

**Permanent Board
12 May 2018
Moses Brown School**

Opening Worship (0930)
Roll Call
Minutes: 17 February 2018

Report: Secretary

Finance Committee:

 Proposal: Bloudy Tenent Proceeds

 Draft Budget

ad hoc Long-Term Financial Planning Committee: Proposal

Development Committee: Memorandum of Understanding

Legacy Gift Committee: Proposal

Report: Treasurer

Report: Presiding Clerk

 Purposes, Procedures and Composition: Archives Committee

 Purposes, Procedures and Composition: Friends Camp

Report: Director, Friends Camp

Travel Minute: Melody Brazo

Nominations:

 Clerks Nominating Committee

 Committee for Nurturing Friends Education at Moses Brown School

 Internal Nominating Committee

 YM Nominating Committee

Memorial Minutes:

 Edward Draper Baker

 Mary Connie Lyon Comfort

 William Wistar Comfort

 Ann Cotton Levinger

 George Klaus Levinger

 Connie Sattler

Informational Reports:

 Slide: "Elements of our Development Program"

 Table: "Last Year, This Year, Next Year (FY 2017-2019)"

 Travel Minutes with Endorsements: Cadwallader and Weiss

 Travel Minutes with Endorsements: Ganung and Stern

**Permanent Board
17 February 2018
Concord Monthly Meeting**

18-1: Worship and Prayer

The meeting opened in worship and prayer.

The woman said to [Jesus], “Sir, I see that you are a prophet. Our ancestors worshiped on this mountain, but you say that the place where people must worship is in Jerusalem.” Jesus said to her, “Woman, believe me, the hour is coming when you will worship the Father neither on this mountain nor in Jerusalem. You worship what you do not know; we worship what we know, for salvation is from the Jews. But the hour is coming, and is now here, when the true worshipers will worship the Father in spirit and truth, for the Father seeks such as these to worship him. God is spirit, and those who worship him must worship in spirit and truth.”

18-2: Cuba Yearly Meeting and New England Yearly Meeting Joint Minute

The “Puente de Amor” between Cuba and New England Yearly Meetings has brought forward a proposal for a [joint minute](#) of the two Yearly Meetings. Today, we are asked to endorse it on behalf of NEYM. Cuba Yearly Meeting is currently meeting in its annual sessions, and in this way both of our bodies can approve the minute together.

The Board approved. We are asked to hold Cuba Yearly Meeting in prayer, as well as our Presiding Clerk Fritz Weiss, who travels in the ministry in Cuba. His [written report](#) is here.

18-3 Welcome

Sara Smith, member of Concord Friends Meeting and Permanent Board, welcomed us to the meeting house and oriented us to the facilities.

18-4: Roll Call

Present: Sarah Gant, Clerk; Rosemary Zimmerman, Interim Recording Clerk; Travis Belcher, Deana Chase, Susan Davies, Jeremiah Dickinson, Darcy Drayton, Christopher Gant, Ben Guaraldi, Ian Harrington, Elizabeth Kantt, Christopher McCandless, Jean McCandless, Sara Smith, Phil Stone, William Walkauskas, Donn Weinholtz, Mary Zwirner

Ex Officio: Noah Merrill (Secretary), Bob Murray (Clerk, Finance Committee), Elizabeth Reuthe (Secretary Supervisor), Shearman Taber (Treasurer), Fritz Weiss (Presiding Clerk)

Guests: JJ Smith, Kathleen Wooten

Regrets: Hannah Zwirner Forsythe, Galen Hamann, Leanna Kantt, Rebecca Leuchak, Gina Nortonsmith, Anna Radocchia, Carole Rein

Not Present: Kimberly Allen, Tom Jackson, Elizabeth Szatkowski

We prayed together for several friends in the yearly meeting who are struggling with ill health, either their own or that of a loved one. In the pain and extremities of life, many of us have deepened our awareness of the sacredness in all life. “We seldom notice that every day is a holy place, where the eucharist of the ordinary happens.” —John O’Donohue

18-5: Old Minutes

We approved the PB minutes of 23 September 2017. The minutes from 18 November 2017 have already been approved.

18-6: Secretary’s Report

Acton Meeting has given NEYM a gift in the amount of \$20,000. At the request of the donor we will deposit it in the Legacy Gift Witness and Ministry fund. The Board approved this designation.

We reflected on the “eight stages of change” document that our secretary shared at the previous board meeting. Considering the many changes in the Yearly Meeting over the past several years, he asked us where we found ourselves along this continuum -- as individuals, as a gathered Yearly Meeting, and as the Permanent Board. We noted that there is always a tension between those ready to move forward and those who still hesitate. We want to remain in loving community with each other through this tension, which requires vulnerability and humility on both sides.

Please see the [written report](#) for full details.

18-7: Archives and Historical Records

Carol Forsythe, clerk of the Archives Committee, gave a brief verbal report. The [written report](#) is appended.

Archives Committee has worked at great length on a [Memorandum of Understanding](#) (MOU) with the Special Collections and University Archives of the W.E.B. DuBois Library of the University of Massachusetts (SCUA) regarding the transfer of our archives to SCUA. The

Archives Committee has approved this MOU, as has Rob Cox, Head of Special Collections. Archives asks Permanent Board to also approve the MOU.

The Board approved, with gratitude for the years-long work of the Archives Committee.

Monthly and Quarterly meetings who wish to donate records to SCUA may find guidance at the Archive Committee's page on the NEYM website: <https://neym.org/archives>

18-8: Faith in Action Committee

During Sessions 2017, we laid down the Peace and Social Concerns Committee, which had not met for many years. At that time, Sessions asked Coordinating and Advisory to discern how peace and social justice work might best be supported in the yearly meeting.

C&A has brought forth a draft Purposes, Procedures, and Composition document for a Faith in Action committee (FIAC).

Many Friends lifted a concern regarding the need for the oversight of ministry. The board was clear both that this is a valid concern, and also that this concern is not FIAC's to carry. Oversight of Friends' ministry should occur at a monthly meeting level. We do ask that, in connecting individual ministers, FIAC ensures that there is a clear understanding of who *does* oversee their ministry. Concerns and needs will inevitably be brought to FIAC's attention. FIAC should feel empowered to share these concerns and needs with appropriate parties.

Permanent Board approved the Purposes and Procedures with changes, thereby approving the formation of the Faith in Action Committee. The purposes and procedures will be reviewed by Coordinating and Advisory and brought back to the Permanent Board for review after one year.

Link to the final, approved [Purposes, Procedures and Composition of the Faith in Action Committee](#).

18-9: Fund for Sufferings

We revisited the proposed framework for the new Fund for Sufferings, called "Fund for Sufferings-unrestricted." The Board approved, with minor alterations, and with thanks to those who have worked on this document.

We approve renaming the old "Fund for Sufferings" as "Fund for Sufferings-Restricted."

With the recommendation of the Legacy Gift Committee, we approved redesignating \$25,000 from the Witness and Ministry Fund to the new Fund for Sufferings-unrestricted.

Link to the final, approved [Framework for the Fund for Sufferings](#).

18-10: Friends Camp

We reviewed a proposed revision to [Section 7 of the Friends Camp Governance Document](#) regarding their budgeting process. Friends approved this revision.

18-11: Social Media Update

We heard an update regarding our social media channels from Kathleen Wooten. We have active accounts on Facebook, Instagram, and Twitter. Facebook is our most active channel; we are actively working on increasing our Instagram presence. The report was accepted with gratitude.

18-12: Challenging White Supremacy Working Group

We heard a report from the CWSWG. Their [written report](#) is appended. Friends are encouraged to invite the CWSWG to their meetings; curricula and other educational materials are also available. The report was accepted with gratitude.

18-13: Legacy Gift Committee

We heard a report from Jean McCandless, co-clerk of the Legacy Gift Committee. The LGC has \$70,000 to give away in the next year, and the deadline for spring applications is on March 1. The report was accepted with gratitude.

18-14: Personnel Committee

New England Yearly Meeting is currently inconsistent in its compliance with the Immigration Reform and Control Act of 1986. Friends Camp is in compliance; the rest of the organization is in non-compliance. The Personnel Committee of NEYM has discerned that refraining from fully complying with the Immigration Reform and Control Act of 1986 is not a living witness within NEYM today. Government investigation could prove very costly to NEYM, in terms both of finances and staff time. Personnel Committee recommends to the Permanent Board that New England Yearly Meeting should begin to comply with this law effective immediately. The Board approved.

This minute will come to Sessions in 2018.

18-15: Ad-hoc Long-Term Financial Planning Committee Report

In 2015 Annual Sessions, ad hoc LTFPC told us, very clearly, that the yearly meeting needs a long term financial plan to successfully connect our vision for NEYM with concrete, fundable, initiatives.

It's clear to ad hoc LTFPC that a typical strategic plan would not work for our context. Instead, they have developed a funding, planning, and storytelling "framework" that will help us appropriately distill and collect our vision and work into a small number of themed initiatives. These initiatives would make a clear connection between vision and action; related to the five institutional priorities NEYM approved in 2015; and be clearly fundable, with a breakdown of each major cost element, a total for the whole initiative, and fundraising goals over the next three years.

The Permanent Board affirms this framework. Using the framework, we ask ad hoc LTFPC to develop 3-6 themed funding initiatives to be presented to PB in May. These initiatives would inform the budgets of future years, with a three year horizon.

We are grateful for all the faithful friends who have developed this work over many years.

18-16: Nominating Committee Reports

From Permanent Board Internal Nominating Committee:

Neil Blanchard (Framingham): Personnel Committee: Class of 2021

Eleta Jones (Hartford): Personnel Committee: Class of 2021

Maureen Lopes (New Haven): Personnel Committee: Class of 2021

Friends approved these nominations.

From Clerks' Nominating Committee:

Bruce Neumann (Fresh Pond): Rising Clerk: from 2018 through Sessions 2019; Presiding Clerk: from end of Sessions 2019 for up to three years

Gina Nortonsmith (Northampton): Reading Clerk: from end of Sessions 2018 for up to three years

Fritz Weiss (Hanover): Presiding Clerk: through Sessions 2019

Friends approved these nominations.

18-17: Development Committee

Chris Gant, Clerk of Development Committee, gave the [Development Committee report](#). Development Committee asks for approval to engage formally with Everence, a financial services company run by Mennonite Church USA, in the inauguration of a planned giving program in New England Yearly Meeting of Friends. A planned giving program would help

support the developing long-term financial plan of NEYM as we work toward the goal of achieving financial sustainability.

PB approves of DC engaging with Everence to create a draft memorandum of understanding (MOU) between the company and New England Yearly Meeting. This MOU would outline responsibilities on both sides regarding how the program would work, the marketing and communication support to be provided by Everence, a timeline and rollout plan to be undertaken by NEYM, and other related matters. This is not a contract, and would not commit NEYM to any financial obligation; its purpose is to outline the goals for the planned giving partnering program in light of NEYM's operational and fundraising goals.

PB asks DC to bring the draft MOU to Permanent Board for review and approval in May, with the ultimate goal of publicly launching NEYM's planned giving program at Annual Sessions in August.

18-18: Treasurer's Report

Shearman Taber gave the Treasurer's report. This is a very busy time of year for him, and the job is an enormous amount of work. We received his report with gratitude.

The written report is attached.

Attachments/Links:

Cuba Yearly Meeting/New England Yearly Meeting Joint Minute
Presiding Clerk's Report
Secretary's Report
Archives and Historical Records: Report
Archives and Historical Records: Memorandum of Understanding
Faith in Action Committee: Purposes, Procedures and Composition
Framework for the Fund for Sufferings
Section 7: Friends Camp Governance Document
Challenging White Supremacy Working Group: Report
Development Committee: Report

To: The Permanent Board of New England Yearly Meeting of Friends
From: Noah Merrill, Yearly Meeting Secretary
Re: Report in preparation for our meeting on May 12, 2018

Dear Friends,

Spring is finally here, and with it, the final Permanent Board meeting of the year before Sessions. In the midst of so much newness, may each of us experience the bursting forth of new Life—in our individual journeys; in our shared service as a body stewarding the meetings, ministries and ministers under our care; and at the growing edges of our corporate life and calling as Friends in New England. The world needs this witness to new Life now more than ever.

Looking forward to being with you in Providence, Friends.

A reminder of my overall priorities for service this year—how are we doing?:

- 1) Strengthen our capacity to support local meetings, and to start new meetings;
- 2) Connect and encourage those called to ministry and those who support them;
- 3) Foster our capacities and tools for spiritual formation and religious education;
- 4) Help 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...”;
- 5) Sustain attention on nurturing both the *institutional* dimensions of our work and the *organic* dimensions, keeping focused on the health of the wider ecology of the Quaker movement and the Spirit’s invitation to new Life.

As I have in my previous reports this year, I want to reaffirm my clarity on the importance of **alignment**, with the hope that all of us involved in service through the yearly meeting can cultivate a more shared vision of what is happening, and our respective and complementary roles and responsibilities as stewards of Friends’ wider ministries that allows our individual piece of the puzzle to move and act in harmony with the work being carried by others.

Specific notes on some of my work since November:

○ **Long Term Financial Planning Committee—Vision and Priorities**

I’m deeply grateful for the work of many Friends in recent months (and years) bringing forward the proposals from the **Ad Hoc Long-Term Financial Planning Committee** [LTFPC]). In particular, I want to thank Ben Guaraldi, Chris Gant, the members of the Committee past and present, Rosemary Zimmermann, Honor Woodrow and the Yearly Meeting staff for their dedicated and devoted work in helping discern, wrestle, brainstorm and translate literally decades of listening and learning, and years of recent work, into what I pray will be seen in retrospect as “the simplicity on the other side of complexity”, to quote Oliver Wendell Holmes.

I look forward to discerning with you the recommendations being brought forward by this committee as it prepares—with hope and joy—to lay down its work, having helped NEYM see, act and grow in our shared ministries in new and life-giving ways since 2014.

Please make sure to review the one-page flowchart of the proposed “funding priority process” (presented separately in the advance documents for this meeting), approved by Long Term Financial Planning, that would precede—and help guide and inform—the annual budget process. A presentation giving context and detail for the proposal will be given at our meeting on May 12.

○ **Development Program:**

Building on the charge from the memo on our development efforts affirmed by the Permanent Board last year, in recent months we have continued to build a more comprehensive and robust development program for NEYM. To give you an overview of this, I am attaching two informational slides (in the advance documents), one outlining the dimensions of the development program as it currently exists [and is envisioned], and the other providing an update on our fundraising progress—last year, this year so far, and our goals for next year as aligned with the proposed FY19 budget being presented for your input by Finance Committee. I welcome further questions and feedback, as I am sure do the co-clerks of the Development Committee.

While work continues in all areas of this growing development program, two areas where we have identified significant additional attention is needed if we are to reach our goals for the next two years are monthly meeting giving and individual major gifts. This has taken a back seat to the production and sending of two direct mail solicitations so far this year, one general and one with specific appeals for a three-year pledge as part of a matching challenge. That said, much preparation has taken place, and plans are in motion to move forward with both aspects of that important work following this Permanent Board meeting. In all of this work, I am struck as I am so frequently these days by the need for alignment, and the way the rhythms of work in one aspect of NEYM have profound ripples in other areas: clarity about vision and priorities influence fundraising, progress in fundraising impacts our willingness to risk and try new things in seemingly distinct areas, support of ministry in local meetings encounters stumbling blocks related to our wounds and challenges involving the spirituality of money.

As our development consultant Jennie Isbell-Shinn (Mt. Toby) has reminded us at previous Permanent Board meetings, the spiritual invitation and challenge of healing our relationship with both money and ministry has been set before us; these dimensions of our corporate life are deeply integrated. In the past few months I believe we’ve made great progress getting the diverse elements of our development program into greater alignment, and I look forward to that significant investment of time and energy translating into greater focus, energy, and joy in the months and years.

With gratitude for diligent, detailed and consultative work to reach this point, I look forward to Friends' consideration of the proposed Memorandum of Understanding between NEYM and Everence (separately in these advance documents) to make faith-based planned giving and other charitable and financial services available to New England Friends, local meetings and the Yearly Meeting.

○ **Providence Friends Meetinghouse expansion:**

As Friends may be aware, New England Yearly Meeting of Friends owns the land under Moses Brown School, as well as the land under the meetinghouse which is the home of Providence Monthly Meeting. In recent months, Providence Friends have embarked on an exciting project to expand their meetinghouse to accommodate the needs of their growing community.

In late April, when the contractor building the expansion expressed concerns about proceeding with the work absent the formal agreement of the landowner (NEYM), Providence Friends requested that NEYM sign a contract with the builder. After consulting with the Clerk of Permanent Board, I took the documents to our general counsel for expedited review. Given 1) our attorney's affirmation that all of the documents were in good legal form and raised no concerns for him; 2) the assurance from Providence Friends that the equity in their meetinghouse would be sufficient to cover any lien resulting from non-payment (for any reason) on the part of Providence Meeting; 3) confirmation that Moses Brown School is in accord with this construction project; 4) the understanding that Providence Friends have been in active communication with NEYM about this challenge since it arose; and 5) understanding that other delays in the process until now were threatening to affect the timetable for construction in a way that would be detrimental to the life of the meeting; **the Clerk of the Permanent Board signed the agreement with the contractor on behalf of NEYM.**

There is precedent for such action, which is within the scope of authority of the Permanent Board. Faith and Practice explicitly gives the Permanent Board responsibility to act on all matters relating to property and real estate, and when the interests of Friends render action advisable. Providence Friends have expressed their gratitude to NEYM for expediting this request in support of the thriving of Providence Meeting. Providence Friends have been helping organize child care and hospitality for the Permanent Board meeting, and I'm told several local Friends hope to be present for at least part of the day on May 12.

○ **Communications:**

Sara Hubner and I have completed the search for a web developer for a **redesign of neym.org**, and are awaiting word on decisions about possible funding for the project. We're very pleased with the developer we've found, believing that this small organization aligns with our values, understands the needs of organizations like ours, and has the technical expertise to do what we need done. If way opens for the project to be supported, the current timeline would have the new website—more accessible, clear,

usable and dynamic to respond to our changing needs—ready to launch in early 2019.

We have also begun a relationship with a small Maine-based graphic design firm to improve the consistency and quality of our print and digital communications, starting with our **email newsletter** and a more helpful **print brochure** describing the work NEYM does to support and strengthen the web of Friends communities across New England, and how Friends can engage with and benefit from that work.

In the past I have shared with Permanent Board a concern involving **how we communicate in print**. Even before we shifted funding and staff time from the underutilized and struggling *New England Friend* into producing the monthly email newsletter two years ago, some—myself included—have been concerned that we don't have a consistent, effective print newsletter or other way of sharing regular updates with Friends for whom digital communications are inaccessible. Finding ways to respond to some Friends' desire for more robust print communications is not as simple as it might seem to be on the surface, and I would hope for further consultation and input on what kind of print communications might help us balance the desire for connection and inclusion with questions of cost, sustainability, and the relevance and timeliness of what is being shared. I would also welcome any guidance from Permanent Board about how to prioritize this aspect of our communication in relation to our other hopes for connecting and informing Friends of Quaker news, events and resources.

In the meantime, I continue to wonder whether there are ways that Friends might step forward to assist Friends who yearn for more print access to information shared digitally:

Might one or two Friends be led to a ministry to regularly read NEYM digital communications and choose a few particularly nourishing items to print and share (by postal mail or otherwise) with a Friend or Friends without electronic access? Might we embrace this as part of our shared responsibility for pastoral care for the beloved members of our community who might feel less engaged, or who might feel isolated by geography, age, or technology?

○ **Living Faith:**

By several measures, April 14th's Living Faith event in Portland was a great success. This was our new Events Coordinator Elizabeth Hacala's first large event with NEYM, and she and the planning team worked very well together to bring the day to fruition. I hope you will join me in giving thanks for their care, vision, and many hours of hard work to help this third Living Faith gathering be such a blessed time.

The planning team's debrief of the event affirmed that Living Faith is now a dynamic and established part of NEYM's work in supporting and strengthening the web of Friends meetings across New England, and the people who make them up.

The members of this event's planning team feel led to continue to plan two Living Faith

events in the coming fiscal year as envisioned, one in Hartford, CT in October of 2018 and again in Southern Maine in April or May of 2019, recognizing that a new clerk will be needed for the Spring event as Lisa Graustein (Beacon Hill), who has clerked the planning since Living Faith began, steps back for a long-planned cross-country road trip with her son. Other Friends who have expressed interest in joining the planning team are in conversation with the current clerk about serving, I am told. FY2019 dates are being actively explored in consultation with local Friends, with the goal of being able to begin preparations before Sessions, and to announce these dates at Sessions and in a postcard mailing in the early fall.

A few highlights of learning for next time:

- The planning group plans to give further attention to care and preparation for worship, including the balance, amount, and timing of programmed and waiting worship, and the importance of ensuring gifted and skilled song leaders to facilitate nourishing group singing.
 - In cases where controversial topics are being considered, more advance coordination and follow-up regarding pastoral care may be wise
 - We'll have more salad next time
 - We are exploring regularly renting or buying a portable wireless microphone system to be used for NEYM events that would facilitate worship
 - 164 Friends attended, more than 30 more than attended Living Faith when it was held in Maine in fall 2016. The committee continues to believe the "sweet spot" for Living Faith is between 150 and 200 Friends attending.
 - With higher costs resulting from needing to pay for the larger venue in Portland, Friends responded generously, and attenders increased at both ends of the spectrum (both those led and able to pay more and less to participate). With the exception of staff costs, the event was basically self-supporting.
 - A member of the planning team who will bring special ongoing care for the children's programming and childcare is being sought.
 - This event benefitted from ongoing work to document and systematize the planning (including supplies, checklists, budgets, timelines and role descriptions) that was done in preparation. Sustaining this learning and working from an attitude of continuous improvement has been a great aspect of the work of Living Faith as it has developed in the past two years.
 - Through evaluations and subsequent communications to and from local meetings, we heard strong affirmation that these events are meeting real needs for relationship, communication and spiritual development. Friends reported returning to their local meetings enlivened, refreshed and re-energized in a time of great need for witness and ministry in our wider society.
- **Staffing Transition; Vision and Growing Edges for Youth Ministries**
From my last report in February:

"...we are giving attention this year to how we can sustain and strengthen our beloved

traditions of youth and young adult ministry, think creatively about our program models, steward our resources of time and money, and connect more deeply and relevantly to the life of our local meetings. The timing of these conversations seems good as we align our work with our core purpose, priorities and vision this year.”

As many Friends are aware, Beth Collela, our beloved Religious Education and Outreach Coordinator, recently shared her discernment to lay down her staff role with NEYM at the end of September 2018. I hope you will join me in expressing deep gratitude to Beth for her 14+ years of service as NEYM staff, through many seasons of our life and ministry as Friends. Beth’s ministry is not ending, simply changing containers and seats. As a New England Friend active in public ministry, I hope and pray that her gifts will nourish the life of Friends in New England and beyond for many years to come.

The timing and context of Beth’s transition raise questions in both the shorter and longer term.

In the longer term, the change in staffing invites us to consider a review already envisioned prior to Beth’s clarity. Building on the February 2018 Youth Ministries Consultation, Friends have heard a clear call to further integration between our vibrant youth retreat programs and the spiritual development and religious education that happens with families and children in local meetings (monthly and quarterly). In the coming year, I look forward to working with Youth Ministries Committee, staff, Ministry & Counsel and others involved in ministry with youth and families to explore how the staffing and financial support for this work might be even more aligned with the growing edges of these ministries in our region, and with the wider dimensions of encouraging the life and ministry of New England Friends.

In the shorter term, recognizing that further discernment is needed and in keeping with our care for financial stewardship and fiscal responsibility, the currently proposed budget for fiscal year 2019 presumes that NEYM does not immediately rehire for the Religious Education and Outreach Coordinator position, realizing some temporary savings in expenses while reserving substantial funds (~\$25,000) previously budgeted for the position to respond to emerging needs in the coming year. This compromise, balanced with increases in income and other expense reductions, is being presented as part of Finance Committee’s effort to present a realistic balanced budget for the coming fiscal year.

The Finance Committee and I look forward to Permanent Board’s input and guidance on this course as part of your review of the proposed FY19 budget. For now, this is being proposed as a one-year change, recognizing that Youth Ministries Committee, Personnel Committee, staff and others will need to be involved in discernment about the needs for support in these various areas of ministry and how we can support them through staffing and other resources going forward.

- **Grant Proposals:**

I want to share information about three proposals, two as notification of past applications, and one where **I am requesting Permanent Board approval in concept** for a forthcoming application.

Proposal to Obadiah Brown's Benevolent Fund (OBBF)

With my approval, Hilary Burgin submitted a proposal to OBBF for \$10,000 to support a weekend retreat in early 2019 fostering intergenerational spiritual friendships and mentoring. This work arises directly from work supported by the Shoemaker Fund in fostering multigenerational meetings, and the listening at the growing edges of our young adult ministry, gleanings from which were presented to NEYM Ministry & Counsel in February, with the written summary shared with Permanent Board in preparation for our last meeting.

Proposal to the Oak Grove School Foundation

Anna Hopkins, with my approval, applied for \$1,300 from the Oak Grove School Foundation for a garden & biodiversity project at Friends Camp.

Proposal to the Lilly Endowment's *Thriving in Ministry Initiative*

For the first time in many years, the Lilly Endowment, one of the largest funders of religious institutions in the United States, is issuing an open call for proposals to organizations interested in supporting the thriving of ministry and the reclaiming and reimagining of traditions of supporting ministry. This is seen as important both for the faithfulness of individuals so called and for the meetings/congregations into whose care gifts of ministry are given.

In early April, a group including Honor Woodrow (Clerk of NEYM Ministry & Counsel); Callid Keefe-Perry (member of Ministry & Counsel appointed by Fresh Pond MM, co-host of "On Carrying a Concern podcast"); Kristina Keefe-Perry (Clerk of Salem Quarter, host of Quaker Dinner Church, co-host of "On Carrying a Concern" podcast); Rosemary Zimmermann (NEYM and Friends United Meeting General Board recording clerk, member of Permanent Board); Hilary Burgin (NEYM Young Adult Engagement Coordinator); Sarah Gant (Clerk of Permanent Board) and myself worked with the encouragement of Coordinating & Advisory Committee to submit a letter of interest to the Lilly Endowment by the April 15th deadline.

Since that time, the group has met again to sketch out the details of the concept in preparation for submitting a full proposal by the June 1 deadline. Consistent with NEYM's policy on grants, I will be bringing the abstract of this proposal and the roughly estimated dollar amount to the Permanent Board for your approval of NEYM finalizing and submitting a proposal. **According to our policy, the Permanent Board does not need to approve the final proposal.**

The letter of interest, which frames the intended focus of the proposal, reads:

Quakers' understanding of religious service centers on a commitment to the universal ministry based on the recognition and stewardship of diverse spiritual gifts by the local congregation. Historically, individual congregations were sustained by a robust system of itinerant gospel ministers who traveled widely, visiting congregations to provide pastoral care, pray, preach, teach, mentor other ministers, and support healthy congregational life. Since the decline of this networked support system in the last century, many Quaker congregations struggle with knowing how to recognize, name, and nurture gifts of ministry in their midst; promising and gifted leaders are lost to the church. As the original denominational body of Quakers in the world, we feel called and positioned to reclaim and reimagine the best of what our distinct tradition of itinerant gospel ministry has to offer to support the thriving of both ministers and local congregations for God's work in the world. With support from the Thriving in Ministry Initiative, informed both by our tradition and by contemporary contexts, we will develop a new program to 1) provide opportunities, networks and tools for experienced and emerging ministers to mentor, encourage and support one another; and 2) create resources and opportunities to help congregations learn to more effectively form and support those discerning and living a vocation to ministry.

Funds for grants in the *Thriving in Ministry Initiative* may be dispersed over up to five years. The Lilly Endowment intends to approve up to thirty proposals of up to one million dollars. An initial estimated budget—in process as of this writing—for the NEYM proposal would total up to \$450,000 over five years. Expenses would focus on workshops in local meetings, project management, consultation events, publications (including print, web and video content), and evaluation, and would include a 9% administrative fee to support any related costs to NEYM.

While the details of the proposal are not yet finalized, I hope the Permanent Board will prayerfully consider approving that we move forward with this request. The energy for this effort is being carried by a vibrant group of ministers serving in our yearly meeting and beyond—in volunteer leadership, as staff, at the growing edges of faithfulness among Friends and more widely. With care and discernment, I see potential for this work to be of benefit, not just to Friends in our yearly meeting active in ministry, but for Friends globally, and for generations to come.

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18-4: Roll Call

Present: Sarah Gant, Clerk; Rosemary Zimmerman, Interim Recording Clerk; Travis Belcher, Deana Chase, Susan Davies, Jeremiah Dickinson, Darcy Drayton, Christopher Gant, Ben Guaraldi, Ian Harrington, Elizabeth Kantt, Christopher McCandless, Jean McCandless, Sara Smith, Phil Stone, William Walkauskas, Donn Weinholtz, Mary Zwirner

Ex Officio: Noah Merrill (Secretary), Bob Murray (Clerk, Finance Committee), Elizabeth Reuthe (Secretary Supervisor), Shearman Taber (Treasurer), Fritz Weiss (Presiding Clerk)

Guests: JJ Smith, Kathleen Wooten

Regrets: Hannah Zwirner Forsythe, Galen Hamann, Leanna Kantt, Rebecca Leuchak, Gina Nortonsmith, Anna Radocchia, Carole Rein

Not Present: Kimberly Allen, Tom Jackson, Elizabeth Szatkowski

We prayed together for several friends in the yearly meeting who are struggling with ill health, either their own or that of a loved one. In the pain and extremities of life, many of us have deepened our awareness of the sacredness in all life. “We seldom notice that every day is a holy place, where the eucharist of the ordinary happens.” —John O’Donohue

18-5: Old Minutes

We approved the PB minutes of 23 September 2017. The minutes from 18 November 2017 have already been approved.

18-6: Secretary’s Report

Acton Meeting has given NEYM a gift in the amount of \$20,000. At the request of the donor we will deposit it in the Legacy Gift Witness and Ministry fund. The Board approved this designation.

We reflected on the “eight stages of change” document that our secretary shared at the previous board meeting. Considering the many changes in the Yearly Meeting over the past several years, he asked us where we found ourselves along this continuum -- as individuals, as a gathered Yearly Meeting, and as the Permanent Board. We noted that there is always a tension between those ready to move forward and those who still hesitate. We want to remain in loving community with each other through this tension, which requires vulnerability and humility on both sides.

Please see the [written report](#) for full details.

18-7: Archives and Historical Records

Carol Forsythe, clerk of the Archives Committee, gave a brief verbal report. The [written report](#) is appended.

Archives Committee has worked at great length on a [Memorandum of Understanding](#) (MOU) with the Special Collections and University Archives of the W.E.B. DuBois Library of the University of Massachusetts (SCUA) regarding the transfer of our archives to SCUA. The

Archives Committee has approved this MOU, as has Rob Cox, Head of Special Collections. Archives asks Permanent Board to also approve the MOU.

The Board approved, with gratitude for the years-long work of the Archives Committee.

Monthly and Quarterly meetings who wish to donate records to SCUA may find guidance at the Archive Committee's page on the NEYM website: <https://neym.org/archives>

18-8: Faith in Action Committee

During Sessions 2017, we laid down the Peace and Social Concerns Committee, which had not met for many years. At that time, Sessions asked Coordinating and Advisory to discern how peace and social justice work might best be supported in the yearly meeting.

C&A has brought forth a draft Purposes, Procedures, and Composition document for a Faith in Action committee (FIAC).

Many Friends lifted a concern regarding the need for the oversight of ministry. The board was clear both that this is a valid concern, and also that this concern is not FIAC's to carry. Oversight of Friends' ministry should occur at a monthly meeting level. We do ask that, in connecting individual ministers, FIAC ensures that there is a clear understanding of who *does* oversee their ministry. Concerns and needs will inevitably be brought to FIAC's attention. FIAC should feel empowered to share these concerns and needs with appropriate parties.

Permanent Board approved the Purposes and Procedures with changes, thereby approving the formation of the Faith in Action Committee. The purposes and procedures will be reviewed by Coordinating and Advisory and brought back to the Permanent Board for review after one year.

Link to the final, approved [Purposes, Procedures and Composition of the Faith in Action Committee](#).

18-9: Fund for Sufferings

We revisited the proposed framework for the new Fund for Sufferings, called "Fund for Sufferings-unrestricted." The Board approved, with minor alterations, and with thanks to those who have worked on this document.

We approve renaming the old "Fund for Sufferings" as "Fund for Sufferings-Restricted."

With the recommendation of the Legacy Gift Committee, we approved redesignating \$25,000 from the Witness and Ministry Fund to the new Fund for Sufferings-unrestricted.

Link to the final, approved [Framework for the Fund for Sufferings](#).

18-10: Friends Camp

We reviewed a proposed revision to [Section 7 of the Friends Camp Governance Document](#) regarding their budgeting process. Friends approved this revision.

18-11: Social Media Update

We heard an update regarding our social media channels from Kathleen Wooten. We have active accounts on Facebook, Instagram, and Twitter. Facebook is our most active channel; we are actively working on increasing our Instagram presence. The report was accepted with gratitude.

18-12: Challenging White Supremacy Working Group

We heard a report from the CWSWG. Their [written report](#) is appended. Friends are encouraged to invite the CWSWG to their meetings; curricula and other educational materials are also available. The report was accepted with gratitude.

18-13: Legacy Gift Committee

We heard a report from Jean McCandless, co-clerk of the Legacy Gift Committee. The LGC has \$70,000 to give away in the next year, and the deadline for spring applications is on March 1. The report was accepted with gratitude.

18-14: Personnel Committee

New England Yearly Meeting is currently inconsistent in its compliance with the Immigration Reform and Control Act of 1986. Friends Camp is in compliance; the rest of the organization is in non-compliance. The Personnel Committee of NEYM has discerned that refraining from fully complying with the Immigration Reform and Control Act of 1986 is not a living witness within NEYM today. Government investigation could prove very costly to NEYM, in terms both of finances and staff time. Personnel Committee recommends to the Permanent Board that New England Yearly Meeting should begin to comply with this law effective immediately. The Board approved.

This minute will come to Sessions in 2018.

18-15: Ad-hoc Long-Term Financial Planning Committee Report

In 2015 Annual Sessions, ad hoc LTFPC told us, very clearly, that the yearly meeting needs a long term financial plan to successfully connect our vision for NEYM with concrete, fundable, initiatives.

It's clear to ad hoc LTFPC that a typical strategic plan would not work for our context. Instead, they have developed a funding, planning, and storytelling "framework" that will help us appropriately distill and collect our vision and work into a small number of themed initiatives. These initiatives would make a clear connection between vision and action; related to the five institutional priorities NEYM approved in 2015; and be clearly fundable, with a breakdown of each major cost element, a total for the whole initiative, and fundraising goals over the next three years.

The Permanent Board affirms this framework. Using the framework, we ask ad hoc LTFPC to develop 3-6 themed funding initiatives to be presented to PB in May. These initiatives would inform the budgets of future years, with a three year horizon.

We are grateful for all the faithful friends who have developed this work over many years.

18-16: Nominating Committee Reports

From Permanent Board Internal Nominating Committee:

Neil Blanchard (Framingham): Personnel Committee: Class of 2021

Eleta Jones (Hartford): Personnel Committee: Class of 2021

Maureen Lopes (New Haven): Personnel Committee: Class of 2021

Friends approved these nominations.

From Clerks' Nominating Committee:

Bruce Neumann (Fresh Pond): Rising Clerk: from 2018 through Sessions 2019; Presiding Clerk: from end of Sessions 2019 for up to three years

Gina Nortonsmith (Northampton): Reading Clerk: from end of Sessions 2018 for up to three years

Fritz Weiss (Hanover): Presiding Clerk: through Sessions 2019

Friends approved these nominations.

18-17: Development Committee

Chris Gant, Clerk of Development Committee, gave the [Development Committee report](#). Development Committee asks for approval to engage formally with Everence, a financial services company run by Mennonite Church USA, in the inauguration of a planned giving program in New England Yearly Meeting of Friends. A planned giving program would help

support the developing long-term financial plan of NEYM as we work toward the goal of achieving financial sustainability.

PB approves of DC engaging with Everence to create a draft memorandum of understanding (MOU) between the company and New England Yearly Meeting. This MOU would outline responsibilities on both sides regarding how the program would work, the marketing and communication support to be provided by Everence, a timeline and rollout plan to be undertaken by NEYM, and other related matters. This is not a contract, and would not commit NEYM to any financial obligation; its purpose is to outline the goals for the planned giving partnering program in light of NEYM's operational and fundraising goals.

PB asks DC to bring the draft MOU to Permanent Board for review and approval in May, with the ultimate goal of publicly launching NEYM's planned giving program at Annual Sessions in August.

18-18: Treasurer's Report

Shearman Taber gave the Treasurer's report. This is a very busy time of year for him, and the job is an enormous amount of work. We received his report with gratitude.

The written report is attached.

Attachments/Links:

Cuba Yearly Meeting/New England Yearly Meeting Joint Minute

Presiding Clerk's Report

Secretary's Report

Archives and Historical Records: Report

Archives and Historical Records: Memorandum of Understanding

Faith in Action Committee: Purposes, Procedures and Composition

Framework for the Fund for Sufferings

Section 7: Friends Camp Governance Document

Challenging White Supremacy Working Group: Report

Development Committee: Report

Use of Bloudy Tenent Proceeds -- Finance Committee May 12, 2018

(Header) Use of Bloudy Tenent Proceeds

(Purpose) **The Finance Committee asks the Permanent Board to allow the proceeds of the Bloudy Tenent sale, \$128,800, to be added to working capital.**

(Background) At the Permanent Board meeting of August 1, 2015, the Presiding Clerk offered the following minute, which the Coordinating & Advisory Committee had previously approved:

We have sold the Bloudy Tenent, a rare old book discovered in our archives, and have received [\$128,800] from its sale. [Permanent Board] directs that this money be tracked separately until the future of our archives and future expenses related to the archives are clear.

This minute was approved by Permanent Board.

The financial needs of the Archive are now clearer. The Archives Committee has made a recommendation regarding potential ongoing needs for an Outreach Archivist, either as an ongoing consulting relationship or as an hourly part-time staff. A rough estimate for this work at an acceptable professional rate would be between \$7,680 and \$11,520 per year. For FY19, sufficient funds (approximately \$8500) are available in the Archives Revolving Fund for this expense. The Archives Committee does not foresee needing other significant financial resources in the short-term to support transferring the Archives, so we no longer need to hold the proceeds of the Bloudy Tenent sale in a special fund, and could add it to our working capital—which is currently at a low level.

For FY20 and forward, we recommend that any Archivist expense be added to the NEYM operating budget. This would allow the Yearly Meeting to have a better sense of the costs of doing this work. We believe that it is more transparent to put the expense in the operating budget rather than using off-budget funds for what will be a regular Yearly Meeting expense.

(Action) The Finance Committee recommends that Permanent Board redesignate the proceeds of the Bloudy Tenent sale (\$128,800). These funds would be removed from the project within the Continuing Projects Revolving Fund called the “Bloudy Tenent of Persecution Project” and added to NEYM Working Capital.

(Signature) Robert Murray, Finance Committee Clerk, on behalf of the Finance Committee

FY19 Draft Budget Commentary — Finance Committee — May 12 2018

The Finance Committee has worked very hard with the Yearly Meeting Secretary, the Accounts Manager, and the Treasurer, to deliver a balanced budget for FY19. The draft budget you see before you is the outcome of that work.

In order to get to that balance point, we are suggesting to the Yearly Meeting that we make some painful reductions in a few line items.

First, due to a staff transition, funds allocated in previous budgets for Religious Education & Outreach Coordinator position are under discernment by the Secretary in consultation with Coordinating & Advisory Committee, Personnel, staff and other relevant stakeholders. This draft FY19 budget proposal assumes that NEYM not hire for this position in FY19, exercising fiscal restraint while fundraising for new plans is underway. The Yearly Meeting Secretary believes that, while painful, reserving \$25,000 and thus reducing expenses by \$20,970 is possible in FY19.

Please note that a remaining one day per week of staff time for the Religious Education & Outreach Coordinator position is funded by a grant from the Shoemaker Fund through the end of FY19 (rather than the operating budget). This work will continue, likely as Contracted Services.

Second, we propose a reduction of \$3,075 each in our contributions to FGC, FUM, and FWCC. The reasoning here is that we should not give to other organizations money that we do not have to give – i.e. go into a deficit in order to maintain last year's contribution amounts. This reduction is currently intended for fiscal year 2019, and will be open to re-evaluation as we prepare for FY2020.

Finally, we suggest that a \$4,000 savings come from distributing the 2018 Directory electronically, reserving a small amount of money for printing a limited number of copies for those who prefer to receive it that way. The staff time devoted to this project would remain the same – the savings comes from printing and postage expenses.

On the Revenue side, changes to FY19 budgeted income from 4010-Individuals and 4020-Monthly Meetings reflect estimates at the conservative end of the spectrum. FY18 income projections include expected \$30,000 matching gift; FY19 income projections for Individuals do not include assumption of matching gift income.

As stated in the Finance Committee's proposal regarding the use of the Bloudy Tenent sale proceeds, the cost of an Outreach Archivist can be paid for in FY19 by funds already in the Archives Revolving Account. To increase transparency and support better planning, we incorporated both the expense and corresponding income (as an internal transfer) in the FY19 draft budget. This would then likely be deficit-neutral for FY19, since it would increase overall income and expense numbers equally. In FY20, this expense would be carried forward as an ongoing operating expense.

NEYM FY2019 draft budget

version 4/24/2018

	FY17 Actuals	FY18 Budget Approved	FY19 Budget Working Draft
Category			
Income			
4010 Individual Contributions	170,229		
General Fund Contributions	126,514	180,000	191,000
Equalization Contributions	23,715	20,000	21,000
Other Contributions	20,000		0
Total 4010 Individual Contributions	170,229	200,000	212,000
4020 Monthly Meeting Contributions	326,132		
General Fund Contributions	307,812	353,115	350,000
Equalization Contributions	18,320	20,000	23,000
Other Contributions			0
Total 4020 Monthly Meeting Contributions	326,132	373,115	373,000
4030 Organizations Contributions	1		0
4050 Interest and Dividend Income	10,562	5,000	4,000
4070 Books and other Items	0		0
Total 4072 Sales - Books	17,597	16,000	16,000
4070 Books and other Items	17,597	16,000	16,000
4080 Retreat Program Fees	41,152	50,000	50,000
4085 Sessions Program Fees	183,815	189,757	185,000
4090 Change in Fair Market Value	679		0
4099 Net Assets Released To/From	0		8,500
Total Income	750,167	833,872	848,500
Expenses			
5000 Staff			
5010 Salaries & Wages	302,733	309,999	267,426
5020 Payroll Taxes	22,491	23,715	20,511
5030 Benefits	0		0
5033 Health Benefits	38,793	45,224	41,785
5035 Retirements	30,977	31,000	26,743
5040 Disability	1,445	1,600	1,800
5045 Workers' Compensation	653	900	700
5050 Spiritual Retreats	493	1,200	1,200
5060 Staff Development	3,661	3,750	3,750
Total 5030 Benefits	76,021	83,674	75,978
Total 5000 Staff	401,244	417,388	363,915
5100 General & Administration			
5110 Administration			
5120 Bank Expense	6,810	6,000	6,000

5130 Contracted Services	27,061	26,896	60,396
5135 Accounting Services	2,700	4,000	4,000
5140 Legal Services	7,750	7,750	7,750
5150 Liability Insurance	4,027	4,000	4,000
5160 Payroll Service	4,797	4,500	4,500
5170 Recruiting Expense	90		0
5180 Rent	9,350	9,350	9,350
5190 Misc. Expense	189		0
Total 5110 Administration	62,774	62,496	95,996
5200 Office			
5210 Archives Office Expenses	171		0
5220 Cleaning Services	264	265	265
5230 Maint - Equip & Hardware	146	1,250	1,250
5240 Postage	2,583	3,750	3,750
5250 Office Equipment	270	3,250	3,250
5260 Office Supplies	1,761	2,500	2,500
5270 Printing & Copying	3,110	3,000	14,500
5280 Software & Updates	7,756	7,000	7,000
5290 Telephone	2,818	4,500	4,500
5295 Miscellaneous		100	0
Total 5200 Office	18,878	25,615	37,015
Total 5100 General & Administration	81,652	88,111	133,011
5300 Travel & Conferences			
5310 Travel - Committee	2,432	3,000	3,000
5320 Travel - Clerk	4,486	5,000	5,000
5330 Travel - Programs	2,573	4,600	4,600
5335 Travel - Rep. Travel	5,379	5,000	5,000
5350 Travel - Staff	17,547	18,000	18,000
5360 Travel - Ministries		400	400
Total 5300 Travel & Conferences	32,417	36,000	36,000
6000 Programs			
6110 Sessions Room & Board	167,108	175,100	170,000
6112 Retreats - Room & Board			0
6114 Room Rental	18,328	20,000	20,000
6150 Food Expense	18,792	18,000	18,000
Total 6112 Retreats - Room & Board	37,120	38,000	38,000
6125 Program Expenses			
6105 Honoraria	13,109	12,700	16,500
6115 Equipment Rental	4,590	6,100	6,000
6121 Supplies and Other Expenses	8,589	9,300	9,300
6165 Pre-Sessions Expense	565	1,100	1,000
Total 6125 Program Expenses	26,853	29,200	32,800
6130 Committee Exp. - General	20,224	23,700	11,700
6134 Childcare	600	2,000	2,000
6167 Committee Day Expenses		500	500
Total 6130 Committee Expenses	20,824	26,200	14,200
6160 Support - Retreats & Sessions			
6163 Friends Camp	2,090	2,220	2,220

6167 Religious Education & Outreach	1,844	1,800	1,800
Total 6160 Support - Retreats & Sessions	3,934	4,020	4,020
Total 6000 Programs	255,839	272,520	259,020
Total 6140 Books and Other	15,167	14,500	14,500
6200 Support of Other Orgs			
6310 FGC	13,075	13,075	10,000
6320 FUM	11,462	13,075	10,000
6325 FWCC	13,075	13,075	10,000
6330 Friends' Organizations			
6328 Ramallah Friends School	100	100	100
6335 AFSC	300	300	300
6340 FCNL	750	750	750
6345 QEW	300	300	300
6350 Friends Peace Teams	100	100	100
6355 FWCC 3rd World Travel	500	500	500
6360 QUNO	200	200	200
6362 Quaker Voluntary Service	100	100	100
Total 6330 Friends' Organizations	2,350	2,350	2,350
6590 Ecumenical Organizations			
6592 State Council of Churches	3,626	4,000	4,000
6594 NE Council of Churches	150	150	150
6596 NECL	150	150	150
6598 World Council of Churches	100	100	100
Total 6590 Ecumenical Organizations	4,026	4,400	4,400
Total 6200-6500 Support of Other Orgs.	43,988	45,975	36,750
6600 Publications			
6610 Yearly Meeting Minute Book (Minutes + Directory)	4,857	5,000	1,000
6620 New England Friend (Sessions Issue)	2,001	6,500	3,000
Total 6600 Publications	6,859	11,500	4,000
Total Expenses	837,166	885,994	847,196
Net Operating Income	(87,000)	(52,122)	1,304

November

Permanent Board
[approve funding
priorities]

January

Yearly Meeting
Secretary
[propose funding
priorities]

YM Committee
proposals

Zoom calls on
growing edges

Online surveys

Staff
proposals

Living Faith
listening sessions

Input from local
meetings

informal consultation

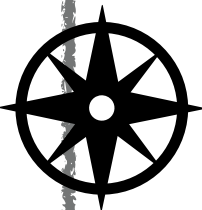
Finance Committee
[propose budget]

...
[ongoing seasoning
and consultation]

Annual Sessions
[season options for
funding initiatives
for coming year]

May

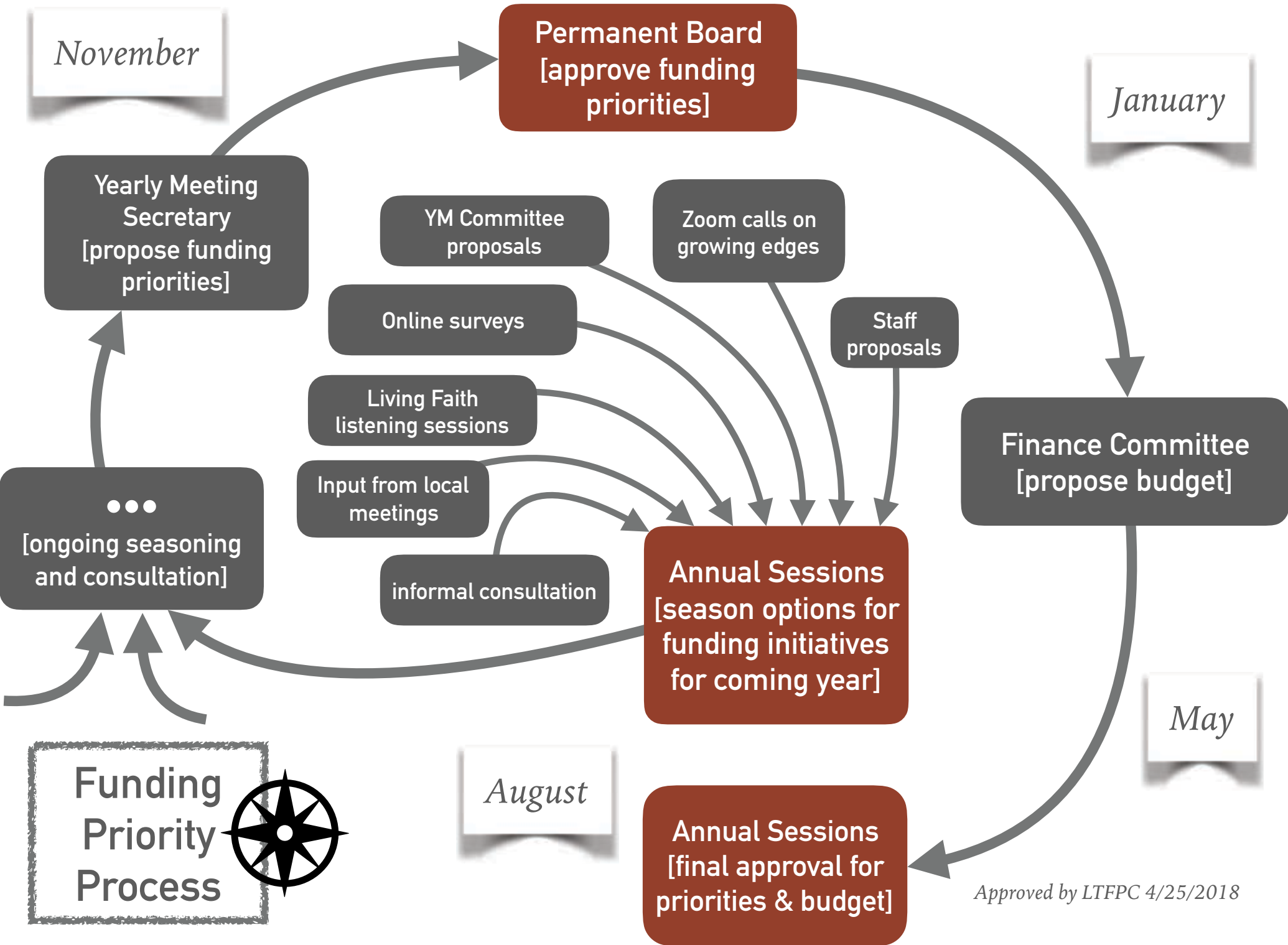
Funding
Priority
Process



August

Annual Sessions
[final approval for
priorities & budget]

Approved by LTFPC 4/25/2018



NEYM
Q1+Q2 FY18 - Operating Budget vs. Actuals
October 2017 - March 2018

	Q1+Q2 Actual	Total Annual Budget	% of Budget
Income			
4010 Individual Contributions	65,074.01	200,000.00	32.54%
4020 Monthly Meeting Contributions	141,357.75	373,115.00	37.89%
4030 Organizations Contributions	1.00		
4050 Interest and Dividend Income	14.82	5,000.00	0.30%
4070 Books & Other Sales Income		16,000.00	0.00%
4072 Sales - Books	76.91		
4076 Shipping/Postage	18.00		
Total 4070 Books & Other Sales Income	\$ 94.91	\$ 16,000.00	0.59%
4080 Retreat Program Fees	22,746.00	50,000.00	45.49%
4085 Sessions Program Fees	0.00	189,757.00	0.00%
4090 Change in Fair Market Value	-30.09		
4099 Net Assets Released To/From	0.00		
Total Income	\$ 229,258.40	\$ 833,872.00	27.49%
Gross Profit	\$ 229,258.40	\$ 833,872.00	27.49%
Expenses			
5000 Staff			
5010 Salaries & Wages	143,703.18	309,999.00	46.36%
5020 Payroll Taxes	10,755.88	23,715.00	45.35%
5030 Benefits			
5033 Health Benefits	18,779.31	45,224.00	41.53%
5035 Retirements	15,833.88	31,000.00	51.08%
5040 Disability	871.26	1,600.00	54.45%
5045 Workers' Compensation	663.00	900.00	73.67%
5050 Spiritual Retreats	200.00	1,200.00	16.67%
5060 Staff Development	1,201.00	3,750.00	32.03%
Total 5030 Benefits	\$ 37,548.45	\$ 83,674.00	44.87%
Total 5000 Staff	\$ 192,007.51	\$ 417,388.00	46.00%
5100 General & Administration			
5110 Administration			
5120 Bank Expense	1,584.68	6,000.00	26.41%
5130 Contracted Services	8,042.09	26,896.00	29.90%
5135 Accounting Services		4,000.00	0.00%
5140 Legal Services	-238.34	7,750.00	-3.08%
5150 Liability Insurance	3,101.49	4,000.00	77.54%
5160 Payroll Service	2,531.40	4,500.00	56.25%
5180 Rent	4,675.00	9,350.00	50.00%
5190 Misc. Expense	-837.52		
Total 5110 Administration	\$ 18,858.80	\$ 62,496.00	30.18%
5200 Office			
5220 Cleaning Services	132.00	265.00	49.81%
5230 Maint - Equip & Hardware	125.41	1,250.00	10.03%
5240 Postage	933.16	3,750.00	24.88%
5250 Office Equipment	2,670.72	3,250.00	82.18%
5260 Office Supplies	1,011.25	2,500.00	40.45%

5270 Printing & Copying	1,908.31	3,000.00	63.61%
5280 Software & Updates	7,679.54	7,000.00	109.71%
5290 Telephone	1,555.51	4,500.00	34.57%
5295 Misc. Office	11.98	100.00	11.98%
Total 5200 Office	\$ 16,027.88	\$ 25,615.00	62.57%
Total 5100 General & Administration	\$ 34,886.68	\$ 88,111.00	39.59%
5300 Travel & Conferences			
5310 Travel - Committee	907.41	3,000.00	30.25%
5320 Travel - Clerk	1,244.48	5,000.00	24.89%
5330 Travel - Programs	929.25	4,600.00	20.20%
5335 Travel - Representatives Travel	1,746.08	5,000.00	34.92%
5350 Travel - Staff	3,951.17	18,000.00	21.95%
5360 Travel - Ministries		400.00	0.00%
Total 5300 Travel & Conferences	\$ 8,778.39	\$ 36,000.00	24.38%
6000 Programs			
6110 Sessions Room & Board	5,000.00	175,100.00	2.86%
6112 Retreats - Room & Board			
6114 Room Rental	12,022.09	20,000.00	60.11%
6150 Food Expense	5,631.95	18,000.00	31.29%
Total 6112 Retreats - Room & Board	\$ 17,654.04	\$ 38,000.00	46.46%
6125 Program Expenses			
6105 Honoraria - Speakers/Wkshp Ldrs	2,311.25	12,700.00	18.20%
6115 Equipment Rental		6,100.00	0.00%
6121 Supplies and Other Expenses	1,166.41	9,300.00	12.54%
6165 Pre-Sessions Expense	0.00	1,100.00	0.00%
Total 6125 Program Expenses	\$ 3,477.66	\$ 29,200.00	11.91%
6130 Committee Expenses - General	5,601.47	23,700.00	23.63%
6134 Childcare	172.50	2,000.00	8.63%
6137 Committee Day Expenses		500.00	0.00%
Total 6130 Committee Expenses - General	\$ 5,773.97	\$ 26,200.00	22.04%
6160 Program Support			
6163 Friends Camp	2,111.00	2,220.00	95.09%
6167 Religious Education & Outreach	554.30	1,800.00	30.79%
Total 6160 Program Support	\$ 2,665.30	\$ 4,020.00	66.30%
Total 6000 Programs	\$ 34,570.97	\$ 272,520.00	12.69%
6140 Books & Other Sales Expense		14,500.00	0.00%
6147 Consignment Sales	0.00		
Total 6140 Books & Other Sales Expense	\$ 0.00	\$ 14,500.00	0.00%
6200 Support of Other Organizations			
6310 FGC		13,075.00	0.00%
6320 FUM		13,075.00	0.00%
6325 FWCC		13,075.00	0.00%
6330 Friends' Organizations			0.00%
6328 Ramallah Friends School		100.00	0.00%
6335 AFSC		300.00	0.00%
6340 FCNL		750.00	0.00%
6345 QEW		300.00	0.00%
6350 Friends Peace Teams		100.00	0.00%
6355 FWCC 3rd World Travel		500.00	0.00%
6360 QUNO		200.00	0.00%
6362 Quaker Voluntary Service		100.00	0.00%

Total 6330 Friends' Organizations	\$	0.00	\$	2,350.00	0.00%
6590 Ecumenical Organizations					
6592 State Councils of Churches				4,000.00	0.00%
6594 Natl Council of Churches				150.00	0.00%
6596 NE Ecumenical Network				150.00	0.00%
6598 World Council of Churches				100.00	0.00%
Total 6590 Ecumenical Organizations	\$	0.00	\$	4,400.00	0.00%
Total 6200 Support of Other Organizations	\$	0.00	\$	45,975.00	0.00%
6600 Publications					0.00%
6610 Yearly Meeting Minute Book				5,000.00	0.00%
6620 New England Friend				6,500.00	0.00%
Total 6600 Publications	\$	0.00	\$	11,500.00	0.00%
Total Expenses	\$	270,243.55	\$	885,994.00	30.50%
Net Operating Income	-\$	40,985.15	-\$	52,122.00	78.63%
Net Income	-\$	40,985.15	-\$	52,122.00	78.63%

Note

Classes 100 through 550 + 730: Operating, including functions (200s), Committees (300s), Retreats (400s), Sessions (500s), plus Equalization (730). Class columns viewable in QBO using Accounts vs Classes Grid.

Monday, Apr 30, 2018 12:05:52 PM GMT-7 - Cash Basis

*Presiding Clerk report to Permanent Board
May 2018*

Dear Friends;

The Coordinating and Advisory committee (C&A) continues to meet monthly. Many of the concerns that have been before C&A will come to this May meeting of the Permanent Board. I would like to note two concerns. One is that due to the busyness of the Friends serving on C&A we have had to juggle dates of our meetings and consequently have not met in person as often as we intend. The second is that in honoring the commitment we made this year to manage the agenda before the committee to prevent rushing and fatigue, I have had to remove from the agenda regular updates on much that is happening in the YM and to remove opportunities for our individual check ins and support for each other.

There are a few tasks left over from the triennial review of committee purposes, procedures and composition. In the advance documents for this PB meeting are the revised purposes and procedures for the Friends Camp Committee and for the Archives and Historical Record Committee. Permanent Board is asked to consider these and forward them to sessions for approval. The Publications and Communications Committee currently is dormant, there are no members and much of the purposes assigned to them are staff functions. C&A is recommending that Permanent Board forward a recommendation to sessions that this committee be laid down. C&A is actively considering how to best support publications and to manage the Moser Book and Tract Fund and expect to bring a specific proposal to the September PB meeting. The Earthcare Ministries Committee and The Racial Social and Economic Justice Committee are continuing their work and expect to bring final proposed purposes, procedures and composition to Permanent Board in the fall for approval.

In February PB and Cuba Yearly Meeting approved a joint minute. (<https://neym.org/news/cuba-and-new-england-yearly-meetings-join-protest-us-policy>) I have forwarded this minute and the visa applications for Cuban Friends to both Senator Leahy's and to Representative McGovern's offices and have spoken with their staff. In April I travelled to Washington DC and met with Representative McGovern. The applications are being hand carried to the State Department in Washington and to the head of the embassy in Havana with the advocacy of both officials. The Puente Committee will bring this minute to the August Sessions. Is there more that PB might recommend be done. The minute states "*We will challenge as infringement of our right to freedom of religion any decision that blocks Quakers from traveling in the ministry.*"

During the April school vacation week I take the first detailed look at the agenda coming before the August sessions. I have completed this task and sent it out to the clerks' table for comment.

The continuing conversation with the quarterly leadership on strengthening the quarters has continued. There will have been one more zoom conference call before Permanent Board. This group has completed a clear statement of purpose for quarterly meetings and the conversations are shifting to how to best fulfill this purpose. I think this

conversation will be most productive at each quarter. Noah drew my attention to the 1967 minutes where the Field Secretary (Louis Marstaller) reported that Quarterly meetings “seem less vital and have poorer attendance”. A Quarterly Meeting Study Committee was appointed and reported back in 1968 both that “regional meetings at regular intervals are desirable” and that the “business assigned to Quarterly Meetings were not getting done properly.” This actually comforted me as I was feeling that the conversations concerning the quarters were moving more slowly than I had anticipated. I had not recognized this was a conversation that had been happening for 52 years.

Noah and I issued one time sensitive statement since we last met responding to gun violence.

In my conversations with my support committee I shared that this is a time in the cycle of the work of the presiding clerk where there are many tasks to be done. I have asked their prayers to help me remember God’s endless love. I hear in the theme we have been given for this years August sessions a call to discipleship. Our witness, our business and our tasks matter because this is one of the ways to be “bold in God’s service”.

Love

Fritz Weiss
Presiding clerk

Archives & Historical Records Committee

Purpose

Archives and Historical Records Committee established and maintains the collection policy which advises meetings on the care of their records, encourages both meetings and committees to donate copies of these records to the Special Collections and University Archive (SCUA) at the W.E.B. Dubois Library, University of Massachusetts on a regular basis. The committee is responsible for the ongoing relationship with SCUA, as articulated in our Memorandum of Understanding (MOU). The committee is responsible to direct the focus and support the work of the Outreach Archivist, who works directly with yearly, quarterly, monthly and preparative meetings, yearly meeting committees, New England Friends institutions, and individual members of the Yearly Meeting. This is an aspect of our testimony of stewardship. Recognizing that Friends' faith is a non-creedal one, and that the expression of that faith is embodied in the records of our actions, the committee promotes the study of Quaker history to the end that Friends may find guidance in their past for their witness in the present. It encourages meetings to utilize the resources of the archives in answering their financial, property, and biographical, or other questions historical in nature.

Procedures

The committee recommends appointment of an Outreach Archivist, in conjunction with the Secretary of New England Yearly Meeting. The Secretary supervises the Archivist. The committee consults with the Outreach Archivist on priorities for outreach regularly. Committee's members will also participate and work with the Outreach Archivist. The committee meets monthly or quarterly by video conference. The committee submits an annual report to New England Yearly Meeting. The committee reviews the relationship with W.E.B. Du Bois Library at the University of Massachusetts (SCUA) Amherst (SCUA) annually as well as the currency of the MOU, and recommends any changes to the NEYM Permanent Board. The committee serves as a resource to SCUA when questions such as copyright use arise as outlined in our MOU.

Composition

- The Committee includes a group of 5 to 6 Friends with skills and perspectives regarding the collection, preservation and research of historical records named by the nominating committee in consultation with the Archives and Historical Records committee and approved by the Yearly Meeting.
- The committee is works with an Outreach Archivist and the NEYM Office Manager.
- The clerk of the committee is appointed by the committee, in consultation with Coordinating & Advisory Committee and approved by the Yearly Meeting. The Yearly Meeting Secretary is responsible for supervising the work of the Outreach Archivist.

Purpose, Procedures and Composition Friends Camp Committee

Purpose

The Friends Camp Committee has stewardship of Friends Camp, supporting and facilitating the Camp mission of providing a unique outdoor camp for spiritual, emotional and creative growth. The Committee helps assure the Camp is a caring and accepting community that embraces the faith and practices of Friends as one of many ways of helping youth discern a true and healthy path into adulthood with group worship, recreational activities, artistic pursuits and work projects. The Yearly Meeting delegates to the Committee's duties and responsibilities for oversight of the camp operation. *(comment - should this reference the specific good governance minute approved in 2015?)*

Procedures

1. Meetings of the Friends Camp committee shall be held three or four times each year, at a reasonable time and place designated by the Clerk. As needed, the Clerk may designate additional meetings.
2. The Friends Camp Committee meeting held between the end of Sessions and November 15th shall be designated the Annual Meeting. During the Annual Meeting the Executive Council, committee chairs, and committee memberships are defined and will be in place until the next Annual Meeting.
3. A quorum for the Friends Camp Committee shall be 50 percent of the current active members. A quorum for any of the committee sub-committee meetings will be at least two participants. Members participating remotely will count as part of a quorum.
4. The Friends Camp Committee has a Clerk, a Recording Clerk, a Supervisor of the Director, Clerk of Buildings & Grounds and a Treasurer with the Camp Director serving ex-officio. These positions make up the Executive Council. Any committee member may hold two or more of the committee positions, except the Clerk, who may not also be the Treasurer. The Executive Council can conduct business on the phone, on the internet, or face-to-face, if a majority of the members are able to participate in the meeting. As needed and between Friends Camp Committee Meetings, the Executive Council may set important and time-sensitive policies in the areas of personnel, safety and finance. The responsibilities and tasks of these positions are set forth in Appendix 2 of the Friends Camp Governance Document.
5. The Friends Camp Committee has five standing sub-committees. They are: Finance and Development, Personnel, Building and Grounds, Health and Safety and Program and Evaluation. The responsibilities and tasks of the sub-committees are set forth in Appendix 3 of the Governance Document.

6. All Camp Committee members are expected to join at least one of the standing sub-committees and to attend virtually all the Friends Camp Committee meetings. In addition, non-committee member volunteers may be asked join one of the five standing sub-committees. Members of these sub-committees who are not on the Friends Camp Committee will have the option to serve without terms or limits on the length of service.
7. The Friends Camp Committee and Clerk may set up additional sub-committees and appoint additional non-committee members to sub-committees, as it is deemed necessary, to help fulfill the mission and objectives of Friends Camp.
8. The Committee ensures the duties and responsibilities outlined in the committee position descriptions and the committee descriptions are carried out effectively to promote the mission and objectives of Friends Camp.
9. The Committee conducts its business in the manner and practice of Friends. As guidelines for their process and their discernment of policy, they use the Faith and Practice of New England Yearly Meeting of Friends and the governance publications of the Friends Council on Education.
10. The Committee provides supervision and evaluation of the Camp Director. They define the scope of authority of the Director and the limitations of what the director can and cannot do.
11. The Camp Committee has the responsibility and authority to define the vision, values and the short- and long-term objectives of Friends Camp. The Director defines and implements the tasks and actions needed to accomplish the objectives that have been outlined by the Committee.
12. The Committee receives reports on the financial health of the Camp from the Camp Treasurer at each of its meetings, approximately quarterly.
13. The Friends Camp Committee adopts, and from time-to-time reviews and amends, fiscal policies and procedures that govern internal controls and other significant aspects of a sound fiscal operation to assure that Friends Camp will have sound financial controls that substantially conform to generally accepted accounting principles.
14. The Committee assures that regular professional financial reviews are conducted every third year or as needed, in concert with the NEYM Operating Division.
15. The committee receives a proposed budget prepared by the Director and Treasurer in late August or early September, including both operating and capital components. The Director then meets about this budget with the YM Secretary and YM Treasurer. Following this consultation, and with the YM Secretary and YM Treasurer's endorsement, the Camp Director submits the proposed operating and

capital budgets for approval by the Friends Camp Committee at its September meeting. Finally, the Committee forwards this budget to the Yearly Meeting Permanent Board for approval at its September meeting.

16. Given the compressed time frame for budget development, if agreement is not reached, the Camp Committee and Permanent Board will endeavor to approve a provisional budget. This would allow concerns to be addressed and the Camp to operate for the first two months of the fiscal year. Final approval would then occur at the Permanent Board and Friends Camp Committee meetings in November.
17. The Camp Committee submits an annual written report to the Yearly Meeting.

Composition

1. Committee members are nominated by the Friends Camp Nominating Committee and approved by Yearly Meeting for terms of up to three years.
2. The Friends Camp committee has at least seven and not more than fifteen members appointed for three year terms, with eligibility to be reappointed for two additional terms, or up to nine years total.
3. The Camp Director and Yearly Meeting Secretary serve as ex-officio members.
4. At least two-thirds of the members of the Committee will be members or active attenders of a Monthly Meeting in New England Yearly Meeting.
5. The terms are organized into classes of up to five members so that one-third of the committee is appointed or reappointed each year.
6. Friends Camp Committee Members who are given a midyear appointment will be assigned by the Recording Clerk to one of the three classes and will serve their first Friends Camp Committee term for one, two, or three years, based on openings in one of the three classes.
7. The Clerk, Recording Clerk and Supervisor of the Director are selected from membership of the Camp Committee and are approved by the Yearly Meeting.
8. Volunteers, who are not committee members, may be selected to serve on Camp sub-committees as needed to fulfill the mission and objectives of Friends Camp.
9. The Friends Camp Committee maintains active relationship with the NEYM Youth Ministries Committee through the Camp Director serving as an ex-officio member.
10. The Friends Camp Committee coordinates with the NEYM finance committee and treasurer as outlined in the procedures.

Friends Camp

Director's Report to Permanent Board

April 30, 2018

Dear Friends,

It has been one full year since I last reported in person to the Permanent Board, in May 2017. It has been a busy year, and I look forward to sharing news with you. As a precursor to my report in person, I will share just a few updates in written form. I hope that the brevity of my written report will inspire questions at the May 12 Permanent Board Meeting. I feel enormously blessed to shepherd the camp of New England Yearly Meeting!

- Anna Hopkins, Camp Director
(207) 445-2361

2017 Summer

Although we are busy with preparations for the coming 2018 summer, I'd like also to reflect on the prior summer. The life at Friends Camp was vibrant, with 407 different campers attending our sessions. Two themes that stand out from our last summer are those of authentic relationships and seeking respite from a stressful world. Our youth are as worried as adults about the state of our nation and world. While some campers want to tackle these issues while at camp, love the technology-free refuge of camp, where they feel they can "just be kids." Our campers yearn for authentic connections with peers and mentors, hugging their new friends close and loving nothing more than a chat about life with their camp counselors. We achieved our re-accreditation (for the first time) by the American Camp Association last summer and had an especially outstanding staff. Overall, we had a wonderful summer!

2018 Summer

Enrollment: So far, our enrollment is almost as high as last year (381 camper sessions on 4/30/18 compared with 383 camper sessions on 4/30/17). Organizational challenges experienced by some of our campership partners (The Maine Children's Home and Codman Academy) have led to reduced enrollment in our Fell Session for teens, August 5th-18th. I will look to foster new relationships with schools for next summer, if these organizations continue to experience challenges.

Staffing: We have a very strong group of returning counselors, as well as an exciting and diverse group of new staff. Five countries are represented on staff, as well as a multitude of faith backgrounds. We will have an almost entirely new kitchen crew this summer. The long-time assistant director Jeff Adelberg has decided to "retire" this summer, and we have hired an all-star crew of returning counselors to replace him. Our leadership team has grown slightly over the last 3 years, and this year we will have two assistant directors and one summer office manager on that team. We have added one pre-camp week for leadership staff.

Serving the Quaker Community

Almost 20% of those campers reported a Quaker Monthly Meeting or NEYM youth retreats as their "lead source" for coming to Friends Camp. 70% of our families reported Quaker Values as one of the top reasons for sending their child to Friends Camp.

We also established a relationship with Moses Brown School in 2017 and hosted their 100-person 9th grade in a retreat. Friends Camp staff introduced these students to our Vespers worship and shared Quaker songs such as "George Fox." The Vassalboro Quarter continues to hold a Fall Gathering at Friends Camp, and we will host the 4th annual Art Camp in 2018.

Camp Committee

The committee has met quarterly over the last year, with sub-committees participating in additional meetings. Our camp committee continues to grow into its role, including the new governance document finalized in 2016. We will face some challenges in the coming year, including needing to find a new Clerk and a new Clerk for the Friends Camp Nominating Committee. We have had outstanding attendance by committee members, 13 strong members, this past year.

Diversity and Equity at Camp

Friends Camp is a part of the Yearly Meeting's work in dismantling the harmful effects of white supremacy. I have enjoyed learning alongside other camp professionals this year about diversity and equity at camps. This year, we are collecting information about the racial identity of our campers for the first time. I have worked hard to recruit staff members of color in order to more accurately reflect our camper population. We also changed two of our session names to include a Friend of color and a Friend who worked for racial justice (Rustin and Mott Sessions). In addition, we have explored ways to be more inclusive of gender diversity at Friends Camp, including building an all gender restroom for the 2018 summer.

Property and Capital Projects

By the end of this month, we will have put almost \$60,000 into needed property improvements and replacements in a one year period. We have purchased a new water heater, insulated and finished two staff cabins, drilled a new well at our waterfront property, built a new roof on our waterfront cottage, and insulated and installed a beautiful pine ceiling in our dining hall. By the end of May, we will have completed an all-gender bathroom addition to one of our bathhouses and constructed a multi-purpose storage shed. The shed (named Magpie) is designed to streamline opening day t-shirt sales and provide a storage space for the merchandise we sell to families. Magpie also has a porch with open shelves available to campers, making program and Lost & Found items directly accessible and increasing camper stewardship of the camp property. Our property, much of which has not been replaced since it was built 50 years ago, will continue to need repair and investment over the next few years.

Development

Overall, giving from individuals is up over the last few years, and giving from monthly meetings is down. Many monthly meetings support youth from their Meeting or wider communities in attendance at camp. We received a \$5,600 grant this spring from the Obadiah Brown's Benevolent Fund for our all-gender bathroom, and we have applied for a modest grant from the Oak Grove School Foundation to revitalize the garden at Friends Camp.



FRESH POND MONTHLY MEETING
OF THE
RELIGIOUS SOCIETY OF FRIENDS

Approved at Meeting for Worship to Conduct Business on 11/5/17

Dear Friends,

We send you greetings from Fresh Pond Monthly Meeting, Cambridge, Massachusetts, New England Yearly Meeting. We write this travel minute to introduce our beloved member, Melody Brazo. She is an active member of our Meeting, currently serving as co-clerk of the Ministry and Worship Committee. She has previously served as member of the Gifts and Leadings Committee, Presiding co-clerk of the meeting, past co-clerk of the Ministry and Worship Committee, and clerk of the Pastoral Care Committee.

Melody is called to serve by helping people listen to each other in ways that increase the possibility of love and justice in the world. Through this love, she helps people experience a holy connection to the Divine and to each other. She has worked as an educator for over thirty years, facilitating learning for adults around issues of race, gender and sexual orientation. She helps groups open themselves to Spirit's call to embrace and welcome diversity wherever it is found. She has provided workshops and retreats for monthly meetings in the USA and Canada that encourage participants to listen deeply to each other across divisions of race, homophobia and privilege. She also facilitates work for Quaker and non-Quaker groups, schools and community organizations on school and workplace climate.

We at Fresh Pond Monthly Meeting feel blessed by Melody's work among us. The topics she works with involve assumptions and behaviors that keep people from knowing one another. These divisions obscure the opportunity for listening and get in the way of the possibility of love. Through her leadership we have seen that the act of holding ourselves lovingly and tenderly softens us so that we are more able to do the same for others.

Fresh Pond Monthly Meeting has taken Melody and her ministry under its care and has provided a support committee for this ministry. We encourage Melody's leading to travel among Friends. She has many gifts to offer. We hope that you will welcome her into your Meeting and into your hearts. We experience Melody's presence in our Meeting as an opportunity to go deeper into understanding and wisdom. We pray that your experience, as Melody visits and worships among you, is also an opportunity to grow in love and justice.

In Peace and Friendship,



Bruce Neumann, presiding co-clerk



Laura Street, presiding co-clerk

Endorsed by Salem Quarterly Meeting, 4/22/18
James P. Gray, Clerk

5 CADBURY ROAD CAMBRIDGE MA 02140

Internal Nominating Committee Report to Permanent Board May, 2018

Clerk: Sarah Gant -2015-2019

Recording Clerk : Rosemary Zimmermann Feb.-Aug. 2018

Hannah Zwirner Forsythe Aug. 2018- 2021

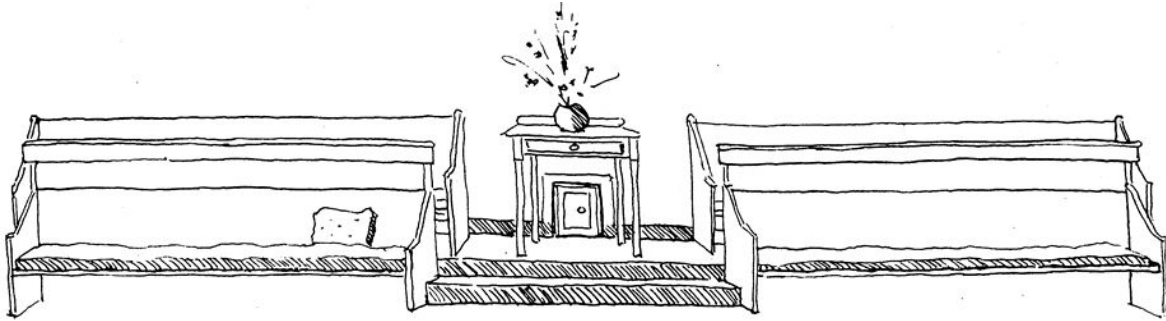
2018	2019	2020	2021	2022
Susan Davies # Donn Weinholtz Jean McCandless Rebecca Steele #JeremiaDickinson RockyMalin Leanna Kantt Sarah Gant	Ian Harrington Chris Gant #Philip Stone #Deana Chase WilliamWaulkauskas	# Ben Guaraldi #GalenHamman #Rosemary Zimmermann Anna Radocchia Tom Jackson Carole Rein	Kimberly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

in second term (can't be reappointed)

* filling out term – can be reappointed 2 entire terms

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

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



Edward Draper Baker
1949-2017

With the late afternoon sun providing its soft light to the room, Edward Draper Baker Jr. passed away on October 29, 2017, after a valiant five-year battle with cancer. October was Edward's favorite month, and he was where he wanted to be, at home in Ashaway RI, in the loving arms of his family.

The son of Edward and Anne English Baker, Edward was born on April 20, 1949 and grew up in Philadelphia, PA with his three sisters. He earned a bachelor's degree in history from Juniata College and a master's degree from Pennsylvania State University. He spent summers working for the National Outdoor Leadership School in the Absaroka Mountains of Wyoming and later taught backpacking and rock climbing at North Carolina State University.

Edward met Carol Adair Pringle, the love of his life, at a contra dance when she finally had a waltz free. They were married 29 years. Their family included daughters Sarah and Hannah of Boston, MA, son Andrew Yates and his wife Becca and grandsons Davis and Quinn of Portland, OR.

Edward loved his family deeply and cherished recent times with his young grandsons. Edward loved to dance, particularly contra dancing and swing, and enjoyed sitting around a table of friends enjoying home-cooked meals and conversation late into the evening, often accompanied by a glass of fine red wine or Kentucky bourbon.

Edward was sustained by his Quaker faith and its tenets of simplicity, peace, honesty and integrity.

He sought the Inner Light in each person he met, and his faith helped him through previous bouts with cancer. Edward's path to his Quaker faith began when he worked for a Quaker farmer outside Philadelphia doing odd jobs during his summers in high school, often hitchhiking to get to work. In college, he worked at a summer canoe camp in Maine, where, once again, his employer was a Quaker. Edward started attending Quaker meeting regularly in State College, Pennsylvania, when he was a graduate student, eventually joining State College Friends Meeting. He transferred his membership to Westerly Monthly Meeting in Rhode Island after marrying and moving to Rhode Island.

Edward was a Renaissance man who lived life deeply and fully. He designed and built their home in Rhode Island. He loved building furniture, doing finish carpentry on the house, baking bread,

cooking for family and guests, creating pottery and reading on the back porch on quiet mornings. He knew how to handle a blacksmith's tools of the trade. He loved building and nurturing the soil in his garden each spring with seaweed he harvested from the Connecticut shore and horse manure he collected from a friend's farm. After faithfully tending the garden until harvest time, he loved sharing its fresh produce or Carol's dill pickles or basil beans with others. Edward loved sitting through the flow, dynamics and intricacies of Quaker process during New England Yearly Meeting (NEYM) Sessions so much that he led others to love sitting through them too.

Edward loved all things historical, but especially those of New England. His professional life included positions as Farm and Garden Coordinator at Hancock Shaker Village in Hancock, MA. There he and his Percheron draft horse, Patience, tilled a 2-acre vegetable garden as well as logging cordwood to supply the wood stoves in the museum exhibit buildings. At Hancock, he also tended a flock of sheep, including birthing the lambs, often in the middle of the night in the dead of winter. After getting married, Edward moved to Rhode Island and worked as a Supervisor of Historic Interpretation at Mystic Seaport Museum in Mystic, CT. Later he became the first full time Executive Director of the New London County Historical Society in New London, CT. While in Mystic and New London, he started vintage 19th century era baseball teams at both institutions, participated as both a ball player and later as the referee, and enjoyed the camaraderie that they offered.

Especially important to Edward was his 35-year association with ALHFAM, the Association for Living History, Farm and Agricultural Museums. He served on the Board of Directors, hosted the annual international conference and was an officer of the organization. He faithfully attended annual conferences all over North America, often making presentations alone or with colleagues, and relished his role as auctioneer at the annual auction. In retirement, Edward served as a volunteer secretary/treasurer in ALHFAM. Even as his health took a turn for the worse in his last days, he remained active in the association. He cherished not only the professional relationships he developed at these conferences but also considered some of his ALHFAM colleagues as his dearest friends.

Edward was so well-versed on such a wide variety of subjects that one could almost feel a bit intimidated at times in his presence. He excelled in most everything he did with a quiet, humble confidence. A Friend once remembered picking up a piece of wood from his firebox to place into a wood-burning stove. Edward noticed that the wood was locust and proceeded to talk knowledgeably to his friend for 10 minutes about the various properties and uses of locust wood.

Friends would always turn to Edward when a question arose about a detail of Quaker history. When faced with a question having to do with Quaker practice, the usual course of events was to listen to his perspective before making a decision. Edward would usually wait for others to share their thoughts, then unobtrusively raise his hand. He had a way of getting right to the heart of the matter, and with his vast knowledge of Quaker faith and practice, he provided insight that always made us feel confident we were proceeding on the right path.

Edward had a forceful and, at the same time, good-natured way of challenging one to be a better person and Quaker. When someone might want to step back, Edward had the ability to guide him

or her into wanting to do more. His wise words, grounded presence, and mentorship were a blessing to those who came to him in a time of need. He had the rare kind of authority that allowed him to be both a friend and a boss. The Book of James contains a verse that says, “But be doers of the word, and not merely hearers.” Edward’s quiet, rested way of getting things done serves as an example of that verse for us to emulate.

Edward served NEYM long and well, starting as a member of the Board of Overseers (Board of Trustees) at Moses Brown School from 1996-2003, including as recording clerk for part of that time. He served on Permanent Board of NEYM from 2001-2012. With his usual grace and good cheer, he served as clerk (2009-2012) of the body when the then-clerk moved out of the area unexpectedly.

Even without a more typical period of transition, Edward stepped into the role immediately and seamlessly. He was an able administrator, attentive to details, yet projected an easy and accessible manner. Edward applied himself with immense self-discipline to Quaker process when faced with extraordinary administrative challenges such as facilitating the decision to close the New England Friends Home, sell the property to an appropriate buyer and establish the process to discern what to do with the proceeds of the sale. The money, realized years ago, to this day funds emerging ministry and witness among Friends throughout New England (and beyond) through the Legacy Gift Committee.

Edward’s heart led him to active roles on the Personnel Committee (Clerk, 2003-2014, *ex officio*, 2014-2016), as Supervisor (2014-2016) to the NEYM Secretary, and very recently in leading the effort to hire a new Director of Friends Camp. Edward led the transition to full-time staffing for the Junior Yearly Meeting and Junior High Yearly Meeting youth ministries retreat programs. He was a quiet leader who chose his words carefully and used them sparingly. His wisdom was beautifully paired with a dry sense of humor, affirmed at times only by the twinkle in his eyes. The legacy of his years of dedicated service helped shape NEYM and will live on through the administrative systems he created, and the people whom he hired and mentored and, indeed, loved.

Edward also served Westerly Monthly Meeting long and well, as clerk, recording clerk, member of Building and Grounds and numerous stints on Ministry and Counsel. Edward continued to serve Westerly Monthly Meeting until the last weeks of his life. Though he was ill, he agreed in January of 2017 to serve a three-year term on Ministry and Counsel. He took the minutes of the Monthly Business Meeting in October and was still offering sought-after guidance on Quaker practice two weeks before his death. He had been interested in doing more when he retired, not knowing then that managing cancer would turn out to be a full-time job. He did this job without being sad, without pitying himself, but by simply asserting that this was a challenge he had been given. As he stoically endured the final degenerative stages of his disease, he communicated simply with eye contact or a pat on the shoulder. We will always appreciate the gallantry he showed toward the end of his life.

At the Memorial Service, Edward’s daughter Sarah read a poem Edward wrote in April of 2017, while sitting on his back porch, which captures the essence of his spirit:

Not Knowing What to Expect

*Not Knowing what to expect
I would never pack light*

For trips to the West

*Shoes were the worst;
Of course I'd want my work boots
Because that's who I am*

*But I'd also want my Bean
Boots, in case of mud.
And some slip-ons for around the house*

*I'd want some shoes easy to
Put on and take off in the
Airport (pack my pocketknife in the luggage).*

*Not knowing what to expect
I'd want to pack my computer and some music
And a book of puzzles in carryon*

*There's a trip I'll be taking soon
Without an overhead bin I need to
Unpack. I won't be able to take anything with me.*

*Still, not knowing what to expect
It's hard to pack light
For a trip to the unknown.*

Finally, at Edward's Memorial Service, a dear Friend quoted a line from Dawna Markova's poem "I Will Not Die an Unlived Life":

*"...to live so that which came to [us] as seed
goes to the next as blossom,
and that which came to [us] as blossom,
goes on as fruit.*

Edward Draper Baker lived in such a way as to bring seeds to blossom and blossoms to fruit. We are deeply saddened by his loss but, even more, grateful to have known him.

Approved by
Westerly Monthly Meeting
Westerly, RI
February 11, 2018

Approved by
Rhode Island-Smithfield Quarterly Meeting

Worcester, MA
March 18, 2018

Memorial Minute
Mary Connie Lyon Comfort
Middletown Friends Meeting

Mary Connie Lyon Comfort died May 21, 2016 at home in Essex Meadows, CT at age 81. Mary Connie is perhaps best described as fierce. She was fierce in her intellect, in her clarity and communication, in her integrity, in her love of justice, and, most importantly, in the love she gave to those around her.

She married William Wistar Comfort of Haverford, Pennsylvania, in May, 1957. She was clear and intentional in her role as Wis' wife and was a solid contributor and sustainer of Wis's career, supporting his lifetime of academic achievement and making his career possible. Together, they raised two children, Martha Wistar Comfort and Howard Comfort III.

Over their years together, Wis and Mary Connie lived in many places, including Cambridge, MA; Rochester, NY; Montreal, Canada; Athens, Greece; Florence, Italy; and Middletown, CT. Mary Connie was an active contributor to her community wherever she lived in a wide variety of ways. She was part of an early feminist collective and helped to establish the first family planning clinic in Middletown, CT, serving as its first director. She served as a incorporator for Middlesex Memorial Hospital; she was the president of the Parent-Teachers Association for the Independent Day School; she established a 4-H club; she served as a career counselor at Wesleyan University and was a technical advisor the Connecticut Council on the Humanities. In her last years with Wesleyan she directed the Honors College, supervising the Wesleyan Prose and Poetry reading series housed at the Russell House. She specifically added to her own obituary that in 1981 she finished the East Lyme Marathon in under four hours.

A "convinced Friend", Mary Connie was active in Quaker Meetings in Rochester, New York; Amherst, Massachusetts; Vassalboro, Maine and Middletown, Connecticut. She served for many years as a board member of the American Friends Service Committee of New England Regional Meeting and as a member of the Permanent Board of the New England Yearly Meeting.

As a member of Middletown Friends Meeting, she was known for her eldering and her direct style of addressing issues. She was a gifted writer, doing Minutes, letters, State of the Society reports, and letters to AFSC. She raised challenging questions about other cultures, our own stances on issues, and she did pioneering work in education, social and cultural venues, and the arts, especially drama and theater. At the last Meeting for Business she attended, Connie was quite ill. Nevertheless, she took the minutes for the

meeting with her oxygen machine running. Toward the end of the meeting, as we were off-topic and rambling, she said, “Just so you know, in 15 minutes, your recording clerk is going to run out of oxygen, and you will need to close this meeting or find someone else to finish the minutes.” Such was her dedication, clarity and wit.

She was clear and direct in her vision and her speech and could recognize underlying truth. She often “Called the Question” and called us all to seek truth in a deeper way, personally and collectively. She performed true outreach to connect with new attenders as well as regular members. She affirmed others with absolute faith.

She was a force of nature, a force to be reckoned with, and capable of direct and forceful speech. She was a servant leader, leading by example and by recognizing gifts in others and encouraging them to express those gifts, even when they lacked confidence. She brought order out of chaos and nurtured the gifts of others, both individually and of the Meeting. We deeply miss her light, her truth, and her force.

approved by Middletown Friends Meeting January 28, 2018

endorsed by Connecticut Valley Quarterly Meeting February 4, 2018

for forwarding to New England Yearly Meeting

Memorial Minute for William Wistar Comfort

19 April 1933 – 28 November 2016

Wis was raised at the nexus of Quaker tradition in America. His family, his community, and his education were all tied to Haverford. His father had been head of the Classics department and his grandfather, for whom he was named, was a noted Quaker scholar and president of the college for 23 years. Wis attended the college as an undergraduate before going to the University of Washington for his PhD in mathematics.

Wis married Mary Connie Comfort in 1957, a woman who enjoyed dramatic moments and challenging orthodoxy. Their two children Martha and Howard were raised in the Middletown Friends Meeting until they left for school elsewhere. Wis and Mary Connie were married for 59 years, a marriage of contrasts and mutual benefit. Though Wis sometimes displayed a quiet irony about their differences, he clearly loved and appreciated this woman with her many talents and vivid personality.

As the weightiest Quaker in our Meeting, to whom we turned when faced with quandaries, he cautioned us against being too influenced by the forms of The Society of Friends. He made it clear that we should attend to the spirit of the tradition. He would also use his wry humor to point out the flaws in the endless discussions that Quakers are prone to in their search for consensus. Sometimes these conversations are helpful and sometimes, he would indicate, they are not.

He was a member of the New England Yearly Meeting committee that revised the edition of Faith and Practice that was published in 1985. He served as clerk of the Middletown Friends Meeting several times, most recently relieving a clerk who was unable to serve her term because of health issues. He joked about his status as the “ad hoc, pro tem, pseudo, co-clerk” because he had never been formally nominated or approved. His willingness to serve in this way was characteristic of the humility with which he undertook his obligations.

Wis took time to think questions through, never answering in haste and often pausing as he sought the right words to express his thoughts clearly. He was a man of few words, but showed great wisdom gained in a life of reading, contemplation, and integrity. He was a truly humble human being, given neither to bragging about his accomplishments nor complaining about the physical ailments that became ever more evident in the last few years.

He was a tremendous intellectual, following his career path as a mathematician for five decades, even consulting on papers from his hospital bed in his last few weeks. In addition to the numerous publications that already bear his name, there will be a posthumous paper published that represents this collaboration.

He was also intensely athletic, as a runner and tennis player. He formed deep ties with many people, doing what he enjoyed and cared about, but at a level that carried forward over time. Many spoke at his memorial service about the kindness, care and concern that he conveyed in every interaction. He had a devoted worldwide circle of friends and colleagues.

Wis played the trombone in various Dixieland groups in both Connecticut and Maine. He also performed vocally with a resonant base. He was an enthusiastic participant in the pep band that played for Wesleyan football games. At our annual Christmas party, we all enjoyed his performance of carols with musical skill and verve.

Wis's memorial service was followed by a New Orleans tradition, a somber march from the Wesleyan chapel to the site of the reception. As his son and daughter led the mourners, a Dixieland band played sorrowful dirges that gradually became more upbeat – not a typical end to a memorial service in the manner of Friends. We were all quite sure that Wis would have enjoyed this departure from tradition. We walked with a slow pace and danced gently in celebration of a dear Friend who gave us deep counsel, steadfast support, and a chance to share the beauty and truth conveyed in music.

approved by Middletown Friends Meeting January 28, 2018

endorsed by Connecticut Valley Quarterly Meeting February 4, 2018

for forwarding to New England Yearly Meeting

Ann Cotton Levinger

January 21, 1931-June 21, 2017

Ann Cotton Levinger died on June 21, 2017, in Amherst, Massachusetts, with her family gathered around her. Ann was serenaded by George, her husband of 65 years, who sang "Let me call you sweetheart, I'm in love with you." George was to die twelve days later.

A memorial meeting for Ann and George was held on September 9, 2017, at the Wesley United Methodist Church in Hadley, Massachusetts, under the care of Mt. Toby Friends Meeting. The large hall was filled with family, friends and fellow activists from across the country.

Ann was born in Laurel, Mississippi, on January 21, 1931 to William and Marjorie Cotton, who had moved there from the North. In her spiritual journey, recounted to Mt. Toby in 2014, Ann described herself as "a very much wanted baby," who, in turn, very much wanted the two sisters, Jane and Nancy, who followed. Of these early years, Ann said, "I think about the changes, growing up in a very rigidly segregated society. Each deviation from those boundaries seemed like a spiritual breakthrough."

The story Ann tells of her life is full of revelation, beginning at age four in Presbyterian Sunday School, when she learned that God's children were of many colors, and extending through the morning of her talk, when she and George delighted in "the wonderful squirrels and birds" at their backyard feeder.

Revelation is mixed with struggle. As a senior in college, Ann struggled with her anxiety about marrying a man with a different religious background. George's Jewish family had fled Germany in 1935 to escape the Nazi regime. Love prevailed; Ann and George married in 1952, just as Ann was graduating from the University of Michigan with a dual degree in Psychology and Education. Ann and George found a common spiritual home in Quakerism, first in Ann Arbor and then in Philadelphia, joining Radnor Meeting in 1957.

Ann taught fifth grade for several years before becoming the full-time mother of what the family has described as "four boisterous boys." In recalling this period of her life, Ann joked that she "found the social norms of the 1950's most helpful." Once the family moved to Cleveland, in 1960, where George taught Social Research at Western Reserve, Ann's life became one of continuing community service and social activism. The issues in Cleveland: Fair Housing; Civil Rights; the anti-war movement. Ann was in charge of the American Friends Service Committee (AFSC) Inner City Work Corps.

With George's appointment as Associate Professor of Psychology at the University of Massachusetts at Amherst, Ann and George moved to Amherst in 1965 and began their fifty-two-year association with Mt. Toby Friends Meeting. They took part in weekly anti-war vigils on the Amherst Common and Ann volunteered as draft counselor, assisting young men who wished to apply for Conscientious Objector status. During this time, Ann returned to school, earning a doctorate in Counseling from the UMass School of Education in 1982 and becoming licensed as a clinical psychologist.

Ann served Mt. Toby in many roles over the years. She served several terms on Ministry and Counsel/Ministry and Worship, as well as several terms on Overseers (now Care and Counsel). She was a member of the Refugee Resettlement Committee (later named the Cambodia Support Committee) from its inception in 1982 until her death. She served several terms on the Nominating Committee. She was a member of the Gay and Lesbian Concerns Committee and of the Draft Counseling Committee, from its creation in 1982 until it was laid down. She was Assistant Clerk. She edited the Newsletter and coordinated the Fall Fellowship weekend. She served on several oversight and marriage clearness committees. She was a member of the Library Committee and of the History and Records Committee. In 1969, Ann urged the Meeting not to pay the telephone tax, since this tax supported the Vietnam War. The Meeting approved and for several decades did not pay the phone tax. In the early 70's Ann served as overseer for the Hampshire College meeting for worship. Until the last decade of her life, Ann regularly attended meeting for business.

Ann had a particular commitment to young children. She was on the Nursery /Child Care Committee for many terms. In 1977, she and Ruth Hawkins ran a series of parent training sessions based on the idea of systematic equality for all people, including children. In 2006, she was appointed to the Ad Hoc Committee on Safe Practices for Working with Youth, which helped Mt. Toby develop explicit practices for ensuring the safety of the children. She co-authored an article in the Newsletter urging Friends to refrain from laughing when cute young children first got up the courage to say their names during introductions.

Friends remember Ann with great fondness. One of the persons who worked with Ann on several committees says it was always very energizing to work with her on a committee. Another remembers her perpetual cheerfulness and good humor. Another notes that she was very active with Alternatives to Violence, going into the prison for years and hosting meetings at her home. She was loved, this person says, by the inmate trainers and participants. Another fondly remembers her climbing up to re-shingle the meetinghouse roof.

The Keeper of the Plantings writes the following: "The redbud that was planted five years ago in the center of the oval was planted after several years of gentle nudging by Ann – 'A redbud would really be nice out here' – despite the somewhat unsuitable soil. Friends can be reminded of Ann whenever they pass this beautiful small tree, especially when it blooms in late spring."

approved by Mount Toby Monthly Meeting, December 10, 2017

endorsed by Connecticut Valley Quarterly Meeting February 4, 2018

for forwarding to New England Yearly Meeting

George Klaus Levinger
February 5, 1927-July 3, 2017

We share heartfelt remembrances of George Levinger, of one intimate in his care for Mount Toby Friends Meeting where we received his loving kindness. He was born February 5, 1927, to the Jewish Levinger family in Berlin, Germany. George's route to the United States was difficult. At eight, in 1935, his family escaped the persecution of Jews in Nazi Germany traveling from Switzerland, to London, and, at 14, to Ellis Island.

At 16, he entered Columbia University, followed by training in Japanese ("because I spoke German") to serve in the Army Counter Intelligence Corps in Japan. His graduate work included Columbia University; the University of California, Berkeley; and his Ph.D. in social psychology at the University of Michigan. He held professorships at Bryn Mawr College of Social Work and Social Research; at Western Reserve University in social work; and in 1967, at the University of Massachusetts psychology department, retiring in 1992. The internet has posted many of his publications and academic activities.

George and Ann met in California in 1950 at the Lisle Fellowship, which promoted international understanding among young adults. After wending their way through several faith related gatherings, they found the link between their Jewish and Presbyterian traditions in the Quaker Meeting at Ann Arbor, where simplicity, equality, dignity, and lack of formal doctrine led to their Quaker spiritual journey, spurring their commitment to nonviolence and social activism. They married on June 14, 1952.

During 52 years of living Quaker testimonies at Mt. Toby, they helped resettle Cambodian people in Amherst, and continued to expand those relationships. They joined the development of the Alternatives to Violence Project at the Somers, CT, medium security prison. George promoted means for low-income people to have affordable housing. He analyzed federal budgets with the National Priorities Project. Previously, in 1961, he authored "The Use of Force in International Affairs," and into retirement continued to publish articles on the psychology of conflict and peace. Woolman Hill Conference Center was of constant interest with his attention to board responsibilities and work projects.

It is possible to share interesting facets of George's international, professional, and academic background; however, it is his personal affections that remain. His pocket calendar was always handy to arrange sociable visiting. He loved to have conversation dates. George and Ann continually opened their home to guests of the Meeting and to others needing accommodations. At breakfast table with the Levingers, George remained seated while turning pancakes on an adjoining grill and fully attending to guests.

George presented his spiritual journey on February 6, 2000. His spirituality emphasized "energy." He wanted his life to be an energetic search for meaning in his relationship with the world of humanity and nature. He believed that the world has an underlying community where we see God as the Light in all.

In June of 2017, George reprinted the chapter "Ann & I" from his 2011 memoir, *After the Storm* (2011), with a postscript "to honor Ann ... no longer her former self." In the original chapter, he wrote: "As I matured, I became calmer and more encouraging as a husband and

father. I felt less driven than earlier. It was also helpful that I worked with female colleagues and graduate students, who pushed me toward a greater appreciation of gender equality, probably reducing struggles Ann and I might otherwise have had *What counts in making a happy marriage is not so much how compatible you are, but how you deal with incompatibility.*”

Their family and retirement years included immersion in other cultures and the natural world. “In choosing most of our travels, we have emphasized activities like biking, camping, canoeing, and hiking or challenges to our intellectual capacities such as learning other languages or teaching in a different culture.”

In his postscript, devoted to Ann, he wrote: “We had been close partners who took good care of each other, now I became Ann's main care giver with less and less return from her. Today Ann still smiles and repeatedly says she loves me, as I say to her. Hugging each other is still a great pleasure.”

George died, at 90, in Amherst, MA, on July 3, 2017, twelve days after the death of his wife Ann, age 86. Their memorial meeting on September 9, 2017, was attended by all four of their sons and their wives: Bill and Tracy, Jim and Leah, Matthew and Cristin, and David and Angela; his brother Bernie; and many of their eight grandchildren.

approved by Mount Toby Monthly Meeting December 10, 2017

endorsed by Connecticut Valley Quarterly Meeting February 4, 2018

for forwarding to New England Yearly Meeting

MEMORIAL MINUTE FOR CONNIE SATTLER

27 February, 1927- 12 April, 2016

A lady of gardening and music, strength and vulnerability, humor and outrage, with a fierce determination to fight for Quaker causes, Connie was strongly independent and willing to explore new experiences.

As a Jewish child growing up during Hitler's rise to power, she was sent as a 12 yr. old with her younger sister out of Germany by train on the Kindertransport. Arriving in England, they were lodged with several different families, where in addition to taking care of her sister and adjusting to cultural differences, she found herself with numbers of other refugee children in the household. Years later she found her parents in South America and the family resettled in the United States.

She married Bill Sattler, and they had 2 children, Valerie who lives in Germany and plays cello in the Neurenberg Symphony Orchestra and Walter, a gifted violinist who died when a young man. The family eventually moved from NYC to Moodus, CT, where they farmed and raised sheep.

Connie played and taught violin. She studied music in Cleveland and NYC and taught in the public school system in Hartford. She traveled to Japan to meet Suzuki and learn his method for teaching violin to children and later opened her own studio in Moodus, CT. In addition, she played violin in a Gilbert and Sullivan orchestra and with The New England Choral society, and the viola da gamba with a Renaissance group. Her students continue to affirm that she was inspirational to them as a musician and as a person.

Connie brought passion and spirit to all of her endeavors, and many of the children she encountered – now adults – comment on the sense that she was magical and brought delight and spirit to their lives, whether that was through music, nature, or story-telling.

Mal Benjamin, Bill's college roommate, was her loyal friend for 67 years. After Connie's and Mal's spouses died, the two of them maintained their friendship. They commuted back and forth between Moodus and Philadelphia until Mal finally moved to Connecticut. Mal said their relationship was "pretty close to perfect" because they loved each other. She created wonderful flower and vegetable gardens in Moodus, and the Meeting enjoyed yearly picnics there. She also brought beautiful flowers to our Meetings for worship almost weekly.

Her Quaker activities included working with Dorothy Day on the Catholic Worker, picketing for peace, participating in AFSC Connecticut programs, promoting Habitat for Humanity, starting a soup kitchen in Middletown and working at Woolman Hill. At times she was the only one holding a vigil for peace in Middletown. One experience about which she was particularly proud, was being arrested and jailed in NYC during a Vietnam protest march. As the story goes, as she and her son were on a crowded bus traveling past the women's prison in NYC, he piped up in a loud voice, "Hey Mom, wasn't that where you were in jail?" evoking alarmed looks from the entire bus.

Middletown Meeting will greatly miss her participation and spiritual strength along with her caring kindness.

approved by Middletown Friends Meeting January 28, 2018

endorsed by Connecticut Valley Quarterly Meeting February 4, 2018

for forwarding to New England Yearly Meeting

ELEMENTS OF OUR DEVELOPMENT PROGRAM

- **Annual (Operating) Fund**
 - Individual Giving:
 - Direct Mail
 - GiveMonthly
 - Major Gifts
 - Matching Challenges
 - Other (Events, gifts of stock, Equalization, etc.)
 - Monthly Meeting Giving:
 - General Contributions
 - Pay-As-Led/Equalization
- **Vision and Fundraising Initiatives (LTFPC)**
 - Balanced budget
 - Priorities process
- **Workshops, consulting with local meetings on:**
 - Spirituality of Money
 - Connecting Money & Ministry
- **Providing resources, tools, services, training**
 - Support local meetings in fundraising & financial stewardship
- **Planned giving services for local meetings and NEYM**
- **Strengthening Development Committee**
- **Articulating and Modeling Quaker faith in our Development work**



LAST YEAR, THIS YEAR, NEXT YEAR (FY2017-2019)

	FY17 Actual	%	FY17 (PFYTD)	%	FY17 Goal	FYTD18 Actual	%	FY18 Goal	FY19 Goal
Individual (General)	\$ 126,514	97.0%	\$ 53,387	40.9%	\$ 130,400	\$ 67,075	37.3%	\$ 180,000	\$ 200,000
Individual (Equalization)	\$ 23,715	197.6%		0.0%	\$ 12,000		0.0%	\$ 20,000	\$ 23,000
Matching (Available)	\$ 20,000		\$ 20,000		N/A	\$ 30,000		N/A	\$ 0
Individual Total	\$ 170,229	119.5%	\$ 73,387	51.5%	\$142,400	\$ 97,075	48.5%	\$200,000	\$223,000
Monthly Meeting (General)	\$ 307,812	91.5%	\$ 146,803	43.7%	\$ 336,300	\$ 160,069	45.3%	\$ 353,300	\$ 350,000
Monthly Meeting (Equalization)	\$ 18,320	152.7%	\$ 3,680	30.7%	\$ 12,000	\$ 3,363	16.8%	\$ 20,000	\$ 23,000
MM Total	\$ 326,132	93.6%	\$150,483	43.2%	\$348,300	\$163,432	43.8%	\$373,115	\$373,000
Annual Fund Income Total	\$ 496,361	101.2%	\$223,870	45.6%	\$490,700	\$260,257	45.4%	\$573,115	\$596,000

Updated 5/1/2018



Hanover Friends Meeting

43 Lebanon Street
Hanover, NH 03755

November 12, 2017

Dear Friends in Cuba Yearly Meeting, and also our Friends in our sister meeting in Havana,

On this day, Sunday November 12, 2017, as we members and attenders of Hanover Monthly Meeting gather in our Meeting for Business, our minds and hearts are with you, the Quakers of Cuba. We reach out to you with love, and anticipation of making real with you, the name we share: the Religious Society of Friends. It is with excitement and real joy that today we forward to New England Yearly Meeting Puente de Amigos Committee, the names of two Friends in our Meeting to travel to Cuba to meet with you in Gibara in February for the annual sessions of Cuba Yearly Meeting, and to travel to Havana to be with Friends there with whom we have established a mutual sister Meeting relationship.

The members of our monthly meeting are:

Len Cadwallader, Member and Presiding Clerk of Hanover Friends Meeting
Fritz Weiss, Member of Hanover Friends Meeting and Presiding Clerk of New England Yearly Meeting.

These Friends come to you with a broad range of life experiences, including public school administration, community development, Quaker intervisitation, and so much more. They have been deepening their knowledge of Cuba and Cuban Quakers, and the Spanish language over many years. We celebrate the shared history we have, with both parallels and divergences; we are eager to learn from our differences and to strengthen our bridge of friendship and understanding.

Hanover Friends Meeting sends Fritz and Len to you as representatives of all of us in this Meeting, that they might convey in their open hearts the Light in which we hold you, and that they might be our listening ears and our open minds, so that we might know you better and learn from you.

We ask that you welcome Fritz and Len into your fellowship and worship, and we sincerely look forward to the time we might again welcome some of you to worship with us in Hanover Meeting.

With love and peace,

Dulany Bennett

Dulany Bennett, Assistant Clerk, Hanover Monthly Meeting, Religious Society of Friends

Approved by Northwest Quarter 3 December 2017

Penelope Wright

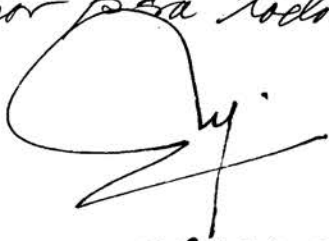
Penelope Wright, Clerk

Approved by New England Yearly Meeting Permanent Board 18 November 2018

Sarah B Gant

Sarah Gant, Clerk

Queridos Amigos de Hanover,
Hemos sido muy bendicidos con la presencia de
los hermanos Fritz y her. Ha sido un gozo confor-
tar nuevamente con her, quien ha sido muy
importante en nuestro Puente de Amor. Igualmente
nos hemos gozado en conocer al hermano Fritz.
La sabiduría y la espiritualidad de ambos hermanos,
han llenado nuestros cultos y sesiones de trabajo.
Gracias por el amor de NEYM y la Junta Mensual
de Hanover hacia los Cuéqueros cubanos. Saludos
y amor para todos ustedes



EMILIO F. CASANUEVA
PRESIDENTE JUNTA MENSUAL
HABANA

Graya Casanova sala
secretaría de la
Junta Anual.

AMIGOS DE HANOVER: QUERIDOS HERMANOS NUESTRA 91
ASAMBLEA DE LA JUNTA ANUAL SE VISTO DE GORGES
CON LA PRESENCIA DE NUESTROS HERMANOS FRITZ Y LEM
SU ESPIRITUALIDAD Y AMOR INVADO NUESTRAS VIDAS
Agradecemos a Dios esta Linda oportunidad
y ROGAMOS que puedan continuar visitándonos.
les dedico Números 6: 24-26.
En la Luz Odalys Hernández Cruz





Wellesley Monthly Meeting of Friends • 26 Benvenue Street • Wellesley, MA • 02482
January 28, 2018

Dear Friends of Cuba Yearly Meeting,

Wellesley Friends Meeting and New England Yearly Meeting are pleased to deepen our long-standing relationship with Cuba Yearly Meeting through travel and visitation. We are delighted that Friends Cynthia Ganung and Roland Stern will be traveling to visit and worship among you.

Cynthia and Roland have been active in Puente de Amigos for many years, and have hosted Cuban Friends at New England Yearly Meeting, at Wellesley Meeting, and in their own home. They have the gift of making connections across cultures and distance, in the spirit of calling to that of God in all people.

We are grateful that Cynthia and Roland are taking this opportunity to enhance their relationship with members of Cuba Yearly Meeting. The Bridge of Love between our Yearly Meetings will be nurtured by their presence among you, and your love and light will be reflected back into the New England Quaker community upon their return.

Roland and Cynthia also intend to visit Wellesley Meeting's sister meeting, Puerto Padre, after the Yearly Meeting, to share well-wishes and support.

We commend these Friends to you with great tenderness and joy.

In the Light,

Regina McCarthy
Clerk, Wellesley Meeting of Friends

Sara Gant
Clerk, Permanent Board, New England Yearly Meeting

EMILIO CASANUEVA
PRESIDENTE JUNTA MENSUAL
HABANA

Endorsements for Letter of Introduction for Cynthia & Roland, Feb. 2018, Gibara & Puerto Padre, Cuba

Queridos Hermanos Wellesley,

Que bendicion en tener entre nosotros a neustros hermanos Cynthia y Roland. Su Espirialidad, carino colmaron neustra 91 Asamblea de la Junta Anual de Cuba. Los lazos de Puente se fortalecan coda dia Cynthia y Roland han sido y son pilares de Puente de Amor N.I. Reciben neustro Amor a traves de ellos estaban en neustros oraciones. les dedico NR 6:24-26 En La Luz, Odalys Hernandez

Dear Brothers & Sisters, Wellesley,

What a blessing to have among us our brother & sister, Cynthia and Roland. Their Spirituality and love filled the 91st Assembly of the Annual Meeting of Cuba. The bonds of Puente are strengthened every day. Cynthia and Roland have been and still are are pillars of Puente de Amor New England. Receive our love through them, you are in our prayers.

I dedicate them *Numbers 6: 24-26

In the Light,

Odalys Hernandez.

Presiding Clerk, Cuba Yearly Meeting

**"The LORD bless you and keep you;*

the LORD make his face to shine upon you and be gracious to you;

the LORD lift up his countenance upon you and give you peace."

Dear Friends,

We are really blessed with the presence of our dear Friends Cynthia and Roland. They have been very important in the foundation of our Bridge of Love, and also in the continuation of it. Thank you for the love of your Yearly meeting and Monthly Meeting to ours.

Greetings and love to Wellesley Friends from Puerto Padre Friends.

Kenya Casanova Sales

Cuba Yearly Meeting Recording Clerk

and Pastoral Care Com. Clerk of

Puerto Padre Monthly Meeting

Queridos amigos,

Cynthia y Roland nacieron para construir puentes. Tenerlos con nosotros es siempre una gran experiencia espiritual. Su amor por el pueblo de Cuba mas que amor es una pasion. Asi tambien Le amamos y esperamos tenerlos nuevamente. El interes por el centro Wilmington sigue consolidando el puente de amor que por tantos anos nos une. Este proyecto vivifica neustros vinculos.

Jorge L Pena Reyes

Presidente Junta Mensual, Puerto Padre

Dear Friends,

Cynthia and Roland were born to build bridges. Having them with us is always a great spiritual experience. Their love for the people of Cuba is more than love – it is a passion. we also love you and hope to have you again. The interest in the Wilmington center continues to consolidate the bridge of love that unites us for so many years. This project vivifies our links.

Jorge L Pena Reyes

Presiding Clerk, Monthly Meeting, Puerto Padre

Queridos hermanos:

Somos realmente bendicidos con la presencia de nuestros queridos hermanos Cynthia y Roland.

Ellos han sido muy importantes en la fundación del Puente de Amor y también en su continuación. Gracias por el amor de su Junta Anual y Mensual hacia los nuestros. Saludos y mucho amor a los hermanos de Wellesley desde Puerto Padre.

Kenya Casanova Sales.
Secretaria Junta Anual.
Y Presidente Com. Pastoral Pto Pa.

Queridos Hermanos Wellesley.

Que Bendición en tener entre nosotros a nuestros hermanos Cynthia y Roland. Su Espiritualidad, Cariño colmaron nuestra 91 Asamblea de la Junta Anual de Iuba.

Los lazos de Puentes se fortalecen cada día Cynthia y Roland han sido y SON pilares del Puente de Amor N.I.

Reuben nuestro Amor a través de ellos estarán en nuestros oraciones.

les dedico NR 6 : 24-26 En la luz.

Odalys Herraiz



Dear Friends:

We are really blessed with the presence of our dear Friends Cynthia and Roland. They have been very important in the foundation of our Bridge of Love, and also in the continuation of it. Thank you for the love of your Yearly Meeting and Monthly Meeting to ours. Greetings and love to Wellesley Friends from Puerto Padre Friends.

Kenya Cosarano Salas
Yearly Meeting Recording Clerk
and Pastoral Care Com. Clerk of
Puerto Padre Monthly Meeting.

Queridos amigos.

Cynthia y Roland nacieron para construir puentes. Tenerlos con nosotros es siempre una gran experiencia espiritual. Su amor por el pueblo de Cuba más que amor es una pasión. Así también le amamos y esperamos tenerlos nuevamente. El interés por el centro Wilmington sigue consolidando el puente de amor que por tantos años nos une. Este proyecto vivifica nuestros vínculos.

Jorge L Peña Nyx

Presidente Junta Mensual
Puerto Padre.