

Permanent Board of New England Yearly Meeting  
January 19, 2013  
Framingham Friends Meeting, Framingham, Massachusetts

## Agenda

9:00 Gather  
9:30 Worship  
10:00 Agenda:

(Bolded items indicate relevant reports)

1. Roll call
2. **Review minutes**
3. **Status Update from the ad hoc Legacy Gift Committee**
  - **Correspondence from YAFs**
4. Prayerful reflection on the message given to us from the YAFs
5. **Report and Recommendations from group looking at the Student Loans**
6. **Presiding Clerk report**
  - **Suggested revisions to Structural Review Committee charge**
7. Status update from the ad hoc YM Structural Review Committee
8. **Treasurer's Report**
9. **Yearly Meeting Secretary Report**
  - **Report from Noah Baker Merrill**
  - **Priorities Budget**
10. **Report from Personnel Committee**
  - **Supervision proposal**
11. Proposed: Lay down the ad hoc Search Committee
12. **Report from YAFs travel to Cuba.**
  - **Letters from NEYM YAF delegation, and from Cuban YAFs**
  - **(Optional: Endorsed letters for each of the YAF delegation)**
13. **Updated travel minute for Kathleen Wooten**
14. **Internal Nominating Report**
15. NEFH Memorial Minute Update
16. Monthly Meeting Outreach

3:30 Close in worship

Upcoming Meetings:

*March 16, 2013, Smithfield, RI*

*May 11, 2013, location TBA*

*August 3, 2013, Bryant University, Smithfield, RI*

**New England Yearly Meeting of the Religious Society of Friends**  
**Permanent Board Minutes Draft**  
**November 17, 2012**  
**Midcoast Monthly Meeting**

**12-98 Opening Worship:** Friends gathered for worship in the sunny and peaceful meeting room of Midcoast Meeting. We heard a Memorial Minute for Bernice Simpson Douglas.

**12-99 Roll Call:** The Recording Clerk called the roll:

**Present:** Holly Baldwin, Travis Belcher, Susan Davies, Jeremiah Dickinson, Sarah Gant, Jan Hoffman, Nancy Isaacs, Sandy Isaacs, Mary Knowlton, Allan Kohrman, Christopher McCandless, Robert Murray, Bruce Neumann, Karen Sanchez-Eppler, Suzanna Schell, Patricia Shotwell, Sara Smith, Caroline Stone, Phillip Stone, Fritz Weiss, Rosemary Zimmerman, Hannah Zwirner

**Regrets:** Edward Baker (Clerk of Personnel), Aimee Belanger, Debbie Block (resigned), Deana Chase, Eric Edwards, Ben Guaraldi, Galen Hamman, John Humphries, Rebecca Leuchak, Elias Sanchez-Eppler, Jane Van LANDINGHAM, Donn Weinholtz, Carl Williams, Maria Lamberto (clerk of Finance)

**Ex-officio:** Edward Mair (Treasurer), Jacqueline Stillwell (Presiding Clerk), Jonathan Vogel-Borne (Yearly Meeting Secretary), Noah Baker Merrill (YM Secretary designate), Nat Shed (Friends Camp Director)

**Guests:** Suzanne Hallett (Midcoast), Richard Bullock (Acadia), Kathleen Wooten (Lawrence), Leslie Manning (Durham), Carmen Lavertu (Midcoast), Peter Nutting (Vassalboro), Benigno Sanchez-Eppler (Northampton), Beth Collea (Wellesley), Susan Brew (Vassalboro), Kristna Evans (North Shore), Carole Beal (Acadia)

**12-100 Minutes:** The minutes from our August 9 meeting were considered and approved.

**12-101 Yearly Meeting Secretary Report:** Jonathan Vogel-Borne (outgoing secretary) and Noah Baker Merrill (secretary designate) rose together to report on events and issues in the Yearly Meeting. Noah reflected that he is grateful for the lead time between his selection and the start of his tenure. This has allowed him to spend time with Jonathan and others learning about issues and processes, and time in prayer, looking for wisdom on where God is leading us.

Jonathan explained the latest evolution of the minute book: the Minutes of our Annual Sessions will be printed in an 8 ½ x 11 format and mailed to every Monthly Meeting. The Minutes will also be available on-line at neym.org. The Directory, which will include Meeting information, committee information, financial information, and contact information, will be available in a spiral bound volume the size of our current Minute Book.

Jonathan spoke about the staff, noting that Noah will inherit a wonderful Yearly Meeting staff. We heard that Jody Goodman, our Archivist, has left, and that Kevin Lee will be retiring this fall from his many years of leading youth retreats.

Gretchen Baker Smith, who has been sharing a full-time position with Kevin, will take over his responsibilities.

Noah and Jonathan led us in a brief exercise from FUM's Forty Days of Prayer, noting that a number of monthly meetings have groups who have engaged in this discipline. We considered the query: *"As you consider all of the world's needs, and opportunities for ministry in the world, where and how do you sense God is calling FUM to be most involved?"*

**12-102 Memorial Minute:** We approved forwarding Bernice Simpson Douglas's Memorial Minute to Sessions.

**12-103 Mentor:** Recognizing that Noah will be a new (ex-officio) member of Permanent Board beginning in January, we appointed Jan Hoffman as his mentor.

**12-104 Legacy Discernment Committee:** Suzanna Schell, reporting for the Legacy Discernment Committee which also includes Allan Kohrman and Nancy Haines, reviewed their proposal, which includes a letter to be sent to monthly meetings and other groups within the Yearly Meeting, requesting that Friends spend time considering the query: *"This money is a gift from the past to the future. How could this money help Friends answer God's call?"* A suggested timeline looks towards PB reviewing submitted proposals in time to consider them and bring a final proposal to Sessions. Accepting the timeline as a guide, not a rule, we agreed that proper seasoning was more important than rapid resolution. The ad-hoc committee's proposal also includes offering intervisitation to facilitate these discussions, but the named committee declines to travel and requests more members, who would be available and willing to travel in addition to assisting with discernment. Suzanna noted that a variety of materials would be made available on the website, to assist groups in their discernment process. Two suggestions were made about the letter, one to emphasize the corporate nature of the discernment, the other to include a set of queries which Mt. Toby Meeting used in some financial discernment a few years ago.

We heard voices suggesting that the money would be best used as a resource for nurturing monthly meetings, and that discernment should focus on that subject. Recognizing that nurture of meetings will always be a concern, while the gift is a resource very much in the present, we were clear not to limit discernment or proposals. We did suggest that the committee, in its communication with meetings and other groups, encourage them to keep their focus on the MM/QM/YM.

Friends suggested a few more names for this committee. Holly will work with Suzanna, Allan, and Nancy to explore who is willing to participate.

In closing this conversation, we were encouraged to carry our membership in Permanent Board into our own meetings, and facilitate these conversations.

**12-105 Presiding Clerk Report:** Jacqueline Stillwell reported on various developments around the Yearly Meeting. We heard that a draft of the Organizational Manual has been posted at neym.org. The manual is "a tool to help us understand our roles within NEYM and to describe the procedures and practices that provide continuity

in the operation of the yearly Meeting.” We are encouraged to review it and offer thoughts and feedback to Jonathan.

Coordinating and Advisory, together with Personnel Committee, has been considering what the right structure might be to support the Yearly Meeting Secretary, and what would be useful to Noah in his transition. Edward Baker will provide immediate support for this transition, until other structures are set up.

Sessions Committee has picked the theme for next year: “Live up to the light thou hast, and more will be granted to thee.” Plans are moving forward for a mid-year gathering on March 23 in Portland. Two Irish Friends, Simon Lamb and John Fitzgerald will be presenters. We also heard that Sessions Committee has set up a new site-selection committee to explore future locations.

**12-106 Yearly Meeting Structure:** Continuing a discussion initiated by a minute from Nominating Committee (PB Minute 12-49), and continued at our Aug. 4<sup>th</sup> and Aug. 9<sup>th</sup> meetings (PB minutes 12-68 and 12-91), we considered how to move forward with the concern. Jan Hoffman presented a summary (Proposed Charge for ad hoc Structural Review Committee, attached) that she, Christopher McCandless, and Holly Baldwin had prepared. The charge encourages this committee to consider multiple areas of concern which have arisen including: Nominating’s concern about their work and the committee structure; Permanent Boards’ composition and relationship to MM’s; staff structure and work load; and a more general concern about the relationships of Monthly, Quarterly, and Yearly Meetings. We had previously found ourselves moving in the direction of a broader look at YM structure, rather than limiting ourselves to considering the nominating system. Friends reinforced this view, encouraging the ad-hoc committee to “start with a clean sheet of paper, considering what God wants us to do, and how we should structure that work.”

Friends familiar with the urgency of the Nominating issues expressed concerns about the process taking a long time. We were reminded that it *is* possible for such work to happen relatively quickly, and that any new system will itself evolve as new understandings are revealed.

Friends also pointed out that parts of our structure do work well, including Permanent Board.

The Clerk offered a minute of summary and charge, which we **approved**:

We celebrate the life, faithfulness, and work present in the YM, and the opportunity to improve our structures to enable this work to continue and grow. We accept this charge and ask a committee to be formed to explore where the life is, in our YM, and how our structures may help us be of the greatest use to God. We ask that this committee give special and urgent attention to nominating concerns.

Noting that there may be points of common exploration and discovery, between the work of the Legacy Gift Committee and the Yearly Meeting Structure Committee, we suggest they have regular communication.

In closing, we were asked, “How do we enhance the ministry in each of us, and create structures so that we can be the light in the world?”

**12-107 Yearly Meeting Structure Committee:** We considered what gifts will be needed on this committee, noting that it will need a balance of linear thinkers and global thinkers; Friends who are appreciative of history, but not bound by it; and those who have a radical trust in Divine guidance.

The clerk read the names of Friends who have previously expressed interest in service on this committee and Friends raised up a few more. We approved delegating final composition of this committee to C&A. Bruce Neumann agreed to convene the first meeting.

**12-108 Friends Camp:** Nat Shed opened his remarks by expressing his appreciation for his recent sabbatical. He continued by noting that the remove from daily business which this allowed provided an opportunity for reflection on the structure and the future of the Camp. In light of recent history of the New England Friends Home, he feels that there is work to be done to ensure the long-term viability of the Camp. While the Friends Camp Committee is in practice the primary advisory group for the Camp, the nominating process does not always provide a balance of necessary skills, including legal, financial, personnel, development, and insurance. In fact, he reminded us, ultimately Permanent Board has the legal oversight of the Friends Camp. He is asking the Permanent Board for help in considering what structure might be useful in providing the necessary advice, oversight, and fiduciary responsibility.

In considering this request, Friends suggested that some advisory positions should be based on specific skill or function, rather than open nomination. We also heard, again reflecting on the recent history of NEFH, that the camp should engage in periodic review of the relevance and vitality of its ministry.

Friends thanked Nat for suggesting ways we can move toward more sound governance of the Camp, and **approved** forming an ad-hoc committee to explore ways of strengthening the governance of the Camp, consisting of Travis Belcher, Mary Knowlton, and Carolyn Stone. Invitations will also be extended to Finance, Personnel, and Nominating Committees, to send representatives. Travis will convene the first meeting. Friends also **approved** asking Nat and the Camp Committee to explore accreditation for the Camp.

**12-109 Treasurer's Report:** Ed Mair, NEYM Treasurer, presented a few items for our consideration:

- Ed would like to set up two accounts for the receipt of stock donations to the Yearly Meeting. The stock could then be liquidated and the resulting funds transferred to the Pooled Funds. One such account would be in Amesbury, convenient for the current Treasurer and Communications Director who would be signatories. The other account would be at a bank convenient for the DeBurlo Group, managers of the Pooled Funds, where the Yearly Meeting Secretary and Permanent Board Clerk would be signatories. **Friends approved** the creation of two such accounts, and naming the Treasurer, Communications Director, Yearly Meeting Secretary and Clerk of Permanent Board as signatories.

