

New England Yearly Meeting of Friends
Permanent Board Minutes - Uncorrected
May 21, 2016
South Berkshire Monthly Meeting, Great Barrington, Massachusetts

16-22 Opening Worship: Permanent Board Friends gathered in worship in the Meeting room at South Berkshire Monthly Meeting, overlooking a beautiful wetlands area populated by a lively family of beavers.

16-23 Welcome: Alan Price, former clerk of South Berkshire Meeting, welcomed us as this weekend found the meeting's current clerk, Ann-Marie Jenko, in Seattle for her daughter's medical school graduation.

16-24 Roll Call: The Recording Clerk called the roll:

Present: Sarah Gant, clerk; Becky Steele, recording clerk; Holly Baldwin, Deana Chase, Jeremiah Dickinson, Christopher Gant, Galen Hamman, Ian Harrington, Sandy Isaacs, Leanna Kantt, Allan Kohrman, Jean McCandless, Anna Radocchia, Carole Rein, Elias Sanchez-Eppler, Karen Sanchez-Eppler, Suzanna Schell, Sara Smith, Carolyn Stone, Philip Stone, Bill Walkauskas, Donn Weinholtz, Rosemary Zimmerman.

Ex Officio: Noah Baker Merrill (YM Secretary), Edward Baker (Supervisor, YM Secretary), Shearman Taber (Treasurer), Fritz Weiss (Presiding Clerk).

Regrets: Virginia Bainbridge, Travis Belcher, Susan Davies, Justice Erikson, Hannah Zwirner Forsythe, Ben Guaraldi, Elizabeth Szatkowski.

Guests: Alan Price (South Berkshire), Linda Short (South Berkshire), Kathleen Wooten (Fresh Pond).

16-25 Minutes: The minutes from our February 20, 2016 meeting were considered and approved with minor changes.

16-26 Presiding Clerk report: The clerk referred us to his written report (attached) with some updates:

(1) Although the report anticipated that Ministry & Counsel would approve an appointed pastoral care team, that hasn't happened yet, as M&C is still finding its way forward and giving more consideration to pastoral care. In the meanwhile, M&C approved an interim pastoral care group to be called upon if needed.

(2) The Presiding Clerk reported on two public statements issued by NEYM this spring:

- A. NEYM signed on to a letter from New England faith groups asking President Obama to designate New England's Coral Canyons and Seamounts as the first marine monument in the Atlantic Ocean.
- B. Epistle to the United Methodist Church: After receiving a request that NEYM might have something helpful to share, NEYM sent an epistle (attached) to the United Methodist Church as it met in Portland to address LGBTQ concerns. The epistle shared our experience and affirmed that "[o]ur experience and prayerful discernment confirm that all are equal before God, just as

God made us.” It ended by saying, “We give thanks that God gathers many to form one body; each one of us belongs to all the others. Know that you have Friends in New England holding you in prayer, our hearts joined with you in the broken-hearted but still unbroken unity of the Holy Spirit, as you labor together in discernment today and in the time to come.”

The epistle met with gratitude. After it was posted to the NEYM web outlets, it received quite a bit of life in the wider church community through social media. Over 400 people from the Methodist tradition thanked us for our support and prayers. They appreciated our statements of solidarity for being faithful and listening, and not telling the Methodists what to do.

The Presiding Clerk will report at Annual Sessions on the fruits of our public statement policy this year, and will ask for advices on how it worked.

(3) The Youth Ministries Committee will bring an updated child safety policy to PB, then to Sessions for approval in August. The amount of pastoral concerns coming to our youth programs staff has greatly increased over the past few years; also, YM youth programs have moved beyond the retreat program, causing the need for more support for our staff. Friends expressed concern for setting appropriate boundaries for pastoral care.

In response to an inquiry from a monthly meeting whose insurance carrier wanted to know about the meeting’s child safety policies, it was noted that Beth Collea has put together a packet of resources that support local meetings in developing their own child safety policies, especially in light of insurance asking for such policies.

With thanks for the Presiding Clerk’s nourishing of the Youth Ministries Committee, Friends approved the following:

(A) Adding to the Youth Ministries Committee’s charge the responsibility, in consultation with the Yearly Meeting Secretary, to identify and appoint qualified Friends to serve as volunteer Youth Ministries Advisors to the Youth Ministries staff. The volunteer position description for these roles will be maintained by the Committee.

(B) We unite with the Youth Ministries Committee in encouraging the Youth Ministries staff to continue and expand the practice of engaging stipended assistant coordinators for youth retreats, within budgeted limits.

16-27 Yearly Meeting Secretary Report (attached): The Secretary quoted Josephus speaking of the early Church: “See how they love one another.” He sees great life in this holding of each other in love. The Secretary shared concerns about the need for pastoral care in our NEYM community, and Friends held his concerns in the Light.

Updates to the Secretary’s written report:

- The “Faith and Play” translation project is rolling along with participation from FWCC, Puente de Amigos, Beth Collea, NWYM, and funding from Obadiah Brown, the YM, and others, NEYM’s task is to accompany them administratively.

- The Secretary is in consultation with Youth Religious Education Committee to see how it can be more useful. They hope to present something for PB to consider sending to Sessions this year.
- New overtime regulations may affect the status of as many as 5 employees who were previously considered exempt. The Personnel Committee may consider the implications for the YM.
- In an example of new life in the Meeting, at a recent Woolman Hill gathering on outreach. Nia Thomas gave Young Friends encouragement for outreach. YF's and Anna Hopkins gave presentation to Allen's Neck Meeting, which resulted in its first ever registrations for youth.

16-28 Friends Camp Director Search: Edward Baker reported that the committee has completed its work and recommends hiring Anna Hopkins, of Providence, Rhode Island, as the next Director of Friends Camp. Anna, a Williams College grad, currently teaches science at Moses Brown School. She was an assistant director for FC for years, is well grounded in Friends' traditions, and comes with glowing recommendations.

The committee has made initial arrangements and recommends a mentoring role for Nat Shed as a paid consultant to ensure that Anna has the support that she needs to develop her administrative skills and to succeed as the Friends Camp Director. This is anticipated to be a one year arrangement with a possible extension, at perhaps a lower level of intensity, for a second year.

A salary has been negotiated that is within the range approved by the Camp Committee's budget, with sufficient funds to compensate Nat for his role as a consultant as well. A memorandum of understanding has already been prepared outlining this consultancy.

PB approved the committee's recommendation and will forward Anna Hopkins's name to the Yearly Meeting for their approval at Sessions. Anna is attending the Friends Camp Spring work weekend and Camp Committee meeting. She plans on attending the full week of Yearly Meeting sessions in August (as she doesn't expect she will be able to do that again).

Friends accepted the search committee's report and approved hiring Anna Hopkins as Friends Camp Director. The PB also affirmed the importance of the Friends Camp to the life of the YM. With deep appreciation and joy, Friends approved laying down the Ad Hoc Search Committee. Friends also held Edward Baker and his family in the light.

16-29 Personnel Committee: Karen Sanchez-Eppler, with gratitude to Edward Baker for his significant contributions, presented an updated harassment policy for the NEYM employee manual, addressing protections for YM employees from general harassment and sexual harassment.

Friends approved the harassment policy, contingent upon review and approval by legal counsel.

16-30 Treasurer's Report: Shearman Taber presented his written report (attached) and noted that as the YM changes, financial reporting will change too.

16-31 Finance Committee: Referring to his written report (attached), Elias Sanchez-Eppler shared the committee's excitement about new developments and procedures in process. He appreciates all the work that has occurred across committee lines, especially with the Friends Camp Committee, which

advanced its budget timeline by several months so that the finances of the camp could be coordinated with the YM as a whole.

As part of the budgeting process, the Finance Committee asked the Long-Term Financial Planning Committee for guidance on deficit targets for the next two fiscal years' budgets. The LTFPC responded with the following: \$47,000 for FY 2016-2017 (using no Legacy Gift funds) and \$37,000 for FY 2017-2018.

Right now, the budget looks like the YM is about \$3000 short, which is hearteningly close to where it needs to be. The FY 2017 draft budget sets expenses of approximately \$10,000 less than FY 2016 by reflecting historical patterns of spending more closely than past budgets did.

The Finance Committee's visitation program has yielded a rise in giving from several meetings; people seem to be responding to clear expressions of what the YM has to offer and why there is a need for monthly meeting giving. Elias noted that monthly meeting contributions are budgeted to increase 3%-5% each year for the next 3 years—something we should all keep in mind as we participate in our local meetings' budgets.

The PB discussed ways to increase income to YM, including the timing of fundraising solicitations from meetings and individuals, as well as the possibility of online fundraising through social media.

The Friends Camp budget was not presented for action at this May meeting; the expectation is that the Friends Camp will have a net-neutral effect on the overall budget.

Revolving fund proposal: In the past, the YM budgeted funds for legal and accounting expenses that in many years are not incurred. Elias noted that on the one hand, we over budget expenses for those years we incur no legal fees—but on the other hand, the amount we typically budget would be insufficient if a legal dispute did arise. Further, although our personnel policies provide employee sabbaticals every seven years, we haven't budgeted for expenses relating to sabbaticals. To address these budgeting concerns, Finance Committee proposes that Permanent Board:

1. Establish a revolving account for legal services to be funded out of budget line 5140, Legal Services, for the purpose of engaging legal advice and services;
2. Establish a revolving account for accounting services to be funded out of budget line 5135, Accounting Services, for the purpose of engaging accountants to review Yearly Meeting books, financial policies, and provide other accounting or fiduciary services; and
3. Establish a revolving account for staff sabbaticals to be funded out of a budget line to be determined under 5000, Staff, for the purpose of supporting temporary staff or increasing existing staffs' hours to cover for NEYM "operating division" (i.e., not Friends Camp) staff during sabbaticals offered under NEYM personnel policies.

Unspent funds allocated to these line items would carry over and accumulate from year to year.

Friends approved the Finance Committee's proposal.

16-32 Acton Monthly Meeting: Bruce Neumann was asked by M&C to serve as an elder to Acton Monthly Meeting during its laying-down. Anticipating a surplus after wrapping up its affairs, Acton

Meeting inquired about possible ways those funds could support YM youth programs, while not unduly burdening the YM with unwieldy administrative restrictions. YM staff suggested that one good use might be to establish a Youth Programs scholarship fund to help youth attend YM programs.

Friends minuted gratitude to Acton Meeting for honoring the YM and its youth with its thoughtfulness. Friends appointed the Treasurer and Clerk of Finance Committee, with input from the YM Secretary and Youth programs staff, to work with Acton to prepare a suitable deed of gift to present to PB for possible approval in August.

16-33 Ad Hoc Long-Term Financial Planning Committee: Clerk Chris Gant presented a written report (attached). The Committee worked with YM staff to inaugurate an electronic newsletter, which was met with appreciation. The LTFPC will work with C&A on how LTFPC will interact with YM Committees in reviewing the committees' purposes and procedures. The goal is to present revised purposes and procedures for PB's review and ultimate presentation for approval at 2017 Annual Sessions.

Gatherings: Friends approved the LTFPC's proposal for two gatherings for NEYM-ers to share fellowship, education, nurture, worship and celebration. One gathering, in Fall 2016, would focus on Priorities I and II (Spiritual Development and Religious Education). The second gathering, in Spring 2017, would focus on Priorities III and IV. It is anticipated that the gatherings would be revenue-neutral.

PB approved asking C&A and staff to develop proposals for strengthening support for YM Committees, and sharing those plans with the PB. Friends approved the LTFPC's proposal that to allow for this and other needed work in Fiscal Year 2017, NEYM discontinue the practice of organizing and staffing the three day-long Committee Days that had been the practice in the past.

These issues (committee interaction, basic buy-in into YM's priorities) must be addressed before the nuts and bolts work of preparing a financial plan can begin.

16-34 Internal Nominating Committee: Donn Weinholtz presented the name of Ben Guaraldi to serve in the Clerk's Nominating Committee. Friends approved.

