

**Permanent Board Meeting
November 15, 2014
Monadnock Quaker Meeting, Jaffrey, NH**

9:00 Gather for Fellowship
9:30 Meeting for Worship
10:00 Continue in worship as business begins

1. Welcome and Roll Call
2. Review of minutes from 9/27
3. YM Secretary report
4. Recommendations re: Student Loan
5. Clerk's report
6. Clerks' table request re: Memorial Minutes
7. Personnel Committee

12:30 Lunch

8. Memorial minutes for Beth Cheadle, Northwest Quarterly Meeting and Jeanne Kinney, RI-Smithfield Quarterly Meeting
9. NEYM Pooled Funds: Guidance about divestment
10. Publications Committee & Faith and Practice Revision Committee Grant
11. Treasurer's Report
12. Finance Committee
13. Development report
14. Long term Financial Planning
15. Strengthening relationships with Monthly Meetings
16. Internal Nominating
17. Nominating Committee
18. Letter of Introduction for Benigno Sanchez-Eppler
19. Items from Falmouth Quarterly Meeting

3:30 Close with worship

Upcoming meetings:

February 21, 2014; location tba; agenda items due 2/7; reports due 2/10

May 9, 2014; location tba; agenda items due 4/24; reports due 4/30

New England Yearly Meeting of the Religious Society of Friends
Permanent Board Minutes *Draft*
September 27, 2014
North Fairfield Monthly Meeting

14-79 Opening Worship: Friends from Permanent Board and Ministry and Counsel gathered together for worship at the North Fairfield Meeting House. During opening worship we heard memorial minutes for Benjamin Cates and Peter Haviland.

14-80 Roll Call: The Recording Clerk called the roll:

Present: Virginia Bainbridge, Holly Baldwin, Travis Belcher, Deana Chase, Jacqui Clark, Susan Davies, Jeremiah Dickinson, Christopher Gant, Sarah Gant, Ben Guaraldi, Ian Harrington, Nancy Isaacs, Sandy Isaacs, Allan Kohrman, Jean McCandless, Bruce Neumann, Suzanna Schell, Sara Smith, Carolyn Stone, Philip Stone, Elizabeth Szatkowski, Bill Walkauskas, Fritz Weiss, Rosemary Zimmermann.

Regrets: Aimee Belanger, Justice Erikson, Galen Hamann, Jan Hoffman, Leanna Kantt, Rebecca Leuchak, Rocky Malin, Elias Sánchez-Eppler, Karen Sánchez-Eppler, Patricia Shotwell, Becky Steele, Donn Weinholtz, Hannah Zwirner.

Ex-officio: Noah Baker Merrill (Putney, Yearly Meeting Secretary), Robert Murray (Beacon Hill, Clerk of Personnel), Jacqueline Stillwell (Monadnock, Presiding Clerk). Shearman Taber (Beacon Hill, Clerk of Finance)

Visitors: Mary Frances Angelini (Framingham, Clerk of Archives), Jonah McKenna-Moss (Beacon Hill, YAF Clerk), Christopher McCandless, Nat Shed (Vassalboro, Friends Camp Director), Michael Trombley (North Fairfield, Pastor).

14-81 Minutes: We considered minutes from both the Aug 2 and Aug 7 meetings at Castleton College. Both were **approved** with minor changes.

14-82 The Year's work: Reviewing some of the specific work of the coming year, the Clerk exhorted to us to live into our role as a board, holding the vision for the YM, drawing it out, and supporting it. Reprising the YM Secretary's metaphor during Sessions, our primary work is in anchoring the stakes which allow the fruit to ripen.

14-83 Memorial Minutes: The Clerk raised a general concern about how the memorial minute process has been going, including questions about how they are written, how they are selected by Quarters for forwarding to PB, our own criteria for forwarding to Sessions, editing, and presentation at Sessions. She found a 2008 document from a previous consideration of memorial minutes, which offers two basic criteria for forwarding: *“Did this Friend add to the light beyond their meeting to the Yearly Meeting?”* and *“Is this the rare memorial minute that adds to our understanding of living in the light, even though this Friend's sphere did not*

extend beyond their meeting to the Yearly Meeting?” Friends offered a few thoughts, including printing all minutes forwarded by Sessions, but allowing the clerk's table to select which ones will be read; and considering all minutes forwarded to us as a group, rather than individually. The clerk intends to update the document and the clerks table will consider how minutes are presented at Sessions. We will revisit this later this year. Friends **approved** forwarding Minutes for both Ben Cates and Pete Havilland.

14-84 Yearly Meeting Secretary Report: Noah told us of the perspective he gained when, visiting the archives, he saw the minute of separation of the Wilburite and Gurneyite Yearly Meetings. We now know a different ending to that painful event: what will Friends understand about our time, in another 100 years?

Regarding the closure of the Friends' Home, we understand that the (MA) State Dept. of Unemployment has agreed to give a written record of our case being closed. The check for the outstanding amount (PB Minute 14-50) has been sent, and we are waiting on the promised statement.

The database is on track for both budget and schedule. While there is work to be done transferring data, the design work is almost complete.

Noah presented (in large format) the draft 2015 staff work plan. The staff, who see their work as liberating and supporting the work of Friends, will meet in retreat in October to finalize this work plan. The plans will be posted and available for comment.

While the final accounting for YM sessions is not yet complete, it appears that income will cover costs, with a modest surplus. Noah told us that there had been strong support for the pay-as-led option.

In response to a question about how the staff feels about impending reapportionment of staff hours (see PB minute 14-94 below), Noah made it clear that reducing Jeff Hipp's status from full-time to .6 was at Jeff's request. That said, he acknowledged that it has been a difficult year for staff, with many feeling overworked. He is hopeful that the organizational changes together with a well-articulated work plan will result in a greater feeling of spaciousness

14-85 Presiding Clerk Report: Jackie reported on some of the issues that Coordinating and Advisory is considering:

- Given a desire to have more involvement in the YM by the generation of families with children, C&A has been considering several issues around the arranging of childcare for YM events, including who should have oversight.
- C&A has scheduled a clerking workshop in November, presented by David and Nancy Haines.
- C&A has been considering nominations to Structural Review Committee. We heard that Janet Hough would like to step down as clerk. They brought the name of Angela Hopkins (Northampton). Friends **approved**. In addition to naming a clerk, they continue to look for a few more members; in particular, they are looking for representation from the

following communities: Friends of color, pastoral meetings, parents of young children, LBGQT Friends. .

- They are exploring an idea for a “Collaboration Day,” a time when MM clerks, treasurers and Education facilitators could come together and share.
- C&A has a yearning that Friends in New England could articulate a long-term vision for the YM, as distinct from a financial plan. They hope to bring something for our consideration at our next meeting.

Jackie also reported that Sessions Committee is considering “Covenant Community” as our theme for next year’s sessions.

14-86 Treasurer’s Report: Ben Guaraldi reported that, while we are close to the end of the fiscal year, he is expecting some further income from MM’s and is unable to predict the final balance.

He is exploring the possibility of MM’s making direct transfers to the YM, similar to the Give Monthly program for individual giving.

Regarding the closure of the NEFH, Ben reported that expenses exceeded the combined resources of the Hanson-Hill fund and the Friends Home bank account, by \$6,691. He requested authorization for drawing \$6,691 from the proceeds from the sale of the Home to pay the balance of costs related to terminate the claim from the Massachusetts Department of Unemployment Assistance. Friends **approved**. Friends also **approved** drawing any further legal expenses related to the Friends Home from these proceeds.

14-87 Finance Committee: Shearman Taber reported that travel expenses are again exceeding the budget by more than the clerk of Finance is authorized to allow. The Finance Committee intends to study the rise in travel expenses this year. One Friend encouraged exploring leasing a car as a way to save. Friends approved authorizing the Treasurer to approve travel expenses up to \$5600 beyond the \$28,800 budgeted.

The (PB)clerk thanked the Committee and its clerks for holding the concern of our financial well-being during this difficult financial time.

14-88 Development Committee: Sara Smith, clerk reminded us that, even if you don’t have a lot to give, sometimes it is enough. We heard that individual giving stands at about \$133K. The Committee is excited about the new Salesforce Database from which it is easier to get reports.

14-89 Long-term Financial Planning: Ben Guaraldi reported for the group appointed at our Aug 7 meeting (PB Minute 14-74). The group was charged with considering how to prepare and maintain a five-year financial plan for the YM. The group recommends an ad-hoc committee, reporting to PB, consisting of 2 representatives from PB, 2 from Finance Committee, one each from Development and Personnel, as well as the Treasurer, the YM Secretary and, when available, the clerk of PB. This new ad-hoc committee would be charged with preparing a 5-year plan by

February, in advance of Committee Day and the Feb. 21 PB meeting. The Committee would be expected to share the progress of their work widely. Friends **approved** the formation of this Ad-hoc Committee, recognizing that in beginning this work we are making a shift in the way we think about the YM and its future, incorporating a greater sense of vision.

Continuing discussion, Friends expressed both concern about adding to the work of already committed Friends, and a recognition that this is important work which needs to be connected to the work of the involved committees. The Clerk proposed reviewing the composition and workload of this group at the end of its first year. The Clerk offered a chance for PB to offer input for the new committee. We heard suggestions for numerical measurements of a non-financial nature, for a clear description of how we will get to the point of paying back reserves, and for support for outreach.

The Clerk further suggested that we raise up names for the PB members of this committee, allowing C&A to discern from this group. Friends raised up the names of Elias Sanchez-Eppler, Shearman Taber, Becky Steele, Sandy Isaacs, Christopher Gant, Jacqui Clark, Virginia Bainbridge, Sarah Gant, and Jeremiah Dickinson. Friends **approved** forwarding these names, and allowing C&A to make final appointments.

14-90 Memorial Minute for John Kellam: reconvening after lunch, again with Ministry and Counsel, we settled into worship and heard a memorial minute for John Kellam, along with a related minute from Providence meeting. (See Advance Docs). Because the minute names that John engaged in abuse within his family, the Clerk had requested that Ministry and Counsel join us, to discern whether and how to forward this minute to Sessions.

Noting that all too often abuse is kept quiet, some Friends voiced satisfaction that, in this case, the abuse is being uncovered. Several Friends who knew John, spoke of the difficulty in understanding this aspect of his life and behavior, when the aspect of John that they knew was kind, generous, and sensitive. One friend pointed out that understanding the whole person opens the possibility of redemption. Others Several Friends voiced concern for how survivors of abuse in attendance at Sessions might react on hearing this minute. We were encouraged to think about the roots of evil in ourselves.

