

Agenda

Permanent Board
17 November 2018
Kendal at Hanover

Opening Worship (0930)

Welcome

Roll Call

Minutes: 22 September 2018

Report: Presiding Clerk

Report: Secretary

Report: Treasurer

Funding Priorities

Finance Committee: Proposal: Released Peaceworker Fund

Archives and Historical Records Proposal: Funding Support for Backlog

Proposal: Clerking Working Group

C&A: Purposes, Procedures and Composition: EarthCare Ministry Committee

Report: PB Support of Faith and Practice Revision Committee

Report: Challenging White Supremacy Working Group

Puente de Amigos: Travel Minutes

Travel Minutes:

Kathleen Wooten

Nominating Committees:

Friends Camp Nominating

Internal Nominating

Nurturing Friends Education at Moses Brown School

YM Nominating Committee

Memorial Minutes:

Ramona Moore

Lucinda Selchie

Edward Furnas Snyder

**Permanent Board Meeting
22 September 2018
Mt. Toby Friends Meeting**

18-67: Opening Worship

Friends gathered with members of Ministry and Council and visitors for opening worship. As we reflect on Sessions 2018 and begin our preparations for Sessions 2019 we are called to continued faithfulness in our work today and throughout the year.

18-68: Welcome

Sarah Gant, clerk of Permanent Board, welcomed us to our first meeting of the 2018/2019 year. We met jointly in the morning with Ministry and Council. Friends introduced themselves.

18-69: Presiding Clerk's Report

Fritz Weiss, Presiding Clerk, invited questions from his written report. The Presiding Clerk's report is appended.

*There are always things to do that we don't get to. There is work that we must do today.
And there is work that we won't get to but that does not mean it is not important.*

18-70: Funding Priorities Process

In May Permanent Board approved a funding priorities process to inform Finance Committee's budgeting process. We will be invited to approve priorities at our November meeting. The Coordinating and advisory Committee has offered advices and tests that Permanent Board might use in its discernment in November. Friends provided feedback.

Do the tests allow for pilot projects? Are our queries and advices too practical? Do we understand why similar efforts have failed in the past? Do we have space for laying down old work? Are we continuing things by default? If something is important it will find its way back into the budget. We are accountable to our monthly meetings. Are our testimonies fully represented in these advices and queries?

Friends were reminded that in this process, Permanent Board will forward the results of the discernment on program priorities to the Finance Committee and that Finance Committee is responsible for the development of the budget for the coming year. The funding priorities process is focused on the current budget and is not a long term financial plan.

18-71: Charges to Permanent Board and Ministry & Council on Clerking

The Presiding Clerk provided context for each committees' charge from Sessions to address the concerns raised when the nomination for Rising Clerk was heard. Permanent Board takes on the concern of the structure of the role of clerk to make it more doable for non-male, non-white, non-well off Friends. Ministry and Council takes on the development of "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." See Yearly Meeting Minutes 18-35, 18-53, 18-54 for more details.

18-72: Secretary's Report and Areas of Focus

Noah Merrill, YM Secretary, opened with the observance of Emma Condori, a Bolivian Friend that often when the Spirit is moving the water's surface is rocky but the depth will hold us. Are we too focused on structural changes to solve problems that actually require an opening of our hearts?

The Secretary's report is appended.

The Yearly Meeting Secretary summarized the report on his areas of focus, created in the context of the Secretary's annual review, which will shape his work for the coming year as well as the organization of his reports to our body. Noah's areas of focus are leading the development program, coordinating the funding priorities process, supporting volunteer service empowerment, fostering religious education, and expanding and improving communications. The areas of focus are not intended to include all aspects of the Secretary's work but rather to help when making decisions about what work to prioritize. Details are in his report which is appended. Friends asked questions and provided feedback.

Can we own, with joy, the room we have to grow? We need conversations about the many ways we train volunteers for their roles in the YM. Our RE underlies everything; how do we carry on our RE without an RE coordinator or RE committee. How can volunteers say no when they hear us doing too much? We are grateful for our Secretary's gift for vocal ministry. We hope that Noah will be faithful to the gifts he has and encourage him to ask for help where he needs it. There is too much work for one person to do it all. Is our YM's commitment to work on white supremacy in those priorities?

18-73: Data Privacy Policy

The YM Secretary shared the work that has begun with Sara Hubner, Office Manager, on the development of a data privacy policy. The YM office collects an enormous amount of information about meetings, members, event participation, financial data. We do not have clear guidelines about how we give out information. We have unclear and inconsistent understandings of how we can use gathered information. This lack of clarity and consistency does not facilitate a trustworthy relationship between our members, meetings, and the

administration of our YM. This policy will come to our November meeting. Friends provided feedback for its development.

18-74: Announcements

Friends shared announcements with the joint body.

18-75: Roll Call

The recording clerk called the roll.

Present: Sarah Gant, Clerk; Hannah Zwirner Forsythe, Recording Clerk; Travis Belcher, Peter Bishop, Darcy Drayton, Martin Zwirner Forsythe, Chris Gant, Ben Guaraldi, Ian Harrington, Betsy Kantt, Rebecca Leuchak, Ed Mair, Christopher McCandless, Jean McCandless, Gina Nortonsmith, Carole Rein, Sara Smith, Will Taber, Bill Walkauskas, Mary Zwirner

Ex-Officio: Noah Merrill (Secretary), Bob Murray (Finance Clerk), Shearman Taber (Treasurer), Fritz Weiss (Presiding Clerk)

Guests: Mark Barker, Clarence Burley, Carol Coan, Eileen Crosby, Tom Doyle, Carol Forsythe, Steve Gates, Becky Jones, Rebecca MacKenzie, Heidi Nortonsmith, Nancy Slator, Robb Spivey, Jackie Stillwell, Tom Vargo, Ben Warner, Kathleen Wooten

Regrets: Kim Allen, Deana Chase (Development Co-Clerk), Bruce Neumann (Rising Presiding Clerk), Anna Raddochia, Elizabeth Reuthe (Secretary's Supervisor) Phil Stone, Elizabeth Szatkowski, Rosemary Zimmermann

18-76: Minutes

With corrections, Friends approved the minutes from 9 August 2018.

18-77: Archives Committee

Carol Forsythe, clerk of the Archives Committee, spoke with Permanent Board about concerns the committee holds regarding Permanent Board's May decision to move remaining funds from the sale of the Bloudy Tenent into the general fund. The committee is concerned about missteps in Quaker process and communication involved in the decision, and about the right use of the proceeds from the sale. Our general counsel, consulted when we were discerning whether or not to sell the book, determined that we were free to sell the book without restrictions as to the use of the proceeds.

At Sessions 2018 Permanent Board acknowledged our error in making the decision about the use of the funds without clearer communication and input from the Archives Committee. Friends

recognized the dynamic tension between caring for our history and funding future work. Though these are not mutually exclusive we are aware that there is much to do and insufficient resources to do it all. We are committed to the value of the archives and continuing to find ways to fund Archives Committee's work.

Archives Committee has discerned future projects, both short and long term, to be done in support of the archives. They ask for clarity on how to propose and gain approval for their future projects, and how those will be funded.

The committee has identified an immediate need for a paid position to work with SCUA staff to unpack, identify, and catalogue the remaining boxed items. It was proposed that the Archives Committee work in consultation with the Treasurer and clerk of the Finance Committee to develop a specific plan in response to this need and bring it to our November meeting. Friends approved.

18-78: Friends Camp Budget

Robb Spivey, Friends Camp Treasurer, brought the Friends Camp FY2019 Proposed Operating Budget and FY2019 Capital Budget to PB for our approval, budgets and report appended. Friends Camp expects an actual surplus in FY2018 and has a budgeted surplus in the operating funds for FY2019. Friends approved the budgets with the caveat that some of the funding for the capital projects may come from the Camp working capital and pooled funds if certain grants are not received.

18-79: Earthcare Ministry Committee

Rebecca MacKenzie, clerk of Earthcare Ministry Committee, gave an informational presentation about the YM's approved goal of reducing the carbon footprint of the YM by 10% in the coming year. See YM Minute 2018-36 for details on the approved action. Steve Gates, member of Earthcare Ministry Committee, demonstrated use of a new carbon calculator developed specifically for our Yearly Meeting and asked Friends to use it at home to determine their baseline carbon footprint. Members of the committee make themselves available to monthly meetings and individuals as they use the carbon calculator and determine next steps.

18-80: Re-examining YM Clerking Structures

We received a preliminary framework, submitted by Ian Harrington and Bruce Neumann, for re-examining the YM clerking structures and practices. The report is appended. Friends suggested additions and clarifications to this framework and underscored the need to populate this working group with people who can listen carefully. Darcy Drayton and Ben Warner volunteered to work with the clerk of PB and Ian to lift up the names of people to serve on this ad-hoc group, bringing a final charge to the November PB meeting. Other Friends were named and will be consulted in addition to staff as the final working group is populated and the final

charge discerned. The ad-hoc working group named in November will report on their work throughout the year and at Sessions 2019.

18-81: Challenging White Supremacy Working Group

Will Taber, member of the Challenging White Supremacy Working Group, updated Friends on the activities of the working group. See appended report for upcoming events that CWSWG is supporting and hosting.

Friends expressed gratitude for the work of the Challenging White Supremacy Working Group.

Challenging White Supremacy Working Group brings forward the name of Diana White to join the working group. Friends approved.

18-82: Yearly Meeting Nominating Committee

Fritz Weiss, acting clerk of Yearly Meeting Nominating Committee, brought forward names for the Yearly Meeting slate.

Eppchez Yes! - FGC Representative, Class of 2021

Heidi Babb - Earthcare Ministry Committee, Class of 2021

Rebecca MacKenzie - Earthcare Ministry Committee, co-clerk, Class of 2019 (extending her service by one year to support her continued clerkship)

Diane Dicranian - Faith in Action, clerk, Class of 2021

Kathleen Wooten - Faith in Action, Class of 2019

Dawn Tripp - FUM Board, Class of 2021

Thomas Vargo - Permanent Board, Class of 2023

Friends approved.

