

**Agenda**  
23 September 201  
Burlington Monthly Meeting

**Together with Ministry and Counsel**

0900 Fellowship  
0930 Worship

Report: Presiding Clerk  
Report: Secretary  
Report: Ad hoc Joint Permanent Board/M&C Travel Minutes Working Group

**Permanent Board Agenda**

Roll Call  
Minutes: 5 August 2017  
Minutes: 10 August 2017  
Permanent Board: Purposes, Procedures and Composition

Report: Treasurer  
Development Committee  
Friends Camp Budget: Revised Draft

Ad hoc Challenging White Supremacy Working Group  
Ad hoc Reparations Working Group  
Proposal: Quaker Network to End Mass Incarceration (QNEMI)

Purposes, Procedures and Composition: Clerks Nominating Committee

YM Nominating Committee  
Internal Nominating Committee

Memorial Minutes  
    Jean V. Blickensderfer  
    Joyce Kay Wilson

Announcements

Informational Reports  
    Meeting Visits by Quarter (Draft)  
    Friends Camp Summer Report 2017

*Presiding Clerk report to Permanent Board and Ministry and Counsel  
September 2017*

“All the paths of the Lord are steadfast Love and faithfulness” Psalm 25

Dear Friends

This summer, the yearly meeting committed to continue engaging in the spiritual witness addressing the changing climate; to continue challenging the culture of white power and privilege in our community; to support refugees and consider sanctuary; and to respond to the deep pain in the Israeli/Palestinian conflict. There is good news to report in each of these concerns.

The first impulse of the Friends carrying the concern for climate change was to commit to praying together every morning at 5:30 and every evening at 9:30. I have joined in this discipline. I feel real joy that Friends choose to prepare for the work God gives us by strengthening our spiritual discipline.

The Challenging White Supremacy working group has met and is committed to another year of deep listening encouraging this profound work of culture change in our community.

Lisa Graustein is offering a day of visioning, community building, and skill-development around our Yearly Meeting's work challenging white supremacy for yearly and quarterly meeting leadership and staff.

The NEYM-IP (Israeli/Palestinian) working group has started bringing the minute that was approved at Sessions to monthly meetings and the wider faith community.

I am aware of at least two meetings who have committed to working with other local faith communities to provide sanctuary for those threatened with deportation.

When Permanent Board met last year in September after sessions, it was our responsibility to find a way to carry the concerns from annual sessions forward. This year the public minutes on Immigrants, Refugees and Sanctuary and on the Israeli/Palestinian Conflict are still in final review and have not yet been sent out. Yet there are gathered bodies already working faithfully on these concerns. This is something to celebrate.

Since Sessions, Coordinating & Advisory Committee has met by phone three times and has had a very rich retreat. At the retreat, the committee considered how we wish to work together and the themes and priorities before us this year. My experience of the retreat was that C&A named its work clearly as supporting NEYM in continuing to turn towards God and laid the groundwork to do this work grounded in God's presence and supported by our love for each other.

One priority for C&A in the coming year is to facilitate a process of re-visioning and reviving the quarterly meeting structure. I hope to find Friends from M&C willing to travel to quarters and help with this conversation.

In our YM positions, Noah Merrill, Sarah Gant, Honor Woodrow and I released the Statement "In Such a Time as This" speaking to the events in Charlottesville VA and the planned free speech rally in Boston. NEYM also participated in releasing *A Joint Statement from Boston Area Religious Leaders on the Horrific Events in Charlottesville, Virginia*.

Noah and I have agreed that NEYM will endorse and co-sponsor a one-day retreat in November. The focus of the retreat is to gather a group of those who are engaged in faith-based climate action for a chance to deepen, to network, and to make, potentially, some working alliances (as next steps). Kristina Keefe-Perry is organizing this retreat in her role as Coordinator of "Creation Care Ministries" for The American Baptist Churches, in MA

Last week I met with Jane Fields, the Director of the Maine Council of Churches. We talked about faith based decision-making and conflict resolution and, in the conversation, I realized how influential Friends have been in the MCC and how much we are valued. Friends have had a long and significant relationship with the Maine Council. I look forward to M&C helping the ecumenical relations committee share some of the story of how we are part of the larger church in New England.

The planning for Sessions 2019 has begun. The Sessions Committee has discerned a theme, quoting William Penn from "*The Fruits of Solitude*". The Speakers and Agenda subcommittee will be discerning whom to invite for the Bible Half Hours and for the Plenary. There may be a chance to talk about the initial thoughts about sessions in more detail at our Meeting on Saturday.

I also would like to draw attention to the retreat for the 9<sup>th</sup> grade students of The Moses Brown School that was held at Friends Camp. The Camp and The School are establishing a relationship with enormous potential. The week after the retreat the MBS's girl's field hockey team was witnessed singing "We will rise up like a phoenix from the fire" as they went to practice. I was told that MBS students are not known to sing spontaneously.

Fritz Weiss  
Presiding Clerk

To: NEYM Permanent Board and Ministry & Counsel Committee  
From: Noah Merrill, Yearly Meeting Secretary  
Re: Report in preparation for September 2017 meetings

Dear Friends,

This month I'm experimenting with a more concise written report than I have offered in the last few years. I welcome your questions and suggestions on what you would find most helpful for me to include in these reports in advance of our meetings. In this report, I hope to give Friends a sense of how I see my priorities and focus of attention in the coming year.

In the coming year, I see the need to attend to:

- 1) Listening and watching for how I can support our faith communities' continuing response to challenging white supremacy and living faithfully in the context of climate disruption;
- 2) Strengthening our capacity to support local meetings, and to start new meetings, so that we might be more and more vibrant communities of deep hope and faithful living;
- 3) Connecting and encouraging those called to ministry and those who support them, as we reclaim and reimagine how we steward for gifts in ministry;
- 4) Making more available and accessible ways of transmitting our tradition, spiritual practices and wisdom—this would include fostering our capabilities for religious education and spiritual nurture;
- 5) Helping us transform our spiritual relationship with money and ministry, that we might—in the words of John Woolman—“turn all we possess into the channel of Universal Love,” so that we might realign our hearts from scarcity to abundance in support of the ministries of New England Friends;
- 6) Keep focused on nurturing both the *institutional* dimensions of our work and the *organic* dimensions, so that the organizational tools and capabilities we are continuing to develop might help to strengthen the wider ecology of the Quaker movement in New England and beyond.

To make this somewhat more concrete, in addition to my overall work of supervision, coordination and support for those who serve as staff and in volunteer service and my ongoing responsibilities, I intend to:

- Collaborate with the Presiding Clerk, Clerk of Ministry & Counsel, and quarterly meeting leadership to revitalize and reimagine our quarterly meetings, focusing on the functions needed to support meetings and ministers and help Friends and meetings to connect within their region;
- Steward (in partnership with many others) a process of articulating and consulting on a visioning document linking programmatic expenditures with the purpose and priorities approved by Annual Sessions, in order to bring forward (God willing) to share at Sessions 2018 a clear, concrete and

integrated vision for our institutional ministries for wider input and affirmation;

- Work with Coordinating & Advisory Committee and others to identify, uplift, and support new and emerging ways of fostering, connecting and sharing the public witness and advocacy of New England Friends;
- Continue to support strengthening our financial sustainability through work with the Ad Hoc Long Term Financial Planning Committee (LTFPC), the Finance Committee, and the Development Committee;
- Develop more effective and integrated channels of strengthening and stewarding relationships with local meetings, as well as gathering and sharing information and news to support the life of our meetings, so that there can be a better shared awareness of the whole landscape of travel, communication and relationship among and within local meetings;
- Travel in ministry, encouraging and connecting those called to ministry, building and strengthening relationships with local meeting leadership (including pastoral meetings), and listening for how the Life is at work across our region;
- Deepen our partnership with New York Yearly Meeting as we enter the second year of the Shoemaker Fund-supported project, “Fostering Vibrant Multigenerational Meetings”, including integrating and raising the visibility of this work so that it can more fully engage and benefit our meetings;
- Provide overall shepherding for a redesign of neym.org to better respond to the needs of Friends now, in addition to further strengthening and stabilizing our communications, coordination and information management capabilities overall.