While sensing general approval of forwarding the minute, the clerk considered that we should reflect further on how the minute will be brought forward at Sessions before final approval of forwarding. She asked for Friends who were willing to engage in further discussion on how the minute might be presented and what supports might be put in place: for those who might be distressed, and for those that the reading might awaken old wounds. Carolyn Stone (PB), Allison Randall (M&C), Katherine Fisher (M&C), Diane DiCranian (M&C), Nat Shed (Vassalboro), and Jeremiah Dickinson (PB) offered to be part of this discussion. The group is encouraged to engage with Providence Meeting as part of the process, and to bring a recommendation to our February meeting, at which time M&C and PB will meet together again.

14-91 Intervisitation: Beth Gorton (Ministry and Counsel) spoke about the Quaker Passports which the intervisitation subcommittee of M&C has produced. The passport is a small book with a page for every Meeting and Worship Group in New England. M&C hopes that the books will make visitation more visible and encourage Friends to travel more. Meetings are encouraged to create a stamp, to stamp their page in visitor's books. Beth pointed out that PB and M&C should be visiting regularly, helping to make the YM more visible.

14-92 Relationships with Monthly Meetings: Deana Chase reported for the ad-hoc group, which has been considering how we might nurture more integral relationships with the Monthly Meetings. The group, originally composed of Deana, Sara Smith, and Bruce Neumann, has expanded to include Noah Baker Merrill, Kathleen Wooten and Dulaney Bennett (Finance Committee). She pointed out that these intended visits are distinct from other intervisitation, in that Friends should plan in advance with members of the meeting to be visited, and be sure there is an opportunity to engage in discussion with the meeting. Bruce pointed out that these visits are, in fact, PB's response to our financial condition. While we will not be specifically asking for money, the intention is to nurture the relationships which may in turn engender greater participation and perhaps contributions. Deana continued, explaining that Kathleen Wooten, in a portion of her staff time, will be coordinating and tracking visits. Volunteers can expect advice on what meeting to visit, suggestion of traveling partner, and materials to support the visit. Deana passed around a sign-up sheet with an initial list of Meetings, prioritized by Noah and Kathleen.

14-93 Student Loan: The Clerk reviewed the state of both the legacy student loan program, and the proposal by the Ad-hoc Student Aid Revisioning committee. It appears that we need some clarification on the role of Conservator (PB Minute 13-117), tasked with overseeing on-going repayment of existing loans. Also, fine-tuning of the original Student Aid Proposal (PB minute 14-18) appears to have stalled. The Clerk asked for a few Friends to take up both pieces of work, hoping for a report or proposal at our November or February meeting. Ian Harrington as convener, with Allan Kohrman, and Rebecca Leuchak offered to take this on. Friends **approved**.

14-94 Personnel Committee: For the Personnel Committee, Bob Murray presented a proposed restructuring of staff responsibilities and time commitments, noting that this presentation is for information and comment. Our current structure allows the YM Secretary, with approval of Personnel committee, to make these changes. The changes were prompted by Jeff Hipp's request to step back to .6 FTE (full-time-equivalent) time, in conjunction with the approval, in our FY '15 budget, of a .5 FTE increase in administrative time. The proposal sets Jeff Hipp's time at .6 FTE, with a title of Coordinator of Technology fro Ministry. Sara Hubner's title will become Office manager, at .8 FTE, and Kathleen Wooten's new title will be Events Coordinator, with an increase to .5FTE. We understand that there may be a modest savings in staff costs despite the increase in overall time.

14-94 Internal Nominating: Susan Davies spoke about the work of Internal Nominating this year. They will be looking for a new PB Clerk and perhaps a Recording Clerk. Based on Holly's reflections on the workload for PB clerk they will be considering ways to make that position easier. Susan presented three names for our consideration:

- Christopher Gant (Beacon Hill), Personnel, class of 2017
- Donn Weinholtz (Hartford) Internal Nominating, class of 2018
- Sarah Sue Pennell (Cambridge), Internal Nominating, class of 2018

Friends **approved** these nominations

14-95 Archives Committee: Mary Frances Angelini, clerk of the Archives Committee, spoke about their work exploring the possibility of moving the NEYM archives (PB Minute 13-53). She reported that for a variety of reasons work has not progressed as expected until the recent appointment of Carol Forsythe as Project Coordinator. At this point they have had exploratory contact with several institutions, and have prepared a "Request for Proposal" to send out to archives that might be interested in holding our archives. They are also recommending sending an explanation of the process to monthly meetings, allowing for expression of concerns before moving too far along this path. Mary Frances also expressed the Archive's Committee's hope that the YM will be able to appoint an Archivist at such point as a final decision about a transfer is made. The archivist will be essential to ensuring that on-going MM and YM records are entered in the archives. Friends **approved** this way forward.

14-96 The Bloody Tenent: Noah spoke about his and the Archives Committee's recommendation to sell NEYM's copy of Roger Williams' "The Bloody Tenent". They have approached experts and learned that it is quite a rare first edition copy, yet since Roger Williams was not a Quaker it is not significant to our own history. Proceeds from the auction or sale of the book could potentially support either an archivist, or digitization of the archives. Friends **approved** authorizing Noah and the Archives Committee to pursue auction or sale of this rare book.

14-97 Yearly Meeting Nominating: Christopher McCandless for YM Nominating provided a corrected list of Permanent Board members (attached). They expect to be discerning possible members for Youth Ministries Committee, Youth Education Committee, and Legacy Gift Committee at their next meeting.

14-98 Closing worship: We closed in worship, purposing to meet again on November 15.

Holly Baldwin, Clerk
Bruce Neumann, Recording Clerk

Permanent Board Members, by class

2015	2016	2017
Aimee Belanger Ben Guaraldi Galen Hamman Jan Hoffman Rebecca Leuchak Patsy Shotwell Rosemary Zimmerman	Virginia Bainbridge Sarah Gant Sandy Isaacs Nancy Isaacs Bruce Neumann Elias Sanchez-Eppler Fritz Weiss	Holly Baldwin Travis Belcher Suzanna Schell Sara Smith Karen Sanchez-Eppler Elizabeth Szatkowski Hannah Zwirner

2018	2019
Susan Davies Jeremiah Dickinson Justice Erikson Leanna Kantt Rocky Malin Jean McCandless Rebecca Steele Donn Weinholtz	Deana Chase Jacqui Clark Christopher Gant Allan Kohrman Ian Harrington Carolyn Stone Philip Stone Bill Walkauskas

To: NEYM Permanent Board, meeting on 11/15/2014
From: Noah Baker Merrill, Yearly Meeting Secretary

Dear Friends,

This autumn has been full indeed. I hope the updates below are helpful in presenting some of the key areas of work the staff and I are pursuing in partnership with many other Friends in this season. Looking forward to our time together.

Staff transition update

As of October 1, we have been working with the new staff structure. Both Sara Hubner and Kathleen Wooten are adapting well to their newly increased responsibilities, and after a brief and much-deserved vacation Jeff Hipp has returned to his work on the website, database and other communications tools with vigor and focused enthusiasm. In October the yearly meeting staff held what we believe is the first-ever staff retreat, at my home in Vermont. Our focus was on continuing to strengthen our cohesion as a team as we work to support the ministry of Friends in New England. A photo from our lunchtime hike is included below. As you can see, it was a serious gathering.



An announcement and explanation of the changes in staffing was made at Committee Day in October, and an article further describing the transition and how to access services of the staff—*whom* you should ask about *what*, and *how* to reach them—will be included in the forthcoming print edition of the New England Friend and on the NEYM website. We will continue to spread the word about the staffing changes throughout the year to help Friends adjust to and benefit from this new distribution of responsibilities.

Annual performance reviews

By the time we meet in mid-November, I plan to have completed the annual performance review process for each of the staff. This is our second year using an approach that seeks to be more forward-looking than past processes, leading directly into our shared workplan and professional development goals for the coming year.

Coordinating travel & visits – Enter the database

With the implementation of the essential functions of the database complete, we are proceeding with plans to leverage more of the tools it provides to support the ministry of Friends. One area where I have focused is working with staff to develop and pilot a system for coordinating and logging visits to local meetings. The Permanent Board's working group on strengthening relationships with our meetings offers a promising testing ground to develop a simple consistent approach to this work. My hope is that we can then use the database as a central repository for tracking interactions with local

meetings—something for which we until now have had no system—that would allow us to build organizational memory and coordination for years to come, leading to better connections, strengthened relationships, and more responsive communications. I will share more as this work develops.

Increasing coordination of grant proposals and funding

Finance Committee and Coordinating & Advisory have been looking more closely at our policy and practice relating to funding our ministries through grants. This is one place where our practice for several years prior to my tenure had diverged from our policy, which requires grant proposals of \$1000 or more to be shared with Finance Committee and approved by the Permanent Board prior to their submission. In recent years staff and committees have been largely unaware of this policy, and this has resulted in a lack of coordination and oversight that is less than optimal, for obvious reasons. C&A and Finance Committee are now giving this more focused attention, and I have been in touch with some of our primary funders to explore how we might better coordinate our proposals, reporting requirements and ongoing relationships with them as well.

There is also a recognition that the current policy dates from the early 1990s, prior to the creation of a more integrated staffing structure that could support better coordination among the various constituencies of NEYM. I'm looking forward to continuing to work with Finance Committee to explore how recommended changes in this policy could strengthen our coordination and oversight while allowing for greater flexibility and responsiveness than the current policy allows.

Outreach – A growing ministry

Our Religious Education & Outreach Coordinator Beth Collea is preparing to deepen work in the new year with a pilot group of our smaller local meetings interested in giving focused attention to outreach in their communities. As many Friends are aware, supporting outreach in local meetings has been a growing aspect of Beth's work for several years, and last year we adjusted her job description, title and workplan to more accurately reflect this emerging vital ministry. Beth and I hope to work in the coming months with Ministry & Counsel and others to develop a multi-year vision for how NEYM can encourage and provide resources for outreach efforts by Friends as more and more of us come to see sharing the gifts of our tradition and welcoming newcomers as essential to our present and future vitality. In addition to the pilot project which will include 6 meetings, we are planning a roundtable day focusing on NEYM Friends' emerging outreach practice on April 4 – please save the date; more information will be forthcoming soon.

Re-envisioning ministry engaging young adults

As Friends are aware, for some time young adult Friends in NEYM have raised concerns that we have more rowing to do in how we engage, connect and support Friends and seekers in the demographic of emerging adulthood. In response to the clear call for help presented in the YAF epistle from Sessions 2014, Nia Thomas and I are planning a consultation on ministry engaging young adults for January 24 at Providence Meeting. We hope any Friends interested in exploring how we as a faith community can more fully include and nurture the participation, formation and gifts of young adults at all levels will consider attending. This is intended to be the beginning of a deepening conversation, not an end point. From my perspective, critical areas of focus for NEYM's present and future

are to help local meetings grow more able to connect with and welcome young adults, and to help young adults connect with and fully participate in the life of local meetings. I see this consultation as a next step in moving this work forward in our yearly meeting. More publicity and information on this consultation will be shared with local meetings, committees, and other constituencies soon.

