin American Friends took on the challenges the Section faces, boldly.

Mary Hopkins: The Light shines most strongly between the branches. It was wonderful to share with Friends from many traditions and many places, to be challenged and illuminated by their strength, experience and faith.

Cynthia Ganung: Worship led by Friends from different traditions, including convergent Friends, seemed like the fullness of different parts of a rainbow. The deep sharing in the small home groups connected us together in God’s love and supported our individual journeys.

Jonathan Vogel Borne: I sensed a clear reaffirmation of FWCC’s founding vision as being a channel through which Friends from all over the world gather in worship to more clearly hear God’s unique call for us, as worldwide body, bringing more healing, more reconciliation, and more love to our troubled and beautiful planet.

—DOROTHY GRANNELL, CLERK



---

### Legacy Gift Committee

---

As requested by Sessions 2014, the Legacy Gift Committee has met this year to develop guidelines and clarity of vision for the designated Legacy Funds. We are a new committee that Nominating Committee brought to Permanent Board for approval in November 2014.

We reviewed the many responses about how the Legacy Funds could be used “to help Friends in New England answer God’s call” that were received during the previous three years of corporate discernment.

And we continue to be inspired by the January 2013 letter from YAFs, calling us “to use this opportunity to imagine the Quaker movement that might be possible in our time and how the Legacy Funds could support the new life that is already rising up in our yearly meeting.”

We feel a great sense of urgency from Friends about how this money could support our witness against racism and climate change, help to green our meetinghouses, carry Friends’ message throughout New England and beyond, nurture our community from our youngest to our oldest, and so much more. We also know that our dreams are big and way beyond what the Legacy could hope to fund in their entirety.

The process of discerning what to do with the Legacy Gift is part of a larger conversation about our relationships with and views about money. We are mindful of Jesus’ lessons about money through the parables of the Talents and the Lilies of the Field, and know that both approaches inspire and guide Friends today.

We researched the guidelines and processes for a wide variety of Quaker funds that are currently available for Quaker ministry and witness, and learned about new programs that are being developed such as the Greening our Meetinghouses and the Releasing Ministry Alliance that is working on a crowd funding campaign. As a result of this research we are preparing a guide to other Quaker funding sources.

We found many useful examples of good guidelines and application processes and are striving to make our application process as simple and straightforward as possible, while at the same time ensuring accountability and oversight.

We see great potential for the Legacy Funds to provide seed money for new or expanded service and witness or ministry, as well as ministry that we have yet to imagine.

During the 3-year discernment process, Friends expressed interest in greening our meetinghouses and responding more broadly to the climate crisis. While researching funding guidelines we learned that there are a number of existing programs to fund solar panels and other alternative energy projects. The Legacy might be most helpful in making grants for the study or planning phase of a larger greening project.

We are eager to move forward with the first round of funding as soon as possible so that these funds may help to “let the living waters flow” and look forward to sharing our progress with you at Sessions.

With love,

—SUZANNA SCHELL, CLERK

---

### Ministry & Counsel

---

“Now there are several sins which the Spirit of the Lord hath charged Babylon with. ... [C]ontinuing in practices, to which they were once led by the spirit, without the immediate presence and life of the spirit.” —Isaac Penington, *Babylon the Great Described*, 1659

This year, North Fairfield (ME), Providence (RI) and Amesbury (MA) Monthly Meetings hosted Ministry and Counsel gatherings, and Woolman Hill hosted our annual retreat. Interactions with our hosts enriched us and told us what issues are alive in each of the meetings. We spent time at each of our daylong gatherings sitting with others from the same Quarter, reflecting on the condition of our monthly meet-

ings. We heard concerns about small meetings, vitality and the life of the Spirit in our meetings, and challenges in quarterly meetings which include a few large meetings and a number of small meetings. Larger meetings may feel sufficient unto themselves, whereas smaller meetings can be more aware of the support they need from other Friends.

In our new structure, three task groups address pastoral care, resources, and traveling in the ministry. We listen for how we are led to nurture the spiritual life and vitality of Friends in NEYM, and invite you to consider how you are also led to this work. We have sought to examine when we are continuing in practices that we no longer feel led to do. We seek to stay close to the Guide in our work and to

encourage each other as we strive to do the same in all parts of our lives.

Together with the Quaker Studies Program and Woolman Hill Retreat Center, we sponsored two programs in the “Cracked Open” series at Woolman Hill, focused on faith into action.

At 2014 Sessions, M&C was charged with providing “space for continued dialogue about the FUM personnel policy and about sexual ethics,” and with identifying and implementing “a mechanism to coordinate resources for monthly and quarterly meetings to learn about and respond to injustices within NEYM and in the wider world” (Minute 2014-69). We have identified a number of Friends who carry these concerns, who serve on the general board of FUM, and who travel in ministry around concerns raised by our relationship with FUM. However, we have not found Friends led to serve in a working group to carry this work forward. We continue to listen, but for now are not led to further discernment around FUM’s personnel policy and our financial support of FUM. In May 2015 we received the report of the Working Party on Spirituality and Sexual Ethics, and we look forward to discerning how we are led to engage with the report around

our own sexual ethics, and how we are led to share it more widely.

This year we shared the monthly meeting state of society reports with all Friends on Ministry & Counsel. We will use queries to help to frame the state of society report, and we invite Friends to prepare by rereading your monthly meeting’s state of society report and by visiting the meeting poster fair. We invite you to consider the following queries from New England Yearly Meeting *Faith and Practice* (1985 edition, pp. 211–212):

- Do you love one another as becomes the followers of Christ? Do you share each other’s joys and burdens?
- When conflicts arise, do you seek in mutual forgiveness and tenderness to resolve them speedily?
- Are you careful of the reputation of others? Do you seek beyond all differences of opinion and circumstance for unity in the divine life?

We are thankful for the abundance of grace that we experience in our work together, and the living Presence in our midst as we gather, seeking to be open to “the immediate presence and life of the spirit.”

—DEBBIE HUMPHRIES, CLERK

---

### Committee for Nurturing Friends Education at Moses Brown School

---

The Nurturing Friends Education committee met five times over the year at Moses Brown School in Providence, Rhode Island. Our framing charge guides us in our work to strengthen Quaker faith and practice at Moses Brown and deepen the connection between the school and the wider Yearly Meeting. To that end our goals for the year were:

- To help the school increase Quaker enrollment.
- To help the school develop, document, and communicate its implementation of Friends Education.
- To strengthen the relationship between Moses Brown and Quakers of New England.
- To support internal initiatives related to Friends Education at the school.

The committee serves a crucial role of considering deeply the activities and decision made on the school’s campus in the wider framework of Quaker lived practice and Friends Education. As a result our conversations were many and varied. Each topic was brought up in the context of the direct experience of students, teachers, and community members. We discussed issues from military attire on campus to how to recognize and educate around Columbus

Day and the Doctrine of Discovery. When possible we brought in other constituents to broaden our understanding of the issues.

Moses Brown continues to engage in the wider Quaker community through attendance and participation in a wide range of conferences and gatherings. In particular, the school plans to host the Friends Education Conference next year, centered around the theme “Integrity: Honor Truth & Wholeness.” In addition, the annual Quaker Youth Leadership Conference will also happen in Providence next year with the theme “Equality: Past, Present, and Future, Acknowledging our past, embracing our present, creating our future.”

Within the school, the community is deeply engaged in continually understanding what makes Friends Education a unique and critical part of the school’s mission. This coming year the school will embark on a membership renewal process for the Friends Council on Education. The Nurturing Friends Education Committee will initially spearhead this work. Additionally, a recent anonymous gift has allowed the school to establish an engineer-

ing and design “iLab” which will be named after English Quaker polymath, Thomas Young.

The topic of increasing Quaker families at Moses Brown was a prominent part of our work. We discussed methods of reaching out to families and helping support their attending the school. We engaged the head of admissions on this subject and considered a variety of ideas. The committee noted, thanks to archival work by the head of school Matt Glendinning, that we are within the historical trend of total numbers of Quaker students.

As always, our committees business would not be possible without the hard work and thoughtfulness of the director of Friends Education, Galen McNemar Hamann. The committee was particular thankful for her dedication over the past year and recognized her work during the last meeting of the year.

—WILLIS MONROE, CLERK

### Moses Brown School Report

Moses Brown School experienced meaningful growth in many areas in 2014–15. Now 231 years old, the school continues to explore what it means to be a Friends learning community in the 21<sup>st</sup> century.

How do we talk about war and conflict while upholding the Peace Testimony? How should a Quaker school handle public holidays such as Veterans Day or Columbus Day? How do we honor the testimony of equality in an independent school? These and other queries focused on Friends testimonies shape the pedagogy at MBS.

Students’ learning was enriched this year through partnerships with NEYM and other Quaker organizations:

- The Dominican Republic service trip took place for the 13th consecutive year. Additionally, in a new service initiative, students worked with various organizations in the Providence region and lived/slept at Providence Monthly Meeting for several days.
- Friends Donna McDaniel and Paula Tolland visited MBS in October to discuss the Doctrine of Discovery and our relationship with native peoples.
- Director of Friends Education Galen Hamann attend FCNL’s Quaker Public Policy Institute in November. In April, FCNL representative Julie Neuman worked with MBS 7th graders on advocating for renewable energy. Next fall, students in our Ethics in Action course will attend FCNL’s lobby weekend, while those in a Literature of War class will meet with FCNL representatives during a trip to Washington in December.
- Friends Diane Dicranian and Beth Collea spoke with students in the Gender and Sexuality Alliance about the New Friends Underground Railroad.
- In May, Jacqueline Houtman and Walter Naegle, authors of *Bayard Rustin: The Invisible Activist*, presented a program to the 5th and 6th graders.
- Martha Yager from AFSC worked with 7th graders in a study of racial justice.
- In June, thirty 5th graders traveled to Washington to study human rights, including a visit with the AFSC.

Weekly meeting for worship remains central to students’ spiritual experience at MBS. A new outdoor Peace Garden and labyrinth provide a quiet venue for group worship and individual reflection.

With the help of the Nurturing Friends Education committee, we seek to increase the number of Quaker students at MBS, and next year there will be 18. The P.J. Tripp and Charitable Funds, established by NEYM to support the education of Quaker children at MBS, had \$567,337.71 in principal as of March 31, 2015, with an annual draw of \$21,295 to be used for scholarships for Quaker students.

As we look to next year, there are several opportunities for NEYM Friends to engage with the School:

- MBS will undertake the Membership Renewal Process of Friends Council on Education in the 2015–16 school year. The Committee on Nurturing Friends Education—whose meetings are open—will help steward the process.
- On November 6, MBS will host its second Friends Education Conference for educators from New England. The theme is “Integrity: Honoring Truth and Wholeness.” More information is at [mosesbrown.org/nefriends](http://mosesbrown.org/nefriends).
- MBS and Lincoln School will host the Quaker Youth Leadership Conference on February 4–6. The theme is “Equality: Past, Present, and Future.” We welcome suggestions for workshop leaders or any local homeschooled Quaker children we should include. More information is at [www.qylc.org](http://www.qylc.org).

On April 28 Friends are invited to an annual tea co-hosted by MBS and Providence Monthly Meeting.

—MATT GLENDINNING, HEAD OF SCHOOL

---

## Publications and Communications

---

The Publications and Communications Committee has care for the public face NEYM presents to the wider world, through our discernment of communications policy and support of NEYM staff and various publication projects within the Yearly Meeting. This work happens both “behind the scenes” and in more outwardly apparent ways.

With a reorganization of the Yearly Meeting office, we have expanded our support of NEYM staff to include Sara Hubner, Office Manager, who has taken over many of the responsibilities related to publications (the Minute Book, Directory, and *New England Friend*) that Jeff Hipp previously held. We continue to faithfully support Jeff in his new role as Communications Technology Coordinator.

This year, we considered the role of our committee in providing interested meetings and individuals with CDs of the recorded audio from Bible Half Hours and Plenaries at Annual Sessions. A former member of the committee held this ministry, but would now like to lay it down. How do we balance the felt needs of the wider Yearly Meeting with the leadings and callings of its individual members? How can we make space for individual callings without saddling others in the future with obligations beyond what they are willing to commit to? Our solution was to take responsibility for finding a person to distribute the recordings and to support that person as needed, without the actual work itself becoming a formal part of our committee’s purposes and procedures. We hope that this structure will allow us to connect with Friends who might be interested in serving the Yearly Meeting in a way that is different from traditional committee mem-

bership. On a related note, anyone who might be led to take up this work starting in 2016 should feel free to get in touch!

We are entering the final stages of discernment on a set of Advices and Queries for electronic meetings. It has been a challenge to accurately reflect the opportunities and obstacles related to electronic meetings; however, whenever we speak about this project the enthusiasm from other Friends in the Yearly Meeting community is palpable. We hope to have these Advices and Queries available to share sometime in the next year.

Some of our more visible projects include collaborating with the Faith and Practice Revision Committee on the *Interim Faith and Practice*, including an enlarged print edition in light of feedback we received regarding the original document released at Sessions last year. That feedback will serve us well when the time comes to prepare the final *Faith and Practice*. Through the Mosher Book and Tract Fund, we supported two exciting projects: We helped fund publication of *A Language for the Inward Landscape* by Brian Drayton and William P. Taber, published by the Tract Association of Friends, and we funded the purchase of 30 copies of *The Little Book of Conflict Transformation* by John Paul Lederach for use in a workshop held at the biennial All Maine Meeting jointly held by Falmouth Quarterly Meeting and Vassalboro Meeting.

All of our work this year, whether it be outward facing or inward facing, feels vital to the life of the Yearly Meeting and we look forward to continuing in the coming year.