With joy, I’m pleased this month to be welcoming Elizabeth Hacala as our new Events Coordinator, stepping into the role so well established by Kathleen Wooten, as Kathleen transitions into other shapes of ministry in our community. Elizabeth brings experience coordinating large-scale, multi-day events, and has previously served with the Unitarian Universalist Partner Church Council, strengthening relationships between U.S.-based congregations and Unitarian churches and organizations internationally. She’s trained as a software engineer, and has experience with business, nonprofit, and civic work. I look forward to all she will bring to our support of the Quaker movement in the coming years, and to Friends getting to know her as she lends her energy, skills and gifts to our shared service.

In recent months, I have become increasingly clear that I need to be a better steward of my time and energy so that I can faithfully serve the Spirit and Friends, and to maintain my own grounding, health, and usefulness in this service. With the support of my new supervisor, Elizabeth Reuthe of Vassalboro (ME) Friends, I am increasingly working to prioritize, which will mean difficult choices. I ask for your prayers, compassion, and care as I endeavor to be faithful in listening, in acting, and in resting. With joy, I look forward to the coming year, and to sharing it with you.

**Report from ad hoc Travel Minutes working group  
for joint meeting of Permanent Board and Ministry and Counsel, September 23, 2017**

*Members of working group: Carl Williams & Janet Hough, for Ministry and Counsel;  
Karen Sanchez-Eppler & Christopher McCandless, for Permanent Board*

At a joint meeting of Permanent Board and Ministry and Counsel in September 2016, Friends approved the appointment of a working group of Friends from Ministry and Counsel and Permanent Board to think about the process of endorsements for Minutes of Travel Under Concern or In Ministry (Travel Minutes), and our joint responsibility for following up with those who carry these minutes.

We now propose the following process for endorsements for Travel Minutes, and following up with those who carry them.

**Responsibilities of Permanent Board**

Permanent Board is responsible for endorsing Travel Minutes on behalf of New England Yearly Meeting, when clear to do so. (Endorsement is not automatic.) After endorsing a Travel Minute, the clerk of Permanent Board:

- Returns the signed Travel Minute to the traveler.
- Asks the traveler to report back after completion of their travel (for a specific visit/event) or annually (for open-ended or on-going travel). Written reports should be sent to Permanent Board, copied to Ministry and Counsel, and should include impressions and learnings from their travels, along with copies of any endorsements made by the Meetings they visited. (This reporting is in addition to reports Friends make to their MM and Quarterly Meeting.) Although written reports are generally sufficient, in addition, a person may feel called to request time on the agenda to report in person to Permanent Board or Ministry and Counsel, or the clerk of Permanent Board or Ministry and Counsel may request an in-person report.
- Sends a copy of the endorsed Travel Minute to the clerk of Ministry and Counsel for tracking and follow-up.

**Responsibilities of Ministry & Counsel**

Ministry and Counsel is responsible for tracking the endorsed Travel Minutes on behalf of New England Yearly Meeting. As part of this work, Ministry and Counsel will name someone to follow-up with and lightly shepherd each traveler. (We envision this work being carried by the nascent Ministry working group.) Travel Minute shepherds will:

- Hold the travelers and their ministries and concerns in prayer, in the Light
- Check with the person holding the Travel Minute. Request and read reports on travel. Remind travelers to report annually and/or at the end of the concern both to Ministry and Counsel, and to Permanent Board. Where appropriate, they may check with the Monthly Meeting care/support committee and/or yearly meeting committee associated with the travel (Puente, Climate Action Group, etc.)
- **Note:** The shepherding outlined above is in addition to the regular, primary care provided to Friends with Travel Minutes by their monthly meetings and care/support committees.

**Ministry Working Group**

We envision that through their attention to the travelers and their ministries and concerns, the Travel Minute shepherds and Ministry Working Group members will gain insight into how the particular ministries fit into the overall life of the yearly meeting. We see new ministries arising in these changing times. We see that some meetings are responding to the ministries that are rising, and we recognize

that not all meetings have experience with care and support committees. Meetings may need support, too. Meetings as well as individuals are facing new challenges, and gaining experience that can benefit others in the wider yearly meeting. If a meeting is not able to provide adequate support, the shepherd or the Ministry working group might offer to help the meeting find ways to develop the capacity to do so, and/or help the Traveler/Minister find support from outside their home meeting.

Some questions for the Ministry working group to consider: What life is there in recognizing, naming, and cultivating spiritual gifts, leadings, or concerns? What forms of ministry are recognized which have deep roots, and what new forms of ministry are arising from fresh seeds? What traditional forms of nurture and ongoing support still have life, and what new forms might be needed and arising? Having one's work recognized is important. Endorsement by the yearly meeting can amplify the work of Friends. Are there any we know of who do not have Travel Minutes who might benefit? Are there other forms of recognition that we should consider?

There are other forms of recognition of gifts and leadings within New England Yearly Meeting. Quarterly Meetings are responsible for minutes recording gifts in ministry, particularly sustained gifts in vocal ministry, and for minutes of denominational endorsement. Pastors are appointed and supervised by the monthly meeting they serve. Minutes of release are similarly under the care of individual meetings. What is the responsibility of the yearly meeting towards these?

**17-36: Opening Worship:** Friends gathered in worship at Castleton University, in a mood of anticipation and grateful for the hard work of many Friends to prepare for the gathering of Friends at Annual Sessions. PB Clerk Sarah Gant thanked Friends for their labors during the previous year. Knowing that PB has weighed issues throughout the year that some Friends may be seeing for the first time at Sessions, she urged PB Friends to make themselves open during Sessions to answering questions, explaining context, and sharing the ministry that has come to PB during the year since Sessions 2016.

**17-37: Roll Call:** Present: Sarah Gant, Clerk; Becky Steele, Recording Clerk; Kimberly Allen, Travis Belcher, Susan Davies, Jeremiah Dickinson, Hannah Zwirner Forsythe, Christopher Gant, Ben Guaraldi, Ian Harrington, Rebecca Leuchak, Christopher McCandless, Carole Rein, Karen Sanchez-Eppler, Suzanna Schell, Sara Smith, Philip Stone, Bill Walkauskas, Donn Weinholtz, Rosemary Zimmerman, Mary Zwirner

Regrets: Holly Baldwin, Deana Chase, Justice Erikson, Leana Kantt, Jean McCandless, Anna Radocchia

Absent: Galen Hamann, Tom Jackson, Elizabeth Szatkowski

Ex Officio: Noah Merrill (YM Secretary), Elizabeth Reuthe (Supervisor, YM Secretary) Elias Sanchez-Eppler (Clerk, Finance Committee), Shearman Taber (Treasurer), Fritz Weiss (Presiding Clerk)

Visitors: Darcy Drayton (Skowhegan Preparative), Edward Baker (Westerly), John Reuthe (Vassalboro), Emily Provence (Fifteenth Street, New York), Holly Weidner (Vassalboro)

**17-38 Minutes** of the May 13, 2017 PB meeting were **approved**, with minor revisions.

**17-39 Presiding Clerk Report:** Referring Friends to his written [report](#), Presiding Clerk Fritz Weiss shared words from Thomas Kelly's *Eternal Promise* that had come to him during opening worship: "hasten to God and hasten to the World." He noted that during the upcoming Sessions, Friends will be addressing many weighty concerns -- climate change, white supremacy, money, sanctuary, among others. We must "hasten to God" so that an otherwise heavy burden is light. The root of our concern is love for this world and creation, and a desire to be a people who will act from that love to save the world.

**17-40 YM Secretary Report:** YM Secretary Noah Merrill welcomed Friends to Sessions.

- As of last night, there were 611 registrations for Sessions, quite a few higher than last year. Over 10% of us will be first-time attenders (some of whom signed up for Sessions after going to one of the Living Faith gatherings). We are excited to welcome those who are here for the first time, and to look for ways to help them feel welcome and up to



speed on what's happening. The Secretary also shared his joy that there will be 14 children in the child care program, and more children and Friends under the age of 18 than in the past five years -- a sign of life bubbling up in the Meeting. Thanking all the Friends who make Sessions happen, the Secretary noted in particular the abundant service of Durham Friends.