Update on Minutes and communications calendar

As I mentioned in my last report, in consultation with Coordinating & Advisory Committee and staff, we are continuing to review the planned schedule of annual NEYM publications to allow for a more consistent and manageable workload across the year. Going forward, we will work to make the Minutes of Annual Sessions available as soon as possible following Sessions, in a form clearly marked "DRAFT". Next year we hope the Minutes may be available in their final published form in early October. Overall, as Sara comes on board, we have set a goal of improving timeliness, consistency and usefulness of print publications as a whole.

As of this writing and as planned, the Minutes are at the printer, who will create printed hardcopies for every monthly meeting, quarterly meeting, and yearly meeting committee clerk, in addition to those Friends who have specifically requested a print version. The final PDF version is posted as part of the advance documents and on the NEYM homepage for all to access electronically. The final document includes both the approved FY2015 Budget & supporting documents, as well as the Committee Roster (names, not contact info) for this committee year. Friends interested in contact information for specific individuals in the yearly meeting may contact Sara Hubner at the yearly meeting office by phone or email, and she will be happy to look up the information for you in the new database.

Pastors retreat

In October, I co-led the annual retreat for pastors in New York and New England Yearly Meetings. This fall retreat in Rhode Island includes only pastors. A spring gathering focuses on the needs and experience of pastoral meetings in general, and meets at Powell House in Old Chatham, NY.

My experience of this retreat continued to emphasize a need that has been named in recent years for more robust support of our pastoral meetings, if they are to survive and thrive in the coming years. Compared with other denominations in our region, we provide little or no training, orientation, support, financial compensation or standards to equip our local faith communities. This is a marked difference from some other yearly meetings, in which a role corresponding to the one in which I serve is actively engaged in checking in with pastors and the meetings where they serve, helping ensure support & accountability and encouraging connection between meetings facing similar challenges and opportunities.

This kind of support previously fell to the Field Secretary, and while I have invested time and energy in this work in the last 2 years, and while NEYM Ministry & Counsel sends representatives to the annual spring gathering, there is no other individual or body in our yearly meeting with and ongoing presence in this work beyond that. I am reaching out to support clerks and pastors in our pastoral meetings when I can, encourage those exploring a call to pastoral ministry, and now keep a file of potential applicants for open

pastoral positions. We have collected on the website a library of resource materials based on a retreat last spring led by Colin Saxton, but there remain many areas where pastoral meetings are simply on their own. One example that has been raised repeatedly by pastoral meetings is the lack of support for sabbaticals or paid time off at the yearly meeting level, something that is provided by several other yearly meetings and denominational bodies. This results in a strain between exhausted pastors and beleaguered, financially strapped local meetings, something that does not encourage the vitality of these communities of Friends. For Friends interested in learning more about this ongoing conversation, an epistle from last spring's gathering is posted online as part of the resource library mentioned above:

www.neym.org/ministry-counsel/pastoral-meetings

Development retreat

I won't pre-empt the Development Committee's report, except to say that the recent retreat was a powerful experience of what can happen when committees are supported in both building a shared sense of their work together and receiving the expertise and practical training to move that work forward. I was blessed to join the other members of the Committee for a weekend gathering facilitated by Jennie Isbell (Mt. Toby), a Friend with many years experience as a professional fundraiser and development consultant among Friends.

New England Friends Home – MA Dept. of Unemployment Assistance

It is with satisfaction and a mild sense of disbelief that I report that we have received confirmation that our outstanding bill with the MA Department of Unemployment Assistance has been paid in full, and that no further charges or matters remain to be resolved. Pursuant to the direction of Permanent Board, I asked our attorneys to seek a signed release from the MA DUA, something the DUA then refused to provide. However, with documentation of a zero balance and with our account status suspended, we are working to officially close our NEFH account with the DUA as a final step. With the resolution of this issue, God willing, I believe we may be able to say with finality that the yearly meeting has completed the closure of the New England Friends Home.

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Q&A on NEYM Staffing To Better Meet Friends' Needs

Q: What's this I hear about staffing changes in the NEYM Office?

A: Thanks for asking! Following our Annual Sessions this August, in consultation with the staff, Coordinating & Advisory Committee, and others charged with responsibility for our personnel matters, I became clear to make needed changes in how we support the work of Friends in New England through shifting the responsibilities of the NEYM staff. While much of the staffing structure remains the same, you will notice some important changes in the coming months in the roles of three Friends who serve our Quaker community: Jeffrey Hipp (Amesbury), Sara Hubner (Gonic), and Kathleen Wooten (Amesbury).

First, some background on the process and policy involved:

These changes have been made in keeping with the NEYM Personnel Manual and with the approval (as is our policy) of the clerks of Personnel & Finance Committees and the Clerk of the Permanent Board. Additionally, the changes were possible within the funding levels of the approved budget for Fiscal Year 2015, which runs from October 1, 2014, to September 30, 2015. These are changes in workload and responsibilities only. No new staff have been hired, and none have left service as part of our staff team.

Q: So what does this mean for New England Friends? For local meetings? For my Yearly Meeting committee?

A: We hope that it means we are better able to support the gifts and ministries Friends share throughout our region. Specifically, here are the changes:

- **Jeff Hipp**, who has served as our *Communications Director*, will now serve as *Communications Technology Coordinator*, with a primary focus on making use of our new website, database and other tools to support the communications and

information needs of NEYM. This is a shift from a full-time position to a 0.6 full-time equivalent position. Jeff is excited to spend more time with his wife Jessica and young son Elias while increasing his emphasis on helping us make ever-better use of technology to encourage all the work we do as Friends.

- **Sara Hubner**, who has been working one day a week as *Information Management Assistant*, will now be working 0.8 FTE (roughly 4 days/week) as *Office Manager*, with primary responsibility for the operations of the NEYM office—including publications, data management, reports, records and more. **Sara will now be the primary "front door" contact for the NEYM Office, taking on those responsibilities from Jeff.** We are blessed to have her bringing her considerable experience in copyediting, office management and more to the service of growing and supporting her Quaker faith community.
- **Kathleen Wooten**, who has served as our *Sessions Coordinator*, is expanding her work from an average of one day a week year-round to approximately half-time as *Events Coordinator*. In addition to continuing responsibilities for the arrangements for NEYM Annual Sessions, she will also be coordinating Committee Days and other large gatherings, as well as providing support for logistics in connecting Friends. Kathleen's gifts in organizing and juggling a million details and deep caring for relationships among us will be a great benefit to our Yearly Meeting.

Q: So who do I contact if I have questions about support services, or just want to reach the Yearly Meeting office?

A: The NEYM office phone number is the same as ever. But thanks to the increase in availability these changes have made possible, you should be able to reach Sara by phone four days a week—Monday through Thursday during business hours. She's looking forward to speaking with you!

Previous email addresses will continue to work, and new emails for each of the staff will be included in all subsequent Minutes, Directories and on the listing of officers and staff^[1] on the NEYM website.

For more information on how to access specific services of the staff (including important dates & deadlines, scheduling GoToMeeting videoconferences, or submitting events for the NEYM Calendar, you can download a PDF of an updated guide here^[2].

If you'd like further information on the process by which these decisions were made, or

would like to understand the implications more deeply, please contact me (link sends e-mail)^[3] by email or by phone at 617-615-6396.

I hope you will join me in welcoming these changes and supporting our staff as they grow into these new responsibilities and roles. We're grateful for the opportunity to serve with you in the work of the Spirit among us.

In faith and service,

Noah

Noah Baker Merrill
Putney (VT) Monthly Meeting
Yearly Meeting Secretary

1. <https://neym.org/people>
2. <https://neym.org/sites/default/files/Committee%20Office%20Guide%20draft%20FY2015-4.pdf>
3. [mailto:ymsec%40neym.org?
subject=Question%20about%20change%20in%20NEYM%20staff%20roles](mailto:ymsec%40neym.org?subject=Question%20about%20change%20in%20NEYM%20staff%20roles)



NEW ENGLAND
YEARLY MEETING
OF FRIENDS

Committees & the NEYM Office

The NEYM Office is the information management center for New England Yearly Meeting (NEYM). Our ministry is to support your work, as we are able.

Please let us know your needs and keep the office informed of your committee's activities and meetings. Call us at 508-754-6760. Office hours are officially Monday through Thursday, 9 a.m. - 5 p.m., but we are usually available Fridays, too. Feel free to e-mail us at neym@neym.org, or write at 901 Pleasant St., Worcester, MA 01602.

For all of the documents mentioned in this guide, committee news and more, visit neym.org/resources/committees.

COMMITTEE CALENDAR:

Committee Days this year will be: October 4, 2014; January 31, 2015; and April 11, 2015.

If you schedule another meeting date, please notify the office. Committee meetings should not conflict with quarterly meetings, Permanent Board, or Ministry & Counsel. All committee clerks are invited to attend meetings of Coordinating & Advisory meeting that they would want to attend; contact the presiding clerk at clerk@neym.org to learn more.

The full YM calendar is on the web: Go to www.neym.org and click on the Events Calendar link under *News and Events* on the front page.

DEADLINES:

- | | |
|----------------------|--|
| Oct 1, 2014: | <i>The New England Friend</i> deadline |
| Jan 2, 2015: | <i>The New England Friend</i> deadline |
| Mar 1, 2015: | Budget request for the next fiscal year is due to the Finance Com. Clerk |
| Mar 1, 2015: | <i>The New England Friend</i> deadline |
| May 1, 2015: | <i>The New England Friend</i> deadline |
| May 1, 2015: | Sessions Agenda items, having been seasoned in committee or quarterly meeting, should be in the hands of the presiding clerk |
| June 8, 2015: | Annual Reports due for Sessions Advance Documents |

COMMITTEE TASKS:

Committee Budget & Budget requests

Your committee's budget request is due to the Finance Committee clerk by **March 1**: The YM's Fiscal Year begins October 1 and ends September 30. Submit your requests for disbursements or reimbursement within three months of the expenditure. Send your signed form to the office.

If you need information on your committee's budget or YM financial procedure, the YM accounts manager and treasurer will be happy to answer your questions. Contact Frederick Martin, accounts manager, accountsmanager@neym.org or Wednesdays at 508-754-6760, or Ben Guaraldi, treasurer, 617-869-8457/ treasurer@neym.org.

Committee Travel

Funds are available for travel assistance to committee meetings. Forms to request assistance are available from the office staff on Committee Days, and on the website. These are submitted to the YM office and approved by the YM secretary.