- Ed reported that NEYM had a \$58K deficit last year, due to a combination of factors including a Sessions deficit, lower than expected Monthly Meeting and individual income, and a change of bookkeeping practice. While our reserves are sufficient to carry us through similar deficits for several years, Sessions approval of our FY13 budget, which includes a challenge of \$38K, cannot be taken lightly. Ed pointed at extreme measures taken in Philadelphia Yearly Meeting (PYM) in recent years, due to a series of financial shortfalls. He expressed concern that some in PYM blamed the treasurer for not warning the YM, and stated clearly “The Permanent Board should consider itself warned!” Some Friends expressed regret about Finance Committee’s 2012-13 budget proposal, and Sessions approval of the challenge budget.
- Friends approved the Treasurer’s and the Finance Committee’s recommendation to liquidate the Hill-Hanson fund. Approximately \$30K will be transferred to operating reserves. The Hill-Hanson fund was previously dedicated to the operation of the NEFH.

**12-110 Student Loan Committee:** Christopher McCandless reported that the ad-hoc committee consisting of himself, Travis Belcher, and Allan Kohrman, has begun to consider the value and the structure of the Student Loan program, which has been inactive for several years. Christopher asked for PB authorization to contact individuals with outstanding loans, totaling approximately \$130K. **Friends approved.** The ad-hoc committee will bring a proposal to PB at a later date, concerning the future of the Student Loan program.

**12-111 Nominating:** For Yearly Meeting Nominating Committee, Christopher McCandless presented the following names. **Friends approved:**

- Archives: Donna McDaniel (Framingham) class of 2015
- Ministry and Counsel: Jerry Sazama (Storrs) class of 2015
- FWCC: Sheila Garrett (Monadnock) class of 2015
- FWCC: Judy Goldberger (Beacon Hill) class of 2015
- Racial, Social, and Economic Justice: Nur Shoop (Dover) class of 2015
- Faith and Practice Revision: Susan Davies

**12-112 Puente:** The clerk read a letter from Puente Committee, requesting approval for Benigno Sanchez-Eppler to travel in the ministry as representative of New England Yearly Meeting, to visit Cuba Yearly Meeting; as well as a letter of introduction from Northampton Meeting. **Friends approved** this travel.

**12-113 Intervisitation:** The clerk reported that she met with Susan Davies, John Humphries, Rebecca Leuchak, and Ben Guaraldi, to consider ways to do intervisitation in conjunction with Permanent Board meetings. The group proposes arranging Saturday evening potluck and discussion groups after our meetings. Supportive of the concept, Friends offered a few thoughts: perhaps Friday evening we would be fresher and more light-filled, perhaps we might have a longer lunch period on Saturday, or perhaps the Permanent Board could meet on Sunday.

Understanding that this proposal is a concept in development, and that some choices will depend on the interest and availability at the host meeting, we asked Susan Davies, Ed Mair, Holly Baldwin, and Patsy Shotwell to shepherd this process with Framingham Meeting, location of our January meeting.

PB members who had stayed with local Friends reminded us of the value of building relationships with others around the yearly meeting.

**12-114 Closing Worship:** We closed in worship, purposing to meet again, God willing, on January 19, 2013, at Framingham Meeting.

Holly Baldwin, Clerk

Bruce Neumann, Recording Clerk

January 5<sup>th</sup>, 2013

Brothers and Sisters of New England Yearly Meeting,

Responding to the invitation from Permanent Board to contribute to the discernment on the use of the Legacy gift from the sale of the New England Friends Home, Young Adult Friends gathered in worship at our Mid-Winter Retreat at Mt. Toby Meeting during the weekend of January 3<sup>rd</sup> through 6<sup>th</sup>, 2013. Inspired by this invitation, we chose to focus the theme of our retreat on Friends and money, calling it “Rich with Confusion.” The YAF community has been sitting with this issue since Sessions in August and at the retreat we began a process of corporate discernment.

This invitation is an invitation to hope. Still, we sense fear. There is fear of change, conflict, failure, wielding power, not having enough, seeing our condition clearly, and our movement dying out. But we cannot give in to this fear. We must live our faith, for it is only through the exercise of faith that we can come to new life. It is by taking the risks of faithful action that this new life comes to be and fear is cast out.

We feel blessed by this opportunity to imagine the Quaker movement that might be possible in our time. Some of us had forgotten that we are able to affect anything at all. This visioning has breathed new life into us as we discover work that may not even require money. Let us not be distracted by the question of how to spend the money, but let us enter more deeply into the new life that is already rising up in our yearly meeting and allow the money to follow those channels. This is how we let the living water flow.

We can feel this hope especially in the opportunity to liberate gifts of ministry waiting within us, as well as the evangelism of welcoming people home to this authentic life in the spirit. It is by returning to our deep well of faith that we can respond to the world’s deep need in this time of crisis and change.

We are concerned that the current process may lead to competing proposals rather than building up the unity and life of our yearly meeting. We pray that this concern will be held as we seek a way forward together.

In Love and Light,

Young Adult Friends of New England Yearly Meeting

“Seek ye first the kingdom of God, and His righteousness; and all these things shall be added unto you. Take therefore no thought for the morrow: for the morrow shall take thought for the things of itself. Sufficient unto the day is the evil thereof.” — Matthew 6:33-34



# **STUDENT LOAN COMMITTEE**

## **Report to Permanent Board**

In 1890 New England Friends created the Student Loan Committee to aid our young people with their college tuition. Over the decades our aid proved quite useful; at times we raised so much money that we were able to grant scholarships as well.

But over the years our efforts have been more meager. College tuition as late as the 1960s was as little as \$2000, even at a private school; now expenses can easily be \$40,000 a year or even \$50,000. Our young people have more and more turned to other sources, such as government loans and grants as well as aid from their colleges and universities. Thus the need for the Student Loan Committee has lessened.

For the past three years Student Loan Committee has not functioned. No loans have been made; no notices have been sent to borrowers. Nineteen people have outstanding loans. In the fall Permanent Board asked Travis Belcher, Christopher McCandless, and Allan Kohrman to look into the matter.

We attempted to contact our borrowers. Fourteen borrowers are in the process of repaying or have agreed to get in touch with Frederick Martin, our Accounts Manager, in order to set up a payment plan. One believes that a loan has been paid, and it is possible our records are in error. Frederic will be looking into this. Meanwhile we have \$56,494 in unused funds. The amount owed to us is \$82,033.05.

We propose that the Student Loan Committee be laid down. Given that the money was contributed for educational reasons, we further propose that the money be offered to our four Quaker schools: Moses Brown School, the Lincoln School, Portland Friends School, and Cambridge Friends Schools. The money we contribute would be used for scholarships for children of New England Quakers. As more payments on our loans arrive, the Accounts Manager would from time to time distribute them to the four schools.

Frederic will continue to communicate with the borrowers. Allan Kohrman has agreed to assist him upon request.

We remember all the Quakers who over the decades have contributed time and money to this committee and are thankful for their service.

Treasurer's Report to Permanent Board for 19<sup>th</sup> day of First Month 2013  
Framingham Monthly Meeting  
Prepared by Ed Mair

The first three paragraphs are similar to my last report but bear repeating. The bottom line is that in FY2012 we lost \$58,000 and that we have already predicted a funding challenge of ~ \$ 38,000 for FY2013. Obviously we cannot go on this way! The problem so far has been on the revenue side. Our expenses are down from the budget but our income is down even more.

At my direction, Frederick Martin, our accounts manager closed FY2012 by taking the \$58,185.08 from working capital leaving the balance in working capital at \$ 156,590.10. With a budget for FY2013 of ~ \$703,000 our guidelines suggest we should have ~ \$ 175,750 in Working Capital.

Following discussions that Maria Lamberto (Clerk, Finance Committee), Nancy Haines (Clerk, Development Committee, Jeffrey Hipp (Communications Director/Office Manager), Frederick Martin (Accounts Manager) and I (Treasurer) have had, it seems like we should be clearer in separating our "Operations Budget" from our "Investment Budget." For this reason, I instructed Frederick to classify Dividend and Interest income as part of the Investment Budget rather than as part of Operating Budget. This seems prudent since much of that interest and dividends is actually restricted. This resulted in a greater loss on the operating budget (about \$11,000) but an increase in working capital available to cover the loss in the same amount. It gives us a clearer idea of our real financial situation I believe.

The interest and dividends that the NEYM share of the Pooled Funds earns that could be used for operating budgets is any attributable to Working Capital, Endowment, or Quasi Endowment, the unrestricted funds. This could be up to the \$12,000 shown in the budget but I would like Permanent Board to review this option and issue a new directive to the Finance Committee and the Treasurer to this effect if desired.

Our Balance Sheet as of January 10, 2013 looks fine.

We have \$ 2,160,785 in assets. But we need to remember that most of this is in Restricted Funds (\$ 500,244) and Revolving Accounts (\$174,396), that cannot be touched for our operating needs. Of that amount \$1,162,691 of principal, interest and growth is in the New England Friend's Home (NEFH) temporarily restricted fund.

There is about \$ 29,000 in the Hill/Hanson Fund that Permanent Board has agreed to close down and allow to be transferred to the NEYM to pay expenses related to closing the NEFH. The Finance Committee minutes suggested that these funds should be transferred from that fund to the Quasi Endowment Fund and that then a journal entry can move funds from Quasi Endowment to Working Capital to restore it to 25% of our budget. The Permanent Board concurred.

I again suggest that the principal of the NEFH sale be kept in the pooled funds for 20 years and that the interest and dividends be transferred each year to working capital. This will slowly build a new fund to cover any future deficits and at the end of 20 years NEYM will still have the \$1,125,000 to distribute or keep as the members may see fit at that time. The annual interest might possibly be split between working capital and priorities set for the year by the whole community of NEYM.

**NEYM**  
**Balance Sheet**  
As of January 10, 2013

	<b>Total</b>
<b>ASSETS</b>	
<b>Bank Accounts</b>	
<b>1000 Checking Accounts</b>	
1005 TD Bank Checking	125,249.86
1010 Checking Northampton Coop	2,441.01
1015 Bank of America - Checking	0.00
1040 Petty Cash	200.00
<b>Total 1000 Checking Accounts</b>	<b>\$127,890.87</b>
<b>1020 Money Market Accounts</b>	
1022 TD Bank MM \$#1	2,543.57
1025 Money Market Northampton Coop	1,053.06
1070 Bank of America - Money Market	0.00
<b>Total 1020 Money Market Accounts</b>	<b>\$3,596.63</b>
<b>1050 Certificates of Deposits</b>	
1051 TD Bank MM #2 CD	5,316.32
1052 CD'S Northampton Coop	53,915.81
1055 DNU (deleted)	0.00
1080 Bank of America - CD	0.00
<b>Total 1050 Certificates of Deposits</b>	\$59,232.13
<b>Total Bank Accounts</b>	<b>\$190,719.63</b>
<b>Accounts Receivable</b>	
<b>1200 Accounts Receivable</b>	
1210 SLOA AR Principal Interest	15,964.54
1215 SLOA Principal Non Interest	61,805.38
1220 SLOA Interest Receivable	4,263.13
1230 CD sales receivable	0.00
1275 Book Sales	-88.91
<b>Total 1200 Accounts Receivable</b>	<b>\$81,944.14</b>
<b>1075 Pooled Funds</b>	1,887,607.49
<b>1100 Accrued Receivable</b>	-123.96
<b>1110 Due to/from Friends Camp</b>	37.89
<b>1120 Employee Advances</b>	0.00
<b>1130 Student Loan Principal Rec.</b>	0.00
<b>1132 Student Loan Principal Non Inte</b>	0.00
<b>1135 Student Loan Interest Rec.</b>	0.00
<b>1140 Due to/from Sessions</b>	0.00
<b>1150 Prepaid Expenses</b>	600.00
<b>1190 Misc due to/from</b>	<b>0.00</b>
<b>1499 Undeposited Funds</b>	0.00