18-83: Internal Nominating Committee

Will Taber, clerk of Internal Nominating, brought forward names for the sub-committees of Permanent Board.

Jackie Stillwell - Yearly Meeting Nominating Committee, clerk, Class of 2021

Joann Austin - Friends Camp Nominating Committee, Class of 2019

Allan Kohrman, Rebecca Leuchak, Justice Erikson, and Ian Harrington are all nominated for the Student Scholarship Granting Committee, Class of 2019. The committee expects to have granted all remaining funds by the end of 2019.

Friends approved.

18-84: Friends Camp Nominating

The PB clerk presented names from Maggie Nelson, clerk of Friends Camp Nominating Committee, for approval to Friends Camp Committee.

Carol Baker - Friends Camp Committee, Class of 2021

Travis Belcher - Friends Camp Committee, Class of 2020, final term

Natalie Bornstein - Friends Camp Committee, recording clerk, Class of 2020.

Carol Baker is also brought forward as the supervisor of the Friends Camp Director.

Friends approved.

18-85: Puente de Amigos

Puente de Amigos committee forwarded a letter introducing Friends to travel to Cuba Yearly Meeting in November for the PB clerk's signature. Friends approved.

The Friends are:

Lisa Solbert-Sheldon, Group Leader

Julian Grant, Guide and Translator

Greg Gundlach

Erica Brinton

Jennifer Keller

Felix Kreis

18-86: Closing worship

Friends closed with a period of worship.

*Presiding Clerk Report to Permanent Board
November 2018*

Dear Friends,

I am writing this report in Washington DC where I am meeting my new grandson and supporting his parents. I quietly sing him the lyrics of Thad Jones' Song *A Child is Born*. "Now, out of the night, into the light, this child, innocent child, soft as a fawn, this child is born".

Since the September M&C meeting, the Coordinating and Advisory Committee has met twice. Jackie Stillwell has joined C&A as the new clerk of Nominating Committee. The committee is bringing forward program priority recommendations to Permanent Board for discernment at this meeting. These priorities will then serve as guidance to Finance Committee in the development of the budgets brought to sessions. We are also bringing the revised purposes, procedures and composition for the EarthCare ministries committee for PB approval. The advance documents presents these two items in more detail.

C&A has several specific functions – to support the members of the committee who are committing substantial time and love to the Yearly Meeting, to shepherd the committee work of the yearly meeting, to supervise the YM Secretary, and to nurture and support Friends serving in leadership roles throughout the Yearly meeting. The work we are aware of before C&A presently is:

- Supporting Faith and Practice Revision committee and process
- Paying attention to the health of and supporting nominating functions;
- Checking in on overall health of YM Committees
 - RSEJ Purpose, procedure and composition revision process
- Supporting Quarterly meetings renewal process
- Cultivating support for religious education (both for adults and youth)
- Caring for the relationship between FGC and NEYM.
- Considering how the YM will support publications noting that the YM did not approve laying down the publications and communications committee
- Considering the Living Faith Planning committee - now that the experiment seems to be successful, this small planning group should be stabilized so that there is assurance that the necessary resources are on the committee and the opportunity to serve is public and invitational.
- Support/training of clerks, (Committees, Quarters and Monthly meetings). More general support for volunteer leadership empowerment
- Clarify the understanding of the "witness groups" (prophetic action, neym-ip, and the one forming on immigrant justice.)
- Receiving and responding to the Secretary's work plan and priorities,
- We also touch base on any pastoral care concerns that have come to us individually.

If you would like to know more about any of the items listed above, or have suggestions for C&A please talk with me or anyone else who serves on C&A.

Sessions committee has chosen a theme for Sessions 2019:

"Provoke one another to Love."

This is from an epistle of Margaret Fell in 1656, and from the NEYM 2018 epistle. The quote from the NEYM epistle is:

*"... Friends have prophesied boldly. Early Friends were intimately aware of the discomfort of God working in us. A print of Margaret Fell's words appeared on our podium Tuesday: "Friends, let the eternal light search you, and try you, it will rip you up, lay you open. **Provoke one another to Love.**"*

The original, in Margaret Fell's "Epistle to Convinced but not yet Crucified Friends" in 1656 follows:

"Now, Friends, deal plainly with yourselves, and let the eternal Light search you, and try you, for the good of your souls ... It will rip you up, and lay you open, and make all manifest which lodges in you; ... Therefore all to this come, and by this be searched, and judged, and led and guided. For to this you must stand or fall.

...

*Therefore, dear Friends, abide in the cross, and keep your minds to that which is pure; ... Consider one another, and **provoke one another to Love** and to good works, not forsaking the Assembling of yourselves, but exhorting one another, and so much the more, ... Dwell in love and unity, in the pure eternal Light; there is your fellowship, there is your cleansing and washing."*

The theme of the coming annual sessions informs my prayers throughout the year. I am finding much in this theme that is challenging and inspiring. I invite you to also pray on this and see what rises.

We have begun conversations with potential Bible half Hour speakers. At this moment it is not clear if there will be a plenary. There is a Sessions Committee meeting on 11/8. I will know more by the time we meet.

We issued a public statement "The Love that Overcomes," <https://neym.org/public-statements/public-statement-love-overcomes>. Honor Woodrow, Sarah Gant, Bruce Neumann, Noah and I worked on this together.

I would like to draw your attention to the recent report from FGC on the report from the institutional assessment on systemic racism: (<https://fgcquaker.us3.list-manage.com/track/click?u=3e6f6349232aa89553bf477ab&id=b1074b97e0&e=a606e29bbe>). Paying attention to patterns of white supremacy and supporting NEYM's and the larger Friend's community's engagement with this work is overarching in all of our work.

Love

Fritz Weiss
Presiding clerk

(PS I have pictures of my grandson if you want to see them)

NEYM

FY18 OPERATING BUDGET VS. ACTUALS

October 2017 - September 2018

	TOTAL		
	ACTUAL	BUDGET	% OF BUDGET
Income			
4010 Individual Contributions	210,014.74	200,000.00	105.01 %
4020 Monthly Meeting Contributions	321,035.58	373,115.00	86.04 %
4025 Unallocated Income	7,275.00		
4030 Organizations Contributions	101.00		
4050 Interest and Dividend Income	8,828.12	5,000.00	176.56 %
4070 Books & Other Sales Income		16,000.00	
4072 Sales - Books	17,176.56		
4075 Sales -Other Items	702.00		
Total 4070 Books & Other Sales Income	17,878.56	16,000.00	111.74 %
4080 Retreat Program Fees	38,290.00	50,000.00	76.58 %
4085 Sessions Program Fees	182,441.08	189,757.00	96.14 %
4090 Change in Fair Market Value	-44.19		
4099 Net Assets Released To/From	0.00		
Total Income	\$785,819.89	\$833,872.00	94.24 %
GROSS PROFIT	\$785,819.89	\$833,872.00	94.24 %
Expenses			
5000 Staff			
5010 Salaries & Wages	312,828.94	309,999.00	100.91 %
5020 Payroll Taxes	23,364.49	23,715.00	98.52 %
5030 Benefits			
5033 Health Benefits	38,946.99	45,224.00	86.12 %
5035 Retirements	29,912.80	31,000.00	96.49 %
5040 Disability	1,700.01	1,600.00	106.25 %
5045 Workers' Compensation	663.00	900.00	73.67 %
5050 Spiritual Retreats	400.00	1,200.00	33.33 %
5060 Staff Development	2,106.17	3,750.00	56.16 %
Total 5030 Benefits	73,728.97	83,674.00	88.11 %
Total 5000 Staff	409,922.40	417,388.00	98.21 %
5100 General & Administration			
5110 Administration			
5120 Bank Expense	6,590.58	6,000.00	109.84 %
5130 Contracted Services	26,602.09	26,896.00	98.91 %
5135 Accounting Services	4,000.00	4,000.00	100.00 %
5140 Legal Services	7,750.00	7,750.00	100.00 %
5150 Liability Insurance	3,876.49	4,000.00	96.91 %
5160 Payroll Service	5,072.80	4,500.00	112.73 %
5180 Rent	9,350.00	9,350.00	100.00 %
5190 Misc. Expense	-750.64		
Total 5110 Administration	62,491.32	62,496.00	99.99 %
5200 Office			
5220 Cleaning Services	264.00	265.00	99.62 %