16-35 Memorial Minutes: Memorial minutes were heard for the following Friends:

David Hall
Nancy Isaacs (with a correction to the spelling of Sandy's name)
Peter Keenan
Annette (Anne) Kreibel
Ishmael Rosas

16-36 Travel Minutes: Approved, with the assurance that relevant dates will be added to the minutes:

Melody Brazo
Callid Keefe-Perry
Kristina Keefe-Perry
Becky Phipps
Benigno Sanchez-Eppler
Nancy Shippen

Informational Reports/Announcements:

16-37 Legacy Gift Committee: Suzanna Schell shared good news about the joy of working on the committee. It awarded 24 grants this year, including beaver remediation, experimental art camp for YAFs, and others. The committee is hearing much need for long-term repair and maintenance of meeting houses, addressing climate change, outreach and access—more than the Legacy Gift Fund can support. The committee is looking for 2 people to join in this work next year.

16-38 YM Secretary evaluation: Currently underway. Edward Baker is the person to contact if anyone has any feedback to give.

16-39 Closing Worship: No further business appearing, Friends closed with worship, anticipating their next gathering at Castleton, Vermont on August 6, 2016.

Sarah Gant, Clerk

Becky Steele, Recording Clerk

PB Minutes 5/21/2016 - Uncorrected

New England Yearly Meeting of Friends
Permanent Board Minutes Draft
February 20, 2016
Wellesley Friends Meeting, Wellesley, Massachusetts

16-01 Opening Worship: Permanent Board Friends gathered in worship in the bright, sun-filled Meeting room at Wellesley Monthly Meeting. During worship, the clerk brought our attention to the late Nancy Isaacs, who had been with us at our last meeting in Hanover.

16-02 Welcome: Jeremiah Dickinson, clerk of Wellesley Meeting, welcomed us, promising great riches for our lunch.

16-03 Roll Call: The Recording Clerk called the roll:

Present: Sarah Gant, clerk; Bruce Neumann, acting recording clerk; Virginia Bainbridge, Travis Belcher, Deana Chase, Susan Davies, Jeremiah Dickinson, Hannah Zwirner Forsythe, Christopher Gant, Ben Guaraldi, Galen Hamman, Ian Harrington, Sandy Isaacs, Allan Kohrman, Jean McCandless, Carole Rein, Elias Sanchez-Eppler, Karen Sanchez-Eppler, Suzanna Schell, Sara Smith, Carolyn Stone, Philip Stone, Elizabeth Szatkowski, Bill Walkauskas, Donn Weinholz, Rosemary Zimmerman.

Ex-Officio: Noah Baker Merrill (YM Secretary), Edward Baker (Supervisor, YM Secretary), Shearman Taber (Treasurer), Fritz Weiss (Presiding Clerk).

Regrets: Holly Baldwin, Justice Erikson, Leanna Kantt, Rocky Malin, Anna Radocchia, Becky Steele.

Guests: Mary Frances Angelini (Framingham, Clerk of Archives), Benigno Sanchez-Eppler Northampton), Christopher McCandless (Burlington), Jackie Stillwell (Monadnock), Cynthia Ganung (Wellesley), Roland Stern (Wellesley), Kathleen Wooten (Fresh Pond).

16-04 Minutes: The minutes from our November 21, 2015 meeting were considered and approved.

16-05 Presiding Clerk report: The clerk referred us to his written report, [\[view report\]](#) then spoke about a sermon at the vibrant Bethel AME church in Boston which reflected the emerging theme for Sessions 2016: We are God's Hands. The sermon, based on John 20, reflected on Jesus' admonition to his apostles to go forth.

Responding to a question about whether PB has a role in supporting pastoral meetings, several of which are struggling with no pastor (see written report), Fritz replied that this concern weighs mostly on Ministry and Counsel.

Regarding Youth Ministries Committee, Fritz reported that Coordinating and Advisory (C&A) recommends the names of Carolyn Stone (Wellesley), Honor Woodrow

(Framingham), Brad Bussiere-Nichols (Portland) and Laura Hoskins (Putney) for service. Friends **approved** these names, and **approved** adding the Presiding Clerk as an ex-officio member of this committee.

C&A also requests that PB appoint a liaison between PB and Youth Ministries, to ensure that this body remains informed of their work. Interested parties should speak with Sarah Gant.

16-06 Yearly Meeting Secretary Report: [\[view written report\]](#) Noah shared that he and the Treasurer this week signed the first round of checks for grants from the Legacy Gift. He reflected on how far we have come since the difficult decision to lay down the New England Friends Home. It is an exciting moment to be “making resources available to nourish the life and ministry of New England Friends.”

He spoke about the recent FWCC gathering in Peru, with 12 New England Friends in attendance. He quoted one attender, again reflecting next year’s session theme: “I don’t think God wants us to get together just to get together. God wants us to go out into the world to do God’s work.”

Responding to another question about our pastoral meetings, Noah noted that we are at risk of losing this tradition without focus and help. This is part of a wider conversation about liberating gifts of ministry.

16-07 Treasurer’s Report: Referring to his written report [\[view report\]](#) Shearman Taber shared that while the books are closed for FY15, it is too soon to gauge how FY16 is going. Much of our income comes in toward the end of the year, and many expenses also do not occur on regular timetables.

With the advent of a greater number of outside grants, Shearman and the Accounts Manager are considering how to report receipt and expenditure of these funds, hoping for transparency while the funds are not part of our operating budget.

Referring to the Shoemaker Grant (see YM Secretary report), one Friend asked how the new half-time position will relate to the current YF/YAF Coordinator. Noah reminded us that we have long known that Nia’s job is not sustainable. This position will give much needed help, and a window to explore how the program might move forward.

16-08 Development Committee: Sara Smith reported that the Development Committee had a retreat with Jennie Isbell, which included reflecting on who they are targeting as donors. While recent years have focused on those who are involved with committee work and/or come to Sessions, they are considering broadening their approach to others in the Yearly Meeting.

Responding to several inquiries from monthly meetings, the Development Committee would also like to explore whether the YM credit card payment system could be used to

receive monthly donations for monthly meetings [\[view full request\]](#). This exploration would require some work by YM staff. Several Friends spoke about how their MM has approached the issue. Others questioned the integrity of using credit cards which are based on the concept of borrowing money, and where 4% of the amount goes to the credit card company. Can we use bank debit cards instead?

Friends **approved** staff working with the Development Committee to explore the feasibility of providing this service. This exploration will attempt to consider all issues including: Is it worth the extra (on-going bookkeeping) time and expense; what are possible methods; and does using credit cards follow our testimony of integrity?

16-09 Finance Committee: Elias Sanchez-Eppler reported that the Finance Committee has had a productive few months in their efforts to improve outreach. While fewer actual visits than expected have been made, there have been a number of rich long-distance conversations. They are encouraged by the way the approach has been received, and expect to broaden the efforts to include all monthly meetings.

They have begun the budget process for the next fiscal year, and will be basing it on a 3%-4% increase in MM giving. While in recent years the actual shortfall has been less than budgeted, we must be prepared for the possibility that the actual deficit could equal that which is projected.

Elias presented the following recommendation [\[view full text\]](#),

The Finance Committee recommends that disbursements and reimbursements for committee expenses and travel transition to a web-based system in which reimbursement request forms, receipts, and expense authorizations can travel from the individual requesting reimbursement to the authorizer and on to the Yearly Meeting office not only by post (as currently required) but also by email.

Friends **approved**.

Elias also presented the following recommendation:

The Finance Committee further recommends that the Yearly Meeting Secretary, as opposed to the Presiding Clerk of the Yearly Meeting, authorize representative travel.

Friends **approved**.

16-10 Friends Camp Governance: Jeremiah Dickinson presented the Friends Camp Good Governance Report [\[view full report\]](#) with a few edits since the last time it was presented. Specifically, it names mid-March as a date for Friends Camp to submit their budget to the Finance Committee, and names the YM Secretary as the ultimate supervisor for the Camp Director, along with a number of clarifications and format changes.

From the floor, Shearman Taber offered a number of edits. Friends were comfortable with the intent of these edits, and **approved** the document, with final edits to be composed jointly by Jeremiah, Shearman, and the PB clerk.

Friends **approved** laying down the Ad-hoc Committee on the Good Governance of Friends Camp, extending repeated thanks to this committee, established in November 2012. Over the course of its life, Friends who have served on the committee, some for brief periods and some in a consultative role, are: Carolyn Stone, Mary Knowlton, Phil Stone, Nat Shed, Laura Street, James Grumbach, Andy Grannell, Dee Kelsey and Jeremiah Dickinson.

16-11 Camp Director Search: Edward Baker reported for the Search Committee for a new Friends Camp Director. The Committee received 30 applications and followed up with nine who were Quaker, had experience at a Quaker camp, or at least mentioned Quaker values. Currently they have seven files with applications and letters of reference. The committee will meet February 27 to determine who they want to interview. They expect to hold interviews in early March, with follow-up interviews in April if needed, and intend to bring a recommendation to PB in May.

16-12 Personnel Committee: Bob Murray spoke about a major revision to the Personnel Policy Manual (PPM) [\[view full document\]](#), pointing out that this is a living document, designed to say who we are as an employer and who we are as a people. It expresses our expectations for our employees, and for ourselves as employers. With this revision, the Committee has attempted to bring the document up to date. Bob notes that the appendices have been approved previously, and that he expects the child safety and harassment sections to be rewritten. Friends **approved** the new PPM, with gratitude to Bob and the Committee for their efforts.

16-13 Childcare Policy: We considered a new Childcare policy regarding Childcare for NEYM sponsored events [\[view policy\]](#). This document assembles existing information from several sources. We hope that this policy will be shared widely, as it may be useful to monthly meetings. A concern was expressed that the abuse prevention policy, which the document refers to, is out of date. We understand that the Youth Ministries Committee will make the review of this policy a high priority. A question was raised about the paragraph regarding off-site childcare. We understand that the intention is that in some cases, a parent will arrange childcare for his/her children, but be reimbursed by NEYM. With the understanding that this clarification will be made, Friends **approved** this document.

16-14 Archives: Mary Frances Angelini spoke about the process of drafting the Deed of Gift to the Special Collections and University Archives of the W.E.B. Dubois Library at the University of Massachusetts, Amherst (SCUA) [\[view report\]](#). During negotiations between the Archives Committee, Karen Sanchez-Eppler (PB representative to this process), and Rob Cox from SCUA, they found some points of confusion regarding both future transfers to the Archives, and de-accessioning of items which SCUA chooses not to retain. As discussions evolved, they chose to separate some of the concerns into a Memorandum of Understanding. [\[view Deed of Gift\]](#) [\[view draft Memorandum of Understanding\]](#)

Noah assured us that NEYM legal counsel had reviewed the Deed of Gift and was comfortable with it. He also informed us that, using funds left from the unfilled

Archivist position several years ago, he has expanded Sara Hubner's position to full time, to allow for support of communication with monthly meetings about the transfer of the archives and future procedures for submitting materials.

Mary Frances believes that SCUA intends to begin cataloguing the collection immediately on transfer, and that we may see a bibliography within a few months.

Friends **approved** the signing of the Deed of Gift. Sarah Gant, Clerk of Permanent Board, will sign.

16-15 Long-term Financial Planning: Noting that "We still do not have a financial plan," Chris Gant spoke about the survey that the Ad Hoc Long-term Financial Planning Committee (LTFPC) sent to the committees of NEYM. LTFPC received 17 responses, an "overwhelm(ing) amount of information", which the Committee has struggled to make sense of. In many cases, the responses do not reflect a clear connection between the work of the Committee responding and Session 2015's affirmation that the organization that is NEYM exists to "support and strengthen a vibrant and growing web of monthly meetings, quarterly meetings, and other Friends communities under our care, helping us to do together what we cannot do alone." The report further noted:

Nearly all committees said that communication was a major focus of their work, but also – and somewhat paradoxically – raised the concern that they don't know as much as they need to about what's going on in other committees, and yearn for greater communication and contact. This would seem to suggest that focusing on improving the quality of real two-way communication remains a vital area for investment...