Committee Representative Travel

Travel costs should not be a barrier to an appointment to other Friends organizations outside New England. NEYM has a travel fund to assist those who attend meetings as representatives from NEYM. Committees eligible to submit requests for assistance to this fund are: Friends General Conference, Friends United Meeting, and Friends World Committee for Consultation. Representatives appointed by the YM to Friends Organizations may also request assistance. The presiding clerk authorizes reimbursements for these travel expenses. Questions and requests go to Jackie Stillwell, presiding clerk, clerk@neym.org. This form is available from the office and at Committee Days.

Advance Documents: Agenda items and Annual Report for Sessions

Requests to report at the 2015 Sessions should be arranged with the clerk. If you have questions about what can or should come before Sessions, please contact Jackie Stillwell, presiding clerk, clerk@neym.org before **May 1**.

Committees are asked to submit an annual report to include in the Advance Documents and Minutes of Sessions. This is an opportunity for committees to share their work, concerns, and queries with the Yearly Meeting community. Five hundred words is a perfect length. Please send it to office@neym.org. Each committee that sends representatives to other gatherings or conferences must include a report from the representatives in their committee report. In that case, the **total report** should not then exceed 750 words. The deadline this year is **June 8, 2015**. We aim this year to post the Advance Documents on the web about two weeks before Sessions.

SUPPORT SERVICES:

Committee Rosters

The office will provide you with a list of all committee members and contact information as soon as possible after Sessions.

Committee Meetings

Committee Day arrangements are made through the office. The office will send out the schedules, directions, and hospitality information for Committee Days to committee clerks via email. Clerks whose committees do not meet on Committee Day are responsible for scheduling and arrangements for their own meetings. Please keep the office informed about all your meeting dates regardless of whether you choose to meet on Committee Days.

NEYM uses currently "GoToMeeting" by Citrix as a platform for video and audio connection. This service is available for the work of YM committees and clerks, and can be set up and scheduled through Kathleen Wooten, Events Coordinator (events@neym.org). Using this tool involves a small amount of training for a lead convener, an assigned contact person as presenter, and can be used by participants with either a computer connection or traditional audio phone line. Scheduling of electronic meetings is subject to demand and is reserved on a "first come, first served" basis, with priority to time sensitive projects and work. Please contact Kathleen for more information.

Committee Minutes

All committees record and maintain minutes. Committee clerks or recording clerks are responsible for typing, duplicating, and distributing meeting minutes for your committee's mailing list. It is also helpful to keep the office informed by cc'ing minutes@neym.org when sending final minutes to your committee. Please include your committee name in the subject line.

Please format your minutes with a numbering system. Example: Minute 15-1 would be the first minute written in the year 2015.

Note: As of Fall 2014, the YM Archives is in a period of transition, and so we are not requesting that minutes of committees be sent to the Archives at the present time. Please retain your committee's minutes for the time being. When the long-term status of the Archives is resolved, the Archives Committee and the Office will share with all committee clerks and local meetings instructions on how to submit minutes to the Archives.

Committee Finances

Disbursements made from your committee's annual budget must be signed by your committee clerk. To process committee expenses, submit a Disbursement Request Form to the YM accounts manager, 901 Pleasant Street, Worcester, MA 01602-1908, accounts@neym.org. Paper forms are available from the office, as well as on Committee Days and are available on the NEYM web site at www.neym.org/resources/committees.

Mailing and Communication Information for all committees

Special mailings done by the office (paid for separately by the committee's budget) are limited and must be arranged with the office.

- **Large-audience e-mails:** You may request that the office send a message on behalf of your committee to local meeting contacts, another specific target audience, or, in some cases, the full NEYM membership. Requests will be considered on a case-by-case basis and in the context of other scheduled communications and availability of staff time.

- **Bulk Mail:** While the Yearly Meeting no longer maintains its own bulk mail permit, we will recommend a preferred New England mailhouse/printer that handles non-profit class mailings when the recipient list is greater than 200.

The New England Friend (NEF)

Published 3 or 4 times a year, the *NEF* is the voice of the YM. Please add your voice by submitting reports of committee activities, work, and events to the office to be considered for inclusion. Deadlines were listed on page one. *The New England Friend* is delivered online and in print, with the Fall and Summer issues sent via bulk mail to all 5,000 households in our database. By advance arrangement, authorized committee mailings to the full YM mailing list may sometimes “piggyback” on print versions of *NEF* for the cost of printing, insertion, and a percentage of the postage. Contact the office well in advance of the Fall or Summer issue deadline to arrange printing and mailing.

STAFF & OFFICE INFORMATION

The office is located at: **901 Pleasant Street, Worcester, MA 01602-1908**

The phone number is: **508-754-6760** and the fax number is: **877-257-2834**. Our general inquiry e-mail address is: **neym@neym.org**

Regular Office Hours are **Monday–Thursday, 9 a.m.–5 p.m.** (and most Fridays). *Please* leave a message if no one is able to answer.

NEYM Staff Roster

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Events Coordinator

Kathleen Wooten

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Office Manager

Sara Hubner

508-754-6760

office@neym.org

NEYM Student Grant Proposal

Draft for 15th Nov 2014 Permanent Board Meeting

With students facing huge bills for tuition, room, board, and supplies, many leave college or graduate school facing huge loans. There are many sources for loans and grants, but many of the loans come with high interest rates and some are not available to Friends following their consciences and not registering with the military draft. In this environment it seems that a fund providing financial assistance to Friends who are going to college would be very helpful.

We started developing our proposal for recreating such a fund by considering the numerous options for providing funds to students for education. Our proposal was shaped largely by how we selected among these options. We think the clearest way of presenting our proposal is to first review how we decided among the various options. We will then present our proposal for a New England Yearly Meeting Student Grant Program.

Primary or Secondary Source of Funds?

When the original Student Loan Committee was established college tuitions were much less expensive than they are now. Any effort to provide a primary source of college funds now must either have a huge endowment (millions of dollars) or a huge fundraising effort connected to it. Even then, it would be hard to raise enough money to be able to provide assistance to more than a very few students.

At this time the Yearly Meeting is operating with a deficit budget and the Development Committee is struggling to raise even the budgeted funds for operating expenses. Since providing the resources for a fund that would serve as a primary source of college funds would either substantially add to the Development Committee's burden or provide major competition to its efforts, it seems clear to us that this is not the time to try to establish such a fund. We thus decided we would recommend setting up a fund which would help students by offsetting some of their costs.

Providing Grants or Loans?

The original Student Loan Committee got into trouble because it didn't maintain accurate records of the status of its loans. The paperwork required for keeping track of loans makes it a time-consuming process, and gives the administrators the possibly uncomfortable task of following-up on delinquent loans.

This committee is willing to administer the new program if it is a grant program. This makes the program much more helpful to the recipients, but it either means

the program will run out of funds in a much shorter time or makes a larger fund-raising effort essential.

Raise Funds to Continue Fund?

We would welcome adding to the fund's resources through the designation of some of the Legacy Fund to this fund. However, there are likely to be many competing proposals for use of these funds, so we don't expect this to come about.

We also don't expect the Development Committee to welcome the task of raising funds above what is needed to meet the budget or to have another committee compete for limited funds from New England Friends. Furthermore, this committee would not be willing to administer this fund if raising funds was one of the responsibilities.

It thus seems that this is not a good time to start a new fund that requires a significant fundraising effort. Even though this means the fund would run out of resources in a relatively short time, this committee feels that is the best plan at this time.

Eligibility for Receiving Grants

Hearing some past experiences where educational funds have been given to individuals who were not really qualified, we considered what requirements to place upon those applying for these grants. Should they be members of a Meeting? Should attenders of a Meeting be eligible? How about individuals who have been active with the NEYM youth retreats? How do we assure that the individuals are really eligible?

Our proposal is that members of the Religious Society of Friends and their children be eligible, and that a letter from the Meeting clerk be required to demonstrate their eligibility. This has two advantages – it rewards those who are most committed to Quakers and it is clear whether the applicant qualifies or not.

Should the funds be made available to any student or should they be taking some minimum course level? While full-time students bear the largest burdens, others may not be full-time students since they are unable to due to their financial situation. We did feel that the funds should go to someone working towards a college or advanced degree, however.

We also considered establishing some form of prioritizing of applications based upon (presumably financial) need, but decided that it would be difficult to

develop a fair set of criteria. In addition, we were not eager to take on the tasks of developing and administering the criteria nor would we want to have to tell an applicant they were less worthy of the funds than another. We thus decided the only qualifications would be membership (the student or parent) and being a student in pursuit of a higher education degree.

Once a student has received a grant, should they be eligible when there is another round of applications? Allowing recipients to apply again seems to make the grants more helpful, but limiting one grant per recipient would help spread the available funds to as many Friends as possible. We decided to limit each student to one application per year, thus preventing the fund from being drained by just a few students in a period of a few months.

How to Distribute Funds?

We first considered distributing the funds randomly to the first qualified applicants. However, that seems to give an unfair advantage to well-connected Friends, especially in a situation where the funds are going to be used up fairly quickly.

Instead, we decided to set a deadline for applications and distribute the funds evenly among the qualified applicants. If word of the available funds is spread widely and enough time is given for people to learn of the program and submit applications, we feel the program would be as fair as possible for eligible students.

When to Distribute Funds?

College financial decisions are generally made during the Spring (April – May) of each year, but grants would also be welcome to students with the beginning of the Spring semester (January – February). If this proposal is approved in time to publicize and administer the program by the end of January, we propose to do so. Otherwise, we propose to set up the program for application this Spring.

Our Proposal

We propose to make the funds remaining from the Student Loan Program available as grants for students seeking higher-education degrees who are members or are children of members of the Religious Society of Friends. The grants will be \$2,000 each, unless the available funds are insufficient to provide that amount to all successful applicants. In that event, the available funds will be divided equally among the successful applicants.

Submitting an official application by the announced deadline with a letter from the clerk of their Monthly Meeting documenting their eligibility are the requirements for the grant. No student will receive more than one grant per year.

The availability of these funds will be publicized through the NEYM website and a letter to all Monthly Meeting clerks. The publicity will be prepared and disseminated by and the applications will be developed and distributed by the committee of Ian Harrington, Allan Kohrman, and Rebecca Leuchak. They will review the applications and submit a list of grant recipients to the NEYM treasurer.

The initial set of applications will be due on January 15, 2015 with subsequent sets of applications due on April 15 each year until the available funds are exhausted.

The committee submits this proposal to Permanent Board for approval of the basic plan presented here. We will need some time to consider further the status of the outstanding student loans and the role of the conservator, a proposal for the creation of a granting committee, and a revised timeline (as we have been informed this proposal has to go to Sessions for approval). We expect to be able to complete that process in time for the next Permanent Board meeting.