—EMILY TABER, CLERK

---

## Puente de Amigos

---

Our committee work provides a meaningful way for Yearly Meeting Friends to grow spiritually while providing outreach beyond our borders. We are blessed by the countless ways our connections with Cuban and Cuban-American Friends have deepened our faith.

While just a small number of New England Friends get to visit Cuba, many are enriched through contact with visiting Cubans, and through our sister meeting relationships. Deena Kinsky (Matapoisett) went with a FUM-sponsored service team in January. Benigno Sanchez-Eppler and Susan Furry, both of Northampton, returned to the faculty of the Cuban Quaker Peace Institute. While there, Susan was able to visit every single monthly meeting

on the island. Bruce Kay (Storrs) was her elder. In January Benigno’s presentation of writings by early women Friends was received with enthusiasm. In March Len Cadwallader (Hanover) visited Miami Friends Church, which has given Cuban Friends hospitality and support over many years. We welcomed Kenya Casanova in September when she was in New England for an FWCC Executive Committee meeting. Our guests at Sessions were Julian Alfonso Martinez, Pastor of Bocas; and Norge Alvarez of Puerto Padre.

The announcement of normalization by the US and Cuba awakened a renewed interest in travel and reconnection. The reality of diplomatic maneuvering is that the pace can be glacial. Jorge Luis Pe-

ña, Puerto Padre's award-winning poet and children's author, reminds us all to think in terms of years, not weeks or months. We continue our spiritual relationship and hope for an easing of travel restrictions.

We look to the time when communication will be unrestricted, and at the request of Cuba Yearly Meeting have started to build the IT infrastructure that will allow all the parts of their Yearly Meeting to communicate electronically among themselves and with us. So far, we have delivered five laptop computers and will keep doing this until their needs are met. Our policy on material gifts was re-examined carefully again this year, and stands as written. Ours is a spiritual relationship, not an economic one, and the commensurate rewards outweigh any frustration Friends may feel at not responding to obvious financial needs. If Cuban Friends unite in starting some social enterprises to benefit the Yearly Meeting, in the future we may find way opens to support them.

Our committee is blessed to continue working with the New England committee of Friends World Committee for Consultation—Section of the Americas

and NEYM's Religious Education Committee to sponsor workshops taught by Caryl Menkhus (Oregon Friend) and provide copies of the Spanish edition of Faith & Play (*Jugar Llenos de Fe*) to the Cuban monthly meetings. CYM saw this as a "wonderful opportunity to preach the gospel to everyone through this method."

We are also pleased to announce the formation of the latest sister-meeting connection between Matapoisett (Sandwich Quarter) and Retrete Monthly Meeting.

Our financial support remains stable. Our many activities are only possible when buttressed by untold hours of volunteer service and in-kind donations.

We remain indebted to the many New England Friends who have contributed their time, talent and money to build the bridge of friendship over the past 20+ years. It is only because we have such a stable foundation that we can imagine the many changes that will occur as normalization writes a new chapter in our relationship.

—LEN CADWALLADER, CLERK

---

### Quaker Youth Education

---

The collaboration between QYE and other committees we reported in 2014 proved so fruitful that it continued this year. QYE's ministry linked with those of other Friends' committees like beautifully colored Olympic rings.

Here are some examples.

Several years ago we began using GoToMeeting software for our meetings. The effectiveness of this method helped make possible the Quaker Religious Education Collaborative (QREC), a grassroots network of Friends from all branches of the international Quaker family holding a concern for lifelong Quaker faith formation.

The QYE Family Neighborhood at 2014 Sessions spawned an important first conversation at Durham in October with families supporting children on the transgender journey.

The Signs of Light poster fair enabled meetings to share innovative programming and emerging missions, including Dartmouth meeting's part in the 350<sup>th</sup> anniversary celebration of the Town of Dartmouth, Massachusetts, as well as New Bedford's open house during the visit of the restored whaling ship, the *Charles W. Morgan*. A poster fair is also planned for this year's sessions.

We continue to foster outreach. On September 7, Smith Neck and Allen's Neck Friends rode on the

Dartmouth Monthly Meeting's float of the Dartmouth 350<sup>th</sup> parade. The placement of the float, immediately following the Aquinnah Wampanoag float at the beginning of the parade, reflected the presence of Quaker settlers before the town was incorporated. The banners that decorated the float now grace the outside of the Smith Neck Meeting-house.

Rather than attending the fall Committee Day, QYE helped Dover (NH) Friends with their outreach booth at Apple Harvest Day and provided Quaker affirmation stickers and spiritual-practice rack cards. Monthly meetings who plan for outreach and witness may request and depend upon QYE's active, engaged support.

To model lively spiritual development and intergenerational friendships, we linked three Friends events in the New Year. We supported the Consultation on Young Adult Ministries through help with communications beforehand and by attendance.

At Sandwich Quarterly Meeting on February 7, we distributed a handout, "Giving Feedback and Going Forward," listing the brainstorming suggestions of teams at the Consultation. A panel of Westport Friends who had attended the Consultation shared about the experience, then Friends reviewed

the handout and discussed the feasibility of each “Going Forward” item.

In order that more Friends would learn about the Consultation, the “Going Forward” suggestions, as updated by Sandwich Quarter in February, were distributed at the April Sandwich Quarter meeting.

In response to the suggestion of more intergenerational events, two friends stepped forward to attend the Quaker Spring at Poughkeepsie, New York, June 26–July 1, 2015. To further friendship between YAFs and OAFs as well as outdoor events, Dartmouth Friends planned a possible “Walk to the Sea for Friends of All Ages” at the Cornell Farm Reservation at an upcoming meeting.

QYE continued working with Puente de Amigos and FWCC Committees to distribute *Jugar llenos de fe* books and help with Godly Play/Friendly Play training for teachers. We supplied some story kits

and, through grant writing, helped support trainer Caryl Menkhus Creswell’s ministry in Cuba in January. She is coming back to us in the fall to offer a training especially for sister meetings of Cuban MMs.

Last May, Friends Camp requested handmade quilts for the One Child at a Time program, which provides camperships for children who have an incarcerated parent. QYE discussed the project with the Paskamansett Quilters, and a year later the Quilters presented 15 lovely twin-size quilts to Smith Neck Friends; QYE delivered the quilts to Friends Camp on June 5.

As we look forward joyfully to the movement of Spirit in our activities, the beloved spiritual rings in our ears: “Ezekiel saw the wheel, way in the middle of the air—the little wheel run by faith and the big wheel run by the grace of God.”

—PAM COLE, CLERK

---

### Racial, Social, and Economic Justice

---

We as New England Yearly Meeting repudiate the Doctrine of Discovery. We are beginning a journey to consider the moral and spiritual implications of how we benefit from and have been harmed by the doctrine as individuals and meetings. The workings of this doctrine are invisible to most of us. Our first work is to remove the logs from our eyes so that we may see. We need to learn more, find ways to seek forgiveness and ask how the Spirit might lead us.—from NEYM Minute 2013-52

Friends in New England have begun a Journey of Healing with the passage of Minute 2013-52, repudiating the Doctrine of Discovery. Since 2013 our committee has carried this work forward by offering workshops facilitated by Indigenous leaders from Maine (Passamaquoddy and Abenaki) and Massachusetts (Wampanoag). To date Dover, Concord, Mount Toby, Hartford, Mattapoisset (at New Bedford), Monadnock, and Wellesley Meetings have hosted one or more workshops. We are grateful for the wisdom and guidance of Jamie Bissonette Lewey, Mother Bear, Plansowes Dana, Joe Stanley and other tribal people in New England who have invested much energy and love in their commitment to stay with us on this journey.

The Minute 52 Working Party will be phasing out the first workshop in the coming months. If your meeting is interested in having Workshop I please contact Rachel Carey Harper at [rch@cape.com](mailto:rch@cape.com) by mid-September to make arrangements. Friends can

sample Workshop 1 by attending the mini versions offered during Sessions Afternoon Opportunities.

This year has seen much attention given to racial justice issues, with the emergence of the Black Lives Matter movement and the 50<sup>th</sup> anniversary of the Civil Rights Act. We ask Friends to let us know what your Meeting is doing around these issues, so that we can post the information on the NEYM website. Our goal is to bear witness, and to support and connect those doing this work in New England. We dedicate the current issue of our publication, the *Freedom and Justice Crier*, to the civil rights movement, past and present. It is available in print at Sessions, and online at [neym.org/rsej/newsletter](http://neym.org/rsej/newsletter).

Our committee oversees two funds. The Freedmen’s Fund provides college scholarships to Southern descendants of slaves. We are currently funding five students at \$2000 each. The Prejudice & Poverty Fund provides one-time grants to grassroots organizations addressing racial and economic injustice. We welcome applications for Prejudice & Poverty grants (Contact: James Varner, 207-827-4493).

Our committee is currently working on a project of distributing the book *Black Fire: African American Quakers on Spirituality and Human Rights* to all monthly meetings in NEYM.

We met five times this year—at Sessions, Committee Days, and a special June retreat weekend. We are grateful for the support and interest of the Yearly Meeting, and feel blessed by this work.

—SHEILA GARRETT AND NUR SHOOP, CO-CLERKS

---

## Sessions

---

Soon after the conclusion of last year's Annual Sessions, the committee set to work reflecting on our maiden voyage in Castleton, VT, and reading through the hundreds of detailed comments submitted with the evaluations.

We shared some sense of joy and relief arising from having survived the transition year and with some expectation that this year's path should be easier. In good Quaker committee fashion, however, we found plenty of new ideas to wrestle with during our three face-to-face meetings and three virtual meetings.

In September, we reached unity around focusing the theme on the concept of "covenant community," wanting to both celebrate the community we have and challenge ourselves to explore deeper commitments to each other and to our faith. A working group later recommended "Living Into Covenant Community," recognizing that in so many ways "we're not there, yet."

During the fall, we devoted considerable time and energy to exploring potentially "radical" changes to the Sessions schedule, including a shift away from evening business sessions. In the end, we rediscovered all the hidden logic and necessity in the basic schedule as it has evolved over the last several years, deepening our understanding of the needs of the programs that serve different parts of our community—from youngest to oldest, and from those who come to Sessions looking for spiritual refreshment to those who hunger for opportunities to engage with others around social and political concerns.

We continue to carry a concern for the "busyness" of our schedule, and we managed to take a few steps toward simplifying it, including moving

the Coffee House to Tuesday evening (in lieu of bringing in an outside performer). This shift allows the Coffee House to start earlier, not overlap with business meeting and be a more central part of our community experience—an opportunity to celebrate, sing and laugh together.

At the same time, we were asked to find a time for a separate gathering to consider memorial minutes—adding a 90-minute block that was not previously in the schedule. We decided to put that on Tuesday, as well, seeing it as a good complement to the Coffee House in the spirit of the theme—first reflecting on the lives of faithful Friends as the roots and milestones of our journey toward covenant community and then experiencing the joy of the community we have today.

Oh—and there's the Shriner's parade and football game on Saturday afternoon. We are incredibly grateful this is a one-year "thing" and that it didn't happen last year (!), but we hope many Friends will take advantage of the parade as another intergenerational activity.

We are seeking ways to make the Campus Center more of a hub of activity, recognizing that many of us missed that "central gathering place" provided by the Unistructure at Bryant University. So when in doubt, wander in that direction to find fun and engaging opportunities.

We are excited to welcome you once again to Castleton (before 1 p.m. on Saturday!), knowing that we will continue to be stretched in new and unexpected ways as we listen together for how the Spirit is calling us into deeper relationship and covenant community.

—JOHN HUMPHRIES, CLERK

---

## Young Adult Friends

---

The Young Adult Friends community gathered at Wellesley Meeting for our fall retreat in October, and in January returned to Woolman Hill Center for the second year in a row to hold our Midwinter Gathering. In those beautiful and rustic surroundings, our community continued to struggle with many of the questions we had taken up the previous Midwinter Gathering. We assembled a team to thresh out new ideas for carrying forward the responsibilities to plan retreats, nurture each other, and name and support our gifts. Most of our previous Ministry and Oversight committees had been dormant for two years. We approved a new Stand-

ing Committee, made up of a handful of YAFs, to take a leading role in naming gifts and delegating tasks to volunteers in our community.

The new Standing Committee met throughout the winter and early spring, clerked by Rachel Guaraldi and working with our Coordinator, Nia Thomas, and our YAF Clerk, Jonah McKenna Moss. The Standing Committee set out to research and develop a statement of purpose and a plan to provide leadership in the community. The new committee also researched clerking, speaking with many experienced clerks of the NEYM community, and

brainstormed ways to co-clerk once the current YAF Clerk stepped down.

Our Young Adult Friends Climate Working Group continues to actively pursue its ministry, taking part in the People's Climate March in September in NYC along with many of us in the YAF and NEYM communities. YAFCWG also led a prayerful pilgrimage through the routes of proposed pipelines in central New England in March 2015.

Our community continues its outreach to Cuban Friends through Puente de Amigos, and is glad to see signs of a thaw in U.S.-Cuban relations. We continue to strive to make young families welcome and provide childcare at our retreats. We continue to work toward gender diversity awareness, and the use of pronouns on our nametags and in our introductions has helped foster inclusivity.

In April 2015, our community gathered for a spring retreat at Hartford Meeting. Jonah McKenna Moss stepped down as YAF Clerk and the Standing Committee was approved to continue its responsibilities and take up the work of clerking our community. It moves forward with one new member who joined the four who remain from the winter. The past year has been a transformative time for YAFs and we go into 2015 Sessions with hope and a desire to fully engage in the business of our Yearly Meeting.