- SquashBusters/Moses Brown update: SquashBusters is considering a sizeable investment to build a new squash facility on the grounds of the Moses Brown School (MBS). The school leases its grounds from NEYM, which owns the land. In light of the squash facility's possible effect on the ground lease, the YM Secretary consulted with Moses Brown and NEYM's counsel to draft language that supports MBS while clarifying that NEYM has no direct relationship with SquashBusters and no implied relationship with SquashBusters. The clerk of PB is authorized to sign a Letter Agreement to that effect. Any change to the existing lease structure would require discernment at Sessions, prior to approval..

**17-41 Treasurer's Report:** Treasurer Shearman Taber referred Friends to his written report in the Sessions Advance Docs.

1. Friends **approved** the resolutions on the [corporate account certification](#) authorizing Shearman Taber to engage with Scottrade to handle stock transactions on behalf of the YM:
2. The Treasurer informed Friends about ongoing work to determine and allocate Permanent Fund gains properly. In the past, income from the Permanent Funds has been made available for operating funds, but gains were not captured. Much has been done, and there is some more to do, to make sure the gains are properly allocated to operating accounts for both restricted funds and non-restricted funds. Friends appreciated the hard work of the Treasurer, the Finance Committee, and staff.

**17-42: Development Committee:** Rising Clerk Christopher Gant presented the Development Committee report:

1. The Committee has committed to raising, before the end of the fiscal year, not just its budgeted fundraising goal, but also an additional \$40,000 to cover the increased payroll costs of voluntarily complying with proposed federal overtime regulations. A group of generous donors has given \$50,000, \$20,000 of which will serve as seed money for a challenge grant matching new or increased gifts to the YM before the end of the fiscal year on September 30, 2017. To hit this goal, the Development Committee plans to approach five groups in particular:
  - PB -- reminding PB Friends of their November 2016 pledge to increase their giving by 5%
  - People who are involved in NEYM (whether on committees or in other ways), but not yet donors

- Reliable givers -- asking if they could slightly increase giving and convert to sustained monthly giving
- Young Adult Friends involved with NEYM
- Major prospects -- asking leadership donors to give toward the FY 17 fundraising goal and also tackle the YM's deficits.

2. Future work the Committee contemplates:

- Developing a planned giving program to encourage Friends to consider NEYM when making their estate plans.
- Monthly meetings -- the Development Committee has agreed to manage relationships with monthly meetings (formerly on the Finance Committee's very full plate)

**17-43: Internal Nominating:** Friends **approved** the following nominations:

- Becky Steele to serve an additional year as PB Recording Clerk
- Margaret Marshall -- YM nominating at large
- Kathy Zager -- Friends Camp Nominating Committee
- Rachel Walker Cogbill -- Faith and Practice Revision Committee

The committee is still seeking a Friend to serve as YM Nominating Clerk (and therefore, on the Coordinating and Advisory Committee)

**17-44: Friends Camp Nominating Committee:** Friends **approved** naming Natalie Bornstein and Karin Wagner to the Friends Camp Nominating Committee.

**17-45: Clerk's Nominating Committee:** Friends **approved** forwarding to Sessions the following nominations for the Clerk's table:

- Fritz Weiss as Presiding Clerk
- Jim Grace and Rosemary Zimmerman as Recording Clerks
- Katherine Fisher and Jeremiah Dickinson as Reading Clerks

**17-46: Memorial Minutes:** Friends heard, with appreciation, memorial minutes for Friends Fritz Bell, Betty Jones, and Joyce Rawitscher.

**17-47: Closing Worship:** Friends closed in worship, anticipating the joys, work, fellowship, and worship for the week to come at Sessions.



## Permanent Board

### Purpose

The Permanent Board acts with the authority of the Yearly Meeting between Annual Sessions. It implements decisions and policy made by Sessions. It acts upon matters where, in the opinion of the Board, a decision cannot await Sessions. It seasons issues which come to its attention, presenting recommendations to Sessions if appropriate. On the recommendation of the Coordinating and Advisory Committee, it considers the work of Yearly Meeting committees.

Among its specific responsibilities [as described in the *1985 NEYM Faith and Practice*, pp. 229-230]:

- The Board inspects and perfects, when necessary, titles to lands and other estates belonging to the Yearly Meeting or any constituent body
- It attends to the appropriation of charitable legacies and donations
- It reviews and approves operating policies
- It recommends to Sessions the appointment of managerial-level staff
- To Sessions, it nominates the YM presiding clerk, recording clerks and reading clerks
- It appoints
  - clerk and at-large members of the YM Nominating Committee
  - clerk of Friends Camp Committee
  - clerk and 50% of the Friends Camp Nominating Committee
  - YM appointments to Committee for Nurturing Friends Education at Moses Brown School (MBS) and YM representatives to MBS board
  - supervisor of the YM secretary
  - clerk and all members of the Permanent Board's Personnel Committee.
- It extends such advice and assistance to persons suffering for their testimonies as their cases may require and may petition the government or persons in authority on behalf of such sufferers.
- It considers appeals forwarded to it by the quarterly meetings.
- It hears and forwards for publication memorials of deceased members transmitted to it by quarterly meetings.
- A Friend with a concern to be carried beyond the Yearly Meeting shall present a travel minute approved by their monthly meeting and endorsed by their quarterly

meeting. If the Permanent Board unites with the concern, it may endorse the travel minute.

- Consistent with Yearly Meeting's policies, it may authorize budget expenditures beyond those approved in the annual budget.
- It is accountable to and reports each year to Annual Sessions.

## **Procedures**

The Permanent Board publishes its minutes and reports of key news from its meetings. It ensures its agenda materials will be widely available, and encourages the participation of Friends from throughout New England. All Friends are invited to attend its meetings.

The Permanent Board may create and appoint subcommittees or ad-hoc working groups to carry out its various responsibilities. As of 2017, these subcommittees include: Clerks Nominating, Internal Nominating, Personnel, and Friends Camp Nominating.

The Board normally meets six times a year, including immediately prior to and following Annual Sessions. Special meetings may be called by the clerk and shall be called upon the request of ten members. Ten days' notice of special meetings must be given in writing to all members, and the business to come before the special meeting must be stated in the call. At least one third of the total number of members is required for the transaction of business. While mindful of the importance of in person discernment, members may attend through communications technology at the discretion of the clerk.

## **Composition**

- The Yearly Meeting appoints the Permanent Board consisting of not more than 50 members, with each quarterly meeting represented. One fifth of the Board is appointed each year to serve for a term of 5 years, renewable once, with the approval of the Yearly Meeting. Any member of Permanent Board, including a member in their second term, may be appointed clerk. If appointment as clerk requires the Friend to serve beyond their second term, then their term will end upon conclusion of their service as clerk.
- The Clerk of the Permanent Board is approved by the Permanent Board at the recommendation of the Permanent Board's Internal Nominating Committee. The clerk serves a 3-year term.
- Ex officio members of the Permanent Board are: the YM Presiding Clerk, the YM Secretary, the YM Treasurer, Clerk of Finance Committee, the Clerk of Development Committee, the Clerk of the Personnel Committee, the immediate past YM Presiding Clerk, and the Supervisor to the YM Secretary.