***Ian Harrington, convenor
Allan Kohrman
Rebecca Leuchak***

Personnel Committee
Report to Permanent Board
November 15, 2014

Because the Personnel Committee of the Permanent Board is now focusing its work primarily on review and revision of personnel-related policies, the Committee asks for assistance from the Permanent Board with another important priority: to seek funding for the executive coaching that Permanent Board committed to provide for the Yearly Meeting Secretary when he was hired. The amount sought is \$6,000 for one year of coaching. Ideally, we would like to find a funding source that could be approached for a like amount in future years.

We ask that an ad-hoc committee of two or three be appointed to seek this \$6,000 of funding for the first year, reporting back to Permanent Board at its Feb 21, 2015 or May 9, 2015 meeting.

Memorial Minute for Jeanne Kinney

June 5, 1937 - December 23, 2012

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

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

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

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

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

Beth Cheadle, March 1, 1936 –December 26, 2013

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

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

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

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

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

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

Bennington Friends Meeting

Approved by Northwest Quarterly Meeting, March 2, 2014

**Board of Managers of Investment and Permanent Funds
Report to Permanent Board
Request for input regarding investments related to fossil fuels and climate change
Eleventh Month 6, 2014**

The Board of Managers (“BoM”) of Investment and Permanent Funds (“Pooled Funds”) is considering developing policy or guidance regarding investments that have association with “fossil fuels” or that may contribute to “climate change”. A number of constituents of the Pooled Funds have expressed concerns regarding potential or actual investments in the Pooled Funds that are associated with “fossil fuels”. Examples of such investments include exploration, extraction/production (including hydraulic fracturing), transportation (including pipelines, rail tank cars, trucking and by ship/barge), refining, and distribution (including heating oil and natural gas distribution) to customers. Currently the Pooled Funds does not invest in the exploration, extraction/production (including hydraulic fracturing), transportation (including pipelines, rail tank cars, trucking and by ship/barge) or refining companies, but does invest in natural gas utilities that supply gas to end users (industrial, commercial and residential) and has invested in the past in companies that supply materials (such as pipe) and services (such as geological services) to companies doing exploration and extraction/production (including hydraulic fracturing).

Thus the investments related to “fossil fuels” are not discrete, but form a spectrum from exploration to end use. Moreover, some states, e.g. Connecticut, are promoting increased availability of natural gas as a means of reducing energy costs, which are particularly burdensome to low income families, as lower-cost domestically produced natural gas, including gas produced by hydraulically fracturing shale formations, offers a significant hope of reducing costs for poorer families.

The BoM is also considering whether it is appropriate to either create, or “sign on to” a statement regarding “fossil fuels” or “climate change”. One such statement that has been proposed, and which the BoM will consider at its Twelfth Month meeting, is at:

http://investorsonclimatechange.org/wp-content/uploads/2014/09/GlobalInvestorStatement2014_Final.pdf

NEYM is a constituent of the Pooled Funds, but also, in many ways, represents NEYM. The BoM is very interested in hearing from all Pooled Funds constituents regarding this issue, and what steps the BoM might take, or what policies or guidelines the BoM might develop, to help the BoM in trying to have the investments in the Pooled Funds reflect the concerns and beliefs of NEYM Friends and particularly Pooled Funds constituents.

The BoM would be very interested in hearing from the Permanent Board regarding any clear guidance regarding what are, and what are not, acceptable investments with regards to fossil fuels or climate change. Please be as specific as possible. Because of the ubiquity of fossil fuels and their integration into our lives, from providing power to providing food, clothing and consumer goods, a statement such as “do not invest in fossil fuels” is unhelpful, as , taken to its logical conclusion, prohibits all investment. Thus the BoM asks for specific guidance on what investments that relate directly to fossil fuel exploration, extraction/production, transportation, refining, distribution or use are, or are not acceptable to the Permanent Board, so that the BoM can take this under consideration.

Developed by the following groups



GLOBAL INVESTOR STATEMENT ON CLIMATE CHANGE

This statement is signed by 361 investors representing more than US \$24 trillion in assets.

We, the institutional investors that are signatories to this Statement, are acutely aware of the risks climate change presents to our investments. In addition, we recognise that significant capital will be needed to finance the transition to a low carbon economy and to enable society to adapt to the physical impacts of climate change.

We are particularly concerned that gaps, weaknesses and delays in climate change and clean energy policies will increase the risks to our investments as a result of the physical impacts of climate change, and will increase the likelihood that more radical policy measures will be required to reduce greenhouse gas emissions. In turn, this could jeopardise the investments and retirement savings of millions of citizens.

There is a significant gap between the amount of capital that will be required to finance the transition to a low carbon and climate resilient economy and the amount currently being invested. For example, while current investments in clean energy alone are approximately \$250 billion per year, the International Energy Agency has estimated that limiting the increase in global temperature to two degrees Celsius above pre-industrial levels requires average additional investments in clean energy of at least \$1 trillion per year between now and 2050.

This Statement sets out the contribution that we as investors can make to increasing low carbon and climate resilient investments. It offers practical proposals on how our contribution may be accelerated and increased through appropriate government action.

Stronger political leadership and more ambitious policies are needed in order for us to scale up our investments. We believe that well designed and implemented policies would encourage us to invest significantly more in areas such as renewable energy, energy efficiency, sustainable land use and climate resilient development, thereby benefitting our clients and beneficiaries, and society as a whole.

HOW WE CAN CONTRIBUTE

As institutional investors and consistent with our fiduciary duty to our beneficiaries, we will:

- **Work with policy makers** to support and inform their efforts to develop and implement policy measures that encourage capital deployment at scale to finance the transition to a low carbon economy and encourage investment in climate change adaptation.
- **Identify and evaluate low carbon investment opportunities** that meet our investment criteria and consider investment vehicles that invest in low carbon assets subject to our risk and return objectives.
- **Develop our capacity to assess the risks and opportunities** presented by climate change and climate policy to our investment portfolios, and integrate, where appropriate, this information into our investment decisions.
- **Work with the companies in which we invest** to ensure that they are minimising and disclosing the risks and maximising the opportunities presented by climate change and climate policy.
- **Continue to report** on the actions we have taken and the progress we have made in addressing climate risk and investing in areas such as renewable energy, energy efficiency and climate change adaptation.

SCALING UP INVESTMENT: THE NEED FOR POLICY ACTION

We call on governments to develop an ambitious global agreement on climate change by the end of 2015. This would give investors the confidence to support and accelerate the investments in low carbon technologies, in energy efficiency and in climate change adaptation.

Ultimately, in order to deliver real changes in investment flows, international policy commitments need to be implemented into national laws and regulations. These policies must provide appropriate incentives to invest, be of adequate duration to improve certainty to investors in long-term infrastructure investments and avoid retroactive impact on existing investments.

We, therefore, call on governments to:

- **Provide** stable, reliable and economically meaningful carbon pricing that helps redirect investment commensurate with the scale of the climate change challenge.
- **Strengthen** regulatory support for energy efficiency and renewable energy, where this is needed to facilitate deployment.
- **Support** innovation in and deployment of low carbon technologies, including financing clean energy research and development.
- **Develop** plans to phase out subsidies for fossil fuels.
- **Ensure** that national adaptation strategies are structured to deliver investment.
- **Consider** the effect of unintended constraints from financial regulations on investments in low carbon technologies and in climate resilience.

ABOUT AIGCC

The Asia Investor Group on Climate Change (AIGCC) is an initiative set up by the Association for Sustainable and Responsible Investment in Asia (ASRIA) to create awareness among Asia's asset owners and financial institutions about the risks and opportunities associated with climate change and low carbon investing. AIGCC provides capacity for investors to share best practice and to collaborate on investment activity, credit analysis, risk management, engagement and policy. With a strong international profile and significant network, including pension, sovereign wealth funds insurance companies and fund managers, AIGCC represents the Asian voice in the evolving global discussions on climate change and the transition to a greener economy. Visit <http://aigcc.asia.org/>.

ABOUT IGCC

IGCC is a collaboration of 52 Australian and New Zealand institutional investors and advisors, managing approximately \$1 trillion and focussing on the impact that climate change has on the financial value of investments. The IGCC aims to encourage government policies and investment practices that address the risks and opportunities of climate change, for the ultimate benefit of superannuants and unit holders. Visit www.igcc.org.au.

ABOUT IIGCC

The Institutional Investors Group on Climate Change (IIGCC) is a forum for collaboration on climate change for investors. IIGCC's network includes over 90 members, with some of the largest pension funds and asset managers in Europe, representing €7.5trillion in assets. IIGCC's mission is to provide investors a common voice to encourage public policies, investment practices and corporate behaviour which address long-term risks and opportunities associated with climate change. Visit www.iigcc.org.

ABOUT INCR

The Investor Network on Climate Risk (INCR) is a North America-focused network of institutional investors dedicated to addressing the financial risks and investment opportunities posed by climate change and other sustainability challenges. INCR currently has more than 100 members representing over \$13 trillion in assets. INCR is a project of Ceres, a nonprofit advocate for sustainability leadership that mobilises investors, companies and public interest groups to accelerate and expand the adoption of sustainable business practices and solutions to build a healthy global economy. Visit www.ceres.org.

ABOUT PRI

The United Nations-supported Principles for Responsible Investment (PRI) Initiative is an international network of investors working together to put the six Principles for Responsible Investment into practice. Its goal is to understand the implications of Environmental, Social and Governance issues (ESG) for investors and support signatories to incorporate these issues into their investment decision making and ownership practices. In implementing the Principles, signatories contribute to the development of a more sustainable global financial system. Visit www.unpri.org.

ABOUT UNEP FI

UNEP FI is a global partnership between UNEP and the financial sector. Over 200 institutions, including banks, insurers and fund managers, work with UNEP to understand the impacts of environmental and social considerations on financial performance. Through its Climate Change Advisory Group (CCAG), UNEP FI aims to understand the roles, potentials and needs of the finance sector in addressing climate change, and to advance the integration of climate change factors - both risks and opportunities - into financial decision-making. Visit www.unepfi.org.

ACKNOWLEDGMENTS

The sponsoring organisations thank CDP for its support of the statement. CDP is an international, not-for-profit organisation providing the only global system for companies and cities to measure, disclose, manage and share vital environmental information (www.cdp.net).

THIS STATEMENT WAS LAUNCHED IN SEPTEMBER 2014.