LTFPC presented several proposals:

1. LTFPC requested our approval to coordinate with C&A in working with YM committees to align their Purposes and Procedures (due for review in 2017) with the priorities approved at Sessions 2015. The Clerk considered that our previous approval of LTFPC approaching the committees covers this continuation of work.
2. LTFPC is considering organizing a "consultation" to bring interested members of NEYM together to consider how our core purposes and priorities are being addressed, and how we might become a more effective organization. Since this proposal is not fully formed this notice is informational only.
3. LTFPC requested PB approval for asking the YM staff, in consultation with LTFPC and other relevant parties, to plan for, develop and launch a monthly electronic newsletter as an urgent priority, recognizing that this may mean reallocating resources of time and money previously planned for other purposes. Friends **approved**.
4. LTFPC requested approval to begin developing a database of Friends in the region with a variety of skills which might be useful to the YM or to MMs. Noah considered that this proposal would require a significant amount of

time from the YM Office Manager. Friends expressed some concerns, both about whether this is the best use of staff time, and whether the rewards are equal to the effort. For the time being, Chris suggested withdrawing this request, pending further reflection on how it might work, and balancing efficacy against effort.

16-16 Yearly Meeting Nominating: Ginny Bainbridge presented several names for our approval, for YM Committee service:

- FWCC:
 - Minga Claggett Borne (Change class to 2017)
 - Hal Weaver (Wellesley), class of 2016
 - Katy Green (Worcester), class of 2018
- Racial, Social, and Economic Justice:
 - Lillie Wilson (New Bedford) 2016
- Publications and Communications:
 - Will Monaco (Portland) 2018

Friends **approved** these names.

16-17 Internal Nominating: Donn Weinholz presented the names of Leslie Manning (Durham) for Friends Camp Nominating Committee class of 2017, and Greg Williams (Beacon Hill) for Clerk's Nominating Committee class of 2019. Friends **approved** these names.

16-18 Clerk's Nominating: Allan Kohrman presented the following names for the clerk's table for 2016-2017:

Presiding Clerk: Fritz Weiss
Recording Clerk: Rachel Walker Cogbill
Recording Clerk: James Grace
Reading Clerk: Katherine Fisher
Reading Clerk: Jeremiah Dickinson

Friends **approved** forwarding these names to Sessions 2016.

16-19 Travel Minutes: Recognizing that our process and definition of requirements for travel minutes are unclear and in need of refinement, we considered the following:

- Jerry Sazama (Storrs): Renewal of a previous minute for travel with a concern for Quaker spirituality. Approved by Storrs MM (11/01/2015) and Connecticut Valley Quarter (02/07/2016). Friends **approved** the clerk endorsing this minute.
- Rebecca MacKenzie (Quaker City): Renewal of a previous minute for travel under a concern for the environment. Approved by Quaker City Unity (09/27/2015) and by Northwest Quarter (12/06/2015). Friends **approved** the clerk endorsing this minute.
- Benigno Sanchez-Eppler (Northampton): In support of his teaching at the Peace Institute in Cuba. Approved by Connecticut Valley Quarter (02/07/2016), but not yet by Northampton MM. Friends **approved** the clerk endorsing this minute after this anticipated approval is accomplished..

- o Betsy Cazden (Providence): For travel to Cuba for participation in the Peace Institute, has not yet been approved by Providence MM or RI Smithfield Quarter. Friends **approved** the clerk endorsing this travel minute after these anticipated approvals are accomplished.

16-20 Legacy Gift: Suzanna Schell spoke about the first grants from the Legacy Gift. While all the applicants seemed worthy, some were fully funded and others were partially funded. She described the process, where subgroups of the Legacy Gift Committee met with each of the applicants so that at least a few committee members had personal interaction with the applicants in advance of the larger group meeting to discuss the awarding of grants. All recipients have been asked to attend Sessions. The committee expects to give another round of grants this spring.

16-20 Closing Worship: No further business appearing, Friends closed with worship, anticipating their next gathering on May 21 in Great Barrington, MA.

Sarah Gant, Clerk

Bruce Neumann, (acting) Recording Clerk

*Presiding Clerk report to Permanent Board
May 2016*

There is much to report. I hope that my oral report to the committee will be an opportunity for questions and conversations about the life of the Yearly Meeting.

The Youth Ministries Committee (YMC) had a fruitful initial meeting at Committee Day in April. We plan to meet again via Go-To-Meeting in late June or early July. One of the concerns of the committee is that the Yearly Meeting has been operating with a *Draft* Child Abuse Prevention Policy since 2005. We have taken that policy, which is really very good, and begun updating it to align with current child protection statutes in the six New England States, and with the Friends camp policy with the intention of bringing it to Permanent Board in August for approval.

Today the YMC is asking Permanent Board to *approve giving the committee authority to continue a practice of contracting with volunteers to serve as resources to the YM Youth Program Coordinators and for authority to appoint assistant coordinators for retreats as needed.*

We currently do appoint assistant coordinators at annual sessions and for the YF's midwinter retreat. The volunteer resource people supporting the youth program coordinators is one way in which we seek to strengthen the pastoral care support for the youth staff. Appointing assistant coordinators will both release the program coordinators to do the work to which we have entrusted them and will support the development of leadership in the youth program staff. YMC continues to ask Permanent Board to name a person on the committee who will serve as a link between the work of YMC and Permanent Board.

Since February, Noah and I have endorsed one public statement issued by the Creation Justice Ministries named "***Coral Canyons and Seamounts***". This is a letter to President Obama and Interior Secretary Sally Jewell asking that New England's Coral Canyon's and Seamounts be designated the first Marine Monument in the Atlantic Ocean. This is an area of remarkable bio-diversity 100 miles off the New England Coast.

The Coordinating and Advisory Committee worked together on developing the Charge for the Pastoral Care Team that has been forwarded to Ministry and Counsel. I think this is important work; both to meet the long felt need to strengthen the resources we can offer local meetings and to grow into new structures which support our work.


In April Sarah Gant, Clerk of Permanent Board, and I participated in a conference call with the clerks of six of our nine quarters. It was a rich conversation. The clerks requested that we make these calls a regular event. The next one will be in early July. The conversation had many dimensions: both pragmatic concerns about the role of being a quarter clerk, State of Society reports, communication within the quarter and with the Yearly Meeting and some of the nuts and bolts of clerking; and also larger concerns about the sense of what a quarter is and how to carry this view into the work of being clerk.

This past weekend I was privileged to attend a weekend program on "Emerging Practices in Quaker Outreach" which was organized by Beth Collea. The conversation was deep, and stretched us as we considered how much of outreach is "Sharing the Good News" and how important the spiritual health of our meetings is to successful outreach practices. I hope that there is an opportunity for Noah to report on this weekend to Permanent Board.

Much of my time and energy has been dedicated to the details of the agenda being brought to the Annual Sessions business meeting in August. There is significant business before us. We will receive a minute from Connecticut Valley Quarter on Climate Change and a minute from FWCC on Sustainability. We will be hearing from the Legacy Gift Committee about their first year of tangibly supporting ministry in the life of New England Friends; and considering what lessons we have to learn from this first year. There is good financial news; there is exciting news about support for the Young Adult Friend community; there is news about the governance of Friends Camp and an opportunity to celebrate Nat Shed's tenure. I am concerned as I sit with all that has come to the clerk's table that it won't all fit in the allotted time. This is a sign of vitality and life in the Yearly Meeting. Come! This will be an exciting time to seek God's wisdom together.

Fritz Weiss
Presiding Clerk



The biodiversity in the Atlantic Ocean off New England shores | Image by SBNMS file photo by Tane Casserley, NOAA 

New England Friends join regional faith groups to call for marine monument

Apr 29, 2016

Frederick Weiss,
Presiding Clerk

On behalf of Friends in New England, Presiding Clerk Frederick Weiss and Secretary Noah Baker Merrill have signed this letter from Creation Justice Ministries asking for permanent protection of recently discovered canyons and seamounts near the New England coast.

President Barack Obama
The White House
1600 Pennsylvania Avenue NW
Washington, DC 20500

Secretary Sally Jewell
US Department of the Interior
1849 C Street NW
Washington, DC 20240

April 15, 2016

Dear President Obama and Secretary Jewell,

The first Genesis creation story begins with the vast chaotic waters, out of which all life emerged. Today, the ocean continues to inspire a great sense of mystery, awe, and promise. With modern subaquatic cameras, we are finally getting an inkling of what wonders God has created underwater. Up until very recently, most of us did not know that only 100 miles off the New England coastline, under the Atlantic Ocean, we have canyons as deep as the Grand Canyon and mounts nearly as high as the Rockies, which are highly biodiverse areas in the Atlantic.

As a matter of faithful stewardship of God's gifts, we believe it is a moral imperative to shelter this underwater modern "Noah's ark" from potential harm. The coral canyons and seamounts have rare cold-water corals more than a thousand years old. Scientists

are continuing to identify new species in this area, which are proving to be some of God's most exotic and wondrous creatures.

Likewise, these undersea treasures are integral to the historical heritage of tribes native to this region. Long before the advent of industrial activity in these waters, these tribes exercised wise stewardship of God's ocean gifts. We owe it to future generations to maintain these God-given gifts with the same level of care these tribes have demonstrated over many centuries.

By caring for creation, we honor our Creator. God's underwater creation merits our reverence. By designating these special areas as national monuments, we improve the chances our communities can get to know, love, and be good stewards of these beautiful, unique, and biodiverse areas. These special places deserve permanent protection so they can thrive for generations to come.

We ask that you use your authority under the Antiquities Act to designate New England's Coral Canyons and Seamounts as the first marine monument in the Atlantic Ocean.

With hope,

*Rev. Kent Siladi
Conference Minister, Connecticut Conference of the United Church of Christ
Hartford, CT*

*Sister Nancy Audette
Chairwoman, Mercy Ecology Ministry Board of Trustees, Sisters of Mercy Northeast
West Hartford, CT*

*Rev. Thomas Carr
Pastor, Second Baptist Suffield
Co-Founder, Inter-religious Eco-Justice Network of Connecticut Suffield, CT*

*Rev. Laura Everett
Executive Director, Massachusetts Council of Churches
Boston, MA*

*The Rev. Jim Antal
Conference Minister and President, Massachusetts Conference, United Church of Christ
Framingham, MA*

*The Rt. Rev. James Hazelwood, Bishop
New England Synod of the Evangelical Lutheran Church in America
Worcester, MA*

*The Rt. Rev. Bud Cederholm
Bishop Suffragan, Episcopal Diocese of Massachusetts
Boston, MA*

*Fritz Weiss, Presiding Clerk
Noah Baker Merrill, Secretary
New England Yearly Meeting of Friends (Quakers)
Worcester, MA*

*The Rev. Margaret Bullitt-Jonas, Ph.D
Missioner for Creation Care, Episcopal Diocese of Western Massachusetts
Massachusetts Conference, United Church of Christ*

*Rev. Robert Mark
Pastor, Church of the Covenant*

*Presbytery of Boston Coordinator, Presbyterian Church (USA) Eco-Stewards Program
Boston, MA*

*Cindy Kohlmann
Resource Presbyterian, Presbyteries of Boston and Northern New England
Presbyterian Church (USA)
Marlborough, MA*

*Phoebe Morad
National Program Coordinator, Lutherans Restoring Creation
Boston, MA*

*The Rt. Rev. Stephen T. Lane Bishop
Episcopal Diocese of Maine
Portland, ME*

*The Rt. Rev. A. Robert Hirschfield
Bishop, Episcopal Diocese of New Hampshire
Concord, NH*

*Rev. Dr. Mary Westfall
Pastor, Community Church of Durham
Chair, Eco-Justice Committee, New Hampshire Council of Churches
Durham, NH*

*Rev. Dr. Don Anderson
Executive Director, Rhode Island State Council of Churches
Providence, RI*

*Barbara Scott
Chair, Board of Directors, Rhode Island State Council of Churches
Bristol, RI*

*The Rt. Rev. W. Nicholas Knisely, DD SOSC
Bishop, The Diocese of Rhode Island
Providence, RI*

*Rev. Barbara J. Libby
Interim Conference Minister, Rhode Island Conference of the United Church of Christ
Pawtucket, RI*

*Rev. Dr. Tom Wiles
Executive Minister, American Baptist Churches of Rhode Island
Exeter, RI*

*The Rev. Dr. Anita Louise Schell Rector, Emmanuel Church
President, Interfaith Power and Light of Rhode Island
Newport, RI*

*Carol DeAngelo, SC, MSW, MDiv
Director of Office of Peace, Justice and Integrity of Creation
Sisters of Charity of New York
Bronx, NY*

*The Rt. Rev. Thomas C. Ely
Bishop, Episcopal Diocese of Vermont
Burlington, VT*



NEW ENGLAND
YEARLY MEETING
OF FRIENDS
QUAKERS

5/18/2016

Beloved Members of the United Methodist Church,

We greet you on behalf of the New England Yearly Meeting of Friends, the first denominational body of congregations of the Religious Society of Friends (Quakers) founded in North America. Our story as a diverse community of faith includes painful division as well as joyful reunion. As members with you in the same family of those who seek to participate in the justice, healing, and liberation announced through Jesus' ministry, we send our love and support. As you conclude your time together in Portland, know that you are not alone. Beyond this accompaniment, what we have to offer is nothing but our testimony to God's work among us.