## Friends Camp Fiscal Year 2018 Budget

(Revised Draft Offered by Camp Director on 8/20/2017)

**8/20/17      Approved  
Draft          Draft**

### Income

<b>4 Contributed Income</b>		
4012 Monthly & Quarterly Meetings	\$7,000	\$7,000
4013 Contributions & Gifts	\$22,000	\$22,000
4015 Donations from NEYM	\$2,130	\$2,130
4021 Camp Renewal & Replacement Fund		\$9,500
4110 Campership Donations	\$4,000	\$4,000
4019 Codman School Campership	\$4,880	\$4,880
4111 One Child At a Time Fund	\$8,200	\$8,200
4112 ACA New England camperships	\$1,200	\$1,200
<b>Total 4 Contributed Income</b>	<b>\$49,410</b>	<b>\$58,910</b>
<b>5 Rentals and Merchandise</b>		
5330 Conferance & Program Fees	\$18,500	\$18,500
5440 Merchandise Sales	\$6,000	\$6,000
5444 Staff Apparel (Sweatshirts etc.)	\$550	\$550
<b>Total 5 Rentals and Merchandise</b>	<b>\$25,050</b>	<b>\$25,050</b>
<b>5181 Summer Program Fees</b>		
5184 Summer Camp Fees	\$363,995	\$308,480
5187 Camper Transportation Fees	\$2,500	\$2,500
5189 Special Programs (Hiking Trip)	\$1,000	\$1,000
5190 Extra Day Between Sessions Fee	\$1,400	\$1,400
<b>Total 5181 Summer Program Fees</b>	<b>\$368,895</b>	<b>\$313,380</b>
<b>Total Income</b>	<b>\$443,355</b>	<b>\$397,340</b>

We are considering separate capital budgets now.

385 campers. 2017 had 393 campers. All fees, including camperships.

	8/20/17 Draft	Approved Draft	
<b>7200 Staff Expenses</b>			
<b>7205 Director's Salary &amp; Benefits</b>			
7210 Director Salary	\$48,235	\$48,235	
7234 Pension Plan - Employer (10 %)	\$4,823	\$4,823	
7235 Health Insurance - Employer	\$9,857	\$9,857	
7236 Disability Insurance - Employer	\$370	\$370	
7238 Senior Consultant	\$5,400	\$5,400	
<b>Total 7205 Director's Salary &amp; Benefits</b>	<b>\$68,685</b>	<b>\$68,685</b>	
<b>7211 Support Staff</b>			
7212 Maintenance	\$20,000	\$20,000	
7213 Kitchen	\$18,000	\$16,800	FY2017 actual
7218 Assistant Director	\$13,000	\$13,000	
7223 Summer Nurse	\$5,200	\$5,200	
<b>Total 7211 Support Staff</b>	<b>\$56,200</b>	<b>\$55,000</b>	
<b>7220 Counselors</b>	<b>\$53,000</b>	<b>\$51,300</b>	Based on FY2017 actual and includes some additional for hiring Resident Fellows.
7221 International Staff Agencies	\$8,000	\$3,500	FY2016 and 2017 Actual
<b>Total 7220 Counselors</b>	<b>\$61,000</b>	<b>\$54,800</b>	
7240 Workers Compensation - Church Mutual	\$7,400	\$7,400	
7251 Payroll Taxes - All Staff	\$11,700	\$11,700	
<b>Total 7200 Staff Expenses</b>	<b>\$204,985</b>	<b>\$197,585</b>	

	8/20/17 Draft	Approved Draft	
<b>8100 Program, Supplies &amp; Accounting</b>			
8105 Stayover Between Sessions Expenses	\$1,500	\$1,200	FY2017 actual
8107 Fox & Fell Camping Trips	\$1,000	\$500	FY2017 actual
8108 Medical Supplies	\$1,400	\$1,400	
8110 Office Supplies	\$5,400	\$5,400	
8106 CampMinder Online	\$6,600	\$5,400	Upgrade to Version 3 CampMinder
8111 Summer Program (Arts, Aquatic, Sports etc.)	\$4,100	\$4,100	
8112 Staff Safety Training Classes	\$3,700	\$3,700	
8113 Staff Background checks	\$600	\$600	
8115 Donations to Organization	\$100	\$100	
8116 Merchandise	\$4,900	\$4,900	
8118 Staff Apparel	\$600	\$600	
8119 Accounting			
6560 Payroll Expenses	\$2,400	\$1,800	FY2017 Actual
8121 Bookkeeping	\$2,500	\$2,500	
8123 Profess. Accounting Review	\$1,400	\$1,400	
8611 Bank Service Charges	\$100	\$100	
8640 CardFlex Fees	\$4,000	\$3,800	FY2017 Actual
8130 Telephone & Internet	\$3,800	\$3,800	
8195 Website Design & Changes	\$700	\$700	
8140 Postage	\$2,200	\$2,200	
8151 Camper & Staff Summer Laundry	\$3,000	\$3,000	
8170 Promotional (Printing & Ads)			
8175 Printing	\$2,500	\$2,500	
8190 Newsletter	\$800	\$800	
8570 Advertising Expenses	\$2,000	\$2,000	
8180 Memberships and Subscriptions	\$3,000	\$3,000	
<b>Total 8100 Program, Supplies &amp; Accounting</b>	<b>\$58,300</b>	<b>\$55,500</b>	
<b>8149 Fund Raising Mailings (Printing/Postage)</b>	<b>\$4,000</b>	<b>\$4,000</b>	

	8/20/17 Draft	Approved Draft	
<b>8171 Food</b>			
8172 Summer Food	\$54,000	\$51,000	FY 2017 Actual
8178 Simple Meal Donation	\$700	\$700	
8173 Spring & Fall Food	\$3,200	\$3,200	
8174 Housekeeping & Kitchen Supplies	\$800	\$800	
8176 Milk Program Rebate	-\$1,400	-\$1,400	
<b>Total 8171 Food</b>	<b>\$57,300</b>	<b>\$54,300</b>	
<b>8181 Buildings &amp; Grounds</b>	<b>\$14,500</b>	<b>\$14,500</b>	
<b>8220 Utilities</b>			
8221 Heating Oil	\$500	\$850	FY17 Actual
8222 Trash Removal	\$600	\$600	
8223 Electric	\$3,800	\$3,600	FY17 Actual
8224 Propane Gas	\$1,200	\$1,200	
8229 Winter Office Rent	\$2,800	\$2,800	
<b>Total 8220 Utilities</b>	<b>\$8,900</b>	<b>\$9,050</b>	
<b>8300 Travel &amp; Conferences</b>			
8311 Director Mileage	\$4,800	\$4,000	FY17 Actual
8320 Conferences, Retreats, and Trainings	\$2,900	\$2,900	
8322 Tolls	\$400	\$400	
8312 Summer Staff Travel	\$2,100	\$2,100	
8313 Van Rental	\$8,000	\$8,000	
8316 Gas & Oil	\$1,200	\$1,200	
8317 Charter Bus to NEYM Sessions	\$2,500	\$2,500	
<b>Total 8300 Travel &amp; Conferences</b>	<b>\$21,900</b>	<b>\$21,100</b>	
<b>Campership Expenses</b>			
Staff Children	\$4,000		
Friends Camp General Camperships	\$16,300		
Home Camperships	\$6,005		
Codman School Camperships	\$2,050		
One Child at a Time Camperships	\$4,400		
<b>Total Campership Expenses</b>	<b>\$32,755</b>		

In the previous budget, we simply subtracted the camperships from expected income. This method more clearly shows where camperships are distributed, even if this is not "real"



	<b>8/20/17 Draft</b>	<b>Approved Draft</b>
<b>8450 Depreciation &amp; Amortization - Allowable</b>	<b>\$20,000</b>	<b>\$20,000</b>
<b>8471 Capital Fund- General Projects (unrestricted)</b>		<b>\$9,500</b>
<b>8500 Insurance</b>		
<b>8521 Summer Vehicle Insurance - Church Mutual</b>	<b>\$350</b>	<b>\$350</b>
<b>8522 Fire-Liability - Church Mutual</b>	<b>\$11,000</b>	<b>\$11,000</b>
<b>Total 8520 Insurance</b>	<b>\$11,350</b>	<b>\$11,350</b>
<b>Total Expenses</b>	<b>\$433,990</b>	<b>\$396,885</b>
<b>Net Surplus</b>	<b>\$9,365</b>	<b>\$455</b>

We are now accounting for capital projects in a separate budget.

This surplus provides a cushion in case the higher enrollment wanes and would be used for capital projects.

*ad hoc* Challenging White Supremacy workgroup

Report to the Permanent Board, September 23, 2017

Following passage of the “2016-64 Yearly Meeting Minute on White Supremacy” the Challenging White Supremacy workgroup was asked to answer the question, “Is NEYM taking up this work? “Have we lived into this minute”?