SIGNATORIES

ACA Investments	CareSuper	Fjärde AP-fonden (Fourth Swedish National Pension Fund)
Achmea	Cathay Financial Holdings	Folksam
Acorus Capital	Catholic Health Initiatives	FONDS DE RESERVE POUR LES RETRAITES (FRR)
ACTIAM	Catholic Superannuation Fund	Fortius Funds Management
Addenda Capital	CBRE Global Investors	Franciscan Friars (OFM), St. John the Baptist Province, JPIC Office
Aegon Asset Management	Cbus Superannuation Fund	Franciscan Sisters of Perpetual Adoration, Inc.
Allan Gray Australia Pty Ltd	CCLA Investment Management	Friends Fiduciary Corporation
Alliance Trust PLC	CEI	FSM Development Bank
Allianz Global Investors	Celadon Capital	Generation Investment Management
Allianz Group	CHE Trinity	Glasswaters Foundation
ALPHA BANK	Christian Brothers Investment Services, Inc.	Government Employees Pension Fund (GEPF) of South Africa
Altrinsic Global Advisors	Christian Super	GPT
AMP Capital	Christopher Reynolds Foundation	Great Lakes Advisors – Disciplined Equity Team
Amundi Asset Management	Church Commissioners for England	Greater Manchester Pension Fund
Andra AP-fonden AP2	Church of England Pensions Board	Green Century Capital Management
AP7	Clean Yield Asset Management	Grosvenor Fund Management
Aperio Group	ClearBridge Investments	Groupama Asset Management
APG Asset Management	Climate Change Capital	Hampshire College
Apollo Investment Management Ltd	Colonial First State Global Asset Management	Henderson Global Investors
Arcus Foundation	COMGEST	Hermes Equity Ownership Services
Arjuna Capital	Commonwealth Financial Group	Hermes Fund Managers
Armstrong Asset Management	Compensation Employees' Union	Hermes Real Estate Investment Management
As You Sow	Compton Foundation	HESTA
ASN Bank	Congregation of the Passion	HgCapital
Atkinson Charitable Foundation	Connecticut Retirement Plans & Trust Funds	Humanis
ATP Group	Custodian and Allied Plc	IFM Investors
Australian Ethical Investment	Daughters of Charity, Province of St Louise	IL&FS INVESTMENT MANAGERS LIMITED
AustralianSuper	DBL Investors	Illinois State Board of Investment
Avaron Asset Management	de Pury Pictet Turrettini & Cie S.A.	Impax Asset Management
Aviva Investors	Delta Lloyd Asset Management	Inflection Point Capital Management
AXA Group	Deutsche Asset & Wealth Management	ING Investment Management International
AXA Investment Managers	Dignity Health	Insight Investment
Bank J. Safra Sarasin	DNB	Institute of the Blessed Virgin (Loretto Sisters)
Bank Vontobel	Domini Social Investments LLC	Interamerican Hellenic Insurance Group
Batirente	Dominican Sisters of Hope	Investa Commercial Property Fund
BBC Pension Trust Ltd	Dragon Capital Group	Investa Property Group
BBVA	Earth Capital Partners	IRCANTEC
BC Government & Service Employees' Union	Eco-Frontier Global Capital	Ivey Foundation
British Columbia Investment Management Corporation	EcoAlpha Asset Management, LLC	Jesuits in Britain
Bedfordshire Pension Fund	Edinburgh Partners Limited	Jonathan Rose
BlackRock	EKO Asset Management Partners	Jupiter Asset Management
Blumenthal Foundation	Element Investment Managers	Justice Team of the Congregation of St. Joseph
BMS World Mission	Environmental Investment Services Asia Limited	Kempen Capital Management
BNP Paribas Investment Partners	Environmental Technologies Fund	Kent County Council Superannuation Fund
Boardwalk Capital Management	Epworth Investment Management Ltd	Kleinwort Benson Investors
Bon Secours Health System, Inc.	Equilibrium Capital Group	Klima INVEST Green Concepts GmbH
Boston Common Asset Management	ERAFF (French public service additional pension scheme)	KLP
Boston Provident Partners, LP	Essex Investment Management, LLC	Krull & Company
Bpifrance	Ethos Foundation Switzerland	La Banque Postale
BRAINERD Foundation	Etica SGR S.p.A.	Laird Norton Family Foundation
Breckinridge Capital Advisors	Eureka Funds Management Limited	Land Bank of the Philippines
BT Financial Group	Evangelical Lutheran Foundation of Eastern Canada	Legal & General Investment Management
BT Pension Scheme	Everence and the Praxis Mutual Funds	Local Government Super
Bullitt Foundation	F&C Investments	LocalTapiola Asset Management Ltd
CA Catholic Congregations for Responsible Investing	Första AP-fonden (AP1)	Lombard Odier
Caisse des Dépôts	FEDERAL FINANCE GESTION	Loyalis Verzekeringen
California State Controller	FEDERIS GESTION D'ACTIFS	LUCRF Super
CalPERS	Ferrostaal Capital GmbH	Macroclimate LLC
CalSTRS	Financière de l'Echiquier	MARGUERITE ADVISER
Calvert Investments	First Affirmative Financial Network	
Canadian Labour Congress (CLC) Staff Pension Plan	FirstRand Ltd	
Candriam Investors Group		
Capricorn Investment Group, LLC		

SIGNATORIES (continued)

Marshall Street Management	Portfolio Advisory Board, Adrian Dominican Sisters	Stichting Pensioenfonds ABP
Martin Currie Investment Management	Portfolio 21	Stichting Pensioenfonds voor de Woningcorporaties
Maryknoll Fathers and Brothers	Presbyterian Church in Canada	Stichting Personeelspensioenfonds APG
Maryknoll Sisters	Presbyterian Church in Canada Pension Plan	Storebrand ASA
Maryland Treasurer's Office	Progressive Asset Management, Inc.	Sura PerÅ°
Matrix Asset Management Inc.	Province of St. Joseph of the Capuchin Order	Swedbank Robur Fonder AB
Mayfair Capital Investment Management	Prudential Portfolio Managers South Africa	Swiss Re
Meeschaert Asset Management	Quakers in Britain	Syntrus Achmea
Mennonite Education Agency	Rathbone Investment Management	Tellus Mater Foundation
Mercer	REI Super	Temporis Capital LLP
Merck Family Fund	Robeco	TerraVerde Capital Management
Mercy Health	Rockefeller Asset Management	The Betsy and Jesse Fink Foundation
Mercy Investment Services	Rockefeller Brothers Fund	The Catherine Donnelly Foundation
Mergence Investment Managers	Rothschild & Cie Gestion Group	The Central Finance Board of the Methodist Church
Merseyside Pension Fund	Royal London Asset Management	The Church of Sweden
Metcalf Foundation	RPMI Railpen	The Congregation of the Sisters of Mercy of Newfoundland
Miller/Investments, Inc.	Russell Investments	The Environment Agency Pension Fund
Mirova	SAIL Capital Partners LLC	The J.W. McConnell Family Foundation
Mirvac	Sanlam Investment Management	The Joseph Rowntree Charitable Trust
Mission Responsibility Through Investment, Presbyterian Church (U.S.A.)	SANTAM Ltd.	The Link REIT
MissionPoint Partners	Sarasin & Partners	The Lutheran Council of Great Britain
Mitsubishi Corp. – UBS Realty Inc. MN	Schroders	The Pensions Trust
Mondrian Investment Partners	SEB Investment Management	The Skoll Foundation
Nanuk Asset Management	Secom corporate pension fund	The Sustainability Group of Loring, Wolcott & Coolidge
Nathan Cummings Foundation	Sentinel Sustainable Funds	The Townsend Group
Natixis Asset Management	Servite Friars – The Province of the Isles	TIAA Henderson Real Estate
Natural Investments	Shinhan Bank	Tiemann Investment Advisors, LLC
Nedbank Limited	Sindicatum Sustainable Resources Group	Toronto Atmospheric Fund
NEI Investments	Sinsinawa Dominican Shareholder Committee	Tredje AP-fonden
New England Province of the Society of Jesus	Sisters of Charity – Halifax	Trillium Asset Management, LLC
New Forests	Sisters of Charity of New York	Triodos Investment Management
New York City Comptroller's Office	Sisters of Charity of Saint Elizabeth	Union Investment
New York Province of the Society of Jesus	Sisters of Instruction of the Child Jesus	Asset Management Holding
New York State Comptroller	Sisters of Saint Joseph of Boston	Unipension Fondsmæglersekskab A/S
NGS Super	Sisters of St. Ann	UniSuper
Nordea Asset Management	Sisters of St. Dominic Blauvelt, New York	Unitarian Universalist Association
Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC)	Sisters of St. Dominic of Caldwell, NJ	United Church Funds
OceanRock Investments Inc.	Sisters of St. Francis of Philadelphia	United Church of Canada
OFI ASSET MANAGEMENT	Sisters of St Ursula	United Nations Foundation
OFI REIM	Sisters of the Good Shepherd-Province of New York	United Nations Joint Staff Pension Fund
Oikocredit International	Sisters of the Holy Family	Universities Superannuation Scheme – USS
Old Mutual	Sisters, Servants of the Immaculate Heart of Mary – Leadership Council	Ursuline Sisters of Tildonk, U.S. Province
OPSEU Pension Trust	Society of the Holy Child Jesus, American Province	V. Kann Rasmussen Foundation
Oregon State Treasury	Socrates Fund Management Ltd.	Vancity Investment Management Ltd.
Panahpur	Solaris Investment Management	Veris Wealth Partners
Parnassus Investments	Sompo Japan Nipponkoa Insurance Inc.	VicSuper Pty Ltd
Pax World Management LLC	Sonen Capital	Victorian Funds Management Corporation
Pennsylvania State Treasurer	South Pole Carbon Asset Management Ltd	Village Power Finance
Pensioenfonds Metaal en Techniek (PMT)	South Yorkshire Pensions Authority	Vision Super Pty Ltd
Pensioenfonds Vervoer	SSM US/Caribbean Province	Walden Asset Management
PensionDanmark	St. Joseph Health System	Washington State Treasurer
Pensions Caixa 30	Stafford Capital Partners	Water Asset Management
Perpetual Investments	Stafford Timberland	Wespath Investment Management
PGGM	Standard Bank	West Midlands Pension Fund
Pictet Asset Management	Standard Life Investments	WHEB
Pioneer Investments	StatewideSuper	Wilbanks Partners llc
PKA A/S	Stephen Whipp Financial	Youville Provident Fund
Plater Trust	Stepstone Group LP	Zevin Asset Management, LLC
Platina Partners	Stichting Bedrijfstakpensioenfonds voor de Bouwnijverheid (bpfBOUW)	
Plato Investment Management Limited		
Polden-Puckham Charitable Foundation		

November 15, 2014

Request to Permanent Board from *Faith and Practice* Revision and Publications and Communications Committees

Jan Hoffman, Clerk, *Faith and Practice* Revision Committee

Emily Taber, Clerk, Publications and Communications Committee

Faith and Practice Revision and Publications and Communications committees would like to submit an application for funding the publication of the Interim *Faith and Practice* from the Obadiah Brown Fund. Permanent Board has already granted us (at its August 2014 meeting) permission to withdraw funds from the F&P Revision Board-Designated Fund (3620) for this purpose, with the expectation that the money withdrawn from this fund would be replenished. This application represents our attempt at replenishing the Board-Designated fund, as well as covering the costs of an as-yet-unpublished large-print edition.