In recent years our own congregations have wrestled alongside the wider Church with how we might together find right relationship among gay, lesbian, bisexual, transgender, queer and straight members of our communities. The road has not been easy for any of us. What we have come to see clearly, and what we extend to you in love, is our witness that God affirms the full humanity, worth, and service of each and every person, even when we cannot see how it is that we are to proceed together, even in the knowledge that painful divisions remain.

Our experience and prayerful discernment confirm that all are equal before God, just as God made us. We are called to seek a way forward for our faith communities so that people of all genders, sexual orientations, races, classes, ethnicities and abilities have the opportunity to be both present and celebrated in their authenticity. The small steps we have taken on this journey have borne the fruits of a growing sense of God's wholeness in our common life and ministry. Without the gifts of each precious one, we are less than whole.

We write to lift up in tender prayer those who have had accusation laid upon them and those who have laid such accusation. We write as a prayer in the presence of the Spirit of God that can yet lead us into all truth. We write in support of those wounded and those with courage to continue. We write in hope that you will watch your hearts and watch over one another as the children of God that you are.

We give thanks that God gathers many to form one body; each one of us belongs to all the others. Know that you have Friends in New England holding you in prayer, our hearts joined with you in the broken-hearted but still unbroken unity of the Holy Spirit, as you labor together in discernment today and in the time to come.

In the Light,

Frederick Weiss, Presiding Clerk
Noah Baker Merrill, Secretary
New England Yearly Meeting of Friends (Quakers)

To: NEYM Ministry & Counsel and Permanent Board, meeting May 14 & 21, 2016
From: Noah Baker Merrill, Yearly Meeting Secretary
Re: Report in preparation for our May meetings

Dear Friends,

To improve communication and (I hope) reduce the amount of time I spend writing reports, I'm sending this joint report to both Ministry & Counsel and Permanent Board for our May meetings. I look forward to our being together for worship, fellowship and discernment this month.

Below are brief reports on some key elements of work since last we met.

Growing edges of ministry

I'm delighted by the many and diverse ways the Spirit is moving among Friends in New England. There's just too much to write about in detail here, but I want to acknowledge several ongoing expressions that I hope you'll learn more about if you're not aware of them: the second round of NEYM Future Fund grants supporting new ministry and life from so many corners of our yearly meeting; the continued growth of the Faith & Play initiative (a partnership of Friends from NEYM and beyond), beginning with translation and distribution of a Spanish-language curriculum for Quaker stories through Godly Play, now nearing release of a series of bilingual training videos for children's religious education; the changing shape of how NEYM can support those among us with a strong connection with the pastoral tradition; the continuing development of the SAGE (Support Across Generations for Elders) program; the M&C and Finance Committee gatherings of Friends carrying related work in their local meetings; Jean Schnell's meetinghouse photography project; new multi-faith climate organizing efforts led by Friends; traveling ministry visits in several New England locations by Lloyd Lee and Susan Wilson of North Carolina Yearly Meeting (Conservative), and much more.

The sheer number and energy of the many moving pieces can feel overwhelming at times. Experiencing this changing landscape can strain the structures and forms we have long relied upon and trusted for their stability. There is a real sense of loss, of grief, uncertainty and fear. What is being lost, as we are challenged to embrace what is new? How can we find fresh forms to carry the living water?

Through it all, I am experiencing a rising call to deepen my – and our – practice of prayer and consistent listening to the tender guidance of the Spirit. My prayer for us is that we will renew our discipline of turning toward a simple trust in and surrender to God's presence. May we remember, know and consistently return to the fierce and unshakeable calm that holds us, deep below the waves and winds, even as together we share the adventure, excitement, risk and challenge of this voyage toward new shores.

Archives Transition

With joy I can report that on Tuesday, April 26, the New England Yearly Meeting Archives was transferred from the Rhode Island Historical Society in Providence to the W.E.B DuBois Library at UMass Amherst. A letter has been sent to all monthly meetings updating them on the status of the transition.

The staff at UMass has begun accessioning the materials; their initial estimates put the time needed to process the physical collection at six months. I'm eager for many more Friends to experience a new level of awareness and access to the minutes and materials of Friends for so many generations, and hopeful that at long last the Archives will be fully catalogued and searchable, helping us to discover more deeply how our history informs our efforts to live faithfully today.

The next step is to engage a consultant to work with UMass and NEYM to develop a set of records collection policies for the Archives going forward. Sara Hubner, NEYM Office Manager, is providing administration and communication support to the transition, and will play a key role in serving as a liaison with local meetings as we work to inform and help prepare local meetings records for transfer to the Archives. As you are likely aware, transfers to the Archives from local meetings have been paused for several years, and so there is a significant backlog to be addressed in many places.

Development Update, including giving to local meetings through neym.org

The Spring appeal has been well-received overall, with an anecdotally stronger response than last year at this time. People have expressed gratitude for the inclusion of a giving return envelope in this year's spring appeal. We are tracking responses to this appeal with the goal of having a basis for comparison in future years to help with evaluation of new approaches. The office has received numerous positive comments on the artwork in the appeal, created by Tom Antonik of Portland (ME) Friends Meeting, which is based on a sketch of a Young Friend, and features the words attributed to Teresa of Avila which are the basis for this year's theme for Annual Sessions. The Committee informs me that they are planning a robust and engaging presence at Sessions, and a phone drive nearer the end of the fiscal year.

At the last meeting of Permanent Board, I was asked to explore with the staff the feasibility of offering a system whereby Friends could donate to their local meetings through NEYM's online giving system.

After initial exploration, we believe it would be feasible for us to provide this service, but it will involve significant work to determine the best way to approach this using our existing system, and to confirm what additional resources would be required.

Given the existing workload of staff and the cycle of annual responsibilities, and without additional resources of staff time, we believe that Spring 2017 is a realistic timeframe for the Communications Technology Coordinator and Accounts Manager to take up this project in earnest.

We agreed that it was important for us to not simply ask *whether this can be done*, but *whether it is possible for NEYM to provide this service as well or better* than another commercial provider that might be available to local meetings. We agree with the Development Committee that it may be a valuable direction and effort for NEYM to undertake, but it will require a significant investment of time and energy both to plan and develop this capacity, to promote it to local meetings, and to a lesser extent to sustain it as an ongoing part of NEYM's administrative operations.

Noah on retreat in June

With the support of my supervisor and Coordinating & Advisory Committee, I have scheduled time away from my service with the Yearly Meeting in the month of June. This will be my first extended time away since my service in this role began in January 2013, and will consist of a combination of compensatory and vacation time.

I have been invited to attend a meditation retreat with the community of Thich Nhat Hanh at Plum Village in France, joining this community as they together consider the essential elements of their tradition, how to transmit those essential elements to a new generation, and the many ways in which their community members are living this tradition across the globe. While I will welcome the opportunity to be present without role or responsibilities, the theme of the retreat to me feels deeply resonant with the work to which Friends are called in this season of our corporate life.

We are putting plans in place to provide coverage for time-sensitive projects. During my absence, please direct any inquiries to Sara Hubner in the Yearly Meeting office - office@neym.org, 58-754-6760 - and she will forward requests to those serving in yearly meeting leadership roles and other staff as needed.

Staff professional development and other support

As instructed last year by Permanent Board, I have now met four times with an executive coach, and have found the experience very helpful in increasing my ability to focus and address places of stuck-ness in my service.

In April, Kathleen Wooten participated in Duke Divinity's Foundations of Christian Leadership program, an experience she found both fruitful and enlivening of her – and NEYM's – growing ecumenical engagement and networking. Kathleen is now eligible to apply for a \$5000 innovation grant to benefit her work through NEYM.

Gretchen Baker-Smith recently participated in a suicide prevention training that she describes as one of the more useful professional development experiences she has had; she is eager to share her learning with other staff and youth program volunteers. Nia Thomas is applying to a leadership development program through Pendle Hill. Jeff Hipp is attending an annual conference for software developers using the Drupal platform which is the basis for neym.org, sharing costs with two other Friends who are part of the same development community. Sara Hubner continues online training in a range of software tools related to her work.

We recently completed a long-planned physical reorganization and clean-out of the Worcester office. We have new desk spaces, space for all of the staff and Friends visiting on NEYM business, and one of the three office rooms has been converted to a conference room complete with whiteboard and space for group meetings.

New monthly email newsletter

Carrying out the direction of Permanent Board, on Wednesday, May 4 we published the

first edition of the new monthly email newsletter for NEYM. Approximately 2,900 email subscribers received the email, with very few unsubscribes. Initial responses have been strongly positive, with some good and helpful feedback on how future issues can be improved. Below are some responses from the survey included in the email.

Words describing recipients' experience of the newsletter:

Love it!; uplifting; informative; NEEDED; great; Organized; AmazingTerrificAwesome; community; fabulous; solid; Joy; intrigued; sweet; excited; wonderful

Some further comments:

"Really glad that you've initiated a newsletter --- it's easy to feel disconnected from NEYM, especially if I have to miss Yearly Meeting a few times in a row."

"The email newsletter is both well-organized and well-formatted."

"It was good and interesting with good links but I don't have time to read it all right now"

Suggestions for future content:

Quakers individual leadings; Short news stories about committee work; Reports of what individual Quakers are doing around New England. We're interesting and we're active. Help us stay in touch with who's doing what!; profiles of Friends doing things that are grounded in their faith; inspirational stories of faith

Keep it simple and brief; Can't tell yet – will think about it!; Young Friends; Articles that highlight how the YM is working for me and my monthly meeting!; Friends' ministries; I know what YFs and YAFs are up to, but what about everyone else?; social action; worship practices in NEYM; Updates about various minutes that are circulating in the Yearly Meeting; Whatever you publish needs to be timely...[that is] the advantage of a monthly newsletter; Monthly meetings' exciting news – or needs for help

The next edition of the email newsletter is planned to be sent the week of June 1. We'll try sending on a different day and at a different time to explore with how this might influence responsiveness- the first email was sent at the end of the workday on a Wednesday; research suggests that other times might prove more fruitful, but we will learn about our audience as we move forward. All input, suggestions and guidance is most welcome and much appreciated.