To a large extent, following Sessions 2017, the good news is “YES”, many of us have started our engines; hearts have been moved; we have started to resist the temptation to avert our eyes, or change the subject, or to retreat into our “good Quaker” intellectual refuges. This is challenging work, and it is our work, as people who call ourselves white, to do. I have heard racial dialogue and racial identity work described as like a disco ball with thousands of facets, spinning in a brilliant light, each reflecting back a different, poorly understood aspect of internal and external reality. We think we are talking earnestly about one facet, while the person we are talking to is blinded by the painful, glaring reflection of a different one. Safe passage on this journey requires dependence on God’s Grace, and trust in that Largeness to console and uphold us as we offer, as a gift and sacrifice, our vulnerability, and our grief, and our searching resolve to change.

We are blessed with the many gifts residing in individuals- first and foremost the gifts of wisdom, insight, life experience, *and willingness to be present with us*, of Friends of Color... and of all those who have had to live their lives being categorized as “not normal” in some way. We need to listen to them. We also are upheld by the gifts of those who responded to the calling of this work long ago and are now beacons, far down the road ahead of us. We need to listen to them, too.

One Friend remarked about the impact at Sessions, of hearing a Friend of Color declare that “We need to envision what we *might* be, and then to recognize that to get there *some things will have to change*”. The Friend who heard, felt the impact of being offered a crucial key, but realized, at the same moment, that she had no idea how to use it.

The role of CWS workgroup, in partnership with RSEJ, and Lisa Graustein, is to help to show Friends how to use this key to co-create the vision of a new way for us all to Be, and to unlock the practical and spiritual steps that will help us to joyfully change, and to realize the vision. Every individual heart has a role in discerning and creating this vision. In furtherance of this work Fritz Weiss has released Lisa Graustein to facilitate a gathering on October 14<sup>th</sup> at Wellesley Friends Meeting, of NEYM groups and individuals who have committed to leadership in racial healing and dialogue, and in confronting internalized and institutional white supremacy thinking and behaviors. There is very serious work ahead as the many groups and individuals who are led to carry on this work recognize the need to become “yoke-fellows”, one with another, to step into the traces together, and to learn how to all pull forward faithfully and energetically under the care and direction of Grace.

Susan Davies, clerk, Xinef Afriam, Fran Brokaw, Julie de Sherbinin, Jeremiah Dickinson, Lisa Graustein, Anita Mendes, Carole Rein, Mary Zwirner

TO: NEYM Permanent Board

RE: The Quaker Network to End Mass Incarceration (QNEMI)

FROM: Phil Stone (Cell: 413.992.7991, or e-mail to: philstone300@gmail.com)

DATE: September 17, 2017

**History:** The Quaker Network to End Mass Incarceration (QNEMI) grew out of the 2014 FGC Gathering. During the Gathering Friends who were working on mass incarceration issues were invited to meet each other at meal time. The numbers of people steadily increased, resulting in a meeting with AFSC staff, and ultimately a commitment from AFSC to support this rising project. Laura Magnani gave a keynote address, and more names of interested Friends were collected.

The following year John Meyer organized a multi-day conference at Pendle Hill which was extremely successful. Michelle Alexander was the keynote speaker. We were also developing a web site ([www.qnemi.org](http://www.qnemi.org)) with the assistance of Steve Rockwell of AFSC, polled Friends working on the many issues related to Mass Incarceration, and gathered resources to place on the web site.

In mid-2016, several Friends who had been actively involved on the Steering Committee expressed a desire to step off, and create space for formerly incarcerated people to assume leadership roles in QNEMI. With the assistance of Jondhi Harrell and others, possible candidates were identified and invited to join the Steering Committee.

We could not have gotten to this point without the support of AFSC, which is deeply appreciated. Early this year AFSC advised us that due to its financial situation, AFSC would no longer be able to provide staff time in support of QNEMI.

**Accomplishments:** We have identified hundreds of Friends who are concerned about these issues, developed a web site structure which has enormous potential to bring people together geographically and by issue, and compiled, with the assistance of volunteers and AFSC interns, an extensive list of resources and organizations to aid in education and organizing campaigns.

**Challenges:**

*Governance Structure:* Currently, volunteers and some AFSC staff conduct an hour-long conference call once a month. We are not under the care of any established Quaker organization. Current active members of the Steering Committee include the following:

Lewis Webb (AFSC staff, NYC)

Laura Magnani (AFSC staff, San Francisco)

Jose Woss (FCNL)

J. Jondhi Harrell (Founder and Executive Director of The Center for Returning Citizens, Philadelphia)

Ann Boone (Prison Coordinator, AVP California North Bay Council)

Phil Stone (Worcester MM)

We need to increase participation on the Steering Committee, and move forward to create active sub-committees. This may entail removing inactive members from the Steering Committee, asking former members to re-engage, and reaching out to Friends working on these issues.

*Role of Formerly Incarcerated People:* None of the formerly incarcerated people who agreed to serve on the Steering Committee have participated recently in our monthly calls. There may be many reasons, including personal needs, the time of the call, commitments to other organizations, lack of clarity regarding purpose, absence of mentors, etc.

**Looking Forward:** General concern about systemic racism, police brutality, and white supremacy offer opportunities to put mass incarceration issues before a broader audience. For the potential of the Network to be fully realized, people need to know about it, and use it.

*I believe we need to return to the original intent and:*

(1) focus on engaging the Quaker community,

(2) reach out and connect with existing organizations who are working on mass incarceration issues (many of whom are listed on the QNEMI web site), and encourage the organizations and their members to actively participate in, and promote, QNEMI as a networking tool.

**Needs:**

Since AFSC decided to terminate its support the web site has not been updated with new Resources, which had been done most recently by AFSC interns. I believe that this can be done by network members, as had been done in the past.

Web site administrator. To oversee the web site, a person familiar with Drupal will have to take over the responsibilities previously done by Steve Rockwell. With training, I am willing to take this on.

We need to identify people who are willing to seed and moderate the discussion groups on the web-site, an existing feature which has not been activated.

Develop and distribute information about QNEMI on a national scale in both print and digital formats.

**Conclusion:**

At Sessions last month, I spoke with Rachel Carey-Harper, the Co-Clerk of the Racial Social & Economic Justice Committee. She was excited about engaging with QNEMI, and taking it on as a project under the care of that Committee.

A relationship with NEYM would give QNEMI a structure for accountability, and access to the resources of the NEYM, including financial and technical.

New England Friends will have access to the Resources of the Network, and to put their concerns about racism, which manifests itself most blatantly and harmfully in the mass incarceration of People of Color, into action.

## **Clerks Nominating Committee Purposes, Procedures and Composition**

### **Current:**

**Purpose:** The Clerks Nominating Committee recommends Friends to serve as presiding clerk, recording clerks, and reading clerks of New England Yearly Meeting. These recommendations are presented to Permanent Board. If Permanent Board approves them, they are passed on to Sessions for final action.

**Procedures:** The committee acts as a support committee and sounding board for the presiding clerk, and, when requested to act as such, is available as a clearness committee.

### **Proposed:**

**Purpose:** The Clerks Nominating Committee recommends Friends to serve as Presiding Clerk, Recording Clerks, and Reading Clerks of New England Yearly Meeting. These recommendations are presented to Permanent Board. If Permanent Board approves them, they are passed on to Sessions for final action. The Clerks Nominating Committee is a subcommittee of the Permanent Board.

**Procedures:** In discerning names of Friends to serve as Recording and Reading Clerks, the Clerks Nominating Committee will consult with the Presiding Clerk on the gifts the Clerk sees as necessary to support the functioning of the Clerks Table as it supports the discernment of the Yearly Meeting at Annual Sessions.