Total Current Assets	<u>\$1,888,121.42</u>
<b>Total Assets</b>	<b>\$2,160,785.19</b>
<b>LIABILITIES AND EQUITY</b>	<b>0.00</b>
Liabilities	0.00
Current Liabilities	0.00
Total Accounts Payable	0.00
Other Current Liabilities	<b>\$ 0.00</b>
2010 Accrued Liabilities	333.13
2110 Federal Taxes	0.00
2120 State Taxes	0.00
2150 Health Insurance Premium	0.00
2155 Sect 125 Employee Withholding	45.32
2160 403B Retirement	0.00
<b>Total Liabilities</b>	<b>378.45</b>
<b>Equity</b>	
3500 Working Capital	156,590.10
3600 Board Designated Funds	
3620 Faith & Practice Revision	38,954.96
3630 World Conference Travel	0.00
3650 Quasi-Endowment (Investments)	129,653.80
3680 NEFH Fund	1,162,691.39
<b>Total 3600 Board Designated Funds</b>	<b>\$1,331,300.15</b>
3700 Revolving Accounts	
3705 Archives	4,345.58
3712 FUM Intervisitation	1,368.45
3714 Peace Tax Fund	9,365.45
3715 Peaceworker	1,784.36
3720 Prejudice & Poverty	6,762.14
3725 Puente de Amigos	3,991.97
3730 Suffering	4,939.42
3740 CE Pubs	0.00
3750 M & C Pubs	0.00
3755 Student Loan	138,527.31
3760 Young Friends Travel	3,310.96
3780 FCNL Pass through	0.00
<b>Total 3700 Revolving Accounts</b>	<b>\$174,395.64</b>
3800 Permanently Restricted Funds	
3802 Endowment Fund	
38021 Unavailable	20,802.48
38022 Available	1,094.87
<b>Total 3802 Endowment Fund</b>	<b>21,897.35</b>
3804 Alice Needham	

38041 Unavailable	15,751.11
38042 Available	829.01
<b>Total 3804 Alice Needham</b>	<b>16,580.12</b>
3806 Amy S. Hayden	
38061 Unavailable	51,899.88
38062 Available	2,731.57
<b>Total 3806 Amy S. Hayden</b>	<b>54,631.45</b>
3808 Anna M. Brown	
38081 Unavailable	31,504.43
38082 Available	1,658.13
<b>Total 3808 Anna M. Brown</b>	<b>33,162.56</b>
3810 Freedmen's	
38101 Unavailable	98,898.16
38102 Available	33,195.81
<b>Total 3810 Freedmen's</b>	<b>132,093.97</b>
3812 FUM Foreign Missions	
38121 Unavailable	42,451.72
38122 Available	2,234.30
<b>Total 3812 FUM Foreign Missions</b>	<b>44,686.02</b>
3814 FUM Home & Foreign	
38141 Unavailable	5,943.51
38142 Available	312.82
<b>Total 3814 FUM Home &amp; Foreign</b>	<b>6,256.33</b>
3816 FUM Ramallah	
38161 Unavailable	53,677.70
38162 Available	2,825.14
<b>Total 3816 FUM Ramallah</b>	<b>56,502.84</b>
3818 Hanson/Hill	
38181 Unavailable	28,443.03
38182 Available	1,497.00
<b>Total 3818 Hanson/Hill</b>	<b>29,940.03</b>
3820 J. G. Green	
38201 Unavailable	0.00
38202 Available	0.00
<b>Total 3820 J. G. Green</b>	<b>0.00</b>
3822 L & M Binford	
38221 Unavailable	0.00
38222 Available	0.00
<b>Total 3822 L &amp; M Binford</b>	<b>0.00</b>
3824 Mosher Book & Tract	
38241 Unavailable	58,309.07
38242 Available	3,068.90

<b>Total 3824 Mosher Book &amp; Tract</b>	<b>61,377.97</b>
<b>3826 Phillips/Purington/Hawkes</b>	0.00
38261 Unavailable	22,864.58
38262 Available	1,203.40
<b>Total 3826 Phillips/Purington/Hawkes</b>	<b>24,067.98</b>
<b>3828 Pittsfield/Varney</b>	
38281 Unavailable	6,764.45
38282 Available	356.02
<b>Total 3828 Pittsfield/Varney</b>	<b>7,120.47</b>
<b>3830 Susan B. Kirby</b>	
38301 Unavailable	7,460.45
38302 Available	392.66
<b>Total 3830 Susan B. Kirby</b>	<b>7,853.11</b>
<b>3832 West Falmouth Prep Mtg</b>	
38321 Unavailable	3,870.26
38322 Available	203.70
<b>Total 3832 West Falmouth Prep Mtg</b>	<b>4,073.96</b>
<b>Total 3800 Permanently Restricted Funds</b>	<b>\$500,244.16</b>
<b>3900 Retained Earnings</b>	<b>\$11,113.30</b>
<b>Net Income</b>	<b>-\$13,236.61</b>
<b>Total Equity</b>	<b>\$2,160,406.74</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$2,160,785.19</b>

Thursday, Jan 10, 2013 06:23:19 PM PST GMT-5 - Cash Basis

**NEYM**  
**Budget vs. Actuals FY13 - Operations w/ Equalization w/o NEFH**  
**October 2012 - September 2013**

	Actual	Budget	% of Budget
<b>Income</b>			
4010 Individual Contributions	26,862.05	122,396.00	21.95%
4020 Monthly Meeting Contributions	70,626.95	322,698.00	21.89%
4030 Organizations Contributions	150.00		
4050 Interest and Dividend Income	28.39	12,000.00	0.24%
4055 Student Loan Interest	172.54		
4070 Books and other Items			
4072 Sales - Books	51.00	19,500.00	0.26%
4075 Sales -Other Items	25.00	500.00	5.00%
4076 Shipping/Postage	4.90		
<b>Total 4070 Books and other Items</b>	<b>\$ 80.90</b>	<b>\$ 20,000.00</b>	<b>0.40%</b>
4080 Retreat Program Fees	12,251.00	53,370.00	22.95%
4085 Sessions Program Fees		173,500.00	0.00%
4099 Net Assets Released To/From	0.00		
<b>Total Income</b>	<b>\$ 110,171.83</b>	<b>\$ 703,964.00</b>	<b>15.65%</b>
<b>Expenses</b>			
<b>5000 Staff</b>			
5010 Salaries & Wages	53,236.35	245,550.00	21.68%
5037 Housing Allowance	6,000.00	8,000.00	75.00%
<b>Total 5010 Salaries &amp; Wages</b>	<b>\$ 59,236.35</b>	<b>\$ 253,550.00</b>	<b>23.36%</b>
5020 Payroll Taxes	3,294.90	14,400.00	22.88%
<b>5030 Benefits</b>			
5033 Health Benefits	9,661.23	40,550.00	23.83%
5035 Retirements	5,323.62	23,400.00	22.75%
5040 Disability	372.20	1,200.00	31.02%
5045 Workers' Compensation	661.00	850.00	77.76%
5060 Staff Development	15.00		
<b>Total 5030 Benefits</b>	<b>\$ 16,033.05</b>	<b>\$ 66,000.00</b>	<b>24.29%</b>
5050 Spiritual Retreats		1,200.00	0.00%
<b>Total 5000 Staff</b>	<b>\$ 78,564.30</b>	<b>\$ 335,150.00</b>	<b>23.44%</b>
5075 Undistributed Credit Card Charge	6,841.01		
<b>5100 General &amp; Administration</b>			
<b>5110 Administration</b>			
5120 Bank Expense	352.45	4,500.00	7.83%
5130 Contracted Services	380.00	5,200.00	7.31%
5140 Legal Services		1,000.00	0.00%
5150 Liability Insurance	2,027.00	4,000.00	50.68%
5160 Payroll Service	331.76	2,500.00	13.27%
5170 Recruiting Expense		500.00	0.00%
5180 Rent	4,675.00	9,350.00	50.00%
5190 Misc. Expense	40.00		



<b>Total 5110 Administration</b>	<b>\$</b>	<b>7,806.21</b>	<b>\$</b>	<b>27,050.00</b>	<b>28.86%</b>
<b>5200 Office</b>					
5220 Cleaning Services		66.00		265.00	24.91%
5230 Maint - Equip & Hardware				1,250.00	0.00%
5240 Postage		757.43		2,500.00	30.30%
5250 Office Equipment		399.99		1,250.00	32.00%
5260 Office Supplies		484.86		2,250.00	21.55%
5270 Printing & Copying				4,000.00	0.00%
5280 Software & Updates				1,500.00	0.00%
5290 Telephone		600.00		4,000.00	15.00%
<b>Total 5200 Office</b>	<b>\$</b>	<b>2,308.28</b>	<b>\$</b>	<b>17,015.00</b>	<b>13.57%</b>
<b>Total 5100 General &amp; Administration</b>	<b>\$</b>	<b>10,114.49</b>	<b>\$</b>	<b>44,065.00</b>	<b>22.95%</b>
<b>5300 Travel &amp; Conferences</b>					
5310 Travel - Committee				2,000.00	0.00%
5320 Travel - Clerk		125.00		3,000.00	4.17%
5330 Travel - Programs		374.85		1,000.00	37.49%
5335 Travel - Representatives Travel		100.00		3,500.00	2.86%
5350 Travel - Staff		2,480.04		11,000.00	22.55%
5360 Travel - Ministries				500.00	0.00%
<b>Total 5300 Travel &amp; Conferences</b>	<b>\$</b>	<b>3,079.89</b>	<b>\$</b>	<b>21,000.00</b>	<b>14.67%</b>
<b>6000 Programs</b>					
6105 Honoraria - Speakers/Wkshp Ldrs		2,515.00		9,600.00	26.20%
6110 Sessions Room & Board				163,000.00	0.00%
6112 Retreats - Room & Board					
6114 Room Rental		9,822.24		20,000.00	49.11%
6150 Food Expense		1,545.20		10,000.00	15.45%
<b>Total 6112 Retreats - Room &amp; Board</b>	<b>\$</b>	<b>11,367.44</b>	<b>\$</b>	<b>30,000.00</b>	<b>37.89%</b>
<b>6125 Program Expenses</b>					
6115 Equipment Rental		-20.00		4,000.00	-0.50%
6121 Supplies and Other Expenses		513.39		8,900.00	5.77%
6165 Pre-Sessions Expense				900.00	0.00%
<b>Total 6125 Program Expenses</b>	<b>\$</b>	<b>493.39</b>	<b>\$</b>	<b>13,800.00</b>	<b>3.58%</b>
6130 Committee Expenses - General		4,448.20		13,900.00	32.00%
<b>Total 6000 Programs</b>	<b>\$</b>	<b>18,824.03</b>	<b>\$</b>	<b>230,300.00</b>	<b>8.17%</b>
<b>6140 Books and Other</b>					
6142 Books				6,500.00	0.00%
6145 Other Items for Sale				700.00	0.00%
6147 Consignment Sales		0.00		9,500.00	0.00%
<b>Total 6140 Books and Other</b>	<b>\$</b>	<b>0.00</b>	<b>\$</b>	<b>16,700.00</b>	<b>0.00%</b>
<b>6200 Benevolence</b>					
6310 FGC				17,608.00	0.00%
6320 FUM				16,635.00	0.00%
6325 FWCC				7,206.00	0.00%
6328 Ramallah Friends School				100.00	0.00%
<b>6330 Friends' Organizations</b>					
6335 AFSC				300.00	0.00%
6340 FCNL				750.00	0.00%
6345 QEW				300.00	0.00%
6350 Friends Peace Teams				100.00	0.00%
6355 FWCC 3rd World Travel				500.00	0.00%
6360 QUNO				200.00	0.00%