On the administrative back end: Working very effectively together under deadline, Communications Technology Coordinator Jeff Hipp and Office Manager Sara Hubner completed the transition from an outdated subscription to a tool called *Vertical Response* to an industry-standard platform called *Mailchimp*. This is a major step forward in increasing the ease and quality of our electronic communication, and allows us to realize a longtime goal of integrating our email communications with the Salesforce database. While we still have work to do to complete the integration, it will facilitate more effective management of subscriptions by individual Friends, and also sets us up to offer content-specific mailings to Friends going forward – for example, on outreach, or on children's religious education. This brings us one step closer—very close indeed!—to having all of our data managed through the same integrated system.

I'm pleased that the transition went so smoothly, and look forward to building on this first step in the coming months. Putting this newsletter in place feels like fitting another

key puzzle piece into place as we continue to develop our tools for supporting and connecting the web of Friends faith communities across New England.

Young Adult Engagement Coordinator hired, and next steps

I'm grateful to announce the hiring of Hilary Burgin, a member of Acton (MA) Meeting, in the half-time position of NEYM Young Adult Engagement Coordinator. Hilary grew up in NEYM, and currently serves half-time as the Boston Coordinator for Quaker Voluntary Service (QVS), and I look forward to the synergies in relationship-building and visibility that this informal partnership may facilitate. A welcome to and greeting from Hilary will be included in the June monthly email newsletter.

Hilary is already working closely with Young Friends & Young Adult Friends Coordinator Nia Thomas to take on primary responsibility for the Young Adult Friends retreat program and to launch the new project, "Fostering Vibrant Multigenerational Meetings", which proposes to partner and work intensively with two local meetings in NEYM each year to support their efforts to engage and retain younger adults as part of becoming more fully multigenerational faith communities. More information on the process of selecting partner meetings will be developed and shared this summer; suggestions and input are welcome.

As Friends may recall, the creation of this position is part of a three-year project funded by the Shoemaker Fund of Philadelphia. The grant also includes funding to increase Religious Education & Outreach Coordinator Beth Collea's time to support our learning across both yearly meetings. NEYM is collaborating with New York Yearly Meeting in an effort to strengthen the engagement of emerging adults and young families in our local meetings, and to document best practices in this work to share throughout our yearly meetings and beyond.

In June, Nia Thomas and Hilary will co-lead a workshop at Quaker Center in Ben Lomond, CA entitled, "Let's Go: Growing the Quaker Movement the world needs now." I look forward to the fruits this collaboration and engagement with Friends in Pacific Yearly Meeting will bring back to Friends in New England.

Visit tracker through NEYM database

Over the last several years, there have been many attempts to provide logistical and administrative support for those traveling in ministry and visiting local meetings across our region. Despite valiant efforts, no approach has met with lasting success. Last year I asked Jeff Hipp to work with me to set up a system for logging information on visits to local meetings that would be as simple as possible, with a very low threshold for participation, to encourage people to share this news. At a minimum, the system would allow the office to track notes on visits to meetings to ensure information wasn't lost.

While no system will ever be perfect or capture all possible information on visits, I'm hopeful that this new effort may improve things.

Here's how it works: Anyone visiting a local meeting can simply send a very brief email summarizing the visit to visits@neym.org. This email address has also been added to the current Ministry & Counsel Intervisitation listserv, so that any reports sent to that

list will also be picked up by this system. Sara Hubner as Office Manager will then use the information sent to log a visit, including only the relevant information, and removing anything confidential. If the report suggests that follow-up from a specific person or body is needed, Sara will flag the note and an email will be sent to me, and I/the YM Secretary will forward the follow-up request to the relevant party/ies (the clerk of Ministry & Counsel, the presiding clerk, a working group, appropriate staff.)

As the system begins to be used, staff can generate periodic reports sharing high-level data without details: the number and names of meetings visited, the kinds and number of visits being made, meetings not visited within a period of years, etc. These reports could be shared periodically or by request with Ministry & Counsel or other bodies to inform their service. Over time and with continuing encouragement of participation and sharing, this system would create an ongoing secure record of activity that could support Friends' work as the people in each of the roles involved moved on.

Friends Camp Director Search

I was grateful for the care, attention, prayerfulness and vigor of the search process for the new Camp Director, and particularly for the leadership of Edward Baker as clerk. To me the search modeled much of the best of what such a process can be. The members of the search committee brought their diverse experiences and perspectives to bear usefully, participated fully, and asked challenging questions. I trust that Friends Camp and the yearly meeting more widely will be well served by the result of their labors. I look forward to working with the new Camp Director to sustain, strengthen and grow this important ministry of New England Friends and to continue to more fully integrate Friends Camp with the other ministries of the Yearly Meeting.

QuakerSpeak collaboration launched

Through the support of Obadiah Brown's Benevolent Fund, NEYM is partnering with Friends Journal and the QuakerSpeak video project on a series of videos lifting up the life and ministry of New England Friends. Last weekend Jon Watts, director of QuakerSpeak, visited New England to do an initial series of interviews with eight Friends focusing on how their local meetings served to encourage faithful living. The current plan is to produce four videos that will be released as part of Season Three of the project.

Jon will be with us again before and during NEYM Annual Sessions to record interviews with Friends from several local meetings in order to tell stories of vibrant ministry and community. While the final format is a work in progress, our initial vision is that the videos will feature Friends from several meetings speaking to themes such as "How does your meeting support ministry?" – such a video might include three or four examples of how this is done in different meetings in New England. Suggestions and referrals most welcome.

Sessions planning & preparation

Preparations for Sessions continue apace, though as of this writing we are still seeking to confirm three key positions: Housing Coordinator, Sessions Office Assistant, and Bookstore Manager-in-training (to train in 2016 and replace Dulany Bennett in 2017). We have time to find the right people to take up this important work. Nominating

Committee and Coordinating & Advisory are also working to identify a new Sessions Clerk as John Humphries approaches his third year as clerk. Those of us who have worked closely with him feel especially deep appreciation for the considerable vision and energy John has brought, and for all he has done to lead and grow this important ministry of New England Friends. I am excited to be supporting our presiding clerk as he shapes the agenda for his first year of business. It is a joy for me to anticipate the business moving beyond a primary focus on structure and organizational finances, and toward a deeper emphasis on supporting the web of local meetings across our region, and the vibrant life and ministry of New England Friends in our world.

Initial report from *Emerging Practices in Quaker Outreach*

Forty-eight Friends from six yearly meetings gathered at Woolman Hill Quaker Center April 29-May 1 for a risky and fresh event. Religious Education & Outreach Coordinator Beth Collea led the program planning, and Events Coordinator Kathleen Wooten led the logistical organizing. Responsibilities throughout the weekend were shared widely among a range of gifted, active and engaged attenders. Some New England Friends generously took on support roles and chores in order to free up others to focus on the program sessions and engaging deeply with the other participants. Half the participants came from meetings in New England, another quarter came from New York Yearly Meeting, and the rest of the attenders made up the group from Philadelphia YM, Baltimore YM, Northwest YM and beyond. Friends World Committee for Consultation, Friends Committee on National Legislation, Guilford College and Friends General Conference were also represented.

The event was framed in terms of gathering a “community of practice” exploring the growing edges of Quaker outreach. We made clear that we were not trying to form another committee or launch a new program, but rather creating a space where people already deeply engaged in ministry in these areas could gather, connect, share and encourage one another at a way station on our journeys.

Evaluations were strongly positive, expressing appreciation and energy for the richness of connections and the power of the Spirit experienced by many, and a desire to continue to connect, collaborate, share and widen the circle of participation to include people throughout the Religious Society of Friends and in faith communities beyond.

Resources submitted by conference participants are available as downloadable PDFs at neym.org/outreach. The conference also gave us an opportunity to test our new capabilities for digital video recording; Tom Jackson of Dover (NH) Meeting served as videographer. Once videos of the key presentations are processed, they will be made available for streaming and sharing online. This capability, also supported in part by Obadiah Brown’s Benevolent Fund, gives us another tool to document and share the work and ministry of Friends more widely. Tom is also committed to leading the work of livestreaming and video production for NEYM Sessions this summer. There is a steep learning curve for video production, but we are putting another valuable tool in place to connect and engage.

A full report will be prepared soon, helping us to carry forward the lessons learned and growing edges that were identified into future planning. The model of these kinds of

gatherings of Friends around a shared concern, rooted in New England but open to a wider network and community of practice, seems life-giving both for Friends in New England and the wider Quaker and ecumenical circles in which we are increasingly finding nourishment, practical tools and wisdom, and new life.

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**New England Yearly Meeting of Friends
Permanent Board**

2016.05.21

Report of the ad hoc Friends Camp Director Search Committee
On the Hiring of Friends Camp's Next Director

From: Edward Baker, clerk, Friends Camp Director Search Committee
Date: 21 May 2016

The Friends Camp Director Search Committee has completed its work and we recommend to Permanent Board the hiring of Anna Hopkins, of Providence, Rhode Island, as the next Director of Friends Camp.

Anna is currently working on a one-year appointment as the Lower School Science Teacher for Moses Brown School, and is also doing some work for Friends Camp as one of two Assistant Directors. (This work most recently included reviewing applications for employment, interviewing potential staff, and assisting the Director with hiring decisions.) Anna began work for Friends Camp as a counselor in 2011 and has been an Assistant Director for two years. She was largely responsible for assembling the accreditation documentation package for the American Camping Association review which led to the camp's accreditation in 2014.

Recommendations of Anna's work and potential as Camp Director from both the Head of the Lower School at Moses Brown School and from Nat Shed, Director of Friends Camp, could not have been more positive, glowing, or full of praise. Clearly Nat already has a mentoring relationship with Anna, and seeing Anna at work at the camp he believed that she would be ideal. Nat's only active participation in our committee's process, however, was limited to the writing of the letter of recommendation for Anna.

The position was advertised for over five months in print and electronic job listings. The position was featured on the NEYM website, was advertised through the American Camping Association listings, through *Friends Journal*, and through a number of college placement offices including Haverford College and Guilford College. We received over thirty applications; after review, we followed up with nine of those requesting that they respond to a few questions and that they provide professional references. From those nine we again reviewed the documentation, met as a committee, and chose four to interview.

Anna was a standout interviewee. She was very engaging, had excellent answers to our questions, and ideas and suggestions that showed both her preparation and her passion for the summer residential camp experience. Anna has worked for Friends Camp for several years and so was in tune with the culture of the camp. She is a Quaker (her home meeting is in Delaware, Philadelphia YM) and is convinced of the important role that Friends Camp can serve in developing values in young peoples' lives. We particularly liked that she is a young adult Friend and believe that she can play an important role in building a stronger connection between the camp and the rest of the Yearly Meeting.

Anna is a Williams College graduate with a degree in biology and she participated in the Williams-Mystic Maritime Studies Program during her junior year. At Williams she was the coxswain on her college's championship women's crew team.

Anna does not have all of the qualities we were looking for in a new Director for Friends Camp. Her administrative experience is limited to her Assistant Director work for Friends Camp. Anna does have the advantage of several years working with Nat, plus the additional benefit that she will be named as the next director while continuing to learn from Nat this summer as she works as his Assistant Director and is groomed for her new role as Director.

The committee has taken an additional step: we have made initial arrangements and recommend to Permanent Board a continuing mentoring role for Nat Shed as a paid consultant to the camp to ensure that Anna has the support that she needs to develop her administrative skills and to succeed as the Friends Camp Director. We see this as a one-year arrangement with a possible extension, at perhaps a lower level of intensity, for a second year.

The clerk of the Permanent Board has offered Anna the position, to begin 1 October 2016, contingent upon approval by Permanent Board, and she has accepted the offer. A salary has been negotiated that is within the range approved by the Camp Committee's budget, with sufficient funds to compensate Nat for his role as a consultant as well. A "memorandum of understanding" has already been prepared outlining this consultancy.