Recognizing the importance of an effective collaborative relationship between the Presiding Clerk and members of Coordinating & Advisory (C&A) Committee, care is also taken to support both consultation and confidentiality in the discernment process for Presiding Clerk:

- In discerning names of Friends to serve as Presiding Clerk, the Clerks Nominating Committee will consult with C&A for input on the gifts and qualities C&A sees as needed by the Yearly Meeting in the next Presiding Clerk.
- When Clerks Nominating is clear to invite a Friend to consider serving in this essential role, the invitation should be presented to the prospective nominee as "entering into a process of mutual discernment" with the Clerks Nominating Committee, without a guarantee either of the acceptance of the nomination or of the final invitation to serve.
- During this mutual discernment process, the prospective nominee should consult with currently-serving members of C&A in order to fully understand the scope of the Presiding Clerk's responsibilities (recognizing that the Presiding Clerk also serves as clerk of C&A) and to become familiar with the current nature of the work shepherded by C&A on behalf of the Yearly Meeting. The prospective nominee should also be encouraged to consult with other Friends who have served as Presiding Clerk in the past.
- Both the prospective nominee and members of C&A should feel free to share any questions or concerns arising in their consultation with Clerks Nominating Committee to inform that body's prayerful discernment. Otherwise, the identity of the prospective nominee should be held in confidence by members of C&A.
- After such consultation has taken place, if there is mutual clarity between the prospective nominee and Clerks Nominating Committee, Clerks Nominating Committee will bring the nomination to the Permanent Board.

- Clerks Nominating should endeavor to bring forward a name for Presiding Clerk to the Permanent Board and then Annual Sessions one year prior to the start of the new Presiding Clerk's term, in order to allow for a year as "rising clerk" during which the incoming clerk can "shadow" the outgoing clerk, including attending at least one meeting of C&A and of the Permanent Board. In all cases, Clerks Nominating should seek to patiently discern God's will in calling a Friend to this service, rather than making a decision due to time pressures.

**Composition:** Up to eight members appointed by Internal Nominating Committee of Permanent Board, divided into classes of two members each serving four-year terms. The clerk of Clerks Nominating Committee is approved by Permanent Board at the recommendation of Internal Nominating Committee of Permanent Board.

**From: NEYM Nominating Committee**

**To: Permanent Board, 23 September 2017**

Fran Lightsom (West Falmouth) 2020 to Earthcare Witness

Sarah Gerould (Fresh Pond) 2020 to Earthcare Witness

Peter Colby (Framingham) 2020 to Sessions Committee-at large

Melissa Foster (Framingham) 2020 to AFSC

Charles Simpson (Burlington) 2019 to AFSC

Rebecca Leuchak (Providence) 2019 to FCNL

Elizibeth Kantt (Fresh Pond) 2022 to Permanent Board

Peter Nutting (Vassalboro) 2020 to FGC

**Internal Nominating Committee Report to Permanent Board Sept, 2017**

Clerk: Sarah Gant -2015-2018

Recording Clerk : Rebecca Steele: 2015-2019

2018	2019	2020	2021	2022
Susan Davies # Donn Weinholtz Jean McCandless Rebecca Steele #JeremiaDickinson RockyMalin Leanna Kantt Sarah Gant	Ian Harrington  Chris Gant  #Philip Stone  #Deana Chase  WilliamWaulkauskas	# Ben Guaraldi  # Galen Hamman  # Rosemary Zimmermann  Anna Radocchia  Tom Jackson  Carole Rein	Kimberly Allen  RebeccaLeuchak  Christopher McCandless  Mary Zwirner	GinaNortonSmith Darcy Drayton #Hannah Forsythe Sara Smith Elizabeth Szatkowski

# in second term (can't be reappointed)

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

Sub Committee	2018	2019	2020	2021
<b>Clerks Nominating</b>	+Marion Athern +Leslie Manning	+Greg Williams <b>+Rachel Walker Cogbill</b>	+Edward Mair +# Fran Brokaw	
<b>Personnel</b>	+Neil Blanchard Maureen Lopes	Travis Belcher +Carl Williams Dwight Lopes	Chris Gant Dulany Bennett Elizabeth Szatkowski	
<b>Internal Nominating</b>	# Donn Weinholtz + # Sarah Sue Pennell	# Carolyn Stone	+Minga Claggett-Borne <b>+Allan Kohrman</b>	
<b>YM Nominating at Large</b>  <b>YM Nominating Clerk</b>	+Marian Baker		+LouAnne McDonald +Margaret Marshall + Karen Sargeant	
<b>Student Scholarship Granting Committee</b>	+Allan Kohrman +Rebecca Leuchak Justice Erickson Ian Harrington			
<b>Friends Camp Nominating</b>		+Amy Lee Viera	+Katherine Zager	
<b>NEYM Secretary Supervisor</b>			+Elizabeth Reuthe	
<b>Faith and Practice Revision</b>			+RachelWalker Cogbill	



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**Bold** = Submitted for Permanent Board Approval    + = not on Permanent Board    # = in second term

## Jean V. Blickensderfer

November 11, 1946 – June 16, 2017

Among Dover Friends, Jean was the flash of gold in the morning, a welcoming soul others naturally confided in, a faithful worker who eventually filled nearly every organizational position – from children’s teacher and treasurer, to co-clerk and finally presiding clerk.

Raised Unitarian-Universalist in Methuen, Massachusetts, she came to Friends in the early ‘80s after she and her first husband, Dean L. Davis, had settled in Eliot, Maine, and were seeking the right church for a family that included daughters Thaedra May and Sarah Joy. They were quickly entrenched among us.

Jean was twice widowed.

She married Dean the day after his graduation from the Maine Maritime Academy in 1967, and then managed their home during his long assignments at sea. During his interludes ashore, they built their own post-and-beam house on the banks of the Piscataqua River and could often be found boating, sometimes to visit other Quakers upstream, or on his motorcycle, which they rode to Meeting in good weather. He died in a freak automobile collision in 1992, an accident his wife and daughters survived unscathed.

In 1998 she married Del Blickensderfer and worked as his partner at Del’s Service Station until his passing of lupus in 2006.

Deeply grateful for the mentoring she received from seasoned Friends, Jean was a stickler for Quaker process and, over time, became the memory of the Meeting’s business itself. She sought to walk a line between holding her tongue and being direct, when needed. A witness to the movement of Christ in our midst, Jean’s infrequent vocal ministry could be powerful. Her skills as a professional typist assured the Meeting’s minutes were of archival quality and, combined with her business-school training, led to the Blue Books for committees and their clerks detailing their responsibilities. She was particularly fond of drawing on the *Advices and Queries* from London Yearly Meeting’s 1994 edition of *Quaker Faith and Practice* as guideposts for our own action. An avid knitter, she took comfort in seeing others do needlework during our business deliberations, their patience reflecting the work before us. In time, a midweek knitting circle became what she called a “wicked good” time of refreshment, nurture, and fellowship.

More pressing obligations had precluded her attending yearly meeting sessions, a “bucket list” item she resolved to achieve. All along, she warmly welcomed the wider world of Friends to Dover.

Other delights in her life were yoga, visiting with neighbors, shopping and dining with dear friends, walking the beach, doting on her Pomeranian Sumi, and especially being with her grandson Jonah. His living in Albuquerque, New Mexico, did not prevent her from accompanying much of his childhood and youth, from celebrating birthdays and holidays to attending his piano recitals to cheering him on in mountain bicycle races, whenever she could.

In all, her presence, generosity, and deep and lively spirit were a gift.

With loved ones at her bedside through the final days of her cancer, she passed at age 70, peace and grace abundant.

APPROVED by Dover Monthly Meeting July 16, 2017  
Charles Cox, clerk

ENDORSED by Dover Quarterly Meeting July 31, 2017  
at North Sandwich  
Erik Claven, clerk

# # #

## Memorial Minute for Joyce Kay Wilson, 1948-2016

Wilderness Friends Meeting lost a dear member on October 7, 2016, when Joyce Kay Wilson passed away at her home after an extended illness. She was surrounded by her devoted family throughout.

Joyce was born July 31, 1948, in St. Louis Park, Minnesota, the daughter of Walter Anderson and Ethel Lindberg Anderson. She attended Wheaton College in Illinois, majoring in education. Her enthusiasm and skill as a downhill skier brought her to Stowe, Vermont, for the first time; and in 1970, she was hired (sight unseen) as a teacher in the Orange School District near Barre, Vermont. She and her college sweetheart, Lee, were married in September 1972, a marriage that lasted for the rest of her life.

