

WHY ARE WE DOING THIS?

- continue ongoing discernment of vision, priorities, plans
- guide budget development, help Finance make choices
- affirm what Friends are lifting up
- provide inspiration, specificity for development

November

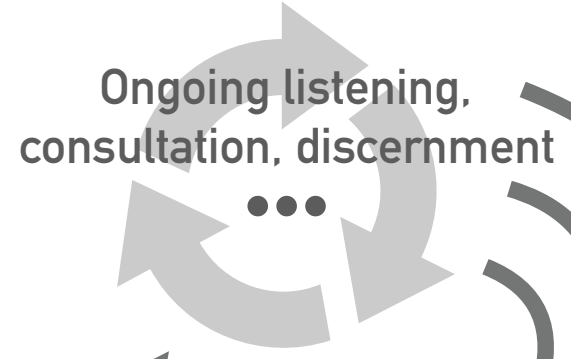
Yearly Meeting Secretary
[present funding priorities]

Permanent Board
[approve funding priorities]

January

Finance Committee
[propose budget]

Coordinating & Advisory
[ensure seasoning, consultation, integration]

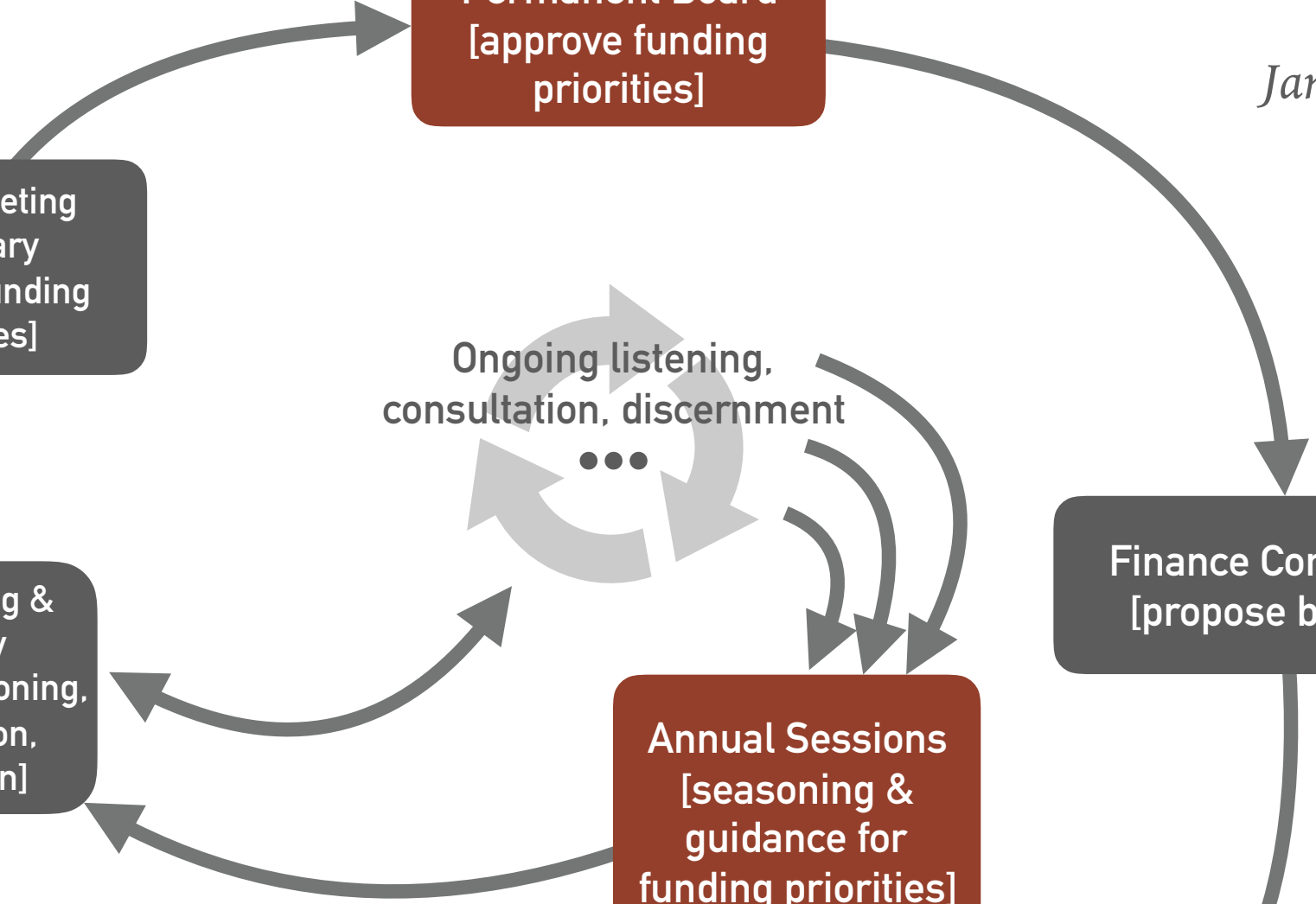


Annual Sessions
[seasoning & guidance for funding priorities]

May

Annual Sessions
[final approval for priorities & budget]

August



ADDITIONAL CONSIDERATIONS FOR NEXT YEAR'S BUDGET

- Sabbatical (Secretary)
- other personnel costs
- Sessions plans/changes
- rebuilding reserves*

RECOMMENDATIONS

- Support Inclusive Leadership*
- Spiritual Formation & Religious Education
- Global Relationships
- Staff Development

MINUTE ON INCLUSIVE LEADERSHIP, SESSIONS 2019

*The Yearly Meeting holds an ongoing commitment to **diversity, inclusion, and equity**. We strive to **nurture the gifts of all**; to create **pathways to leadership that are accessible to everyone...***

*...We commit to supporting the **leadership development** of all Friends....*

*... as possible within budgetary constraints, the Finance Committee, Treasurer, and Yearly Meeting Secretary **shall ensure funding for the recommendations and incorporate these changes into planning for future budgets.***

INCLUSIVE LEADERSHIP RECOMMENDATIONS*

► For immediate implementation:

1. allocate funding and staff support for [Nominating] consultations
2. expand childcare to include all committee meetings
3. build leadership capacity for equity, inclusion, and diversity

► Further discernment and development needed:

1. “proactively offer...financial assistance....including transportation, reliable internet, or laptop access.”
2. “...[explore] providing a stipend to leadership positions”

**approved by Sessions 2019*

EQUITY & INCLUSION

- **Purpose:** Training, capacity- and skill-building for Friends serving in leadership roles to lead, support, and help NEYM engage in practices that foster inclusion, equity, and diversity
- **May include:** Funding to support 4+ Friends serving in leadership roles—in the YM organization, through quarterly meetings, and/or in local meetings—to participate in training relating to inclusion, equity, and diversity (e.g. Beyond Diversity 101)

EXPAND CHILDCARE

- **Purpose:** To proactively remove barriers to service for parents of young children and “normalize” consistent needs for childcare to include all committee meetings
- **May include:** improved practice of reimbursement for childcare at home, more proactive outreach and assessment of childcare needs as preparation for committee service; likely some increase in future costs over current levels

PEER SUPPORT & CONSULTATION

- **Purpose:** Connect Friends serving in key roles in local meetings with “peers” engaged in similar work, to share learning, offer mutual encouragement, and grow in their gifts
- **May include:** Support for gifts and leadings/nominating consultations, clerking workshops, “Money & Spirit” finance workshops, pastoral care trainings, gatherings of Friends in public ministry

SPIRITUAL FORMATION & RELIGIOUS EDUCATION

- **Purpose:** Support continuation, growth and development of longer-term adult religious education and spiritual formation programming in New England (e.g. Nurturing Faithfulness)
- **May include:** staff time to support planning, outreach, and logistics; stipends for teachers, funding—or matching—to reduce program and room-and-board costs

GLOBAL RELATIONSHIPS

- **Purpose:** Ensure ongoing funding to support travel and other costs of attendance for NEYM-appointed representatives to gatherings of Friends internationally, including the FWCC World Plenary in Durban, South Africa in 2023.
- **May include:** Airfare, ground transportation, program registration, visa fees; recommend that Finance Committee explore adopting a multi-year process to set aside funds for representative travel, potentially including support for Cuban Friends, in addition to Friends from New England

STAFF DEVELOPMENT

- **Purpose:** To allow for more in-depth and focused skill-building and professional training for Yearly Meeting staff
- **May include:** funds to support professional development in leadership, volunteer coordination, program planning & evaluation, fundraising, financial management, communications, database administration, facilitation, conflict resolution, equity & inclusion, or other areas to improve staff members' contribution to the shared work of Friends

FURTHER RECOMMENDATION

- Ask Finance Committee to consider **creating a fund for larger capital and infrastructure expenses** (e.g. rebuilding the Sessions online registration system, maintenance and improvements to neym.org, maintenance for the Youth Ministries trailer)

FOR DISCERNMENT AND APPROVAL

- Support Inclusive Leadership
 - Expand Childcare
 - Peer Support & Consultation
 - Equity & Inclusion
- Spiritual Formation & Religious Education
- Global Relationships
- Staff Development