As we have been informed, we must follow the procedures in the below Permanent Board minute:

PB 8/3/91 #15 Yearly Meeting committees, individual committee members, or Yearly Meeting staff wishing to apply for a grant in support of the ongoing work of a Yearly Meeting committee or of a Yearly Meeting staff person, or to apply for a grant to initiate new work of such a committee or Yearly Meeting staff person, should prepare the grant application in consultation with the Yearly Meeting Finance Committee. Any application for a grant of \$1000 or more must have the approval of the Yearly Meeting in session or of the Permanent Board, and carry a written endorsement by the Clerk of the Yearly Meeting or by the Clerk of the Permanent Board before it is submitted. These restrictions shall not apply to the committees of the Yearly Meeting which are authorized from time to time to make general appeals directly to members of the Yearly Meeting. If any grant application involves the hiring of or contracting with additional personnel, approval and written endorsement by the clerk of the Personnel committee must be obtained.

This application has already been reviewed by Finance Committee and so now we are presenting it for endorsement by Permanent Board.

Please find the relevant application materials attached.

Obadiah Brown Benevolent Fund/Sarah Swift Fund Proposal

Submitted by: NEYM Publications and Communications Committee (Emily Taber, Clerk) and NEYM *Faith and Practice* Revision Committee (Jan Hoffman, Clerk)

Purpose of the request: To support the design, printing, and distribution of the *Interim Faith and Practice* 2014 by:

1. Replenishing the Faith and Practice Revision Fund
2. Funding the creation of a large print version of *Interim Faith and Practice* 2014

Project Description: At New England Yearly Meeting Sessions 2013, several Friends asked that all the *Faith and Practice* material given preliminary approval so far be printed in a single document that could be easily used and referred to by meetings and individuals. In response, the *Faith and Practice* Revision Committee prepared the text for an *Interim Faith and Practice* which appeared in print at NEYM Sessions August 1, 2014. Each monthly meeting and worship group was given a copy for their library and a copy for their clerk (if applicable), with additional copies available for purchase.

In order to have copies available at New England Yearly Meeting Sessions this year, we received approval from NEYM Permanent Board to dip into the F&P Revision Board-Designated Fund for publishing the final *Faith and Practice*. As part of this approval, Permanent Board expected that this fund would be replenished. Money from sales of the 2014 *Interim Faith and Practice* would be deposited in that Fund, as well as income from sales of the 1985 *Faith and Practice*. In addition, the Board expected that grant money would be sought.

Some Friends in the Yearly Meeting have expressed an interest in a large-print edition of the *Interim Faith and Practice*. We are currently in the process of collecting bids for this work and hope to be able to publish the large-print edition in the coming months.

Preparing the *Interim Faith and Practice* has been a collaboration between *Faith and Practice* Revision Committee and Publications and Communications Committee, with additional support and guidance from NEYM staff.

Amount requested: \$9,148

Budget Explanation: See attached budget for expense/other funding details.

Total costs are \$15,663. We received \$9148 from the Board-Designated Fund, which will need to be replenished. We have already received a contribution from the Mosher Book and Tract Fund for \$1515. We anticipate that we will sell 500¹ copies of the *Interim Faith and Practice* at a price of \$10 each (\$5000 total), for a grand total of \$6515 to go back into the Board-Designated Fund. It was important to us to keep the price affordable, so we are selling each copy for less than the actual cost of printing. Any funding from Obadiah Brown would fill this gap, cover the costs of the gift copies to meetings and worship groups, and produce the large-print edition. At this time, we are not sure how many copies of the large-print edition we can expect to sell (and what the proceeds from those sales might be), and so we are requesting funding for the full estimated cost of designing and printing the large-print edition.

¹ We have 550 copies available for sale (750 total printed, with 200 being donated to meetings), but we are accounting for the fact that we may not sell every copy, and so are only estimating sales for 500 copies.

Interim Faith and Practice Budget		
for Obadiah Brown Fund application		
Actual Expenses for Regular-Print edition of <i>Interim Faith and Practice</i>		
Designer		\$ 5,000.00
Printing (750 copies)		\$ 5,663.00
<i>Total</i>		\$ 10,663.00
Estimated Expenses for Large-Print Edition of <i>Interim Faith and Practice</i>		
Total Estimate for Design and Printing		\$ 5,000.00
<i>Total estimated expense (actual regular-print costs + large-print estimate)</i>		\$ 15,663.00
Funding Sources		
Contribution from Mosher Book and Tract Fund		\$ 1,515.00
Expected Income from Sales (estimated)		\$ 5,000.00
<i>Total Funding</i>		\$ 6,515.00
Current Funding Needs		
Total estimated expense		\$ 15,663.00
Total funding		\$ (6,515.00)
Amount Requested from Obadiah Brown Fund		\$ 9,148.00

NEYM Treasurer's Report to Permanent Board for 11/15/2014

Prepared by Ben Guaraldi

FY14 is still not quite closed. There remain some calculations and accounting decisions. However, I am able to preliminarily report great news! The deficit in FY14 will be drastically less than budgeted—around \$14,000 instead of \$49,004. Individual income was 22% higher than budgeted and Sessions program fees were 17% higher than budgeted! (And note that Sessions fees are 29% higher than the number I reported was realistic in February.)

We also received 99% of our budget in Monthly Meeting Contributions. These were boosted by an increase of \$7,417 from Monthly Meetings to Equalization, some of which was due to Monthly Meetings contributing their own equalization funds to the Yearly Meeting as they were no longer needed given the pay-as-led approach to Sessions fees. It is not clear whether we can expect these levels of Individual Contributions, Sessions fees, and Equalization to continue in future years, though the Individual Contributions at least is at the same level as it was in FY13.

We did end up overspending our travel budget by 11% as authorized by the September meeting of Permanent Board.

One item that came up while closing the books is that Permanent Board minuted (2/27/93, minute 8) that annually the accumulated income of the Alice Needham Fund is to be sent to Cambridge Friends School and the Meeting School so it can "be used as scholarship aid for Friends' children." This year, the Meeting School board clerk said that they could no longer accept money for this purpose, so for FY14 the entire available amount from this fund (\$812) was given to Cambridge Friends School. With no further guidance from Permanent Board, the NEYM Treasurer will continue to give the entire available amount of this fund to Cambridge Friends School. I note that the original bequest was to Lynn Monthly Meeting to provide for the education of children of Friends in that area.

Please feel free to ask me any questions in person or by email to treasurer@neym.org.

NEYM Operating Activities for FY2014

October 1, 2013 to September 30, 2014

(still not final, but close)

	Preliminary Actual	Total Budget	over Budget	% of Budget
Income				
4010 Individual Contributions	134,734	110,000	24,734	122%
4020 Monthly Meeting Contributions	307,437	310,000	(2,563)	99%
4030 Organizations Contributions	943	-	943	∞
4050 Interest and Dividend Income	21,579	33,500	(11,921)	64%
4070 Books and other Items	17,391	20,000	(2,609)	87%
4077 Consulting Fee Contribution	200	-	200	∞
4080 Retreat Program Fees	46,143	53,370	(7,227)	86%
4085 Sessions Program Fees	206,413	176,970	29,443	117%
4099 Net Assets Released To/From	-	-	-	-
Total Income	734,840	703,840	31,000	104%
Expenses				
4000 Reconciliation Discrepancies	-	-	-	-
5000 Staff				
5010 Salaries & Wages	258,847	263,712	(4,865)	98%
5020 Payroll Taxes	18,911	20,098	(1,187)	94%
5033 Health Benefits	53,514	53,385	129	100%
5035 Retirements	23,969	23,984	(15)	100%
5040 Disability	1,219	900	319	135%
5045 Workers' Compensation	700	900	(200)	78%
5060 Staff Development	3,115	4,000	(885)	78%
5050 Spiritual Retreats	400	1,200	(800)	33%
Total 5000 Staff	360,674	368,179	(7,505)	98%
5100 General & Administration				
5120 Bank Expense	7,873	5,000	2,873	157%
5130 Contracted Services	13,797	8,200	5,597	168%
5140 Legal Services	477	10,000	(9,523)	5%
5150 Liability Insurance	2,738	4,000	(1,262)	68%
5160 Payroll Service	1,715	2,500	(785)	69%
5170 Recruiting Expense	80	500	(420)	16%
5180 Rent	9,350	9,350	-	100%
5190 Misc. Expense	1,045	-	1,045	∞
5220 Cleaning Services	264	265	(1)	100%
5230 Maint - Equip & Hardware	237	1,250	(1,013)	19%
5240 Postage	3,604	2,500	1,104	144%
5250 Office Equipment	509	1,250	(741)	41%
5260 Office Supplies	2,541	2,250	291	113%
5270 Printing & Copying	1,616	4,500	(2,884)	36%
5280 Software & Updates	4,727	1,500	3,227	315%
5290 Telephone	3,416	4,000	(584)	85%
Total 5100 General & Administration	53,988	57,065	(3,077)	95%

NEYM Operating Activities for FY2014

October 1, 2013 to September 30, 2014

(still not final, but close)

	Preliminary Actual	Total Budget	over Budget	% of Budget
5300 Travel & Conferences			-	
5310 Travel - Committee	3,777	2,300	1,477	164%
5320 Travel - Clerk	4,634	5,000	(366)	93%
5330 Travel - Programs	2,923	3,000	(77)	97%
5335 Travel - Representatives Travel	4,967	4,500	467	110%
5350 Travel - Staff	15,757	14,000	1,757	113%
5360 Travel - Ministries	-	-	-	0%
Total 5300 Travel & Conferences	32,058	28,800	3,258	111%
6000 Programs				
6105 Honoraria - Speakers/Wkshp Ldrs	12,920	11,100	1,820	116%
6110 Sessions Room & Board	150,142	144,000	6,142	104%
6112 Retreats - Room & Board	37,191	30,000	7,191	124%
6125 Program Expenses	9,819	14,800	(4,981)	66%
6130 Committee Expenses - General	16,893	23,451	(6,558)	72%
Total 6000 Programs	226,965	223,351	3,613	102%
6140 Books and Other	13,151	17,200	(4,049)	76%
6200 Benevolence	48,060	48,749	(689)	99%
6600 Publications				
6610 Yearly Meeting Minute Book	5,932	4,000	1,932	148%
6620 New England Friend	8,064	5,000	3,064	161%
6630 Other newsletters	258	500	(242)	52%
Total 6600 Publications	14,254	9,500	4,754	150%
Total Expenses	749,150	752,844	(3,694)	100%
Net Operating Income	(14,310)	(49,004)	34,694	29%