Respectfully submitted by

—JONAH MCKENNA MOSS, OUTGOING YAF CLERK, WITH  
STANDING COMMITTEE MEMBERS KATHERINE ECKENFELS,  
XINEF AFRIAM, CHLOE GRUBBS-SALEEM, AARON SAKULICH,  
AND NIA THOMAS, COORDINATOR

---

### Young Friends

---

This past year of Young Friends began with both concerns and excitement, some old and some new. We were looking forward to welcoming the incoming freshman and working on filling the roles of elders with the new senior class. There was also a fair bit of concern in the community at the beginning of the year surrounding the two new co-clerks (controversial since most Young Friends had only ever had one clerk). However, having the two clerks, supported by the fantastic Ministry and Counsel (notable for its balance of gender, age, and social group), was not a concern for long—making room for the timeless issues of connecting to the diversity of our Young Friends group. For example, how, as a religious community, do we spiritually fulfill such a broad group of people coming from different families and different backgrounds? During our Midwinter retreat we had a survey asking Young Friends what they thought about questions of God and spirituality. We found through this that we may be a broader spectrum than we originally thought, with results showing that a lot of YFs believe in God and a lot don't. We worked and will continue working to create a space safe for all YF's regardless of background or spiritual dispositions.

Midwinter was a microcosm for joys and concerns in our community. The theme of "Different Forms of Quakerism" was popular since it opened up many conversations about the differences and similarities in our personal relationships with spirituality. During this time we were able to experience each other's uniqueness by encouraging YFs to reach out to those in the community they didn't necessarily spend as much time with. There was a noticeable

change in our community after the retreat, from being a loving collection of groups, to one, more intact community. There also arose some new concerns, specifically regarding a certain fidgetiness during business meetings and RPs emphasizing the idea that we need to work reflecting the great amount of love in our community into showing more respect for each other.

Another noteworthy development in the Young Friends community is the growing discussion surrounding gender and sexuality which parallels with the broad spectrum of Young Friends. In our Gender and Sexuality retreat we discussed issues of consent and respectful open-mindedness towards all members of our community. For many Young Friends, our community is a safe haven in which to discuss and address issues of their "outside lives" and cultivating a mindful place to do that is consistently on the minds of the RPs and Ministry and Counsel, as well as the elders of our community. Through the end of the year we worked hard to counteract any "clumpiness" in our community and to give loving support to each other. It came to light in our last retreat that many YFs are going through some type of transition, off to college or to a different school, moving in or out of relationships. The idea came up that as a community we are continually in transition, evolving and adapting as we support each other during this period of growth in our lives.



We look forward to improving our community as a resource of love and support and glance back on a year of growth. We are excited for the incoming freshmen class and will painfully miss the seniors who gave so much. We thank NEYM for all it

has done to support us and prepare for Sessions which will undoubtedly be filled with more growth, probably some tears, and a whole lot of Quakerly love.

—LILLY CAMPBELL & ISABEL SZATKOWSKI, CO-CLERKS

## Representatives to Other Friends Organizations

---

### Friends Peace Teams

---

*Please note: This report has been edited due to space constraints. For the full text, please see the NEYM website.*

We are pleased to report that we continue to abide by our Quaker beliefs, live into our values, and govern FPT in the manner of Friends. We are working to increase publicity and outreach, enhance our communications, bolster our infrastructure, and seek new members to the FPT Council. We are pleased to welcome Kirsten Mandala from Portland, Oregon, as our new communications specialist.

The African Great Lakes Initiative (AGLI) has been asked to present the Healing and Rebuilding Our Communities (HROC) program in other settings. Catholic Relief Services invited two delegations to develop an extensive program in the Central African Republic (CAR). They were so pleased that they have hired some of our staff to start a similar effort in the Democratic Republic of Congo. The Church of the Brethren and Mennonite Central Committee sent seven people to our trainings who are now working in Northern Nigeria, where Boko Haram is creating chaos. In Kenya progress has been made in reconciliation at Mt Elgon after the introduction of AVP in the Kakuma refugee camp. HROC-Burundi has received grants supporting efforts to keep the upcoming elections peaceful. After 12 years, AVP in Rwanda has finally received permission to work in prisons; 10 workshops have happened so far.

Peacebuilding *en las Américas* (PLA) supports AVP and Community-Based Trauma Healing workshops with programs in Colombia, Honduras, Guatemala and El Salvador. In Honduras AVP has trained the first inmate facilitators who, along with volunteers, will teach inside the national prison. The

Central American programs are working with AVP International on pilot workshops with Plan International, an international child-sponsorship program. If Plan integrates these workshops in its work, it could extend AVP to 68 countries. (Other pilots are being held in Nigeria and Rwanda.) Colombian programs now include Franciscan nuns who give AVP workshops throughout the country. See videos by AVP in South America at: <http://youtu.be/Amw5PxZiMSQ>

The Asia/West Pacific Initiative is active in Indonesia (Aceh), Nepal, Philippines, Palestine and Israel, and South Korea, with much support from Australian Friends. A powerful new video (<https://vimeo.com/110023681>) demonstrates the power of visiting and the value of a listening presence in communities struggling with decades of violence. Nadine Hoover helped present a trauma-healing workshop with Quaker AVPers in South Korea. Nick Rozard's work on inexpensive water filters continues. Museums worldwide have been invited to schedule an exhibition of artwork by children from around the globe that illustrates *The Power of Goodness*, a book of stories of nonviolence and reconciliation around the world. Joe Di Garbo and Nadine Hoover supported Miriam Abu Turk and her team facilitating the AVP Trauma Healing Workshop in Ramallah.

As NEYM's representative to the FPT Council, I also serve as the assistant clerk. In addition to helping to organize the monthly calls and annual face-to-face gathering, I am eager to find ways to help more NEYM Friends get involved.

—NANCY SHIPPEN (NANCYSHIPPEN@COMCAST.NET),  
REPRESENTATIVE

---

### Quaker Earthcare Witness

---

QEW has made definite strides in exerting more leadership within the Quaker world during the past year. The Climate Change statement (available on our website, [quakerearthcare.org](http://quakerearthcare.org)), the presence at

the People's Climate March, and helping coordinate signings from major Quaker groups: all these reflect the commitment of our less than 2 full-time staff and numerous volunteers.

*BeFriending Creation* (BFC) leads our publications effort. One issue had four articles by NEYM members (see our website). All issues of BFC are available from our website, as are our trifold. Beyond the many facets of our website, there has been a steady increase in connectivity through Facebook and Twitter.

Many discussions have taken place online as we grapple with topics ranging from the recent Papal encyclical to the Sixth Extinction. At times our forum efforts lack the depth needed to develop the real changes necessary in our present planetary crisis, but they are in keeping with the original purposes of QEW. However, where there are threads of hope, like our Mini-Grant program and Mary Gilbert's representation within the Sustainable Development Goals program at the United Nations, they must be cherished and related to wider frameworks of systemic change. And what could be more com-

prehensive than our Sessions theme, "Living into Covenant Community"?

Going beyond the past year, it can be helpful to view efforts of QEW/Unity with Nature as a struggle to bring forth a new covenant of relationship that includes all Creation, without dualism and scientific reductionism. This renewal of Creation that Doug Gwynn focuses on in his *A Sustainable Life* is furthered by Mary Coehlo's new Pendle Hill Pamphlet (433), *Recovering Sacred Presence in a Disenchanted World*. These authors stay closer to Friends' practices than QEW has at some points during the past three decades, but we all share in the search for a unitive vision like Fox's, of a creation that smelt differently, and which may be at the heart of the community we seek. QEW is just a part, but an important part, of this loving search process, where all the blessings of the planet are recognized and appreciated.

—ROD ZWIRNER, REPRESENTATIVE

## Memorial Minutes

---

Harold Nichols Burnham Jr.  
March 21, 1927–July 31, 2013

---

When Harold Nichols Burnham Jr. died in July 2013, his family, students, patients, and friends were left to mourn their loss and to celebrate his life. At Portland Friends Meeting, we no longer have this Friend in weekly worship, but we are left with a powerful example of a Quaker life.

Harold (Hal) Burnham was born in 1927 and raised in Portland, Maine, where he attended Oak Street Friends Meeting. After the death of his father from tuberculosis when Hal was four years old, his mother led their family. The strength of his mother and the absence of a father were significant influences on Hal, as were the family ideals of honesty, courtesy and obedience instilled in him and his younger brother.

Hal felt himself called to be obedient at a young age. In high school, Hal refused to participate in a scrap-metal drive to provide metal for military armaments. After graduating from Bowdoin College, he refused to carry a draft card or submit to the physical exam required by the Selective Service. As a result, Hal was arrested and sentenced to 18 months in a maximum security prison in Springfield, Missouri, which interrupted his teaching duties at the Scattergood School. Knowing that many of his co-conscientious objectors were considered ex-convicts, he refused to sign a statement for early release from prison because it required that he promise not to associate with any known ex-convict. Hal's integrity may have made his life more difficult, but he remained true to his ideals and to the messages of some of his heroes: Jesus, Mahatma Gandhi, George Fox, John Woolman, Bayard Rustin and later, Martin Luther King Jr., as well as T. Canby Jones and Gilbert Kilpack.

One of Hal's gifts that we will miss is his vocal ministry. His vigilant examination of his life to discern God's message led to deep understanding, deeply shared. One example of Hal's ministry is a message that he gave reflecting on his experience as a young man on a late fall walk in the woods. He was wrestling with how he might dare to put his life in the hands of something as invisible as the power of prayer. Hal loved to hike, ski, and fish. He felt confident about his relationship with the beloved, physical, visible world around him. His hike brought him to a puddle that stretched across the path. As he paused to determine whether to go through or around, he observed the crisp, colored beauty of the fallen leaves that lay under the water. He decided that the obstacle was wide enough, and his boots sturdy enough, to slog through the water. He was astonished when he brought his foot down. Instead of sinking into a liquid surface, he met a crystal-clear sheet of ice. He was, unexpectedly, held by the invisible. From time to time Hal would return to this experience to encourage trust in the Presence.

Hal embraced prayer and witnessed its power, even though he professed occasional doubt. In 1947 Hal attended the Friends World Committee for Consultation in Oxford, England. The gathering was struggling with the wording of an epistle and tensions were high. An older attender near Hal prayed aloud "Oh God, we are in a fix. We ask You to guide us." Profound silence fell over the entire gathering, and the way became clear. This event led Hal to embrace prayer for help when Portland Friends Meeting formed from the merging of Oak Street Friends Church and Forest Avenue Friends Meeting. The joining was difficult, but encouraged by Olive Taply and Calvin Wolcott, Hal prayed for help in guiding the worship of this new community. Through the summer, the worship grew as did Hal's confidence in asking God for help.

Hal did not see his faith as an easy path, and felt that it was hard work to be a good Christian and a Quaker. He struggled to model Jesus and be good, faithful and courageous. Over time, he came to believe that by living in a way that showed love for others, he was doing the most loving thing possible for God. After graduation from the University of Pennsylvania School of Medicine, Hal's work as a doctor of family medicine was a form of ministry for him, as was his work at the Mercy Hospital Chemical Dependency Program.

Near the time of his death, Hal was still regularly attending Portland Friends Meeting, recording the weather on Sebago Lake where he lived with his wife Phyllis, and enjoying his son Jonathan and daughter Margo and their families. New England Yearly Meeting and Portland Friends Meeting miss this deep Friend. How Harold Burnham wished to be remembered is best stated in his own words, "What is said about me after my death I hope will be truth. What I would like the truth to be is that my life has brought others some measure of physical comfort, emotional hope, and the confidence to commit themselves to more reliance on divine love in this life."

---

Benjamin H. Cates  
March 20, 1920–January 15, 2014

---

Benjamin “Ben” Cates embodied the Quaker testimonies of peace, simplicity, silent listening and social justice. He was a gentle, unassuming man of unyielding integrity who shared his gifts of love, friendship, and a self-effacing humor with all who knew him. When a young couple began to explore attending Vassalboro Friends Meeting in the early 1970s, it was clear to them that Ben was one of the Meeting’s “movers and Quakers.”

Ben’s singing voice enriched our Worship in Song, and his participation in barbershop singing only ended when he became too ill to sing with the group. Although he suffered many personal losses and was dealing with declining health, Ben never stopped attending Meeting for Worship. Our community was comforted by the sound of his walker indicating that he had arrived safely on Sunday morning. As Ben’s body began to fail him more and more, he still welcomed conversations about exploring the Katahdin and other regions in Maine. Through layers of disability there was always a twinkle in his eye when he remembered canoe trips on Lobster Lake in northern Maine.

As the sixth child in a Quaker family of 12 children growing up on the family farm in Vassalboro, Ben developed a deep love for the outdoors. Music was an equally powerful influence in his life, and when he learned to play and bought a guitar, his family and the community received a wonderful gift. Ben Cates and his brothers would canoe with the “Jones girls” to a sandy point on China Lake and sing around a campfire, accompanied by his guitar. Ben was honored to have Rufus Jones invite him and his brothers to sing during a Sunday service at the South China Community Church.

When the United States entered World War II, Ben followed his Quaker faith and became a conscientious objector. He volunteered in the Civilian Public Service Program as an alternative to military service. While in the CPSP, Ben provided much-needed help to the Brattleboro Retreat in Vermont, a mental hospital that had lost many staff members to military service. He also helped to build fire towers in Vermont and conducted dairy testing in Connecticut.

Ben met his future wife, Edna Winder of Fallingston, Pennsylvania, at New England Yearly Meeting. They married early in 1946 and raised a family of seven children. Ben had earned a degree in accounting and finance prior to the war and used these skills in his career and volunteer work. He held jobs in accounting and also served as a town officer in Vassalboro. In 1952 after his father died, Ben took responsibility for the family’s general store, which he managed for 27 years. When asked why he decided to sell the store that had been in the Cates family for three generations—more than a century—Ben replied, “After 100 years, I was just plain tired.”

In addition to his commitment to the Vassalboro Monthly Meeting, Ben was active in Vassalboro Quarterly Meeting, New England Yearly Meeting, and the larger Quaker world. He saw the development of Friends Camp in China as a welcome challenge and helped to construct many of the camp’s buildings. If you seek his monument, you only need stroll through the camp. He also served on the Camp Committee and was employed for a time as camp treasurer. As he grew older, he shared his lifelong love of nature with young campers. Ben’s service to Friends Camp spanned five decades. Former campers still fondly remember Ben’s leadership in organizing and guiding camping trips to northern Maine lakes.

Ben’s commitment to Yearly Meeting did not end with his service to Friends Camp. He served on Permanent Board, only missing the meetings that occurred on his 50th and 55th anniversaries, and also served on the Executive Board and Student Loan, Peace and Social Concerns, and Finance Committees.

Developing and sustaining a relationship with Quakers in New Brunswick and Nova Scotia was a special concern for Ben and Edna Cates. They began attending the spring Atlantic Gathering of Canadian Friends soon after the event started and were active participants for several years. Their presence helped to create a bond of friendship and understanding between Friends in the two countries.

Ben Cates was a faithful presence in the Vassalboro Monthly Meeting and an elder who served as a model for all of us. He listened to messages with care and when he spoke, his remarks were brief and pithy, prompting one member to comment, “Ben seldom speaks at Meeting, but when he does, I listen.” Canadian Friends who attended Ben’s Memorial Service on March 15 said that he embodied the message of a quote attributed to Saint Francis of Assisi, “Preach the Gospel at all times and when necessary use words.” In both silence and action, Ben’s life spoke to all of us.

—VASSALBORO MONTHLY MEETING, VASSALBORO QUARTERLY MEETING

---

Beth Cheadle  
March 1, 1936–December 26, 2013

---

Born to James Franklin Cheadle and Alda Ellen (Utterbach) Cheadle on March 1, 1936, in Sacramento, California, Beth graduated from the University of Redlands in 1958 and earned a Master of Religious Education degree from Berkeley Baptist Divinity School in 1960.

Beth grew up in a family that took their faith seriously, and from her youth she clearly had a religious bent. From an early age, her active engagement in church groups attested to her commitment to put her faith into practice, and whenever she spoke of her childhood, her recollections evinced her fine-grained moral compass.

One story underscores how Beth early on lived the peace testimony—by instinct, by faith and by her intelligence. Very young, perhaps seven or eight years old, and in a family of regular churchgoers and participants in Sunday school, she had already absorbed the stories of the New Testament. One day she heard of some violence being perpetrated against a person or a group, and in the retelling of the story the violence was justified as God’s will, or a Christian duty, or both. Venturing to question what she had heard, she said, “But Jesus wouldn’t have done that.” The comment is Beth in clear relief: not just the compassion and kindness she possessed by inclination and learning, but clear, querying intelligence that cut through the sophistry that justifies inflicting pain and violence.

Almost everyone thinks of the care and tenderness of Beth’s capacity to listen and to hear. Beth absorbed your concerns as she listened in a reflective spirit, and also offered practical advice. She worked with her physical handicaps and to the end lived actively as she gardened, cared for her friend, Juanita Cook, and tended to her well-loved cats.

It is our sense that throughout her life, Beth was a spiritual seeker, and that she came to find—some 20 years ago—her spiritual home in the Religious Society of Friends in Bennington Friends Meeting. It was as though she had been a Friend before she came to Friends.

Well organized and orderly in approaching all that she undertook, including serving as Clerk of the Meeting and as a member of Ministry and Counsel, it was at bottom the spirit in which she proceeded that spoke most clearly: attentive to the observation and the contributions of all, yet ultimately most concerned that we arrive where the Spirit would have us be.

—BENNINGTON FRIENDS MEETING, NORTHWEST QUARTERLY MEETING

---

Anna Palmer North Coit  
8 April 1908–15 October 2014

---

Anna Coit, a member of Westerly Friends Meeting, was a remarkable woman who lived a long and extraordinary life. When death came she had reached the age of 106½ and up to that time had been the oldest alumna of Vassar College—she was likely the oldest member of just about every organization she was a part of, including the New England Yearly Meeting of Friends. But the fact that she lived a long life is not what set her apart; it was her intelligence, wit, generosity, sense of community and her spirit that drew people to her. And she held all of these qualities well, right up to the end of her life.

Unlike many people who live into their nineties and beyond and become increasingly isolated as they outlive their cohort of friends, Anna had more and more friends as she grew older. In an article published near her 100th birthday she was quoted as saying, “I wish I had been this popular when I was 17!” Anna was quite aware of how rare it was to have all of her faculties at such an advanced age. When she went to have her driver’s license renewed at age 99, the motor vehicle department clerk asked whether she would prefer the four-year renewal or the eight-year renewal. Anna’s response was, “I think I will go with eight.”

Anna was born in New York City to Amelia Palmer North and Dr. Charles North and grew up in Montclair, New Jersey, the oldest child, with three sisters and a brother. The family would visit relatives in Stonington and North Stonington, Connecticut, and would regularly summer in Westerly, Rhode Island, on the Pawcatuck River, in Haversham, or at the Palmer Family homestead on Pendleton Hill in North Stonington. After graduating from Vassar in 1930, Anna began working for *Time* magazine as a researcher and eventually became the first woman writer at *Time*. In 1941 she wrote the cover story on Dr. Fleming’s discovery of penicillin. An article she wrote in 1942, on women working in factories during the war, appears in a 2008 compilation, *TIME: 85 Years of Great Writing*.

Anna was also a historian, environmentalist and genealogist—a founder of the North Stonington Historical Society, the Walter Palmer (genealogical) Society, the North Stonington Garden Club and the Avalonia Land Trust. She wrote a monthly newsletter for her local historical society, contributed articles to other historical society newsletters and donated manuscripts and family treasures to the New London County Historical Society and Mashantucket Pequot Museum. In 2014 Stonington celebrated the 200th anniversary of the town militia's 1814 victory over the British Navy after a three-day bombardment by four warships. Anna was named Grand Marshal of the parade—she had been at the 1914 parade celebrating the 100th anniversary as a six-year-old, and she remembered it! At Anna's memorial service, one young woman declared, "Anna remembered 1917 better than I remember last week."

Anna married Harlan "Pete" Coit, a decorated Navy fighter pilot, in 1945, and they lived for a while in Seattle. In 1952 they purchased an old farmhouse and property in North Stonington, where they began a Christmas-tree farm. Although Pete died in 1978, Anna lived there for the rest of her life and sold Christmas trees from the property through 2013, when she became incapacitated by complications from hip replacement surgery.

Anna worked as a teacher and librarian at a small independent school in Stonington, Pine Point School, from 1959 to 1974 and had many close friends—teachers and students—from her time there. Children who had been in her fifth-grade classes in the 60s and 70s visited her throughout the last years of her life. Although Anna and Pete had no children, it seemed that just about every other person who spoke at her memorial service considered her a surrogate mother or grandmother.

Anna held a long interest in Friends' principles, having learned as a child about the Quaker faith from a grandmother. She became a member of Westerly Friends in 1979 and regular attender from that time forward. Anna would bring a small arrangement of flowers or dried plants each Sunday to be placed in the meeting room. These often became a focus of meditation for Friends, and when they did not appear, everyone wondered what might have kept Anna away. Anna served as Assistant (or recording) Clerk continuously for ten years, and served as representative to Quarterly and Yearly Meeting on a regular basis in her 70s.

In every newspaper article written about Anna—and there were many—her faith as a Quaker was always identified. George Fox entreated us to "Let your life speak"; Anna certainly did so. That such a shining example of a life well lived should be so closely connected to being a Friend is a characterization known amongst Friends but rarely noted in the larger world.

The last year of her life Anna lived away from her beloved old home, greenhouse and Christmas trees at a rehab center and nursing home. She had visitors every day, never refusing any, even on days when she probably should have, given her condition. A friend would borrow a wheelchair-accessible van in order for her to attend regular lunches at the historical society, so she would still get out even though she had lost her mobility. On her 106th birthday she published a small edition of poems she had written while visiting friends in Islesboro, Maine, a number of years before. A reading of her poems at the Mystic Art Association three weeks before her death brought a standing-room-only crowd.

Ensnared (or trapped, if you asked Anna some days) in her room in the rehab facility, Anna kept her mind busy reading (she never gave up her *New Yorker* subscription) and writing poems. During that final year she always had a yellow legal pad available at her elbow and she penned or dictated more than one hundred poems during that time. One of the last poems she wrote, just a day or two before her death, was read at her memorial service and is included at the end of this memorial.

Anna originally didn't want to have any kind of service after her death, but when she finally realized she wasn't going to have her way on that point, she told her cousin, "Call the Friends; they'll know what to do." More than 250 attended the Thanksgiving weekend service at the Wheeler Library in North Stonington, held under the care of the Meeting.

Ever practical and wise, and aware of just how rare a 106-year-old body might be, Anna donated her remains to Yale Medical School to be used for research purposes. Her spirit, however, is with us still.

### *Heaven*

*Heaven is not the way we see it in cartoons  
of elderly people in white chitons  
standing on clouds  
Heaven is right here.*

*It is in the "Song of Solomon"  
and in the end of "War and Peace"  
When a baby brings great joy.  
It is the people murmuring together.*

*It's the sound of children playing  
if indeed they are allowed to run freely.  
It is the feeling of grass between your toes,  
it is the voice of your beloved.*

*It's a sip of chateau d'Dyquem.  
It's an understanding between friends.  
It is the gentle rain, a single bird  
singing his good-night song.*

*It is the people murmuring together.  
Heaven is everywhere on Earth.*

© Anna N. Coit

—WESTERLY MONTHLY MEETING OF FRIENDS, RHODE ISLAND-SMITHFIELD QUARTERLY MEETING,

---

**Peter Robbins Haviland**  
**September 6, 1930–November 15, 2013**

---

Peter R. Haviland was a Friend with a capital F and a small letter f. His memorial service at Midcoast Friends Meeting was attended by more than 100 people, many of whom spoke about his patience, humility and good humor, as well as his community involvement and his carpentry skills. What could have been a sad occasion, lamenting the loss of Peter, turned out to be joyful, as those attending celebrated his life with praise and anecdotes about a good man.

Peter was a native of Pittsburgh, Pennsylvania. His parents, Frances and Harris Haviland, were Quakers. Peter attended Friends Select School in Philadelphia and graduated with a bachelor's degree in English from Haverford College in 1952. He married Deborah Wisner Phillips in 1954, and the couple settled in Summit, New Jersey, where they reared four children before relocating to Maine in 1987.

A member of Midcoast Friends recalled at the memorial meeting that Peter always showed the gentle force of a Quaker upbringing and schooling. She said that Pete was an example of the George Fox teaching "Be patterns, be examples in all countries, places, islands, nations wherever you come."

Peter earned a master's degree in hospital administration in 1957, following alternative service as a conscientious objector in a hospital during the Korean War. He worked for many years at United Hospitals in Newark, New Jersey, eventually overseeing the operations as executive director.

In 1977, he changed careers and became co-owner of a carpentry and home-repair business. He enjoyed working with his hands and used his creative talents as a craftsman, builder and engineer to earn a living and later to renovate an old farmhouse in Cushing, Maine, where he and Deb moved in 1987. In 2011 Peter and Deb sold their home in Cushing to one of their children and moved to a small retirement community in nearby Rockland, which they both enjoyed.

Peter's Quaker roots as a pacifist and humanitarian guided his approach to life. He was involved in his local Friends' meetings in New Jersey and Maine, where he served as clerk and treasurer, and he provided counsel as a respected elder. Pete was involved for many years in Vassalboro Quarterly Meeting and was active in encouraging the growth of an intergenerational spiritual education program.

Peter served for 10 years for the town of Cushing on the local school board and four years on the board of selectmen. Throughout his life he voiced concerns about social and political issues. He participated in peaceful demonstrations for anti-war and human rights causes.

Peter was described as a Quaker "who engaged with non-Quakers in an unmistakable way." He was "knowledgeable and wise in the issues of the day, offering his opinions in a manner that never offended." One Midcoast member said Peter was her teacher because of the examples he provided through his "honesty, humor and sensitivity. His presence demonstrated Quakerism. Pete was a great thinker and a gentle friend."

His name appears many times in the history of the Meetinghouse Committee, which oversaw the building of the Midcoast Friends meetinghouse on Belvedere Road in Damariscotta in 1995. Peter belonged to a core

of members who took part in the negotiations to acquire the land from George Freeman, a local landowner. The committee picked the Quaker architects Cope and Lippincott, a Philadelphia firm that understood the special requirements of a Friends meetinghouse—no stained glass windows, no crucifix, no pulpit, no baptismal font and not even a steeple—and helped to raise money and to secure a mortgage.

One member said she realized at the memorial meeting that the bench she was sitting on was there because of Peter. He and another member of the meeting found pews in an old church and bought them for the future meetinghouse that had not yet been designed. They were stored in the Haviland barn and a few years later were refinished and ready to use. She expressed that the benches were a real work of art—another example of Pete’s modesty and love for the meeting.

Peter loved the outdoors and good literature. He and Deb often took the family on vacations to hike, canoe, and ski and to share a passion for nature. In his later years, he enjoyed outings on his 22-foot yawl, *Curlew*.

Peter sustained a love for words and stories that he had developed when he was an English major in college. On first meeting him, one might think of a teacher or a writer, partly because of his gentle manner and a light in his eye that reflected his interest in the world around him. Even as he lay with a long illness, he kept his good spirits and sense of humor. One of the last books he read was E. B. White’s *Stuart Little*, a testimony to Peter’s gentle and kind, yet realistic, approach to the world.

—MIDCOAST MONTHLY MEETING, VASSALBORO QUARTERLY MEETING

*The following memorial minute for John Kellam is preceded by an accompanying minute from his meeting, Providence meeting. John’s daughters wanted his minute to include that he had abused them when they were young. When this was discovered, many years ago, his meeting and the Yearly Meeting held John’s family and John, and struggled with the grief, the anger, the pain and the remorse that affects a family and a community when trust is violated and power is abused. Yet between that time and now the story was largely forgotten by the wider community of Friends. We will hear this story again during sessions this year; may we receive it as a community living into covenantal relationships, holding each other, being tender to each other, loving each other.*

---

### A Minute Acknowledging Our Failures and Committing Ourselves to Truth

---

The recent public disclosure of physical and sexual abuses many years ago in a family within the meeting has led to a deepening awareness that our present community truly includes its past members as well as those who will come after us. Looking to the past, we want to acknowledge that Meeting failed to act to halt this abuse and to address the suffering among those affected. A culture of silence over the ensuing decades, in which those who knew about these events chose not to discuss them, caused further suffering in our community. For our failure to act and our silence, we are deeply regretful and apologize first to the survivors and then to others who have been hurt. We have ended that silence.

We also recognize that apology alone is not enough. In response to this painful situation, we have educated ourselves about the requirements for reporting suspected child abuse in Rhode Island and Massachusetts, we have reviewed our own practices and policies intended to keep us safe, and we have listened carefully to members of our community who have suffered abuse in their lives and have much to teach us. Looking to the future, we recognize our responsibility to do what we can to prevent abuse in our community and to be truthful in all our dealings with each other. We hope to find ways to support Friends in times of deep anguish, including survivors of abuse, some of whom may become perpetrators themselves. We recognize that our commitment to pacifism requires that we learn to deal productively with anger and other painful emotions. We seek guidance in the Light as way opens.

---

John Kellam  
1916–2012

---

John Kellam came to the Society of Friends in Washington, D.C., in the early 1940s when he became a conscientious objector and began his lifelong devotion to pacifism and peace activism. His commitment to opposing all war included his own willingness to go to prison rather than to serve in the military during World War II. After his release from prison he worked for The National Council for the Prevention of War and was in-



volved in the founding of the Friends Committee on National Legislation, where he worked during its early years. He was active in Providence Monthly Meeting from 1950, when he and his young family moved to Providence, until his death. John was instrumental in the efforts to design, fund and build our present meetinghouse in Providence. He was also active in the work of the New England Yearly Meeting and was involved in the founding of the Rhode Island chapter of the American Civil Liberties Union. His record of service to NEYM is long and devoted; he served from the 1960s through 2009. It includes four terms on Permanent Board, six terms on the Finance Committee, a term on the Arrangements Committee, auditor of permanent funds from 1975 to 1981, and a period as treasurer from 1982 to 1985. John served on the Friends General Conference Committee for three years, on the New England Friends Home Committee from 1993 to 1999, and was active in the meeting's prison ministry.

Despite his devotion to the principles of peace and non-violence on the national and global stages, John engaged in abusive behavior, including physical and sexual abuse, in his family life, causing great and continuing pain to those closest to him. He spent an extended period of time in therapy seeking to address his behavior. At sessions one year, he and Alice Wiser led a workshop on sexual abuse. After a long period of estrangement from him, John's daughters, Wendy and Susan, were able to reach some reconciliation with him before his death.

His first two wives, Carol and Ruth, predeceased him. His third marriage, to Ann, ended in divorce; nonetheless, Ann and John established a long and loving friendship that lasted until his death.

John is remembered by the attenders and members of Providence Meeting for his strong and active participation on many of the working committees of the Meeting over a long period of time, and for his gentle but firm voice of advocacy for a variety of social issues, including civil rights, affordable housing, sustainable and simple living, and non-violence. His activism in opposition to war and the preparation for war continued throughout his life and the influence of that activism was always felt in the Meeting. He is remembered for actions like using his personal sailboat as a floating billboard to protest the presence of nuclear submarines in Quonset. He frequently shared his extensive knowledge of how to invest money in good conscience.

Many in the Meeting considered John a good friend and a voice of calm and reason during times of disagreement or conflict. His messages during Meeting for Worship displayed wisdom and a principled and well considered world view.

—PROVIDENCE MONTHLY MEETING, RHODE ISLAND SMITHFIELD QUARTERLY MEETING

---

Jeanne Kinney  
June 5, 1937–December 23, 2012

---

Jeanne M. (Woolever) Kinney was a long-time member of Wellesley Friends Meeting and since 2001 a member of Smithfield Friends Meeting. She helped found Uxbridge Friends Worship Group in 2009 and found a spiritual home there until her passing. In that time she had been such a strong part of our community, and affected our lives so deeply, that it is a challenge for us to sum our celebrations of her into the confines of this minute.

Jeanne Kinney was a remarkable person who changed the lives of the people and communities around her, doing so with levity, passion and dedication. She had a rare combination of strength, humility and an unwavering belief in the divine which led her to take action in working for restorative social justice and non-violent conflict resolution. Despite having such a strong commitment to her beliefs she was also not afraid to change her position when the spirit moved her on matters of faith.

Jeanne was very involved in all aspects of her Meetings and a driving force behind so many of them. Among Friends, Jeanne started or helped to start a writer's group, various Bible study groups and a group for high school Friends, and was involved in various projects and committees. She served on Ministry and Counsel for both Wellesley and Smithfield Meetings. She also served on Nominating Committee for New England Yearly Meeting. Jeanne was fluent in Spanish and worked with Friends on the Puente committee within New England Yearly Meeting. She was active in the United Society of Friends Women and served as Peace and Social Action secretary for USFW International.

So many friends have felt her spirit warm their hearts, and we can now take comfort in knowing that she is at home with the Lord.

Our life is love, and peace, and tenderness; and bearing one with another, and forgiving one another, and not laying accusations one against another; but praying one for another, and helping one another up with a tender hand.” - Isaac Pennington, 1667

—WELLESLEY MONTHLY MEETING, SALEM QUARTERLY MEETING

---

Richard Reeve Wood Jr.  
March 30, 1932–June 5, 2010

---

Richard Reeve Wood Jr. was born March 30, 1932, to Richard R. and Nancy Morris Wood in Moorestown, New Jersey. He grew up surrounded and seasoned by Philadelphia Friends. He attended Moorestown Friends School and received a B.A. in English from Haverford College while it was still an all-male school. He loved playing soccer at Haverford or anywhere else he could round up a game!

Richard’s fascination with farms, farm animals and aesthetics of the land grew ever more important when he began working summers on a Quaker farm along the Delaware River. As a conscientious objector he served two years at the Earlham College dairy farm.

Following his stint at Earlham, Richard married Elizabeth Hoag. They bought the Goddard farm, a small farm in Brunswick, Maine, which had been bequeathed to Durham Monthly Meeting. There they had four children: Rebecca, Gilbert, Anna and Susan. They also built a Jersey herd of some note. After their divorce Richard continued to farm and provide hospitality to folks from various walks of life who were passing by. His was a compelling and welcoming presence and he connected easily with all sorts of people.

Richard loved cows and spent much of his time as he worked in the barn thinking and dreaming of the emerging contemporary small farm movement. He was ahead of his time, like Wendell Berry, whose writings inspired him. Later he was given an opportunity, when hired by the Maine Department of Agriculture as coordinator for the Agriculture Viability Program, to travel and write on behalf of the small farm movement in Maine. Richard was a gifted writer and published articles in *Small Farm Journal*, *Maine Times*, and *Times Record*. There was a memorable piece in the *Boston Globe* reporting on Richard’s visit to war-torn Nicaragua as part of an Oxfam delegation.

Richard was a beloved and active member of Durham Friends Meeting, serving in various capacities including Monthly Meeting Clerk, Trustee, Ministry and Counsel, and occasionally giving the message. He was Clerk of Falmouth Quarterly Meeting for a time.

One First Day at Durham Friends Meeting, Richard and Susan McIntire rose in the midst of silent worship and he declared, “Before God, my family and friends, I, Richard, take thee Susan to be my wife. With divine assistance and help from my friends, I will be unto thee a loving and faithful husband.” Susan responded in kind. The clerk read the marriage certificate aloud and invited each of us there to sign as witnesses. Those present witnessed a traditional Quaker wedding.

Richard and Susan eventually sold the Brunswick farm, moved to Western New York in 1990, and bought another farm. This one had Holsteins and draft horses. Here they continued raising their children Reeve and Isaac. They were assisted in this new venture by local farm folks including those in the nearby Amish community.

In 2000 Richard was diagnosed with Parkinson’s disease, which he managed with characteristic grace and optimism. Richard and Susan returned to Maine in 2003 to be closer to family and friends.

Those of us who are privileged to have known him and listened to his deep penetrating voice, marveled at the almost effortless way he established close rapport with others. His Quaker roots and seasoning were embedded in his presence. He was profoundly steady and comfortable. Children loved him. He loved dogs. He wrote mystery stories. He loved his family. For many of us he was a compassionate listener. There are myriad tender memories of cups of tea with him at the kitchen table.

*No Hallmark Angels,  
they asphyxiate me.  
Send me one like  
Richard Wood in  
floppy rubber boots.  
His large hands  
cracked and gnarled  
from washing cow's  
udders on winter days.*

—DURHAM MONTHLY MEETING, FALMOUTH QUARTERLY MEETING

*This cold Maine morning  
The barn smells of burnt  
rushes. A Holstein heifer  
is down dead in her stall.  
He backed the old John  
Deere into the barn and  
dragged the carcass past  
the restless herd, breath  
rising like incense smoke.*

*He kicked a heap of snow.  
“At least she’ll freeze out here  
in the dooryard till I can think  
of some place to put her”.  
Inside we had a dirty mug of  
tea and were as close as  
those cows in the barn.  
pbc (1995)*

## Approved Nominating Slate

*Note: This is the Nominating Slate approved by Sessions. The completed slate of committees will be published in the 2016 Directory for New England Yearly Meeting, and any changes or additions since Sessions will appear then.*

### Permanent Board (50)

#### **2016**

Gant, Sarah, clerk (Beacon Hill)  
 Isaacs, Sandy (Monadnock)  
 Isaacs, Nancy (Monadnock)  
 Neumann, Bruce (Fresh Pond)  
 Sanchez-Eppler, Elias (Northampton)  
 Weiss, Fritz (Hanover)  
 Bainbridge, Virginia (New London)

---



---



---

#### **2017**

Baldwin, Holly (Fresh Pond)  
 Belcher, Travis (Monadnock)  
 Sánchez-Eppler, Karen (N'hampton)  
 Schell, Suzanna (Beacon Hill)  
 Smith, Sara (Concord)  
 Zwirner, Hannah (Beacon Hill)  
 Szatkowski, Elizabeth (Portland)

---



---



---

#### **2018**

Davies, Susan (Vassalboro)  
 Dickinson, Jeremiah (Wellesley)  
 Erikson, Justice (Mt Toby)  
 Kantt, Leanna (Fresh Pond)  
 Malin, Rocky (Smithfield)  
 McCandless, Jean (Burlington)  
 Steele, Rebecca (Portland)  
 Wienholtz, Don (Hartford)

---



---



---

#### **2019**

Gant, Christopher (Beacon Hill)  
 Harrington, Ian (Cambridge)  
 Walkauskas, William (New Haven)  
 Stone, Phillip (Worcester)  
 Stone, Carolyn (Wellesley)  
 Kohrman, Allan (Wellesley)  
 Chase, Deana (Westport)

---



---



---

#### **2020**

Guaraldi, Benjamin (Beacon Hill)  
 Hamman, Galen (Cambridge)  
 Zimmermann, Rosemary (S.Starksboro)  
 Radocchia, Anna (Lawrence)  
 Jackson, Tom (Dover)  
 Rein, Carole (North Shore)

---



---



---

### Committee on Aging (9)

#### **2016**

Mendes, Anita (Concord)  
 Zwirner, Mary (Beacon Hill)

---

#### **2017**

Brokaw, Fran (Hanover)  
 Martin, Lori (New Haven)

---

#### **2018**

Penzer, Martha, clerk (Burlington)

---



---

### Archives and Historical Records (9)

#### **2016**

Slator, Nancy (Mt Toby)  
 Angelini, Mary Frances, clerk (Framingham)  
 Manzella, Marilyn (Framingham)

#### **2017**

Crosby, Eileen (Mt Toby)  
 Forsythe, Carol (Putney)  
 Quirk, Brian (Lawrence)  
 Burley, Clarence (Worcester)

#### **2018**

McDaniel, Donna (Framingham)

---



---

**Board of Managers of Investments & Permanent Funds (10)****2016**

Hackman, Matthew, *clerk* (Providence)  
Spivey, Robb (Brunswick)

**2019**

Pang, Andrew (Wellesley)  
Tierney, Joe (Cambridge)

**2017**

Edgerly, Elizabeth (Providence)  
Malin, Kathy (Smithfield)

**2020**

McKnight, Jeanne (Wellesley)  
Spivey, Rowan (Brunswick)

**2018**

Clark, Brian (Framingham)  
Mair, Edward (Amesbury)

**Correspondence (6)****2016**

Mendes, Anita (Concord)

---

**2017**

Weiss, Lynne (Cambridge)  
*Cox, Louis, clerk* (Burlington)

**2018**

Appleton, Lisa (Mt Toby)  
Norton, Bonnie (Wellesley)

**Development (9)****2016**

Malin, Rocky (Smithfield)  
Schwope, Martha (Wellesley)  
*Smith, Sara, clerk* (Concord)

**2017**

Meadows, Lucy (Beacon Hill)  
Bennett, Dulany (Hanover)

---

**2018**

McKenna-Moss, Jonah (Beacon Hill)  
Pattee, Christine (Storrs)  
Quoos, Thayer (New Haven)

**Earthcare Ministry (15)****2016**

Killam-Abell, Phyllis (Dover)  
Warner, Ben (Cambridge)  
Haines, Christopher (Fresh Pond)  
Klinkman, Paul (Providence)  
Bennett, Mary (Worcester)

**2017**

Holcombe, William (Sandwich)  
Millar, David (Burlington)  
Stoner, Kim (New Haven)  
Bock, Catherine (Burlington)  
Gilbert, Mary (Cambridge)

**2018**

Blanchard, Neil (Framingham)  
Cox, Louis (Burlington)  
MacKenzie, Rebecca (Quaker City)  
*Swennerfelt, Ruah, clerk* (Burlington)  
Zwirner, Rodman (Monadnock)

**Faith and Practice Revision (16)**

Armstrong, Douglas (Amesbury)  
Athearn, Marion (Westport)  
Burley, Clarence (Worcester)  
Coletta, David, *webservant* (Beacon Hill)  
Davies, Susan (Vassalboro)

---

Edmondson, Maggie (Winthrop)  
Edwards, Eric (West Falmouth)  
Evans, Kristna (North Shore)  
Godway, Eleanor (Hartford)  
Haase, Ken (Beacon Hill)

---

Hoffman, Jan, sabbatical (Mt Toby)  
Hubner, Sara (Gonic)  
McCosker, Phebe (Hanover)  
Reilly, Susan (Lewiston)  
Williams, Greg (Beacon Hill)

**Finance****2016**

Allen, Kimberly (Durham)  
Sazama, Jerry (Storrs)

---



---



---

**2017**

Dickinson, Jeremiah (Wellesley)  
Gentile, Ralph (Lawrence)  
*Sánchez-Eppler, Elias, clerk* (N'hampton)  
Kantt, Elizabeth (Fresh Pond)

---

**2018**

Murray, Bob (Beacon Hill)  
Stern, Roland (Wellesley)  
Neumann, Emily (Cambridge)  
Forsythe, Hannah (Beacon Hill)  
Savery, Carol (Hartford)

**Friends General Conference Committee-New England (15)****2016**

Person, Elise (Cambridge)

---



---



---

**2017**

Riendeau, Michelle (Wellesley)

Reddy, Clark (Beacon Hill)

Nutting, Peter (Vassalboro)

Anick, David (Cambridge)

---

**2018**

Haines, David (Wellesley)

Michaud, Ellen (S.Starksboro)

Weaver, Hal (Wellesley)

Shelton, LVM (Plainfield)

---

**Friends United Meeting Committee (12 Triennial Reps; 9 appointed)**

Baker, Marian\* (Weare)

Matchette, Abigail\* (Burlington)

---

Stillwell, Jackie\* (Monadnock)

---

Zimmermann, Rosemary\* (Starksboro)

Haines, David\* (Wellesley)

---

**General Board Representatives (3)**

Collins-Dodd, Ann\* (Winthrop)

\* Representatives to 2017 Triennial

Hasse, Ken\* (Beacon Hill)

Manning, Leslie\* (Durham)

**Friends World Committee for Consultation—New England (12)****2016***Ganung, Cynthia, co-clerk* (Wellesley)

Grannell, Dorothy (Portland)

Moran, Nataly (Smithfield)

Claggett-Borne, Minga (Cambridge)

**2017**

Vogel-Borne, Jonathan (Cambridge)

Hopkins, Mary (Fresh Pond)

Guaraldi, Rachel (Beacon Hill)

---

**2018**

Humphries, Debbie (Hartford)

*Goldberger, Judy, co-clerk* (Beacon Hill)

Jorgenson, Christel (Cambridge)

---

**Legacy Gift (9)****2016**

Gant, Sarah (Beacon Hill)

McKenna-Moss, Jonah (Beacon Hill)

Schell, Suzanne (Beacon Hill)

**2017**

McCandless, Jean (Burlington)

Wallace, Pat (New Haven)

---

**2018**

Mair, Ed (Amesbury)

---

**Ministry & Counsel At-Large (12)**

Williams, Carl (Plainfield)

Nortonsmith, Heidi (Northampton)

Jennings, Will (Beacon Hill)

Fisher, Katherine (Beacon Hill)

*Humphries, Deborah, clerk* (Hartford)

Woodrow, Honor (Framingham)

Claggett-Borne, Minga (Cambridge)

Shelton, LVM (Plainfield)

Randall, Allison (Keene)

Sazama, Gerald (Storrs)

Brokaw, Fran (Hanover)

Clement, Daphne (Durham)

**Moses Brown School Board (11)****2016**

Morrison, Mary Lee (Hartford)

Jaspers, Lee (Providence)

Morse, Elsie (Providence)

Zimmerman, Elizabeth (Providence)

**2017**

McGuigan, Michael (Providence)

Stamm, Liesa (Hartford)

Martin, Frederick (Monadnock)

**2018**

Crysdale, Peter (Durham)

Hirtle, Michael (Providence)

McNemar, Don (Cambridge)

Tripp, Dawn (Allen's Neck)

**Committee for Nurturing Friends Education at Moses Brown School (6)****2016**

Smith, Carol (Providence)

Morrison, Mary Lee (Hartford)

**2017**

Martin, Frederick (Monadnock)

Zimmerman, Elizabeth (Providence)

**2018***Tripp, Dawn, clerk* (Allen's Neck)

Stamm, Liesa (Hartford)

**Peace & Social Concerns (15)****2016**

Donovan, Shawn (Hanover)  
 Elliott, James (Wellesley)  
*Noyes-Dakota, Barbara, clerk* (New London)

**2017**

Dicranian, Diane (Farmington)  
 Mayer, Phil (Smithfield)  
 Varner, James (Orono)

**2018**

Wasileski, Eric (Mt Toby)

**Publications & Communications (9)****2016**

Barker, Mark (Concord)  
 Whinfield, Steven (New Haven)  
*Taber, Emily, clerk* (Fresh Pond)

**2017**

McCarthy, Regina (Wellesley)

**2018**

Cullinan, Kerry (S.Starksboro)

**Puente de Amigos (9)****2016**

Cadwallader, Len (Hanover)  
 Cadwallader, MaryAnn (Hanover)  
 Forgarty, Margaret (Dover)

**2017**

Stern, Roland (Wellesley)  
 Kinsky, Deena (Mattapoissett)

**2018**

Smith, Jay (Concord)  
 Lopez, Felice (Framingham)  
 Hawthorne, Margaret (Monadnock)

**Quaker Youth Education (12) - on hold****2016**

*Cole, Pam, clerk* (New Bedford)  
 Nortonsmith, Gina (Northampton)  
 Baker, Marian (Weare)

**2017****2018****Racial, Social, & Economic Justice (12)****2016**

*Garrett, Sheila, co-clerk* (Putney)  
 Walton, Sarah (Vassalboro)

**2017**

McDonald, LouAnne (Hartford)

**2018**

Carey-Harper, Rachel (Barnstable)  
*Shoop, Nur, co-clerk* (Dover)  
 Varner, James (Orono)

**Sessions Committee (Nominating appointments)****2016**

*Humphries, John, clerk* (Hartford)  
 Varner, James (Orono), Equalization  
 Hoskins, Laura (Putney), at-large  
 Leuchak, Rebecca (Providence), at-large  
 Weinholtz, Diane (Hartford), at-large

**2017**

Woodrow, Susan (Framingham), at-large

**Youth Ministries (9)****2016**

Bainbridge, Susan (New London)  
 Lippincott, Doug (Framingham)

**2017**

Anderson, Michael (New Haven)  
 Knowlton, Mary (Orono)  
 Kohrman, Adam (Beacon Hill)

**2018**

Fischer, Nina (Fresh Pond)

**American Friends Service Committee Corp (5)****2016**

Nash, Anne (Wellesley)

**2017**

Burke, Sarah (Beacon Hill)

**2018**

Bennett, Dulany (Hanover)

Crysdale, Peter (Durham)

**Friends Committee on National Legislation (6)****2016**

Drysdale, Scot (Hanover)

Fisher, Katherine (Beacon Hill)

**2017**

Thomas, Susanna (Storrs)

Weinholtz, Donn (Hartford)

**2018**

McKenna-Moss, Jonah (Beacon Hill)

Harrington, Ian (Cambridge)

**Friends Peace Teams Project (1)**

Shippen, Nancy (Fresh Pond)

**Quaker Earth Witness (1)**

Zwirner, Rod (Monadnock)

**William Penn House (1)**

Will Jennings (Beacon Hill)



## Epistles

---

### General Epistle of New England Yearly Meeting

---

Our life is love, and peace, and tenderness; and bearing one with another, and forgiving one another, and not laying accusations one against another; but praying one for another, and helping one another up with a tender hand. ...--Isaac Penington, 1667

#### ***To Friends everywhere,***

New England Yearly Meeting Friends gathered for our 355th annual sessions August 1<sup>st</sup> through 6<sup>th</sup>, 2015, at Castleton University in Castleton, Vermont, seeking ways to deepen our spiritual lives and strengthen our witness by “Living into Covenant Community.”

During the week, through many programs and events, we were made aware that living into covenant community means faithfully supporting one another towards a larger purpose. Covenant means confronting climate disruption, gender inequality, racial violence, and other daunting issues as full and equal partners with all people and other life communities. As indigenous peoples have been saying all along, “what we do to the web of life we do to ourselves.”

Several speakers and panelists framed many of today’s urgent peace, social, and ecological problems as violations of covenant community. “Racism drains spiritual energy” from the community and therefore harms everyone, not only the oppressed. “We need to stand for Truth, although it may hurt at times.” Financial sustainability is part of our covenant within our yearly meeting. “We need to find a way to live within our means; we can’t keep depleting our seed corn.”

Some Friends, excited by Pope Francis’s recent encyclical calling on the world to confront human-induced climate change as a moral crisis, urged us to find ways for our own Religious Society’s traditionally slow decision-making process to respond to the urgency of this and other global concerns.

Our call to covenant also extends to the work of our monthly and quarterly meetings, our support for the work of the yearly meeting, and our engagement with the larger community. Our yearly meeting staff and our youth programs have been good patterns and examples: modeling inclusive and loving relationships among themselves, nurturing one another’s gifts, and caring for one another have led to the flourishing of their outward work.

Our Bible Half-Hour speaker emphasized that welcoming and healing the oppressed and the excluded of society is at the heart of our beloved community. In our covenant of unconditional love we become the integrated and balanced individuals and meetings we need to be in our work and ministry.

Our yearly meeting secretary challenged us to discern ways in which Friends must be both rooted in our traditions and adaptive to emerging needs as we strive to “make love visible and all things new.” As a great people to be gathered we need a dynamic organization that helps our work to be experienced as a joy rather than a burden. He likened our religious society’s long journey into truth to a team of mountain climbers, who require coordination, often find the going slow, and must take risks to keep moving forward. At different points on our spiritual journey, like climbers who hammer in spikes as anchors to hang on to when they slip, or return to from stuck places, we need to pause regularly to affirm the truths that find life in us.

One Friend reminded us that faithfulness is a process rather than an accomplishment—yet the faithfulness of yearly meeting committees and staff has this year brought to resolution several long-standing concerns in our yearly meeting structure and budget that had been diverting considerable time and resources from our central mission.

How can we move beyond the self-imposed boundaries that divide us? How can we eliminate artificial divisions and labels, so that we can work together to do what we know is right? This calls for a courageous humility, a quality that helps us to remain open with others without asserting that we have the final truth. Safe spaces for dialogue allow parties with competing goals and agendas to find common ground and seek the truth together.

Our hope for the work of the yearly meeting is a great hope. In humility and with divine guidance we partner with God in transforming the world.

On behalf of New England Friends,  
JACQUELINE STILLWELL, PRESIDING CLERK

---

 Young Adult Friends Epistle
 

---

**To all Friends everywhere,**

The Young Adult Friends have gathered at Annual Sessions in Castleton, Vermont, during the first six days of the eighth month, 2015. During our time at Sessions, we deepened our community with fellowship, centered silent worship, and programmed workshops. Xinef Afriam, a fellow YAF, led a workshop which broke down our sense of separation by bringing to light our diverse identities and helping us find our common unity. In this we learned how to be better allies and to understand the perspective of others who identify differently. Another member of our community, Katie Aburizik, was led to bring forward and facilitate an interest group on compassionate touch through our do-it-yourself schedule.

We also met with Kirenia Criado-Perez, the pastor of Havana Friends Church in Cuba. Many of us were touched by her description of YAFs in Cuba and the relationship between Cuba Yearly Meeting and the Cuban YAF community.