<b>Total 6330 Friends' Organizations</b>	<b>\$</b>	<b>0.00</b>	<b>\$</b>	<b>2,150.00</b>	<b>0.00%</b>
6575 Other Organizations		3,500.00		650.00	538.46%
6590 Ecumenical Organizations					
6592 State Council of Churches		-40.00		4,000.00	-1.00%
6594 NE Council of Churches				150.00	0.00%
6596 NECL				150.00	0.00%
6598 World Council of Churches				100.00	0.00%
<b>Total 6590 Ecumenical Organizations</b>	<b>-\$</b>	<b>40.00</b>	<b>\$</b>	<b>4,400.00</b>	<b>-0.91%</b>
<b>Total 6200 Benevolence</b>	<b>\$</b>	<b>3,460.00</b>	<b>\$</b>	<b>48,749.00</b>	<b>7.10%</b>
6600 Publications					
6610 Yearly Meeting Minute Book				2,500.00	0.00%
6620 New England Friend		2,524.72		5,000.00	50.49%
6630 Other newsletters				500.00	0.00%
<b>Total 6600 Publications</b>	<b>\$</b>	<b>2,524.72</b>	<b>\$</b>	<b>8,000.00</b>	<b>31.56%</b>
<b>Total Expenses</b>	<b>\$</b>	<b>123,408.44</b>	<b>\$</b>	<b>703,964.00</b>	<b>17.53%</b>
<b>Net Operating Income</b>	<b>-\$</b>	<b>13,236.61</b>	<b>\$</b>	<b>0.00</b>	

Thursday, Jan 10, 2013 06:33:12 PM PST GMT-5 - Cash Basis

To: NEYM Permanent Board, meeting on 1/19/2013  
From: Noah Baker Merrill, (Incoming) Yearly Meeting Secretary

Dear Friends,

I hope you will accept my regrets with this written report. I am unable to be with you due to a previous commitment, made prior to the beginning of the YM Secretary search process, to offer the Dwight and Ardis Michener Lecture to Southeastern Yearly Meeting of Friends in Orlando, Florida. The title of the lecture is *Prophets, Midwives, and Thieves: Reclaiming the Ministry of the Whole*. Friends interested in further information can view a brochure at:

[http://www.seym.org/Michener.pdf/NoahBakerMerrill\\_2013.pdf](http://www.seym.org/Michener.pdf/NoahBakerMerrill_2013.pdf)

Trusting that Jonathan will offer a full report, I simply want to offer two notes on the priorities budget process, and to provide an update on the transition and on-boarding process as I assume responsibilities this month as Yearly Meeting Secretary. I hope Friends will hold these as you gather.

### **Tenderness and Clarity in the Priorities Budget Process**

In the draft Priorities Budget document, which Jonathan will present on behalf of both of us, we are for the first time using this tool to look deeply at our options for major cuts in staff salaries, benefits, and office costs. We recognize that adopting the options presented may significantly reduce our capacity to support NEYM's ministries and to provide services we have previously discerned are necessary to our corporate life. We recognize that the options for cuts presented may raise challenging and difficult questions.

As Jonathan will affirm, we are not proposing that any of these cuts be made. We present them to you based on our responsibility to lay before Friends options we as a body need to support our corporate discernment with regard to financial stewardship.

I trust Friends will be aware that what is presented has not yet benefited from further consultation in the wider yearly meeting. In particular, I would ask Friends to hold tenderly our valued relationships with both yearly meeting staff and with Worcester Monthly Meeting (from whom we rent office space). Our adoption of the options presented would significantly impact both of these groups, and neither has yet been consulted due to constraints of timing and workload in the transition.

## **A Multi-Year Approach in Support of Vision**

As Jonathan will emphasize, we believe that our current budgetary challenges must be viewed and addressed in the context of a multi-year approach to financial health in support of our shared vision as a yearly meeting.

This courageous conversation about how together we can still more deeply engage both the expense and the income side of the budget equation – and especially the income side - is one that Coordinating & Advisory has begun. I hope we can help it to happen across the broad spectrum of Friends in New England as we seek a way forward together, because this is work for all of us. As the letter you will hear from our Young Adult Friends community says, we are being invited to hope – imagining “the Quaker movement that could be possible in our time.” I believe that together we can wisely align our resources in support of an emerging, empowering vision.

In the coming weeks and months, I plan to continue this conversation with Friends active in Finance, in Development, with our major donors, and beyond. I hope and trust that Permanent Board will play an essential and active role in this vital work.

## **Update on Yearly Meeting Secretary transition**

My service in this new role officially began January 1. Having already engaged extensively with one another in the months since our 2012 Sessions, Jonathan and I have collaborated on a near-daily basis, through in-person meetings and videoconferences. I am grateful for the support and encouragement I have received from Coordinating & Advisory, Ministry & Counsel, Personnel, Permanent Board, my staff colleagues, and many other Friends in NEYM and beyond. Carrying on a commitment I began this summer, I continue to seek opportunities to consult one-on-one with Friends representing a diversity of perspectives in our yearly meeting, seeking their guidance and wisdom as I begin this work. I have a long list, and expect this work to be ongoing.

I am also actively engaged in planning to visit each of our monthly meetings over an extended period of time, in balance with my other responsibilities. In doing this, I have asked for and received the support of Kathleen Wooten, clerk of Ministry & Counsel’s subcommittee on Traveling Ministries & Intervisitation, along with other Friends. Following the January transition with Jonathan, I hope to communicate more widely to make these introductory visits as visible and as useful as possible to our corporate life as a yearly meeting.

I am confident that Jonathan and I are proceeding well with addressing the many administrative and other issues we have identified as needing to be part of the

transition process, and I believe we will have sufficient time to complete our list by Jonathan's last day on staff on January 31. I also know that the deep institutional memory in our yearly meeting is shared among many Friends, and look forward to seeking your particular share of that as opportunities arise.

In keeping with the FY2013 staff workplan, my priorities in the second quarter of this year are:

- Continuing training and orientation to the position;
- Strengthening my relationships with staff, committees, and monthly meetings; and
- Continuing development and coordination of the Priorities Budget process, as well as encouraging the overall conversation about how together we can respond to the opportunities and challenges of this time through financial stewardship.

My supervisor (currently Jackie Stillwell) and I are working to balance these with my overall yearlong priorities, which are to work collaboratively to:

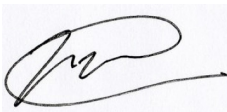
- Nurture and liberate gifts in ministry throughout the Yearly Meeting;
- Support pastoral care in local meetings;
- Develop and deepen programs in spiritual formation and religious education; and
- Energize and coordinate our outreach and witness to the wider world

I welcome your questions, feedback, and guidance as our work together continues. Thank you for sharing your gifts, Friends. I'm grateful for this opportunity to serve together.

In closing, I want to add my gratitude and blessings to yours as we celebrate the service of our brother Jonathan at his last meeting of Permanent Board as Yearly Meeting Secretary.

May your time together be gathered in the Life.

In faith and service,



Noah Baker Merrill  
(Incoming) Yearly Meeting Secretary  
[ymsec@neym.org](mailto:ymsec@neym.org)  
direct line: 617-615-NEYM (6396)

# Proposed Fiscal Year 2014 Priorities Process Budget (Draft 2 January 15, 2013)

Created by Jonathan Vogel-Borne & Noah Baker Merrill, with input from "Funding Our Vision" Day (11/3,/2012), Personnel Committee (1/8/2013), & Coordinating & Advisory (1/9/2013)

**Goals:** 1) Provide sufficient resources to sustain the current ministries of New England Friends; 2) To ensure financial health requires a multi-year approach in support of our vision

**Assumptions:** 1) A pessimistic view of changes in income; 3) Reserves & working capital are being drawn down

A. Possible Increases in Expenses			C. Changes in Income		
	Change from FY2013 Budget	Priority Level	Current FY2013 Budget	Change from FY2013 Budget	
<b>i Support for youth ministry, First Day Schools, &amp; families</b>					
Increase of YF-YAF Coord. Salary (3rd & final year step increase)*	\$1,350	2	Monthly Meetings	\$310,000	\$0
<b>ii Support for administrative integrity</b>					
Healthcare premiums, est. 3% increase (fixed cost)	\$1,500	All levels	Individuals	\$97,000	\$0
Increase healthcare premiums for staff spouse (fixed cost)	\$9,500	All levels	Funding Challenge	\$38,000	(\$38,000)
2% Cost of Living Adjustment (COLA)**	\$5,000	3	<b>ii Interest and dividend income***</b>		
Increase of YM Sec salary (1st year in step increase)****	\$2,000	2		\$12,000	\$0
<b>iii Support for Friends witness in the wider world</b>					
5% increase of contributions to FWCC, FGC, FUM	\$2,500	2	<b>Total Changes in Income:</b>		
Restore contributions (FWCC, FGC, FUM) to FY2008 levels	\$4,000	1	Potential "savings" from cuts in expenses		
<b>Total Increase in Expenses, all priority levels:</b>			<b>(\$38,000)</b>		
	<b>\$25,850</b>		<b>Total Changes in Income, less cuts in expenses:</b>		
			<b>\$7,000</b>		
<b>B. Potential Decreases/Cuts in Expenses</b>					
<b>i Reduce Office Rent (needs consultation w/Worcester MM)</b>					
Downsize existing office footprint (from 3 to 2 rooms)	(\$3,000)	4, 5, 6	<b>Projected Income Needed for Each Priority Level</b> (see descriptions below):		
Develop one day/wk central location face-to-face staff meeting	(\$4,000)	5, 6	<b>Level 1:</b> Level 5 + Restore contributions to 2008 levels		\$63,850
<b>ii Cut staff salaries (by position or proportionate cut for all staff)</b>					
Cut by up to 3 step increments of \$11,000 (=1 day/wk @ \$20/hr)	(\$33,000)	4, 5, 6	<b>Level 2:</b> Level 4 + YF-YAF Coord. + YM Sec + 5% contributions		\$59,850
<b>iii Decrease staff healthcare benefits</b>					
80% contribution (current 100% employee/80% each dependent)	(\$5,000)	5, 6	<b>Level 3:</b> Level 3 with no cuts + 2% COLA		\$54,000
<b>Total Decrease in Expenses, all priority levels:</b>			<b>Level 4:</b> Level 2 with 1 "staff day" cut, less office, 100/80% health		\$35,000
	<b>(\$45,000)</b>		<b>Level 5:</b> Level 1 with 2 "staff days" cut		\$15,000
			<b>Level 6:</b> Healthcare increases with all cuts in expenses		\$4,000

## Suggested Priority Levels by Description (with projected increase in income needed for each priority level)

Level 1: \$63,850	Level 2: \$59,850*****	Level 3: \$54,000	Level 4: \$35,000	Level 5: \$15,000	Level 6: \$4,000 (all cuts)
Healthcare increases	Healthcare increases	Healthcare increases	Healthcare increases	Healthcare increases	Healthcare increases
2% COLA**	2% COLA**	2% COLA**	(Downsize Worcester office)	(Weekly face-to-face mtg)	(Weekly face-to-face mtg)
YF-YAF increase	YF-YAF increase	(No cuts in expenses)	(1 "staff day" cut)	(2 "staff days" cut)	(3 "staff days" cut)
YM Sec increase	YM Sec increase			(Pay 80% healthcare)	(Pay 80% healthcare)
5% increase contributions	5% increase contributions				
Restore contributions					

\* **YF-YAF Coordinator Salary:** The recommended salary increase brings the compensation for this position to a level comparable to the other youth staff.

\*\* **From the NEYM Personnel Policy Manual:** "The Yearly Meeting strives to provide annual cost-of-living adjustments (COLA) to the salaries paid to its employees. The COLA is based on the Consumer Price Index - All Urban Consumers (CPI-U) for the Boston area as published by the U.S. Bureau of Labor Statistics." The percent change in the Boston area Consumer Price Index (CPI) over the 12 month period ending January 2012 has not yet been set. The figure for December 2012 is 2.0%.

\*\*\* **Policy on Interest & Dividend Distribution:** At the recommendation of the treasurer, Finance Committee & Permanent are asked to review how interest & dividend income is distributed. In the financial statements at the close of FY2012, the treasurer chose not to show the usual portion of this income in the operating budget so as to prompt the YM to adopt a clearer policy.

\*\*\*\* **YM Secretary step increase:** In the hiring agreement signed by the Clerk of Permanent Board and the incoming YM Secretary, a series of three step increases is specified over three years, totalling \$4000. The increase of \$2000 for FY2014 reflected in this budget is stipulated in that document.

