

Dear Friends,

We have much to celebrate and be thankful for, as you will learn from reading the various reports--

As we prepare for the next meeting of the Permanent Board, I ask you to spend some time with our own Purpose and Procedures, which may be found here:<https://neym.org/committees/permanent-board>

We will meet on Saturday, November 16 at Worcester Friends Meeting  
<https://neym.org/meetings/worcester-friends-meeting>

the link to Advanced Documents is here  
<https://neym.org/events-calendar/2019/11/permanent-board-meeting>

arriving for fellowship at 9 AM, Worship at 9:20 and continuing with the business of the day at 10 AM.

If you require overnight hospitality or childcare, please let Elizabeth Hacala know at [events@neym.org](mailto:events@neym.org) by Wed, Nov 13. Please send regrets to me at [pbclerk@neym.org](mailto:pbclerk@neym.org).

Since we last met, my mother has died and her life was celebrated on November 2, the Feast of All Souls in the Catholic calendar; in a sense, a feast day for the rest of us. It honors the faithfulness of ordinary, extraordinary people and serves as a loving reminder to me of all that I embrace in our beloved community. faith, hope and love--of the divine, of each other and of all creation. I wish to thank all of you who have been holding me and my family in the Light, and to let you know that your loving support continues to hold and enfold us in this time of loss and hope.

I look forward to serving and celebrating with you on the 16th, our proposed agenda follows.

Blessings,  
Leslie Manning  
Clerk

Proposed **Agenda for 11/16/19**

**9 AM Arrival and visiting**

**9:20 Worship**

**10 Welcome, Roll Call**

**Approval of Minutes**

**Endorsement of Travel Minutes**

**10:30 Presiding Clerk's Report**

**Treasurer's Report**

**Secretary's Report**

**Break**

**Budget Priorities Recommendation**

**11:45 CWS Report**

**12 Lunch**

**12:45 Reparations Workgroup Report**

**Faith and Practice Report**

**Nominations for Working Group on Yearly Meeting Support for Ministry and  
Spiritual Life**

**2 Break**

**2:15 PB discussion on Purpose and Procedures**

**Board Development**

**Report on Funds for Sufferings**

**Discussion on Israel/Palestine Working Group**

**3:45 Closing Worship**

**Permanent Board Meeting  
August 8, 2019  
Castleton University**

**19-62: Roll Call**

The clerk called the roll:

Present: Leslie Manning, Clerk; Travis Belcher, Peter Bishop, Chris Gant, Ian Harrington, Rebecca Lauchak, Ed Mair, Jean McCandless, Gina Nortonsmith, John Reuthe, Sara Smith, Phil Stone, Will Taber, Tom Vargo, Rosemary Zimmermann, Mary Zwirner

Ex-Officio: Noah Merrill, Yearly Meeting Secretary; Bob Murray, Clerk of Finance; Bruce Neumann, Presiding Clerk; Elizabeth Reuthe, Secretary's Supervisor; Shearman Taber, Treasurer; Fritz Weiss, Outgoing Presiding Clerk;

Regrets: Kim Allen, Darcy Drayton, Hannah Zwirner Forsythe, Martin Zwirner Forsythe, Ben Guaraldi, Betsy Kantt, Christopher McCandless, Anna Raddochia, Elizabeth Szatkowski, Bill Walkauskas

Visitors: Sarah Gant, Phebe McCosker, Emily Provance, Jackie Stillwell, Kathleen Wooten

**19-63: Nominating Committee Report**

Jackie Stillwell, Clerk of Nominating Committee, presented a brief nominating committee report. Nominating Committee asks approval for several appointments.

Craig Jensen for reappointment to Legacy Gift Committee, Class of 2022  
Bruce Kay and Honora Spicer to Puente de Amigos, Class of 2022  
Kathryn Olsen to Ministry & Counsel At-Large, Class of 2022  
Hal Weaver to Friends World Committee for Consultation, Class of 2022

Friends approved.

Jackie noted that we are still looking for a new treasurer and a new clerk of Sessions Committee, friends are encouraged to bring names forward.

**19-64: Sessions Committee Convener**

A Friend is needed to convene the first Sessions Committee (SC) meeting of the year. Leslie Manning, outgoing SC Clerk, will not be in attendance. We ask the clerk of nominating to consult with the former Sessions Committee clerk and Yearly Meeting Secretary to appoint a convener for Sessions Committee.

### **19-65: Update on Bequest**

Shearman Taber, Treasurer, reported that when the Yearly Meeting (YM) received the check for the recent bequest (see Permanent Board minute 2019-52), it was accompanied by a letter requesting that the funds be deposited in the equalization fund rather than in the quasi-endowment, as originally understood. The treasurer and the YM Secretary therefore request that the board rescind the action in minute 2019-52 in order to place the funds in accordance with the donor's wishes.

Friends approved.

### **19-66: Faith & Practice Request**

The "Structures and Procedures" chapter of Faith & Practice (F&P) is hopelessly out of date, and given the rapidity with which our structures and procedures can change, F&P Revision Committee feels that this chapter should be pulled out of F&P and become its own manual, to be written under the care of the Permanent Board (PB).

In fact, this work is already being done by a working group charged in PB minute 2019-15. This group reports to PB twice a year, and will report next in November.

### **19-67: Sessions Minutes**

Fritz Weiss, outgoing Presiding Clerk, asked for approval of the remaining minutes from business sessions. Friends approved.

Permanent Board also asked the Presiding Clerk, in consultation with appropriate others, write a "cover letter" to be distributed along with the FUM-related minutes.

### **19-68: Minute of Appreciation for Fritz**

Friends at Permanent Board expressed their appreciation for the service of Fritz Weiss in his role as Presiding Clerk over the last four years. As he transitions out of that role we are grateful for his careful listening, his role in guiding our corporate work of discerning how the structures and practices of the Yearly Meeting supports the life of Friends in New England, and his humility as we all learn together how to be more faithful. We are grateful for his openness and his example of how faithfulness in the small things opens the way for greater faithfulness together.

**Permanent Board Minutes**  
**September 28, 2019**

**Attendees:**

PB

Leslie Manning, Darcy Drayton, Thomas Vargo, Ian Harrington, William Walkausas, John Reuthe, Christopher Gant, Gina Nortonsmith, Travis Belcher, Sara Smith, Jean McCandless, Will Taber, Edward Mair, Mary Zwirner, Rebecca Leuchak, Christopher McCandless.

Ex-Officio, Noah Merrill, Fritz Weiss, Bruce Neumann, Shearman Taber, Bruce Neumann

Visitors: Em McManamy, Jackie Stillwell, Nia Thomas, Louanne McDonald, Sarah Gant, Martha Schwope, Jeremiah Dickinson, Phebe McCosker, Diane Dicranian,

Regrets: Hannah Forsythe, Ben Guaraldi, Carole Rein, Rosemary Zimmerman, Martin Forsythe, Peter Bishop, Elizabeth Reuthe. Deanna Chase

M&C

LVM Shelton, Brian Drayton, Honor Woodrow, Richard Lindo [incomplete list]

M&C regrets: Jay O'Hara, Carl Williams, Carolyn Hilles, JJ Smith, Steve McKnight, Jerry Szama, Marian Baker, Cathy Olsen

**2019-09-01 Presiding Clerk report:**

Bruce Neumann reflected on the difference between being “rising clerk” and actually being presiding clerk and carrying that concern. He finds his attention and concern for the Yearly Meeting coming into sharper focus. He has made a date to visit some meetings to talk about the FUM withholding minute adopted at sessions this past summer. The Clerk of the FUM General Board has acknowledged receipt of the letter that was sent to him at the direction of Sessions. Our three representatives to the General Board have also been charged with continuing to work to draft a new sexual ethics policy. The Racial, Social and Economic Justice committee is organizing a group for LGBTQ concerns that will be looking at this issue and looking to propose solutions.

The evaluations from Sessions included many comments expressing support, suggestions for improvement and strong negative reactions to our new practice of noticing patterns of oppression and faithfulness. Four or 5 yearly meetings sent people to NEYM to watch this process. Bruce reported that he knows that someone left sessions because of macro and micro aggressions. He recommended that each of us needs to become aware of our own internalized patterns and the ways that we speak that hurt. We need to be aware of the effects of both our personal and our corporate practice.

## **2019-09-02 General Secretary Report.**

Noah Merrill spoke to his report. He prays that this year will be a year of choices and living into those choices together. Friends traditionally have surrendered to the guidance of the Spirit, giving over our own willing and allowing ourselves to hear the voice of the Guide. There is a potential stumbling block in this yielding and surrendering – abdicating our role in the work we are called to do. Our work lives at the intersection of yielding and choosing to act with clarity and boldness when we have seen what needs to be done. As a Yearly Meeting, we have been growing in our capacity for self-awareness. This happens through our imperfect work of noticing patterns of oppression and faithfulness, our looking at how we have to change our culture, and our seeking how we can engage in the wider body of Friends, including FUM. He spoke of Friends attending the celebration of 400 years of black resilience and joining in a sense of fellowship with other communions we have not always related to well. The choices we make matter, There are costs to action and costs to inaction. Let us surrender to the Spirit and take bold actions.

Noah provided a number of updates.

The spring Living Faith gathering will be held on April 4, 2020.

The North Fairfield Meeting House survey has been completed and some issues have arisen from that need to be dealt with. One friend noted that none of the Permanent Board activities around North Fairfield have been reported to Vassalboro Quarter which is still holding the people who made up that meeting. We are doing a lot of good work but there is something more that we can be doing.

A few years ago, NEYM received an unsolicited grant of \$8000 to deal with concerns about aging. People who were under that concern at the time have used about half of that money but they have since laid down their work. We are exploring affiliating with a program in NYYM. If meetings have concerns about aging or are already doing work in this area, they can consult with the Noah about this to help us consider our options.

Noah's evaluation has been delayed his supervisor has recently had hip surgery. We expect the review to be completed soon. The results will be conveyed to Coordinating and Advisory committee and a report will be brought to the November Permanent Board Meeting.

## **2019-09-03 Support of Ministry and Spiritual Life**

One of the overarching barriers to participating in leadership in the YM is that many of our leadership roles have such vague priorities and parameters that it feels overwhelming and provides a barrier for people stepping into these roles. At the direction of Sessions, Ministry and Counsel has been charged with supporting Permanent Board in creating a working group charged with exploring & naming how NEYM currently supports ministry and spiritual life. Nia Thomas presented the following proposal for this working group.

### **Permanent Board Working Group**

#### **To Examine New England Yearly Meeting's Support for Ministry and Spiritual Life**

**Charge:** We ask this working group to explore where and how support for ministry and spiritual life currently happens among New England Friends and offer recommendations for structures, practices and leadership roles that would best serve the current needs of Friends.