Many YAFs actively and energetically follow their leadings around a variety of issues including climate change, racism, and gender inclusivity (a topic which NEYM has given much grateful attention to this year). YAFs are also led to support NEYM through staffing JYM, JHYM, and Young Friends programs, as well as serving on various committees. We also recognize the impacts these gifts and leadings have on our own community, leading to distractions and feeling scattered during Sessions. Many YAFs miss the communal spirit present at our spring, mid-winter, and fall retreats. We strive to grow our YAF Sessions program in a way that can heal these feelings of disconnect in the future.

One year ago, our community was in touch with a promising presence that was strong in spirit but vague in structure. Though we were unified in our awareness that we needed to move, we were divided and unsure of what that direction was. We are grateful to Jonah McKenna-Moss, who held our community as clerk through this time of transition. In the past year we have been grateful to experience our spirit actualize into a new structure, which is the Standing Committee. This committee's responsibilities include carrying out communal clerking, listening to the needs of the community, and making sure those needs are addressed. This allows a larger number of YAFs, particularly those new to the YAF community, to take leadership roles. This new structure is breathing fresh life and energy into YAF activities and is working towards reducing the burden on our coordinator, Nia Thomas, for whom we are constantly grateful. This week was our first gathering clerked by the new Standing Committee.

We are excited to further engage the wider yearly meeting as we explore this reciprocal process of re-structure and organization. We hope that this process will open up more opportunities to help nurture and better integrate YAFs into NEYM covenant community, as well as strengthen our own community at Sessions. While the language of covenant community does not resonate with all YAFs, we are excited that the theme has opened up discussions about community as we strive to strengthen our own. We look forward to this next year's journey of challenges, opportunities, and areas for growth and mutual love.

In the Light,

NEW ENGLAND YEARLY MEETING'S YOUNG ADULT FRIENDS

---

 Young Friends Epistle
 

---

*YF Statement of Community Intention:*

*As Young Friends, our purpose is to create an intentional community which empowers, supports, and nurtures its individual participants in their spiritual growth through Quaker practices and values. We continuously strive to uphold the spiritual and emotional well-being of the community and each Young Friend.*

**Dear Friends Everywhere,**

On August 1–6 2015, 43 high-school-age Young Friends of New England Yearly Meeting (NEYM) gathered together at Castleton University in Castleton, Vermont, for NEYM's annual sessions. This year we explored the theme "Living into Covenant Community."

Through workshops, activities, and communion together throughout the week, Young Friends have worked on developing their understanding of what a covenant community means to us. We were visited by Eppchez Sánchez-Eppler, who recently spent a year with the Quaker Voluntary Service (QVS) in Philadelphia. Listening to their experiences helped us transition our train of thought to the differences between living in

the same physical space and living together in community. We were also visited by Callid (rhymes with salad) Keefe-Perry, who helped us work on a definition for covenant community from discussions about NEYM's covenant community. He explained that one of the founding Quaker beliefs of a covenant was not as an abstract idea that happens after we die or that happens some time in the future, but that a covenant is what is happening here and now in our community. From this, we discerned that to some this covenant could be one definition of God or the Light. He nurtured our realization that although we can be completely accepting as a community, hospitality is not the same as inclusion, and a covenant community can hold certain beliefs that conflict with potential members no matter how kind and loving the community is. With a whole week of discussion and discernment behind us, we will continue to develop what exactly this realization means for our community.

On Sunday evening, we were visited by Nancy Shippen, who works closely with the Alternatives to Violence Project (AVP), which facilitates workshops around the world to encourage finding nonviolent solutions to conflict. We split into smaller groups to discuss the definition and action of forgiveness through the following prompts: "Forgiveness is..."; "Forgiveness is not...", "Why is it good to forgive?", "What prevents us from forgiving?", and "How do we move into forgiveness?" A common theme we noticed was that the feelings of fear, anger and shame were prevalent in the community's responses to most of the prompts. In coming back together, friends were mostly in agreement on many points that were expressed. However, the idea of forgetting came up as a point of contention as it was brought up as a response to both the prompts "Forgiveness is...", and "Forgiveness is not...". All in all, the breadth of our answers reaffirmed the importance and difficulty of defining large concepts with understanding and compassion.

Our learning about covenant community was not solely in the form of thought-provoking workshops and discussions, but also through fun activities that we did throughout the week. These activities included: capture the flag, meal discussions, dancing, puzzles, water balloons, and singing. On Tuesday, Young Friends took a trip to Lake Bomoseen State Park and enjoyed an afternoon of beach-side antics. On Tuesday evening, Young Friends organized Coffee House for the wider Yearly Meeting. Highlights included: an act that performed a parody of the song "Hotel California" called "Welcome to New England Yearly Meeting"; a surprise appearance from the Disruptive Behavior Committee (who sang a metal rendition of the song "Vine and Fig Tree"); and many other fun performances from the rest of our community. Our final program together had us crafting a machine out of ourselves that survived for a few minutes before melting down and falling apart. To add to our final evening of fun, the Young Friends joined the rest of the yearly meeting for a contra dance. When the contra dance ended, Young Friends continued celebrations with the annual YF/YAF (rhymes with riff-raff) dance that ran late into the night, leaving us tired but fulfilled.

While at the lake, the YF Welcoming Committee met with rising ninth graders to introduce them into Young Friends and answer questions about our community. Similarly, the seniors were kidnapped during afternoon program for an introduction into the Young Adult Friends (YAFs), during which they enjoyed dinner together and discussed the differences between the YF and YAF communities and how they function. During our closing program on Thursday morning, we said goodbye to our graduating seniors as they move into the rest of their lives. As members of our community come and go, we have started to think more deeply about how we can be more inclusive.

As our week together comes to a close, we have reflected on the strengths of our community and the places we seek to continue to grow. We feel this reflection is important at recognizing that there are changes that can be made to bring our covenant community closer together.

In love and in Light,

YOUNG FRIENDS OF NEW ENGLAND YEARLY MEETING

---

### Junior High Yearly Meeting Epistle

---

#### ***Dearest Friends,***

From August 1st through August 6th, 2015, our group of 25 junior highers gathered at New England Yearly Meeting at Castleton University in Castleton, Vermont, USA. Our intentions were to reflect on this year's theme, meet with old friends, and be inspired by the wider Quaker meeting in New England.

Our theme this year was "living in a covenant community". We explored different aspects of covenant community including: trust, honesty, forgiveness, healing, inclusiveness, and heart-to-heart connection. We had a panel of Adult and Young-Adult friends speak about their experiences with the healing and support of

their various communities. We also made art which was designed to hold people in the light; this was especially meaningful because our dear mentor and friend Kevin Lee had to leave early in the week due to a medical concern. We participated in an early morning drum circle. We pounded, hit, whacked, and shook different percussion instruments in order to form a pulsing, creative, form of covenant community. Singing, one of our most central activities, was weaved in throughout the week. Paul Hood, who was on our panel earlier in the week, spoke of deep communication through listening to each other's hearts. We are in great confidence that this week deepened and strengthened our community.

In addition to our experiences which highlighted the theme, we had many deep experiences in worship. Every morning, Dylan, one of our musical staffers, shared music before worship. This allowed us to settle into the space we were in and deepen our experience of the silence. For Sunday night vespers, we went outside and painted with watercolors. As the sun was setting, Dylan played his saxophone in the nearby pavilion, which spontaneously led to group singing before the close of program.

On our last night, we had our 8th grade circle; the 8th graders were in the middle and the rest of us were outside. Everyone had time to speak from the heart, despite our paper candle holders always lighting on fire. This was a very touching experience because it allowed us to send the eighth graders to Young Friends with our full sincerity and spirit.

One of the highlights was our trip to Bomoseen State Park where we swam, played games, and had a raft building and racing regatta. In this competition, we were supplied with random plastic objects, duct tape, and tarps. We then built a raft to hold one person and raced it against other teams. Building a successful raft required trust, communication, and teamwork. Recognizing that winning the competition was secondary, we were able to keep the community spirit light. After the competition was finished, we all went back to Castleton to eat some wonderful pizza.

Even though we spent most of our time within the group, we expanded our perspectives on community through visitors like Kara Price, Noah Baker-Merrill, the secretary of NEYM, and Cuban friend Kirenia Criado Perez. It was refreshing to hear outside perspectives on the value of covenant community and the connections that Quakers all over the world have.

We shared an enormous amount of deep experiences, but don't think that we aren't also a flamboyant, lively, and exuberant group. In our downtime, we hung out and played four-square, awkward moments, Ping-Pong, folded origami, and went swimming. We also had our annual, intergenerational, capture the flag game. These games helped us create closer relationships with junior highers and staff alike. Overall, our time here was fun, enlightening, and transforming. May all of us be forever blessed with happiness and community.

In De-Light,

JUNIOR HIGH YEARLY MEETING NEYM SESSIONS 2015

---

### Junior Yearly Meeting (5–6) Epistle

---

#### ***To Fellow Friends Everywhere,***

The 5th and 6th graders of the New England Yearly Meeting of the Religious Society of Friends gathered at Castleton State University from August 1–6, 2015.

We experienced both roses and thorns in our covenant community. We enjoyed strengthening old friendships and making new friends. We played capture the flag, kickball, beanie baby toss, elbow tag and many other games. Some games flopped; we couldn't untangle our human knot.

Our Cuban Friend, Kirenia, taught us the importance of faith and persistence with games like "Here come Mother Duck." The first time we tried it, most of us fell over. But after a few tries, we were able to walk when sitting on each other's laps in a circle.

At the start of the week, we described how we wanted to live in our community. It feels like we did a pretty good job of following our intentions.

We had a good time completing two group doodles. When we made the first, we weren't really respectful of each other's drawings and some of us scribbled over all the page. In our second group doodle, we all worked together to create a beautiful reflection of our community.

We did an activity called Mindful Clay. We tried to accept that we didn't always have to do everything our way, and could be spirit-led in the process of working with clay.

We made two sets of prayer flags. One was for our friend, Kevin Lee, who had to go to the hospital during Yearly Meeting. The other flags showed our personal gifts that we offer the world.

Some things we did with other age groups included coffee house, singing with Gretchen, Ruth and the rest of JYM, Bible 10 minutes and making ice cream.

It has been a nice six days among spunky, energetic and silly fifth and sixth graders. Things didn't always go our way, but we didn't give up.

Sending love from NEYM JYM 5th and 6th graders.

CLAIRE, BRENNON, ZIKA, GRACE, ROWAN, KEMPER, MARY ALICE, SOPHIE, EMMA, SONIA, LILY

---

### Childcare Epistle

---

#### ***Greetings to all Friends everywhere from the Child Care at NEYM Sessions 2015.***

We came together as a spirited and spirit-filled community of toddlers, pre-schoolers and adults (no babies this year; maybe next year?).

Our adult Friends were always ready to pretend, read stories, protect our towers and walls from destruction, listen to our ideas, serenade us in song and with tunes from the harmonica, comfort our sadnesses and celebrate our joys.

Our toddlers were curious explorers (fire extinguisher boxes! elevator buttons! circuit boxes!) destroying marauders, excellent cuddlers, and happy-go-lucky players with occasional overtones of angry or puzzled consternation that parents disappeared with such regularity.

Our preschoolers were active, inventive, gifted storytellers and communicators and diligent creators (Train systems! Gear works! Glitter party!). They were incredibly patient with the marauding of their younger Friends and empathic when it came to the distress that those younger ones expressed.

Our time together can be well summed up by this quote from one of our gifted orators: "Do you know what O and K mean? They mean I am all right." We are, indeed, all right.

---

### Epístola de Los Amigos Cuáqueros en Cuba

---

#### ***Epístola de la 88 Asamblea General de la Junta Anual de La Iglesia de los Amigos (Cuáqueros) en Cuba***

*Gibara 19 de febrero del 2015*

Amigos y Amigas del Mundo:

#### ***Reciban un saludo de todos los Cuáqueros y Cuáqueras de Cuba.***

Guiados por el resplandor llegamos a Gibara, "La Villa Blanca de Cuba" convencidos de permanecer en el camino cimentado por mujeres y hombres con una fe inquebrantable. A ellas, protagonistas desde tiempos inmemoriales en la construcción del Reino de Dios, dedicamos este periodo de trabajo de la Junta Anual, a quienes "vinieron por testimonio, para que diesen testimonio de la luz, a fin de que todos creyesen por ellas" (Juan 1:7).

Vivimos un momento histórico que nos exige afirmar nuestras raíces, para continuar la labor iniciada por las pertenecientes al movimiento del Maestro de Galilea, también la de cuáqueras que se levantaron en los siglos XVII-XIX ante la exclusión. Otras que mantuvieron la obra de los Amigos Cuáqueros cubanos en épocas difíciles, e hicieron posible que hoy podamos recordarlas con admiración, rendirles homenaje y escuchar sus voces para poder edificar un mundo mejor.

La Junta Anual de Cuba da gracias a Dios por el inicio de las conversaciones entre los gobiernos de Estados Unidos de Norteamérica y Cuba, por este diálogo estamos orando, motivos de gratitud igualmente es la graduación de 11 de nuestros líderes de Bachiller en Sagrada Teología, y el reconocimiento de los dones pastorales a Rosario Concepción Fernández, Reynaldo Córdova Gómez y Yerandis Ricardo Reyes.

En la Asamblea se analizaron las mejores y viables formas para conducir las comunidades de fe, una de ellas es proyectar la incidencia del Instituto Cuáquero Cubano de Paz (ICCP), desde el punto de vista formativo de nuevas generaciones, en la mediación y transformación de conflictos, como una vía para apoyar y acompañar a nuestro país en sus procesos de cambios.

Nos unimos a los esfuerzos y oraciones de todos los que buscan la Luz y trabajan en lugares inhóspitos por traer paz, reconciliación y equidad a este mundo.