Internal Nominating Committee Report to Permanent Board Nov, 2014

Clerk: Holly Baldwin 2012 – 2015

Recording Clerk : Bruce Neumann 2012-2015

2015	2016	2017	2018	2019
Aimee Belanger Ben Guaraldi Galen Hamman Jan Hoffman Rebecca Leuchak Patsy Shotwell Rosemary Zimmerman	#Sarah Gant #Sandy Isaacs Bruce Neumann Elias Sanchez-Eppler Fritz Weiss Nancy Isaacs Elizabeth Szakowski	Holly Baldwin #Suzanna Schell Sara Smith Karen Sanchez-Eppler Travis Belcher Hannah Zwirner	Susan Davies # Donn Weinholtz Jean McCandless Rebecca Steele Jeremiah Dickinson Rocky Malin Leanna Kantt Justice Erikson	Jackie Clark Ian Harrington Chris Gant Ginny Bainbridge Bill Walkauskas Philip Stone #Deanna Chase #Carolyn Stone #Allan Kohrman

in second term (can't be reappointed)

* filling out term – can be reappointed 2 entire terms

Sub Committee	2015	2016	2017	2018
Clerks Nominating	Christopher McCandless Rosemary Zimmerman	Allan Kohrman Ben Guaraldi	Fran Brokaw +Benigno Sanchez- Eppler	
Personnel	+Judith Shea (resigned -vacancy) Carolyn Stone	Rebecca Leuchak Jan Hoffman Bob Murray Edward Baker	Chris Gant Karen Sanchez - Eppler (resigned-vacancy) Elizabeth Szakowski	
Internal Nominating	Donn Weinholtz Sarah Sue Pennell	Patsy Shotwell Carolyn Stone	Susan Davies	# Donn Weinholtz + # Sarah Sue Pennell
YM Nominating at Large	Nancy Isaacs Connie Kincaid-Brown	Rhoda Mowry Virginia Bainbridge Eileen Cummings (resigned-vacancy)	+ Sara Sue Pennell Richard Ristow Leslie Umans	
NEYM Secretary Supervisor		Edward Baker		

Bold = Submitted for Permanent Board Approval

+ = not on Permanent Board

in second term (can't be reappointed)

Friends Camp Nominating: Brad Bussiere-Nichols, Mary Knowlton (2015 – 2016)

**Minutes Forwarded by Falmouth Quarterly Meeting to Permanent Board
November 2014**

On November 1, 2014 Falmouth Quarterly Meeting approved standing in agreement with two minutes of concern which came from Lewiston Monthly Meeting of Friends and Durham Monthly Meeting. We also agreed to send them on to Permanent Board of New England Yearly Meeting indicating our agreement.

Welcome

We, the members and attenders of Lewiston Monthly Meeting, welcome you as you are, or as you hope to be.

Our welcome includes all visitors and seekers of whatever age, ethnicity, race, sexual identity, gender identity, ability or disability, faith persuasion or none.

A fundamental belief of Quakerism is that there is that of God in everyone, every life is precious and we all have gifts to nurture and share.

You are welcome to join us in worship, and in our community of reflection and action.

Approved 5th day, 10th month, 2014 by Lewiston Monthly Meeting of Friends

Durham Friends Meeting Minute of Concern for the Environment

“The earth is the Lord’s and all that is in it.” Psalm 24:1

The Religious society of Friends testimonies of simplicity, Peace, Integrity, Community, Equality and Stewardship are our guides in dealing with the challenges of global warming and climate change. Durham Friends Meeting supports sustainable relationships among the economic, environmental, and social systems; we understand these to rightly be relationships that emphasize humans as interdependent with and nurturing of the environment and of each other.

Cultivating a deeper awareness of our connections with all of Creation enables us to live more spirit-filled lives. This awareness reminds us of God’s presence in everything around us, leads us to greater clarity and acceptance of ourselves as God’s creatures. Failure to respect the sanctity and interdependence of all Creation is a root of war, social oppression, and environmental destruction.

Friends concerns for simplicity, right sharing of resources and equality lead us to recognize that the effects of global warming desecrate God’s creation. L We, on this day of the United nations march in New York City, issue and urgent call for Friends to make substantive changes in their lifestyles including”:

- Reduction in use of fossil fuels for transportation, home heating, electricity.
- Reduction of industrial combustion of fossil fuels.
- Work for public policies that discourage use of carbon-based fuels and encourage use of renewable sources of energy.

We acknowledge that is an urgent need to begin a steady progress towards bringing our lives into right relationship with the community of life on Earth. With knowledge, and with Friends’ testimonies as our guide, we embrace our responsibility to protect the earth’s life forms and ecosystems.

Approved 21st day, 9th month, 2014 by Durham Monthly Meeting

Quaker Outreach Update

Beth Collea, Religious Education and Outreach Coordinator, NEYM

The staff and volunteers of NEYM are engaged in a variety of creative Quaker Outreach initiatives. We strive to craft a contemporary stewardship of the Quaker message. We begin from a belief that the best outreach is good ministry. We understand that to be successful, we must meet people “where they are” but not leave them where we found them. The question for us at the end of the day is, “Did we effectively take them to their Guide?” “Did we get them started on their own Quaker journey?”

New outreach materials are being created. They share three hallmarks which set them apart from previous materials: 1) they are interactive rather than just explanatory, 2) they are a hybrid of religious education and outreach, and 3) they are customized with the local meeting’s name and address. As they are produced, they are submitted for a round of preliminary review to some of the members of the Outreach Working Group and the Ministry & Counsel Resources Working Group and others. Then, they are successively pilot-tested in larger and larger circles. The Children Are Welcome Here coloring pages, the Spiritual Practice Rack Cards and the Quaker Affirmation Stickers are the first fruits. These materials made their debut in public venues when Vassalboro Quarter had a booth at the Common Ground Fair in September and Dover Friends had a booth at the Apple Harvest Day in October. All materials were well received by the public.

The Quaker Outreach Pilot Project is another initiative that envisions working intensively with three local meetings or worship groups for a period of 18 months to two years. The purpose is to intentionally explore and field test new outreach materials and styles of programming. The project relies upon the joint funding of the Obadiah Brown Benevolent Fund and Salem Quarterly Meeting. We have now received full funding for the three pilot sites. The application process will give us a baseline sense of their visibility in their communities, sense of what they have to offer, and history of outreach and publicity efforts to date. Applications are due December 1st and we hope to begin January 1st. We are expecting applications from local meetings in at least four of our Quarterly Meetings.

Next Spring we are organizing a Round Table gathering called “Emerging Practices in Quaker Outreach” to give Friends a chance to share experiences and learnings. It will be Saturday, April 4, 2015. We hope to hear about the Pilot Sites work in progress, reach out to Friends School of Portland to share about their very successful Parenting for Peace events as well as hear from other Friends engaged in Quaker outreach.

Outreach efforts in NEYM have gained momentum in the last five or six years. This trend began as isolated initiatives in local meetings. A few of them embraced the Quaker Quest program of Friends General Conference (FGC). The Inreach work was often regarded as the most productive aspect. The program’s

hope for dramatic increases in newcomers has not been realized in New England. Quaker Quest, however, did help establish the legitimacy of the Outreach Conversation. Friends now carry fewer anxieties around sharing their faith in low key and invitational ways.

Momentum further increased around Quaker outreach as opportunities for cross-meeting dialog and learning sprang up. The Quaker Youth Education Committee hosted a workshop at Annual Sessions in 2013. Last year, this work was galvanized by our affiliation with Brent Bill and FGC's New Meetings Project. Beth Collea and Brent Bill traveled around New England hosting three conversations on "Friends in a Time of Spiritual Awakening." NEYM sponsored a very successful New Meetings Day in January 2014. I am visiting Vassalboro Quarterly Meeting on November 1, North Sandwich Meeting on November 2 and Westport Meeting on November 10 all to share, plan, and problem-solve around Quaker outreach issues.

In the next year, we hope to craft a first vision for a comprehensive Quaker outreach plan at the yearly meeting level. We may encourage Quarterly Meetings to do the same. This will be a work in progress actively honed and modified to reflect our unfolding understandings. The power and potential of simply posing this assignment for ourselves will begin to be realized as the work and service that the yearly meeting is uniquely positioned to do around Quaker outreach becomes clear.

New England Quaker Outreach Pilot Project Application Form

Thank you for applying to participate in the New England Quaker Outreach Pilot Project. If selected, your local meeting, Friends church, or worship group will become one of two or three learning laboratories for Quaker outreach. During that time, Beth Collea, NEYM Religious Education and Outreach Coordinator, will work intensively with you. The hope is to learn as much as we can about effective new modes and methods of sharing our Quaker way with others all the while helping your local Quaker meeting to deepen in spirit and grow in numbers.

You will need to form an Outreach Project Working Group of at least three Friends to guide and hold your discernment process. Securing the approval of your local meeting will be an important step in assessing your own readiness and clarity.

Return the form to Beth Collea, 32 Tall Tree Road, Sharon, MA 02067. Noah Baker Merrill, Yearly Meeting Secretary and Beth Collea will discern the initial sites for the Outreach Project. Whether or not this program is a good fit with your local meeting at this time, the Yearly Meeting supports and encourages local outreach efforts and seeks to engage with you in this important work.

Beth Collea
NEYM, Religious Education and Outreach Coordinator

Local Meeting, Friends Church or Worship Group:

1. Establishing Your Quaker Outreach Baseline:

What level of awareness do you think your community has of your local meeting now?

Have you already been thinking about outreach?

Have you already tried some introductory events or public gatherings?

Are you already engaged locally advocating for the Quaker cultural alternative or offering a compassionate response to a crisis? Can you be clearly identified as Quakers at these times?

Is there a seasonality to your activity as a meeting or to the frequency of visitors that we should bear in mind?

What is your average attendance at meeting for worship? If this varies significantly by season, what is attendance in the high and low seasons?

Is there a First Day School or any children currently in your meeting?

What do you feel you have to offer newcomers at this point?

Do you have any natural partnerships that we could build on? With your Quarterly Meeting? With like-minded community organizations?

2. Assessing Readiness

What are your hopes? What would a successful Quaker outreach program look like?

Are there significant challenges that your meeting is facing?

Have you already made significant commitments as a meeting that will require a lot of time, physical or spiritual energy?

Where would this program fit in the life of your meeting? How do you sense the Light working among you at this time?

What was your experience of your discernment process coming to clearness to apply?

3. Preparing for the Future

Can you anticipate ways a successful outreach program would change your meeting life? Would some of them be uncomfortable or problematical?

Are there ways we can help each other to prepare for those shifts and changes?

Are there particular kinds of support that you would like to ask of NEYM Ministry & Counsel?

Quaker Outreach Working Group with Contact information:
