

Agenda
Permanent Board
22 September 2018
Mt. Toby Monthly Meeting

Joint with Ministry and Counsel:

Opening Worship (0930)
Welcome
Presiding Clerk: Report
 C&A: NEYM Funding Priorities Process: Advices and Tests
Secretary: Report
 Data Privacy Policy

Lunch

Permanent Board:

Roll Call
Minutes
 4 August 2018
 9 August 2018
Archives and Historical Records: Funding Vision
Friends Camp: Budget
Earthcare Ministries: Carbon Calculator
Sessions Charge to Permanent Board re: Clerking
Working Groups:
 Challenging White Supremacy
Nominations:
 YM Nominating Committee
 Internal Nominating Committee
 Friends Camp
 CWSWG
Puente de Amigos:
 Travel Approval
 Letter of Introduction

*Presiding Clerk report to Permanent Board and Ministry and Counsel
September 2018*

“One who is faithful in the little things will be faithful in the large things.” Luke 16:10

Dear Friends,

I am still catching up following sessions. This year the shape of the witness that Friends are called to in this time became clearer; and the depth of the commitment to the work was astounding. Since August witness has continued without pause in meetings, quarters and in the public square. I expect each of us could share stories. One of the tasks we committed to is to calculate as individuals and as a Faith Community our contribution to climate change and to reduce our carbon footprint by 10%. The ECM committee will be sharing their plan with PB this afternoon. They will need our support.

The Coordinating and Advisory Committee (C&A) had a rich retreat and one regular meeting since we last met. At the retreat we began to prepare for the discernment on the Yearly Meeting program and funding priorities which will occur at Permanent Board in November. This will inform the work of finance committee as they develop future budgets. This morning we will share our recommended advices and tests for this discernment. We also completed the secretary's performance evaluation and approved the areas of focus for his work for the coming year. This has been forwarded to Personnel Committee. We reviewed and reaffirmed our commitments for working together with love and honesty. C&A is a bigger group this year. Bruce Neumann has joined us as rising clerk and Bob Murray as clerk of Finance.

I am aware that there are specific tasks this year on the agendas for both M&C and Permanent Board this year with specific due dates. M&C carries the responsibility to prepare a recommendation to Sessions in 2019 addressing the provisional policy on withholding funds from FUM, and will be responding to a specific charge from sessions this year *“to develop a practice to appoint people who will observe, name and reflect back to us long-standing, unseen patterns and practices that result in our complicity in oppression.”* This proposal will need to be brought to PB by May so it can be brought back to Sessions in 2019. Similarly PB is charged with discerning program and funding priorities by November to guide the budget development, and *“to perform a formal re-examination of the structures and practices of clerking in the Yearly Meeting, including the clerks' table, clerks of major committees, and support structures for clerks”* with recommendations to be brought to Sessions in 2019.

This is work given to the committees by Sessions. We will start today. But it is work that requires us to be faithful in the little things.

This month Kirenia Criado in her call to the Havana Quakers to gather and respond to the new constitution in Cuba challenges Friends *“To know the Quaker Church as the prophetic voice we have in this hour in Cuba where our testimonies bring needed light where there is so much darkness.”* I hear a similar challenge to Friends in this country. To be faithful in this large thing requires us to also be faithful in the little things.

Fritz Weiss
Presiding Clerk

November

Permanent Board
[approve funding
priorities]

January

**Yearly Meeting
Secretary**
[present funding
priorities]

Finance Committee
[propose budget]

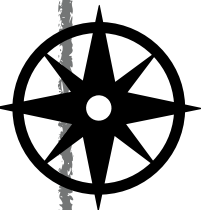
Ongoing listening,
consultation, discernment
...

**Coordinating &
Advisory**
[ensure seasoning,
consultation,
integration]

Annual Sessions
[seasoning &
guidance for
funding priorities]

May

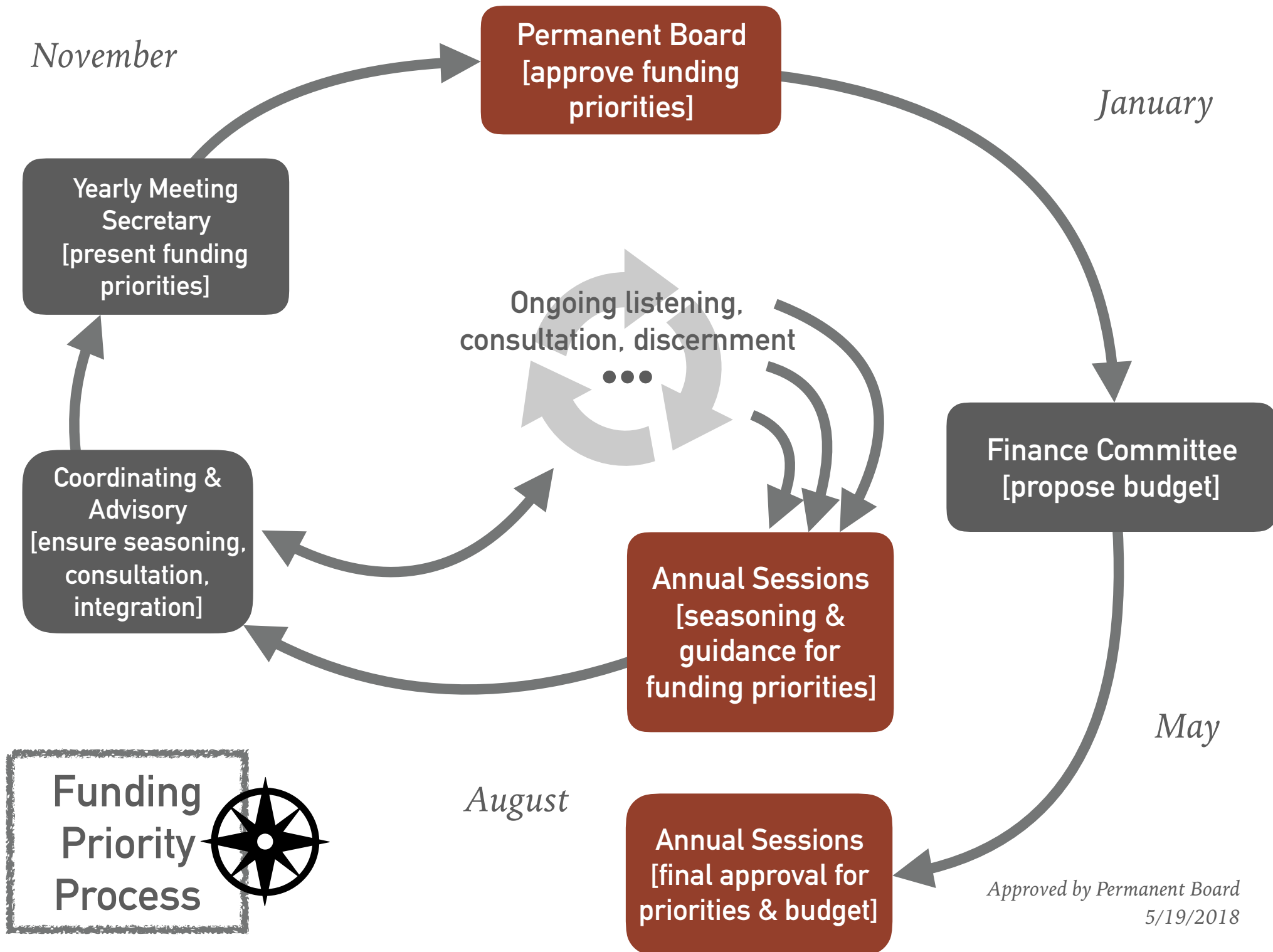
**Funding
Priority
Process**

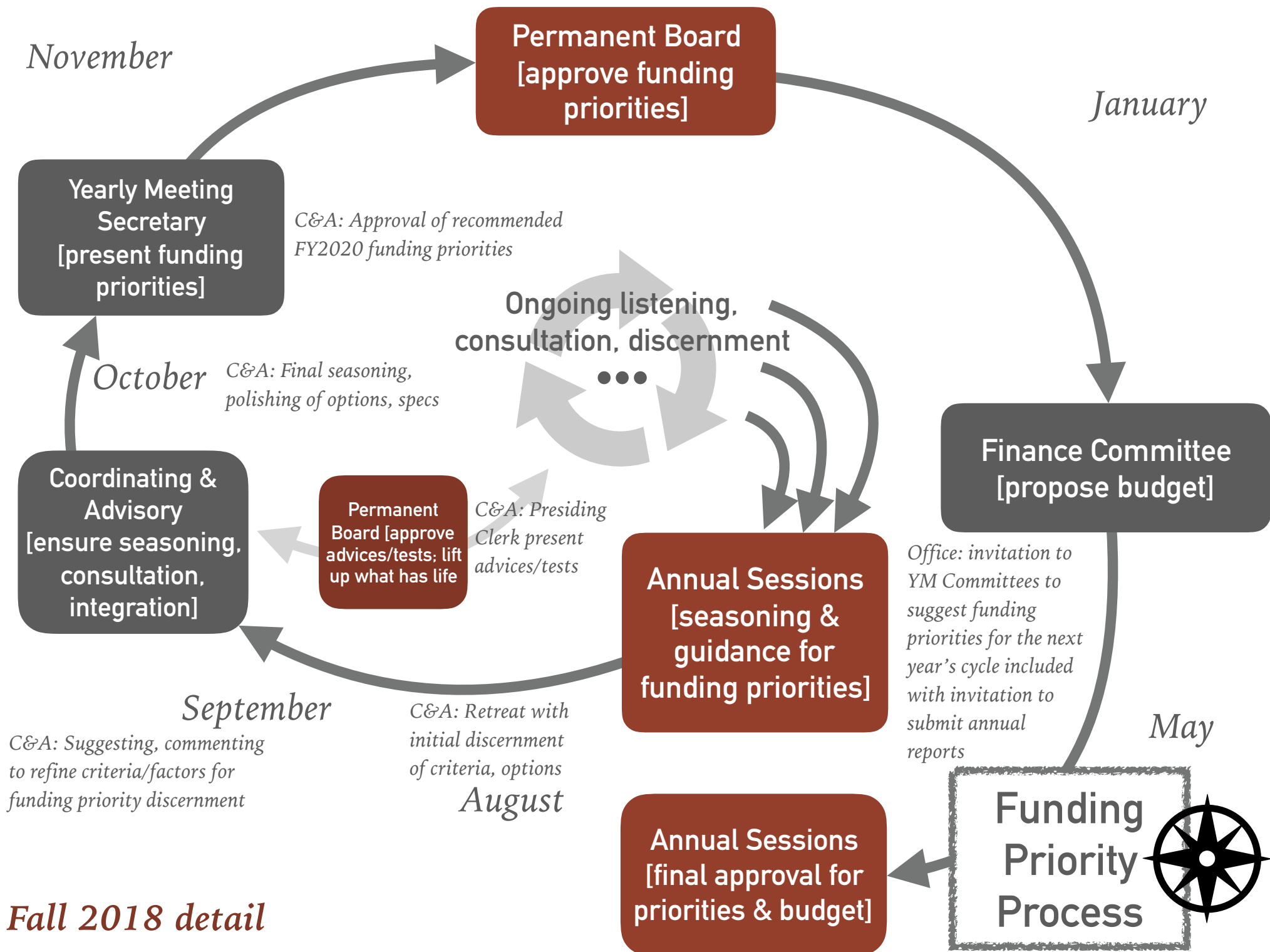


August

Annual Sessions
[final approval for
priorities & budget]

*Approved by Permanent Board
5/19/2018*





Yearly Meeting Funding Priorities: Structuring Discernment

Advices & Queries

- Does this expenditure support the Kingdom of Heaven on Earth?
- Does this expenditure further the light and the life of Quakers in New England?
- Does this expenditure have wide support? Is it informed by or does it respond to Sessions concerns, seasoned by ongoing consultation?
- Does it address concerns/hopes that are on Friends hearts and minds?
- Does it advance inclusion and leadership development?
- Who does this expenditure invite to the table?
- How does this expenditure challenge white supremacy while promoting racial justice and the beloved community?

Tests (after a project has been fleshed out, costed, and prepared for inclusion in the budget):

- What would happen if we did not do this this year? Is this necessary and essential work? (What is the trade-off or cost?)
- Is it consistent with prior discernment including the five minuted priorities of the Yearly Meeting?
- Does it promote Communications, Religious Education, and development of volunteer leadership, while removing barriers to service?
- Is this actionable? Efficacious? Will it work?
- Does it respond to the concerns of and support the thriving of local meetings?
- Does it help build the foundation for our future wider ministry?
- Has consultation included Friends who carry this concern?
- Are we prepared to say, “YES!!!” ? Do we have the capacity to act now, to do this well, and to embrace this work with the necessary commitment,? Even if it means saying “no” to other work?
- Have we secured or made reasonable progress toward securing the needed resources to do this work?

Process:

prepared by Coordinating and Advisory Committee on retreat 8/26/2018

transcribed by DST 8/26/2018

edits by NM 8/31/2018

shared with C&A for ongoing input, editing and clarification 8/31/2018

Reviewed by C&A 9/16/2018

To: Permanent Board and Ministry & Counsel Committee
From: Noah Merrill, Yearly Meeting Secretary
Re: Report in preparation for our meetings on September 22, 2018

Dear Friends,

As this new year of service begins, I'm grateful to each of you for your commitment to leadership, and for your willingness to be led. Together, through Grace, may we find the courage, clarity and humility to live our faith boldly and joyfully in the moment we have been given.

What I learned from the review of my service, and what it means for my work

I'm grateful for the recent conclusion of a review of my service as Yearly Meeting Secretary. While I understand a formal report on the review will be forthcoming, I want to share a brief summary. In the review, I heard both affirmation of the fruits of my service and of our current path, as well as helpful constructive feedback in how I can grow in this work in order to better serve. The review played a major role in shaping a one-page document describing my "**Areas of Focus**" (see advance documents for this meeting).

This document has been reviewed and approved by Coordinating & Advisory Committee. I hope you will read it; I intend to return to it to help frame my work and reports throughout the year.

Please note that this is not a comprehensive workplan. It does not include all of the work I will do this year, or all of my responsibilities. Rather, it provides a guide for how I intend to focus and prioritize my limited attention, energy, and time—and how I will encourage others to focus theirs—in support of the thriving of Friends.

○ **Lead Development Program:**

One of the outcomes of my review and planning process, and the experience of the past few years, is the clarity, affirmed by Coordinating & Advisory, that our growing Development needs and work need overall coordination and leadership from the Secretary. By the time we meet there will have been a development retreat including committee members and staff involved in our development work to build a sense of cohesion, plan for the year's work, clarify roles and expectations, and deepen our grounding in the Spirit as we freshly undertake this ministry of stewardship.

Our experience at Annual Sessions reaffirms my sense of the spiritual invitation and challenge before us: healing and aligning our relationship with both money and ministry. I continue to find insights into the connections between this work and our corporate commitment to challenging and transforming white supremacy and growing toward justice, equity, and joy. An important component of this work is about religious

education—what is our spiritual understanding of money, ministry, stewardship and belonging, as individuals and in our meetings? How does this relate to identity, worth, shame, generosity, and power?

In the past few months I believe we've made meaningful progress getting the diverse elements of our development program into alignment, and I look forward to that significant investment of time and energy translating into greater focus, energy, and fruitfulness in the coming months and years.

○ **Coordinate Funding Priorities Process**

- At its retreat 8/24-26, Coordinating & Advisory Committee began consideration of how we would shepherd the new funding priorities process in the coming year. We began with considering a set of criteria to help guide our discernment as we sought to gather, integrate, and prioritize the many dreams, initiatives, and possibilities Friends are lifting up.
- At our meeting on 9/22, the Presiding Clerk will present the progress on this discernment so far and ask for seasoning from those gathered, and approval of those key considerations by the Permanent Board.
- As a reminder, according to the new funding priorities process approved by Permanent Board in May, Coordinating & Advisory Committee is charged with discerning a set of funding priorities for consideration and, after discernment, approval by Permanent Board in November. The approved funding priorities will then guide Finance Committee in preparing the FY2020 budget.
- As we know, this new approach to funding priorities is intended to be an ongoing process of listening, integration, consultation, visioning, and discernment—not a one-time step. Because this is the first year, we will be discovering a lot, and making adjustments based on that learning to inform and improve the process in the future. With God's help, we are—and will be—learning to learn, listen, consult, and collaborate in new ways.

○ **Support Volunteer Service Engagement**

- As I am sure is true for many of, I have held the experience of Annual Sessions in my heart since August, and have reflected on the implications of the dual charges to Ministry & Counsel and Permanent Board relating to observing patterns of oppression and removing barriers to participation. I am carrying into this year a commitment to keep before me (and us) these charges, and to look for concrete, meaningful ways to continue the vital work on which we have begun to embark. My prayer and even conviction, for myself and for all of us, is that we do not lose this moment.

- I'm looking forward to working in the coming year with both volunteers and staff to examine the ways our practices, systems, and culture of nominating, naming & nurturing gifts, leadership development, and supporting volunteer service can more fully liberate the gifts and skills of Friends to serve. I believe there is joy, gratitude, meaning and fruitfulness to be revealed. This feels like blessed, timely, and essential work. Friends, I believe we are ready and able to do it, with God's help!

- **Foster Religious Education**

- **Staffing Transition; Vision and Growing Edges for Youth Ministries**

I'm grateful to Beth Collea, our outgoing Religious Education & Outreach Coordinator, to our staff colleagues, and to the Youth Ministries Committee for their diligent work to support Beth's transition from her staff role, and to envision next steps for NEYM's work of religious education, spiritual formation, multigenerational relationship, outreach, and support for thriving meetings. The Youth Ministries Committee met on 9/9 to consider vision and needs going forward both in relation to Beth's work and to wider web of young ministry for New England Friends. I look forward to working with all involved to incorporate and apply what we heard there in the continuing discernment, consultation, experimentation, and learning in the coming year and beyond.

- **Opportunities for Religious Education, Faith Formation, Spiritual Nurture**

I'm encouraged by the flowering of new offerings—and increasing interest—in religious education for adults in many parts of our yearly meeting (see the State of Society report), and I look forward with joy to supporting and participating in work in the coming year to lift up, share, and improve the accessibility and quality of these opportunities.

To name just a few of these bright spots: an in-development second offering of the *Nurturing Faithfulness* program, about which Ministry & Counsel will hear more at this meeting; a Legacy Grant-funded survey and curriculum developed by Peter Blood-Patterson (Mt. Toby); workshops and materials being developed by Callid and Kristina Keefe-Perry (Fresh Pond); and new experiments with religious education and spiritual nurture in several local meetings. I'm also excited about the possibilities and yearnings unearthed in increasing gatherings of Friends called to encourage ministry, and in the vision lifted up in the proposal to the Lilly Endowment on supporting ministers and ministry in meetings (see *Update on Grants*, below). I am committed to the new website being a resource to connect, promote, and make more accessible these and similar opportunities to help Friends and meetings deepen our spiritual grounding through the living practice of Friends.

- **Living Faith**

Living Faith planning for October 27 in Hartford, CT is well underway. The working group [including clerk Lisa Graustein (Beacon Hill), Sarah Cushman (Portland), Jay O'Hara (West Falmouth), Hannah Forsythe (Beacon Hill), and Elizabeth Hacala (Events Coordinator)] remains strong and energetic. As Elizabeth enters her second year as NEYM staff and her second Living Faith event, I am stepping back from much of the logistics, while continuing to support overall design and integration with the other ministries of NEYM. As this ministry enters its third year, it will be important to consider how to affirm what has been learned in this new shape of service, and what support or resources it might need to stay vibrant, well-led, and intentional.

- **Expand and Improve Communications**

- **Website Redesign**

Following approval of the needed funding in May, Sara Hubner and I began work with the web developers to launch the redesign of neym.org. We're pleased with the development firm with which we're partnering, believing that this small, women-owned and -led organization 1) aligns with our values, 2) understands the needs of organizations like ours, 3) has the technical expertise to do what we need done, 4) can design the site to be maintained in a cost-effective way going forward, and is 5) prepared to do this work creatively and well.

We are confident the new site will launch before Sessions 2019. We are preparing to communicate with stakeholders and audiences (both generally and specifically) to help establish expectations for the process, and to consult on particular needed areas of website functionality (such as event registration, and how Faith & Practice is presented). If Friends have specific questions about the goals of the redesign, the process, or what we are discovering needs to be prioritized, please contact me.

- **Data and privacy policy**

For some time it has been clear that we need a consistent policy offering guidance on how NEYM will manage issues of data privacy, access, sharing and use as an organization.

Drawing on input, experience, and expressed needs in the past few years, and informed by best practices in data privacy used in other organizations (and relevant standards and laws), Sara Hubner and I have begun to draft an overall data and privacy policy for NEYM. My hope for this meeting is to solicit initial input on what should be addressed, to hear concerns or areas where particular attention should be given. My hope is to bring a draft policy for consideration, seasoning, and possible approval by Permanent Board in November.

Privacy and the responsible stewardship and use of data is a major issue in our wider society at this time. Many Friends have strong feelings about privacy and

data sharing, and I recognize that underlying these perspectives are important questions about relationship—to one another as Friends; between local meetings, quarterly meetings, and the yearly meeting; between NEYM and Friends organizations more widely. There are concerns about trust, identity, and change. I hope we can honor the different perspectives, responsibilities, and cares involved as we find a way forward to effectively use data to help Friends thrive.

- **Opportunity for pastoral care related to digital communications**

I want to repeat an invitation I made last spring:

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?

- **Updates on Grants:**

Received: Proposal to Obadiah Brown's Benevolent Fund (OBBF)

We received a grant for \$9,750 to support a weekend retreat February 15-18, 2019 fostering intergenerational spiritual friendships and mentoring. This work arises directly from work supported by the Shoemaker Fund in fostering multigenerational meetings, and from 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.

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

Following approval by Permanent Board in May, in June we submitted a final proposal to the Lilly Endowment's *Thriving in Ministry Initiative*. Taking Friends' encouragement to be bold, we increased the scope of the proposal—for mentoring and peer support for those called to ministry, and to support meetings in recognizing, naming, and supporting ministers—from ~\$350,000 to ~\$730,000 over five years. **We expect to receive a response from the funder in October.**

###

Areas of Focus

NEYM Secretary

October 2018-September 2019

Foundation: Spiritual nourishment, prayer practice, relationship, exercise, retreats & recreation. Work 5 days/week. Sabbath on Monday, flexible additional day, with periodic multi-day time away. Personal time (including some full weekends) scheduled in advance. Mid-December weekend retreat. Work with staff team to facilitate more shared vision of the work, improve collaboration and coordination, and increase space for initiative and growth. With staff and C&A support, free Noah to focus on the work below.

1. Lead Development Program

- a. Raise money to support ministry, to meet FY2019 income goals and beyond
- b. Help New England Friends transform our spiritual relationship with money
- c. Nurture relationships

2. Coordinate Funding Priorities Process

- a. Support C&A discernment, ensure consultation, present to PB, connect with budget process, present to Sessions, evaluate to inform FY2020 funding priorities process and beyond

3. Support Volunteer Service Empowerment

- a. Supporting response to charge to PB on support for clerks
 - i. Focus on resources available to support volunteer service
- b. Promote inclusion, remove barriers to participation, starting with barriers relating to age/life stage/family responsibilities, economic status, race
 - i. Childcare and support for families with young children
- c. Support mentoring, leadership development and training
- d. Increase capacity to name & nurture gifts (*Lilly?)
- e. Ensure staff integration and support of nominating functions, streamlining and clarifying processes

4. Foster Religious Education

- a. Support and participate in conversation about ensuring high-quality, consistent religious education curriculum, teachers, resources, events
- b. Help local meetings connect with Friends active in public ministry (*Lilly?)
- c. Discernment and learning about needs/new directions in youth and adult spiritual formation, outreach, and meeting renewal

5. Expand and Improve Communications

- a. Develop and launch new website
- b. Create data/privacy policy; improve quality and use of database to support engagement, publicity, coordination
- c. Continue to increase engagement, awareness through email newsletter, brochure, event publicity, etc.
- d. Experiment with increasing Secretary digital ministry presence; connecting travel in ministry outside NEYM with NEYM Friends (Cuba, Ireland)
- e. Integrate, support other 4 areas of focus

Adult Religious Education Course Development Project

I believe that many Friends experience Quakerism in ways that fall short of the radical possibilities it can offer us as a faith community. This Legacy Grant-funded project involves creation of four adult religious education curricula for use by monthly meetings - to help orient new attenders to Quaker faith and practice, deepen the spiritual life of meetings, and prepare meeting communities to recognize and respond to God's call to prophetic witness.

The plan is to create curricula that are easy to use by Friends. The materials can be used by our meetings in religious education activities as well as by youth programs, working groups tackling issues like climate change or racism, and those engaged in public ministry and intervisitation work. They can be used in a variety of formats including as a retreat or workshop, a 5-7 week course, or in shorter "one-off" modules. The intent is to create content that will be engaging and accessible to participants of different ages, diverse learning styles, educational backgrounds, and prior knowledge of Quakerism.

- Peter Blood-Patterson, Mt Toby Mtg

The Courses

- 1. Quaker Basics** is a general introduction to Quaker faith & practice - our approach to worship, decision-making, social testimonies, and our shared life together. How do all these spring from our core beliefs about God and the ways we relate to and respond to Divine guidance as a community? Although such courses are usually seen as intended primarily for those new to Friends, they are also often experienced as helpful to many who have been involved with Friends for much longer.
- 2. Deepening the Life of the Meeting** is designed to help meetings go further and deeper in their shared life together as a community. Subjects covered include cultivating Spirit-led vocal ministry, identifying and nurturing spiritual gifts within the meeting family, moving towards radical faith-based witness in the world as a meeting, and removing barriers to outreach.
- 3. Revolutionary Roots of Quakerism** provides an in-depth introduction to the faith and practice of 17th century Friends in Britain and America. The idea is not to idolize early Friends or study them academically but to reflect on how those Friends' extraordinary experiences speak to us in this time and explore ways their journey can impact the life and work of our meetings today.
- 4. Friends as a Prophetic Movement** helps meetings or working groups understand the meaning of prophecy as a response to God's call and explore ways in which Friends and others have acted in the prophetic tradition in the past. The goal is to help Friends and others prepare themselves to hear and respond to God's call in response to critical issues facing us as a nation and world today, such as climate change and racial justice.

Course / retreat plans include:

- General teaching principles that encourage active engagement by participants, focus on heart rather than head, avoid Quaker jargon, and maximize reflection and sharing by participants
- A rough structure/outline of each class or retreat session
- Simple, clear handouts to help participants prepare for and get the most out of each session
- Brief readings to be used during sessions to spur reflection and sharing
- Longer, more in-depth readings that can be used by course facilitator and by participants (as led) either to prepare for classes or to follow-up on areas that have spurred their interest
- Skits, playful quizzes, maps and other experiential activities and tools to actively draw in those with a variety of learning styles and add to the enjoyability of the courses
- Self-reflection queries

Although the primary intention is to aim these courses at adults, Beth Collea suggests these may also well be of use for religious education activities aimed at middle schoolers and Young Friends.

How this project supports the ministries of NEYM. Deepening our understanding and practice of Quakerism through group study and shared reflection can help us carry out more effective outreach in a world longing for truth, hope, and genuine community. It can give us the resilience and sustaining power we need as a community to remain faithful to what God is calling us to be and do in the face of often overwhelming problems. Undertaking study/spiritual formation work of this kind as a meeting can also strengthen the bonds of love and community among us, helping us to know each other better in the things we know to be important to us as Friends.

Our [2016 YM minute on climate change](#) stated that we are called to prophetic corporate action in response to human activities threatening our planet. At a gathering at Framingham Meeting in October 2016 growing out of this minute, many Friends expressed the sense that their meetings have little understanding of what prophetic witness or corporate action might look like. The group identified a need for active work “preparing the ground” in our meetings - to help us become more able to recognize and heed calls from God to respond to these and other critical issues. One way to do this is to study how early Friends lived into being a prophetic movement carrying out out many acts of radical faithfulness to the issues they felt in their time.

Beth Collea reports that many of our meetings have been reaching out asking for help in responding to new attenders coming through their doors. Honor Woodrow says that the Ministry and Counsel Committee has also been actively exploring ways they can provide resources to meetings along some of these same lines. At the Quaker Religious Education Collaborate annual gatherings Friends from around the country articulate many of the same needs and concerns.

Project process:

- Beth and Peter did a survey of NEYM meetings’ adult religious education activities, needs and hopes. A report is available at www.inwardlight.org/neym-adult-re-survey.html
- Input was obtained from the clerk of NEYM M&C and several leading Quakerism teachers.
- I am in the process of creating fresh and improved handouts, audiovisuals, readings, etc. - including significantly expanding the use of writings by Quaker women.
- I have been utilizing draft materials in retreats and workshops and receiving feedback for improvement. Contact me if you would like to try offering a course or retreat now in your meeting. Concord NH Meeting has been actively using these curricula and providing input.
- Curricula will be circulated as they are completed to selected teachers / leaders for feedback.
- The goal is to complete the four curricula in the spring of 2019.
- The curricula will be made available in a variety of formats including posting in resource areas of NEYM and the [Quaker Religious Education Collaborative](#), pdf files of course booklets, etc.

This project is funded through grants from the Obadiah Brown Benevolence Fund and the NEYM Legacy Gifts Fund. It is being done under the care of a ministry support committee of Mt Toby Meeting. For more information contact Peter Blood-Patterson at inwardlight1@gmail.com or (413) 256-8596. Information on the project is being posted at www.inwardlight.org/teaching.html

NEYM Adult Religious Education Survey

The survey was developed by Peter Blood-Patterson (a Legacy Gift grantee developing Adult RE curricula for NEYM) and Beth Collea (NEYM Religious Education & Outreach Coordinator). We received responses from 34 meetings, which included all of YM's larger meetings (with 2 responses from some mtgs). It is still possible to submit information about your meeting's Adult RE work and needs. Email Peter at inwardlight1@gmail.com for the link to the survey.

CONTENT OF PROGRAMS

1. What subjects has your mtg had programs on in the last 5 yrs or so? (37 of 40 answered)

- Racial justice 22 / **59%**
- Other social testimonies (incl. reports on service or witness by Friends) 22 / **59%**
- Deepening Quaker practices in mtg (eldership, vocal ministry, etc.) 22 / **59%**
- Intro to Quakerism ("Quakerism 101") 22 / **59%**
- Earthcare / climate 21 / **57%**
- Spiritual formation / practices 20 / **54%**
- How faith guides daily life (e.g. leadings, forgiveness, relationships) 19 / **51%**
- Reports on travel among Friends (e.g. to Cuba or Kenya, traveling ministry) 18 / **49%**
- Bible study 16 / **43%**
- Other: Informing ourselves on dangers of nuclear weapons, Quaker history, reaching to others faiths, New Economy issues, parenting. Combining relationship with indigenous peoples & land, sharing of spiritual journeys. Book discussions - 2 that come to mind are Steve Chases' letters to a seeker, and Philip Gulley's book on basic Quaker principles. The most consistent practice is 4th Sunday Listening Sessions which are basically worship-sharing around one specific topic a la Claremont Dialogues.

2. Which of these topics do you feel might be especially interesting or helpful for your meeting in the future? (38 out of 40 people answered this question)

- Spiritual formation / practices 27 / **71%**
- How faith guides daily life (e.g. leadings, forgiveness, relationships) 26 / **68%**
- Deepening Quaker practices in mtg (eldership, vocal ministry, etc.) 24 / **63%**
- Intro to Quakerism ("Quakerism 101") 22 / **58%**
- Racial justice 16 / **42%**
- Bible study 14 / **37%**
- Earthcare / climate 12 / **32%**
- Other social testimonies (incl. reports on service/witness by Friends) 12 / **32%**
- Reports on Friends' travels (e.g. Cuba, traveling ministry) 6 / **16%**
- Other: Depending upon members

On average, meetings report offering RE programs on more than 5 different subjects. Respondents feel that the most helpful programs to their meetings in the future will be ones on spiritual topics (such as spiritual formation and deepening practices within the meeting).

Several mention that a Quaker Basic ("Quakerism 101") program would be particularly helpful in efforts to involve and engage new members & attenders.

FORMATS USED (types of Adult RE offerings)

3. Which of the following types of Adult RE programs are a REGULAR part of your meeting life?

(36 out of 40 people answered this question)

- "One-off" programs (varying topics - held at other times) 21 / **58%**
- Adult forum or "2nd hour" program (different topic each time) 19 / **53%**
- Book discussions / study group 19 / **53%**
- Multi-session RE courses or series 14 / **39%**
- Ongoing spiritual nurture or mutual accountability groups 12 / **33%**
- Films or videos 11 / **31%**
- Outreach programs open to non-Friends in area 4 / **11%**
- Music or artistic performances with RE content 3 / **8%**
- Other: Worship-sharing / debriefing after meeting. Nonviolent training. Annual mtg retreat. Rotate type of program in 3-year cycle. Films and videos are really difficult to organize since meetinghouse has no electricity.

4. Which types of programs happen LESS OFTEN at your mtg? (e.g. occasionally, from time to time, just once)

37 out of 40 people answered this question

- Outreach programs open to non-Friends in area 21 / **57%**
- Music or artistic performances with RE content 20 / **54%**
- Films or videos 14 / **38%**
- "One-off" programs (held at other times) 12 / **32%**
- Book discussions / study group 12 / **32%**
- Adult forum or "2nd hour" program series (different topic each time) 11 / **30%**
- Multi-session RE courses or series 10 / **27%**
- Ongoing spiritual nurture or mutual accountability groups 10 / **27%**

Most meetings report that they make use of a wide variety of formats for offering ARE except for a few very small meetings that have very little RE happening. The average meeting delivers these programs in a half dozen different ways.

Two-thirds of meetings reported offering multi-session RE course series at least occasionally.

We did not ask how many meetings have offered adult RE in a retreat format - which we are learning is an appealing format for many meetings to do this work.

STRATEGIES TO ENCOURAGE ATTENDANCE

5. What approaches have helped your mtg increase participation in your adult RE offerings?

37 out of 40 people answered this question

- Serving food or beverages 23 / **62%**
- Really interesting / engaging programs 22 / **59%**
- Offering childcare 17 / **46%**
- Bringing in outside Friends as resource people 15 / **41%**
- Offering programs at different times (e.g. evenings) 14 / **38%**
- Addressing transportation challenges (e.g. difficulty driving at night) 9 / **24%**
- Other: Some of the other ideas listed above could definitely help! Don't know...

Many meetings feel it has been helpful to offer food and/or childcare to encourage attendance.

PROCESS (what is and isn't working well)

6. What do you think has kept your past programs from being more effective or appealing?

28 out of 40 people answered this question

- Hard finding people willing / able to lead programs 12 / **43%**
- Content too dry / factual / too much lecture 8 / **29%**
- Hard finding great teaching materials that felt workable for us 7 / **25%**
- Reluctance to share deeply with each other / fear of vulnerability 6 / **21%**
- Too much Quaker jargon / alphabet soup (hard to follow or off-putting for those new to Friends) 6 / **21%**
- Hard to keep group focused on topic 4 / **14%**
- Hard for those with less education / English skill 1 / **4%**
- Other: Busy lives! Busy lives, health and family challenges, Other time commitments, along with the generally aging slant of the meeting. Younger Friends are just "too busy," even for regular worship. People too busy in their lives to give more time to RE or not so interested in learning more about Quakers or social issues.

The biggest challenge meetings identify is finding Friends able and willing to lead such activities within the meeting. (Would having well-developed easy-to-utilize curricula help?)

7. What methods have worked best to encourage active participation by all present (vs. being passive listeners)? 38 out of 40 people answered this question

- Group discussion 28 / **74%**
- Worship-sharing in response to queries or readings 26 / **68%**
- Sharing in pairs / triads or breakout groups 21 / **55%**
- Providing a way for participants to prepare for sessions (e.g. handouts, readings, queries) 16 / **42%**
- Journaling / writing exercises 5 / **13%**
- Use of skits or roleplays 2 / **5%**
- Other: Skilled facilitation: participants trust safety, honor of timelines, space for listening, clear expectations. Different styles keep it lively. Monthly after-worship gathering for under-40s Friends - even when it's only 2 or 3 good conversation occurs.

Most meetings report using a variety of interactive techniques to encourage active engagement.

RESOURCES 8. Have you or your mtg used teaching materials from any of the following sources in your Adult RE offerings? 30 out of 40 people answered this question

- New England Yearly Meeting - <https://neym.org/ministry-counsel> 13 / **43%**
- Quaker Speak - <http://quakerspeak.com> (videos produced Friends Journal) 11 / **37%**
- Quaker Quest - www.quakerquest.org 8 / **27%**
- Faith & Play www.fgcquaker.org/faith-and-play or Godly Play www.godlyplayfoundation.org/ 4 / **13%**
- Friends General Conference - www.fgcquaker.org/deepen/religious-education 4 / **13%**
- Pendle Hill Lectures online - <https://pendlehill.org/learn/live-recorded-lectures/> 3 / **10%**
- Inward Light - <http://inwardlight.org/> (website with writings, curricula & other resources developed by Peter Blood-Patterson for use by Friends) 1 / **3%**
- Quaker Studies Program (used Phila. and/or Balto. YMs in 1990's) 1 / **3%**

- Quaker Spring - www.quakerspring.org (the website of this intimate, spirit-filled annual gathering of Friends has lots of materials such as "minutes of exercise" written after threshing sessions, queries, and talks that can be used in programs) 0 / 0%
- Other: Most of our Adult RE is self-generated. We do not often use prepared curricula for adult ed - more often get ideas which we then get various people to talk about. We have mostly designed our own topics and material in recent years. Queries from Faith & Practice (3 or 4 different YM), Pendle Hill pamphlets, FGC bookstore. Amanda Kemp came & did racial justice training. Our programs have often been inspired by retreats at Woolman Hill.

Nearly half of meetings do not use any outside curricula or other resources. Question: To what extent is this because meetings prefer a less structured approach - and to what extent is it because the specific curricular resources they've looked at up to this point don't look helpful?

The source most used up to now is the NEYM M&C site.

LEADERSHIP / PLANNING 9. Who is involved in planning and/or leading adult RE programs for your meeting? 38 out of 40 people answered this question

- Ministry & Counsel Committee 21 / 55%
- Religious Education Committee 14 / 37%
- Shared planning / facilitation among participants 13 / 34%
- Visiting / traveling Friends 8 / 21%
- "2nd Hour" or Forum Committee 6 / 16%
- Pastor 1 / 3%
- Mtg RE Coordinator 0 / 0%
- Other: Interested individuals in the meeting, M&C makes plans then asks for leaders from the congregation. Visiting AFSC staff person. Individual Friends moved to facilitate get-togethers. No one...

M&C plans adult RE programming in over half of meetings. Over a third have an RE Committee.

Other comments: We have made some attempts to form more ongoing special topic group since it is something we know Friends want more of, but many of us are older already overcommitted people and it takes quite a bit of organizing to make these happen. I for one would love to see more adult RE programming, but don't have much energy to contribute myself to making it happen... (Cambridge)

So far in 2018, we've done the first four sessions of Quakerism 201 on Testimonies - meeting every other week for one hour from 6-7 p.m. using booklets (or downloads on cell phones) of readings. Rather than following specific discussion questions, we open with silent worship and respond to the question "What spoke to you ... or didn't?" After an hour, we close with worship and holding hands. (Concord NH)

Although our programs tend to be well-attended, Friends here respond to drop-in sessions much better than those in which regular participation by each individual is expected for a series. (Putney)

We here in New Haven Meeting have not done a lot with RE, and some of us would like to do more. Our weekly bible study group is our one big exception. It has been thriving for 5 years. Other programs are single, one-off seeker sessions or workshops. Much of the challenge comes down to a shortage of time - both on the part of organizers and participants. We are so glad Peter will be joining us at our retreat in June and hopefully that will whet people's appetites for more!

The 2019-2020 Nurturing Faithfulness program, a collaboration between Woolman Hill Retreat Center, New England Yearly Meeting of Friends, Hilary Burgin, and Marcelle Martin, is requesting that NEYM Ministry and Counsel committee provide oversight or care of the program and provide a minute and/or letter of support for our Oct. 2 grant application to the Legacy NEYM Futures Fund.

Overview of the Nurturing Faithfulness and Associates programs

New England Friends are eager for opportunities to deepen their faith and faithfulness, as evidenced by the participation in the successful 2017-2018 Nurturing Worship, Faith, and Faithfulness (NWFF) program. During this program, twenty-two individuals deepened their faithfulness and successfully brought this back to their local meetings. For this reason, NEYM, Woolman Hill, Marcelle Martin, and Hilary Burgin are planning a new iteration of the program, called Nurturing Faithfulness, for September 2019 through May 2020. Nurturing Faithfulness (NF) will expand on the success of the NWFF program while also providing new opportunities for alumni of the program, and at the same time attracting and serving a larger cohort of young adult Friends.

Nurturing Faithfulness is a nine-month multi-generational faith and leadership program to help Friends explore ways to meet God more deeply, hone methods of discernment, reach for fuller faithfulness, and bring these gifts and strengthened abilities home to their local meetings and beyond. This is a newly designed offering based on the feedback from NWFF. The new program is intended to better attract and support young adult Friends. For this reason, Hilary Burgin is added as a second core teacher, bringing a background of work with young adult Friends. The program will also provide training and experience for a cohort of people (four Associates) who completed the NWFF program and are called to further develop and use their gifts in service of the Religious Society of Friends. The program is designed for 24 participants, in addition to the four Associates. Priority will be given to members of NEYM for early applications, and spots will be held for young adult Friends who may apply after the early application deadline.

Details of the 2019-2020 Nurturing Faithfulness Program

The program is structured to set in place support, encouragement, and accountability. It includes three residencies at Woolman Hill (totaling ten nights); monthly online webinars; ongoing Faithfulness Groups in the participants' home localities; and personal care committees from their meetings to discuss their learning in the program and help them find ways to share it with their meeting. The class members will become a community of practice to support each other in providing spiritual nurture to local meetings in lasting ways. A series of opportunities for engagement increase the likelihood that the meeting will embrace the participant's journey as part of their own venture in the Light. This begins with the application process in which a clearness committee names the applicant's gifts. Short videos and other teaching tools will be created to share the program's learning in local meetings. We believe this program will benefit not only the actual participants, but a much wider circle of Friends and continue to provide benefit long after the program is over.

The teaching team for NF will include Marcelle Martin and Hilary Burgin as core teachers. Author of *Our Life is Love: The Quaker Spiritual Journey*, Marcelle Martin has traveled widely among Friends to lead classes and workshops related to the Quaker spiritual life. Hilary Burgin is the Boston City Coordinator for Quaker Voluntary Service and the Young Adult Engagement Coordinator for New England Yearly Meeting (NEYM). Two or three elders/mentors will serve on the teaching team,

including Janet Hough, member of NEYM Ministry & Counsel. Guest teachers Xinef Afriam and Jay O'Hara will be present at the first and third residencies respectively. A Circle of Support, made up of NEYM Friends with ministry and eldership experience, assists with undergirding prayers, discernment, spreading the word, and ongoing support.

The Associates program

Concurrent with the 2019-2020 Nurturing Faithfulness program will be a year-long program for four Associates, alumni of the NWFF program who are feeling called to teaching, facilitating workshops, eldership, and/or spiritual nurture of individuals, meetings, and groups. The Associates will participate in all aspects of the NF program, especially supporting Faithfulness Groups during residencies, serving as mentors for two program participants each, and meeting with the teaching team (co-teachers and elders) to support discernment for programming. Starting May 2019, several months before the NF program begins, co-teachers Marcelle Martin and Hilary Burgin will work with Associates through teaching webinars to help develop skills and draw out gifts in mentoring, spiritual nurture, grounding a group in the Spirit, and facilitation of a program. Each of the four Associates will meet regularly with a mentor during the program. By spring of 2020, the NF Associates will be equipped to offer workshops and teaching opportunities for meetings and other groups. They will seek out such opportunities, with support from the program.

Motivation and Background

The 2015 Report of NEYM's Long-Range Planning Committee identified five key Yearly Meeting priorities. The Nurturing Faithfulness program develops gifts and leadership in all five areas, and especially the first, Spiritual Development and Religious Education. That 2015 report also named a desire to nurture the "quality of worship (preparing for, caring for, leading, and deepening worship)." The NWFF program has provided renewed vitality in many meetings. Participants of the program are sharing the Faithfulness Group model with Friends and are leading Adult Religious Education programs using tools from the NWFF program. Some have begun to offer extended worship opportunities and are modeling a more explicit faith conversation at their meetings. The 2019-2020 Nurturing Faithfulness program is designed to continue educating, equipping, and supporting ministers, elders, leaders, and spiritual nurturers, and to reach through them to the members of their Faithfulness Groups and the meeting members who participate in the care committees that accompany them.

Our Quaker tradition is a path that, when lived deeply and faithfully, can have a tremendous transforming and healing effect on the world. In the NF program, with a focus on young adult Friends, we hope to provide important skills and experiences for a cohort of Friends carrying their gifts far into the future.

2017-2018 NWFF program

Participant comments and evaluation summary

Testimony by Participants About the NWFF Program:

Jennifer Hogue, Cambridge Meeting:

"Both at the first residency and in subsequent faithfulness and care meetings, I have felt a generous invitation to open my mind/heart/will by individuals and the group. ...I continue to be challenged in my efforts while at the same time loved and held by my community—and, I have to believe, by Spirit. ...[I]f I have learned or relearned something that feels quite certain, it is that all of this spiritual stimulation feels very good and right and I crave more. I am making such powerful connections with people—people from the NWFF residency, people in my Faithfulness and Care Committees, other people at Meeting who I am taking time to interact with more fully. ... I think that I have brought a few things to my Meeting in the past year to help deepen the community's worship, faith, and faithfulness. [One] thing has been a deliberate shift in the way that I run meetings of the group that I am clerking. This group has some very concrete and time-sensitive tasks that it has been charged with. Meetings can be very agenda-driven rather than Spirit-led. I've been trying to include more worship, to frame agenda items in terms of listening to Spirit, and to be open to changes in the plan."

Benjamin Warnke, Brooklyn Meeting:

"I suspect that Friends need to establish the elements of community with care and intention, and with the faith and expectation that the Spirit will accompany this work. If we are to establish the peaceable kingdom, and to create the conditions that allow us to do so, I suspect that some Friends need to have the courage to surrender themselves in service to the community. We need leaders to help create a culture that is alive to the Spirit, and we need stewards to tend to this environment. ... We need to allow ourselves to be vulnerable and courageous. We need to allow our gifts to flourish. We need to know that we require one another. We need to know one another. We need to love one another. If we can live together like this, perhaps the Spirit will blossom.

"I believe that the Nurturing Worship Faith and Faithfulness curriculum is as good a model as any for an approach that can nurture these qualities. I can enumerate the aspects of the course that have spoken most to me:

"Extended Worship: I was surprised to find that the first hour of a two-hour Meeting for Worship was the longest, that I felt an increasing sense of grounded-ness over the span of the Meeting, that I was filled over time with a sense of connection that grew into a sense of caring and nurture for the Meeting as a whole and for individual members. In Meetings subsequent to our NWFF extended worship-regular Sunday worship in Brooklyn when I have arrived early- I have had similar experiences;

"Faithfulness Groups: I have been deeply moved by the intimacy and trust that have grown in both the NWFF and my Brooklyn Faithfulness groups. In my Brooklyn Meeting group, I have gotten to know several members of Meeting whom I knew only slightly and to spend some very rich and emotional time with them and with other Friends whom I know very well. Beyond the direct and significant rewards of the Faithfulness Meetings, the connection sparked by them has radiated a sense of actual or possible connection that has heightened my relationship with other Friends in the Meeting;

"Readings: The essays and journals we have read have been a significant addition to my sense of Quaker practice, history and testimonies, and the discussions of these texts has deepened my relationship with other Friends participating in the NWFF work. I have subsequently taken the opportunity to join groups reading texts in Brooklyn, one recent one where we read some of Margaret Fell's writings;

"Vocal Prayer: I thought the opportunity to articulate prayers for each other in a close, connected circle was a powerful, binding experience;

"Elders/Ministers: The example of Marcelle and the elders has been revelatory: the commitment to a life of the Spirit, to ministry, to leadings or callings, has opened up possibilities that had hitherto been concealed or faintly discerned."

NWFF Program evaluation summary

20 participants responded to the evaluation (though not all answered every question).

Some of the questions asked for a rating on a scale of 1 (low) to 5 (high). Other questions required written answers.

What is your overall evaluation of the NWFF program? 20 responses

5 - 19 4- 1 **4.95 average**

Teaching sessions (program pieces) with Marcelle 19 responses

5 - 17 4- 2 **4.89 average**

Experiential exercises during the residencies 20 responses

5 - 18 4- 1 3 - 1 **4.85 average**

"Opportunity" with a guest teacher (if you did this) 7 responses

5 - 7 **5.0 average**

Role of Elders 20 responses

5 - 12 4- 6 3 - 2 **4.5 average**

NWFF Faithfulness Groups 20 responses

5 - 18 4- 2 **4.9 average**

Extended Worship 20 responses

5 - 15 4- 5 **4.75 average**

Grand Silence during residencies 20 responses

5 - 9 4- 6 3 - 4 1 - 1 **4.1 average**

Interactions with fellow participants (outside of Faithfulness Groups) 20 responses

5 - 15 4- 3 3 - 2 **4.65 average**

Readings 20 responses

5 - 9 4- 8 3 - 3 **4.3 average**

Monthly webinars to discuss the readings 20 responses

5 - 12 4- 3 3 - 4 2 - 1 **4.3 average**

Recorded interviews with guest teachers (5 interviews were rated separately for a **4.54 average** for the five interviews

Q&A Webinars with interviewees 14 responses

5 - 5 4- 9 **4.36 average**

Conversations with Mentors 18 responses

5 - 11 4- 5 3 - 2 **4.5 average**

Writing reflection papers 20 responses
5 - 8 4- 8 3 - 3 2 - 1 **4.15 average**

Mid-winter retreat with NWFF Faithfulness Group 18 responses
5 - 11 4- 7 **4.6 average**

Forming a local Faithfulness Group 20 responses
5 - 18 3 - 2 **4.8 average**

Meeting with a local Care Committee 17 responses
5 - 8 4- 7 3 - 2 **4.35 average**

Top Rated Readings

Essays on a Vision of Gospel Order by Lloyd Lee Wilson
"Letter From a Region of My Mind" (from *The Fire Next Time*) by James Baldwin
Our Life is Love by Marcelle Martin

Top Rated Webinar Subjects

Nurturing the Quaker Community
The Quaker Spiritual Journey
Waiting Worship and Faithfulness Groups

Written Responses to Questions on the Evaluation Survey

What was most important about the program?

I loved the diversity (age and cultural) of the interviewees, guest teachers, elders and participants. Having Xinef as our first guest teacher was wonderful and visiting Hope Church was really meaningful for me. I also found that the level of sharing among all the participants, elders and teachers was really important. I felt deep connections all thru our time together and was especially blessed to feel those connections even in the interviews and webinars which I expected to be difficult for me.

What has been most important/relevant to me is the sense of new hope I've gained from knowing that so many others are caring and working toward the goals of nurturing worship, faith, and faithfulness in our Quaker society, and that we are drawing on the strength of our ancient roots even as we may be bearing completely new fruits. We began to experience the power of a free Spirit among us.

What has been most important for me is the gestalt of the readings, residencies, faithfulness groups and grounded worship and how they all fit together to encourage the active development of spiritually grounded being and action in our lives.

Overall, the program fed me intellectually, emotionally and spiritually. The readings were, for the most part, very relevant, inspiring, and challenging. The faithfulness groups and partner exercises helped me grow in trust and compassion. The extended worship, periods of regular worship and informal conversations with Friends over meals or during walks were deep wells of Spirit in our midst.

Although I was not able to attend the second residency, I found the in-person time together of great value. The monthly webinars kept us connected even though we live so far from each other. I especially loved seeing all the faces of Friends who came to hold a special place in my heart. As we shared and deepened our relationships with one another, this became an essential part of the experience for me. The guest teachers and guest interviewees also offered rich sources of knowledge and wisdom.

How has your participation / relationship with your meeting changed because of the program?

It drew me into applying for membership, and strengthened more than several relationships with other members, serving on my care committee, my faithfulness group, and still others who were simply interested and supportive.

I feel I am clearer in allowing my grounded presence to lead my involvement in the meeting and letting go of needing a definable end for myself.

If anything, I am currently finding myself more frustrated with my meeting, as the depth of worship I found in the NWFF group was so much greater than what I experience at my meeting. I am starting to understand that I have agency (and confidence in that agency) to influence this with my actions, but that I will have to make that effort to help change things.

I am going to be serving on Ministry and Worship starting in September, and i think that participating in this program has helped prepare me to use my gifts in that service. It has changed my relationship to worship and care for faithfulness in worship. My relationship with individuals in the meeting has deepened due through my care committee, and hosting extended meeting for worship

Before the program, I was already a very committed member of my meeting. I hope that the learnings I've had from the program will continue to inform my participation in helping form covenant community.

When I am more overt in speaking about my faith, others are emboldened and drawn to that. ...More and more I see that I am connecting what we do or how we understand something as Friends back to our deep Why--Spirit's all pervasive Love and hope for a society and a world renewed. Speaking openly about the roots of our faith has a kind of kindling or igniting effect on the faith of others. It reminds me of the Rufus Jones quote that "people are set on fire by someone who is already aflame." I also notice that I am listening to and acting on suggestions by Friends. Sometimes they are surprised and excited by this. Twice last week Friends lifted this up to me. I think this is living into a role of eldership and encouragement.

My participation/relationship with my meeting has become clearer and more focused on building a spiritual community

Worship feels more expansive. I feel more capable of having conversations with people after worship about what the worshiping experience was like. My knowledge of early Friends and their experiences enriches my life and the lives of those I talk with.

Are there any changes you would suggest for a future offering of the program?

One less guest and more from the elders.

During the first residency we had a tiny bit of chanting that Marcelle brought—I would have liked to do more of that. Grand silence was OK but didn't really move me. If it had been for 2 days or something, then it would have affected me more I think. We needed more time to walk, rest, read.

I would have loved a one-page content overview or outline to help me understand how all the pieces fit together. I think I could have been more fully present from the beginning if I had a little clearer understanding of the big picture.

I would spend more time on nurturing the individual's faith.

Perhaps inviting the authors of the readings to present.

I suspect that there is a way that the monthly classes could be improved. Some way(s) for each of us to share more deeply and more substantively. I would need to spend quite a bit more time in prayerful reflection to make any specific suggestion.

Clearer guidance about the role of the mentors. Their presence was vital and added so much that I would recommend any of the three—Anne, Janet or LVM again.

Perhaps offer some next steps as the program wrapped up?

Maybe a few less readings, it can be an overwhelming amount.

Perhaps a longer last residency; it was intense but too short.

I wonder if the residencies might all be 4 days long. The first 5 day residency seemed long, especially as we were mostly all new to each other. By the last residency, I longed for more time with all these people who had become dear to me.

More free time with other participants in the program, not sure about doing grand silence. Easier evenings....better opportunities for discussing readings...

What would you say to someone considering enrolling in a future offering of the program?

If you want to deepen your faith in the Spirit and learn to help your Meeting become more faithful, this course is for you.

"The program is powerful, moving, challenging and transformative. If you have the time to commit to the work, you should seize the chance to participate."

Take this time to explore your faith and to experience group worship and sharing. Develop a community based on faith and see what love can do. Experience God in the "now". Be open to new beginnings and willing to take risks.

There are many people who I would strongly recommend it to. ... As I write this, I think that "having a prayer life" is NOT necessary. I think that committed "social action" Friends would find it as helpful—or maybe more helpful—than Friends who think of themselves as 'spiritual'.

I would encourage anyone considering a future offering to take advantage of it. It was such a wonderful experience to be among others who were seriously seeking a closer relationship with the Divine.

Your total involvement in the program will benefit both yourself, the group and the whole experience.

Participant Demographics

The 2017-2018 NWFF program included nineteen participants from eleven monthly meetings and worship groups in NEYM. Three additional participants came from monthly meetings in Baltimore, Canadian and New York Yearly Meetings. Another participant (the only one who did not complete the program) was not a Quaker. Participants included fifteen women and eight men.

The Ministry of the Facing Chairs: A Form of Eldership at NEYM Sessions

The president of Haverford College, back in 1933-1934, ... was William Wistar Comfort, a forceful scholar, a professor of French literature and language. He sat at the head of the meeting for worship in the old meetinghouse where all the students and faculty sat in worship together at least once a week. I did not hear him say a word in meeting. ... His silent ministry, radiating love and teachableness, and strength to all of us in the room, is still working good things in me. It is extraordinary to be a former student who can say, "I remember clearly his beautiful silence."-From: *A Little Journal of Devotions out of Quaker Worship: An experiment with 104 entries across two thousand miles*, p. 4, by Francis D. Hole & Ellie Shacter, Quaker Press of FGC, Philadelphia PA, (2001).

When you enter the Pavilion and the PAC Auditorium at NEYM Sessions, you will notice a row of chairs facing the body of the audience, below the stage for the speakers and the clerks' table. The Friends sitting in those chairs have been invited to hold and ground the body during Meetings for Worship, Bible Half-Hour, for plenary speakers and Meetings with a Concern for Business. We experience this holding and grounding in different ways: as holding those gathered in prayer, in the Spirit, in the presence of the Divine, in the Light, in the Dark fertile womb of the earth... This is an important, and often unrecognized function of eldering. Some call it the "ministry of the facing bench." It is a silent ministry of willingness to be used by God, by Life, to immerse those gathered in worship in the Spirit of Love. While some hold and ground the meeting from the facing chairs, some do so from within the body.

Ministry & Counsel of NEYM is responsible for inviting Friends to sit on the facing chairs during NEYM Sessions. As Friends, we recognize that everyone is a minister, equipped with a unique array of important gifts and talents that are to be shared with others within our Meetings and the world. It is up to each and every one of us to pay attention to how we are being called to share our gifts. If you would like to know more, or if you feel drawn to participate in the ministry of the facing chairs during NEYM Sessions, please contact the clerk of Ministry & Counsel mc-clerk@neym.org .

**Permanent Board Meeting
4 August 2018
Castleton State University**

18-39: Opening Worship

Friends opened with a period of worship.

18-40: Welcome

PB Clerk welcomed us to Castleton and to Sessions. Our committees and meetings have worked hard this year and bring us reports and proposals that we will hear this week. The Clerk expressed thanks to Rosemary Zimmermann for her interim recording this year. We are holding in the light the Friends who are with us, and those who are not with us.

18-41: Roll Call

Present: Sarah Gant, Clerk; Hannah Zwirner Forsythe (Recording Clerk); Kim Allen, Travis Belcher, Susan Davies, Jeremiah Dickinson, Darcy Drayton, Christopher Gant, Ben Guaraldi, Ian Harrington, Rebecca Leuchak, Christopher McCandless, Jean McCandless, Gina Nortonsmith, Anna Radocchia, Carole Rein, Sara Smith, Phil Stone, Donn Weinholtz, Rosemary Zimmermann, Mary Zwirner

Ex Officio: Deana Chase (Co-Clerk, Development). Noah Merrill (Secretary), Bob Murray (Clerk, Finance Committee), Elizabeth Reuthe (Secretary Supervisor), Shearman Taber (Treasurer), Fritz Weiss (Presiding Clerk)

Guests: Gene Boynton, Martin Blood Forsythe, Bill Hartman, Derek de Jager, Lyle Miller, Bruce Neumann, Emily Provence, Will Taber, Ben Warner, Kathleen Wooten

Regrets: Elizabeth Kantt, Leanna Kantt, Elizabeth Szatkowski, William Walkauskas

18-42: Minutes

Minutes from May meeting were previously approved. Any dots and commas should go to the Clerk.

18-43: Presiding Clerk

Fritz Weiss, Presiding Clerk, submitted his report to Advanced Documents and gave Friends a chance to ask questions. His report is appended.

This time together is our Holy Week, we are held in God's good hands this week. Though we are often tempted to seek control if we are to be in God's good space we must trust in our community and have faith. We are asked, in this busy week, to be available to the body as knowledgeable Friends to help with questions and comments.

18-44: YM Secretary

Noah Merrill, Yearly Meeting Secretary, also welcomed us to Sessions. He reminded us that we are welcoming a new Events Coordinator, Elizabeth Hacala, and that Friends should be gentle and clear with our needs from her.

Pursuant to minute 18-14 from the February PB meeting, the YM is pursuing the paperwork necessary for compliance with the 1986 Immigration Control act. This action is a reversal of action taken in 1986 Minute 86-62.

We are asked to hold the Young Friends in our prayers this week. Young Friends have worked hard this year to strengthen their beloved community and we are grateful for the loving presence they bring to Sessions.

Noah discussed and answered questions on a number of logistical issues related to our week together.

18-45: Earthcare Ministry Committee Purpose Statement

Permanent Board heard a draft purpose statement from Earthcare Ministry Committee and expressed gratitude for the hard work of this committee. The Board asks the committee to redraft their purpose statement with an eye towards making specific and positive statements about the purpose of the committee and how it serves the priorities of the Yearly Meeting, rather than broad statements of belief.

Earthcare Ministry Committee continues to work on their statement of procedures; the clerk of Permanent Board and the Yearly Meeting presiding clerk will support Earthcare Ministry Committee in this work.

18-46: Treasurer

Shearman Taber, YM Treasurer, encouraged Friends to review the Budget and Finance Committee documents in the Advanced Documents and to ask questions throughout the week.

18-47: Development Committee

Chris Gant, co-clerk of Development Committee introduced Bill Hartman and Lyle Miller from Everence. Everence is a Mennonite-affiliated organization which works with many faith organizations to offer financial services in line with faithful practices. Over the course of the year Development Committee has worked on creating a structure for planned giving to support the life and ministry of New England Friends. Everence is tasked to work with NEYM on planned giving and gift development as well as to encourage our discourse on financial stewardship.

Lyle Miller gave a presentation on the “Roadmap for Planned Giving.” The presentation is appended.

18-48: Internal Nominating Committee

The Clerk thanked Donn Weinholtz for his work as clerk of Internal Nominating. Will Taber was welcomed as the rising clerk of Internal Nominating and asked Friends for names of additional Friends to serve on that committee.

18-49: Memorial Minutes

Throughout the morning we heard memorial minutes for: Mary (Molly) Duplisea-Palmer, Georgana Falb Foster, Philip Haines, and Arnold Ricks (Bennington). These memorial minutes will be forwarded to Sessions.

18-50: Closing Worship

Friends closed with worship encouraged to hold in prayer the Clerks' table, those Friends not with us and those who have passed on after long service to our community.

**Permanent Board Meeting
9 August 2018
Castleton State University**

18-51: Opening Worship

Friends opened with a period of worship.

18-52: Welcome

Fritz Weiss, Presiding Clerk, expressed his gratitude for Friends' presence at the end of a long week. Sarah Gant, PB clerk, had to leave to Sessions to care for her mother and we send our prayers to Sarah, her mother, and the Gant family. Fritz clerked our meeting in Sarah's absence.

18-53: Roll Call

Present: Hannah Zwirner Forsythe (Recording Clerk); Kim Allen, Travis Belcher, Peter Bishop, Darcy Drayton, Ben Guaraldi, Ian Harrington, Rebecca Leuchak, Christopher McCandless, Jean McCandless, Gina Nortonsmith, Carole Rein, Sara Smith, Phil Stone, Will Taber, Bill Walkauskas, Rosemary Zimmermann, Mary Zwirner

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

Guests: Liberty Goodwin, Jim Grace, Becky Jones, Paul Klinkman, Leslie Manning, Sarah Walton, Ben Warner, Kathleen Wooten, Maille Wooten

Regrets: Sarah Gant (Clerk); Deana Chase, Martin Forsythe, Chris Gant, Elizabeth Kantt, Tom Jackson, Ed Mair, Anna Radocchia, Elizabeth Szatkowski

18-54: Welcoming of New Friends and Naming Mentors

We welcomed three new members of Permanent Board: Peter Bishop, Martin Forsythe, and Ed Mair. We also welcomed Jean McCandless back for a second term. Following our practice Friends volunteered to be mentors to our new members, orienting them to the practices and procedures of Permanent Board. _____ will serve as Peter Bishop's mentor; Hannah Zwirner Forsythe will serve as Martin Forsythe's mentor; and _____ will

serve as Ed Mair's mentor. *[The recording clerk forgot to note the mentors who volunteered to help orient Peter and Ed. Those names will be added to the minutes at the September PB meeting.]*

Susan Davies, Jeremiah Dickinson, Galen Hamann, Leanna Kantt, Rebecca Steele, and Donn Weinholtz have rotated off Permanent Board and we thanked them for their service to the Board.

18-55: Presiding Clerk's Report

Fritz Weiss, Presiding Clerk, shared his reflections from the week. Our body has begun to labor with the actual work of growing and changing. We have much work to do but we are thriving, we are growing, and we are moving out of a feeling of pure struggle. We are in the process of reaching for what is new and grieving the loss of what we leave behind.

18-56: Secretary's Report

Noah Merrill, Yearly Meeting Secretary, shared his reflections from the week. There has been a lot of weather, literally and figuratively. Though we draw comfort from the deep stillness, when the spirit is working within our body there is much movement.

At the closing worship of Sessions we heard that there was a \$9000 gap in payments for Sessions due to the Pay as Led program and that Friends were encouraged to donate, as able, to help close that gap. Noah shared that in the hours between that message and our meeting Friends donated \$4000 and those present expressed their gratitude for Friends' generosity.

Noah shared some of the demographic breakdown from our week together.

18-57: Sessions Reflections

Throughout the meeting we heard reflections from PB members of their week at Sessions.

We have ongoing concerns about welcoming new Sessions attenders and encouraging them to return.

We recognize the hard work that has been done by many to support the Young Friends community in addition to the hard work that the Young Friends have done themselves to strengthen their body.

What does it mean to raise children in our faith tradition? Our youth programs have seen dwindling numbers and we wonder what we might do to more fully support our families and young people so that greater participation is possible.

We must hold on to the energy and spirit we have at this moment. Friends of color, Friends in the LGBTQ community, and other marginalized Friends must be more fully incorporated into the discernment for leadership and committee positions. Many wait for long periods of time to be asked to serve and we can not expect their patience to hold permanently steady.

We were reminded, again, that we need to provide further childcare structure so that parents can fully participate in the life of the YM. This must become work of the wider community not just Youth Ministry Committee because previous efforts have not arrived at viable solutions.

Friends expressed gratitude for reports and presentations that reminded us of the hard work that we are doing throughout the year. How do we continue to encourage that work? How can we keep this life alive? We should be asking, with each piece of discernment, how our decisions are affected by our commitment to interrupt climate change, challenge white supremacy, and repudiate the doctrine of discovery.

18-58: Faith and Practice Request

Phebe McCosker, clerk of Faith and Practice Revision Committee, asked Permanent Board to work with the committee on a dilemma that became apparent when they brought the draft chapter on Membership to Sessions for preliminary approval. Rosemary Zimmermann and Ben Guaraldi volunteered to talk with Phebe and bring a more concrete request to our September meeting.

18-59: Clerks' Nominating Request

At Sessions the Clerks' Nominating Committee charged PB to perform a formal re-examination of the structures and practices of clerking in the Yearly Meeting, including the clerks' table, clerks of major committees, and support structures for clerks, such that a wider range of people might be able to perform these roles in the future.

Bruce Neumann and Ian Harrington volunteered to begin this work, in consultation with the Permanent Board clerk, and to bring forward a more specific charge to our September meeting.

18-62: Internal Nominating Report

We heard the nomination of Marian Baker for Class of 2019 as an at large member of Nominating Committee and the nomination of Penny Wright for Class of 2021 of Internal Nominating Committee. Friends approved these nominations.

We are reminded that Internal Nominating nominates its own members and that we should be deliberate with our discernment of those names so that the committee does not self-perpetuate.

We hope that the notes made during Wednesday's Clerk's Nominating Committee Listening Session be made widely available so that we can live into the suggestions we received.

18-63: Friend's Camp Nominating Report

We heard the nomination of John Reuthe for clerk of the Friend's Camp committee. Friends approved this nomination. Concern was expressed by some present that John not also be named as the Camp Director's supervisor. Others expressed concern that we not put limitations on how the Camp committee delegates its tasks given that there are limited Friends to do much work.

18-64: Approving Remaining Minutes

Jim Grace and Rosemary Zimmermann, Sessions Recording Clerks, read through remaining unapproved minutes from Sessions. The minutes were approved with gratitude for the recording clerks' faithful listening throughout the week.

18-65: Clerks' Table Appreciation

We expressed gratitude for the hard work of the Clerk's table, particularly the three members of the table, Jeremiah Dickinson, Katherine Fisher, and Jim Grace, who are finishing their terms in those roles.

18-66: Closing Worship

We closed with a period of worship. Though we have work to do, we have so much to celebrate. We are grateful for the faithful laboring done this week and endeavor to bring the good news with us as we leave.

2. How do you think the Quaker movement in New England is doing? How is it changing Positively?

- There is tremendous positive energy and leadership among our younger adults. This was clearly evident at Sessions last year, which was one of the best one I've attended.
- The pay as lead model is a very positive change.
- How is it? We are being uplifted and often positively elated by our young adults: we are trying hard to be receptive to that passionate urgency.
- Quite well. Will always be people worried about the numbers and greying Friends. We have done an excellent job of developing and supporting youth programs. Friends camp is an excellent outreach vehicle.
- More visible than we used to be. Between letters from Noah and Fritz. Read every word of his letter on Sessions even though I am busy
- Don't feel like we have grown.
- Looking honestly and compassionately at issues especially racism.
- Think we are growing. See positive change in ministries released by Legacy gifts. We are more willing to do outreach.
- Amazing but then thinking about laying down local meetings. A particularly autocratic person has driven everyone away.
- Maine Friends visibility is rising with Friends being arrested in very important ways.
- Things in general are well ordered. Organization is healthy.
- Confronting white supremacy, more recent efforts to enliven and liberate ministry. \
- The depth of Christian rootedness that is also hospitable to others who are beyond naming God.
- More youthful vigor than we have had in many years
- Engaged more with activism and partnership with other groups
- Trending up! We are doing more! Making decisions faster.
- Continuing to be introspective and self-critical.
- Purposes and procedures Review process last year was enormously helpful in forcing us to look at how we're structured, what we do, why we do it, and make changes. Having the willingness to change things has enormous symbolic power.
- Glad to see young people rise into leadership. There has been an increasing willingness to experiment with forms- the organization of our staff structures, stop holding committee day, replacing some committees with other looser network structures building capacity to respond to events more swiftly, developing long range planning and budgeting practices. There are risks...openness to reinvention is itself a mark of vitality.
- Nationally the numbers and funds seem to be dwindling. Not sure if this is the case in NE but think we have shown creativity and leadership in responding to this dwindling.
- There is energy! How are we doing at keeping people pulled in? Love the newsletter. Lots going on! XX
- Hearts are catching fire!
- A lot changing! Trying new approaches, Working with Young Friends.
- Loving the energy, the increase in trust, the different people involved in many ways, the different collections of collaboration. Very hopeful!

- Always proud of what NE is doing. Open to new ways, new definitions and visions of what Quakers do. Examples:
 - Christina Keefe Perry's new worship group half programmed, a new time, specifically Christian but with a kind of programming that is loose, joyful, eating together.
 - Pastor's retreat open to anybody in a monthly meeting who felt that they were eldering or pastoring. Breaking down the barriers between programmed and non-programmed.
- Excited about challenging white supremacy! Work needs to be done urgently. Where change is needed, make a change in a timely fashion.
-
- We may be the wealthiest Yearly meeting on the planet and we can do more to support Quakerism. What is at stake is the whole.
- Train others who are not Quaker. Come to a training, meet friends, then come to meeting
- We have forward motion. We are doing much better as an organization. We are communicating. Inter-visitation is important.
- We do well fostering a small community of those who hear about us on their own and chose to come to sit and work with us. There is much in our roots that says we need to stay close to that...but we need a critical mass to survive.

3. Where are we struggling?

- Freeing people for ministry. We have such deep distrust of paid staff and work.
- As a body, we sometimes fall into a malaise born of our privilege that can show up as clinging to a status quo with the excuse that it is not spiritual to “rock the boat.”
- Social witness and activism. Laying down NEYM peace and Social Concerns committee was hard but necessary. Nothing has taken its place.
- Weak clerking on committees. Develop a mechanism to evaluate our volunteer clerks and permits their removal when they cannot fulfill their responsibilities.
- So much to do, feeling overwhelmed and it is all so important.
- Making transition to the next generation – to people Noah’s age. Seem to be young friends but their presence doesn’t seem to impress upon me.
- We seem unable to speak with one spiritual voice.
- Bringing people in (past initial stages of interest) to continuous and ongoing engagement. Engaging those monthly meetings who only attend MM. Sharing across MM
- Our young friends are crumbling. If we want younger people involved we have to involve non-retirees.
- We are undisciplined in how we do business. WE get bogged down in Yearly meeting.
 - People talk about their own personal feeling.
 - Presentations not readable. Need people who are presenting to come early and get some feedback. What is our strategy? What is our end goal?
- There is a difference between facilitating and clerking.
- We have some really dysfunctional committees: ? two committees with parallel charges?
 - Should further collapse the number of committees.
 - Don’t know how to deal with conflict
- How to draw the line with bullies? How can we work on conflict, if we are conflict adverse? X Meeting didn’t have enough structure and training to notice it, recognize it and to handle it.
- Yearly meeting can’t prop up the quarter. How to offer more intense support for meetings.
- Worry about the impact of the baby boomers who have strong theological views based on what is NOT embraced. What is their baggage doing to the unfolding of the Quaker tradition?
- Structure: holding ourselves to a higher discipline.
- Make space outside of business to take care of each other and not use business to get our person needs met.
- Worry that we can have too many committees both locally and at the NEYM level. Committees can suck the life out of you. Any way to have less but focus on inward and outward work?
- Have YM volunteers take responsibility for cultivation, solicitation, and get some adult programming regarding faith and money off the ground.
- How to grow our meetings...attract young families with a real ministry of welcome. Everyone needs to be welcoming. Everyone goes over and has long conversations. Let us teach you what we are doing here...that we are very excited about
- Seeing there are some mental health issues in our community: when should we be calling in experts? If people aren’t capable of engaging in a committee process?

- We are struggling with not struggling. We are not acknowledging the struggle in the world if we are not struggling.
- Don't think that people have a common idea of what Quakerism is about and what it should be. Large part of NEYM are new and haven't understood the basics.
- We pay attention to problems and give them more power than they should have. If we paid attention to our gifts and struggles, they might become part of our defining experiences. If we are a community that loves one another then we to (meet people where they are and still love them).
- Always acting from the first principle of loving each other (we get frustrated with slower processes of discernment). Shouldn't feel like a burden or frustration
- We get distracted or sidelined by particular individual needs; small pieces of discomfort
- When we feel isolated and alone. When we feel we don't have enough people in our meetings.
- How to balance flexibility with being alive to NOW.
- We are taking a serious look at white privilege and racism, climate change work ... not easy but we are confronting that.
- Public statement from time to time. Very happy about that.
- Not sure about the numbers?
- We are taking risks that others are not taking. We are willing to trust each other more than if we were falling back on our structures. Visitor from another meeting observed several years ago: "it seems like you all really love each other." That is part of our resilience in the face of scary change. Our love for each other being held in that greater love.
- We are really listening to what monthly meetings are saying.
- Really wonderful stuff going on in New England – a lot to celebrate; Genuine passion
- Administrative and structural changes are amazing. They will enable spiritual growth.
- Being honest about what is working and what is not.
- Providing talking points to the community to carry back to the local meetings.
- Committees struggle – volunteers and staff don't have time
- To keep people engaged. Need to reaffirm our values, to let people know we are there and then make the experience one they want to be a part of. Have ways for them to participate at different levels of engagement.
- Small groups, far flung. How to be supportive without being threatening. What if we offered to support the Vassalboro Quarterly meetings?
- How to bridge intergenerational gaps and make people feel safe no matter what age.
- Too much stagnation in leadership over time. Some meetings same leaders for 20 years. need to help younger people who haven't been in leadership.
- Be clear enough in the roots of our tradition. Make a clear and specific invitation to join the Quaker path. Administrative kinds of things. Nominating struggles, committees that struggle, Lack of time, lack of sharing. Records not good. Information not good.
- Trying to be perfect. The perfect is the enemy of good. We can't stop doing out reach until we figure out how to be perfect. Need to invite friends to join us. We could be talking about a spiritual life.

- Gap between people who are on board and people who are not. The ship has gotten off the rocks with a ton of people on it. More people on the boat looking back at those who are still on the shore. We are trying to pull people in.
- We are struggling with honesty and being real about talking about the hard things in a tender way. Getting better at it but still struggling.
- It is a huge step to say we need a plan. Now we are at the next step of moving forward toward that plan and letting go of some priorities.
- How to be acceptable to a broader audience especially people new the quaker world.
- Is a week-long event (Sessions) the best method for engaging everyone or meeting all of our goals?
- Monthly meeting level. Want young people but when they return they are not recognized. That is the greeter's job.
- Recognition that the two-year old's gurgling and laughing are part of worship too, it isn't keeping you from worship. Need to open (our hearts/minds) to the different ways of being a Quaker, pastored, Christ and/or Bible based.
- We have invisible boundaries. Sometimes people don't say things because what they think is un-Quakerly. We don't talk about what those invisible boundaries are. What is our relationship with spirit? We are not comfortable with conflict. We need to create spaces to have those conversations (about what needs to fall away and what needs to be added).
- Continuing to struggle with Racism, White supremacy, Climate Change, Sexuality and Sexual identification.
- We struggle when we fail to live our faith as a Movement. There are times and issues when the possibility of living our faith like a movement intensifies and in those cases we can lose our spiritual focus.
- We also struggle under the weight of our own busy ness. The ways that we don't stop (more than our needs) create the more serious instance to grow in the spirit and as a blessed community.

4. If you could change anything about NEYM as a whole, what would it be?

- That Friends would EXPECT to be astonished by Grace and would place their trust and their efforts in the expectation that Grace is always surrounding and upholding us waiting for us to cooperate with it and invite it into the world.
- Better ice cream at Castleton
- More people in the monthly meetings would get involved and see the benefit of the YM. Reports back are always heard with interest but they don't get involved.
- Bring back the spirit and vitality of the Valiant 60 for one year.
- Find ways to appeal to a more diverse group of people. Be less white.
- Maybe we could find a way to share the development of religious education with more yearly meetings.
- More money, more people, a process for getting there – it has to be organic.
- Continued bravery and faith. We have it and keep living into it.
- Broaden the social make up of the membership. More business owners, more line employees: the top and the bottom are missing.
- Would like us to be less corrupted by our culture, less bound by where we come from. There is life in our form That we are comfortable being the people we are called to be.
- That there would be a constant slow trickle of new comers. That people heard about us and joined us.
- Increased outreach /marketing
- Hire more staff to keep moving in the direction of sophistication...so that things that are routine, get out of the way.
- Larger more vital monthly meetings more tightly tied to the Yearly Meeting.
- NEYM would play a more central role in justice movements in New England. Historical Quakers were so radical! The work is wrapped up in spiritual deepening and the friends that change and justice.
- Be more alive in spirit. Bolder engagement with the (outside) world. The more we send love outside the Meeting House, the more love happens in the meeting.
- We would be more religious. Upset that some meetings removed all the Bibles because they were not relevant. Upset that some hold that we should not talk about Jesus Christ.
- Give 15 minutes more to your Meeting Community each week. What would that do to our communities if we put in a little more time, got to know each other a little bit more.
- Wish that there was less bickering. That we felt like we were all moving in the same range of relationship. Wish we had the feeling that "we really can figure this out." The meetings don't trust the yearly meeting. Is it because of our history of following our own guides or is it something else?
- That we wouldn't be afraid of new experiences, new people, expanding the size of meetings... it holds us back.
- Wish we had more conviction that we were going to prioritize ourselves and hold ourselves accountable. Staff is bending over backwards to fill gaps of volunteers not following through. We treat Volunteers like children who need us to pick up all their toys.

- That every person who worships in a monthly meeting understands that we are all NEYM and that their gifts are needed (to keep the Quaker Movement vital)
- Laugh a lot more often so that we can make mistakes. We can't move forward without taking risks. Boldness is missing.

Presentation to Permanent Board Sept. 22

Introduction:

The Archives and Historical Committee concern regarding the release of the Bloudy Tenent funds from a designated fund to the general operating reserve has not been fully resolved for the Committee.

The committee appreciates the acknowledgment of lack of communication and collaboration before this decision was taken. We can also appreciate that we and the Permanent Board may have different interpretation of the Permanent Board minute from 2015 concerning the use of the designated fund.

We have sold The *Bloudy Tenent of Persecution, for Cause of Conscience, Discussed in a Conference between Truth and Peace* (by Roger Williams),[1] a rare, old book discovered within our archives, and have received \$128,800 from the sale. Permanent Board directs that this \$128,800 be tracked separately until the future of our archives and future expenses related to our archives are clear.

As a committee, we would NOT agree that future expenses related to our archives was clear. We did finalize the MOU and have defined the role of a NEYM Outreach Archivist. However, we have not had an annual meeting with Rob Cox, directory of UMASS Special Collections and University Archives (SCUA) to determine what is still needed from the Yearly Meeting.

The committee has given thoughtful consideration to the work needed for the Archives, which would not be part of an Outreach Archivist role. We have tried to identify more immediate projects needs as well as longer term projects which would support the purpose of the Archives.

Listed below in priority order are projects the Archives Committee believes necessary to support the Archives. This work which can be structured as projects is above and beyond the the work which has been outlined for the NEYM position of Outreach Archivist. I have appended the proposed responsibilities for that position at the end of this document. The position of Outreach Archivist as an ongoing NEYM position will be critical working with Monthly and Quarterly Meetings to fill gaps in the Archives and create processes to continue the creation, consolidation and transferring of permanent records.

The projects listed here are those which would serve to complete the work of donation of the Archives. To bring the donated records up to a state of maintenance that existed

at the time of the publication of the 1997 Guide to the NEYM Archives. The first two outlined projects would support bringing the Guide from 1997 to 2016.

- ❖ Provide support for an archivist to get the large number of boxes which contained loose and uninventoried materials processed. This additional resource at SCUA would help oversee student workers.
 - This is work which should have been done prior to the deed of gift or at the time of the move. It is the legacy of the limited support the Archives received over many years.
 - It is important to make these materials a cohesive part of the Archives and therefore accessible via a finding guide. As most of the collections are not digitized, the finding guide will be at the heart of the use of the Archives, both for Meetings and researchers.
 - This will be critical work to support the ongoing outreach work of the NEYM Outreach Archivist working with Monthly and Quarterly Meetings.
- ❖ Support for an archivist to further the development of the Archives Finding Aids at SCUA. A good finding aid is a descriptive inventory that allows experienced researchers to plumb the richness of a collection. It also provides routes into a collection for less experienced researchers.
 - normalize and finalize the arrangement of the finding aids;
 - generate collection-level finding aids for Monthly Meetings;
 - add to the SCUA finding aids the information regarding NEYM Monthly Meeting records (and other NE Meeting collections) held elsewhere (for example: Maine Historical Society, Nantucket Historical Society).
 - Finding Aids are the means by which Meetings, researchers and genealogists can find a subset of the collection which they need for reference. We want Meetings to be able to access their own records as needed for past records with more ease than in the past. We want researchers and those seeking to understand our spiritual and activist past to be able to find relevant material before either going to UMASS for research or calling to have records copied and sent to them.
 - This work would set the foundation that would allow SCUA to keep the finding aids current going forward. The Stadler Finding Aid provided at the time of the transfer was 20 years out of date, so these projects would be supporting the Archives at least up to the point of transfer.
- ❖ Potential future projects:

These are not prioritized, but illustrate the vision of long-term needs of the Archives.

 - Name indexing of membership records

- Fellowships to work with the collections that would help expose the depth and breadth of the Archives.
- Digitization support, especially for bound volumes
- Digitization support for collections held in locations such as Maine Historical Society that would allow the creation of the full NEYM Archives, at least virtually. Each of these would be a specific targeted project.

For consideration:

If the remaining funds from the sale of *The Bloody Tenent* are not to be again designed as Continuing Projects Funds, how can our Committee engage to propose and gain approval for projects as listed above?

What will be the avenue of communication regarding the need for project funds?

What are the next steps in this dialog?

For reference:

Here is the list of responsibilities for a NEYM Outreach Archivist. The committee has the understanding that in this fiscal year, we will support this work with the remainder of the funds which had been set aside for a consultant to facilitate the transfer of the Archives, with the understanding that a part-time position will be part of the operating budget in fiscal year 2020.

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. The Archives and Historical Records Committee of New England Yearly Meeting, is responsible for both encouraging Meetings and Committees to adopt good practice to preserve and donate its records to the New England Yearly Meeting Archive held by the Special Collections and University Archive (SCUA) at the W.E. Dubois Library at UMass Amherst.

To support this on-going work, the committee works with an outreach archivist. The responsibilities of the Outreach Archivist include:

- Reaching out to and supporting local meetings to ensure that they are creating, gathering, and transferring permanent records
- Participate in Archives Committee meetings, working with the committee to identify needs and the steps required to address those needs.

- Providing regular updates to the Archives Committee and NEYM staff
- Being a resource for SCUA to help them navigate meeting structure and the Quaker manner of conducting our affairs.
- Serving as a bridge between the meetings (monthly, quarterly, and yearly) and SCUA
- Conducting a gap analysis of the records of each meeting represented at SCUA, following up with those groups whose records are not complete. An example is to encourage meetings to contact long-time members of meetings to learn about the history (and recordkeeping culture) of specific meetings and to locate records that might still be with members.
- Attending Quarterly Meetings and Yearly Meeting Sessions to connect with clerks and others
- Giving brief presentations and more in-depth workshops about recordkeeping, and on creating and maintaining records of meeting activities.
- Working with PB and NEYM staff members to ensure that permanent records of meetings that are going to be laid down are retrieved and transferred to SCUA
- Connecting with other Quaker archivists and exploring opportunities to collaborate
- Attending the biennial Conference of Quaker Historians and Archivists
- Liaison with other repositories holding Meeting Records such as Maine Historical Society, Old Dartmouth Historical Society, Newport Historical Society and the Nantucket Historical Society

Required or preferred qualifications include: knowledge of Quaker history and organizational structure; knowledge of archival best practice; experience as both a practicing Quaker and a practicing archivist; an interest in working closely with a wide range of people; the ability to travel with a personal vehicle; the ability to occasional work nights and weekends.

It is anticipated that this position can be supported in a 32 – 48 hours per month.

Friends Camp Proposed FY2019 Operating Budget

Robb Spivey's Treasurer's Notes Sept. 2, 2018

Executive Summary

Anna has been camp director for two seasons now, and has developed an excellent handle on camp finances. She has prepared this proposed operating budget for FY2019, which has been thoughtfully reviewed and approved by the FC Finance Committee. Looking at the bottom line, the budget reflects the current good health and management of the camp finances, projecting an operating surplus of \$7,400.

Flower Points (I dislike referring to them as bullet points)

Acct. 4101 Summer Camp Tuition: This line represents gross campership tuition, before scholarships and discounts are applied. It is noticeably higher this year due to a combination of Anna's on-going and successful efforts to bring camper population closer to capacity, and a proposed camper fee cost of living increase. Anna will be explaining the camper fees worksheet.

Acct. 7117 General Campership Granted: This represents tuition discounts granted at Anna's sole discretion to campers she determines are in financial need and for whom specific camperships are unavailable and general campership contributions received (Acct. 7112) have been exhausted. Although this is a necessary part of being able to bring children to camp, this number has been increasing and now represents 7.5% of gross summer camp tuition. At some point Anna and the FC Committee should discuss how this works. The committee may want to set a general percentage cap, or at least a guideline on how much the director is authorized to grant in tuition discounts.

Acct. 5111 Director Salary: The FC Personnel Committee has recommended a salary increase for the director, broken down as a 10% merit increase and a 2.8% cost of living increase. This has been incorporated into this line item. It is important to note that the salary increase will also result in increases to expenses for pension plan, disability insurance, workers compensation and payroll taxes. I estimate the proposed salary increase will result in a total cost increase of \$7,000. The proposed salary increase should be addressed by the FC Committee as a minute separate from the budget.

Acct. 5131 Counselor Salaries: This line is higher due to an increase in the number of counselors Anna would like to hire, and a very modest rate increase.

Acct. 5310 Depreciation: As we add to our physical plant (e.g. Magpie in FY2018) and make significant repairs, the amount we need to budget for depreciation will increase. This number is based on the current depreciation schedule prepared by our accountant, Jeff Mansir, modified by the estimated costs for new, repair and replacement projects in the proposed FY2019 capital budget. While the amount budgeted for depreciation is based on the best information we have, I continue to be concerned it may not be enough to keep up with needed capital expenditures as

we move forward. More analysis will be forthcoming, and this is a topic for a different discussion. I am comfortable with it for this budget cycle.

Anna has additional explanatory notes next to numerous line items.

Additional Thoughts

We had a very good year in FY2017 – our net surplus was \$24,577. This was due in no small part to Anna's success in increasing camper numbers. Also significant was the fact that as a new director, Anna was hired at an entry level salary. We were also fortunate that we did not have to pay her health insurance, saving us \$10,000.

Starting in FY2018 we had to pick up the health insurance cost. The FY2018 budgeted surplus is \$9,000. Anna's current best guess estimate of the actual FY2018 surplus is \$24,700. It is important to note that almost \$10,000 of this is due to a just-received one-time bequest. Absent that, the projected surplus would be \$14,000, still very comfortable.

In FY2019 we are looking at an increase in directory salary and associated expenses of \$7,000. Anna has still been able to propose a budget with a projected surplus of \$7,400. This has been made possible only by applying a cost of living increase to camper fees.

Chrystal-balling FY2020 and beyond, as we near camp capacity for campers and costs inexorably rise, I believe it will become more difficult to generate a balanced budget. Unless we can find a way to increase contributions to the general fund, it will be essential to continue regular cost of living tuition increases. Another major downturn in the economy with a resultant reduction in camper numbers could throw us into deficit mode, and we need to be prepared for that eventuality.

FY2019 Proposed Operating Budget

	FY2019 Proposed Budget	FY2018 Best Guess	FY2018 Budget	Notes
Income				
4100 Summer Program Fees				
4101 Summer Camp Tuition	386,555	367,000	363,995	396 sessions + 8 CITs
4102 Extra Day Between Sessions Fee	1,400	1,620	1,400	
4103 Fox & Fell Hiking Trip	1,400	1,360	1,000	
4104 Camper Transportation Fees	2,500	3,090	2,500	
4142 Staff Children Discounts Granted	-2,000	-4,460	-4,000	
Total 4100 Summer Program Fees	389,855	368,610	364,895	
4200 Contributions Received				
4201 Contributions from Individuals	22,000	31,000	22,000	FY18 high b/c of bequest decrease in recent years
4202 Contributions from M & Q Meetings	4,500	4,000	7,000	
4211 Contributions from NEYM	2,200	2,111	2,130	
4221 Renewal & Replacement Cont.	0	6,225	0	
Total 4200 Contributions Received	28,700	43,336	31,130	
4300 Other Operating Income				
4311 Off-Season Rentals	24,000	24,000	18,500	More recurring school groups
4321 Merchandise Sales	8,000	8,000	6,550	
Total 4300 Other Operating Income	32,000	32,000	25,050	
7110 General Campership Fund				
7112 General Campership Contributions	6,000	5,677	5,200	based on recent years
7117 General Campership Granted	-29,000	-27,000	-22,305	
Total 7110 General Campership Fund	-23,000	-21,323	-17,105	
7120 Codman Academy Fund				
7121 Codman- Transfer from Equity	0	2,456	0	
7122 Codman Academy- Contributions	4,500	2,326	4,880	
7127 Codman Camperships Given	-4,500	-4,200	-2,050	
7129 Codman- Transfer to Equity	0	-582	0	
Total 7120 Codman Academy Fund	0	0	2,830	
7140 One Child at a Time Fund				
7141 OCAT- Transfer from Equity	0	2,845	0	
7142 OCAT- Contributions Received	2,000	1,395	8,200	
7147 OCAT Camperships Given	-2,000	-4,240	-4,400	
7149 OCAT- Transfer to Equity	0	0	0	
Total 7140 One Child at a Time Fund	0	0	3,800	
Total Income	\$427,555	\$422,623	\$410,600	

FY2019 Proposed Operating Budget

	FY2019 Proposed Budget	FY2018 Best Guess	FY2018 Budget	Notes
Expenses				
5100 Staff Expense				
5110 Director				
5111 Director Salary	54,400	48,235	48,235	COL raise and 10% merit raise
5112 Pension Plan - Employer (10 %)	5,440	4,823	4,823	10%
5113 Health & Disability Insurance	9,762	8,600	10,227	based on NEYM projections
Total 5110 Director	69,602	61,658	63,285	
5120 Support Staff				
5121 Maintenance	20,800	19,000	20,000	Raise to \$26/hour (4%)
5122 Kitchen	21,000	16,648	18,000	one more super person
5123 Assistant Directors	11,000	12,891	13,000	reduced number
5124 Nurse	5,200	5,256	5,200	
5125 Senior Consultant	0	2,400	2,400	contract ended
5126 Winter Assistant Director	2,000	2,600	3,000	for events, etc.
Total 5120 Support Staff	60,000	58,795	61,600	
5130 Counselors				
5131 Counselor Salaries	59,000	52,211	53,000	26 counselors, small raises
5132 International Staff Agencies	6,000	3,954	8,000	based on last few years
Total 5130 Counselors	65,000	56,165	61,000	
5140 Staff Development				
5141 Professional Devel.- Director	2,900	3,100	2,900	
5142 Staff Safety Training	3,700	3,442	3,700	
Total 5140 Staff Development	6,600	6,542	6,600	
5150 Travel				
5151 Director Travel	5,000	3,600	5,200	reduction based on 2017-8
5152 Summer Staff Travel	2,100	2,350	2,100	
Total 5150 Travel	7,100	5,950	7,300	
5160 Other Staffing Expense				
5161 Workers Compensation	8,000	7,421	7,400	more staff
5162 Payroll Taxes	12,600	11,500	11,700	more staff
5163 Staff Background Checks	700	651	600	more staff
Total 5160 Other Staffing Expense	21,300	19,572	19,700	
Total 5100 Staff Expense	229,602	208,682	219,485	

FY2019 Proposed Operating Budget

	FY2019 Proposed Budget	FY2018 Best Guess	FY2018 Budget	Notes
5200 Summer Program				
5210 Kitchen Expenses				
5211 Summer Food	53,400	54,000	52,600	
5212 Kitchen Re-Usables	1,200	1,350	800	
Total 5210 Kitchen Expenses	54,600	55,350	53,400	
5220 Summer Vehicles				
5221 Summer Van Rental	8,200	8,379	8,000	
5222 Summer Vehicle Fuel	800	800	1,200	
5223 Summer Vehicle Insurance	400	618	350	
5224 Charter Bus (NEYM Sessions)	2,500	2,130	2,500	
Total 5220 Summer Vehicles	11,900	11,927	12,050	
5231 Medical Supplies	1,000	2,009	1,400	no epi-pens or computer
5241 Program Supplies	5,500	6,109	4,100	recent years
5251 Merchandise	7,000	8,069	5,500	
5261 Summer Laundry	4,700	4,798	3,000	staff laundry included
5271 Stayover Expenses- between sess.	1,400	1,330	1,500	
5281 Fox & Fell Camping Trips	1,000	510	1,000	
Total 5200 Summer Program	87,100	90,102	81,950	
5300 Property Expense				
5310 Depreciation	24,500	20,000	20,000	
5321 Buildings & Grounds Supp. & Serv.	17,000	16,500	14,500	incl. \$2k for land survey
5330 Utilities				
5331 Telephone & Internet	3,000	3,000	3,800	less expensive plan
5332 Heating Oil	500	500	500	
5333 Trash Removal	600	1,000	600	down to trash once/ week
5334 Electric	4,000	4,000	3,800	steady increases
5335 Propane Gas	1,600	1,052	1,200	new heater is propane-fired
Total 5330 Utilities	9,700	9,552	9,900	
5341 Winter Office Rent	2,800	2,800	2,800	
Total 5300 Property Expense	54,000	48,852	47,200	

FY2019 Proposed Operating Budget**5400 Administrative Expenses**

5411 Property and Liability Insurance	11,200	11,108	11,000	
5421 CampMinder Online	4,800	4,700	6,600	got a deal on pricing
5430 Accounting				
5431 Credit Card and ACH Fees	5,000	5,000	4,000	
5432 Payroll Expenses	2,400	2,550	2,400	
5433 Accounting Services	1,500	2,000	2,500	
5434 Bank Service Charges	100	50	100	
5435 Professional Accounting Review	1,400	1,400	1,400	
Total 5430 Accounting	10,400	11,000	10,400	
5441 Memberships and Subscriptions	3,200	3,133	3,000	
5450 Marketing				
5451 Printing	1,500	1,800	2,500	fewer printed materials
5452 Website Design & Changes	1,300	900	700	significant website updates
5453 Advertising Expenses	1,900	1,881	2,000	
5454 Newsletter	800	798	800	
Total 5450 Marketing	5,500	5,379	6,000	
5461 Office Supplies and Services	2,800	3,800	5,400	no computer needed
5471 Fund Raising Mailings	1,200	1,200	4,000	going to pack myself
5481 Postage	1,000	1,400	2,200	
Total 5400 Administrative Expenses	40,100	41,720	48,600	

5600 Off-Season Programs

5611 Off-Season Food	4,000	3,600	3,200	more off-season programs
5621 Off-Season Staff: Kitchen, etc	4,500	4,200	0	more off-season programs
Total 5600 Off-Season Programs	8,500	7,800	3,200	

5710 Donations to Other Organizations

5711 Donations to Local Organizations	100	50	100	
5712 Simple Meal Donation	750	750	700	
Total 5710 Donations to Other Orgs	850	800	800	

Total Expenses	\$420,152	\$397,956	\$401,235	
Net Operating Income (Surplus)	\$7,403	\$24,667	\$9,365	

FY2019 Draft Capital Budget-
Approved by FC Committee 9/8/18

Income

Notes

Depreciation Budgeted Amount	24,500	Allocated in operating budget for renovations and replacement
Fundraising for new cabin- camper families	2,500	
China Meeting- Meetinghouse Roof	1,200	This is fairly up-in-the-air.
Pull from Friends Camp Reserves	960	
FY2019 Anticipated Surplus	7,400	
From Pooled Funds- Capital Improvement Fund	5,000	Total balance is around \$47,000
Oak Grove Fund Grant	4,000	Meetinghouse Indoor Project
Grant from Obadiah Brown Fund	7,000	Meetinghouse Indoor Project
Fundraising for Meetinghouse Indoor Project	2,000	

54,56

TOTAL

0

Expenses

Meetinghouse New roof	14,000	Spring '19
New Cabin	18,360	Fall '18
Meetinghouse inside walls project	18,000	Late Summer '19
New Roof on Condor	1,200	Fall '18
Back shed on Garage	3,000	Late Summer '19

54,56

TOTAL

0

Friends Camp / New England Yearly Meeting

BALANCE SHEET

As of September 14, 2018

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	\$109,154.91
Accounts Receivable	\$1,850.00
Other Current Assets	
1301 Undeposited Funds	225.00
1400 NEYM Pooled Funds	
1401 NEYM Pooled Funds Principal- Restricted	40,000.00
1402 NEYM Pooled Funds- Unrealized Gains Asset	4,251.35
Total 1400 NEYM Pooled Funds	44,251.35
Total Other Current Assets	\$44,476.35
Total Current Assets	\$155,481.26
Fixed Assets	
1610 Land	
1611 Original Cost- Land	188,698.73
1612 Valuation Adjustment- Land Asset	326,101.27
Total 1610 Land	514,800.00
1620 Buildings	0.00
1621 Original Cost- Buildings	340,230.64
1622 Valuation Adjustment- Buildings Asset	258,954.35
1624 Construction in progress	0.00
1629 Accumulated Depreciation- Buildings	-106,020.59
Total 1620 Buildings	493,164.40
1640 Furniture, Fixtures & Equipment	0.00
1641 Original Cost- Furniture, Fixtures, & Equipment	61,859.69
1649 Accumulated Depreciation- Furniture, Fixtures, & Equipment	-38,096.57
Total 1640 Furniture, Fixtures & Equipment	23,763.12
1650 Vehicles	0.00
Total Fixed Assets	\$1,031,727.52
TOTAL ASSETS	\$1,187,208.78
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	\$0.00
Other Current Liabilities	\$171.68
Total Current Liabilities	\$171.68

	TOTAL
Long-Term Liabilities	
2101 Reserve for Professional Accounting Review	1,400.00
2610 N/P Dwight Lopes Loan	0.00
Total Long-Term Liabilities	\$1,400.00
Total Liabilities	\$1,571.68
Equity	
3001 Opening Balance Equity	0.00
3100 Unrestricted Net Assets	529,772.09
3200 Temporarily Restricted Funds	
3210 Pooled Funds Principal	40,000.00
3230 Campership Funds	0.00
Total 3200 Temporarily Restricted Funds	40,000.00
3300 Valuation Adjustment	
3312 Valuation Adjustment- Land Equity	326,101.27
3322 Valuation Adjustment- Buildings Equity	258,954.35
Total 3300 Valuation Adjustment	585,055.62
3402 Pooled Funds- Unrealized Gains Equity	4,251.35
Net Income	26,558.04
Total Equity	\$1,185,637.10
TOTAL LIABILITIES AND EQUITY	\$1,187,208.78

TO: NEYM Permanent Board
FROM: The Work Group Challenging White Supremacy (CWS WG)
Susan Davies, clerk; Xinef Afriam; Fran Brokaw; Julie de Sherbinin; Anita Mendes;
Jeremiah Dickinson; Carole Rein; Mary Zwirner; Will Taber
TOPIC: Proposal for the Renewal of Charge to the CWS WG
DATE: September 22, 2018

+++++

Since its creation, the Work Group has been intentional about building a cohesive, functional and self-motivated group. Every individual member has taken personal initiative to deepen their understanding of the hold that white supremacy culture has on us personally, and as members of our society. We offer the knowledge, experience and learning of this workgroup, and our ability to work together, as a resource for the YM to use, in whatever ways we can best be of service in racial healing and fostering awareness of internalized racism in NEYM.

In the past year, the Work Group collected material that could be of use to monthly meetings starting to hold discussions on white supremacy and racism. The Work Group held workshops at the April Living Faith Gathering in Portland and at Yearly Meeting Sessions to introduce this material. In June the Work Group hosted a workshop at Wellesley Meeting to help demonstrate some of the material we had collected and to train people to use this material in their home meetings. About 50 people attended from many monthly meetings.

The Workgroup intends to undertake the following work in the coming year:

- **CWS requests** that Permanent Board approve new member Diana White (Farmington Friends Meeting, sojourning at Atlanta, GA Friends, living in Montgomery, AL) to the ad hoc workgroup
- **CWS remains committed** to assisting monthly meetings in beginning or continuing their own discussions on racism and white supremacy. We intend to continue to help meetings build their own capacity to have these discussions by holding workshops and by making resources available to meetings. We plan to provide meetings a list of people who are able to visit meetings and facilitate discussions on racism and white supremacy.
- Given the events at Sessions, **CWS stands ready to assist NEYM** in whatever way that PB finds useful. **CWS would like to offer** a member of our workgroup to participate on the NEYM M&C planning group to discern the design and work of the “cultural observers” for NEYM Sessions. We are concerned to counter any tendency in NEYM to retreat to different silos of work and responsibility, and to instead understand the mutual need for team work and developing shared understanding and shared visioning.
- **Upcoming activities** being planned:
 - Planning for second gathering of C&A, RSEJ, CWS, M&C to continue the work of breaking down silos, and creating a shared vision. Tentative date- January 5, 2019
 - Planning and initial contacts re: a “NEYM Youth Worker Training” on implicit racial bias and micro-aggression awareness. Initial conversations with Friends Camp Director, Anna Hopkins, and C&A have had a positive response.

Preliminary Framework for Re-examination Yearly Meeting Clerking Structures and Practices

Purpose: A small ad-hoc group would like to propose a preliminary framework for the re-examination of Yearly Meeting clerking structures and practices requested at Sessions.

Background: We received the following instruction from Sessions this year:

We instruct Permanent Board to perform a formal re-examination of the structures and practices of clerking in the Yearly Meeting, including the clerks' table, clerks of major committees, and support structures for clerks.

Action: We suggest the formation of an ad-hoc working group to do the following:

- Learn about the responsibilities of the significant volunteer leadership roles in NEYM, including Presiding Clerk, Clerk of Permanent Board, Clerk of M&C, and Treasurer.
- Learn about the time and financial implications of taking on these various roles, which historically have limited the pool of candidates.
- Consider whether there are changes to our structures or practices which would ease the burden of these roles, without significant loss of insight into the issue facing the YM.

A preliminary list of activities which might inform this discernment include:

- Obtain the job descriptions for the various positions
- Consult with Clerk's Nominating and with Internal Nominating to learn why people who have been asked have turned down the requests. If possible, speak directly with candidates who are willing to talk.
- Convene a meeting of current and former presiding clerks and treasurers to hear their thoughts and experiences. In particular, explore how much of what is "required" is critical to the understanding and insight required to do the role and opportunities for sharing or reassigning responsibilities. In addition, document how their leadership was nurtured.
- Consult with representatives of other Yearly Meetings to learn how their structures work, how the time and financial burdens of the roles are handled (through sharing or reimbursement), and leadership is nurtured.
- Consult with a diverse group of Friends not currently in leadership positions to identify how their leadership is being nurtured and their perceptions of the requirements of the leadership roles.

Respectfully submitted,

Ian Harrington and Bruce Neumann

September 22, 2018

Report from At-Large Nominating Committee to Permanent Board

At our meeting on August 27, 2018, Friends approved forwarding the following names to Permanent Board for approval:

- Epchez Yes (Northampton) – FGC representative 2021
- Heidi Babb (Concord)– ECM 2021
- Reb McKenzie (QC/Unity) – ECM co-clerk 2019 (extending her service by one year to support her continued clerkship)
- Diane Dicranain (Winthrop Center)– Faith in Action, clerk 2021
- Kathleen Wooten (Fresh Pond) – Faith in Action, 2019
- Dawn Tripp (Allen's Neck) – FUM Board 2021
- Thomas Vargo, (Northampton) Permanent Board 2023

Fritz Weiss

Acting clerk

Internal Nominating Committee Report to Permanent Board Sept 22, 2018

Clerk: Sarah Gant -2015-2019

Recording Clerk : Hannah Zwirner Forsythe Aug. 2018- 2021

2019	2020	2021	2022	2023
Ian Harrington Chris Gant #Philip Ston WilliamWaulkauskas @Sarah Gant	# Ben Guaraldi #Rosemary Zimmermann Anna Radocchia Carole Rein	Kimberly Allen Rebecca Leuchak Christopher McCandless Mary Zwirner	Gina NortonSmith Darcy Drayton #Hannah Zwirner Forsythe Sara Smith Elizabeth Szatkowski Travis Belcher Elizabeth Kantt	Will Taber Martin Blood- Forsythe Jean McCandless Ed Mair Peter Bishop

in second term (can't be reappointed)
@ clerk

* filling out term – can be reappointed 2 entire terms

Sub Committee	2019	2020	2021	2022
Clerks Nominating	+Greg Williams +Rachel Walker Cogbill	+Edward Mair +Fran Brokaw	Travis Belcher @#Leslie Manning	
Personnel	Travis Belcher +Carl Williams Dwight Lopes	Chris Gant @Dulany Bennett Elizabeth Szatkowski		+Neil Blanchard +Eleta Jones #Maureen Lopes
Internal Nominating	# Carolyn Stone	+Allan Kohrman		@Will Taber +Penny Wright
YM Nominating at Large	+ Marion Baker	+LouAnne McDonald +Margaret Marshall + Karen Sargeant		
YM Nominating Clerk			Jackie Stillwell	
Student Scholarship Granting Committee	+Allan Kohrman +Rebecca Leuchak +Justice Erickson Ian Harrington			
Friends Camp Nominating	+Amy Lee Viera +%Joann Austin	+@Maggie Nelson John Reuthe		
NEYM Secretary Supervisor		+Elizabeth Reuthe		
Faith and Practice Revision	+Douglas Armstrong +Eric Edwards +Marion Athearn +Eleanor Godway	+RachelWalker Cogbill +James Golden	+Susan Davies @+Phebe McCosker	+Maggie Edmondson +Susan Reilly

Bold = Submitted for Permanent Board Approval **+** = not on Permanent Board **#** = in second term
@ clerk **%** appointed by Friends Camp clerk

During June and July 2018, as part of NEYM Secretary's Service Review, several constituencies were asked for feedback. The data gathered included members of the following groups::

- NEYM Staff
- Coordinating and Advisory Committee
- Elders of NEYM
- Committee Clerks
- Permanent Board
- Other Active Friends
- Local Meetings Clerks
- Liaison Organizations such as NYYM, FUM, et al

Over seventy people were contacted to either participate in an interview or to share their feedback by email. Forty people responded. Several of the questions concerned NEYM as a whole.

1. What do you think is needed for New England Yearly Meeting Friends to thrive given our five goal areas of
 - Spiritual Development & Religious Education
 - Outreach, Welcome, Inclusion & Witness
 - Relationship & Communication
 - Leadership & Administration
 - Stewardship, Integrity & Accountability
2. How do you think the Quaker movement in New England is doing? How is it changing Positively?
3. Where are we struggling?
4. If you could change anything about NEYM as a whole, what would it be?

The following is a compilation of direct quotes answering these overarching questions about NEYM. They were provided by individuals from all the above groups to these overarching questions about NEYM. Themes have not been identified, nor have the answers been sorted to reflect similarity, however, their content is very powerful as C&A begins to think about the priorities for the next year.

1. What do you think is needed for New England Yearly Meeting Friends to thrive given our five goal areas of:

- **Spiritual Development & Religious Education**
 - **Outreach, Welcome, Inclusion & Witness**
 - **Relationship & Communication**
 - **Leadership & Administration**
 - **Stewardship, Integrity & Accountability**
-
- Do more to help the world know that we exist and what we believe in. This means an emphasis on outreach combined with clear expression of our values and beliefs.
 - Faithful listening to the guidance of the Spirit. Friends responding whole-heartedly to their leadings.
 - Support for leadings both with support committees and financial support to release a Friend to pursue their leading.
 - A Friend from another yearly meeting lately expressed bafflement that we don't do more support and release of Friends in this manner. She said "we tithe". When someone has a clear leading for ministry we say "what do you need to help this happen?"
 - The five goals: not sure that all Friends and Monthly Meetings have them on their radar. So what is the missing piece?
 - Re-prioritize focus on the necessary inward, lonely spiritual work of individuals, in order to faithfully tune in to the "still small voice", especially to strengthen the willingness to follow it when it seems to be leading one away from "the crowd."
 - We have an outstanding job developing RE curriculum for our young Friends. We need a curriculum for adult RE. Gather resources from other Friends organizations and make them available to the MM's.
 - We are engaging in witness but not identifying ourselves as Quakers. WE need bling: baseball hats, t-shirts, banner for public witness. YM should provide graphic files to MM's and be able to assist with their use upon request.
 - Getting more people involved in some way.
 - Do a better job of outreach. Ad in the newspaper?
 - None of the goals will thrive until we bring back the unfettered spiritual ardor that (youth) can bring albeit with the wisdom of deep spiritual searching and discernment by all the generations.
 - One day programs
 - Spiritual development always needed.
 - Communications needs to find ways to reach people who do not get emails.
 - Having a stronger culture of supporting ministers and ministry
 - Investing in helping our children transition into adulthood
 - Making sure we are preparing people for the committee work we are asking them to do. Giving Guidance.
 - Board development of the Permanent Board
 - Back to worship on the local level
 - Inter-visitations local level – strengthens all five goal areas.

- Consider paying ministers or paying staff to do what ideally would be done by volunteers
 - To accomplish any of the goals with the depth and focus required, the YM must be sure to assign specific and measurable tasks to people who are being paid to manage the work, and to manage and engage volunteers. Project management and volunteer management are serious work and when done well, they do not diminish the gifts entrusted to individuals in the YM but serve to liberate those gifts and support them.
- Retaining young Friends as Quakers. Doesn't matter if they leave NE. Retaining them as Quakers is important.
- Working on a ministry of welcoming. Happy to have them.
- We are really welcoming to anyone who believes anything: doesn't invite anyone.
- More involved people. Better ways to get more people involved.
- Some kind of effort to make clerking roles less scary. That those who take on the roles are honored for doing it.
- Tension between professional staff and volunteers. Feedback for Volunteer leaders would be good.
- Stewardship and Accountability: Saying no to more stuff, not trying to do too much.
- How to care about the whole by setting good boundaries with individuals. How to be open and honest versus passive aggressive. How to be kind not nice.
- Communication: our new web site is really important. Lot of issue for people Not being able to access.
- Religious Education: in every case when there is good ministry happening, it transcends and speaks to people. If there is a person who every time they speak they are moving the people and draws them in, we need to acknowledge the gifts and celebrate/acknowledge what is already true.
- An institutional structure that does not absorb us: spending all of our time focusing on the institution. If the institution is not demanding our time, then the Secretary needs to pay attention to the communication, administration and accountability. Tension empowering volunteers to do wonderful work (transformative work) and the staff making it happen because of less volunteer time.
- To keep this institution healthy, creating space of friends to be faithful. A clear understanding of what we are inviting people to.
- Outreach and bringing other people in ...but we can't talk about that until we can be open to fluffernutter instead of quinoa
- We need to laugh together more, celebrate more. We need to begin with seeds of hope not pain. People seek us out because we are celebratory.
- More explicit outreach
- Need a vision of what the YM can accomplish
- 5 goals are the right things to focus on especially coupled with the mission statement of serving and supporting monthly meetings. To thrive we need to underline the goals and priorities, need to ensure what we do is aligned with the goals.
- Need more resources, more staff! Can do it bootstrapping but it takes time and demands relentless focus and difficult choice making.

- The GS position focused on building the administrative and leadership development infrastructure that supports others doing the work and witness rooted in worship.
- We need all the goals to thrive. They are so interrelated. Must have them all.
- In many ways NEYM is already thriving. We are living in a national and global period of enormous instability, inequity, wastefulness, and divisiveness and Friends messages and skills in building consensus, modeling simplicity, living with integrity, dwelling in the light, are important resource for the work before us. Many friends are taking leadership in this work within the Society of Friends and beyond. Noah himself has modeled what it means to be a public friend in this way.
- Availability of weekend programs around New England. On topics such as ministry and spiritual growth are really a great way to broaden Spiritual Development and Religious Education
- It is important to find the bridges to understanding of both our current and our historical experience. I really appreciate the plenary speakers over the past couple of years who have brought in voices beyond Quakerism to open us to further explore witness.
- Stewardship, Integrity & Accountability. NEYM must continue to develop ways to communicate and pull in participation of local meetings and committees. I feel challenged at times regarding how mechanics such as budgets etc. work – where and when do I need to be sure that the voice of the committee will be effectively heard and when is our discernment needed .
- We have to find ways to be as public as possible about our witness on important issues today. Faith in Action committee a good idea.
- More youth. Better communications in the channels that youth understand
- Listen to youth and families
- More participation, more fresh faces, more engagement and ways to engage
- Counteract individualism. Talk about the deep why of Quakerism. What are we reaching towards? We expect to be guided as we have emerging revelation! Supporting people's ministry. Doing business meetings more spiritually
- We don't meet the spiritual and religious educational needs of the younger ones.
- Religious education support
- Need leaders who set goals
- Leaders who step back reflect, worship and see the wider area. Prioritize and delegate. Messaging the changes that we make, sharing the intentions and why we are doing it, a willingness to experiment without certainty and be clear about the end point – what it is and make changes along the way.
- More discernment about when change is urgent, when it can be gradual: Gender, race, inclusivity, sense of urgency is really important to keep people coming back.
- Cross pollination instead of silos at the staff team level. The stronger the team, the less Noah must be the conduit. Establish a robust enough system that could intercept more on the way to Noah.
- More money. Recover from the financial crash a few years ago. Get donations up to the former level.
- Share the five goals from NEYM and let the Local meetings pick two they want to work on.

New England Yearly Meeting Feedback Combined

- To discover the fire and the passion about our faith that makes us bold. When you know something is right and you are willing to fight for it. We are too timid. Passion is what helps people go beyond fear.
- Make it easier to see what is going on at the permanent board. The web site is complicated and doesn't help. Don't have a sense that input is welcome from the monthly meetings.
- What can we do so that the Yearly Meeting is felt as a daily presence and influence in the life of the Monthly Meetings

Puente de Amigos Committee of New England Year Meeting

August 3, 2018

Sarah Gant, Clerk, Permanent Board

Dear Sarah,

The Puente de Amigos Committee has met with Greg Gundlach, Jenny Keller, Julian Grant, Erica Brinton and Lisa Solbert-Sheldon on August 3, 2018 to 'orient' and talk with them about their leading to go to Cuba November 2-15, 2018. Hanover Friends Meeting had already completed their clearness process and at the meeting for worship for business on July 22, 2018 approved their plans to travel to visit its sister meeting in La Habana before going on to Gibara to participate in Cuba Yearly Meeting's celebration of its founding. The Puente de Amigos Committee enthusiastically approves of these individuals travelling to Cuba with the prayers and full support of New England Yearly Meeting. By means of this letter we are forwarding their names on to the Permanent Board so a letter of introduction written by Hanover Friends Meeting's Presiding Clerk can be co-signed by you.

At that meeting, the Puente de Amigos Committee also approved the concept of a twelve-year old to travel with a group if her or his parent was a member of the group. Jenny Keller has asked that her son, Felix Kreis, be considered as a member of the group. The group is willing to have him on this trip if Hanover Friends Meeting finds him to be truly engaged and enthusiastic about the trip.

We are asking Permanent Board to take two actions: (1) to approve for travel the adults listed in this letter and to authorize you to sign Hanover Friends' Meeting's letter of introduction; and (2) to give tentative approval to Felix Kreis to travel with the group on the condition that he is cleared by Hanover Friends Meeting.

Thank you for your prayerful support of the Spirit-led work of the Puente de Amigos Committee.

En paz y fe,

Mary Ann & Len Cadwallader, Co-clerks, Puente de Amigos Committee of New England Yearly Meeting

For information on joining a delegation to Cuba, hosting Cuban visitors to Sessions, and more, contact us!

lennycad@gmail.com or 603-643-1343 * 23 Rip Road Hanover NH 03755