**Report:** To Permanent Board at their May 16 meeting

**Processes to Consider:**

- Review current job description of Clerk of Ministry & Counsel
- Review the current Purpose, Procedure, and Composition for NEYM's M&C and make recommendations to C&A about what might be added or taken out of the charge
- Review the document summarizing the work of M&C (based on recent M&C and Sessions minutes) and consult with current members of Ministry & Counsel including the Clerk of Ministry & Counsel as well as recent former Clerks of Ministry & Counsel to learn where and how this work is currently happening within that structure and what challenges exist
- Consult with members of M&C to explore how they perceive their work in relation to the YM; possibly by interviewing a random subset of M&C members and/or by engaging in dialogue with M&C during an M&C meeting
- Consult with other regional bodies to explore various structures, practices, and roles that are used to support ministry and spiritual life
- Consult with New England Friends currently and recently traveling in the ministry or otherwise publicly sharing their ministry to identify the supports they currently utilize and where gaps exist
- Consult with a variety of local meetings to learn more about how NEYM's support for ministry and spiritual life is impactful and where gaps exist
- Consult with a variety of local meetings to learn how they support ministry and spiritual life.
- Consult with the Yearly Meeting Secretary and other leaders and staff about how current and proposed structures impact or would impact other aspects of NEYM's functioning

**Questions to Consider:**

- What concrete changes (such as structures, practices, and roles) might simplify or improve the function of the Yearly Meeting in regards to supporting ministry and spiritual life?
- What concrete changes (such as structures, practices, and roles) could NEYM take to strengthen the vibrancy of local meetings?
- What functions need to be performed at the Yearly Meeting level for a vital Quaker movement in New England?
- Are there opportunities to lay down or reassign any responsibilities currently carried by NEYM Ministry & Counsel?
- How might NEYM better identify and support emerging ministries?
- What kind of culture in relation to ministry do Friends in New England seek to nurture?
- What current structures, practices and roles are effective in supporting ministry and spiritual life?

Friends approved.

**2019-09-04**

The Clerk of Permanent Board, the Clerk of M&C in consultation with Nia Thomas will name members to this working group. If names occur to you to serve on this working group, give them to Leslie Manning or Honor Woodrow. The working group is encouraged to make progress reports to both Ministry and Counsel and Permanent Board.

**2019-09-05 Gifts:**

Leslie Manning had us read from cards left over from our intergenerational worship at sessions containing gifts of ministry and their definitions. We entered into a period of worship out of which Friends lifted up gifts that had life for them.

**2019-09-06 State of Society Report**

Fran Brokaw and Richard Lindo read the NEYM State of Society report and Friends held it and its queries in worship.

**2019-09-07 Friends Camp Operating Budget.**

Anna Hopkins, Friends Camp Director, and John Reuthe, Clerk of Friends Camp Committee presented the Friends Camp Operating budget for FY 2020, attached. Friends approved.

**2019-09-08 Friends Camp Capital Budget**

Anna Hopkins, Friends Camp Director, and John Reuthe, Clerk of Friends Camp Committee presented the Friends Camp Capital budget for FY 2020, attached. Friends approved.

**2019-09-09 Budget Priorities Project**

Noah Merrill reported that Coordinating and Advisory Committee has started working on the budget priorities for next year. They are committed to funding recommendations of the Clerking Structures working group. Other priorities that they are considering include assistance for starting new meetings, training and support for people called to ministry, increased funding for communications support, increased funding for development support, begin setting money aside for 2023 FWCC Triennial, new trailer for JYM - JHYM, streamline registration website, increase professional development for staff, rebuild reserves of YM, adult religious education, outreach consulting and training, and funding for visitors.

This year C&A will start looking at how to make the assessments about what programs do not have life in them and might be removed from our funding priorities. Anyone with thoughts on what process might be used, or programs might be laid down should forward them to Noah before October 15, 2019. C&A will use this input to generate a list of tests to use in the discernment of letting go of projects.

**2019-09-10 Inclusive Leadership Development**

Nia Thomas reported on her work on Inclusive Leadership Development. She has been trying to focus her work on committees that are in back to school mode as they start their work for the year. Since her written report she has also met with Internal Nominating Committee. Noah Merrill reminded us that her written reports are presented to C&A as a way to hold that group accountable for their undertakings.

**2019-09-11 Finance Committee Handbook**

Robert Murray presented the Finance Committee Handbook for approval. He noted the following changes that will be made to the draft presented to us

1. In Section 1.3.4 the current text on size of checks requiring two signatures will be replaced with the 2019 Sessions minute regarding that.
2. In section 5.1. the Budget Priorities section will be replaced with the Permanent Board minute to more accurately describe the budget process that we are following.



3. In section 3.3, Monthly Meeting Restrictions re. FUM Personnel Policy, the text which was correct at the time it was originally submitted to Permanent Board prior to Sessions, will be replaced with either the minute from Sessions 2019 on this subject, or a summary of that minute. This will reflect current approved practice.
4. The nominating procedure for Treasurer will be fixed so the two places it is mentioned are identical.

Friends approved these changes.

This handbook will replace all previous handbooks and all outdated minutes having to do with these topics. This handbook becomes the document of record, to be amended in the future when a) errors are discovered, or b) when policies change.

Section 3.2 on Restricted Contributions needs revisions. These changes will be brought to Permanent Board at a later time.

### **2019-09-12 Nominating Committee**

Jackie Stillwell presented the report of Nominating Committee, attached.

They recommend Rebecca Leuchak for Sessions Committee clerk, for a 3 year term starting now.

Beth Morrill is recommended for clerk of Racial, Social and Economic Justice Committee for a 3 year term starting now.

They recommend Deana Chase for Permanent Board for a 5 year term starting now.

These nominations were approved.

### **2019-09-13 Development Report**

Noah Merrill reported on the state of development efforts in the Yearly Meeting. He has had the opportunity to work with 4 clerks of the Development Committee. He has seen a lot of growth in this work over this time. We have moved into a model where the Yearly Meeting secretary is coordinating the development work of the Yearly Meeting staff and volunteers. They send separate letters to members who have donated and to those who have never donated. There are appeals at the end of the fiscal year and the end of the calendar year. Give Monthly donors has increased to 101 families. There will be a Money and Spirit event on March 28. Our funding priorities process allows us to more clearly articulate the work of the Yearly Meeting to donors. He has found blessing in having conversations with individuals and meetings about increasing their contributions to the Yearly Meeting.

This year we will be discerning what is the best model for using volunteers in the development efforts of the the Yearly Meeting. This will be carried out as part of the Purposes and Procedures review of the Development Committee.

### **2019-09-14 Appreciation for Development Committee clerks**

The Permanent Board appreciates the work of Chris Gantt, Nancy Haines, Deana Chase and Sarah Smith who have served as clerks of the Development Committee. Their work has helped lead the Yearly Meeting to a better financial condition. Their work has helped provide opportunities for Friends to see and support the work of the yearly meeting.

### **2019-09-15 Climate Witness Action**

Kathleen Wooten reported on the Climate Witness Action taking place today in Bow, NH at the last active coal fired power plant in New England. About 200 people attended. There people who entered

with buckets and shovels to carry out coal. Others blocked the gate to the plant. Up to 40 people have been arrested. Jay O'Hara was arrested as he got out of his car based on a warrant from a previous action. The NEYM Fund for Sufferings is available to provide funds for bail and fines and other expenses for people undertaking witness at the discretion of the Permanent Board clerk.

### **2019-09-16 Faith and Practice Revision**

Fritz Weiss reported on a meeting that he and Sarah Gant had with the Faith and Practice Revision Committee about their progress. The last time Faith and Practice got guidance from the Yearly Meeting was 18 years ago. The committee would like to hear if there were priorities on what sections they should be working on next. Fritz and Sarah encouraged F&P to trust their discernment on the text since they have looked at the issues they address more deeply than most other people who are reviewing their work. How might the process of writing, feedback, review, and approval be changed? How might people be brought into the process for limited pieces of the work? What is the final product of their work? Should it be a book or something else? Permanent Board will seek at a later meeting about what guidance we might provide the committee.

### **2019-09-17 Report from the Challenging White Supremacy Working Group Report**

The Challenging White Supremacy Working Group (CWS) has had one meeting (9/19/2019) since NEYM sessions. This year at Sessions we chose to work in supportive and collaborative roles, supporting the work of other anti-racism groups, and being available to support members of NEYM community. In particular, we facilitated a series of lunch table conversations working in conjunction with Racial, Social, and Economic Justice (RSEJ) Committee, and attended and supported workshops presented by the Noticing Patterns working Group.

The lunch table conversations were productive and engaged many people. Members of both CWS and RSEJ served as facilitators. The topics progressed during the week, and attendance ranged from to >30 to ~15 on Wednesday. We heard that many Meetings are actively talking about race and racism, particularly regarding implicit bias and internalized White Supremacy. Many have book discussion groups; others have invited facilitators from CWS and others to host workshops. The lack of racial and ethnic diversity in Meetings troubles many people, and some Meetings are undertaking Welcoming Initiatives to work toward making Meeting spaces more comfortable for people of color and newcomers. A number of participants expressed desire to bring home the importance of addressing race with members and attendees of their Meetings, and welcome support from NEYM in those conversations. The questions used to spark discussions at lunch tables are attached.

As we move into our 3<sup>rd</sup> year of work as an ad hoc work group of Permanent Board, we see continuing roles for the Challenging White Supremacy group in NEYM, we plan to revisit our charge as a committee. A member of our work group used the metaphor of a group journey or hike to describe anti-racism work in NEYM. Guides leading the way have experience, creativity, and passion, and often are breaking new ground. Along the way, other guides provide assistance to fellow travelers, including feedback, suggestions, and advice. Another set of guides follows in the rear, making sure no one is left behind, inviting new people to join the journey. Members of CWS are particularly sensitive to the need in NEYM to have leaders attending to this third category and believe we are well-positioned for this task. We recognize anti-racism is a life-long journey, with multiple entry points along the way. People may not enter into this work until later in life, and that is OK. Our goal is to meet people where they are and encourage them to join us. We believe that deeper relationships and collaboration with other groups committed to anti-racism, specifically the RSEJ Committee and the Noticing & Naming Patterns of Oppression & Faithfulness work group of M&C,

will strengthen all our work and help NEYM move forward in a deep commitment toward becoming an anti-racist faith community.

Respectfully submitted,

Fran Brokaw & Susan Davies (co-clerks),  
Julie DeSherbinin  
Jeremiah Dickinson  
Anita Mendes  
Carole Rein  
Will Taber  
Diana White  
Judy Williams Mary Zwirner

### **2019-09-18 Return of Travel Minutes**

There were three returned travel minutes from people who have traveled outside of the Yearly Meeting in the past year. What is the proper mechanism for us to complete the loop of sending people out and receiving back the report after the travel? We suggest that we send a document explaining the endorsement process for returning travel minutes with travel minutes endorsed by Permanent Board. We also suggest the PB Clerk maintain a tickler file of outstanding travel minutes.

### **2019-09-19 Policies for Travel to Cuba**

Em McMannamy from the Puente Committee presented updates to our travel policies for travel to Cuba. Currently travelers are required to perform many steps before they come to Permanent Board for approval. Puente would like to get Permanent Board give general approval for a group trip with approval for individual travelers being the responsibility of the individual's clearness committee and final approval from the Clerk of Permanent Board or the Presiding Clerk.

This new process would override the previous process that was approved 27 years ago.

## **Puente de Amigos Committee Procedures for Approval for Visitors to Cuban Friends**

This document summarizes the steps to be taken for approval of travelers from NEYM to Cuba through the Puente de Amigos process. Legal as well as spiritual aspects of the process must be followed for right order. Careful spiritual discernment is important. Puente Committee maintains several other more detailed documents which are equally important to the inter-visitation process.

1. Letter of interest from traveler to Puente Committee and request for clearness from Monthly Meeting(MM), including the spiritual intent of the journey.
2. Puente clerks inform the Permanent Board(PB)of the general information (Meeting, timing, etc.) and request approval in advance of individual clearness and Puente approval.
3. Monthly Meeting Ministry & Counsel Committee(or other committee as appropriate) considers each

traveler and if deemed clear, forwards to MM Meeting for Business. MM clerk forwards minute of approval and letter of introduction for each approved group to Puente Committee and to Quarterly Meeting(QM).\*

4.QM(or clerk of QM) approves each traveler.\*

5.Puente Committee further discerns clearness of each traveler and, if approved, provides orientation/advice to prepare for the trip.

6.Puente Committee seeks Cuba Yearly Meeting approval, formal invitation and visas for travelers.

7.PB clerk or presiding clerk of NEYM approves travelers, signs clerk's letter, creates transmittal letter(s) as needed for donations and forwards list of approved travelers to PB.

8.Upon their return, travelers return signed letter of introduction or travel minute to Puente Committee, MM, QM, & PB.

\*Quarterly Meeting approval is required only for those with a travel minute.

Friends approved this policy.

### **2019-09-20 Travel to Cuba**

Puente is preparing a delegation to attend Cuba Yearly Meeting Sessions in February. Bruce Neumann will be making the trip to introduce himself to Cuba Yearly Meeting.

Friends approved this travel.

The meeting ended with a period of worship.

Midcoast Friends Meeting  
77 Belveredere Road  
Damariscotta, ME 04543

To whom it may concern. This minute was approved at our monthly Meeting for Worship for the Conduct of business on October 20, 2019.

**This Minute will introduce to you Diane Dicranian a member in good standing of Midcoast Friends Meeting in Damariscotta, Maine.**

**Diane is travelling under concern to engage in outreach to Friends regarding Lesbian Gay Bi-sexual Transgender and Queer persons, especially those who live under oppressive conditions. She feels called to a prophetic ministry that is inclusive, seeking the Light in everyone and striving for unity and mutual understanding with regard to challenging issues. Her intention is to make connection with and listen carefully to individuals and groups that do not agree and have difficulty reaching shared perspectives on the issues involved. She seeks to promote mutual acceptance in place of division and discord.**

**Midcoast Friends know Diane to be a Friend of good character, deep spirituality, and compelling conviction. We commend her ministry to all who may receive her as she travels under concern.**

Guy Marsden Clerk of  
Midcoast Meeting

Endorsed *by Vassalboro Quarterly Meeting*, November 2, 2019

Janet Hough (Acting clerk)

February 2019

To Friends in New England and Elsewhere:

We commend to you our much loved Friend, Debbie Humphries, whose leading to travel in the ministry has been seasoned through the Hartford Monthly Meeting. We recognize her call to travel among Friends as the Spirit leads, to join them in fellowship, worship and prayer.

Her concern is to deepen the spiritual life of the Religious Society of Friends, to renew the direct experience of Spirit, and to remind Friends of the truths of our tradition. Her faithfulness to this call has been an ongoing source of spiritual nourishment not only for herself, but for our Meeting and beyond. Debbie has served on many committees within our meeting, committees of New England Yearly Meeting, and has also clerked the ministry & counsel committee of New England Yearly Meeting. In all of these works Debbie's gifts of discernment, faithfulness to the traditions of Friends as well as deep listening and questioning have increased.

Since her ministry was first endorsed by Hartford Meeting in December of 2004, Debbie has traveled widely, sharing her gifts with Friends in New England, the continental United States and in the United Kingdom. From 2017-2019 she served as a Traveling Minister for the Friends World Committee Section of the Americas.

Debbie has written powerfully of her leading and her experiences as a Quaker in Seeds That Change the World and her Pendle Hill pamphlet "Spreading the Fire". The Friends with whom she has worshipped write with admiration and appreciation for her ability to quicken Meetings into deeper discernment and faith.

We support her ministry with whole-hearted appreciation. It is our experience that Debbie responds to the Spirit's promptings of love and truth, and we trust that with prayerful discernment, her ministry among you will be one of Way opening.

With Debbie we send our loving greetings to all Friends whom she may encounter.

Karen Robinson  
Clerk  
Hartford Monthly Meeting



**Monadnock Quaker Meeting**  
3 Davidson Road, Jaffrey, NH 03452

Dear Friends,

Jacqueline Stillwell is a treasured member of Monadnock Meeting. She shares her many gifts abundantly. Her skill at listening and being present allows her to go to the heart of any situation and speak Truth.

Her openness and quiet leadership are based on a deep spiritual well. We commend her to your loving care.

In the Light,

Kate Kerman  
Clerk, Ministry and Counsel Committee  
Monadnock Monthly Meeting  
New England Yearly Meeting of the Religious Society of Friends

Approved by Monadnock Quaker Meeting on Second Month 17, 2019  
Endorsed by Northwest Quarter on Third Month 3, 2019

17 Febrero 2019

Queridos Amigos,

Jacqueline Stillwell es miembro muy apreciada de la Junta de Monadnock. Comparte sus dones generosamente. Su capacidad para escuchar y para estar presente le permite llegar al corazón de cualquier situación y decir la Verdad.

Su espíritu abierto y su liderazgo sosegado brotan de un manantial espiritual profundo. La encomendamos a vuestro cariñoso cuidado.

En la Luz,  
Kate Kerman

Monadnock Monthly Meeting;  
Damos gracias a Dios por la oportunidad de tener entre nosotros a la hermana Jacqueline, su espiritualidad y compañerismo nos inspira. "UNO EN JESÚS" es el tema de la 92 Junta Anual y así me siento con la hermana Jackie Unidas en el Espíritu de Dios. Los dedico NR 6 la Bendición Sacrosotal. Reciban todos mi Abrazo y Agradecimiento por propiciar la visita de Jackye a la 92 Asamblea de la Junta Anual.





Jacqueline Stillwell -

Nuestra Junta Mensual en Puerto Padre ha recibido con mucho agrado la presencia entre nosotros de la hermana Jacqueline. Su espiritualidad fue visible y en sus palabras patentizó su testimonio. Sus mensajes fueron guiados en el Espíritu y habló a nuestras condiciones espirituales. Estamos agradecidos por su presencia entre nosotros esperando en el Señor que continuemos recibiendo sus visitas.

En la luz de Cristo

Yerandi Jorge Ricardo Reyes

Gibara:  
Gracias muchas por permitirnos tener entre nosotros a Sachic y Nach. Ustedes y ellos son parte de nuestra familia en Cristo.

Esperamos verlos y tener con nosotros a ellos y otros de ustedes.

Ha sido un tiempo maravilloso

~~Gibara~~  
Secretaría J.M. Gibara

NEYM Puente de Amigos travel to Cuba Yearly Meeting, April 10-17, 2019

Endorsements by Cuban Friends of Wellesley Friends' travel letters.

Lucia (Lucy) Arico-Muendel

La Junta Mensual de Puerto Padre se regocijo el recibio a este valiosa hermano y le agradece a por su presencia entre nosotros. Fue un tiempo valioso compartimos el trabajo y la espiritualidad. Ella fue instrumento de Dios y recibimos su amor y compartimo la Fe. Esperamos volver a recibirla.

Puerto Padre Monthly Meeting rejoiced to receive this valuable sister and thanks her for her presence among us. It was a valuable time: we shared our work and spirituality. She was an instrument of God and we received her love and we shared our Faith. We look forward to receiving her again.

Yerandi Jorge Ricardo Reyes

15 de Abril del 2019, April 15, 2019,

Pastor de la Junta Mensual de Puerto Padre, Pastor of Puerto Padre Monthly Meeting

Carolyn Stone

La Junta Mensual de Puerto Padre se regocijo el recibio a este valiosa hermano y le agradece a por su presencia entre nosotros. Fue un tiempo valioso compartimos el trabajo y la espiritualidad. Ella fue instrumento de Dios y recibimos su amor y compartimo la Fe. Esperamos volver a recibirla.

Puerto Padre Monthly Meeting rejoiced to receive this valuable sister and thanks her for her presence among us. It was a valuable time: we shared our work and spirituality. She was an instrument of God and we received her love and we shared our Faith. We look forward to receiving her again.

Yerandi Jorge Ricardo Reyes

15 de Abril del 2019, April 15, 2019,

Pastor de la Junta Mensual de Puerto Padre, Pastor of Puerto Padre Monthly Meeting

Marybeth Toomey

La Junta Mensual de Puerto Padre le da las gracias a Dios por este hermoso tiempo que hemos compartido con esta amada hermana. Fue muy valiosa para nosotros y compartimos los trabajos de la construcción y también espiritualmente. El Señor la uso reconociendo que fue instrument de Dios. Recibimos su amor y compartimos la Fe. Esperamos volver a recibirles.

Puerto Padre Monthly Meeting thanks God for the lovely time that we shared with this beloved sister. It was very valuable for us: we shared in construction work and in spirituality. The Lord was with her, recognizing that she was an instrument of God. We received her love and we shared our Faith. We hope to have her with us again.

Yerandi Jorge Ricardo Reyes

15 de Abril del 2019, April 15, 2019,

Pastor de la Junta Mensual de Puerto Padre, Pastor of Puerto Padre Monthly Meeting

## Report to Permanent Board

From the Presiding Clerk

November 16, 2019

Praise the Lord!  
Oh give thanks to the Lord, for he is good;  
for his steadfast love endures forever.  
From Psalm 106

I find that there are many moments, even with work for the yearly meeting, that worldly concerns and emotions, and patterns of behavior take the sway – anxiety about accomplishing something, worry about saying the right thing, concern about being late. And then, often but not always, I catch myself and remember that I am God’s servant and yours, and that human emotions don’t have any added value. I love Penington’s phrase “Be still awhile.” I have a part to play, but the divine is always here for guidance. And praising the lord is a wonderful habit.

I would say that I am settling in, to this role. While the yoke is not completely familiar, it does not chafe. Most days there is some work – correspondence, writing, meetings or conference calls, and some days there is a lot more than others. Through it all, and through many moments when I am not in active consideration of Yearly meeting issues, I find that I am holding a concern for the body, and what I can do to support Quakers and the Quaker faith in New England.

**Change in withholding policy:** Coordinating and Advisory has been in communication with most of the Meetings which have done withholding in the past. Our most basic work here is to let meetings know that we recognize that this is a difficult change, and to provide such support as we can, whether it is “just” listening, giving background on our relationship with FUM, or helping them discern how to respond to the anticipated absence of a withholding mechanism. It is clear that some meetings will avail themselves of more than others. Noah, Frederick and I met with the Overseers of Cambridge Meeting. Noah and I went to Wellesley where we participated in a conversation with Friends there. We are also scheduled to go to Providence in January. I am in conversation with Brunswick about a possible visit. I have spoken to the clerk of Wilderness Meeting, Honor and I have communicated with a Friend at Middlebury, and Honor is in contact with a Friend at South Berkshire.

So the work is on-going, and it is too early to know if some new understanding of our relationship with FUM will come forward.

**Financial priorities:** C&A did some work in August in gathering and naming ideas for financial priorities. This is our second year of a new process where C&A does some initial discernment on priorities for what the Finance Committee should consider, if there is room to work in the budget. We did some further discernment at our October 20<sup>th</sup> meeting, and expect to finalize our suggestions on November 10 (after the deadline for advance docs, but before the PB meeting). Permanent Board’s role is to make recommendations to the Finance Committee, and may choose to agree with our suggestions, or to amend or modify them.

**Purposes and procedures:** One of C&A's regular responsibilities is to shepherd a re-consideration of every standing committee's Purpose, Procedures, and Composition. At C&A's October meeting, with some help from Nia Thomas, we began the process of considering how to approach the work, this time around, with a particular concern for the recommendations of the Clerking Structures report – in particular looking deeply at how a committee's work relates to the current and on-going work and priorities of the YM. Dialogue with committees is also an opportunity to encourage them to be thinking about good practices, including nurturing leadership.

**A lot on our plate:** I will add that, like most other YM committees, we have a lot to consider. I am still wrestling with trying to figure out how to get things done, yet have time for more open reflection on the condition of the YM. I will note that we are finishing our discernment on financial priorities only in the nick of time, that we ideally would have been able to report who will be serving on the new ad-hoc committee on Ministry and Spiritual nurture; and that ideally we would be further in the planning for P&P. And I regularly ask myself – is the busyness necessary, or is this the encroachment of the nature of the larger society?

Bruce

NEYM Treasurer's Report to Permanent Board  
November 16, 2019

Wow!!! It has been an exciting few weeks in the office. You will recall that in my previous report I was cautiously optimistic that for Fiscal Year 2019 we would do a little better than the budgeted deficit of \$8,421. Well I was wrong!!!

**New England Yearly Meeting had a surplus for FY2019!!!**

For the regular budget lines the surplus was \$11,682. That was far larger than my most optimistic projections. And when a bequest to the Equalization Fund is included it raises the surplus to \$43,754. And now for an explanation and some caveats.

Last summer the Yearly Meeting's Equalization Fund received an otherwise unrestricted bequest of \$32,072. My first inclination was to put that in the Equalization Fund and then dole it out over the period of a few years. However, upon further reflection and a strong recommendation from the Finance Committee, it seemed better to cover the cost of Sessions as completely as possible this year. The Pay-as-Led system results in about a \$50,000 reduction in the fees paid. To help meet this need individuals and meetings currently contribute about \$40,000 to the Equalization Fund. In addition our regular staff expend a considerable portion of their time and effort in preparing for and supporting our sessions, a cost which is not included in the setting of the Traditional fee. Thus the total equalization need is over \$90,000. With the bequest we were able to provide for about \$75,000 of that need.

The bequest to the Equalization Fund was to be used as we saw fit. Any shortfall in Equalization Funds is made up with money from the General Fund. So, in essence, there would be no difference between the two pockets. Each year as we would transfer the equalization money into the general fund we would have to explain the source of the funding. At the same time people would become accustomed this limited fund reducing the amount they needed to contribute to support the Yearly Meeting. Thus it was felt that it would be best to celebrate the windfall. And to acknowledge that we need to continue to grow our contributions to meet the needs of the Yearly Meeting.

And a note on the Financial Report which accompanies this written report. There is a new section at the bottom which will show transfers into and out of the General Fund which are not part of the regular budgeting process. It will be used to show the movement of cash between the General Fund and one of our other Revolving or Designated funds so that those transfers do not distort the line item amounts and thus the budgeting process for regular business.

Finally we must continue to expand the resources available to the Yearly Meeting to fully restore our reserves to a level comparable to what it was seven or eight years ago. There is much more I could write about this, but I really think we should take a moment and celebrate the surplus and the hope it is bringing for our future.

Shearman Taber  
Treasurer, NEYM

**NEYM FY 2019**  
**Preliminary Income Statement**  
October 2018 - September 2019

|  |          | FY 19          | FY 18          | FY19<br>Budget | % of<br>Budget |
|--|----------|----------------|----------------|----------------|----------------|
| <b>Income</b>                                    |          |                |                |                |                |
| 4010 Individual Contributions                    | c        | 210,194        | 208,015        | 212,000        | 99.15%         |
| 4020 Monthly Meeting Contributions               | c        | 333,257        | 323,036        | 373,000        | 89.35%         |
| 4025 Unallocated Income                          | e        |                | 7,275          |                |                |
| 4030 Organizations Contributions                 |          | 1              | 101            | 4,000          | 0.03%          |
| 4050 Interest and Dividend Income                |          | 9,182          | 9,031          | 16,000         | 57.39%         |
| 4070 Books & Other Sales Income                  |          |                |                |                |                |
| 4072 Sales - Books                               |          | 19,895         | 17,177         |                |                |
| 4075 Sales -Other Items                          |          | 182            | 702            |                |                |
| <b>Total 4070 Books &amp; Other Sales Income</b> | <b>f</b> | <b>20,077</b>  | <b>17,879</b>  | <b>16,000</b>  | <b>125.48%</b> |
| 4080 Retreat Program Fees                        |          | 44,618         | 38,290         | 50,000         | 89.24%         |
| 4085 Sessions Program Fees                       | d        | 202,126        | 182,441        | 185,000        | 109.26%        |
| 4090 Change in Fair Market Value                 |          | -91            | 309            |                |                |
| 4099 Net Assets Released To/From                 |          | 0              | 0              | 8,500          | 0.00%          |
| <b>Total Income</b>                              |          | <b>819,363</b> | <b>786,376</b> | <b>848,500</b> | <b>96.57%</b>  |
| <b>Expenses</b>                                  |          |                |                |                |                |
| <b>5000 Staff</b>                                |          |                |                |                |                |
| 5010 Salaries & Wages                            |          | 284,515        | 312,829        | 267,426        | 106.39%        |
| 5020 Payroll Taxes                               |          | 21,100         | 23,364         | 20,511         | 102.87%        |
| <b>5030 Benefits</b>                             |          |                |                |                |                |
| 5033 Health Benefits                             |          | 39,036         | 38,947         | 41,785         | 93.42%         |
| 5035 Retirements                                 |          | 30,106         | 29,913         | 26,743         | 112.57%        |
| 5040 Disability                                  |          | 1,402          | 1,700          | 1,800          | 77.88%         |
| 5045 Workers' Compensation                       |          | 812            | 663            | 700            | 116.00%        |
| 5050 Spiritual Retreats                          |          |                | 400            | 1,200          | 0.00%          |
| 5060 Staff Development                           |          | 2,228          | 2,106          | 3,750          | 59.40%         |
| <b>Total 5030 Benefits</b>                       |          | <b>73,584</b>  | <b>73,729</b>  | <b>75,978</b>  | <b>96.85%</b>  |
| <b>Total 5000 Staff</b>                          | <b>g</b> | <b>379,198</b> | <b>409,922</b> | <b>363,915</b> | <b>104.20%</b> |
| <b>5100 General &amp; Administration</b>         |          |                |                |                |                |
| <b>5110 Administration</b>                       |          |                |                |                |                |
| 5120 Bank Expense                                |          | 7,298          | 6,591          | 6,000          | 121.63%        |
| 5130 Contracted Services                         | g        | 18,192         | 26,602         | 60,396         | 30.12%         |
| 5135 Accounting Services                         |          | 4,000          | 4,000          | 4,000          | 100.00%        |
| 5140 Legal Services                              |          | 7,771          | 7,750          | 7,750          | 100.27%        |
| 5150 Liability Insurance                         |          | 4,071          | 3,876          | 4,000          | 101.78%        |
| 5160 Payroll Service                             |          | 5,229          | 5,073          | 4,500          | 116.20%        |
| 5170 Recruiting Expense                          |          |                |                | 500            | 0.00%          |
| 5180 Rent  |          | 9,350          | 9,350          | 9,350          | 100.00%        |
| 5190 Misc. Expense                               |          | 488            | -751           |                |                |
| <b>Total 5110 Administration</b>                 |          | <b>56,398</b>  | <b>62,491</b>  | <b>96,496</b>  | <b>58.45%</b>  |

|   | FY 19          | FY 18          | FY19<br>Budget | % of<br>Budget |
|---|----------------|----------------|----------------|----------------|
| <b>5200 Office</b>                                  |                |                |                |                |
| 5220 Cleaning Services                              | 264            | 264            | 265            | 99.62%         |
| 5230 Maint - Equip & Hardware                       | 0              | 125            | 1,250          | 0.00%          |
| 5240 Postage  | 3,218          | 1,781          | 3,750          | 85.82%         |
| 5250 Office Equipment                               | 331            | 3,295          | 3,250          | 10.18%         |
| 5260 Office Supplies                                | 1,376          | 1,756          | 2,500          | 55.06%         |
| 5270 Printing & Copying                             | 14,614         | 3,715          | 14,500         | 100.78%        |
| 5280 Software & Updates                             | 9,128          | 8,212          | 7,000          | 130.40%        |
| 5290 Telephone                                      | 3,179          | 3,233          | 4,500          | 70.64%         |
| 5295 Misc. Office                                   | 142            | 12             |                |                |
| <b>Total 5200 Office</b>                            | <b>32,252</b>  | <b>22,392</b>  | <b>37,015</b>  | <b>87.13%</b>  |
| <b>Total 5100 General &amp; Administration</b>      | <b>88,650</b>  | <b>84,883</b>  | <b>133,511</b> | <b>66.40%</b>  |
| <b>5300 Travel &amp; Conferences</b>                |                |                |                |                |
| 5310 Travel - Committee                             | 7,217          | 2,730          | 3,000          | 240.58%        |
| 5320 Travel - Clerk                                 | 3,552          | 3,050          | 5,000          | 71.03%         |
| 5330 Travel - Programs                              | 1,460          | 2,431          | 4,600          | 31.74%         |
| 5335 Travel - Representatives Travel                | 4,746          | 4,865          | 5,000          | 94.91%         |
| 5350 Travel - Staff                                 | 15,032         | 14,137         | 18,000         | 83.51%         |
| 5360 Travel - Ministries                            |                |                | 400            | 0.00%          |
| <b>Total 5300 Travel &amp; Conferences</b>          | <b>32,007</b>  | <b>27,213</b>  | <b>36,000</b>  | <b>88.91%</b>  |
| <b>6000 Programs</b>                                |                |                |                |                |
| 6110 Sessions Room & Board                          | 173,649        | 168,746        | 170,000        | 102.15%        |
| 6112 Retreats - Room & Board                        |                |                |                |                |
| 6114 Room Rental                                    | 17,625         | 24,705         | 20,000         | 88.12%         |
| 6150 Food Expense                                   | 15,130         | 11,219         | 18,000         | 84.05%         |
| <b>Total 6112 Retreats - Room &amp; Board</b>       | <b>32,754</b>  | <b>35,924</b>  | <b>38,000</b>  | <b>86.20%</b>  |
| 6125 Program Expenses                               |                |                |                |                |
| 6105 Honoraria - Speakers/Wkshp Ldrs                | 15,814         | 12,834         | 16,500         | 95.84%         |
| 6115 Equipment Rental                               | 5,412          | 4,760          | 6,000          | 90.20%         |
| 6121 Supplies and Other Expenses                    | 5,078          | 5,609          | 9,300          | 54.60%         |
| 6165 Pre-Sessions Expense                           | 1,406          | 469            | 1,000          | 140.62%        |
| <b>Total 6125 Program Expenses</b>                  | <b>27,710</b>  | <b>23,673</b>  | <b>32,800</b>  | <b>84.48%</b>  |
| 6130 Committee Expenses - General                   | 5,838          | 12,660         | 11,700         | 49.90%         |
| 6134 Childcare                                      | 788            | 473            | 2,000          | 39.38%         |
| 6137 Committee Day Expenses                         |                |                | 500            | 0.00%          |
| <b>Total 6130 Committee Expenses - General</b>      | <b>6,626</b>   | <b>13,132</b>  | <b>14,200</b>  | <b>46.66%</b>  |
| 6160 Program Support                                |                |                |                |                |
| 6163 Friends Camp                                   | 2,309          | 2,111          | 2,220          | 104.01%        |
| 6167 Religious Education & Outreach                 | 300            | 1,800          | 1,800          | 16.67%         |
| <b>Total 6160 Program Support</b>                   | <b>2,609</b>   | <b>3,911</b>   | <b>4,020</b>   | <b>64.90%</b>  |
| <b>Total 6000 Programs</b>                          | <b>243,348</b> | <b>245,385</b> | <b>259,020</b> | <b>93.95%</b>  |
| <b>6140 Books &amp; Other Sales Expense</b>         |                |                |                |                |
| 6142 Books  | 10,068         | 6,938          | 14,500         |                |
| 6145 Other Items for Sale                           | 1,650          | 1,677          |                |                |
| 6147 Consignment Sales                              | 5,766          | 6,825          |                |                |
| <b>Total 6140 Books &amp; Other Sales Expense</b> f | <b>17,483</b>  | <b>15,441</b>  | <b>14,500</b>  | <b>120.57%</b> |

|  | FY 19          | FY 18          | FY19<br>Budget | % of<br>Budget |
|--|----------------|----------------|----------------|----------------|
| <b>6200 Support of Other Organizations</b>       |                |                |                |                |
| 6310 FGC   | 13,075         | 13,075         | 13,075         | 100.00%        |
| 6320 FUM   | 11,357         | 11,525         | 13,075         | 86.86%         |
| 6325 FWCC  | 13,075         | 13,075         | 13,075         | 100.00%        |
| <b>6330 Friends' Organizations</b>               |                |                |                |                |
| 6328 Ramallah Friends School                     | 100            | 100            | 100            | 100.00%        |
| 6335 AFSC  | 300            | 300            | 300            | 100.00%        |
| 6340 FCNL  | 750            | 750            | 750            | 100.00%        |
| 6345 QEW   | 300            | 300            | 300            | 100.00%        |
| 6350 Friends Peace Teams                         | 100            | 100            | 100            | 100.00%        |
| 6355 FWCC 3rd World Travel                       | 500            | 500            | 500            | 100.00%        |
| 6360 QUNO  | 200            | 200            | 200            | 100.00%        |
| 6362 Quaker Voluntary Service                    | 100            | 100            | 100            | 100.00%        |
| <b>Total 6330 Friends' Organizations</b>         | <b>2,350</b>   | <b>2,350</b>   | <b>2,350</b>   | <b>100.00%</b> |
| <b>6590 Ecumenical Organizations</b>             |                |                |                |                |
| 6592 State Councils of Churches                  | 3,214          | 3,228          | 4,000          | 80.35%         |
| 6594 Natl Council of Churches                    | 150            | 150            | 150            | 100.00%        |
| 6596 NE Ecumenical Network                       | 150            | 150            | 150            | 100.00%        |
| 6598 World Council of Churches                   | 100            | 100            | 100            | 100.00%        |
| <b>Total 6590 Ecumenical Organizations</b>       | <b>3,614</b>   | <b>3,628</b>   | <b>4,400</b>   | <b>82.14%</b>  |
| <b>Total 6200 Support of Other Organizations</b> | <b>43,471</b>  | <b>43,653</b>  | <b>45,975</b>  | <b>94.55%</b>  |
| <b>6600 Publications</b>                         |                |                |                |                |
| 6610 Yearly Meeting Minute Book                  |                | 4,171          | 1,000          | 0.00%          |
| 6620 New England Friend                          | 3,522          | 4,224          | 3,000          | 117.41%        |
| <b>Total 6600 Publications</b>                   | <b>3,522</b>   | <b>8,396</b>   | <b>4,000</b>   | <b>88.05%</b>  |
| <b>Total Expenses</b>                            | <b>807,681</b> | <b>834,892</b> | <b>856,921</b> | <b>94.25%</b>  |
| <b>Net Operating Income</b>                      | <b>11,682</b>  | <b>-48,517</b> | <b>-8,421</b>  |                |
| <b>9940 Transfers From Funds</b>                 | <b>a,b</b>     | <b>32,072</b>  | <b>0</b>       | <b>0</b>       |
| <b>9950 Transfers Into Funds</b>                 | <b>a</b>       | <b>0</b>       | <b>0</b>       | <b>0</b>       |
| <b>Net Income</b>                                | <b>43,754</b>  | <b>-48,517</b> | <b>-8,421</b>  |                |

Footnotes:

a – New lines to hold exceptional transfers from and to other funds which are not part of the regular budget.

b – Transfer from the Restricted Equalization Fund of money recieved as a bequest.

c – Both Individual and Meeting  
Contribution lines include contributions to  
the Equalization Fund

d – Sessions Income (4085) exceeded the budget by significantly more than the excess in  
Session Room & Board (6110)

e – Health insurance premium refund

f – When combined the Bookstore Income (4070) and Expense(6140) lines show a net surplus of  
\$2594.

g – Contracted Services (5130) are considered part of the Staff Costs (5000). The total for the  
two are underbudget.



**NEYM FY 2019**  
**Preliminary Income Statement**

October 2018 - September 2019

|  |          | FY 19          | FY 18          | FY19<br>Budget | % of<br>Budget |
|--|----------|----------------|----------------|----------------|----------------|
| <b>Income</b>                                    |          |                |                |                |                |
| 4010 Individual Contributions                    | c        | 210,194        | 208,015        | 212,000        | 99.15%         |
| 4020 Monthly Meeting Contributions               | c        | 333,257        | 323,036        | 373,000        | 89.35%         |
| 4025 Unallocated Income                          | e        |                | 7,275          |                |                |
| 4030 Organizations Contributions                 |          | 1              | 101            | 4,000          | 0.03%          |
| 4050 Interest and Dividend Income                |          | 9,182          | 9,031          | 16,000         | 57.39%         |
| <b>4070 Books &amp; Other Sales Income</b>       |          |                |                |                |                |
| 4072 Sales - Books                               |          | 19,895         | 17,177         |                |                |
| 4075 Sales -Other Items                          |          | 182            | 702            |                |                |
| <b>Total 4070 Books &amp; Other Sales Income</b> | <b>f</b> | <b>20,077</b>  | <b>17,879</b>  | <b>16,000</b>  | <b>125.48%</b> |
| 4080 Retreat Program Fees                        |          | 44,618         | 38,290         | 50,000         | 89.24%         |
| 4085 Sessions Program Fees                       | d        | 202,126        | 182,441        | 185,000        | 109.26%        |
| 4090 Change in Fair Market Value                 |          | -91            | 309            |                |                |
| 4099 Net Assets Released To/From                 |          | 0              | 0              | 8,500          | 0.00%          |
| <b>Total Income</b>                              |          | <b>819,363</b> | <b>786,376</b> | <b>848,500</b> | <b>96.57%</b>  |
| <b>Expenses</b>                                  |          |                |                |                |                |
| <b>5000 Staff</b>                                |          |                |                |                |                |
| 5010 Salaries & Wages                            |          | 284,515        | 312,829        | 267,426        | 106.39%        |
| 5020 Payroll Taxes                               |          | 21,100         | 23,364         | 20,511         | 102.87%        |
| <b>5030 Benefits</b>                             |          |                |                |                |                |
| 5033 Health Benefits                             |          | 39,036         | 38,947         | 41,785         | 93.42%         |
| 5035 Retirements                                 |          | 30,106         | 29,913         | 26,743         | 112.57%        |
| 5040 Disability                                  |          | 1,402          | 1,700          | 1,800          | 77.88%         |
| 5045 Workers' Compensation                       |          | 812            | 663            | 700            | 116.00%        |
| 5050 Spiritual Retreats                          |          |                | 400            | 1,200          | 0.00%          |
| 5060 Staff Development                           |          | 2,228          | 2,106          | 3,750          | 59.40%         |
| <b>Total 5030 Benefits</b>                       |          | <b>73,584</b>  | <b>73,729</b>  | <b>75,978</b>  | <b>96.85%</b>  |

|  |          |                |                |                |                |
|--|----------|----------------|----------------|----------------|----------------|
| <b>Total 5000 Staff</b>                  | <b>g</b> | <b>379,198</b> | <b>409,922</b> | <b>363,915</b> | <b>104.20%</b> |
| <b>5100 General &amp; Administration</b> |          |                |                |                |                |
| <b>5110 Administration</b>               |          |                |                |                |                |
| 5120 Bank Expense                        |          | 7,298          | 6,591          | 6,000          | 121.63%        |
| 5130 Contracted Services                 | <b>g</b> | 18,192         | 26,602         | 60,396         | 30.12%         |
| 5135 Accounting Services                 |          | 4,000          | 4,000          | 4,000          | 100.00%        |
| 5140 Legal Services                      |          | 7,771          | 7,750          | 7,750          | 100.27%        |
| 5150 Liability Insurance                 |          | 4,071          | 3,876          | 4,000          | 101.78%        |
| 5160 Payroll Service                     |          | 5,229          | 5,073          | 4,500          | 116.20%        |
| 5170 Recruiting Expense                  |          |                |                | 500            | 0.00%          |
| 5180 Rent                                |          | 9,350          | 9,350          | 9,350          | 100.00%        |
| 5190 Misc. Expense                       |          | 488            | -751           |                |                |
| <b>Total 5110 Administration</b>         |          | <b>56,398</b>  | <b>62,491</b>  | <b>96,496</b>  | <b>58.45%</b>  |

|  |               |               |                |               |
|--|---------------|---------------|----------------|---------------|
| <b>5200 Office</b>                             |               |               |                |               |
| 5220 Cleaning Services                         | 264           | 264           | 265            | 99.62%        |
| 5230 Maint - Equip & Hardware                  | 0             | 125           | 1,250          | 0.00%         |
| 5240 Postage                                   | 3,218         | 1,781         | 3,750          | 85.82%        |
| 5250 Office Equipment                          | 331           | 3,295         | 3,250          | 10.18%        |
| 5260 Office Supplies                           | 1,376         | 1,756         | 2,500          | 55.06%        |
| 5270 Printing & Copying                        | 14,614        | 3,715         | 14,500         | 100.78%       |
| 5280 Software & Updates                        | 9,128         | 8,212         | 7,000          | 130.40%       |
| 5290 Telephone                                 | 3,179         | 3,233         | 4,500          | 70.64%        |
| 5295 Misc. Office                              | 142           | 12            |                |               |
| <b>Total 5200 Office</b>                       | <b>32,252</b> | <b>22,392</b> | <b>37,015</b>  | <b>87.13%</b> |
| <b>Total 5100 General &amp; Administration</b> | <b>88,650</b> | <b>84,883</b> | <b>133,511</b> | <b>66.40%</b> |
| <b>5300 Travel &amp; Conferences</b>           |               |               |                |               |
| 5310 Travel - Committee                        | 7,217         | 2,730         | 3,000          | 240.58%       |
| 5320 Travel - Clerk                            | 3,552         | 3,050         | 5,000          | 71.03%        |
| 5330 Travel - Programs                         | 1,460         | 2,431         | 4,600          | 31.74%        |
| 5335 Travel - Representatives Travel           | 4,746         | 4,865         | 5,000          | 94.91%        |
| 5350 Travel - Staff                            | 15,032        | 14,137        | 18,000         | 83.51%        |
| 5360 Travel - Ministries                       |               |               | 400            | 0.00%         |
| <b>Total 5300 Travel &amp; Conferences</b>     | <b>32,007</b> | <b>27,213</b> | <b>36,000</b>  | <b>88.91%</b> |
| <b>6000 Programs</b>                           |               |               |                |               |
| 6110 Sessions Room & Board                     | 173,649       | 168,746       | 170,000        | 102.15%       |
| <b>6112 Retreats - Room &amp; Board</b>        |               |               |                |               |
| 6114 Room Rental                               | 17,625        | 24,705        | 20,000         | 88.12%        |
| 6150 Food Expense                              | 15,130        | 11,219        | 18,000         | 84.05%        |
| <b>Total 6112 Retreats - Room &amp; Board</b>  | <b>32,754</b> | <b>35,924</b> | <b>38,000</b>  | <b>86.20%</b> |
| <b>6125 Program Expenses</b>                   |               |               |                |               |
| 6105 Honoraria - Speakers/Wkshp Ldrs           | 15,814        | 12,834        | 16,500         | 95.84%        |
| 6115 Equipment Rental                          | 5,412         | 4,760         | 6,000          | 90.20%        |
| 6121 Supplies and Other Expenses               | 5,078         | 5,609         | 9,300          | 54.60%        |
| 6165 Pre-Sessions Expense                      | 1,406         | 469           | 1,000          | 140.62%       |
| <b>Total 6125 Program Expenses</b>             | <b>27,710</b> | <b>23,673</b> | <b>32,800</b>  | <b>84.48%</b> |
| <b>6130 Committee Expenses - General</b>       | <b>5,838</b>  | <b>12,660</b> | <b>11,700</b>  | <b>49.90%</b> |
| 6134 Childcare                                 | 788           | 473           | 2,000          | 39.38%        |

|   |                |                |                |                |
|---|----------------|----------------|----------------|----------------|
| 6137 Committee Day Expenses                         |                |                | 500            | 0.00%          |
| <b>Total 6130 Committee Expenses - General</b>      | <b>6,626</b>   | <b>13,132</b>  | <b>14,200</b>  | <b>46.66%</b>  |
| <b>6160 Program Support</b>                         |                |                |                |                |
| 6163 Friends Camp                                   | 2,309          | 2,111          | 2,220          | 104.01%        |
| 6167 Religious Education & Outreach                 | 300            | 1,800          | 1,800          | 16.67%         |
| <b>Total 6160 Program Support</b>                   | <b>2,609</b>   | <b>3,911</b>   | <b>4,020</b>   | <b>64.90%</b>  |
| <b>Total 6000 Programs</b>                          | <b>243,348</b> | <b>245,385</b> | <b>259,020</b> | <b>93.95%</b>  |
| <b>6140 Books &amp; Other Sales Expense</b>         |                |                |                |                |
| 6142 Books  | 10,068         | 6,938          | 14,500         |                |
| 6145 Other Items for Sale                           | 1,650          | 1,677          |                |                |
| 6147 Consignment Sales                              | 5,766          | 6,825          |                |                |
| <b>Total 6140 Books &amp; Other Sales Expense f</b> | <b>17,483</b>  | <b>15,441</b>  | <b>14,500</b>  | <b>120.57%</b> |

|  |     |                |                |                |                |
|--|-----|----------------|----------------|----------------|----------------|
| <b>6200 Support of Other Organizations</b>       |     |                |                |                |                |
| 6310 FGC   |     | 13,075         | 13,075         | 13,075         | 100.00%        |
| 6320 FUM   |     | 11,357         | 11,525         | 13,075         | 86.86%         |
| 6325 FWCC  |     | 13,075         | 13,075         | 13,075         | 100.00%        |
| <b>6330 Friends' Organizations</b>               |     |                |                |                |                |
| 6328 Ramallah Friends School                     |     | 100            | 100            | 100            | 100.00%        |
| 6335 AFSC  |     | 300            | 300            | 300            | 100.00%        |
| 6340 FCNL  |     | 750            | 750            | 750            | 100.00%        |
| 6345 QEW   |     | 300            | 300            | 300            | 100.00%        |
| 6350 Friends Peace Teams                         |     | 100            | 100            | 100            | 100.00%        |
| 6355 FWCC 3rd World Travel                       |     | 500            | 500            | 500            | 100.00%        |
| 6360 QUNO  |     | 200            | 200            | 200            | 100.00%        |
| 6362 Quaker Voluntary Service                    |     | 100            | 100            | 100            | 100.00%        |
| <b>Total 6330 Friends' Organizations</b>         |     | <b>2,350</b>   | <b>2,350</b>   | <b>2,350</b>   | <b>100.00%</b> |
| <b>6590 Ecumenical Organizations</b>             |     |                |                |                |                |
| 6592 State Councils of Churches                  |     | 3,214          | 3,228          | 4,000          | 80.35%         |
| 6594 Natl Council of Churches                    |     | 150            | 150            | 150            | 100.00%        |
| 6596 NE Ecumenical Network                       |     | 150            | 150            | 150            | 100.00%        |
| 6598 World Council of Churches                   |     | 100            | 100            | 100            | 100.00%        |
| <b>Total 6590 Ecumenical Organizations</b>       |     | <b>3,614</b>   | <b>3,628</b>   | <b>4,400</b>   | <b>82.14%</b>  |
| <b>Total 6200 Support of Other Organizations</b> |     | <b>43,471</b>  | <b>43,653</b>  | <b>45,975</b>  | <b>94.55%</b>  |
| <b>6600 Publications</b>                         |     |                |                |                |                |
| 6610 Yearly Meeting Minute Book                  |     |                | 4,171          | 1,000          | 0.00%          |
| 6620 New England Friend                          |     | 3,522          | 4,224          | 3,000          | 117.41%        |
| <b>Total 6600 Publications</b>                   |     | <b>3,522</b>   | <b>8,396</b>   | <b>4,000</b>   | <b>88.05%</b>  |
| <b>Total Expenses</b>                            |     | <b>807,681</b> | <b>834,892</b> | <b>856,921</b> | <b>94.25%</b>  |
| <b>Net Operating Income</b>                      |     | <b>11,682</b>  | <b>-48,517</b> | <b>-8,421</b>  |                |
| 9940 Transfers From Funds                        | a,b | 32,072         | 0              | 0              |                |
| 9950 Transfers Into Funds                        | a   | 0              | 0              | 0              |                |
| <b>Net Income</b>                                |     | <b>43,754</b>  | <b>-48,517</b> | <b>-8,421</b>  |                |

Footnotes:

a – New lines to hold exceptional transfers from and to other funds which are not part of the regular budget.

b – Transfer from the Restricted Equalization Fund of money recieved as a bequest.

c – Both Individual and Meeting  
Contribution lines include contributions to  
the Equalization Fund

d – Sessions Income (4085) exceeded the budget by significantly more than the excess in  
Session Room & Board (6110)

e – Health insurance premium refund

f – When combined the Bookstore Income (4070) and Expense(6140) lines show a net surplus  
of \$2594.

g – Contracted Services (5130) are considered part of the Staff Costs (5000). The total for the  
two are underbudget.

To: The Permanent Board of New England Yearly Meeting of Friends  
From: Noah Merrill, Yearly Meeting Secretary  
Re: Report in preparation for PB meeting on November 16, 2019

*“The function of prayer is not to influence God,  
but rather to change the nature of the one who prays.”*  
—Soren Kierkegaard

Dear Friends,

This fall has been full of planning, preparation, and prayer. It’s a time of transitions, of endings, and of new beginnings—a “threshold” time. In this report, I’m going to err—perhaps for once—on the side of brevity. As always, I welcome questions, feedback, criticism, or encouragement about any aspect of our shared service.

### **Secretary’s Areas of Focus for the Coming Year**

As part of the advance documents, I’m submitting a working draft of my areas of focus for the fiscal year ending September 30, 2020, the year we’ve just begun. I welcome your responses and prayers as I work with Coordinating & Advisory Committee to finalize them in the coming month.

### **Website Launched**

On October 17, the new website for New England Quakers launched at [neym.org](http://neym.org). I hope you have had or will take an opportunity to explore it. Please send comments, questions, suggestions for content, or feedback to Sara Hubner at [office@neym.org](mailto:office@neym.org).

### **Financial News**

As you will see in the end-of-fiscal-year financial report for FY2019, we have some significant financial news to share. I look forward to more in-depth consideration of this news, and providing more context, when we meet on November 16.

### **Board Development**

As New England Quakers continue to grow in our efforts at leadership development, I hope we can strengthen supports for your service as members of the Permanent Board. I would love to hear your suggestions for what kinds of board development opportunities—trainings, orientation, conversations, resources—you might find useful in your service as a board member in the coming years.

*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

# Areas of Focus

NEYM Secretary

October 2019-September 2020

**Foundation:** Prayer practice, relationship, exercise, retreats & recreation. Work 5 days/week. Monday Sabbath, flexible additional day. Schedule multi-day time away. Mid-January retreat. Plan & prepare for sabbatical to begin fall 2020. Nurture relationships. Celebrate progress. Cultivate courage, resilience, faith, and trust. Engage “almost dones” as accountability partners. Look for opportunities to be proactive.

Work with Staff and C&A teams to 1) facilitate more shared and strategic vision of the work; 2) improve collaboration, integration, and coordination; 3) Invite and promote clarity of our intention in particular decisions, and provide context to inform present actions; 4) increase space for initiative, risk-taking, and growth. With staff and C&A support, focus attention on the work below.

## 1. Encourage and Liberate Ministry in Local Meetings

- a. Travel in ministry, visiting local meetings for worship, consulting with and encouraging those who serve their meetings
- b. Consult, encourage and convene Friends active in public ministry who promote spiritual growth and nurture the life of local meeting communities
- c. Ensure opportunities for mentoring and accompaniment for those with emerging gifts
- d. Partner with working group and C&A in review of NEYM support for ministry and spiritual life, where gaps exist, and what would serve
- e. Help local meetings connect with Friends active in public ministry

## 2. Strengthen Volunteer Service

- a. Prioritize opportunities to support those who serve their local meetings
- b. Support implementation of clerking practices & structures recommendations
- c. Promote inclusion, remove barriers to participation, starting with barriers relating to age/life stage/family responsibilities, economic status, race
- d. Support opportunities for mentoring, leadership development and training
- e. Through the Purposes, Procedures, and Composition review process, focus on designing for effectiveness/health of the culture and practice

## 3. Foster Religious Education

- a. With a priority on serving those who serve in local meetings, ensure consistent availability of meaningful opportunities for spiritual formation, leadership development, and training in Quaker practice (such as *Nurturing Faithfulness*), supported by evaluation, consultation, and reflection

1

Ask:

*Does this support the thriving of local meetings? How?*

*What's the hardest part?*

*What context would be helpful for us?*



- b. Articulate next steps for consultation and learning about needs/new directions in key areas of work, including: a) lifespan spiritual formation, b) outreach & welcoming, and c) planting new meetings
- 4. Lead Development Program**
- a. Visit local meetings to share and interpret the ministries of New England Quakers, listen to Friends' hopes and concerns, report on the progress their gifts—of all kinds—have made possible, invite their increased engagement and support, and seek accompaniment from Friends as traveling companions
  - b. Propose and convene exploration of endowments as a carrier for vision
  - c. Develop and try new practices to engage Friends serving as volunteers in meaningful and integrated ways in our development ministry
  - d. Plan, manage, and integrate annual fundraising efforts for FY2020
  - e. Promote communications, programming and resources to cultivate a stewardship worldview among New England Friends
  - f. Prototype print materials: strengthen your local meeting, nurture youth, planned giving materials(+)
- 5. Focus and Integrate Communications**
- a. New neym.org: Promote engagement and continue development of content
  - b. Develop and implement integrated (internal) communications calendar, including web, social, email, and print communications
  - c. Prototype and ensure consistent adoption of style and communications guides to support effective, aligned communications, cultivating a more consistent and compelling *voice* for NEYM
  - d. Support improved evaluation for NEYM-sponsored events, including Sessions
  - e. Solicit and feature guest writers for email newsletter
  - f. Create space to write for wider audience on key issues/challenges/learning, describing challenges and articulating emerging alternatives, with a focus on vision and purpose
  - g. Improve data gathering and focused/personalized use of data to support engagement and publicity for events and training opportunities

Ask:

*Does this support the thriving of local meetings? How?*

*What's the hardest part?*

*What context would be helpful for us?*

## Report to Permanent Board From the *Ad-hoc* Workgroup on Challenging White Supremacy

November 16, 2019 Permanent Board Meeting, Worcester, MA

### Purpose, Background and Policy:

The Permanent Board *ad-hoc* workgroup on Challenging White Supremacy (CWS) was convened in 2017 with the charge of responding to the query from the Clerk of New England Yearly Meeting with regard to the 2016 NEYM Minute on White Supremacy: *“How will this faithful engagement with the work of interrupting white supremacy among the people called Quakers in NE continue?”* (Fritz Weiss, NEYM Clerk).

Review of workgroup activities: The workgroup has hosted or participated in gatherings of NEYM committees involved in racial justice <sup>1</sup> (with particular attention to Racial Social and Economic Justice (RSEJ), CWS, and Noticing Patterns wg) with the aim to foster greater collaboration, cross-referencing, and support of one another’s missions. The workgroup activities focused through 2017-2018 on offering facilitated conversations on race, racism, and racial identity to monthly, quarterly and yearly meeting gatherings. In most cases CWS members have actively solicited invitations from monthly meetings, rather than receiving a flurry of requests directly from monthly meetings.

At Sessions in 2017 and 2018 CWS offered business meeting presentations and workshops, for example, providing tools and talking points to encourage and promote exploration of race and racism at the monthly meeting level. For 2019, due to the momentum of the Noticing Patterns of Oppression and Faithfulness workgroup, and the yearly meeting-wide focus on the Virtual Plenary material prepared by Lisa Graustein, CWS decided that our most constructive contribution to Sessions 2019 was to participate in, and support that work. In 2019 CWS, in collaboration with RSEJ, also facilitated daily lunchtime “Conversations on Race” tables offering prepared topics, tools, and queries. These lunchtime conversations were very well attended.

Throughout 2019 the clerk of RSEJ and the co-clerk of CWS held regular one-on-one conference calls to apprise each other of the work and goals of our respective committees. We have agreed to continue this practice with the new, incoming clerk of RSEJ. As of Sessions 2019, RSEJ and CWS clerks had agreed to the importance and benefits of annual gatherings of the several committees and workgroups carrying out the work of racial justice in NEYM (*see footnote, “Multi-Committee Racial Justice mtgs”*). Thus far these “all-hands” meetings have been arranged in a very *ad hoc* way, with different individuals and groups taking the lead to initiate and plan the events. The RSEJ clerk has indicated RSEJ’s interest in taking the lead on coordinating planning for such a gathering going forward.

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<sup>1</sup> **Oct 14, 2017-** Convened #1 *Multi-Committee Racial Justice mtg*; **Jan 2018-** CWS workgroup retreat at Woolman Hill; **April 2018-** Offered racial identity and dialogue ws at Living Faith Gathering; **June 9, 2018-** CWS-sponsored a “Dialogue Capacity-Building ws” to support/assist racial dialogue leaders; **January 2019-** CWS participated in #2 *Multi-Committee Racial Justice mtg*; **Spring 2019-** several CWS members participated in Noticing Patterns of Oppression and Faithfulness workshop.

### **Going Forward:**

CWS recognizes RSEJ's role as a standing committee of NEYM, dedicated over many years to promoting racial justice. CWS also recognizes the Yearly Meeting response to the Noticing Patterns of Oppression and Faithfulness work in 2019, offering the incipient possibility for cultural transformation within NEYM. The Yearly Meeting seems to be at a moment of great possibility, but also potential vulnerability, as we seek a faithful and unified way to carry this work forward with a shared vision about where we are Called. CWS is presently unclear about the work Permanent Board envisions for us, as an ad hoc work group.

### **Action:**

- **CWS requests that Permanent Board take up the following requests at a subsequent meeting if time does not allow for a response at this meeting.**
  - **CWS requests that Permanent Board provide us, as an *ad hoc* workgroup under your oversight, with guidance about your vision for the work of CWS, (with particular reference to coordinating the missions of RSEJ, and Noticing Patterns of Oppression and Faithfulness, bearing in mind the work of the several additional NEYM groups that fall under the umbrella of justice and respect for all life (Reparations wg, Israel-Palestine wg, Immigration Justice wg, Earthcare Ministries...))**
  - **CWS requests that PB affirm (or decline) its support for convening another multiple-committee gathering of NEYM racial justice groups this year, with the goal of optimizing coordination of racial justice work within the yearly meeting; if PB endorses such a gathering, does PB wish to offer guidance about how these groups should coordinate planning for such a meeting?**

Submitted by Susan Davies,

co-clerk of ad hoc Challenging White Supremacy workgroup

## Report and Recommendations from the Reparations Working Group

The Reparations (for Native Americans) Workgroup grew out of a Legacy Gift request for a language reclamation project for the Wampanoag. It was offered in reparation for land occupied by the Hingham, MA home whose sale resulted in the Legacy Gift Funds. This land is the homeland of Wampanoag people. Since the request was outside the purview of the Legacy Gift Committee, it was referred to Permanent Board, which created this workgroup at annual sessions in 2017.

The group convened in October in 2017 and reviewed both 2013-52 "Minute Repudiating the Doctrine of Discovery" and the charge, given to us by PB Clerk Sarah Gant "Is this about New England Friends Home specifically? Or, does what Legacy brought to us beg the larger, unnamed and unmet call of the 2013-52 minute? How is this work a companion piece to the work of Permanent Board's ad hoc Challenging White Supremacy Working Group?"

To whom might we name our culpability? To whom might we make amends? Not only who is the "whom," but **what does that "whom" want?** What might a, in the scheme of things, symbolic act of amends and/or reparations look like? What might reconciliation look like? Is there even a place for some partnership going forward?"

We also reviewed and honored the workshops offered by the Racial, Social and Economic Justice Committee

<https://www.afsc.org/sites/default/files/documents/Doctrine%20of%20Discovery%20NEYM%20brochure.pdf>

And, we saw the care that the Legacy Gift Committee took with requests for support of partnership and projects with Indigenous people.

We were led to ask for consultations with groups of Native elders and leaders, which, while they agreed were important, did not occur due to other demands on their time. We regret that they did not take place but learned to find other ways to listen.

Instead, we were led as individuals to engage at local or state levels and participate in conferences, healing consultations and ceremonies and learn directly from Native people about tribal needs and priorities at state and national levels. We spent the past two years in consultation and discernment and are now clear to make the following recommendations:

- That NEYM craft and issue an apology to be widely distributed among Quakers and interfaith organizations as well as any and all tribal councils, bands and leadership in our region, (consistent w/[decolonizingquakers.org](http://decolonizingquakers.org)). Several of us would be willing to work on this apology with others.
- That all NEYM affiliated meetings and worship groups and other Quaker institutions be invited to create and display land acknowledgments on their premises. (ibid.)

- That a certain portion of the Legacy Gift funds be designated as a challenge or matching grant within NEYM and that these monies be used to support additional activities and ministries such as travel for Indigenous Friends, support for the FCNL fellowship for Native American policy, support for local initiatives under the care of the monthly meetings or Quarters for partnerships with local tribes or allied organizations.
- That NEYM contribute to the support of Decolonizing Quakers, and invite that emerging group to New England for a gathering or conference in the near future.
- That we encourage Quarters and local meetings to take up the concerns of Native People in their region; and to work as led to engage in opportunities for healing and conciliation, support for tribal sovereignty, language and cultural reclamation, mandated teaching of Native history in public school curricula; efforts to establish Indigenous Peoples Day, and the removal of Native images as mascots as advised by local tribal members.
- That NEYM committees, such as FCNL, FWCC, Racial, Social and Economic Justice and Earthcare be urged to consider making the needs of Indigenous People more widely known among Quakers in New England and in our communities, with an emphasis on reduction of violence against Native women, the impact of climate change on Native communities, and amplifying Native voices whenever possible.
- That we take every opportunity to consult with Native people at our local and regional level to hear, honor and address their concerns, guided by their wisdom and our deep listening to what Love requires of us.
- That this working group be laid down no later than February of 2020, and that the responsibility for these recommendations continue with the Permanent Board, the Legacy Gift Committee, RSandEJ and the Challenging White Supremacy workgroup, which is under the care of the Permanent Board.

We also believe that it is past time for New England Yearly Meeting to take up the work of looking at reparations for descendants of African slaves, as we did with reparations to Native Americans.

Faithfully submitted,

Erica Adams, W. Falmouth  
 Darcy Drayton, Souhegan  
 Maggie Edmondson, Winthrop Center  
 Leslie Manning, Durham (Convenor)  
 Suzanna Schell, Beacon Hill  
 Charles Simpson, Burlington

## **Inclusive Leadership Development**

Progress Report to Permanent Board and Coordinating & Advisory

By: Nia Thomas

Mid-November 2019

*The purposes of these brief periodic reports are:*

- 1. To update members of Permanent Board and Coordinating & Advisory on some of the ways we are living into our vision of Inclusive Leadership Development including the recommendations from the Clerking Structures and Practices Working Group report*
- 2. To keep questions, invitations, and challenges related to this work in focus for us all*

### **Leadership Development efforts moving forward since the last report:**

- Following my presentation to Permanent Board and Ministry & Counsel about the need for a Working Group to Examine NEYM's Support for Ministry and Spiritual Life, those bodies reflected some of what's needed from that working group and Coordinating & Advisory has begun the work of establishing the group. Once that group has been formed, I will orient them to the work before them and its relationship to inclusive leadership.
- I met with Coordinating & Advisory to review how the Purposes & Procedures review process relates to our vision of inclusive leadership and to discuss in greater detail how C&A can live into the Sessions minute affirming their role in that process.
- I've continued conversations with clerk of Internal Nominating to get a better sense of how that committee currently functions and why.
- I worked with the Office Manager, Events Coordinator, Presiding Clerk, and Yearly Meeting Secretary to revise the tone and content of the committee clerk's orientation to increase the focus on cross-yearly meeting teamwork and leadership development. Initial feedback on the revised orientation has been quite positive.
- In my work on the new website, one focus has been improving the content and visibility of materials aimed at supporting those serving in various roles including recording clerks.
- With the Office Manager, Yearly Meeting Secretary, and Emily Provance (who is working via contract) we are creating resources to support more Friends in contributing effectively to NEYM's communication channels. (For example: a guide on writing for the NEYM newsletter). This is one way we can explicitly teach a much needed skill rather than relying on Friends who already have the writing skills we seek.
- I am participating in on-going conversation with other staff and Living Faith Committee to establish a realistic timeline for staff-volunteer partnership for those events.
- As of writing this, I am drafting a proposal to share with C&A for how NEYM might adopt the practice of exit interviews for out-going leaders (clerks, committee clerks, treasurer).

### **Reminders for us all:**

- *Whose leadership are you nurturing? Whose leadership potential might you be overlooking?*
- *How are you encouraging a culture of mentorship?*
- *What leadership practices are you modeling?*

**Local Youth Ministries Snapshot**  
**Report to NEYM Permanent Board and Ministry & Counsel**  
**From the Youth Ministries Committee**  
**November 2019**

**Introduction**

The primary purpose of the Youth Ministries Committee is to support the faith life and spiritual growth of Quaker children and youth. While our committee carries this particular concern for young Quakers, we know that the vitality of our youth ministries is inseparable from our overall health and priorities as a Religious Society. For that reason, we are sharing this brief report about local youth ministries with both the Permanent Board and Ministry & Counsel, as Friends with a commitment to the thriving of the Quaker Movement in New England overall.

We all know that our local youth ministries, including First Day Schools, are a central part of our local meeting communities, yet they are all too often out of view to adult Friends without young children. We hope that our committee's new practice of visiting with those who carry our local youth ministries, listening to their successes and challenges, and annually reporting the key take-aways of what we are hearing is of value to you in setting priorities and making decisions within your committee's own scope of work.

This is the first year of the Youth Ministries Committee embarking on the local youth ministries listening project. Janet Dawson (Northampton, MA), a Youth Ministries Committee member, accepted the role of Project Leader, working closely with Nia Thomas (NEYM Staff). Janet's service was supported by a modest stipend. In this role, Janet visited nine meetings' First Day School (or equivalent) Committees and had conversations with individuals serving on these committees from twelve more meetings. Another Friend met with an additional three meetings. We prioritized visiting meetings with a larger number of children or an increasing number, based on data gathered by Beth Collea (former Religious Education Coordinator) in 2018. While perhaps the greatest benefit of these conversations was not the data collected but rather the relationships strengthened, below are some key things we heard that warrant amplifying.

**Key Takeaways:**

- There are many recent **successes, signs of growth, and healthy experimentation** in a number of local meetings' youth ministries. Some examples include:
  - A growing number of young attenders at a number of meetings including Hartford, Framingham, Burlington and Providence (who have recently started a new middle school group)
  - A number of First Day Schools who are being innovative in their staffing/teaching models. At Framingham and Fresh Pond, Friends are using a cooperative model where all attending parents and grandparents help with the First Day School. Worcester Meeting has recruited about 5 new teachers.
  - In a number of meetings, teachers are trying new approaches, driven by children's interests. At Storrs, adults and children worked together to design a board game about Quakerism; at Monadnock, a shared interested in gardening has guided lesson planning; at North Shore, lessons have been replaced by shared silence outdoors, with each child selecting their own "sit spot" in a near-by nature preserve.

**Local Youth Ministries Snapshot**  
**Report to NEYM Permanent Board and Ministry & Counsel**  
**From the Youth Ministries Committee**  
**November 2019**

- The biggest challenge heard across the conversations was how **busy family schedules** are. Families feel overwhelmed and overcommitted.
- Related to busy-ness, an additional major challenge for First Day Schools and local youth groups is the **lack of consistency in attendance**. Following a curriculum, building a cohesive cohort, and planning for particular ages or needs on a given week are nearly impossible for many of our meetings. Teachers need to be able to think on their feet and change plans the moment they see who actual turns up.
- Within these inconsistent groups of youth, there is also often a **wide range of ages** which is an additional planning challenge.
- A number of meetings are **utilizing NEYM's background screening service**.
- Meetings continue to see **most older youth stop attending in the middle school years** and they wonder about effective ways to maintain meaningful connection despite lack of regular attendance. Many adult Friends do not engage with children and teens, yet youth connections with adults other than their parents are critical to their sense of belonging and faith formation. We all need to interact with Friends of all ages.
- Many religious educators/youth workers are parents themselves and are struggling with **burnout** in their meeting role.
- A number of meetings are wrestling with the question of **if they should hire paid staff** to run their First Day School or youth group. YMC will explore if there is a way we can help connect Friends exploring this with meetings which have already walked this path.
- Across meetings, we heard **growing interest in multi-generational activities and spaces** and ways to engage children and youth outside of the First Day School classroom. Friends are curious what other meetings are doing that works in terms of all ages worship, service, learning, and fellowship. There is desire for children and youth to feel connected to the meeting as a whole, and these relationships take time, openness to new structures, and intentionality.
- Many meetings find it valuable to have a wide variety in the adults who teach and work with children and youth so that more than just a few individuals build relationships with youth. When is the last time you spent your Sunday in the kids' room?
- Local meeting youth/First Day School committee members **yearn to connect with and learn from others in similar roles** at other meetings in ways that don't require much additional time. In response to this need, we are experimenting with a Facebook group for New England Friends serving in this way and have been encouraging participation in the Quaker Religious Education Collaborative, which offers monthly opportunities for remote (Zoom) connection on varying topics. Paying attention to this need will be a major priority for YMC in the coming year.
- Many religious educators are seeking a simpler way to find lesson plans ("one stop shopping") because they do not have the time to "wade through" lots of options. YMC is working on a short list of flexible but simple lesson plans that meetings can use with minimal preparation.



**Local Youth Ministries Snapshot**  
**Report to NEYM Permanent Board and Ministry & Counsel**  
**From the Youth Ministries Committee**  
**November 2019**

- There are a number of First Day School teachers who would like to teach about the Bible and God but are finding that they get **push back from some parents who are not comfortable with religious language** and that their wider meeting community is not adequately responding to the resulting conflict.
- Some religious educators are new to Quakerism and isolated. As a result, they **do not have a sense of the wider Quaker world**.
- There is specific interest in learning the **Faith & Play** curriculum. YMC is in the initial phases of hosting a future training.
- There is interest in some meetings in **potentially reviving the regional youth groups** (such as the Boston Area Quaker Youth Group) in order to better connect area teens with each other.
- There is a **variety in how pro-actively meetings encourage participation in NEYM youth programs**. Some meetings have funds for their youth to attend retreat or camp and help with transportation. In other meetings, the financial and logistical burden is solely on parents. **Attending an NEYM youth retreat is a big leap for families**. Newcomers only try out retreats when encouragement happens within the context of an on-going relationship.
- For a number of families already engaged in our retreat programs, Sessions is a draw, but for families who have not yet participated in this way, **we need to do a better job clarify why participation at Sessions is compelling for families**.
- We also believe it's important to share that **some meetings did not respond** to our offer to connect even after multiple attempts with multiple points of contact. There is either a lack of interest in relationship with NEYM or a lack of capacity to maintain the relationship.
- There is a lot of communication from NEYM to local meetings and, with Friends rotating between roles, much can get lost in the shuffle. **The most effective mode of communication is within the context of personal relationship with an emphasis on listening**.
- Our meetings are **not “one size fits all”**; while there are trends that cut across difference, it would be a mistake to assume that a “solution” for one meeting would work for all. Each meeting’s journey has unique aspects.

**Questions for reflection:**

1. *What, if any, of this information was new or surprising to you?*
2. *How might these trends inform your committee’s priorities in the coming year?*
3. *From your perspective, what are vital points of connection to for Youth Ministries Committee to maintain in the coming year?*

## **Friends Camp Director's Fall Report 2019**

Since I last reported to this committee in September, the fall has progressed for camp as expected—no big surprises. In my fourth fall as Director, many of the processes such as closing the fiscal year, opening registration, and promoting camp have become more familiar and routine. I welcome work that is expected and can be accomplished without too much drama, especially after the summer months—months which will never be routine even if I hold this job for 50 years!

### **Property Updates**

A major effort during fall months at Friends Camp is closing the property for the fall season. We have closed the property for the year, although our maintenance director Jack Belyeu is still working to wrap up a few projects. Our Meetinghouse renovations, at the time of this writing, are almost complete. The new walls, windows, and ceiling follow the new foundation and roof in recent years. This historic building is now well prepared to weather the next few decades at camp. We purchased a \$25,000 tractor and quickly put it to use preparing space for a new staff cabin! The staff cabin will be delivered this spring by Backyard Buildings, a local company which is able to build similar buildings at low cost. We had planned to construct a garage extension to house our new tractor but have hit some roadblocks related to how the garage was originally constructed. This project has been postponed until the spring or until we can solve the problems presented by the garage foundation.

### **Preparing for Summer 2020**

While summer may feel far away, we already have almost 100 campers enrolled for the 2020 season. Registration opened on November 1, 2020. While I have not done extensive marketing for this season yet, I did use our existing social media channels and email to alert families about registration opening. Based on current enrollment trends, I feel confident about excellent enrollment in our sessions for younger campers, and I am hopeful that we will also see high enrollment for our teenage sessions. I plan to engage in a significant marketing campaign, using our existing camper pool as well as social media ads to reach more teenagers this winter. Talking with families and parents about their expectations for camp and their questions is a major part of my fall work. Over the past few years I have come to know many of our families well and enjoy hearing updates on their campers' lives and talking about how camp can be part of their summers.

I have just begun the hiring season for the 2020 summer. Some of our key leadership staff are returning from last summer, including our nurse, assistant director, and health center coordinator (a counselor leadership position). I will be hiring a new head cook, although our cook for the last few years has agreed to take a few weeks off of her job in the summer to get our new cook up to speed. This is going to be a huge help! It is too early to report on our counselor hiring yet. My priorities for our 2020 staff team will be balancing experienced staff with bringing in new energy, hiring a racially and experientially diverse staff, and hiring enough counselors to maintain the camper:staff ratios we achieved in 2019. Having the budget to hire additional counselors in 2019 made an enormous difference on camper AND staff experience. We had 26 counselors in 2019 compared with 21 in 2018, and for 2020 I plan to hire 26 again. I am also working with some other camps to advertise “work at camp” as a campaign at colleges for camps with similar philosophies. Teaming up with a few other

campers could allow us a wider reach in advertising to potential camp counselors. This could also allow us to educate a more diverse college student population about the value of camp jobs.

### **Development**

The Friends Camp development committee has holding monthly meetings again this fall. We are nearing the annual appeal, and we now have the ability to automate monthly gifts. We are excited to be unrolling a monthly giving club—details to follow soon! We especially hope to engage younger alumni (in their 20s and 30s) in monthly giving to encourage their ongoing connection with camp and encourage the habit of giving. I am hosting a few “young alumni” get-togethers this winter, in collaboration with Friends Meeting at Cambridge and Friends School of Portland. While these events are not “fundraisers,” they achieve the same goal of helping alumni feel an ongoing connection to camp.

### **Health and Safety**

This fall, the Friends Camp Committee met and decided to require all immunizations required for attendance at Maine public school for campers and staff. I informed all of our 2019 families via email during October, and received about 20 affirming emails from parents who felt our decision was wise. I did not hear any critical feedback from families. However, it’s worth noting that families who already pulled out from camp in 2019 due to refusing the Measles vaccine were not on the recipient list. We feel that this is the best way to keep camp safe going forward and contribute to public health.

### **Finances**

Friends Camp is on a solid financial footing entering this winter. While we have not yet formalized our financial statements for Fiscal Year 2019, treasurer Robb Spivey and I have developed bookkeeping systems that make our financial management much smoother and so we are close to final statements being ready. The restructured chart of accounts is working well for financial reporting, and allows us to see trends over the last few years including campership awarded. While we booked a higher net income in Fiscal Year 2019 than we budgeted, our net increase in cash was much lower than our net income since we made significant investments in our property.

### **Professional Development**

I have been spending several hours each week in business school classes. My most helpful classes for Friends Camp operation have been Managerial Accounting and Finance. These classes have helped me think about the long-term financial sustainability of Friends Camp, and look forward to continuing these classes and sharing my learnings. I continue to be involved as a Board Member and Chair of the Education Committee with Maine Summer Camps. This involvement gives me opportunities to learn what struggles other camps are facing and new initiatives folks are taking on. In addition, I am a facilitator with The Summer Camp Society and am assisting with a conference in Michigan the week before Thanksgiving. Meeting other summer camp professionals is essential for me, especially as I work solo much of the winter months!

Respectfully Submitted,  
Anna Hopkins

NEYM Nominating Committee report to Permanent Board  
16 November 2019

Nominating Committee recommends the following appointments:

Steve Gates (West Falmouth Preparative), co-clerk Earthcare Witness, class of 2021

[Mary Bennett (Worcester) is the other co-clerk]

Judith Goldberger (Beacon Hill), Representative to FWCC Section of Americas, class of 2022

Neil Blanchard (Framingham) for Racial, Social and Economic Justice, class of 2022

Nur Shoop (Dover), for Racial, Social and Economic Justice, class of 2022

Richard Lindo (Framingham), for Puente, class of 2022

Gail Melix (Fresh Pond) (Sandwich) for Earthcare Ministry, class of 2022

Martha Schwope (Wellesley) for Permanent Board, class of 2022

Resignations:

Eleanor Cappa (Monadnock) from Ministry & Counsel

Bill Holcombe (Sandwich) and Sarah Gerould from Earthcare Witness

Andrea Groft (Dover), Diego Low (Framingham), and Benigno Sanchez Eppler (Northampton)  
from Puente

Do you have a lead on a prospective Treasurer candidate? The job description has been redesigned to be more doable with less time and remotely. Please contact Nominating Committee, Fritz Weiss, Bob Murray or Shearman Taber so we can follow-up on all possibilities.

With gratitude,  
Jacqueline Stillwell  
Clerk