	TOTAL		
	ACTUAL	BUDGET	% OF BUDGET
5230 Maint - Equip & Hardware	125.41	1,250.00	10.03 %
5240 Postage	1,785.57	3,750.00	47.62 %
5250 Office Equipment	3,294.53	3,250.00	101.37 %
5260 Office Supplies	1,755.66	2,500.00	70.23 %
5270 Printing & Copying	3,714.73	3,000.00	123.82 %
5280 Software & Updates	8,211.53	7,000.00	117.31 %
5290 Telephone	3,233.32	4,500.00	71.85 %
5295 Misc. Office	11.98	100.00	11.98 %
Total 5200 Office	22,396.73	25,615.00	87.44 %
Total 5100 General & Administration	84,888.05	88,111.00	96.34 %
5300 Travel & Conferences			
5310 Travel - Committee	2,729.57	3,000.00	90.99 %
5320 Travel - Clerk	3,050.34	5,000.00	61.01 %
5330 Travel - Programs	2,430.84	4,600.00	52.84 %
5335 Travel - Representatives Travel	4,864.76	5,000.00	97.30 %
5350 Travel - Staff	14,137.17	18,000.00	78.54 %
5360 Travel - Ministries		400.00	
Total 5300 Travel & Conferences	27,212.68	36,000.00	75.59 %
6000 Programs			
6110 Sessions Room & Board	168,745.70	175,100.00	96.37 %
6112 Retreats - Room & Board			
6114 Room Rental	24,704.59	20,000.00	123.52 %
6150 Food Expense	11,219.32	18,000.00	62.33 %
Total 6112 Retreats - Room & Board	35,923.91	38,000.00	94.54 %
6125 Program Expenses			
6105 Honoraria - Speakers/Wkshp Ldrs	12,833.75	12,700.00	101.05 %
6115 Equipment Rental	4,760.19	6,100.00	78.04 %
6121 Supplies and Other Expenses	5,609.45	9,300.00	60.32 %
6165 Pre-Sessions Expense	469.16	1,100.00	42.65 %
Total 6125 Program Expenses	23,672.55	29,200.00	81.07 %
6130 Committee Expenses - General	12,659.53	23,700.00	53.42 %
6134 Childcare	472.50	2,000.00	23.63 %
6137 Committee Day Expenses		500.00	
Total 6130 Committee Expenses - General	13,132.03	26,200.00	50.12 %
6160 Program Support			
6163 Friends Camp	2,111.00	2,220.00	95.09 %
6167 Religious Education & Outreach	1,799.80	1,800.00	99.99 %
Total 6160 Program Support	3,910.80	4,020.00	97.28 %
Total 6000 Programs	245,384.99	272,520.00	90.04 %
6140 Books & Other Sales Expense		14,500.00	
6142 Books	6,938.23		
6145 Other Items for Sale	1,677.18		
6147 Consignment Sales	6,825.24		
Total 6140 Books & Other Sales Expense	15,440.65	14,500.00	106.49 %
6200 Support of Other Organizations			
6310 FGC	13,075.00	13,075.00	100.00 %
6320 FUM	11,524.61	13,075.00	88.14 %

	TOTAL		
	ACTUAL	BUDGET	% OF BUDGET
6325 FWCC	13,075.00	13,075.00	100.00 %
6330 Friends' Organizations			
6328 Ramallah Friends School	100.00	100.00	100.00 %
6335 AFSC	300.00	300.00	100.00 %
6340 FCNL	750.00	750.00	100.00 %
6345 QEW	300.00	300.00	100.00 %
6350 Friends Peace Teams	100.00	100.00	100.00 %
6355 FWCC 3rd World Travel	500.00	500.00	100.00 %
6360 QUNO	200.00	200.00	100.00 %
6362 Quaker Voluntary Service	100.00	100.00	100.00 %
Total 6330 Friends' Organizations	2,350.00	2,350.00	100.00 %
6590 Ecumenical Organizations			
6592 State Councils of Churches	3,228.00	4,000.00	80.70 %
6594 Natl Council of Churches	150.00	150.00	100.00 %
6596 NE Ecumenical Network	150.00	150.00	100.00 %
6598 World Council of Churches	100.00	100.00	100.00 %
Total 6590 Ecumenical Organizations	3,628.00	4,400.00	82.45 %
Total 6200 Support of Other Organizations	43,652.61	45,975.00	94.95 %
6600 Publications			
6610 Yearly Meeting Minute Book	4,171.42	5,000.00	83.43 %
6620 New England Friend	4,224.49	6,500.00	64.99 %
Total 6600 Publications	8,395.91	11,500.00	73.01 %
Total Expenses	\$834,897.29	\$885,994.00	94.23 %
NET OPERATING INCOME	\$ -49,077.40	\$ -52,122.00	94.16 %
NET INCOME	\$ -49,077.40	\$ -52,122.00	94.16 %

Note

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

November

**Yearly Meeting
Secretary
[present draft budget]**

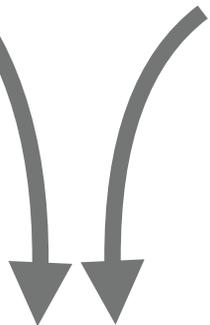
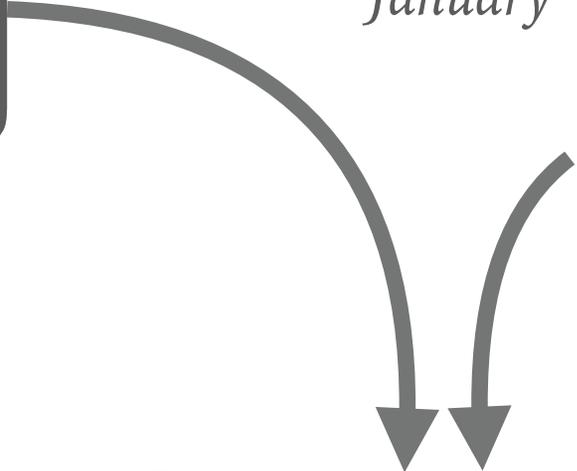
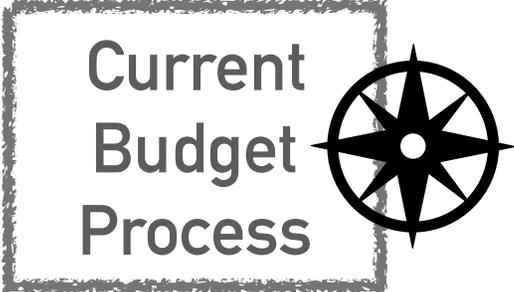
January

**Finance Committee
[propose budget]**

May

August

**Annual Sessions
[final approval for
budget]**



November

perception of scarcity

YM Committee ideas

???

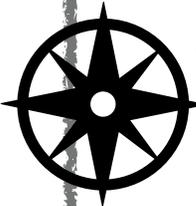
lack of trust

Input from local meetings?

prophetic vision

frustration

Current Budget Process



???

"this is how we do it"

August

disengagement

Annual Sessions [final approval for budget]

January

Yearly Meeting Secretary [present draft budget]

???

"insiders"

"who you know"

Finance Committee [propose budget]

Staff ideas

how can we participate?

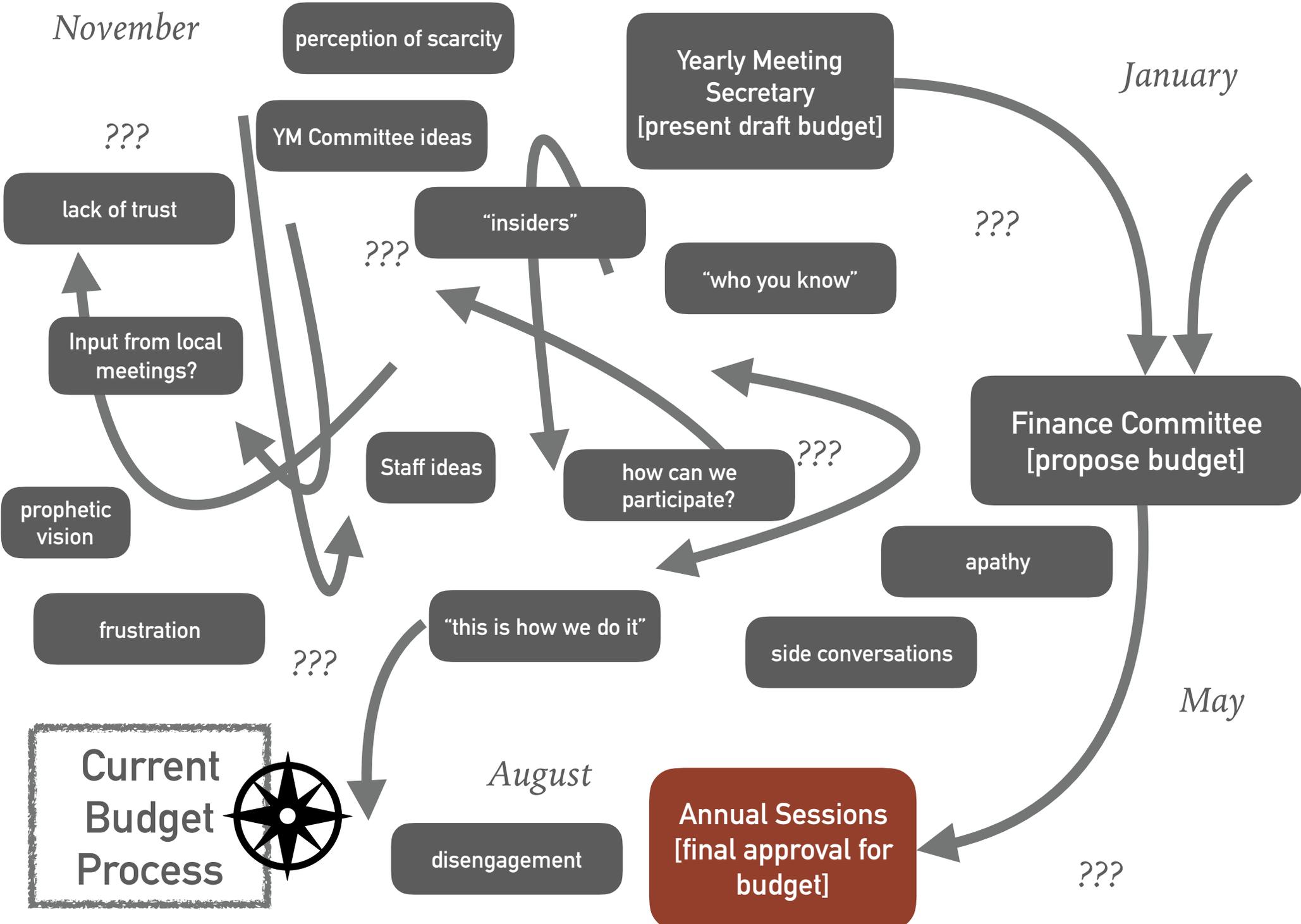
???

apathy

side conversations

May

???



November

Yearly Meeting Secretary
[present funding priorities]

Permanent Board
[approve funding priorities]

January

Finance Committee
[propose budget]

Ongoing listening,
consultation, discernment
...

Coordinating & Advisory
[ensure seasoning, consultation, integration]

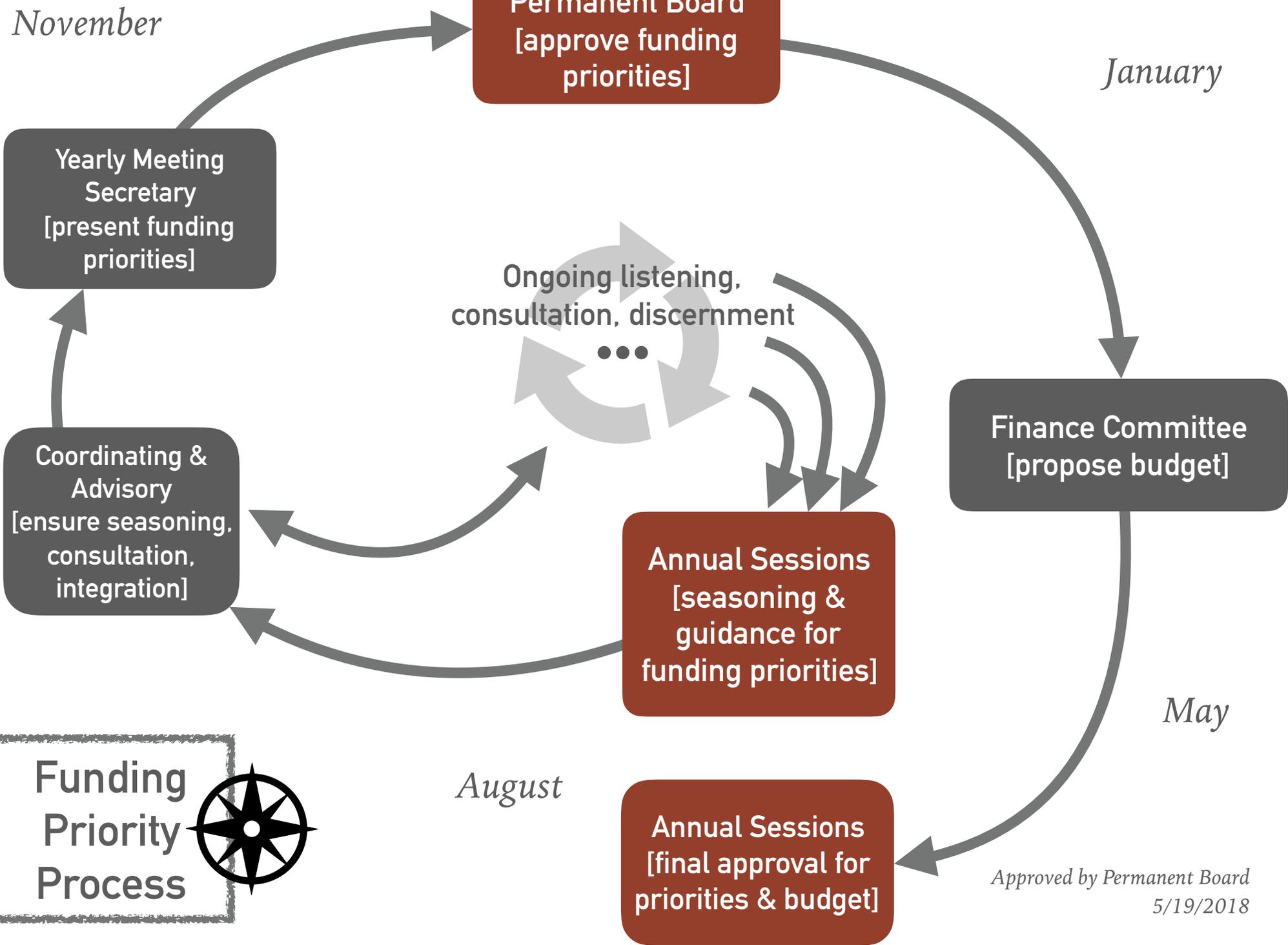
Annual Sessions
[seasoning & guidance for funding priorities]

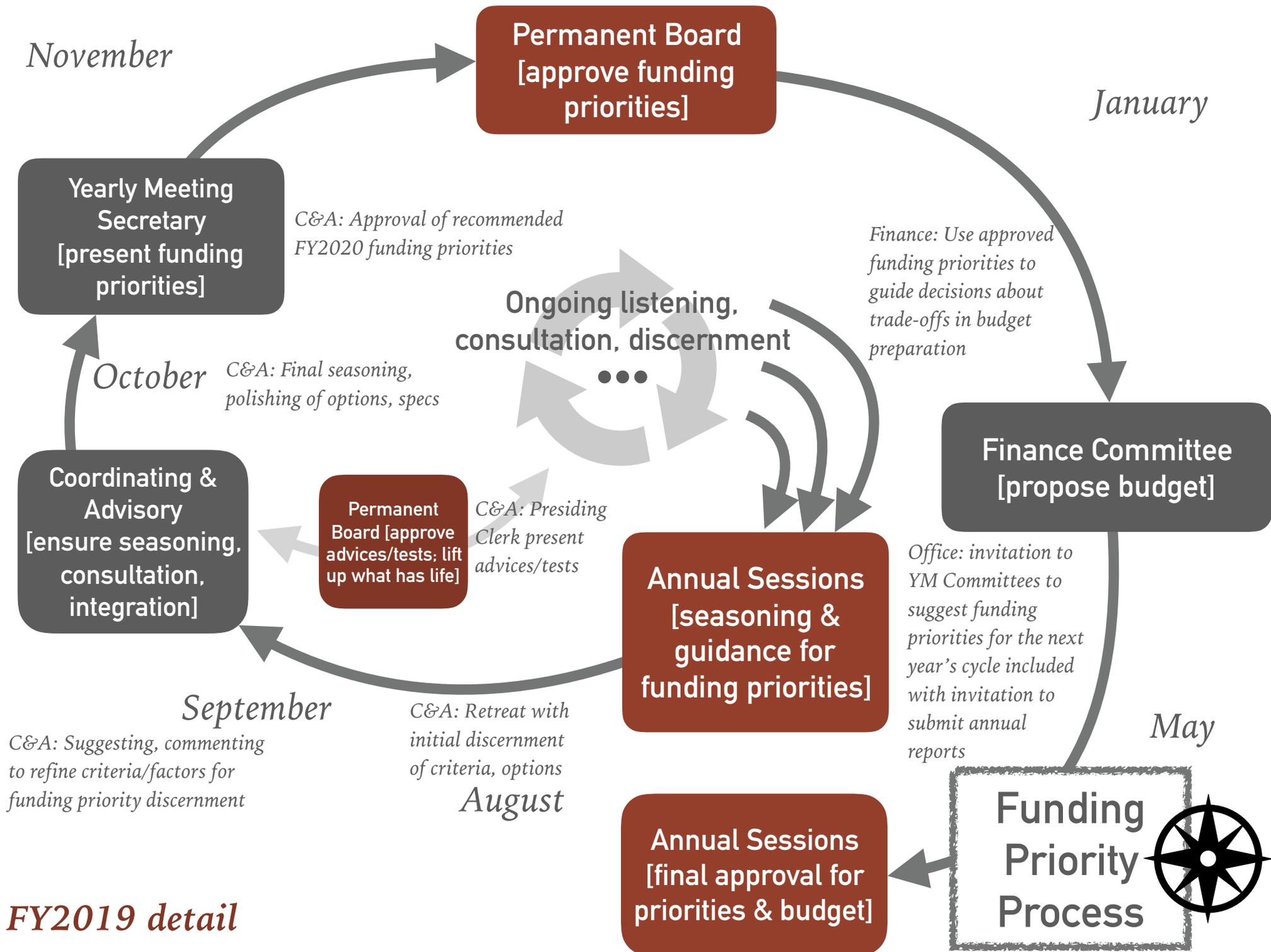
May

Annual Sessions
[final approval for priorities & budget]

Approved by Permanent Board
5/19/2018

August





Yearly Meeting Funding Priorities: Framing for 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:

- 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 approved 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?

Reflecting on the overall process, ask:

- Are we providing sufficient space for new, radical approaches and experiments?
- Have we considered the appropriateness of phasing out older programs and projects?
- Have we articulated the assumptions underlying the overall process this year?
- Have we considered how the impacts of these choices will play out in the life of the yearly meeting?

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

input from Permanent Board and M&C 9/22/2018

reviewed and amended by C&A 10/14/2018

Core Purpose:

At Sessions 2015, the Yearly Meeting approved the following statement of core purpose:

New England Yearly Meeting of Friends connects the people of the Religious Society of Friends across the six New England states. New England Yearly Meeting supports and strengthens a vibrant and growing web of monthly meetings, quarterly meetings, and other Friends communities under our care, helping us do together what we cannot do alone. In all our work, we strive to obey the promptings of the Spirit to bring healing, wholeness, and transformation to ourselves and to the world.

Priorities:

Sessions additionally named and affirmed the following five priorities of NEYM, lenses the organization of NEYM can use to best support and nurture local meetings:

Spiritual Development and Religious Education.

As local meetings, we want help in being prepared to hear and heed the leadings of the Spirit, and to support one another in living with greater joy, authenticity and courage. Friends have inherited a transformative way of life supported by precious disciplines and practices of listening, discernment, encounter with the living Presence, and sacred work in the world. We yearn to educate and train one another to help keep the flame of our faith and practice alive and thriving in our time and in our region.

Outreach, Welcome, Inclusion, and Witness.

In our meetings, we also want assistance from our wider Quaker community in strengthening and growing our presence in the world. We want to draw in active and diverse seekers who can find a spiritual home among Friends. And we want help in knowing how best to welcome, educate, orient and encourage newcomers when they visit our monthly meetings. Friends want support in witness when we feel we have Truth to share, on climate change, racial justice, and other urgent needs for healing and wholeness in our world.

Relationship and Communication.

Friends throughout the Yearly Meeting want to connect with each other, and spend more time together. We want to deepen and strengthen our relationships in ways that nurture and challenge us. We want to know who is doing what and what is going on across the Yearly Meeting. We want more solid, effective, and efficient ways to share information, best practices, and resources, and strengthen the network of local meetings and individuals.

Leadership and Administration.

In reviewing the documented prior discernment of the Yearly Meeting, our Committee heard a desire among New England Friends to identify and support leaders: those who see clearly the work that needs doing among us, and who have the gifts to communicate their vision and harness the talents and the willingness of Friends to act together to realize our goals. We want to cultivate and strengthen the emerging leaders among our youth. We want our clerks and committee members, at all levels, to be effective at helping us listen to the Spirit and get our work done. We need to deepen our understanding of how leadership can free the gifts of the whole in a community in which all are called to ministry. Local meetings want NEYM to provide administrative services and other support that monthly and quarterly meetings cannot provide efficiently for themselves—financial and insurance services, legal services, technology and communications infrastructure, training and education—for the benefit of the whole.

Stewardship, Integrity, and Accountability.

New England Friends have said that we need to be clear about what work we engage in, and why. We need to revisit our activities regularly to ascertain whether we are actually moving forward toward achieving our goals in faithful, healthy, and productive ways. If after careful discernment we resolve to do things, integrity requires that we follow through and do them. Sometimes we will have to decide not to do things, or to stop doing things. We must be wise stewards of all our resources, and must live within our means, investing our energy and attention in that which is essential.

Proposal to Permanent Board
From the Finance Committee
November 17, 2018

(Header) Proposal to close the Released Peaceworker Fund.

(Purpose) The Finance Committee recommends that Permanent Board approve formally closing the Released Peaceworker Fund.

(Background) The Released Peaceworker Fund was established by Sessions in 1981. It was set up under the oversight of the Peace & Social Concerns Committee, a committee that the Yearly Meeting laid down by Sessions in 2017. The Released Peaceworker Fund has been inactive for many years. The current balance is \$1784.36. As part of the effort of the Finance Committee to simplify the Yearly Meeting's financial structure, we propose that this fund be closed. Since this fund received money specifically designated for the support of a peaceworker it is considered a "restricted" fund and the money cannot be re-designated for other purposes.

The NEYM Witness & Ministry Fund administered by the Legacy Gift Committee supports public and released ministry. In order to faithfully use the remaining funds in the Released Peacemaker Fund, the Finance Committee proposes that the remaining balance of the Released Peacemaker Fund be made available to the Legacy Gift Committee, to supplement a future grant to a Friend who they believe meets the definition of "released peacemaker." Once the remaining funds have been used in this way, we would recommend that the Released Peaceworker Fund be closed.

(Action) Finance Committee asks that Permanent Board do the following:

1. Transfer oversight of the Released Peaceworker Fund to the Legacy Gift Committee.
2. Authorize the Legacy Gift Committee to use the remaining balance of the Released Peaceworker Fund for one or more grants in accordance with the criteria of the Fund, possibly supplemented by money from other Funds.
3. Instruct the Treasurer to return any future contributions to the Released Peaceworker Fund to the donor.
4. Once the fund has been completely spent, authorize the Treasurer to close the Released Peaceworker Fund.

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

Proposal for funding support for the clean-up of the Archives backlog

Opening summary:

The Archives Committee is requesting funds to allow the clean-up of the uninventoried, miscellaneous boxes which were part of the Archives provided to SCUA (Special Collections and University Archives, UMASS). This was work left undone by NEYM. The completion of an inventory of the backlog will serve as the foundation for all future work in preserving and making accessible the records of NEYM and the constituent meetings at SCUA.

Benefits:

- Backlog would be fully processed providing access to contents of the miscellaneous labelled or unlabeled boxes
- Online relatively current finding aid (inventory) available to Meetings -
- Basis for ongoing outreach to Meeting
- Springboard for ongoing collaboration with Meetings of Meeting Collection finding aids
- Up to date finding aid will improve access for research

Proposed project goals:

1. process the backlog completely - gathering the data for the inventory
2. refine and standardize the existing inventories, supplementing them as relevant with additions from the backlog
3. create basic finding aids for all monthlies and quarterlies
4. complete the physical integration of the collection as a whole

Costs and projected time period:

- Cost of archive graduate assistant- 10 hours per week This will be used in conjunction with student workers. It is proposed is to have 2 students for 17 weeks for a total of 20 hours each week.
- Hourly cost for graduate assistant - \$15.00. For approximately 18 weeks. (\$2700)
- Hourly for per student - \$11.75 - for approximately for 34 weeks: 2 students, 10 hours per week each for 17 weeks. (\$3995)
- Estimate \$6,800. \$6695 for the labor and an additional \$105 for contingencies.
- Over the course of 2 semesters duration. The work, realistically would begin in January.

I have also included an example of basic finding aids, which will be created using Dover Meeting (the embedded photo is a placeholder only).

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.

Dover Friends Meeting Records

1678-2007

23 boxes, 3 vols. (6 linear feet)

Call no.: MS 902 d684

Collection overview

The Friends Meeting at Dover, New Hampshire, is one of the oldest in British North America, with worship held there as early as 1662 when three Quaker women missionaries arrived on Dover Neck. Originally called Piscataqua, the meeting emerged as Dover Monthly Meeting by the latter decades of the seventeenth century and became the hub of a thriving Quaker community and the font from which several other New Hampshire meetings derived. In addition to overseeing a number of worship groups and preparatory meetings, Dover became the mother of monthlies and Berwick and Sandwich, which were set off in 1802, and Gonic in 1981.

The records of Dover Monthly Meeting offer extensive documentation of one of the oldest Quaker meetings in northern New England. Although most of the earliest records have not survived, the collection includes a nearly unbroken set of minutes from the turn of the eighteenth century to 1981; extensive records of births, deaths, and marriages; spotty records for Ministry and Oversight and finance, and an array of recent newsletters. Minutes for the Women's Meeting for the years 1783-1814 are not present and presumed lost.

Background on Dover Friends Meeting

The Friends Meeting at Dover, New Hampshire, is one of the oldest in British North America, with worship held there as early as 1662 when three Quaker women missionaries arrived on Dover Neck. Originally called Piscataqua, the meeting emerged as Dover Monthly Meeting by the latter decades of the

seventeenth century and became the hub of a thriving Quaker community and the font from which several other New Hampshire meetings derived. In addition to overseeing a number of worship groups and preparatory meetings, Dover became the mother of monthlies and Berwick and Sandwich, which were set off in 1802, and Gonic in 1981.

Population growth at Dover itself required construction of a second, larger meetinghouse in 1712 with a third following in 1768. This last structure remains in use today and is listed on the

National Register of Historic Places. It is considered the only surviving eighteenth century Quaker meetinghouse in the state. Reaching a peak in the early nineteenth century, however, the Quaker community in Dover began a slow decline, leading to a cessation of regular worship between 1912 and 1955. Dover remained active administratively overseeing meetings for worship at Gonic and Meaderboro.

Within New England Yearly Meeting, Dover was part of Salem Quarterly for more than a century (1705-1815) until Dover Quarterly was established. The long list of worship groups and preparatory meetings under its care have included:



Smithfield Meeting House

Worship groups	Preparative meetings
Barrington (1775-1783)	
Berwick (1750-1761)	Berwick (1761-1802)
Chestnut Hill (1838-1864)	
Coheco (1720-1763)	Coheco (1763-1768)
Dover (1901-1912, met irregularly, 1912-1955)	Dover (1701-1901, 1955-1981 (also called Coheco Preparative Meeting)
Gilmanton (1795-1814, 1846-ca.1889)	Gilmanton (1814-1846)

Gonic (ca.1870-1950)	Gonic (1950-1980)
Kittery (1742-1763)	Kittery (1763-1783)
Lee (1795-1838, 1841-1846)	
Lower Rochester (1742-1846): became Pine Grove Worship Group	
Meaderboro (1782-1962): also Upper Rochester Worship Group, under Rochester Preparative Meeting, 1950-1962	
New Durham (1797-1870)	
Pine Grove (1846-ca.1870): became Gonic Worship Group	
	Rochester (1801-1901, 1950-1962)
Sandwich (1783-1790)	Sandwich (1790-1802)
Seacoast (1970-1975)	
West Epping (1973-1981): became part of Gonic Monthly	

Scope of collection

The records of Dover Monthly Meeting offer extensive documentation of one of the oldest Quaker meetings in northern New England. Although most of the earliest records have not survived, the collection includes a nearly unbroken set of minutes from the turn of the eighteenth century to 1981; extensive records of births, deaths, and marriages; spotty records for Ministry and Oversight and finance, and an array of recent newsletters. Minutes for the Women's Meeting for the years 1783-1814 are not present and presumed lost.

Inventory

Minutes	1701-1981		
Men's Minutes	1703-1890		
Dover Monthly: Men's minutes and vital records: Births, deaths, and marriages	1703-1750	Bound vol.	09:A4
Dover Monthly: Men's minutes and vital records: Births, deaths, and marriages	1750-1784	Bound vol.	09:A4
Dover Monthly: Minutes	1786-1819	Bound vol.	09:A4
Dover Monthly: Vital records: Minutes, removals	1819-1840	Bound vol.	09:A4

Dover Monthly: Vital records: Minutes, removals	1840-1865	Bound vol.	09:A4
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Dover Monthly: Vital records: Minutes, removals	1865-1890	Bound vol.	09:A4
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Women's Minutes	1701-1886		
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Dover Monthly: Minutes (Women)	1701-1785	Bound vol.	09:A4
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Dover Monthly: Minutes (Women)	1814-1845	Bound vol.	09:A4
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Dover Monthly: Minutes (Women)	1846-1886	Bound vol.	09:A4
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Joint Minutes	1890-1981		
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Dover Monthly: Minutes	1890-1951	Bound vol.	09:A3
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Dover Monthly: Minutes	1951	Bound vol.	09:A3
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Mar.-1981

Aug.

Vital records	1678-1959		
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Dover Monthly: Vital records: Births, deaths, and marriages (begun 1787)	1678-1862	Bound vol.	09:A3
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Dover Monthly: Vital records: Births, deaths, and marriages (copied)	1678-1949	Bound vol.	09:A3
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Dover Monthly: Vital records: Marriages	1789-1959	Bound vol.	09:A3
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Worship and ministry	1793-1917		
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Dover Monthly: Ministry and Oversight	1793-1833	Bound vol.	09:A3
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Dover Monthly: Ministry and Oversight	1873-1891	Bound vol.	09:A3
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Dover Monthly: Ministry and Oversight	1896-1917	Bound vol.	09:A3
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Financial and property	1877-1972		
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Dover Monthly: Treasurer (Walter Sawyer bequest)	1877-1893	Bound vol.	09:A3
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Dover Monthly: Treasurer	1892-1917	Bound vol.	09:A3
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Dover Monthly: Treasurer	1917-1944	Bound vol.	09:A3
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Dover Monthly: Treasurer (Contributions book: Seacoast Friends)	1970-1972	Bound vol.	09:A3
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Miscellaneous	1728-2007		
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Dover Monthly: State of the Society (rolled up in tube)	1997	Bound vol.	10:I3
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Dover Monthly: (In same box: Concord Monthly, Dover Monthly: Concord moved to Concord)	1992-2007	Box	11:B4
Dover Monthly: (In same box: Dover Monthly, Dover Quarterly, Salem Monthly)	1728-1965	Box: 0.5 lin. ft.	11:B4
Dover Monthly	1986-2000	Box: 0.25	11:B4

Rochester Preparative Meeting

1862-1873

Rochester Preparative (under Dover Monthly): Minutes

1862-1873

Bound vol.

09:C2

Administrative information

Access

The collection is open for research.

Provenance

Gift of the New England Yearly Meeting of Friends Records, March 2016.

Related Material

This collection is part of the **New England Yearly Meeting Records**.

Current contact for the meeting

Website.

Processing Information

Processed by I. Eliot Wentworth, October 2018.

Language:

English

Copyright and Use ([More information](#))

Cite as: Dover Friends Meeting Records (MS 902 d685).
Special Collections and University Archives, University of Massachusetts Amherst Libraries.

Search terms

Subjects

- Dover (N.H.)--History
- Quakers--New Hampshire
- Society of Friends--New Hampshire

Genre terms

- Newsletters
- Vital records (document genre)

Names

- New England Yearly Meeting of Friends

Link to similar SCUA collections

[Quakers](#)[Religion](#)[New Hampshire](#)

Special Collections & University Archives

University Libraries : UMass Amherst

154 Hicks Way : Amherst, Mass. 01003-9275 : Ph. 413-545-2780

Permanent Board Working Group to Examine NEYM Clerking Structures and Practices

We instruct . ermanent 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.. [2018-53]

Purpose .for Permanent Board, 17 November 2018): Approval of a charge and a working group of three Friends to fulfill the instructions of Sessions Minute 2018-53.

Vision: We envision a healthy Society with strong, faithful leadership, well-equipped and well-supported to share gifts. We cannot be a healthy Society when there are barriers to service, when gifts lay fallow, unrecognized and un-nurtured. We long for a Society where the broad exchange of the diverse ideas, perspectives, experiences and values that exist in our Society inform our leadership.

Charge: We ask this working group to explore, with unfettered curiosity, the structures and culture of NEYM, to identify any tangible or intangible barriers to service that may preclude full inclusion of any in our membership from leadership positions. We invite you to propose specific structures and practices that would support rising leaders and nurture the continuous development of new leadership within NEYM.

Report: To Permanent Board on 11 May 2019 and to Sessions 2019

Processes to Consider:

- To review the current job descriptions of the Presiding Clerk, Clerk of Permanent Board, Clerk of Ministry and Counsel, and Treasurer
- To consult with the clerks of Clerks' Nominating Committee, Permanent Board's Internal Nominating Committee and YM Nominating Committee to ascertain known or implied barriers to service. What gifts and qualities do these committees look for when naming clerks?
- To interview those currently serving in these leadership roles and those who previously served in these leadership roles to better discern the scope of the roles (beyond the job description) to better understand the reality of time and travel commitments, financial burden, necessary skills, gifts, and useful supports
- To interview those who have been called to serve in these leadership roles and have not accepted their nomination, to better discern the barriers that precluded the call to service

- To consult with the Yearly Meeting Secretary and other staff about how the work of Friends serving in these volunteer leadership roles connects, supports/is supported by, or affects the work of other people and parts of the organization
- To understand how any changes might take these connections into account. Would the recommendations of the working group simplify and/or improve the functioning of the Yearly Meeting?

Questions to consider:

- How might we better identify and support emerging leadership?
- Could there be changes to current forms or practices that would allow a clearer path to leadership roles?
- What of that which is perceived to be “required” in these leadership roles is, in fact, critical to the understanding and insight required to perform the role?
- Would any considered changes result in loss of insight critical to a role?
- Are there opportunities to lay down or reassign any responsibilities? To share responsibilities?
- Do other yearly meetings, or like organizations, have approaches that might be useful to consider?

Membership:

DRAFT: 12 November 2018

Earthcare Ministry Committee Purpose:

The Earthcare Ministry Committee (EMC) supports, challenges, encourages and connects local meetings, quarterly meetings, other groups in NEYM and individual Friends called to witness in response to climate disruption in New England. The committee shares the vision of the Beloved Community with a worldview that rejects human exceptionalism and sees humanity as a part of and living in harmony with Earth. This worldview informs our awareness of the systemic interconnections between social and environmental justice and Earth's fragile human and natural ecosystems. Social injustice and the disruption of our natural ecosystems are diametrically opposed to Quaker beliefs and values. We believe that the Religious Society of Friends must take a Spirit-led, active stand against these injustices, inseparable from our other activities. We join with others who are led by the Spirit to support and strengthen "a vibrant and growing web of monthly meetings, quarterly meetings, and other Friends communities, helping us to do together what we cannot do alone." In our call to justice, "we strive to obey the promptings of the Spirit to bring healing, wholeness, and transformation to ourselves and to the world." We are all connected. (quotes from NEYM Purpose Minute 2015-64)

Earthcare Ministry Committee Procedures:

EMC, with the guidance of Spirit, will hold each other, Friends, and our communities in the Light, beckoning the Love, Wisdom, and Transforming Power of the Spirit as we help Friends live into the Divine call to address climate change ([see minute 2016-67](#)) :

1. Support Friend's and other's exploration of the causes of human-induced climate destabilization, which is a spiritual and moral crisis creating global social injustice and environmental destruction. Examples include:

- Share the vision of the beloved community that rejects human exceptionalism and sees humanity as a part of the natural ecosystems.
- Recognition of the connection between our need to control others and their resources and militarism; and of the connection between consumption, fossil fuels, and capitalism with poverty, climate destabilization, and white supremacy.

2. Challenge Friends to consider our personal and corporate lifestyles. Suggest models of just living, and ways of being in community that promote love, resilience and sustainability. Examples include:

- Switching to renewable energy from fossil fuels;
- Reinstating the values of local and regional charity and resilience;
- Shifting to primarily plant-based diets;
- Building healthy soils, re-establishing healthy water cycles, and supporting healthy food production.

3. Encourage Friends to work on economic, social, and ecological justice, promoting resilience and sustainable living practices among and beyond Friends. Examples include:

- Supporting Local Meetings in their witness, building networks, sharing resources and making connections.
- Educating ourselves and our communities in the practices of non-violent direct action, and interfaith coalitions of intersectionality, e.g., the New Poor People's Campaign and with animal rights advocates.

4. Provide an annual report to YM at August Sessions.

Earthcare Ministry Committee Composition:

- EMC has 15 members named by Nominating Committee in consultation with EMC and approved by the Yearly Meeting for three year staggered terms; renewable for up to two terms (six years).
- The clerk is named by Nominating Committee in consultation with the committee and approved by the yearly meeting.

The EMC seeks Friends who are committed to ongoing transformation toward a resilient, sustainable, inclusive, diverse, equitable and just Society.

EMC maintains connection with the Faith in Action Committee, the RSEJ Committee, the presiding clerk, Secretary, Quarterly and Monthly Meetings, and groups such as the Prophetic Action Working Group on Climate Change. We recognize that service on this committee is not the only way that a Friend can work to build the Beloved Community, and we encourage all Friends to do this work as they are Led, whether or not they are called to committee service in this particular way.

Fresh Pond Monthly Meeting

Of the
Religious Society of Friends

May 6, 2018

Greetings from Fresh Pond Monthly Meeting. We write this travel minute to introduce Kathleen Wooten, a beloved member in good standing and to commend her to your care. We hope that you will welcome her into your fellowship and into your hearts.

Kathleen is an active member of our Meeting. Her service to Meeting has included work in the areas of outreach, digital presence and the archives. Soon after her conviction to the Quaker faith, she experienced a leading to travel among Friends, particularly in New England. This leading has been tested and sustained in the years since, growing into what we now recognize as a ministry. Kathleen is led to travel out of an abiding love for the Divine and for Friends who wrestle with the inevitable challenges of living faithful lives. Kathleen's expectation that God "shows up" has been validated countless times as she visits meetings throughout New England. In these visits, she bears witness to God's love and invites Friends to share in recognizing the presence of God in the gathering of one with another.

By virtue of her extensive travel and familiarity with many of the meetings in New England, Kathleen carries with her both knowledge of New England Yearly Meeting and deep regard for the people, history, and testimonies of Friends.

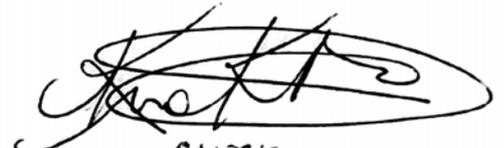
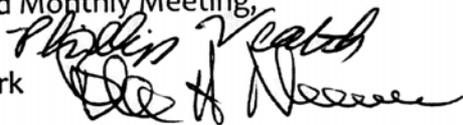
Kathleen also has considerable expertise in digital ministry, and delights in sharing that knowledge, not as an end in itself, but rather as a dimension of her commitment to connecting Friends and to inviting those who have not yet found the Quaker Way. Kathleen meets regularly with a Care and Accountability committee which assists Kathleen in discerning where God is calling her, and provides encouragement and accountability on behalf of Fresh Pond Meeting.

We pray that Kathleen's visit will be blessed by the Holy Spirit, and remain eager to hear of her work among you.

On behalf of Fresh Pond Monthly Meeting,

Phillip Veatch, co-clerk

Bruce Neumann, co-clerk



CLERK
SALEM QUARTER
ENDORSED 10.28.2018

5 Cadbury Rd. Cambridge MA 02140

Fresh Pond Monthly Meeting

Of the
Religious Society of Friends

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On behalf of Fresh Pond Monthly Meeting,

Phillip Veatch, co-clerk

Bruce Neumann, co-clerk



K. Keefe - PER CLERK
SALEM QUARTER
ENDORSED 10.28.2018

5 Cadbury Rd. Cambridge MA 02140

Internal Nominating Committee Report to Permanent Board Nov 17, 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 Zwirner- 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	+Debbie Humphries +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	+ LVM Shelton	@Will Taber +Penny Wright
YM Nominating at Large	+ Marion Baker	+LouAnne McDonald +Margaret Marshall + Karen Sargeant	+LVM Shelton	
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

Date: November 17, 2018

To: Permanent Board

From: Will Taber, Clerk of Internal Nominating Committee
Leslie Manning, Clerk of Clerks Nominating Committee

Re: Renaming Clerks Nominating Committee

At a recent meeting of the Internal Nominating Committee there was some confusion about the duties of the Clerks Nominating Committee. This was engendered, in part, by the ambiguity of the name. The committee nominates all the members of the Clerks Table, not just the Presiding Clerk. Neither does it nominate all of the clerks for all of the committees in the Yearly Meeting. The purposes and procedures of the Clerks Nominating Committee can be found at <https://neym.org/pb-clerks-nominating>. In the interest of clarity and making our structure more transparent to people new to the yearly meeting we propose changing the name of the Clerks Nominating Committee to the Clerk's Table Nominating Committee.

In Memory of Ramona Moore
(8-29-27 - 1-17-15)

Her life was centered in the Quaker tradition. She embraced and gladly shared with others the way of Friends, in quiet meditation as well as corporate worship. She was an active participant at Windham Friends Meeting, serving as Clerk of the Monthly Meeting, assisting in its activities - such as the semi-annual bean suppers and other local projects, as well as playing the piano for worship services and leading the children's choir for some time in years past. She also participated in the historical aspect of her faith community during visits of third-graders to the Meeting House during their history tours, where she appeared, in the old traditional Quaker garb, as she spoke to them.

Her endeavors included the greater Quaker community life in that she would - as often as possible - attend Quaker gatherings, including Falmouth Quarterly Meeting, New England Yearly Meeting, happenings at Quaker Ridge Meeting House, and other faith-related groups including the Quaker Women's group, and the Pastors and Elders Conference in New York.

Mona's life journey included the weaving of many threads in the fabric of her life - most noticeably music and faith, an appreciation of God's creation and the quiet, peaceful places. She loved to hike the mountains, enjoy a walk with a friend in a garden, and at the close of day, enjoy a lovely sunset.

She was a sister, a mother and grandmother, and a friend to many who shared her interest in nature and in her community. She was also active in reading, studying, and learning in the academic world. She liked to write, and some of her observations went into print.

An unknown author once wrote these words which pretty much describe Mona: "When my hair is thin and silvered, and my time of toil is through; when I've many years behind me, and ahead of me a few, I shall want to sit, I reckon, sort of dreaming in the sun, and recall the roads I've traveled, and the many things I've done." And here

own words, written for "Spiritual Senior Perspectives", tend to encompass a summation of her life and philosophy.

Considering that - and our own shared experiences and conversations with Mona - these thoughts come to mind:

Though in her latter days she'd become frail and fragile, she exhibited strength and personal vitality. And like each of us, she's walked the rough patches upon life's path, but always looked forward to the sunlight and smoother trails ahead. She wasn't one to sit idle and rue some displeasure; she would be an example, and share the times she treasured. Life's experience gave her lessons to be learned; and her faith was there to help along the way. ... She had a strong desire to bring others into an awakening of all that faith and Spirit were compelling her to share.... that her fellow believers would sense the presence of the Spirit as individuals, and to have that expand to maturity and insight in worship as well as in corporate endeavors.

Her presence is missed; but her memory lives on in the hearts of all who knew her.

Windham Friends Meeting

Monthly Meeting Clerks

clerk
co-clerk

Sandra J Wain
Christina C. McCue

Approved:
June 16, 2017



A Memorial Minute for Lucinda Selchie September 15, 2018

Lucinda Selchie was born December 2, 1929 and grew up in Middletown, Connecticut. Trained as a botanist, her field research in Michigan was in littoral zone (shore land) freshwater aquatic plants, and later she worked in a research lab. While in the midwest, she made her first connection with Friends, and traveled to Pendle Hill for months of study which shaped and nourished her later years. She credited her Quaker study as essential in developing a healthy identity as an adult. She went on to serve as Clerk of Midcoast Friends Meeting for a time, and later as Clerk of the Belfast Area Friends Meeting.

When she decided to move to Maine, she settled first in China. She then moved to Swanville where she built her own house, which she called Beaver River Hermitage. In 2009 she moved into Belfast, where she lived happily at the Deborah Lincoln House for 9 years. She passed away there on August 12, 2018.

A close friend recalls that at one point Lucinda took a workshop on Russian Icon Painting, making an icon she dubbed "Our Lady of the Apocalypse." She often traveled to attend Quarterly Meetings and New England Yearly Meeting's Summer Sessions, and also to Vermont for retreats. In addition to poetry and Quaker writings, Lucinda also loved to read mysteries.

Over 20 years ago, Lucinda asked a few Friends to serve as an oversight committee for her vocation of silence and solitude. The committee met monthly to share spiritual paths and offer support for Lucinda's vocation. During the fall, she spent 40 days in complete solitude. The committee brought fresh food and left it for her in her entryway, without seeing her. We remember the quiet of her upstairs room in the Swanville house, and Lucinda's yearning to connect with the great mystery all around us.

We especially cherish the memories of the retreats or quiet days that Lucinda would host for the committee. In shared silence we would worship, read, journal, meditate, and eat. We would then separate, having time for individual silence, which some of us would use to meditatively walk the trails of her beautiful property. We would come back together and share what had come to us in the silence. From these occasions I learned the depth of

shared silence in a shared space with a loosely shared intention, the intention of more deeply exploring the mystery.

Lucinda also generously allowed her friends to use her small cabin “down back” for silence and solitude. There was a deep comfort in that small, simple space, as well as in the richness of talking with Lucinda as a transition into and back out of those silent retreats.

Upon learning of her passage, many Friends wrote to share memories of her:

Serving with Lucinda on Ministry & Counsel was such a learning experience. She brought up things worth attending to, and I'm so grateful to her for that. Visiting her in her room and talking about her bird and squirrel activity, are just some of the things I hold dear.

When we think of Lucinda, it is as a true and wise Quaker, who truly lived as one. At Meeting in Belfast, we were often amazed by her message, thinking about it for the rest of the day.

VQM was small [in the early 1990s] and there was no program for our young people at quarterly meetings. Molly Duplisea and Alice Hildebrand had strong leadings to start one and we became part of a small committee to help this idea mature and grow.

Lucinda was an integral part of this committee and we met often in her home in Belfast. It was so important to bring our young people together and give them more grounding in their Quaker faith and its wider fellowship. Lucinda's strong faith helped this program grow and become such an important part of VQM. I admired how she lived her life and her faith.

I met Lucinda when she participated in a workshop I was leading at Yearly Meeting... I remember her sharing a story of walking the land she had just purchased, talking to the land, asking permission to settle and build her home there. What a treat it was to be present with her unique combination of joy, humor, and deep spirituality.

Lucinda's piercing and sparkling eyes caught me from the start. Our friendship began at our first meeting, but really took off when her mobility challenges prevented her from attending Meeting for Worship and she asked for a Committee of Care to help her with small errands and tasks in her room at the Deborah Lincoln House.

In our weekly visits over tea we shared the joys and struggles of our lives in addition to the more mundane care of plants, junk mail, and birdseed. One time I brought a plan before Lucinda, with two things I was planning to do. She listened to me talk, then noted that while my face had been full of joy and excitement talking about the first piece, I was much more subdued in my presentation of the second. “I'd think carefully about whether that's really what you ought to do,” she advised.

My special delight, though, was to tease her, or to come up with some crazy thing to say that would make her laugh. At those moments I could see the old lady with aches and pains drop away and the inner Lucinda shine through.

Lucinda often invited Friends to visit Beaver River Hermitage, with this note:

Dear ones,

I invite you to visiting days at my home, Beaver River Hermitage. There will be cider and snacks. Children welcome. Look around. Walk the trails. See the pond. Read the materials about silence and solitude, and the way of life of a hermit. Ask questions.

Blessings, Lucinda.

After a four-week retreat in 2002, she wrote:

Query: How can I be a hermit, in silence and solitude, and connected in love with others at the same time? Is there a change coming in my life? From December 25, 2000 to January 22, 2001, I

spent in silence and solitude. Silence and solitude are meat and drink to a hermit, a space with a minimum of distractions from a focus on opening to spiritual growth and transformation. One of the effects of a long period of silence and solitude is 'tendering', an expression used by early Friends to denote an increased openness, a sensitivity to the motions of Spirit, a permeability to the Divine. It makes reality look different. The depth and intensity of the inner work of this retreat would not have been possible without the Meeting's care and oversight.

Approved Belfast Area Friends Meeting, September 9, 2018

Approved Vassalboro Quarterly Meeting, November 3, 2018

Memorial Minute for Edward Furnas Snyder



Edward Furnas Snyder, age 90, died at daybreak on August 12, 2016 at the Mount Desert Island Hospital. His body, which had served him so well, was failing, and death brought relief after a brief but rapid decline. In his last days and hours, he was surrounded by his four children, several grandchildren, and close friends. His mind was present and engaged until the end.

Ed was born November 13, 1925 in Belle Plaine, Iowa, to Edward F. Snyder Sr. and Mary Ella Blue Snyder. Edward Sr. was a lawyer and already a pillar of his community when he died at age 37, leaving his wife and three children of whom Edward at 7 was the oldest. Edward's mother obtained a postgraduate degree at the Iowa State College in Ames, Iowa. In 1936, the midst of the Great Depression, she accepted a teaching position at the University of Maine. She packed her mother, three children, and the family dog into a Model A, and moved the family from Iowa to Orono, Maine.

Ed, known to his classmates as "Red," graduated from Orono Grammar School in 1939 and from Orono High School in 1943, where he played football and basketball. He attended an accelerated program at Bowdoin College, completing three semesters before joining the Army Air Corps in February 1944, where he served for 22 months.

Upon his return he attended the University of Maine on the GI bill, majoring in history. During summers he often worked on the University's farms. He graduated in 1948, member of Phi Beta Kappa, Phi Kappa Phi, the student senate, and reporter for campus. He won the Percival Wood Clement essay contest with his 3000 word entry "The Constitution and Individual Rights." During the summer of 1948 he hitchhiked west to work in the white pine blister rust control program in Glacier National Park, Montana. And in the summer of 1949 he worked for Charles and Katherine Savage as desk clerk at the Asticou Inn in Northeast Harbor. He followed his father and his uncle into the law, and in 1951 graduated from Yale Law School, having served on the Yale Law Journal. In the summer of 1950, he and a law school classmate hitchhiked across Europe. On the student ship bound for Europe, he met Dorothy Mae (Bonnie) Mumford. They fell in love and were married the following year on June 16, 1951. Bonnie and Ed shared 58 years of joyful, caring, and loving life together until she died in November 2009. They raised four children: Edith, William, Marjorie and Russell. Ed served as law clerk to Chief Judge Thomas W. Swan of the U.S. Court of Appeals, Second Circuit, before joining the law firm of Cummings and Lockwood, Stamford, Connecticut, in 1952. During this period Ed and Bonnie became active members of the Religious Society of Friends (Quakers). Their faith sustained them through life. In 1955, Ed left his promising legal career to follow a leading of the Spirit. He took a job as a lobbyist for the Friends Committee on National Legislation, a Quaker organization representing Friends' concerns for peace and justice in the nation's capital, and moved his young family to the Washington, D.C., area. In 1962, he became Executive Secretary of the organization, and headed its work until his retirement in 1990. He and Bonnie raised their four children in the caring Quaker community of Adelphi Friends Meeting in Maryland.

While in Washington, he often testified before Senate and House committees. He worked in support of creation of the Peace Corps, a nuclear test ban treaty, human rights, development assistance to needy countries, an end to the military draft, and other issues of concern to Quakers.

His work in opposition to the U.S. war in Vietnam was strengthened by a two year experience in Southeast Asia (1967-1969) working for the American Friends Service Committee. During this period, with his family living in Singapore, he traveled widely in the region, supporting Quaker relief efforts in Vietnam and organizing five Quaker International Conferences and Seminars for Diplomats and Young Leaders. Ed recalled that the fruits of this work were evident when two young leaders from Malaysia and the Philippines, countries in conflict with each other at that time, told him what their new-found friendship with each other meant: "if my country goes to war against yours, I won't join up myself and instead I will set up an organization of conscientious objectors." This was peace work for the long haul. He saw first-hand the suffering of the people of Vietnam, and he brought that experience with him when he returned to lobbying on Capitol Hill.

In his 35 years working for the Quakers, he also participated in Quaker-related conferences in Eastern Europe, the U.S.S.R. and Cuba. In Washington, he helped to organize a number of coalitions on peace, human rights, United Nations support, and developmental aid. He served on the Board of the American Friends Service Committee, the National Council of Churches, the Center for International Policy, and 20/20 Vision. Some of his work is detailed in a book he co-authored, *Witness in Washington: Fifty Years of Friendly Persuasion*, (Friends United Press, 2nd ed., 1994).

Upon retirement in 1990, Ed was named Executive Secretary Emeritus of the Friends Committee on National Legislation. He and Bonnie moved from College Park, Maryland to a solar house they helped design and build in Bar Harbor Maine. They became active members of Acadia Friends Meeting, which was a great source of spiritual enrichment and fellowship for them. Their home was a place of warm hospitality. It was a hub of many Quaker gatherings that included groups where Friends shared their spiritual faith and met for Peace and Social Justice and clearness committees. Friends met annually at sunrise to welcome spring followed by a pot luck breakfast at the Snyder's where they planted marigold seeds and balanced eggs on end.

In Maine, Ed helped to found the Friends Committee on Maine Public Policy, which has emphasized criminal justice and Maine Indian issues. He also helped found, and chaired the board of the MDI Restorative Justice Program. Ed was a strong supporter of environmental causes, and a representative to the 1999 Maine Global Climate Change Conference. He received an honorary Doctor of Laws degree from Haverford College in 2002 for "devotion and support for peace and justice throughout the world, and commitment to connecting Quaker beliefs with political education and action." In his late eighties, he was an active member of the Occupy movement, and co-facilitated a class in the Acadia Senior College exploring the question: "Does the moral arc of the universe bend towards justice?" and another on the moral issues presented by the development of artificial intelligence. Ed's service as treasurer of Acadia Friends Meeting and clerk of the Peace and Social Justice committee set a high standard for the work of the Meeting.

Ed introduced his family to his love of the outdoors, including a 10,000 mile camping trip visiting national parks coast to coast in 1966. But trips to visit extended family in Maine were always the highlight, especially camping and hiking in the Baxter State Park and Mount Desert Island. In 1993, at age 67, he fulfilled a lifelong ambition and canoed the Allagash with his sons. At age 70 he climbed

Mount Katahdin for the last time. He loved hiking and in the year he turned 89 proudly walked all the carriage roads of Acadia National Park within one season, faithfully highlighting each on the MDI map. He enjoyed cutting, splitting, and stacking his own firewood, working in the garden, and reading widely and deeply. He took great pleasure in his garden. Friends recall the bountiful crop of cherry tomatoes he shared.

During his last years, Ed found great joy spending time with his grandchildren and following their accomplishments. He attended all the plays & musical performances by Francis and Bonnie Mae Snyder at MDI High School, and watched the Bangor Daily News for details of track meet successes of Roy and Sam Donnelly. Their 86 year age difference did not seem to matter when he read to his granddaughter Blue Snyder. As a boy, Edward persevered in the daunting task of giving the family dog a special daily bath to cure a skin condition, prompting his grandmother to say, "Edward has stick-to-it-iveness." This quality was present throughout his life, in all its aspects.

He was known to be strong-willed but fair-minded, always taking time to listen. His life and work were based in a deep faith. He had a passion for a future he believed to be possible. Many, many people were encouraged to take action for peace and justice by his example. Ed held high expectations for himself, his family, and the people he worked with, and these could sometimes be experienced as judgment and asking too much. But these expectations came from a deep place of love and generosity, and the love always won out in the end. Ed rose to the challenges life presented to him. When his dear wife Bonnie suffered with progressing dementia in her final years, Ed was her devoted and loving caregiver to the end. And when his own end neared, he faced death with courage and faith.

Edward is survived by his daughter, Edith Snyder Lyman and her husband, Nicholas Lyman, of Bar Harbor, Maine; his son, William Furnas Snyder and his wife, Laura Muller, and their daughter, Suzanna Blue Snyder, of Amherst, Massachusetts; his daughter, Marjorie Blue Snyder, her sons, Roy Mumford Donnelly and Samuel Blue Donnelly, and their father, Robert William Donnelly, of Hampden, Maine; his son, Russell Mumford Snyder, and his son, Francis Edward Snyder, and daughter, Bonnie Mae Snyder, and their mother, Ellen Jane Finn, of Otter Creek, Maine; his brother, Ralph McCoy Snyder and his wife, Mary Dirks Snyder, of Belfast, Maine; and his sister, Mary Louise Snyder Dow of Marietta, Georgia.

A celebration of the life of Edward Snyder was held Saturday, October 15, 2016, at the Neighborhood House in Northeast Harbor, Maine, under the care of Acadia Friends Meeting. Memorial contributions may be made to the Friends Committee on National Legislation <https://fcnl.org/> at 245 2nd Street NE, Washington DC 20002 or <https://fcnl.org/donate/honor/fcnl/>.

Copies of this minute were sent to Acadia Friends Meeting, New England Yearly Meeting, Baltimore Yearly Meeting, Vassalboro Quarterly Meeting, Adelphi Monthly Meeting.

Approved by Acadia Friends Meeting, September 2017.
Endorsed by Vassalboro Quarterly Meeting, November 11, 2017