Though Joyce had been involved in teaching children and later in adult education, she went on to become one of the first female Internal Revenue Service officers in Vermont and was employed as such for twenty-five years. For many of us, she put a thoughtful, gentle face on the IRS.

Joyce and Lee moved to North Shrewsbury from Starksboro, Vermont, thirty-nine years ago and came to love the town for its people and its natural highland beauty. She was active in the local community, volunteering to serve at the Shrewsbury Library and as treasurer of both the Cooperative at Pierce's Store, where she was also an original board member, and the Shrewsbury Outing Club. She also served the town as an auditor for six years.

Joyce was a deeply compassionate person, whose energy was invested in benevolent organizations both near and far. She was deeply committed to VAMOS (Vermont Associates for Mexican Opportunity and Support), which educates, feeds, and provides medical, dental, and psychological care for roughly 700 impoverished children and many of their mothers in Cuernavaca, Mexico. A visit there with one of her daughters was a dream she never forgot.

Locally, she participated in the Thresholds/Decisions Program for several years, going into the Marble Valley Correctional Facility in Rutland to reflect with prisoners who were nearing release about their past and present choices, and to help them in developing a workable plan for transitioning back into society. Some of them kept in touch with her long after they were released. She, in turn, found this work very meaningful, so that after the program at the prison ended, she volunteered at the Rutland Dismas House (a halfway community for convicts returning to society) to help to prepare a dinner once a month, participate in fundraising on the phone, and contribute in other ways.

Becoming acquainted with Kate and Art Brinton, who were among the founders of Wilderness Friends Meeting, had a significant influence on Joyce, and the meeting became her Quaker home. She took spiritual sustenance from the meeting, served as an anchor for it, and for a number of years served as clerk. She would faithfully show up for meeting for worship even when she would possibly be alone.

Joyce embraced and lived the Quaker testimonies of peace and simplicity, and she saw That of God in everyone. She believed that the core of Christianity, as she put it, "is compassion and seeing myself in other people. Quakers often quote George Fox, *'Be patterns, be examples in all countries, places, islands, nations, wherever you come; that your carriage and life may preach among all sorts of people, and to them. Then you will come to walk cheerfully over the world, answering that of God in every one.'* I just try to live and respond to others with compassion. That's enough of a challenge for me. I have so many questions that I can't begin to promote a particular belief."

Most likely due to her deep connection to nature, Joyce seemed to have a sense of timing when we members needed a hike in the woods or a picnic in the hills. She seemed to know, correctly, that these outings would lift our spirits and bring us closer together. She was always kind, patient, and quick with a smile and word of encouragement for any and all. She led a life of genuine goodness and was a gift to

all who were lucky enough to have known her.

In the last months of her illness, our Meeting members met for silent worship with her, Lee, and their daughters in her hospital room and then in her and Lee's cheerful home, times that were uplifting, peaceful, and mutually fulfilling for all present.

She is survived by her husband, Lee; their three wonderful daughters, Hannah, Linnea, and Ingrid, their husbands; and two grandsons, Matteo and Linden, in whom she took particular delight. Her brother, James Anderson of Arden Hills, Minnesota, also survives her.

Respectfully submitted by Wilderness Friends Meeting, Cuttingsville, Vermont

August 14, 2017

Ann Buffum, Clerk

Heard and approved for forwarding to NEYM by Northwest Quarter

September 10, 2017

Penelope Wright, Clerk

Meeting Visits Grouped by Quarter

Date of Visit	Account Name	Visitor: Last Name	Purpose of Visit	If "Other," Describe:
<b>Quarterly Meeting Affiliation: - (1 record)</b>				
2/4/17	Vassalboro Quarterly Meeting	Wooten	Worship	-
<b>Quarterly Meeting Affiliation: Connecticut Valley Quarterly Meeting (9 records)</b>				
6/18/17	New London Friends Meeting	Humphries	Worship	-
6/11/17	New Haven Friends Meeting	Merrill	Engaging local meeting w/ YM/QM Business	-
6/11/17	New Haven Friends Meeting	Martin	Engaging local meeting w/ YM/QM Business	-
3/22/17	New Haven Friends Meeting	O'Hara	Other	Bible study
3/21/17	New Haven Friends Meeting	O'Hara	Presentation/Visit Under Concern	-
3/20/17	New London Friends Meeting	O'Hara	Presentation/Visit Under Concern	-
6/5/16	New Haven Friends Meeting	Sazama	Engaging local meeting w/ YM/QM Business	-
3/13/16	New London Friends Meeting	Sazama	Engaging local meeting w/ YM/QM Business	Finance
2/21/16	Mount Toby Monthly Meeting	Sazama	Engaging local meeting w/ YM/QM Business; Other	Finance
<b>Quarterly Meeting Affiliation: Dover Quarterly Meeting (5 records)</b>				
8/20/17	Dover Monthly Meeting	O'Hara	Presentation/Visit Under Concern	-
2/5/17	North Sandwich Friends Meeting	Collea	Presentation/Visit Under Concern; Other	elder for Chris Wolff
12/11/16	Dover Monthly Meeting	Drayton	Pastoral Care; Worship	-
5/22/16	West Epping Preparative Meeting	Wooten	Other	Meeting celebration
2/13/16	Dover Monthly Meeting	Sazama	Pastoral Care; Worship	-
<b>Quarterly Meeting Affiliation: Northwest Quarterly Meeting (5 records)</b>				
1/8/17	Putney Friends Meeting	Drayton	Presentation/Visit Under Concern	-
8/14/16	South Starksboro Monthly Meeting	Baldwin	Worship; Other	workshop after meeting
5/8/16	Monadnock Quaker Meeting	Gorton	Worship	-
4/24/16	Kendal Worship Group	Gorton	Worship	-
11/12/15	Putney Friends Meeting	Merrill	Pastoral Care; Worship	-

**Quarterly Meeting Affiliation: Rhode Island-Smithfield Quarterly Meeting (2 records)**

6/11/17	Worcester Friends Meeting	Collea	Worship	-
4/16/17	Smithfield Monthly Meeting	Wooten	Worship	-

**Quarterly Meeting Affiliation: Salem Quarterly Meeting (8 records)**

6/4/17	Amesbury Monthly Meeting	Claggett-Borne	Worship; Other	Climate Pilgrimage announce
5/14/17	Framingham Friends Meeting	Collea	Other	Oversight & Support mtg
3/19/17	Beacon Hill Friends Meeting	Claggett-Borne	Worship	-
2/19/17	North Shore Friends Meeting	Claggett-Borne	Worship	-
1/29/17	Beacon Hill Friends Meeting	Drayton	Presentation/Visit Under Concern	-
1/29/17	Wellesley Monthly Meeting	Wooten	Worship	-
1/20/17	Framingham Friends Meeting	O'Hara	Other	Called meeting for Inauguration
1/1/17	Fresh Pond Monthly Meeting	Drayton	Worship	-

**Quarterly Meeting Affiliation: Sandwich Quarterly Meeting (6 records)**

6/30/17	Martha's Vineyard Monthly Meeting	O'Hara	Other	See below
1/18/17	Yarmouth Preparative Meeting	O'Hara	Presentation/Visit Under Concern	-
1/17/17	Martha's Vineyard Monthly Meeting	O'Hara	Presentation/Visit Under Concern	-
6/26/16	Allen's Neck Monthly Meeting	Collea	Worship	-
5/1/16	Dartmouth at Smith Neck Monthly Meeting	Baker	Worship	-
4/16/16	Allen's Neck Monthly Meeting	Merrill	Pastoral Care; Workshop/Training; Other	Pastoral Meetings gathering

**Quarterly Meeting Affiliation: Vassalboro Quarterly Meeting (2 records)**

5/21/17	Midcoast Monthly Meeting	Drayton	Worship	-
8/14/16	Midcoast Monthly Meeting	Wooten	Worship	-

**Grand Totals (38 records)**

Friends Camp  
2017 Summer Report  
September 12, 2017  
Anna Hopkins, Camp Director

**Camper Attendance**

In the 2017 summer we had a 10% increase in enrollment since the prior summer, with almost every session being full and 393 total camper sessions (2 weeks = 1 session). Since some campers repeated sessions and some attended for only one week, we had a total of 407 different campers who experienced a session at Friends Camp. 234 of these camper identified as female, 169 as male. There were also several campers who reported that the dual system of gender identifiers in our camper application (male or female) did not work for them. Campers hailed from 20 states and 4 countries. 66% of our campers come from Maine and 33% from Massachusetts.