We ask Permanent Board to approve this recommendation and to forward Anna Hopkins's name to the Yearly Meeting at session for their approval as well. This weekend Anna is attending the Friends Camp Spring work weekend and Camp Committee meeting. She plans on attending the full week of Yearly Meeting sessions in August (as she doesn't expect she will be able to do that again).

With the completion of this task, in addition, we ask that Permanent Board lay down the ad hoc search committee.

NEYM PERSONNEL POLICY MANUAL

(Chapters I through VII and Chapter IX approved by Permanent Board 2/20/2016)

VIII. PROFESSIONAL EXPECTATIONS

DRAFT for approval by Permanent Board May 21, 2016

A. CHILD SAFETY [to be drafted by the Youth Ministries Committee]

B. HARASSMENT

Harassment of any kind is not acceptable behavior at the New England Yearly Meeting (NEYM). It is inconsistent with our testimonies and does not support the work environment we hope to create for our employees. Complaints of harassment by a NEYM staff member will be dealt with quickly and may lead to sanctions up to and including termination of employment of the offending party if they are an employee. Complaints of harassment perpetrated by other members of our community will initiate a process designed to protect our staff from such behaviors.

Harassment is any conduct, verbal or physical, that has the intent or effect of unreasonably interfering with an individual's work performance or that creates an intimidating, hostile, or offensive work environment. Harassment on the basis of race, color, sex, disability, religion, national origin, sexual orientation, gender identity, veteran's status, or age includes harassment of an individual in terms of a stereotyped group characteristic, or because of that person's identification with a particular group. (Please see section VIII C. Sexual Harassment for the NEYM policy regarding sexual harassment in particular.)

Retaliation against an individual who has complained about harassment, and retaliation against individuals for cooperating with an investigation of a harassment complaint will not be tolerated by the Yearly Meeting.

The Yearly Meeting is committed to stopping harassment and associated retaliatory behavior. All NEYM supervisors have a responsibility to act to stop harassment in the areas under their supervision. Any NEYM staff member who feels harassed is encouraged to seek assistance and resolution of the complaint. The Yearly Meeting's procedures for dealing with harassment complaints are intended to protect the rights of both complainant and respondent, to protect privacy, and to prevent supervisor or other retaliation.

Complaints of Harassment

If any of our employees believes that s/he has been subjected to harassment, the employee has the right to file a complaint with our organization. This may be done in writing or orally. An employee may file a complaint by contacting the Yearly Meeting (YM) Secretary, or in the case of a complaint concerning the Yearly Meeting Secretary, by contacting the Clerk of Permanent Board.

Harassment Investigation

When the Yearly Meeting Secretary or the Clerk of Permanent Board receives a complaint, he/she will ask the clerk of the Personnel Committee or the Yearly Meeting Secretary, whomever is most appropriate, to promptly investigate the allegation in a fair and expeditious manner. The investigation will be conducted in such a way as to maintain confidentiality to the extent practicable under the circumstances. The investigation will include a private interview with the person filing the complaint, with any witnesses, and with the person or persons alleged to have committed the harassment. When the investigation is completed, the investigator will, to the extent appropriate, inform the person filing the complaint and the person alleged to have committed the conduct of the results of that investigation. He/she will also make a report to the clerk of the Personnel Committee and to the clerk of the Permanent Board.

If it is determined that inappropriate conduct has occurred, the Yearly Meeting will act promptly to eliminate the offending conduct, and where it is appropriate, will impose disciplinary action.

Disciplinary Actions

If it is determined that inappropriate conduct has been committed by an NEYM employee, the Yearly Meeting will take such action as is appropriate under the circumstances. Such action may range from counseling to termination of employment, and may include such other forms of disciplinary action as we deem appropriate under the circumstances.

If the inappropriate conduct has been committed by a member of the Yearly Meeting community who is not an employee of the Yearly Meeting, the YM Secretary may wish to involve the members of the Coordinating and Advisory Committee or the clerk of a particular committee in the process of addressing the offending conduct and taking necessary actions.

If the inappropriate conduct has been committed by someone who is not a member of the Yearly Meeting community, the YM Secretary will be available as a resource for determining the appropriate response.

State and Federal Remedies

In addition to the above, if an employee believes they have been subjected to harassment, they may file a formal complaint with any of the government agencies listed below. Using the Yearly Meeting's complaint process does not prohibit an employee from filing a complaint with these agencies. Please note that each of the agencies below may have a short time period for filing a claim (EEOC – 300 days; MCAD – 6 months, for instance).

The United States Equal Employment Opportunity Commission (EEOC), John F. Kennedy Federal Building, 475 Government Center, Boston, MA 02203, Phone: 1-800-669-4000.

The Massachusetts Commission against Discrimination (MCAD), Boston Office: One Ashburton Place, Rm. 601, Boston, MA 02108-1518, Phone: 617 994-6000.

Vermont Human Rights Commission, 135 State Street, Drawer 33, Montpelier, VT 05633-6301, Phone: 802 828-2480.

Maine Human Rights Commission, #51 State House Station Augusta, ME 04333, Phone: 207.624.6290.

Rhode Island State Equal Opportunity Office, One Capitol Hill, Providence, RI 02908-5865, Phone: 401 222-3090.

New Hampshire Commission for Human Rights, 2 Chenell Drive, Concord, NH 03301-8501, Phone: 603 271-2767.

Connecticut Commission on Human Rights and Opportunities, 25 Sigourney Street Hartford, CT 06106, Phone: 860 541-3400.

C. SEXUAL HARASSMENT

Each New England state has passed a specific law prohibiting sexual harassment. While varying on specific employee notification and training requirements, each does require employers to notify employees of the illegality of sexual harassment and to include a procedure for reporting sexual harassment.

It is the goal of New England Yearly Meeting to promote a workplace that is free of sexual harassment. Sexual harassment of employees occurring in the workplace or in other settings in which employees may find themselves in connection with their employment is unlawful and will not be tolerated. Any retaliation against an individual who has complained about sexual harassment or retaliation against individuals cooperating with an investigation of a sexual harassment complaint is similarly unlawful and will not be tolerated by the Yearly Meeting. This policy provides a procedure by which inappropriate conduct will be dealt with if encountered by employees.

Because New England Yearly Meeting takes allegations of sexual harassment seriously, we will respond promptly to complaints of sexual harassment, and where it is determined that such inappropriate conduct has occurred, we will act promptly to eliminate the conduct and impose such corrective action as is necessary, including disciplinary or legal action where appropriate.

Definition of Sexual Harassment

In Massachusetts, the legal definition for sexual harassment is this: “sexual harassment” means sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature when: submission to or rejection of such advances, request, or conduct is made either explicitly or implicitly as a term or condition of employment or as a basis for employment decisions; or, such advances, requests, or conduct have the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile, humiliating or sexually offensive work environment. For the purposes of this policy, we will use this definition for the discussion of sexual harassment in all the states in which NEYM operates.

Under this definition of sexual harassment, direct or implied requests by a supervisor for sexual favors in exchange for actual or promised job benefits such as favorable reviews, salary increases, promotions, increased benefits, or continued employment constitutes sexual

harassment. The legal definition of sexual harassment is broad and, in addition to the above examples, other sexually oriented conduct, whether it is intended or not, that is unwelcome and has the effect of creating a workplace environment that is hostile, offensive, intimidating, or humiliating to workers may also constitute sexual harassment.

While it is not possible to list all those additional circumstances that may constitute sexual harassment, the following are some examples of conduct which if unwelcome, may constitute sexual harassment – depending upon the totality of the circumstances including the severity of the conduct and its pervasiveness: unwelcome sexual advances – whether they involve physical touching or not; sexual epithets, jokes, written or oral references to sexual conduct, gossip regarding one's sex life; comment on an individual's body; comment about an individual's sexual activity, deficiencies, or prowess; displaying sexually suggestive objects, pictures, cartoons; unwelcome leering, whistling, brushing against the body, sexual gestures, suggestive or insulting comments; inquiries into one's sexual experiences; and discussion of one sexual activities.

Complaints of Sexual Harassment

If any of our employees believes that s/he has been subjected to sexual harassment, the employee has the right to file a complaint with our organization. This may be done in writing or orally.

The process for filing a complaint, the investigation of the complaint, and the possible disciplinary actions that might be taken are the same as those in the previous section, VIII B. Harassment.

Treasurer's Report to Permanent Board

May 21, 2016

Yearly Meeting Finances

Attached are reports on the Yearly Meeting accounts. The Income statement is for the first seven months of the FY16 with comparable actuals for FY15. The Balance Sheet shows the changes in the YM assets since October. In reviewing them I noticed that there are several items which need to be checked and have entries corrected.

Most of the year-to-year differences are in the normal range. Of particular note are a shortfall in Individual Contributions meaning we need to work harder in that area. On the expense side, we have made an additional payment for Health Benefits and a \$10,000 deposit payment to Castleton for Sessions. Please contact me if you have any questions.

Finance Policies and Review of the Books

I am working with the Finance Committee to review the Finance Handbook and the Yearly Meeting policies and procedures related to finances. This is the first step of a project in which we will have a CPA examine our records and procedures and make recommendations on how to bring them more in line with generally accepted accounting practices. The ultimate goal of this project is bring us to a point where we will have regular reviews of the books.

Pooled Funds

While reviewing our policies, I (re)discovered one which requires two signatures to withdraw money from the Pooled Funds. That minute goes on to suggest that formal approval of Permanent Board be obtained before making such a withdrawal. (See Section 4.3.3 *Withdrawals from the Pooled Funds.*) I have found no evidence in a preliminary search that such a minute was ever adopted or even considered further.

In the absence of a clear process I am reporting that In March I requested a withdrawal of \$55,000 from our investment in the Pooled Funds, specifically the Future Fund account, to cover the grants awarded in the first round of Future Fund awards by the Legacy Gift Committee. I will be making a second withdrawal of some \$63,000 to cover the 2nd round of grants awarded by the Committee in April. The monies from the sale of the Friends Home, from which the Future Fund was created, have been invested in the Pooled Funds so the withdrawals are needed to cover the grants. I believe I will have to make a similar withdrawal to cover the grants made by the Student Grant Committee.

Sessions Fees and Equalization Funds

We will be continuing the Pay-as-Led approach to Sessions fees this year and quite probably for the foreseeable future. The pay-as-led approach has, for the past two years, enabled us to close the gap between the amount we receive in registration fees and the full costs in presenting and participating in sessions. Last year we received just over \$30,000 in Equalizations contributions, as against almost \$60,000 in requests (the amount under the Traditional Fee level paid by those who could not meet that level), so continued contributions to Equalization is still needed. Enough above the Traditional Fee level was paid by Friends who could afford it, to bring our total revenues up to the point where they covered the time spent by year-round staff in preparing for and administering Sessions.

In filling out the registration forms last year, an individual could set a low amount in registration fees paid, and then make a large donation to Equalization. While we do not think anyone took advantage of this, doing so would be a clear violation of IRS regulations in that one cannot directly receive a product or service directly for a donation. This has been altered in this year's forms so that full Traditional Fee must be paid before that individual can make a donation to the Equalization Fund.

2018 Budget

In keeping with the idea that NEYM needs to begin planning more than one year at a time which led to the creation of the Long Term Financial Planning Committee, the Finance Committee has begun looking at the 2018 budget while finalizing the 2017 Draft Budget. Unfortunately the Committee did not feel it was ready for publication at its last meeting.

Shearman Taber
Treasurer

NEYM
Balance Sheet
As of April 30, 2016

	<u>Total</u>	<u>Total</u>	<u>Change</u>
ASSETS			
Current Assets			
Bank Accounts			
1000 Checking Accounts			
1005 TD Bank Checking	290,397.30	227,862.94	-\$62,534.36
Total 1000 Checking Accounts	290,597.30	228,062.94	-\$62,534.36
1020 Money Market Accounts			
1027 Commonwealth Brokerage	360.33	-23.50	-\$383.83
Total 1020 Money Market Accounts	360.33	-23.50	-\$383.83
Total Bank Accounts	290,957.63	228,039.44	-\$62,918.19
Accounts Receivable			
1200 Accounts Receivable	0.00	0.00	
1210 Student Loan AR Principal Interest	9,339.68	8,489.68	-\$850.00
1215 Student Loan Principal Non Interest	48,037.76	47,087.92	-\$949.84
1220 Student Loan Interest Receivable	3,742.84	3,537.68	-\$205.16
Total 1200 Accounts Receivable	61,120.28	59,115.28	-\$2,005.00
Total Accounts Receivable	61,120.28	59,115.28	-\$2,005.00
Other current assets			
1075 Pooled Funds	2,022,839.04	1,967,839.04	-\$55,000.00 (A)
1100 Accrued Receivables	-123.96	-123.96	\$0.00
Total 1110 Due to/from Friends Camp	-3.95	3,174.18	\$3,178.13 (B)
1150 Prepaid Expenses	3,672.99	3,250.00	-\$422.99
Total Other current assets	2,026,384.12	1,974,139.26	-\$52,244.86
Total Current Assets	2,378,462.03	2,261,293.98	-\$117,168.05
TOTAL ASSETS	2,378,462.03	2,261,293.98	-\$117,168.05
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Credit Cards			
2005 Credit Card Elan St Marys	1,544.46	3,596.39	\$2,051.93
Total Credit Cards	1,544.46	3,596.39	\$2,051.93
Other Current Liabilities			
2150 Health Insurance Premium	886.66	886.66	\$0.00
2155 Sect 125 Employee Withholding	2,915.54	-1,046.11	-\$3,961.65
2160 403B Retirement	0.00	466.67	\$466.67
Total Other Current Liabilities	3,802.20	307.22	-\$3,494.98
Total Current Liabilities	5,346.66	3,903.61	-\$1,443.05
Total Liabilities	5,346.66	3,903.61	-\$1,443.05
Equity			
3500 Working Capital	74,797.31	74,797.31	\$0.00
3600 Board Designated Funds	0.00	0.00	
3620 Faith & Practice Revision	40,386.19	40,386.19	\$0.00
3630 World Conference Travel	0.00	0.00	
3650 Quasi-Endowment (Investments)	167,552.67	167,552.67	\$0.00
3680 NEFH Fund	0.00	0.00	
3681 NEYM Future Fund	475,932.79	467,932.79	-\$8,000.00 (D)
3682 NEYM Ministry Fund	757,496.34	757,496.34	\$0.00
Total 3680 NEFH Fund	1,233,429.13	1,225,429.13	-\$8,000.00
Total 3600 Board Designated Funds	1,441,367.99	1,433,367.99	-\$8,000.00
3700 Revolving Accounts	0.00	0.00	
3705 Archives	16,985.20	16,985.20	\$0.00
3712 FUM Intervisitation	1,157.99	1,157.99	\$0.00

3713 FUM Earmarked Donations (per 2009-54)	858.28	858.28	\$0.00
3714 Peace Tax Fund	0.00	0.00	\$0.00
3715 Peacemaker	1,784.36	1,784.36	\$0.00
3720 Prejudice & Poverty	6,808.14	6,808.14	\$0.00
3725 Puente de Amigos	6,263.60	6,263.60	\$0.00
3730 Sufferings	4,939.42	4,939.42	\$0.00
3740 CE Pubs	0.00	0.00	\$0.00
3750 M & C Pubs	0.00	0.00	\$0.00
3755 Student Loan	155,783.93	155,783.93	\$0.00
3760 Young Friends Travel	3,110.96	11,110.96	\$8,000.00
3775 Continuing Projects	155,983.62	155,983.62	\$0.00
3780 FCNL Pass through	0.00	0.00	\$0.00
Total 3700 Revolving Accounts	353,675.50	361,675.50	\$8,000.00
3800 Permanently Restricted Funds	0.00	0.00	
3802 Endowment Fund	0.00	0.00	
38021 Unavailable	46,862.91	46,862.91	(E)
38022 Available	2,450.05	2,450.05	(E)
Total 3802 Endowment Fund	49,312.96	49,312.96	(E)
3804 Alice Needham	0.00	0.00	
38041 Unavailable	16,103.41	16,103.41	(E)
38042 Available	852.52	852.52	(E)
Total 3804 Alice Needham	16,955.93	16,955.93	(E)
3806 Amy S. Hayden	0.00	0.00	
38061 Unavailable	53,062.18	53,062.18	(E)
38062 Available	2,809.09	2,809.09	(E)
Total 3806 Amy S. Hayden	55,871.27	55,871.27	(E)
3808 Anna M. Brown	0.00	0.00	
38081 Unavailable	33,900.35	33,900.35	(E)
38082 Available	1,734.29	1,734.29	(E)
Total 3808 Anna M. Brown	35,634.64	35,634.64	(E)
3810 Freedmen's	0.00	0.00	
38101 Unavailable	117,418.42	117,418.42	(E)
38102 Available	5,871.29	5,871.29	(E)
Total 3810 Freedmen's	123,289.71	123,289.71	(E)
3812 FUM Foreign Missions	0.00	0.00	
38121 Unavailable	43,401.21	43,401.21	(E)
38122 Available	2,297.67	2,297.67	(E)
Total 3812 FUM Foreign Missions	45,698.88	45,698.88	(E)
3814 FUM Home & Foreign	0.00	0.00	
38141 Unavailable	6,076.46	6,076.46	(E)
38142 Available	321.69	321.69	(E)
Total 3814 FUM Home & Foreign	6,398.15	6,398.15	(E)
3816 FUM Ramallah	0.00	0.00	
38161 Unavailable	54,878.26	54,878.26	(E)
38162 Available	2,905.26	2,905.26	(E)
Total 3816 FUM Ramallah	57,783.52	57,783.52	(E)
3824 Mosher Book & Tract	0.00	0.00	
38241 Unavailable	64,433.96	64,433.96	(E)
38242 Available	3,396.21	3,396.21	(E)
Total 3824 Mosher Book & Tract	67,830.17	67,830.17	(E)
3826 Phillips/Purington/Hawkes	0.00	0.00	
38261 Unavailable	23,375.15	23,375.15	(E)
38262 Available	1,237.50	1,237.50	(E)
Total 3826 Phillips/Purington/Hawkes	24,612.65	24,612.65	(E)
3828 Pittsfield/Varney	0.00	0.00	
38281 Unavailable	7,298.16	7,298.16	(E)
38282 Available	385.60	385.60	(E)
Total 3828 Pittsfield/Varney	7,683.76	7,683.76	(E)

3830 Susan B. Kirby	0.00	0.00	
38301 Unavailable	7,632.72	7,632.72	(E)
38302 Available	403.98	403.98	(E)
Total 3830 Susan B. Kirby	8,036.70	8,036.70	(E)
3832 West Falmouth Prep Mtg	0.00	0.00	
38321 Unavailable	3,956.76	3,956.76	(E)
38322 Available	209.47	209.47	(E)
Total 3832 West Falmouth Prep Mtg	4,166.23	4,166.23	(E)
Total 3800 Permanently Restricted Funds	503,274.57	503,274.57	\$0.00
3900 Retained Earnings	0.00	0.00	
Net Income		-115,725.00	-\$115,725.00
Total Equity	2,373,115.37	2,257,390.37	-\$115,725.00
TOTAL LIABILITIES AND EQUITY	2,378,462.03	2,261,293.98	-\$117,168.05

Monday, May 09, 2016 02:50:39 PM GMT-7 - Cash Basis

- (A) – Pooled Fund Withdrawal – Future Fund (Legacy Gift) for round 1 of Grant Awards
- (B) – The Operating Division and Friends Camp books are kept separately. The Yearly Meeting pays some bills and accepts donations for the Camp.
- (D) - OOPS – All of round 1 of Future Fund Grants need to be accounted for.
- (E) – Calculations normally done at end of year

NEYM
FY16 Operating Budget vs. Actuals (cls 100 thru 550 730)
 October 1, 2015 – April, 30 2016

	FY 2015 YTD	FY 2016 Total		
	Actual	Actual	Budget	Budget
Elapsed Portion of Year				58.33%
Income				
4010 Individual Contributions	43,909.73	37,638.43	135,000.00	27.88%
4020 Monthly Meeting Contributions	161,717.33	171,253.00	333,000.00	51.43%
4030 Organizations Contributions	1.00	1.00		
4050 Interest and Dividend Income	561.76		6,000.00	0.00% (A)
4070 Books & Other Sales Income			18,000.00	0.00%
Total 4070 Books & Other Sales Income	172.26	\$148.20	\$18,000.00	0.82% (B)
4080 Retreat Program Fees	37,113.15	28,614.00	50,000.00	57.23%
4085 Sessions Program Fees			210,000.00	0.00% (B)
4099 Net Assets Released To/From		-73.20	20,000.00	-0.37% (A)
Uncategorized Income	0.00	106.24		
Total Income	243,475.23	\$237,687.67	\$772,000.00	30.79%
Expenses				
5000 Staff			0.00	
5010 Salaries & Wages	160,707.19	167,207.14	279,852.00	59.75%
5020 Payroll Taxes	11,537.53	11,748.07	21,409.00	54.87%
5030 Benefits				
5033 Health Benefits	17,080.56	33,133.40	45,000.00	73.63%
5035 Retirements	14,948.36	15,305.57	27,985.00	54.69%
5040 Disability	900.02	885.15	1,600.00	55.32%
5045 Workers' Compensation	697.00	714.00	900.00	79.33%
5050 Spiritual Retreats	100.00		1,200.00	0.00%
5060 Staff Development	1,933.36	2,345.00	3,250.00	72.15%
Total 5030 Benefits	35,659.30	\$52,383.12	\$79,935.00	65.53%
Total 5000 Staff	207,904.02	\$231,338.33	\$381,196.00	60.69%
5100 General & Administration				
5110 Administration				
5120 Bank Expense	2,109.45	1,318.39	5,500.00	23.97%
5130 Contracted Services		1,866.60	6,000.00	31.11%
5140 Legal Services	340.45	5,135.02	7,750.00	66.26%
5150 Liability Insurance	2,852.00	3,230.49	3,000.00	107.68%
5160 Payroll Service	1,095.63	1,233.67	2,000.00	61.68%
5170 Recruiting Expense		498.13	2,000.00	24.91%
5180 Rent	7,012.50	7,012.50	9,350.00	75.00%
5190 Misc. Expense	827.26	2,079.00	2,100.00	99.00%
Total 5110 Administration	14,237.29	\$22,373.80	\$37,700.00	59.35%
5200 Office				
5220 Cleaning Services	154.00	154.00	265.00	58.11%
5230 Maint - Equip & Hardware	350.65	35.00	1,250.00	2.80%
5240 Postage	1,379.76	1,018.40	3,750.00	27.16%
5250 Office Equipment	149.99	3,285.33	3,250.00	101.09%
5260 Office Supplies	1,317.58	1,481.45	2,500.00	59.26%