Sentimos la ausencia de hermanos y hermanas de otras Juntas Anuales, que son regalos espirituales salidos de las manos de Dios.

Acudimos al llamado de Jesús con la convicción que “las fuerzas que hacen hoy brotar la vida, obra en nosotros dándonos su gracia”, invitamos a los amigos y amigas del mundo que entren a esta rueda de amor, porque también ustedes son muy importantes.

Luz y Paz,

JUNTA ANNUAL DE LOS AMIGOS CUÁQUEROS EN CUBA

***Epistle of the 88th General Assembly of the Yearly Meeting of the  
Friends Church (Quakers) in Cuba***

*Gibara, February 19, 2015*

Friends of the World:

***We send you greetings from all the Quakers in Cuba.***

Guided by the shining light, we come to Gibara, “Cuba’s White Town,” committed to remain on this path founded by women and men of unshakable faith. We dedicate this yearly meeting work session to those women, active leaders since time immemorial in building the Kingdom of God, who “came as witnesses, to testify concerning the Light, so that all might believe through these women” (John 1:7).

We are living in a historical moment which demands that we affirm our roots, to continue the work started by the women who belonged to the movement of the Teacher from Galilee, and by the Quaker women who rose up in the face of exclusion in the 17th to 19th centuries. And there were other women who kept the Cuban Quaker Friends’ work going in difficult times, and made it possible for us to remember them today with awe, to honor them and to listen to their voices so that we may build a better world.

Cuba Yearly Meeting gives thanks to God for the opening of conversations between the governments of Cuba and the United States of America; we are praying for this dialogue. We also are grateful for the graduation of eleven of our leaders as Bachelors of Sacred Theology, and our recognition of the pastoral gifts of Rosario Concepción Fernández, Reynaldo Córdova Gómez, and Yerandi Ricardo Reyes.

During our session we considered the best and most viable ways to guide our faith communities; one of those is to extend the presence of the Cuban Quaker Institute of Peace (ICCP) from the point of view of forming new generations in mediation and conflict transformation, as a means of supporting and accompanying our country in its process of change.

We join with the efforts and the prayers of all those who seek the Light and who work in unwelcoming places to bring peace, reconciliation and equality to this world.

We regret the absence of brothers and sisters from other yearly meetings, spiritual gifts to us from the hands of God.

We rely on the call of Jesus with the conviction that “the power that makes life spring forth today, works in us, giving us grace.” We invite all Friends in the world to join this round of love, because you too are very important.

Light and Peace,

CUBA YEARLY MEETING

## Index

### A

Accounts Manager, 36, 59; *annual report*, 38  
 Ad Hoc Committee on the Student Loan Fund. *See* Student Loan Fund  
 Aging, Committee on: *approved slate*, 82  
 Aging, Committee on, 54; *annual report*, 55  
 Alternatives to Violence Project, 11  
 American Friends Service Committee Corp: *appointed representatives*, 86  
 Archives & Historical Records, 53; *Recommendation Approved*, 16  
 Archives & Historical Records Committee: *approved slate*, 82

### B

Bank Resolutions, 18  
 Bible Half-Hour, 20, 66, 87  
 Board of Managers, 17, 54, 57; *annual report*, 56; *approved slate*, 83  
 Budget, 15; *Approval*, 18; *Approved*, 28; *Approved Budget Expanded*, 30; *Committee Activities, FY16 Budget with Previous Years*, 29; *FY16 Approved Budget by Program Chart*, 33; *FY16 Approved Budget Summary*, 28; *Programs in the Approved FY16 Budget*, 34  
 Burnham Jr., Harold Nichols, Memorial Minute, 73

### C

Cates, Benjamin H., Memorial Minute, 74  
 Cheadle, Beth, Memorial Minute, 75  
 Clerks' Table, 4, 22; *Approved*, 17  
 Climate Change, 7  
 Coit, Anna Palmer North, Memorial Minute, 75  
 Committee on Structural Review. *See* Structural Review  
 Communications Technology Coordinator, 13; *annual report*, 39

Coordinating and Advisory Committee: *annual report*, 57  
 Correspondence Committee: *approved slate*, 83  
 Cuba Yearly Meeting, 12

### D

Development Committee, 12, 14; *annual report*, 57  
 Doctrine of Discovery, 68

### E

Earthcare Ministry Committee: *annual report*, 58; *approved slate*, 83  
 Epistles: *Childcare*, 91; *Cuba Yearly Meeting*, 92; *General Epistle*, 87; *Junior High Yearly Meeting*, 89; *Junior Yearly Meeting (5-6)*, 90; *Young Adult Friends*, 88; *Young Friends*, 88  
 Epístola de Los Amigos Cuáqueros en Cuba, 91  
 Events Coordinator: *annual report*, 39

### F

Faith and Practice Revision Committee, 8, 18; *approved slate*, 83  
 Finance Committee, 15; *annual report*, 59; *approved slate*, 83  
 Friends Camp: *Director*, 13  
 Friends Camp Committee: *annual report*, 59  
 Friends Camp Director: *annual report*, 40  
 Friends Committee on National Legislation, 11; *appointed representatives*, 86  
 Friends General Conference: *representatives*, 14  
 Friends General Conference Committee: *annual report*, 60; *approved slate*, 84  
 Friends Peace Teams, 11; *annual report*, 71  
 Friends Peace Teams Project: *appointed representative*, 86  
 Friends United Meeting: *representatives*, 14

Friends United Meeting Committee: *annual report*, 61; *approved slate*, 84  
 Friends World Committee for Consultation Committee: *representatives*, 14  
 Friends World Committee for Consultation-New England: *approved slate*, 84  
 Friends World Committee for Consultation-New England: *annual report*, 62

### G

Gender Inclusivity Working Group, 5  
 Gospel Order Panel, 11

### H

Haviland, Peter Robbins, Memorial Minute, 77

### J

Journey of Healing, 12, 68  
 Junior Yearly Meeting & Junior High Yearly Meeting Coordinator: *annual report*, 41  
 Junior Yearly Meeting/Junior High Yearly Meeting Coordinator, 13

### K

Kellam, John, Memorial Minute, 78  
 Kinney, Jeanne, Memorial Minute, 79

### L

Legacy Gift Committee, 9; *annual report*, 63; *approved slate*, 84; *purpose*, 9; *Recommendations*, 9  
 Long Range Financial Planning Committee, 12  
 Long-Term Financial Planning Committee, 19; *purposes & priorities*, 19  
 Long-Term Financial Planning, Ad Hoc Committee on, 53

**M**

Massachusetts Council of Churches, 13  
 Memorial Minutes: *Benjamin H. Cates*, 74; *Beth Cheadle*, 75; *Richard Reeve Wood Jr.*, 80  
 Memorial Minutes: *Anna Palmer North Coit*, 75; *Harold Nichols Burnham Jr.*, 73; *Jeanne Kinney*, 79; *John Kellam*, 78; *Peter Robbins Haviland*, 77  
 Ministry & Counsel: annual report, 63; *approved slate (at-large)*, 84  
 Ministry and Counsel, 16  
 Minute Acknowledging Our Failures, 78  
 Minute of Appreciation for *Jacqueline Stillwell*, 22  
 Monthly Meeting: *support*, 10  
 Moses Brown School: *annual report*, 65  
 Moses Brown School Board: *approved slate*, 84  
 Moses Brown School, Committee for Nurturing Friends Education at: *annual report*, 64  
 Moses Brown School, Committee for Nurturing Friends Education at: *approved slate*, 84

**N**

Nominating Committee, 11, 20  
 Nominating Slate, 82  
 Nurturing Friends Education at Moses Brown School, Committee for: *annual report*, 64

**O**

Office Manager, 13; annual report, 42

**P**

Panel on Gospel Order, 11  
 Peace & Social Concerns Committee: *approved slate*, 85

*Perez, Kirenia Criado*, 12  
 Permanent Board, 10, 12; *annual report*, 53; *approved slate*, 82; *personnel subcommittee*, 55; *sale of book*, 16  
 Plenary Panel, 6  
 Providence Monthly Meeting: *Minute Acknowledging Our Failures*, 78  
 Publications & Communications Committee: *approved slate*, 85  
 Publications and Communications Committee: *annual report*, 66  
 Puente de Amigos, 12  
 Puente de Amigos Committee: *annual report*, 66; *approved slate*, 85

**Q**

Quaker Earth Witness: *appointed representative*, 86  
 Quaker Earthcare Witness: *annual report*, 71  
 Quaker Youth Education Committee: annual report, 67; *approved slate*, 85  
 Quarterly Meeting: *reports*, 7

**R**

Racial, Social, & Economic Justice Committee: *approved slate*, 85  
 Racial, Social, and Economic Justice: *annual report*, 68  
 Racism, 11  
 Religious Education and Outreach Coordinator, 13; annual report, 42  
 Reports from visitors to youth programs, 21

**S**

Secretary, 5, 9; annual report, 36  
 Sessions: *Kirenia Criado Perez*, 5; *Plenary Panel*, 6; *statistics*, 22  
 Sessions Committee, 4, 22; *annual report*, 69; *approved slate*, 85

Sessions Coordinator, 21  
 Stillwell, *Jacqueline*: minute of appreciation for, 22  
 Structural Review: Ad Hoc Committee on, 53  
 Structural Review Committee, 10  
 Student Loan Committee: *laying down of*, 10  
 Student Loan Fund: Ad Hoc Committee on, 10; repurposing, 10

**T**

Time-Sensitive Public Statements: *process for*, 17  
 Treasurer, 14, 15, 22

**U**

Unity Agenda, 7, 18, 35

**V**

Vassalboro Quarter: *Minute of Concern on LGBT Ugandans*, 9  
 Visitors to Sessions Listed, 4

**W**

We Need a Plan, 44  
 William Penn House: *appointed representative*, 86  
 Wood Jr., *Richard Reeve*, Memorial Minute, 80

**Y**

Yearly Meeting Secretary, 22  
 Young Adult Friends: *annual report*, 69  
 Young Adult Friends Climate Working Group, 17, 54  
 Young Friends: annual report, 70  
 Young Friends & Young Adult Friends Coordinator: annual report, 43  
 Youth Ministries Committee: *approved slate*, 85



## NEYM 2015–16 Dates to Save!

---

### November 2015

---

Nov 7	Money & Spirit Workshop
Nov 20–22	JYM Retreat Young Friends Retreat
Nov 21	Permanent Board

---

### December 2015

---

Dec 4–5	JHYM Retreat
Dec 27–30	Young Friends Retreat

---

### January 2016

---

Jan 2	New England Friend deadline
Jan 7–10	YAF Retreat
Jan 15–17	JHYM Retreat
Jan 29–31	JYM Retreat
Jan 30	Committee Day

---

### February 2016

---

Feb 12–14	Young Friends Retreat
Feb 20	Permanent Board

---

### March 2016

---

Mar 1	New England Friend deadline
Mar 18–20	JHYM Retreat Young Friends Retreat Religious Education Workshop

---

### April 2016

---

Apr 9	Committee Day
Apr 15–17	YAF Retreat

---

### May 2016

---

May 1	<i>New England Friend</i> deadline
May 6–8	JHYM Retreat
May 13–15	Young Friends Retreat
May 20–22	JYM Retreat
May 21	Permanent Board

---

### June 2016

---

Jun 17–19	8th Grade Retreat
-----------	-------------------

---

### August 2016

---

Aug 6–11	NEYM Annual Sessions
----------	----------------------



# New England Yearly Meeting of Friends

901 Pleasant Street, Worcester, MA 01602-1908  
voice: 508-754-6760 • fax: 877-257-2834 • web site: [www.neym.org](http://www.neym.org)

---

---

## Accounts Manager

Frederick Martin  
508-754-6760  
[accountsmanager@neym.org](mailto:accountsmanager@neym.org)

---

## Communications Technology Coordinator

Jeff Hipp  
508-754-6760  
[comdir@neym.org](mailto:comdir@neym.org)

---

## Friends Camp Director

Nat Shed  
207-873-3499 (winter)  
207-445-2361 (summer)  
207-458-1475 (summer cell)  
[director@friendscamp.org](mailto:director@friendscamp.org)  
[www.friendscamp.org](http://www.friendscamp.org)

---

## Office Manager

Sara Hubner  
508-754-6760  
[office@neym.org](mailto:office@neym.org)

---

## Junior YM/Junior High YM Coordinator

Gretchen Baker-Smith  
508-997-0940  
[jym@neym.org](mailto:jym@neym.org)

---

## Ministry & Counsel Clerk

Debbie Humphries  
860-236-5175  
[mc-clerk@neym.org](mailto:mc-clerk@neym.org)

---

## Permanent Board Clerk

Sarah Gant  
617-543-6985  
[pbclerk@neym.org](mailto:pbclerk@neym.org)

---

## Presiding Clerk

Frederick (Fritz) Weiss  
(774) 415-0719  
[clerk@neym.org](mailto:clerk@neym.org)

---

## Religious Education & Outreach Coordinator

Beth Collea  
781-784-3471  
[recoord@neym.org](mailto:recoord@neym.org)

---

## Events Coordinator

Kathleen Wooten  
781-640-1269  
[events@neym.org](mailto:events@neym.org)

---

## Treasurer

Shearman Taber  
617-965-7042  
[treasurer@neym.org](mailto:treasurer@neym.org)

---

## Yearly Meeting Secretary

Noah Baker Merrill  
617-615-6396  
[ymsec@neym.org](mailto:ymsec@neym.org)

---

## Young Friends/Young Adult Friends Coordinator

NiaDwynwen Thomas  
978-886-7179  
[yf.yafcoord@neym.org](mailto:yf.yafcoord@neym.org)