\*\*\*\*\* **Personnel Committee Salary/Benefits Recommendation:** From the Committee's January 8, 2013 minutes — "The Personnel Committee unites in opposing any cuts to staff salaries or benefits. ...We believe recent budget trends present a non-sustainable situation and we feel that it is crucial ... that we find solutions that do not entail cutting support for staff. If necessary we are willing to draw down reserves to meet [Level 2] funding requirements."

## **Personnel Committee**

### **Report to Permanent Board meeting of 1-19-2013**

#### **Supervisory structure for the Yearly Meeting Secretary**

The 2009 Sessions changes to Yearly Meeting organizational structures altered the make-up of Coordinating and Advisory and charged that committee with supervision of the Yearly Meeting Secretary, a then new position in this Yearly Meeting and one whose responsibilities newly included the direct or indirect supervision of all other Yearly Meeting staff. With the transition to a new Yearly Meeting Secretary, Permanent Board instructed the Personnel Committee and C&A to work together to determine appropriate transitional supports for our new Yearly Meeting Secretary and to assess these structure for supervision. The two committees have met together to think about these issues and appointed a joint sub-committee consisting of Jackie Stillwell, Fritz Weiss, Judith Shea, and Ed Mair to work further on these issues and report back to Personnel. We are very grateful to have had a sub-committee made up of people with such rich institutional and supervisory experience for these deliberations and the sub-committee members were themselves struck by the depth and ease of their consensus.

At our meeting on 1-8-2013, Personnel Committee discussed the sub-committee's recommendations with appreciation and care and crafted the following recommendations to Permanent Board:

The NEYM Secretary will be supervised by a qualified Friend appointed by Permanent Board through its Internal Nominating Committee process for a renewable three-year term. We expect the Supervisor to the Yearly Meeting Secretary will have significant experience and a level of skill as a supervisor to leadership, as well as strong connections to the Yearly Meeting. The Supervisor will serve as a full member of both C&A and the Personnel Committees and will thereby serve as a liaison between these two committees. The Supervisor will be responsible for leading the annual evaluation process of the Yearly Meeting Secretary, which will continue to be the ultimate responsibility of C&A, as outlined in the changes to Yearly Meeting organizational structures approved by Sessions 2009 (2009 NEYM Minute 43).

Given the immediate importance of this role, we recommend that once the Permanent Board Internal Nominating Committee identifies an appropriate candidate willing to serve as Supervisor to the NEYM Secretary, this person will serve in a provisional capacity until he or she can be approved at a regular meeting of the Permanent Board.

Until a Supervisor has been appointed, Jackie Stillwell will supervise Noah Baker-Merrill as he takes on his new responsibilities as Yearly Meeting Secretary.

**NORTHAMPTON FRIENDS MEETING**

**LETTER OF INTRODUCTION FOR ALMA SANCHEZ-EPPLER**

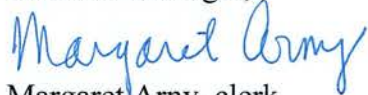
**MAY 11, 2012**

Dear Friends of Cuba Yearly Meeting:

We trust that you will welcome our valued member Alma Sanchez-Eppler who will be visiting you this summer. Alma grew up in Northampton Friends Meeting, participating in First Day School, meeting retreats, and the Cake Ministry (making cakes for various occasions). She helped develop a program to integrate young adults into our meeting, spent a Woolman semester in California and participated in New England Yearly Meeting activities. Even as a teenager Alma demonstrated a spiritual depth that was recognized by adults in the meeting. As a young adult, Alma continues to be very active in Yearly Meeting through Young Adult Friends. Her ministry has included working in Spanish with prisoners to discover reflections of their spirituality in Dante's Inferno, leading theater games to help grow an understanding of oppression (Theater of the Oppressed) and sharing songs and songwriting. Alma finds that the most spiritually enriching experiences she has had grew out of conversations with Friends who hold very different beliefs than she does herself.

We rejoice in this opportunity to send you our love. We look forward to receiving news of you through Alma on her return.

Yours in the Light,



Margaret Army, clerk  
Northampton Friends Meeting

Greetings Friends,

We know that Alma is filled with joy and laughter and song, and that she will be sharing those gifts of the heart with you.



Edward Baker  
Clerk, NEYM Permanent Board

Damos gracias a Dios por la vida de Alma  
pues ella con su música a llevado nues-  
tros corazones de alegría y de luz.

Presidenta de la CONSACE:

Alina R. Lopez Peña.  
Lopez.



La espiritualidad que muestra en cada canto y momento de adoración es inmensa y llena la vida de quienes la rodean.

Alma, gracias por compartir con los jóvenes amigos cubanos!!!

Que Su Santo Espíritu te continúe bendiciendo.

En La Luz.

William Antonio Madal Manresa

Presidente CONFAEC

Holguín 22/08/12



Framingham Friends Meeting  
841 Edmands Road  
Framingham, MA 01701  
USA  
Twenty-sixth day, fourth month, 2012

Dear Friends,

Please welcome Friend Andrew Thompson . He became a member of Framingham Friends recently when his mother, Connie Bair-Thompson, transferred her membership to our Meeting. While he currently lives in another state while attending Haverford Ccollege, he is a member in good standing of our Meeting and of New England Yearly Meeting.

I requested the attached letter to help introduce you to Andrew and inform your understanding of his leading to pursue inter-visitation with Friends in Cuba.

We commend him to your care.

Sincerely,

John G. Robinson, Clerk  
Framingham Friends Meeting

Andrew un joven muy espiritual y su  
rostro nos ha transmitido paz y también he-  
mos podido ver a Cristo a través de su vi-  
da.

Presidenta de la CONJACC.

Olivia R López Peña  
López.

En Andrew hemos encontrado un joven con mucha alegría y madurez.  
agradecemos por sus dones y presencia entre nosotros. Es un  
joven previsor y El Señor es su Pastor. Gracias por compartir  
con los jóvenes amigos cubanos!!!

En la luz

William Antonio Medel Manresa

Presidente CONTACC

Holguín 22/03/12



Framingham Friends Meeting  
841 Edmands Road  
Framingham, MA 01701  
USA  
Twenty-sixth day, fourth month, 2012

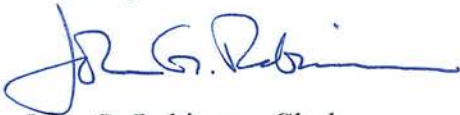
Dear Friends,

Please welcome Friend Honor Woodrow . She has been a member of Framingham Friends since she was very young. Although she currently lives in another state, she continues to be a member in good standing of our Meeting.

I requested the attached letters from other members of our Meeting to help introduce you to Honor, that you may better appreciate her light and service among New England Friends as she visits with you.

We commend her to your care.

Sincerely,



John G. Robinson, Clerk  
Framingham Friends Meeting

Honor con su espiritualidad nos ha llevado a experimentar realmente lo que es sostenernos en la luz y en el amor de Dios.

Presidenta de la CONJACE.  
Olivia R. López Peña  
López.

Agradecemos infinitamente a Dios por la presencia de la  
hermana Honor, su vida es un regalo en todo lugar donde  
este. El Señor ha puesto los dones de Su Espiritu en ella  
y son alimento para los que la rodean. Gracias por  
compartirlos con los amigos jóvenes cubanos!!!

En la Luz de Dios

22/08/12

Holografía.

William Antonio Medel Manresa

Presidente COJACE



6/2010

Dear Friends,

Noah Baker Merrill is a member of Putney Friends Meeting whose spiritual wisdom is cherished. We recognize his call to ministry among Friends and other communities.

Noah's faith has served as an instrument of Love in times of trouble. Noah seeks to live in the Life & Power of God with an openness to be led. We affirm his work in building relationships and waking hearts among the people of Iraq, among Friends, and elsewhere.

We encourage him in the ministry, trusting that under the guidance of the Spirit and with the prayers of Friends, his service among you will be faithful and fruitful. To those who receive Noah, please protect and nurture this Friend, for he needs your care.

With Noah, we send our loving greetings.

*Carol Forsythe*  
Carol Forsythe, clerk

Putney Friends Meeting

New England Yearly Meeting of the Religious Society of Friends

*We welcome this ministry, and send Noah with our prayers and support. We welcome his leading to travel in the ministry, and to build bridges between people. We ask Noah to come back to us and share again how this ministry continues to unfold.*

*Reaffirmed,*

*Constance Kim-Bunny, clerk  
North West Quarterly Meeting,  
March, 2010*

ENDORSED, WITH GRATITUDE FOR THIS SERVICE, BY NEW ENGLAND YEARLY MEETING OF FRIENDS. APPROVED BY PERMANENT BOARD; MINUTE 2010-87, 20<sup>TH</sup> DAY, 11<sup>TH</sup> MONTH, 2010

*Edward D. Baker*

EDWARD D. BAKER, CLERK

Noah, ha sido muy bueno volver a ver y compartir los tiempos de adoración juntos y juntas, hemos compartido y vivido grandes momentos de unión en el amor de Dios.

Presidenta de la CONJACC.

Alina R. López Peña  
López.

En Noah hemos encontrado a alguien que siguiendo la voz de Dios siempre vuelve por el mismo camino pero con un mensaje del Espíritu Santo cada vez más profundo, gracias a Dios por traerme por el camino a Cuba. Gracias por compartir con los jóvenes amigos cubanos.

En el silbo apacible de Dios

William Antonio Madel Wlamesa

Presidente CONJACC

Holguín 22/02/12



Gracias damas al Señor por tener  
 la oportunidad de recibir entre nosotros  
 a Noah, un amigo muy espiritual  
 que llenó nuestras vidas de esperanzas  
 con sus testimonios y con su búsqueda  
 continua del espíritu, todas quedamos  
 impresionados con su luz y su  
 conquistas simpáticas y afectos, cuyo  
 corazón es un imán que atrae la  
 bendición de todos y da bendiciones diuinas,  
 Que el Señor lo bendiga siempre y lo use.  
 En la luz.

Raouf Bouffria  
 President York CYM

We give thanks to the Lord for having had the chance of receiving Noah  
 among us, a very spiritual Friend who filled our lives with hope  
 through his witness, and by his constant seeking of the Spirit. We all  
 remain marked by his light. He knew how to conquer our  
 affection. His heart is a magnet that ~~attracts~~ <sup>draws out</sup> the goodness of all, and  
 spreads divine blessings.

May the Lord bless him always, and use him.

In the Light

Ramiro Gonzalez, Jr  
 President York CYM

20th DAY, 11th MONTH, 2010  
 YERMANENT BOARD, MINNEAPOLIS, MINN.  
 MEETING OF FRIENDS. APPROVED BY  
 SERVICE, BY NEW ENGLAND YEARLY  
 ENDORSED, WITH RESOLUTIONS FOR THE



April 2012

Dear Friends,

With great joy we ask for your loving welcome of our friends Ben Guaraldi and Will Jennings, members of Beacon Hill Friends Meeting who have heeded God's call to join with you for the 2012 Cuba Yearly Meeting Campamento gathering of young adult Quakers.

Both Ben and Will are members of a delegation from the Young Adult Friends (YAFs) group of New England Yearly Meeting, and both are active leaders in this group. The YAFs have for many years created a space within our yearly meeting where deep connections are forged, and gifts of the Spirit are nurtured and celebrated. We are very grateful to the YAFs and to the Puente de Amigos committee for helping to create this opportunity for our friends to visit with you.

Ben Guaraldi is a rock in our meeting, and brings to you gifts of steadfastness, courageous faith, and tender listening. But you will also find him always ready to laugh, sing out his joy, and play games with the same good energy that he brings to meeting for worship. He is also a respected and trusted youth worker and if there are opportunities during the Campamento to serve the younger members of your community you will find that he quickly becomes a favorite companion to them. We hope you will also talk with Ben about his travels in recent years to attend Friends' gatherings in Kenya and in England, and especially his attendance this summer at the Sixth World Gathering of Friends.

Will Jennings is a gifted vocal minister and a loving elder, blessings which he has found ways to share both within our meeting and beyond. He too has traveled internationally among Friends, and feels laid upon him the requirement to help Quakers in different places to learn about each other's customs and ideas. When it was suggested to Will, by Benigno Sanchez-Eppler, that he might be called to join this delegation, he considered it with characteristic patience and obedience to the gradually revealed will of his Guide. In this and in other ways, he demonstrates his deep connection to Friends' traditions of faithfulness, and while he comes to you to learn we hope you will also welcome him as a teacher.

