

**New England Yearly Meeting of Friends  
Permanent Board**

20 March 2010, Hanover Friends Meeting, Hanover, NH

**Agenda**

1. Opening worship (9:30am)
  - Memorial Minute ~ (Gordon Brown minute expected)
2. Roll call (10:00am)
3. Consideration of minutes of 16 January, 2010 PB Meeting.
4. C&A report (Linda Jenkins)
7. Yearly Meeting Secretary Report (Jonathan Vogel-Borne)
  - Priorities Budget
  - Sale of Hope Street Property at Moses Brown School
8. Report of Internal Nominating Committee (Dorothy Grannell)
9. Report of Personnel Committee (Judith Shea)
10. Report on MB incorporation (Edward Baker)
11. Report from Nurturing Friends Education at MBS (Elizabeth Zimmerman)
  - Purposes and procedures
12. Report from *Faith and Practice* Revision Committee (Jan Hoffman)
13. Finance Committee Report (Travis Belcher)
  - March 6 budget day meeting
14. Treasurer's reports (JVB)
  - Financial report
15. Other items
  - Continuing discernment regarding mid-year gathering
  - Minute of purpose
16. Closing worship
17. Locations for future PB Meetings
  - 8 May 2010, Friends Camp, China, ME
  - 7 August 2010, Bryant University, Smithfield, RI
  - 12 August 2010, Bryant University, Smithfield, RI

**New England Yearly Meeting of the Religious Society of Friends**  
**Permanent Board Minutes *draft***  
**January 16, 2010**  
**Storrs Monthly Meeting - Storrs, CT**

**10-1 Opening Worship:** We opened in waiting worship.

**10-2 Roll Call:** The Recording Clerk called the roll.

**Present:** Edward Baker, Holly Baldwin, Susan Davies, Jeremiah Dickinson, Sarah Gant, Judy Goldberger, Andrew Grannell, Dorothy Grannell, Carolyn Hilles-Pilant, Jan Hoffman, John Humphries, Mary Knowlton, Allan Kohrman, Rebecca Leuchak, Dwight Lopes, Christopher McCandless, Susan Reilly, Karen Sanchez-Eppler, Patricia Shotwell, Sarah Spencer, Philip Stone, Ruah Swennerfelt, William Upholt, Donn Weinholtz

**Regrets:** Thomas Ash, Debbie Block, Beth Gorton, Sandy Isaacs, Linda Jenkins (Presiding Clerk, YM), Donald Mick, Suzanna Schell, Jane Van Landingham, Carl Williams, Susan Zeichner

**Ex-Officio:** Travis Belcher (Finance Committee Clerk), Judith Shea (Personnel Committee Clerk), Jonathan Vogel-Borne (YM Secretary)

**Staff:** Katherine Clark

**Guests:** Joe Pandolfo, Bruce Kay, Clifford Harrison

The Clerk reported that Sara Sue Pennell has resigned her position on Permanent Board.

**10-3 Minutes** of 11/21/2009 were **approved** with corrections.

**10-4 Minute of Purpose** – The Clerk reported that the letter regarding the Minute of Purpose, provided as an advance document, was sent to Clerks of NEYM Committees and all MMs, as approved in November (Minute 09-92).

**10-5 Report from Coordinating and Advising Committee (C&A):** The Clerk reported on behalf of C&A which met last week to discuss the Priorities Budget, quarterly staff reports and Sessions Committee concerns (to be addressed later in this meeting). They also received a report from two members of the *Faith & Practice (F&P)* Revision Committee, who spoke about the challenge of continuing to carry this work after eight years. They highlighted a need for sufficient time set aside at Sessions to facilitate a process of mutual inspiration—YM gaining inspiration from consideration of the F&P draft documents and the Committee receiving inspiration from the YM's responses. Jan Hoffman, the *F&P* Revision Committee Clerk, responded to questions from PB members, who expressed gratitude for the Committee's continuing discernment and writing.