Right now we do not collect complete data on camper racial identity or religion, so it is challenging to report on these aspects of our campers' diversity. I would like to look for ways to collect this data in the future, and I am in an ongoing conversations with CampMinder (our online registration platform) about expanding their gender identity options.

**Staffing**

Our support staff was especially strong this year; a head cook, assistant cook, and three "Super People" ran the kitchen with great success and reliability. A new nurse, whose children also attended Friends Camp this summer, adjusted quickly to the demands of the job and even lived on camp for two weeks during Jones Session. Our steadfast maintenance director Jack Belyeu and assistant director Jeff Adelberg helped insure a smooth transition in directors.

24 counselors worked at Friends Camp, and it was a great delight to watch them grow as a unit and individually. There are many individuals who I would welcome back in leadership roles, and I would welcome any of our staff members back for another summer. Two counselors had additional responsibilities as Waterfront Director (Sebastian Hilton) and Meetinghouse Director (Maggie Nelson). Having experienced folks in these roles who weren't living in cabins with campers helped make our "response team" when something went wrong much stronger. It also meant that we could allocate extra help to cabins that really needed the extra supervision or support. Another benefit was that Seb and Maggie had available time to lead camping trips and improve art programming. Staff training this year was one day longer, allowing for a break mid-week and an opportunity to dive more deeply into a few topics (diversity/ equity, safety, etc.)

One challenge in hiring this year was that we had three staff members who identified as People of Color, which did not reflect our camper population. I hope to increase this number by finding more ways to be welcoming to staff members of color and new venues to recruit staff members from. We did have an alumna of Codman Academy on staff this summer, which was an asset in supporting our campers from Codman.

New on staff this year, through the support of a Legacy Grant, was a Resident Fellow each session. These Friends brought different talents to our sessions and each shaped the Fellowship in different and unique ways. Highlights included much singing with Jones Fellow Roxanne Rapaport, a "pray-in" at Senator Collins office with Fox Fellow Jay O'Hara, and more. I hope to continue this program on an as-led basis, not requiring a Fellow every session but continuing the position when the opportunity arises.



## **Program & Evaluations**

The summer program this year was creative and, as always, inspired by the ideas of counselors. We experienced an alien invasion (they came in Peace.... And Integrity and community and equality), hosted a dog wedding, and engaged in lots of silliness. There were also the peaceful moments of worship in Vespers, song, around the campfire, Meeting for Worship, and more. We introduced a few new camp songs into the repertoire this summer!

We continue to adapt the Jones Session programming to be appropriate for campers ages 7-12, including an earlier bedtime, more snacks, and age-appropriate activities. A priority for next year is to ensure that Meeting for Worship and Meeting for Business are working well for this age group.

Our online parent evaluations (about 40% family response rate) indicated the following responses to:

“Do you plan to send your child to Friends Camp next year?”

<b>Response Type</b>	<b>Number of Responses</b>	<b>Percent of Responses</b>
Yes!	84	75%
Maybe	18	16%
No- they are too old	8	7%
No- we have other plans	1	1%
No- we were not satisfied	1	1%

Some parents and campers offered the following suggestions or comments:

- I was really, really impressed with the staff!
- Thank you for offering such a sweet, old-fashioned camp. Your counselors are amazing and set a tone of kindness (and fun) for the camp and all the kids.
- He loved his cabin mates and counselor as well. Whatever magic you use for designating cabin groups, it really suited him. Thank you also for very kindly steering him away from trying to leave camp early—you listened to his concerns, but staying was absolutely what he needed to do. We cannot thank you enough.
- I would have liked to see more Instagram photos during the session.
- Regarding affordability, one reason I sent my son to Friends Camp was not just that it was affordable to me but that it's affordable to others. I appreciate that you're conscious of that by not only being affordable but offering a self-selecting sliding scale.
- I liked that an adult Friend [Fellow] was available to share spiritual experiences. My daughter really liked that there were other adopted children there, as well as the diversity of the camp. Plus, she felt she could “be herself” without negative judgments.

## **American Camp Association Accreditation & State of Maine Licensing Visit**

In June we hosted two volunteer visitors from the American Camp Association for their first return visit since we were first accredited in 2014. The visit was very successful; the only suggestion they made for improvement was to keep a maintenance log for our kiln. This visit took a considerable amount of pre-work before the summer to ensure we met standards and had appropriate documentation for the several hundred standards included in the review. Our next visit from the ACA will be in 2022.

We also received a surprise visit from a Health Inspector from the State of Maine who inspected the camp (but not the kitchen). She was very thorough, and we passed with just a few suggestions for improvement. The primary suggestion was better storage of grill fuel at waterfront.

## Safety

We were blessed to experience a largely safe camp summer with no major crises. There were several minor health situations that required a trip to the clinic or the ER, but no occasions to call an ambulance. We made several changes to increase safety at camp this summer including the following: adding additional flashing SLOW signs for the road crossing, installing two AEDs (automated external defibrillators), and staff trainings from outside experts in mandated reporting and trauma-informed care.

## Physical Property

I am very pleased with the current physical state of camp. Excellent support staff and a reliable maintenance director have led our property to be in good shape. Projects over the last year have included a new hot-water heater for the kitchen, a new kitchen sink, two new convection ovens, doors in the camper shower area, a kayak rack at waterfront, 4 new picnic tables, new storage solutions in the meetinghouse, and insulation/finishing in two staff cabins.

Of course, there are many ongoing maintenance projects and additional projects we would like to have happen at camp. The lake cottage (Westview) needs a new roof and possibly a new well. One of the Buildings & Grounds committee's goals for the upcoming year is building a **multi-purpose storage building** for merchandise, program materials, and lost & found which would also include a small outdoor stage. Another, slightly larger goal project, is to **insulate the ceiling of Big Bird Dining Hall** to reduce heat during summer meals and also quiet rainfall. This project would also have an aesthetic appeal after the installation of a ceiling. Another project, looking further forward, would be the **replacing paint in the Meetinghouse and doing other needed internal maintenance** in the Meetinghouse.

## Spring & Fall Retreats

This fall, Friends Camp is hosting or has hosted 3 weddings, guests for the Common Ground Fair, the Vassalboro Quarterly Meeting (including a Young Adult Friend gathering), an Art Camp retreat, and a 3 day retreat from the Moses Brown School 9<sup>th</sup> grade. At the time of writing this report the visit from Moses Brown was complete; we hope for a continuing relationship and many repeat years of this event! It was a joy to host their class and lead them in come camp activities. This group of 105 students and about 10 teachers required additional staff support but also could be a solid source of revenue for camp going forward.

## Development

The campership campaign in May was very successful, especially with the online involvement of younger alumni. We more than doubled the expected income from the campership campaign. I often feel the spirit at work with campership gifts; just this I had a camper family call concerned that they could not afford to pay for camp this year and *the same day* a first-time donor call out of the blue and offer to pay a camper's tuition.

I instituted a new campaign this summer. Rather than appealing current camper families in May (when their camp tuition fees are also due), I send a post-session campaign. This campaign involved multiple ways to participate—financially, or for campers to return a “thank you” slip to a favorite counselor. So far this appeal has been very successful in engaging first-time donor camper families.

## Parting Thoughts

At the conclusion of my first year as Friends Camp Director, I feel gratitude for all those who have supported, guided, and trusted me in this work. I look forward to continuing to learn and grow in this role and feel blessed with the privilege of stewarding our camp. Friends Camp rocks!

Respectfully submitted,  
Anna