Our love for Will and Ben, and for you our sisters and brothers, comes with them. We wish you joy and power in your gathering!

Peace,



Sara Burke  
For Beacon Hill Friends Meeting, Boston MA, USA

Ben nos ha llevado de alegría con su  
risa que es muy contagiosa y también  
de amor. Presidente COWJACC. Alina R. López  
López.

abril de 2012

Queridos Amigos,

Con gran alegría les pedimos que reciban con amor a nuestros amigos Ben Guaraldi y Will Jennings, miembros de la Junta de Amigos de Beacon Hill que han escuchado el llamado de Dios para que los visiten a ustedes en el Campamento de Jóvenes Adultos Cuáqueros del 2012 de la Junta Anual de Cuba.

Ben y Will son miembros de un grupo mandado por los Jóvenes Adultos Amigos (JAA) de la Junta Anual de Nueva Inglaterra, y los dos son líderes activos del JAA. Durante muchos años los JAA han formado un ambiente dentro de nuestra junta anual en el que se forman conexiones hondas y se celebran y apoyan los dones del Espíritu. Estamos muy agradecidos a los JAA y al Puente de Amigos por haber ayudado en desarrollar esta oportunidad para que nuestros Amigos les visiten a ustedes.

Dentro de nuestra junta Ben Guaraldi es una roca. Les trae dones de estabilidad, fe valiente, y escucha tierna. También lo verán siempre dispuesto de reírse, de cantar alegre, y de jugar con la misma energía buena que lo lleva al culto de adoración. También para con los jóvenes es un acompañante respetado y de confianza; si hay oportunidades durante el Campamento para servir a los miembros menores de su comunidad, verán que Ben rápidamente se convierte en un compañero favorito de ellos. Esperamos que hablarán con Ben sobre sus viajes en años recientes a reuniones de Amigos en Kenya e Inglaterra, especialmente este verano en el Sexto Conferencia Mundial de Amigos.

Will tiene don de ministerio vocal y es un anciano consejero amoroso; ha encontrado maneras de compartir estas bendiciones dentro de nuestra junta y en otros lugares. Él también ha viajado entre los Amigos en otros países, y se siente llamado a ayudar a los Cuáqueros en varios lugares para que aprendan de las costumbres e ideas de los demás. Cuando Benigno Sánchez-Eppler sugirió a Will que pudiera ser llamado a formar parte de este grupo, Will lo consideró con su acostumbrado paciencia y obediencia a la voluntad de su Guía revelada poco a poco. En esta y en otras maneras, demuestra su profundo apego a la tradición de fidelidad de los Amigos. Aunque viaja a ustedes para aprender, esperamos que ustedes también lo aceptarán como maestro.

Will y Ben llevan consigo nuestro amor para con ellos y para con ustedes nuestros hermanas y hermanos. ¡Les deseamos una reunión llena de gozo y poder!

en paz,  
Sara Burke  
para la Junta de Amigos de Beacon Hill,  
Boston, Massachusetts, EEUU

Damos gracias a Dios por su vida nos ha  
ayudado en las alabanzas y también a  
nuevos en un mismo amor.

Presidenta de la CONIACC.

Olivia R. López Peña.  
López.

Will y Ben han compartido con todos los jóvenes los talentos que Dios ha puesto en sus vidas. Su música y risa son tesoros de gran valor. Gracias por compartílos con los jóvenes amigos cubanos.!!!

En la luz. 22/08/12 Holguín.

William Antonio Madel Manresa

Presidente COMSAEC



We thank God for the life of Alma as her music has filled our hearts with joy and light.

- Clerk of the Fellowship of Cuban Young Friends  
Alina R. López Peña

---

The spirituality that Alma shows in every song and moment of worship is immense and fills the lives of those around her. Alma, thank you for sharing with Cuban Young Friends!!! May His Holy Spirit continue to bless you.

In the Light,

William Antonio Medel Manresa  
Clerk of the Fellowship of Cuban Young Friends  
Holguín 8/22/12

---

Andrew is a very spiritual young man and his his visage has sent us peace as we could see Christ through his life.

- Clerk of the Fellowship of Cuban Young Friends  
Alina R. López Peña

---

In Andrew we found a young man with much happiness and maturity. We thank you for his gifts and presence among us. He is a young visionary and the Lord is his Shepherd. Thank you for sharing with Cuban Young Friends!

In the Light,

William Antonio Medel Manresa  
Clerk of the Fellowship of Cuban Young Friends  
Holguín 8/22/12

---

Honor's spirituality has filled us with the real experience of that which sustains us in the light and love of God.

- Clerk of the Fellowship of Cuban Young Friends  
Alina R. López Peña

---

Thank God infinitely much for the presence of our sister Honor, whose life is a gift every place that she is. The Lord has placed the gifts of His Spirit in her and they feed those around her. Thank you for sharing with Cuban Young Friends!!!

En la Luz de Dios,

8/22/12 Holguín  
William Antonio Medel Manresa  
Clerk of the Fellowship of Cuban Young Friends

---

Noah, it has been very good to see you again and share times of worship together; we have shared and lived large moments together in the love of God.

- Clerk of the Fellowship of Cuban Young Friends  
Alina R. López Peña

---

In Noah, we have found someone who by following the voice of God always returns by the same path but with a message from the Holy Spirit that each time has more depth. Thanks be to God for bringing you on the path to Cuba. Thank you for sharing with young Cuban friends.

In the still small voice of God,

William Antonio Medel Manresa  
Clerk of the Fellowship of Cuban Young Friends  
Holguín 8/22/12

---

Ben has filled us with happiness with his laughter, which is very contagious, and also his love.

- Clerk of the Fellowship of Cuban Young Friends  
Alina R. López Peña

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We thank God for Will's life, which has helped us in praise and also that He joins us in the same love.

- Clerk of the Fellowship of Cuban Young Friends  
Alina R. López Peña

---

Will and Ben have shared with all of the youth the talents which God has given them. Their music and laughter are valuable treasures. Thank you for sharing them with the Cuban Young Friends!!!

In the Light,

8/22/12 Holguín

William Antonio Medel Manresa

Clerk of the Fellowship of Cuban Young Friends

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*Cuando el pueblo de Dios oran,  
Suceden cosas.  
Suceden cosas,  
Maravillosas.*

*When the people of God pray,  
Things happen.  
Things happen,  
Marvellous things.*

Dear Friends,

In February 2011, the Young Friends of Cuba Yearly Meeting (ages 14-40) wrote a letter expressing a desire that they had long held: that they be visited by young adult Friends with a leading in the ministry from New England Yearly Meeting. With the blessing of New England Yearly Meeting's Young Adult Friends community, Permanent Board, Puente de Amigos committee, and their respective monthly meetings, six young adult Friends responded to this request and traveled to Cuba from August 9th to 23rd, 2012.

We spent the first week at the annual Cuba Yearly Meeting Young Friends *campamento*, a gathering for worship, community, and reflection that in some ways mirrors NEYM YAF Midwinter retreat. The *campamento*, hosted at the yearly meeting's conference center in Gibara, is the only chance these Friends have to be together each year, as distance and travel costs prohibit even most intervisitation between groups of Friends in nearby meetings. Over one hundred Friends attended this gathering, and together we explored the theme, "My Heart Serving God." In periods of worship, song, reflection, revelry, and fellowship, we shared with one another what serving God means to us, what this looks like in our daily lives, and where we hope to grow in faithfulness. Cuban Friends generously invited us to lead sessions on waiting worship and the history of Quakerism, two topics that are not as well understood there as here.

We learned a great deal about Cuba and about the vitality of the Quaker movement there. We were particularly struck by their work in establishing a new Commission on Ecology and Peace, and by the similarities to the work being done by our own Young Adult Friends Climate Working Group (YAF CWG) on living with integrity in our connection to the earth and our use and care of its resources. We were inspired and challenged by the clarity and commitment that Cuban young adults demonstrated in their faithful witness. As we began to form relationships with Cuban Friends, we could palpably sense our shared thirst for the Divine. We discovered together the strength of the Puente de Amigos (Bridge of Friendship) that has existed between NEYM and Cuba Yearly Meeting for the past 21 years.

The exploration of God's role in our lives continued as we moved into the next phase of our trip. We were housed and hosted at Holguin Friends Church, and took daily trips from there to worship with and get to know Friends at Puerto Padre, Banes, Vista Alegre, Retrete, and Velasco monthly meetings. At each meeting we visited we were joyfully greeted by those we had already met at the *campamento*, and graciously welcomed by those we did not yet know. We continued to hear from Friends about God's movement in their communities, and we too continued to explore what serving God means to us as individuals and as a group.

Part of this exploration included a growing understanding of what *ministry* means, and the different forms it might take. One of us, who was born the same year that Puente was formed, was led to preach at Banes Monthly Meeting about the importance of Puente to her life and her family and its

impact on her experience of Quakerism. While her role in ministry was most visible as she spoke, we know that our shared contributions in midwifing this message and supporting her in its delivery were vital ministry as well. Indeed, many times on this trip we were called to diverse kinds of work: to prepare for it, to do it, and to be open to the possibility that the work might matter greatly, even when we weren't sure exactly what we were doing or why we were doing it. Through responding to these calls to serve, we developed a growing comfort with the unknown and mysterious aspects that come along with trying to live a led life. We continue to hold that experience in our daily lives.

This trip was a milestone for many of us in our spiritual development. Our experience of Cuban forms of worship and ways of being Quaker helped us own our own experience of Quakerism, and invited us to consider the ways in which our forms of worship may or may not speak to us. We find ourselves wary of strict formats of worship - whether we call them "programmed" or "unprogrammed" - that don't allow for adaptation as the way in which we experience God's guidance changes. Throughout our time with Cuban Young Friends, in worship, prayer, conversations, and singing, we experienced a sense that our generation (both in New England and in Cuba) is rediscovering and reclaiming the Quaker tradition - as well as seeking a deeper knowledge of what it means to be transformed by the power of Love.

As our time together drew to a close, we climbed to the top of a mountain overlooking the city of Holguin. We met in worship as a group of Cuban and New England young adult Friends, sensing a leading to deepen our connections through further intervisitation, delegations, and exchanges. In meetings for discernment that followed, several concrete possibilities emerged. More than this, there is a shared sense of something new unfolding, perhaps an invitation to shared work together, as a next step in the life of this Bridge of Love.

We recognize that this work is not ours alone, but is instead work being given to our communities as a whole. Indeed, we feel that our work as a delegation is complete, and that the next step will involve the formation of committees or groups to carry this work forward, which will likely include some of us who traveled. If you sense you may be called to help carry it, we hope you will let us know. (Please contact Ben Guaraldi at [ben@bluesock.org](mailto:ben@bluesock.org).)

In the Light,

Ben Guaraldi  
Will Jennings  
Noah Baker Merrill  
Alma Sanchez-Eppler  
Andrew Thompson  
Honor Woodrow

*Y jubilosos lloraran  
con gozo rebosando  
de cerca y lejos se uniran  
he de seguir cantando.*

*And jubilant cries will meet the ear,  
their abundant joy still ringing,  
when friends rejoice both far and near,  
how can I keep from singing?*



**CONFRATERNIDAD DE JOVENES AMIGOS CUAQUEROS CUBANOS  
(CONJACC)**

**JUNTA ANUAL DE LA IGLESIA DE LOS AMIGOS CUAQUEROS EN CUBA**

Holguín, 22 de Agosto de 2012.

“Ahora bien, sabemos que Dios dispone todas las cosas para el bien de quienes lo aman, los que han sido llamados de acuerdo con su propósito”.

Romanos 8:28

Estimados hermanos:

Con mucho entusiasmo y gozo hemos vivido en este tiempo donde los amigos jóvenes de su Junta Anual de Nueva Inglaterra Ben Guaraldi, Will Jennigs, Andrew Thompson, Honor Woodrow, Noah Baker Merrill y Alma Sanchez-Eppler nos han visitado. Es nuestro sentir agradecer profundamente al Señor por cada experiencia compartida, por los momentos de adoración y alabanza, por la amistad e inmensa espiritualidad experimentadas durante este tiempo. Tiempo que nos ha ayudado a escuchar la voz y el llamado de Dios a ahondar cada vez más en nuestras relaciones.

Hemos orado juntos por esta maravillosa oportunidad que nos ha regalado el puente de amor a nuestras Juntas Anuales, escuchando el pedido de los corazones jóvenes.

Pensamos que cada caminata por larga que sea comienza con un paso, confiamos y sentimos que este tiempo joven es el comienzo de un maravilloso futuro para los jóvenes cuáqueros de Cuba y Nueva Inglaterra.

Una vez más queremos agradecer por la oportunidad de juntos compartir y servir. Las puertas de nuestra casa están abiertas. Dios les bendiga.

En la Luz de Cristo.

William A. Medel Manresa  
Presidente CONJACC.

## **FELLOWSHIP OF CUBAN YOUNG FRIENDS (CONJACC)**

### **YEARLY MEETING OF THE CHURCH OF THE FRIENDS QUAKERS IN CUBA**

Holguín, August 22, 2012.

“And we know that in all things God works for the good of those who love him, who have been called according to his purpose.”

Romans 8:28

Dear brothers and sisters:

With much enthusiasm and joy we have experienced this time of intervisitation with the young Friends of New England Yearly Meeting Ben Guaraldi, Will Jennings, Andrew Thompson, Honor Woodrow, Noah Baker Merrill and Alma Sanchez-Eppler. We feel profoundly grateful to the Lord for every experience we shared, for the times of worship and praise, and for the friendship and the great spiritual experiments within this time. This time has helped us listen to the voice and the call of God to increasingly deepen our relationships.

We have prayed together for this wonderful opportunity given to our Yearly Meetings by the bridge of love, in listening to the request of the hearts of the youth.

We believe that every journey begins with one step, and we feel confident that this young time is becoming a wonderful future for the young Quakers of Cuba and New England.

Once again we want give thanks for the opportunity to share and serve together. The doors of our house are open. God bless you.

In the Light of Christ,

William A. Medel Manresa  
Clerk of the Fellowship of Cuban Young Friends.

We thank God for the life of Alma as her music has filled our hearts with joy and light.

- Clerk of the Fellowship of Cuban Young Friends  
Alina R. López Peña

---

The spirituality that Alma shows in every song and moment of worship is immense and fills the lives of those around her. Alma, thank you for sharing with Cuban Young Friends!!! May His Holy Spirit continue to bless you.

In the Light,

William Antonio Medel Manresa  
Clerk of the Fellowship of Cuban Young Friends  
Holguín 8/22/12

---

Andrew is a very spiritual young man and his his visage has sent us peace as we could see Christ through his life.

- Clerk of the Fellowship of Cuban Young Friends  
Alina R. López Peña

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In Andrew we found a young man with much happiness and maturity. We thank you for his gifts and presence among us. He is a young visionary and the Lord is his Shepherd. Thank you for sharing with Cuban Young Friends!

In the Light,

William Antonio Medel Manresa  
Clerk of the Fellowship of Cuban Young Friends  
Holguín 8/22/12

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Honor's spirituality has filled us with the real experience of that which sustains us in the light and love of God.

- Clerk of the Fellowship of Cuban Young Friends  
Alina R. López Peña

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Thank God infinitely much for the presence of our sister Honor, whose life is a gift every place that she is. The Lord has placed the gifts of His Spirit in her and they feed those around her. Thank you for sharing with Cuban Young Friends!!!

En la Luz de Dios,

8/22/12 Holguín  
William Antonio Medel Manresa  
Clerk of the Fellowship of Cuban Young Friends

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Noah, it has been very good to see you again and share times of worship together; we have shared and lived large moments together in the love of God.

- Clerk of the Fellowship of Cuban Young Friends  
Alina R. López Peña

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In Noah, we have found someone who by following the voice of God always returns by the same path but with a message from the Holy Spirit that each time has more depth. Thanks be to God for bringing you on the path to Cuba. Thank you for sharing with young Cuban friends.

In the still small voice of God,

William Antonio Medel Manresa  
Clerk of the Fellowship of Cuban Young Friends  
Holguín 8/22/12

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Ben has filled us with happiness with his laughter, which is very contagious, and also his love.

- Clerk of the Fellowship of Cuban Young Friends  
Alina R. López Peña

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We thank God for Will's life, which has helped us in praise and also that He joins us in the same love.

- Clerk of the Fellowship of Cuban Young Friends  
Alina R. López Peña

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Will and Ben have shared with all of the youth the talents which God has given them. Their music and laughter are valuable treasures. Thank you for sharing them with the Cuban Young Friends!!!

In the Light,

8/22/12 Holguín

William Antonio Medel Manresa

Clerk of the Fellowship of Cuban Young Friends

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**NORTHAMPTON FRIENDS MEETING**

**LETTER OF INTRODUCTION FOR ALMA SANCHEZ-EPPLER**

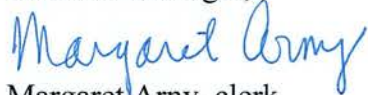
**MAY 11, 2012**

Dear Friends of Cuba Yearly Meeting:

We trust that you will welcome our valued member Alma Sanchez-Eppler who will be visiting you this summer. Alma grew up in Northampton Friends Meeting, participating in First Day School, meeting retreats, and the Cake Ministry (making cakes for various occasions). She helped develop a program to integrate young adults into our meeting, spent a Woolman semester in California and participated in New England Yearly Meeting activities. Even as a teenager Alma demonstrated a spiritual depth that was recognized by adults in the meeting. As a young adult, Alma continues to be very active in Yearly Meeting through Young Adult Friends. Her ministry has included working in Spanish with prisoners to discover reflections of their spirituality in Dante's Inferno, leading theater games to help grow an understanding of oppression (Theater of the Oppressed) and sharing songs and songwriting. Alma finds that the most spiritually enriching experiences she has had grew out of conversations with Friends who hold very different beliefs than she does herself.

We rejoice in this opportunity to send you our love. We look forward to receiving news of you through Alma on her return.

Yours in the Light,



Margaret Army, clerk  
Northampton Friends Meeting

Greetings Friends,

We know that Alma is filled with joy and laughter and song, and that she will be sharing those gifts of the heart with you.



Edward Baker  
Clerk, NEYM Permanent Board

Damos gracias a Dios por la vida de Alma  
pues ella con su música a llevado nues-  
tros corazones de alegría y de luz.

Presidenta de la CONSACE:

Alina R. Lopez Peña.  
Lopez.

La espiritualidad que muestra en cada canto y momento de adoración es inmensa y llena la vida de quienes la rodean.

Alma, gracias por compartir con los jóvenes amigos cubanos!!!

Que Su Santo Espíritu te continúe bendiciendo.

En La Luz.

William Antonio Mada Membrera

Presidente CONFAEC

Holguín 22/08/12



Framingham Friends Meeting  
841 Edmands Road  
Framingham, MA 01701  
USA  
Twenty-sixth day, fourth month, 2012

Dear Friends,

Please welcome Friend Andrew Thompson . He became a member of Framingham Friends recently when his mother, Connie Bair-Thompson, transferred her membership to our Meeting. While he currently lives in another state while attending Haverford Ccollege, he is a member in good standing of our Meeting and of New England Yearly Meeting.

I requested the attached letter to help introduce you to Andrew and inform your understanding of his leading to pursue inter-visitation with Friends in Cuba.

We commend him to your care.

Sincerely,

John G. Robinson, Clerk  
Framingham Friends Meeting

Andrew un joven muy espiritual y su  
rostro nos ha transmitido paz y también he-  
mos podido ver a Cristo a través de su vi-  
da.

Presidenta de la CONJACC.

Olivia R López Peña  
López.



En Andrew hemos encontrado un joven con mucha alegría y madurez.  
agradecemos por sus dones y presencia entre nosotros. Es un  
joven previsor y El Señor es su Pastor. Gracias por compartir  
con los jóvenes amigos cubanos!!!

En la luz

William Antonio Medel Manresa

Presidente CONTACC

Holguín 22/03/12



Framingham Friends Meeting  
841 Edmands Road  
Framingham, MA 01701  
USA  
Twenty-sixth day, fourth month, 2012

Dear Friends,

Please welcome Friend Honor Woodrow . She has been a member of Framingham Friends since she was very young. Although she currently lives in another state, she continues to be a member in good standing of our Meeting.

I requested the attached letters from other members of our Meeting to help introduce you to Honor, that you may better appreciate her light and service among New England Friends as she visits with you.

We commend her to your care.

Sincerely,



John G. Robinson, Clerk  
Framingham Friends Meeting

Honor con su espiritualidad nos ha llevado a experimentar realmente lo que es sostenernos en la luz y en el amor de Dios.

Presidenta de la CONJACE.  
Olivia R. López Peña  
López.

Agradecemos infinitamente a Dios por la presencia de la  
hermana Honor, su vida es un regalo en todo lugar donde  
este. El Señor ha puesto los dones de Su Espiritu en ella  
y son alimento para los que la rodean. Gracias por  
compartirlos con los amigos jóvenes cubanos!!!

En la Luz de Dios

22/08/12

Holografía.

William Antonio Medel Manresa

Presidente COJACC



April 2012

Dear Friends,

With great joy we ask for your loving welcome of our friends Ben Guaraldi and Will Jennings, members of Beacon Hill Friends Meeting who have heeded God's call to join with you for the 2012 Cuba Yearly Meeting Campamento gathering of young adult Quakers.

Both Ben and Will are members of a delegation from the Young Adult Friends (YAFs) group of New England Yearly Meeting, and both are active leaders in this group. The YAFs have for many years created a space within our yearly meeting where deep connections are forged, and gifts of the Spirit are nurtured and celebrated. We are very grateful to the YAFs and to the Puente de Amigos committee for helping to create this opportunity for our friends to visit with you.

Ben Guaraldi is a rock in our meeting, and brings to you gifts of steadfastness, courageous faith, and tender listening. But you will also find him always ready to laugh, sing out his joy, and play games with the same good energy that he brings to meeting for worship. He is also a respected and trusted youth worker and if there are opportunities during the Campamento to serve the younger members of your community you will find that he quickly becomes a favorite companion to them. We hope you will also talk with Ben about his travels in recent years to attend Friends' gatherings in Kenya and in England, and especially his attendance this summer at the Sixth World Gathering of Friends.

Will Jennings is a gifted vocal minister and a loving elder, blessings which he has found ways to share both within our meeting and beyond. He too has traveled internationally among Friends, and feels laid upon him the requirement to help Quakers in different places to learn about each other's customs and ideas. When it was suggested to Will, by Benigno Sanchez-Eppler, that he might be called to join this delegation, he considered it with characteristic patience and obedience to the gradually revealed will of his Guide. In this and in other ways, he demonstrates his deep connection to Friends' traditions of faithfulness, and while he comes to you to learn we hope you will also welcome him as a teacher.

Our love for Will and Ben, and for you our sisters and brothers, comes with them. We wish you joy and power in your gathering!

Peace,



Sara Burke  
For Beacon Hill Friends Meeting, Boston MA, USA

Ben nos ha llevado de alegría con su  
risa que es muy contagiosa y también  
de amor. Presidente COWJACC. Alina R. López  
López.

abril de 2012

Queridos Amigos,

Con gran alegría les pedimos que reciban con amor a nuestros amigos Ben Guaraldi y Will Jennings, miembros de la Junta de Amigos de Beacon Hill que han escuchado el llamado de Dios para que los visiten a ustedes en el Campamento de Jóvenes Adultos Cuáqueros del 2012 de la Junta Anual de Cuba.

Ben y Will son miembros de un grupo mandado por los Jóvenes Adultos Amigos (JAA) de la Junta Anual de Nueva Inglaterra, y los dos son líderes activos del JAA. Durante muchos años los JAA han formado un ambiente dentro de nuestra junta anual en el que se forman conexiones hondas y se celebran y apoyan los dones del Espíritu. Estamos muy agradecidos a los JAA y al Puente de Amigos por haber ayudado en desarrollar esta oportunidad para que nuestros Amigos les visiten a ustedes.

Dentro de nuestra junta Ben Guaraldi es una roca. Les trae dones de estabilidad, fe valiente, y escucha tierna. También lo verán siempre dispuesto de reírse, de cantar alegre, y de jugar con la misma energía buena que lo lleva al culto de adoración. También para con los jóvenes es un acompañante respetado y de confianza; si hay oportunidades durante el Campamento para servir a los miembros menores de su comunidad, verán que Ben rápidamente se convierte en un compañero favorito de ellos. Esperamos que hablarán con Ben sobre sus viajes en años recientes a reuniones de Amigos en Kenya e Inglaterra, especialmente este verano en el Sexto Conferencia Mundial de Amigos.

Will tiene don de ministerio vocal y es un anciano consejero amoroso; ha encontrado maneras de compartir estas bendiciones dentro de nuestra junta y en otros lugares. Él también ha viajado entre los Amigos en otros países, y se siente llamado a ayudar a los Cuáqueros en varios lugares para que aprendan de las costumbres e ideas de los demás. Cuando Benigno Sánchez-Eppler sugirió a Will que pudiera ser llamado a formar parte de este grupo, Will lo consideró con su acostumbrado paciencia y obediencia a la voluntad de su Guía revelada poco a poco. En esta y en otras maneras, demuestra su profundo apego a la tradición de fidelidad de los Amigos. Aunque viaja a ustedes para aprender, esperamos que ustedes también lo aceptarán como maestro.

Will y Ben llevan consigo nuestro amor para con ellos y para con ustedes nuestros hermanas y hermanos. ¡Les deseamos una reunión llena de gozo y poder!

en paz,  
Sara Burke  
para la Junta de Amigos de Beacon Hill,  
Boston, Massachusetts, EEUU

Damos gracias a Dios por su vida nos ha  
ayudado en las alabanzas y también a  
nuevos en un mismo amor.

Presidenta de la CONJACC.  
Olivia R. López Peña.  
López.

Will y Ben han compartido con todos los jóvenes los talentos que Dios ha puesto en sus vidas. Su música y risa son tesoros de gran valor. Gracias por compartílos con los jóvenes amigos cubanos.!!!

En la luz. 22/08/12 Holguín.

William Antonio Madel Manresa

Presidente COMSAEC



6/2010

Dear Friends,

Noah Baker Merrill is a member of Putney Friends Meeting whose spiritual wisdom is cherished. We recognize his call to ministry among Friends and other communities.

Noah's faith has served as an instrument of Love in times of trouble. Noah seeks to live in the Life & Power of God with an openness to be led. We affirm his work in building relationships and waking hearts among the people of Iraq, among Friends, and elsewhere.

We encourage him in the ministry, trusting that under the guidance of the Spirit and with the prayers of Friends, his service among you will be faithful and fruitful. To those who receive Noah, please protect and nurture this Friend, for he needs your care.

With Noah, we send our loving greetings.

*Carol Forsythe*  
Carol Forsythe, clerk

Putney Friends Meeting

New England Yearly Meeting of the Religious Society of Friends

*We welcome this ministry, and send Noah with our prayers and support. We welcome his leading to travel in the ministry, and to build bridges between people. We ask Noah to come back to us and share again how this ministry continues to unfold.*

*Reaffirmed,*

*Constance Kim-Bunny, clerk  
North West Quarterly Meeting,  
March, 2010*

ENDORSED, WITH GRATITUDE FOR THIS SERVICE, BY NEW ENGLAND YEARLY MEETING OF FRIENDS. APPROVED BY PERMANENT BOARD; MINUTE 2010-87, 20<sup>TH</sup> DAY, 11<sup>TH</sup> MONTH, 2010

*Edward D. Baker*

EDWARD D. BAKER, CLERK

Noah, he sido muy bueno volver a ver y compartir los tiempos de adoración juntos y juntas, hemos compartido y vivido grandes momentos de unión en el amor de Dios.

Presidenta de la CONJACC.

Alina R. López Peña  
López.

En Noah hemos encontrado a alguien que siguiendo la voz de Dios siempre vuelve por el mismo camino pero con un mensaje del Espíritu Santo cada vez más profundo, gracias a Dios por traerme por el camino a Cuba. Gracias por compartir con los jóvenes amigos cubanos.

En el silbo apacible de Dios

William Antonio Madel Williams

Presidente CONJACC

Holguín 22/02/12





Gracias damas al Señor por tener  
 la oportunidad de recibir entre nosotros  
 a Noah, un amigo muy espiritual  
 que llenó nuestras vidas de esperanzas  
 con sus testimonios y con su búsqueda  
 continua del espíritu, todas quedamos  
 impresionados con su luz y su  
 conquistas simpáticas y afectos, cuyo  
 corazón es un imán que atrae la  
 bendición de todos y da bendiciones diuinas,  
 Que el Señor lo bendiga siempre y lo use.  
 En la luz.

Raouf Bouffria  
 President York CYM

We give thanks to the Lord for having had the chance of receiving Noah among us, a very spiritual Friend who filled our lives with hope through his witness, and by his constant seeking of the Spirit. We all remain marked by his light. He knew how to conquer our affection. His heart is a magnet that ~~attracts~~ <sup>draws out</sup> the goodness of all, and spreads divine blessings.

May the Lord bless him always, and use him.

In the Light

Ramiro González, Longue  
 President York CYM

20th DAY, 11th MONTH, 2010  
 YERMANENT BOARD, MINNEAPOLIS, MINN.  
 MEETING OF FRIENDS. APPROVED BY  
 SERVICE, BY NEW ENGLAND YEARLY  
 ENDORSED, WITH RESOLUTIONS FOR THE

**CONFRATERNIDAD DE JOVENES AMIGOS CUAQUEROS CUBANOS  
(CONJACC)**

**JUNTA ANUAL DE LA IGLESIA DE LOS AMIGOS CUAQUEROS EN CUBA**

Holguín, 22 de Agosto de 2012.

“Ahora bien, sabemos que Dios dispone todas las cosas para el bien de quienes lo aman, los que han sido llamados de acuerdo con su propósito”.

Romanos 8:28

Estimados hermanos:

Con mucho entusiasmo y gozo hemos vivido en este tiempo donde los amigos jóvenes de su Junta Anual de Nueva Inglaterra Ben Guaraldi, Will Jennigs, Andrew Thompson, Honor Woodrow, Noah Baker Merrill y Alma Sanchez-Eppler nos han visitado. Es nuestro sentir agradecer profundamente al Señor por cada experiencia compartida, por los momentos de adoración y alabanza, por la amistad e inmensa espiritualidad experimentadas durante este tiempo. Tiempo que nos ha ayudado a escuchar la voz y el llamado de Dios a ahondar cada vez más en nuestras relaciones.

Hemos orado juntos por esta maravillosa oportunidad que nos ha regalado el puente de amor a nuestras Juntas Anuales, escuchando el pedido de los corazones jóvenes.

Pensamos que cada caminata por larga que sea comienza con un paso, confiamos y sentimos que este tiempo joven es el comienzo de un maravilloso futuro para los jóvenes cuáqueros de Cuba y Nueva Inglaterra.

Una vez más queremos agradecer por la oportunidad de juntos compartir y servir. Las puertas de nuestra casa están abiertas. Dios les bendiga.

En la Luz de Cristo.

William A. Medel Manresa  
Presidente CONJACC.

## **FELLOWSHIP OF CUBAN YOUNG FRIENDS (CONJACC)**

### **YEARLY MEETING OF THE CHURCH OF THE FRIENDS QUAKERS IN CUBA**

Holguín, August 22, 2012.

“And we know that in all things God works for the good of those who love him, who have been called according to his purpose.”

Romans 8:28

Dear brothers and sisters:

With much enthusiasm and joy we have experienced this time of intervisitation with the young Friends of New England Yearly Meeting Ben Guaraldi, Will Jennings, Andrew Thompson, Honor Woodrow, Noah Baker Merrill and Alma Sanchez-Eppler. We feel profoundly grateful to the Lord for every experience we shared, for the times of worship and praise, and for the friendship and the great spiritual experiments within this time. This time has helped us listen to the voice and the call of God to increasingly deepen our relationships.

We have prayed together for this wonderful opportunity given to our Yearly Meetings by the bridge of love, in listening to the request of the hearts of the youth.

We believe that every journey begins with one step, and we feel confident that this young time is becoming a wonderful future for the young Quakers of Cuba and New England.

Once again we want give thanks for the opportunity to share and serve together. The doors of our house are open. God bless you.

In the Light of Christ,

William A. Medel Manresa  
Clerk of the Fellowship of Cuban Young Friends.

Travel Minute  
Lawrence Monthly Meeting  
First Month 6, 2013  
Salem Quarterly Meeting of the  
New England Yearly Meeting

To Friends Everywhere,

Kathleen Wooten is a member of the Lawrence Monthly Meeting of the New England Yearly Meeting. Kathleen travels with a concern for fostering wider community and deeper relationship among meetings and between Friends. In her travels, Kathleen is also frequently led to visit in what early Friends called "Opportunities" - occasions of unprogrammed worship outside of the regular meeting for worship gatherings. Kathleen seeks to discover and encourage the Life that calls to us within our covenant communities.

Kathleen currently serves as clerk of the Travelling Ministries and Intervisitation sub-committee of the New England Yearly Meeting. We, the Friends of Lawrence Monthly Meeting, have supported her visits in worship and fellowship among many Friends of The New England Yearly Meeting, as well as Ohio Yearly Meeting(Conservative), Arizona Half-Yearly Meeting, New York Yearly Meeting, and Philadelphia Yearly Meeting.

We commend Kathleen to your Christian care and Friendship.

Signed at the direction of and on behalf of Lawrence Monthly Meeting,  
Janice Sifferlen, clerk  
Lawrence MM  
84 High Plain Road  
Andover, Massachusetts

**Internal Nominating Committee Report to Permanent Board Jan 19, 2013**

**Clerk: Holly Baldwin 2012 – 2015**

**Recording Clerk : Bruce Neumann 2012-2015**

2013	2014	2015	2016	2017
Debbie Block Susan P. Davies Jeremiah Dickinson #Eric Edwards Bob Murray C. Jane Van Landingham Carl Williams Donn Weinholtz	#Mary Knowlton #Beth Gorton Deana Chase Allan Kohrman #Christopher McCandless Phil Stone Carolyn Stone	Aimee Belanger Ben Guaraldi Galen Hamman Jan Hoffman Rebecca Leuchak Patsy Shotwell Rosemary Zimmerman	#Sarah Gant #John Humphries #Sandy Isaacs Bruce Neumann Elias Sanchez- Eppler Fritz Weiss	Holly Baldwin Suzanna Schell Sarah Smith Karen Sanchez- Eppler

#in second term (can't be reappointed)

\*filling out term – can be reappointed 2 entire terms

Sub Committee	2013	2014	2015	2016
<b>Clerks Nominating</b>	#Patsy Shotwell Allan Kohrman	+Debbie Humphries +Benigno Sanchez- Eppler	Christopher McCandless Rosemary Zimmerman	<b>Allan Kohrman</b>
<b>Personnel</b>	Rebecca Leuchak Jan Hoffman	Dwight Lopes Karen Sanchez - Eppler Fritz Weiss	+Judith Shea Edward Baker Carolyn Stone	<b>Rebecca Leuchak</b>
<b>Internal Nominating</b>	Karen Sanchez - Eppler	Susan Davies	Donn Weinholtz Sarah Sue Pennell Bob Murray	<b>Patsy Shotwell</b>
<b>YM Nominating at Large</b>	Rhoda Mowry Jim Lyons Bonnie Norton	<b>Sara Sue Pennell</b> +Peter Colby Christopher McCandless	Nancy Isaacs Connie Kincaid- Brown	

***Bold Italics = Clerk or convener*** + = not on Permanent Board

Yellow = resigned