**10-6 Report from the YM Secretary:** Jonathan Vogel-Borne reported that this year's theme of Jubilee has taken root in various ways at both the monthly meeting and quarterly meeting levels. He spoke of a harrowing process (like breaking up the soil after plowing), as we struggle with what to let go of: "God is taking this yearly meeting and shaking us." Part of the YM Secretary's job description is to "create a structure for meeting the pastoral needs of the yearly meeting," and that was part of

the focus of last week's Ministry & Counsel meeting. We're attending to our spiritual health so we can better attend to the work of witnessing to and transforming the world. There is Life within the YM as we undergo this process of wrestling and harrowing, but Jonathan shared a phrase he had heard – "it could have been better than it will be." Acknowledging the cynicism reflected in the phrase, he wonders whether we are truly being faithful to our leadings.

**10-7 Personnel Committee Report:** Personnel Committee Clerk Judith Shea reported that the Committee has received and reviewed the staff reporting process outlined by the YM Secretary, and they have begun the work of updating the Personnel Policy Manual to reflect the new staffing structure approved by Sessions last August. She also reported on the Committee's process for developing the salary and benefits recommendations incorporated into the Priorities Budget:

- Gathering information from comparable Yearly Meetings and other organizations, the Committee concluded that NEYM would need to budget a minimum of \$65,000 to hire a new YM Secretary. Under their recommended salary of \$62,500, the NEYM YM Secretary would still be the lowest-paid executive among the northeastern YMs.
- Many organizations in the Friends Mutual Health Group pay 100% of health insurance costs for staff members. The Committee has recommended increasing the YM's contribution to cover 100% of health insurance premiums for staff (up from 80%) and continuing to cover 80% of premiums for family members.
- Finally, the Clerk reported that the cost of living adjustment for all salaries will be close to 2% (awaiting numbers to be published by the government in February).

**10-8 Finance Committee Report:** Finance Committee Clerk Travis Belcher reported that the Committee has not met since PB's November meeting. He highlighted the upcoming gathering for MM finance committees on Saturday, March 6 at the Amesbury meetinghouse. Called "Funding our Vision: Local Meeting Finances and NEYM Priorities Budget Day", the gathering will combine a discussion of best practices for MMs in the morning with an opportunity for MMs to give input into the YM budgeting process in the afternoon.

As in recent years, the YM is helping Friends Camp cover its annual winter cash flow challenge by temporarily depositing some of the YM's funds in the Friends Camp operating account. Once deposits for this summer's camps start coming in, the YM funds will be transferred back to the YM.

The Committee will start honing next year's budget at the end of this month, so committees anticipating unusual expenses should alert the Finance Committee Clerk or the YM Secretary as soon as possible.

**10-9 Treasurer's Report:** Acting Treasurer Jonathan Vogel-Borne, presented the Treasurer's Report for the quarter ending 12/31/2009. He first reviewed the "Statement of Activities FY09 and Budget FY10" on page 51 in the 2009 Minute Book, highlighting the good news that individual and monthly meeting contributions

slightly exceeded the budgeted amounts. Of the roughly 300 individual contributors, 5 people contributed a total of \$70,000, including a \$25,000 gift received in early FY09.

In reviewing the report for the First Quarter of FY10, he noted that an additional \$8,000 in individual contributions has been received after January 1. A new contribution from Wellesley Meeting has also just been received. Therefore, we are at roughly the same place we were this time last year (minus the special \$25,000 gift mentioned above), so the Treasurer is comfortable with our current position.

Friends accepted the Treasurer's report and expressed gratitude for Jonathan's willingness to take on these additional responsibilities for this interim period.

**10-10 Priorities Budget – First Draft:** The YM Secretary reviewed the new budget process, beginning with the preparation in December of an initial draft, drawing upon discussions with Gerald Sazama (Storrs), who has served as a planning consultant, and input from other staff. Further input from Personnel and Coordinating & Advising committees helped produce the "First Draft" being presented today to PB. With input from YM committee clerks, Finance Committee will review and revise this draft before posting it on the YM website in February. MMs will provide further input at the March 6<sup>th</sup> gathering, and in April the Finance Committee will prepare the Second Draft to present to PB in May. The Finance Committee will then prepare the final budget to present to Sessions.

A primary goal of this process is to engage more people at earlier stages of the budget development process so that there is broader "buy-in" when the budget is finally presented to Sessions.

Jonathan reviewed the detailed calculations presented in the Priorities Budget, explaining the changes in expenses incorporated within each of the priority levels and their impact on the projected gap in income.

Jonathan also reviewed the calculation of working capital reserves as a percent of annual budget, highlighting the significant difference resulting from whether or not you include Sessions income and expenses in the calculation. Since Sessions expenses (other than staff time) are covered by collected fees, Jonathan believes they should not be included, yielding a greater percentage of annual budget available as working capital reserves (roughly 29% vs 22%). Jonathan is comfortable with our current position.

One Friend shared his continued discomfort with the increased reliance on individual contributions to meet our budget, noting that such contributions are unstable and unpredictable. Some discussion of Development Committee's recent and planned fundraising efforts followed. Another Friend reminded us that in the early 1990s, the YM implemented a process of budgeting the use of large gifts over a period of five years to reduce the inherent instability.

After some further discussion of the priorities outlined in this First Draft, the Clerk stated his sense that PB approves of the process thus far and accepts what the YM Secretary has brought to us, knowing that we will have further opportunities for input and discernment.

**10-11 Report from Sessions Committee:** Christopher McCandless read from the recent Sessions Committee minutes describing their discernment concerning a Mid-Year Gathering and their referral of the question to PB. He asked PB to consider whether a Mid-Year Gathering might be an opportunity to gather not only for worship and fellowship, but also to conduct some business. One Friend expressed the concern that, unlike some other YMs, NEYM has not delegated decision-making authority to any body other than PB. Following a lengthy discussion of the possible timing, structure and purposes for a gathering, **Friends approved the following minute:**

**Friends recognized many very good reasons for gathering together – worship, fellowship, committee work, discernment of vision and/or structure – and we encourage Friends throughout the YM to continue seeking and creating opportunities for doing so. We embrace the concept of a YM gathering in addition to Annual Sessions, and we will continue our discernment about the function and structure of such a gathering. We were unable, however, to reach unity in response to the request from Sessions Committee, and we are not clear to organize a Mid-Year Gathering this spring.**

Additionally, Jonathan reported that Sessions Committee has met three times already, with intense energy. Much work has been accomplished, but much remains to be finalized. They have decided not to invite outside speakers, and there will be no keynote address nor Bible Half Hours; they decided not to have our usual committee-sponsored workshops; they have decided not to include a visit to the Great Meetinghouse in Newport; and they are considering holding off celebrating the 350<sup>th</sup> anniversary of the Yearly Meeting until sessions 2011. A key element of this year's sessions will be meeting in daily "anchor groups". Waiting worship/discernment and "essential" business will be the focus of business sessions.

**10-12 Report on Moses Brown School incorporation:** The Clerk reported that the Working Group on MBS Incorporation has met once since November and has another meeting scheduled in a few weeks. Charles White, who has been retained to represent NEYM during the incorporation process, has prepared a 'red line' version of all the legal documents. They are still working toward agreement on the structure of a commitment from MBS Board that the school's mission includes not only providing a Quaker education but also the education of Quakers.

**10-13 Travel Minute:** PB received a written report on Marion Baker's (Weare) recent trip to Kenya, traveling in the ministry. She has an open-ended travel minute, endorsed by PB, to support those in ministry in East Africa, especially women and youth. The Clerk read excerpts of her report, including some of the endorsements from Meetings she visited.

**10-14 Closing Worship:** We closed in waiting worship, planning to meet again on Saturday, March 20, 2010, at Hanover MM at 9:30 AM.

Respectfully submitted,

Edward Baker, Clerk

John Humphries, Recording Clerk

## **Draft**

### **Committee on Nurturing Friends Education at Moses Brown School** (ad hoc)

Report to NEYM Permanent Board and Moses Brown Board of Overseers

March 20, 2010

The committee has met regularly during the fall and winter. We have had 6 highly productive meetings, all at Providence Meetinghouse, and have 2 more scheduled in May and June.

The goals for the 2009-'10 academic year are being acted on as follows:

- Goal: Serve as a vehicle that strengthens the relationship between NEYM & Moses Brown School.
  - The purpose statement of the committee now reflects work that is currently happening in deepening the Quaker life of the school. This has steadily become a larger focus for the committee. We are also exploring the charge to support Quaker students from a wider geographic area. The statement indicates that work as well. Both of these concerns will be ongoing areas of focus for the committee.
  - We are asking Permanent Board to create an ex-officio position to be filled by either the Clerk of PB or the clerk of NEYM. The MB Board is being asked to do the same for the Clerk of their Board. This will allow for more representation on the committee from the school and provide better connection with NEYM.
- Goal: Serve as a support mechanism for Head of School as they implement the Quaker mission of the school
  - Development of a survey on understanding of Friends decisionmaking process was completed this winter and the survey has been given to all committees of the Board, academic divisions, and schoolhouse constituencies. A copy of the survey is included with this report.
  - The results of the survey will guide a daylong workshop on Quaker decision making, April 12, organized by the Director of Friends Education, Galen Hamann.
- Goal: Be a resource for the school in identifying available materials, offerings and content about Friends Education as needed/identified.
  - A committee member has worked with the newly formed Lower School Quaker Life committee visiting 5<sup>th</sup> grade on 2 occasions to connect Quaker history with abolition and the civil rights movement. There will also be a presentation at the next LS faculty meeting on uses of queries in classroom life and curriculum.

NEYM's office helped us identify monthly meetings with school age children in a 60 mile radius of Providence this fall. A letter from the committee and admission packet from the school was sent to each meeting. This included an offer to visit any meeting that have families who would like to learn more about the school.

Our website is online at <http://nurturingfriendsed.org/>

An evening discussion group, at Providence Meeting, for parents and Upper School students on Conscientious Objection and the Military was offered in March by Galen Hamann.

Exploring a structure for possible home boarding of Quaker students has been part of this winter's work. Information on student exchange programs and family hosting guidelines has been collected from a variety of sources including Sidwell Friends School and George School. A working group is now going to start creating our own documents for families who might be interested in hosting a student, and for the families of students as well. This will continue through the summer.

(Decision making survey included with this report)

## **Committee on Nurturing Friends Education at Moses Brown School**

Purpose:

*The purpose of this committee is to strengthen the Quaker faith and practice of Moses Brown School. The work of this committee shall be concerned with nurturing the spiritual base of the School, strengthening the spiritual relationship between New England Yearly Meeting and the School, and helping to ensure that Quaker education at the School not only continues but thrives. The committee shall work with NEYM monthly and quarterly meetings to identify qualified children of Quaker families who may wish to attend Moses Brown School and will support those students who are admitted by the school.*

Procedures:

This committee shall be the joint responsibility of the Moses Brown Board and New England Yearly Meeting.

Members of the committee will be appointed by the respective nominating committees of each Board. There will be 12 regularly appointed members and 2 ex-officio members.

Six members will be appointed by New England Yearly Meeting, and one ex-officio position filled by either the clerk of NEYM, or the clerk of Permanent Board. Six members appointed by the Moses Brown Board will include the Head of School, and the Director of Friends Education. In addition the Clerk of the MB Board will be an ex-officio member. Terms that are not designated by position will be for 3 years with one reappointment before a committee member should step down for at least one year. After an initial period of adjustment, these terms will rotate so there will be a "class" of appointees for each year.

The Clerk of this committee will be appointed by NEYM Permanent Board, with recommendation of the committee.

There will be no less than 5 meetings scheduled during the year with the beginning meeting held at Sessions in August. Meetings shall normally be open meetings with the schedule approved at the beginning of each yearly cycle. Meeting dates will be available on the committee website. Executive sessions may be called when appropriate.

Reports will be made regularly to both NEYM Permanent Board and Moses Brown's Board, with a minimum of two reports per year. Reports will provide an overview of how the committee is fulfilling its goals for each year.

The committee will take responsibility for supporting and monitoring Friends education at MB on an ongoing basis. They will participate in the once-every-ten-year accreditation of the school focusing on the Quaker component and spiritual life of the school. These accreditation studies and any suggested remediation will be reported to Permanent Board.



NEYM Nominating Committee appointments needing Permanent Board approval

<b>Name</b>	<b>Committee</b>	<b>Class</b>
Jackie Stillwell	Friends General Conference	2011
David Marstaller	Friends Camp	2010
Jessica Hipp	Friends Peace Teams Representative	2012
Mary Gilbert	Quaker Earthcare Witness Representative	2010
Rod Zwirner	Quaker Earthcare Witness Representative	2010
Debbie Colgan	Aging	2011
Katherine Fisher	Friends Committee on National Legislation	2011
Jud Lee	Earthcare Ministries (NEYM)	2012
Rod Zwirner	Earthcare Ministries (NEYM)	2012
Mary Ellen Cohane	Peace and Social Concerns	2011
Katherine Fisher	Peace and Social Concerns	2011
Anna Radoccia	Peace and social Concerns	2010
Jana Noyes	Christian Education	2012
Skip Schiel	Racial, social, and Economic Justice	2012
Kay Brown	Racial, social, and Economic Justice	2012
Rob Spivey	Board of Managers	2011
James Ellingboe	Board of Mangers	2014
David Holdt	Moses Brown Board	2013
John Brock	New England Friends Home	2012
Barbara Dakota	Peace and Social Concerns	2010

March 2010

# Proposed Fiscal Year 2011 Priorities Budget, 16 March 2010

—Developed by Jonathan Vogel-Borne & Jerry Sazama with input from Personnel, Coordinating & Advisory, Finance, FWCC, FUM Committees, Staff, Permanent Board, Funding Vision Day

Assumptions: 1) Restore benevolences and fund benefits/salary recommendations; 2) Take a conservative view of changes in income

Changes in Expenses:	Estimated Change from FY2010 Budget	Priority Level	Changes in Income:	Current FY2010 Budget	Estimated Change from FY2010 Budget
1.1 Health Care Premiums			2.1 Contributions from:		
10% (estimated) increase in health care costs (required)	\$5,062	0	Monthly Meetings	\$300,000	\$6,000
100% employee, 80% family members (Personnel Cttee) §	\$3,037	1	Individuals	\$130,000	(\$5,000)
1.2 Staff			2.2 Interest and dividend income	\$10,000	\$1,000
2.8% Cost of Living Adjustment (COLA) (Personnel Cttee) §	\$5,727	1	2.3 Increase fee for retreats and Sessions		<u>\$3,062</u>
Increase Accounts Manager time from 13 to 19 hrs/week	\$5,972	1			
Increase YM Secretary salary package (Personnel Cttee) §	\$19,357	3	<b>Total Changes in Income:</b>		<b>\$5,062</b>
Office help part-time (one day/week)	\$7,000	2			
1.3 Reductions & increase in administrative expenses			<b>Projected Gap in Income by Priority Level (see level descriptions below):</b>		
Reduce Sessions Bookstore budget to reflect historical actuals	(\$8,000)	1	Level 0: Flat budget, increased health care costs (required)		\$0
Increase admin/office/travel/publications expenses	\$11,155	1	Level 1: Level 0 + COLA +100% health + admin + Accts Mgr		(\$17,891)
(Includes \$2000 travel fund for FWCC 2012 World Conference)			Level 2: Level 1 + one day/week office help		(\$24,891)
1.4 Restore benevolences (FWCC, FGC, FUM) to FY2008 levels	\$16,746	4	Level 3: Level 2 + YM Sec salary increase		(\$44,248)
5% increase of benevolences beyond 2008 levels	\$2,400	5	Level 4: Level 3 + Restore Benevolences		(\$60,994)
1.6 Increase budget reserves §§	<u>\$0</u>	—	Level 5: All priorities (include 5% increase of benevolences)		(\$63,394)
<b>Total Change in Expenses, all priority levels:</b>	<u>\$68,456</u>				

### Suggested Priority Levels by Description:

Level 0: Flat budget	Level 1: (\$17,891)	Level 2: (\$24,891)	Level 3: (\$44,248)	Level 4: (\$60,994)	Level 5: (\$63,394)
Increased health care cost	Increased health care cost	Increased health care cost	Increased health care cost	Increased health care cost	Increased health care cost
	2.8% COLA	2.8% COLA	2.8% COLA	2.8% COLA	2.8% COLA
	100% employee health	100% employee health	100% employee health	100% employee health	100% employee health
	Increase admin expenses	Increase admin expenses	Increase admin expenses	Increase admin expenses	Increase admin expenses
	Accts Mgr hourly increase	Accts Mgr hourly increase	Accts Mgr hourly increase	Accts Mgr hourly increase	Accts Mgr hourly increase
		Office help part-time	Office help part-time	Office help part-time	Office help part-time
			YM Sec salary increase	YM Sec salary increase	YM Sec salary increase
				Restore Benevolences	Restore Benevolences
					5% Increase Benevolences

§ 1/4/2010 Personnel Cttee: "We recommend paying 100% of the premium for health insurance for the individual staff member, keeping dependents and spouses at the 80% level."

- "We recommend Cost of Living Adjustment (COLA) increases of 2.8% for all staff as called for in the Personnel Policy Manual."

[The percent change in the Boston area Consumer Price Index (CPI) over the 12 month period ending January 2010 was 2.8%.]

- "Yearly Meeting Secretary: If this position were vacant today we believe we would need to budget \$60,000 to \$70,000 to fill the opening.

We would like to move our YM Secretary into this range, at the very least, as quickly as possible.

A minimum number we came to in our discernment is \$62,500. We are open to further discernment on this topic."

§§ From the NEYM Treasurer's Manual: "It is the Finance Committee's policy to begin each fiscal year with working capital on hand equal to 25% of the year's expected expenses."

FY2010 total operations budget (minus the in/out of \$218,595 at the annual Sessions) = \$450,530 | 25% of the total FY2010 operations budget = \$112,633

9/30/2009 working capital = \$149,064 or 33% of the total operations budget (from the 9/20/2009 Balance Sheet on page 52 of the 2009 Minute Book)

# FY2010 Budget vs. Actuals and Year-to-Date Comparison with FY2009

## October 1, 2009 – March 16, 2010

	Actual Year- to-Date	Total FY10 Budget	% of Budget	FY09 Year- to-Date	\$ Change FY09 to FY10
<b>Income</b>					
4010 Individual Contributions	40,691	130,000	31.3%	65,683.70	(24,993)
4020 Monthly Meeting Contributions	118,082	300,000	39.4%	103,655.28	14,427
4022 FUM MM Restricted Funds	(108)				(108)
4030 Organizations Contributions		2,200	0.0%	7,555.00	(7,555)
4050 Interest and Dividend Income	8,654	10,000	86.5%	12,867.63	(4,213)
4070 Books and other Items	1,204	27,500	4.4%	832.09	371
4080 Retreat Program Fees	19,613	47,000	41.7%	18,921.00	692
4085 Sessions Program Fees		171,500	0.0%		
<b>Total Income</b>	<b>\$188,136</b>	<b>\$688,200</b>	<b>27.3%</b>	<b>\$209,515</b>	<b>(\$21,378)</b>
<b>Expenses</b>					
5000 Staff	137,416	270,021	50.9%	112,659	24,757
5075 Undistributed Credit Card Charge	969				969
5100 General & Administration	22,747	57,995	39.2%	21,863	884
5300 Travel & Conferences	7,005	25,650	27.3%	7,455	(451)
6000 Programs	21,025	258,575	8.1%	19,181	1,844
6140 Books and Other	246	25,500	1.0%	941	(695)
6200 Benevolence	222	39,009	0.6%	18,076	(17,854)
6600 Publications	7,577	11,450	66.2%	12,317	(4,740)
<b>Total Expenses</b>	<b>\$197,208</b>	<b>\$688,200</b>	<b>28.7%</b>	<b>\$192,491</b>	<b>\$4,716</b>
<b>Net Income</b>	<b>(\$9,071)</b>	<b>\$0</b>		<b>\$17,023</b>	<b>(\$26,095)</b>
4090 Change in Fair Value	33,297.59			(112,519.56)	145,817.15

Tuesday, Mar 16, 2010 06:49:14 PM GMT-4 - Cash Basis

# FY2010 Budget vs. Actuals Detail

## October 1, 2009 to March 16, 2010

	Actual	Total Budget	% of Budget
<b>Income</b>			
4010 Individual Contributions	40,691	130,000	31.3%
4020 Monthly Meeting Contributions	118,082	300,000	39.4%
4022 FUM MM Restricted Funds	(108)		
4030 Organizations Contributions		2,200	0.0%
4050 Interest and Dividend Income	8,654	10,000	86.5%
4070 Books and other Items			
4072 Sales - Books	1,025	27,000	3.8%
4074 Quip Discount	(204)		
<b>Total 4072 Sales - Books</b>	<b>821</b>	<b>27,000</b>	<b>3.0%</b>
4075 Sales -Other Items	245	500	49.0%
4076 Shipping/Postage	137		
<b>Total 4070 Books and other Items</b>	<b>1,204</b>	<b>27,500</b>	<b>4.4%</b>
4080 Retreat Program Fees	19,613	47,000	41.7%
4085 Sessions Program Fees		171,500	0.0%
<b>Total Income</b>	<b>188,136</b>	<b>688,200</b>	<b>27.3%</b>
<b>Expenses</b>			
<b>5000 Staff</b>			
5010 Salaries & Wages	90,262	171,854	52.5%
5037 Housing Allowance	12,000	24,000	50.0%
<b>Total 5010 Salaries &amp; Wages</b>	<b>102,262</b>	<b>195,854</b>	<b>52.2%</b>
5020 Payroll Taxes	5,471	11,090	49.3%
<b>5030 Benefits</b>			
5033 Health Benefits	21,017	50,389	41.7%
5035 Retirements	7,226	9,704	74.5%
5040 Disability	621	957	64.9%
5045 Workers' Compensation	819	811	101.0%
<b>Total 5030 Benefits</b>	<b>29,683</b>	<b>61,861</b>	<b>48.0%</b>
5050 Spiritual Retreats		1,216	0.0%
<b>Total 5000 Staff</b>	<b>137,416</b>	<b>270,021</b>	<b>50.9%</b>
5075 Undistributed Credit Card Charge	969		
<b>5100 General &amp; Administration</b>			
<b>5110 Administration</b>			
5120 Bank Expense	475	2,800	17.0%
5130 Contracted Services	200	16,000	1.3%
5140 Legal Services	1,000	1,000	100.0%
5150 Liability Insurance	7,195	7,500	95.9%
5160 Payroll Service	729	1,300	56.1%
5170 Recruiting Expense		1,000	0.0%
5180 Rent	4,675	9,350	50.0%
<b>Total 5110 Administration</b>	<b>14,274</b>	<b>38,950</b>	<b>36.6%</b>
<b>5200 Office</b>			
5220 Cleaning Services	(65)	300	-21.7%
5230 Maint - Equip & Hardware	59	1,500	3.9%
5240 Postage	1,387	4,000	34.7%
5250 Office Equipment	1,031	750	137.5%
5260 Office Supplies	1,532	2,250	68.1%
5270 Printing & Copying	2,717	5,495	49.5%
5280 Software & Updates	58	750	7.7%
5290 Telephone	1,754	4,000	43.9%
<b>Total 5200 Office</b>	<b>8,473</b>	<b>19,045</b>	<b>44.5%</b>
<b>Total 5100 General &amp; Administration</b>	<b>22,747</b>	<b>57,995</b>	<b>39.2%</b>
<b>5300 Travel &amp; Conferences</b>			
5310 Travel - Committee	970	3,000	32.3%
5320 Travel - Clerk	748	4,000	18.7%

# FY2010 Budget vs. Actuals Detail

October 1, 2009 to March 16, 2010

5330 Travel - Programs	155	2,100	7.4%
5335 Travel - Representatives Travel	1,963	3,500	56.1%
5350 Travel - Staff	3,169	12,000	26.4%
5360 Travel - Ministries		1,050	0.0%
<b>Total 5300 Travel &amp; Conferences</b>	<b>7,005</b>	<b>25,650</b>	<b>27.3%</b>
<b>6000 Programs</b>			
6105 Honoraria - Speakers/Wkshp Ldrs	2,400	9,600	25.0%
6110 Sessions Room & Board		163,100	0.0%
6112 Retreats - Room & Board			
6114 Room Rental	14,186	35,000	40.5%
6150 Food Expense	2,671	15,000	17.8%
<b>Total 6112 Retreats - Room &amp; Board</b>	<b>16,857</b>	<b>50,000</b>	<b>33.7%</b>
6125 Program Expenses			
6115 Equipment Rental		4,000	0.0%
6121 Supplies and Other Expenses	1,767	8,900	19.9%
6165 Pre-Sessions Expense		900	0.0%
<b>Total 6125 Program Expenses</b>	<b>1,767</b>	<b>13,800</b>	<b>12.8%</b>
6130 Committee Expenses - General		19,075	0.0%
6160 Support - Retreats & Sessopms		3,000	0.0%
<b>Total 6000 Programs</b>	<b>21,025</b>	<b>258,575</b>	<b>8.1%</b>
<b>6140 Books and Other</b>			
6142 Books	134	25,000	0.5%
6145 Other Items for Sale	112	500	22.4%
<b>Total 6140 Books and Other</b>	<b>246</b>	<b>25,500</b>	<b>1.0%</b>
<b>6200 Benevolence</b>			
6310 FGC		13,245	0.0%
6320 FUM	(108)	13,245	-0.8%
6325 FWCC		4,769	0.0%
6328 Ramallah Friends School		100	0.0%
6330 Friends' Organizations			
6335 AFSC		300	0.0%
6338 Cuba Yearly Meeting	205	0	
6340 FCNL		750	0.0%
6345 QEW		300	0.0%
6350 Friends Peace Teams		100	0.0%
6355 FWCC 3rd World Travel		500	0.0%
6360 QUNO		200	0.0%
<b>Total 6330 Friends' Organizations</b>	<b>205</b>	<b>2,150</b>	<b>9.5%</b>
6575 Other Organizations		650	0.0%
6590 Ecumenical Organizations			
6592 State Council of Churches		4,500	0.0%
6594 NE Council of Churches		150	0.0%
6596 NECL	125	100	125.0%
6598 World Council of Churches		100	0.0%
<b>Total 6590 Ecumenical Organizations</b>	<b>125</b>	<b>4,850</b>	<b>2.6%</b>
<b>Total 6200 Benevolence</b>	<b>222</b>	<b>39,009</b>	<b>0.6%</b>
<b>6600 Publications</b>			
6610 Yearly Meeting Minute Book	7,577	6,950	109.0%
6620 New England Friend		4,500	0.0%
<b>Total 6600 Publications</b>	<b>7,577</b>	<b>11,450</b>	<b>66.2%</b>
<b>Total Expenses</b>	<b>197,208</b>	<b>688,200</b>	<b>28.7%</b>
<b>Net Income</b>	<b>(9,071)</b>	<b>0</b>	
<b>4090 Change in Fair Value</b>	<b>33,298</b>		

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