5270 Printing & Copying	1,724.97	1,318.84	3,000.00	43.96%
5280 Software & Updates	2,601.21	3,007.01	2,800.00	107.39%
5290 Telephone	2,053.56	2,041.86	4,500.00	45.37%
5295 Misc. Office		341.98	600.00	57.00%
Total 5200 Office	9,731.72	\$12,683.87	\$21,915.00	57.88%
Total 5100 General & Administration	23,969.01	\$35,057.67	\$59,615.00	58.81%
5300 Travel & Conferences				
5310 Travel - Committee	1,980.04	1,338.27	3,000.00	44.61%
5320 Travel - Clerk		1,156.20	5,000.00	23.12%
5330 Travel - Programs	701.68	1,343.72	4,600.00	29.21%
5335 Travel - Representatives Travel	2,897.61	4,199.98	7,600.00	55.26%
5350 Travel - Staff	7,101.14	10,527.93	16,000.00	65.80% (C)
5360 Travel - Ministries			400.00	0.00%
Total 5300 Travel & Conferences	12,680.47	\$18,566.10	\$36,600.00	50.73%
6000 Programs				
6110 Sessions Room & Board		10,000.00	170,000.00	5.88% (B)
6112 Retreats - Room & Board				
6114 Room Rental	14,007.60	17,927.82	19,000.00	94.36%
6150 Food Expense	13,957.48	9,740.83	15,000.00	64.94%
Total 6112 Retreats - Room & Board	27,965.08	\$27,668.65	\$34,000.00	81.38%
6125 Program Expenses				
Ldrs	5,313.00	6,377.66	12,500.00	51.02%
6115 Equipment Rental			5,100.00	0.00% (B)
6121 Supplies and Other Expenses	3,286.48	5,706.24	9,100.00	62.71%
6165 Pre-Sessions Expense			1,000.00	0.00% (B)
Total 6125 Program Expenses	8,599.48	\$12,083.90	\$27,700.00	43.62%
6130 Committee Expenses - General	11,890.72	13,040.62	32,040.00	40.70%
Total 6000 Programs	48,455.28	\$62,793.17	\$263,740.00	23.81% (B)
6140 Books & Other Sales Expense				
Total 6140 Books & Other Sales Expense	0.00	\$0.00	\$14,500.00	0.00% (B)
6200 Benevolence				
6310 FGC			13,066.00	0.00% (A)
6320 FUM			13,066.00	0.00% (A)
6325 FWCC			13,066.00	0.00% (A)
6330 Friends' Organizations				
Total 6330 Friends' Organizations	0.00	\$0.00	\$2,250.00	0.00% (A)
6575 Other Organizations			0.00	
Total 6200 Benevolence	0.00	\$0.00	\$45,848.00	0.00% (A)
6600 Publications				
6610 Yearly Meeting Minute Book	7,236.17	5,013.93	3,000.00	167.13%
6620 New England Friend	3,721.56	3,799.44	4,500.00	84.43%
6630 Other newsletters		1.00	0.00	
Total 6600 Publications	10,957.73	\$8,814.37	\$7,500.00	117.52%
Total Expenses	303,966.51	\$356,569.64	\$808,999.00	44.08%
Net Operating Income	-60,491.28	-\$118,881.97	-\$36,999.00	321.31%

Saturday, Apr 30, 2016 01:01:52 AM GMT-7 - Cash Basis

(A) - Calculations normally done at end of year

(B) - Primarily Sessions Related

(C) - Includes trips out of New England. Remainder of year primarily internal NE travel.

**Proposal to Permanent Board
From the Finance Committee
May 19, 2016**

(Header) Proposal to establish revolving funds for legal services, accounting services, and staff sabbaticals.

(Purpose) The Finance Committee recommends that Permanent Board establish three revolving funds so we can save over multiple years towards large expenses. Specifically, we propose establishing a revolving fund for legal services, another for accounting services, and a third for staff sabbaticals.

(Background) NEYM approves budgets annually. We maintain a list of kinds of spending we expect (budget lines) and allocate each one the amount we feel we can afford that will, we hope, allow us to do the work the line is intended to support. At the end of each year, whatever money is left unspent within each budget category is celebrated as a contribution to our surplus (or in recent years, a reduction of our deficit). It is not automatically saved towards the same activities in the next fiscal year. Generally, this works well for us; when we consistently spend significantly less than is budgeted, there may be better uses for that money. However, it makes it hard to plan over multiple years or to save adequately for expensive contingencies.

The legal services line is a good example. Every year, we budget a large amount of money (\$7,000 to \$10,000, depending on what we expect to need and how tight we think the budget is). This is both a lot and not enough, since most years we spend only a small fraction of the amount on routine legal services (such a background checks for youth programs volunteers) but if something went seriously wrong we could blow through this amount very quickly. In setting the budget for the line, the Finance Committee has struggled to budget just enough to tide us over in case of an emergency until we could convene an emergency meeting to authorize more spending. Put another way, this is a lot to set aside each year, but not enough to fully protect us in case of a major emergency.

Somewhat similarly, the standard budget process is not well suited to large, regularly-scheduled expenses that don't happen every year. Our Personnel manual promises managerial staff short sabbaticals every seven years but it would be difficult to fund coverage within an annual budget if our Yearly Meeting Secretary¹ took a sabbatical, and doing so would distort our budget by making it look like expenses took off during the sabbatical year. We hope that instead of scrambling if and when our Yearly Meeting Secretary takes a sabbatical (or worse, creating financial pressure against taking a sabbatical to which the Secretary is entitled) we can save up proactively so that we are ready when the time comes.

¹ I focus here on the Yearly Meeting Secretary because of the two Yearly Meeting staff members entitled to sabbaticals, the YM Secretary is the only one whose position is funded through the Yearly Meeting operating budget; the other eligible position is that of the Camp Director.

Finally, after much discernment, the Finance Committee is clear that good financial stewardship will require spending money on accounting services with some regularity. As with the sabbatical, we strongly recommend establishing a revolving fund for accounting services so that we can spread the cost of accounting reviews over multiple years.

(Action) Finance Committee proposes that Permanent Board:

- 1. Establish a revolving fund for legal services to be funded out of budget line 5140 – Legal services the purpose of engaging legal advice and services;**
- 2. Establish a revolving fund for accounting services to be funded out of budget line 5135 – Accounting services for the purpose of engaging accountants to review Yearly Meeting books, financial policies, and provide other accounting or fiduciary services; and**
- 3. Establish a revolving fund for staff sabbaticals to be funded out of a budget line to be determined under 5000 – Staff for the purpose of supporting temporary staff or increasing existing staffs’ hours to cover for NEYM “operating division” (i.e., not Friends Camp) staff during sabbaticals offered under NEYM personnel policies.**

This action would not, in itself, set money aside for these purposes, but would only allow us to save money already set aside. The current budget proposal for FY17 includes \$7,750 for legal services, \$2,700 for accounting services, and no funding towards staff sabbaticals. Explanations of where how the Finance Committee came to those figures are included in my report on the FY17 budget. As with all board-designated funds, Permanent Board would be able to repurpose this money at any point as the Spirit led.

(Signature) Elias Sanchez-Eppler, Finance Committee Clerk, on behalf of the Finance Committee

New England Yearly Meeting FY2017 Summary Budget Proposal

FY2017 Summary Budget Proposal Income	Actual Amounts			Budgeted Amounts		Annual % Change		FY17 Budget Proposal
	FY13	FY14	FY15	FY15	FY16	FY15 Actual to FY17	FY16 Budget to FY17	
Category								
4010 Individual Contributions*								
General Fund Contributions			119,050		126,600	4.66%	3.00%	130,400
Equalization Contributions			15,589		8,400	-12.26%	42.86%	12,000
Other Contributions			107		-	-	-	-
Total 4010 Individual Contributions	126,718	134,764	134,746	125,000	135,000	2.80%	5.48%	142,400
4020 Monthly Meeting Contributions*								
General Fund Contributions			304,705		326,500	5.06%	3.00%	336,300
Equalization Contributions			15,550		6,500	-12.15%	84.62%	12,000
Other Contributions			450		-	-	-	-
Total 4020 Monthly Meeting Contributions	309,535	306,912	320,705	320,000	333,000	4.21%	4.59%	348,300
4030 Organizations Contributions	2,248	943	-	-	-	0.00%	0.00%	-
4050 Interest and Dividend Income	10,587	3,719	2,572	11,000	6,000	52.74%	0.00%	6,000
4055 Student Loan Interest						0.00%	0.00%	-
4070 Books and other Items	15,554	17,094	14,282	15,500	18,000	4.18%	-13.89%	15,500
4077 Consulting Fee Contribution	35	-	-	-	-	0.00%	0.00%	-
4080 Retreat Program Fees	48,995	46,143	51,887	50,000	50,000	-1.84%	0.00%	50,000
4085 Sessions Program Fees	155,634	208,553	185,007	190,000	210,000	6.54%	0.00%	210,000
Funds from the Legacy Gift	-	18,391	25,000	25,000	20,000	-100.00%	-100.00%	-
Total Income	233,053	294,843	278,748	291,500	304,000	66.44%	154.01%	772,200

Familiar FY2017 Summary Expenses	Actual Amounts			Budgeted Amounts		Annual % Change		FY17 Budget Proposal
	FY13	FY14	FY15	FY15	FY16	FY15 Actual to FY17	FY16 Budget to FY17	
Category								
4000 Reconciliation Discrepancies	36							
5000 Staff								
5010 Salaries & Wages	248,931	258,847	275,498	273,482	279,852	1.93%	2.27%	286,208
5020 Payroll Taxes	16,274	18,911	19,642	20,904	21,409	5.58%	2.27%	21,895
5030 Benefits	71,270	83,227	65,948	82,284	79,935	7.03%	-5.50%	75,541
Total 5000 Staff	336,476	360,985	361,088	376,670	381,196	3.08%	0.64%	383,644
5100 General & Administration	41,531	56,409	47,904	54,365	59,615	10.71%	-1.51%	58,715
5300 Travel & Conferences	28,298	32,033	32,093	33,200	36,600	3.53%	-6.01%	34,400
6000 Programs								
6110 Sessions Room & Board	153,233	150,142	152,148	160,000	170,000	5.70%	0.00%	170,000
6112 Retreats Room & Board	33,372	37,191	44,054	30,000	34,000	-7.12%	11.76%	38,000
6125 Program Expenses	11,193	22,588	26,199	26,400	27,700	5.03%	4.33%	28,900
6130 Committee Expenses	10,028	17,606	18,160	26,940	31,540	25.29%	-9.62%	28,505
6160 Program Support						0.00%	0.00%	4,020
Total 6000 Programs	221,186	227,527	240,561	243,340	263,240	5.83%	2.35%	269,425
6140 Books and Other	13,293	13,151	11,110	15,000	14,500	10.23%	-6.90%	13,500
6200 Support of Other Organizations								
6310-625 FGC FUM FWCC	41,310	40,270	40,351	41,449	39,199	-1.41%	0.07%	39,225
6330 Friends' Organizations	2,250	2,250	2,250	2,250	2,250	2.20%	4.44%	2,350
6575 Other Organizations	-	-	-	650	-	0.00%	0.00%	-
6590 Ecumenical Organizations	4,319	4,400	4,400	4,400	4,400	0.00%	0.00%	4,400
6200 Total Support of Other Organizations	47,879	46,920	47,001	48,749	45,849	-1.10%	0.27%	45,975
6600 Publications	10,240	14,254	14,972	9,600	7,500	-6.82%	73.33%	13,000
Total Expenses	698,939	751,279	754,729	780,924	808,500	4.15%	1.26%	818,659
Net Operating Income	(465,886)	(456,436)	(20,529)	(44,424)	(504,500)			(46,459)
Excluding Legacy Gift Funds	(465,886)	(474,827)	(45,529)	(69,424)	(524,500)			(46,459)

New England Yearly Meeting FY2017 Expanded Budget Proposal

FY2017 Expanded Budget Proposal Income	Actual Amounts			Budgeted Amounts		Annual % Change		FY17 Budget Proposal
	FY13	FY14	FY15	FY15	FY16	FY15 Actual to FY17	FY16 Budget to FY17	
Category								
4010 Individual Contributions*								
<i>General Fund Contributions</i>			119,050		126,600	4.66%	3.00%	130,400
<i>Equalization Contributions</i>			15,589		8,400	-12.26%	42.86%	12,000
<i>Other Contributions</i>			107		-	-	-	-
Total 4010 Individual Contributions	126,718	134,764	134,746	125,000	135,000	2.80%	5.48%	142,400
4020 Monthly Meeting Contributions*								
<i>General Fund Contributions</i>			304,705		326,500	5.06%	3.00%	336,300
<i>Equalization Contributions</i>			15,550		6,500	-12.15%	84.62%	12,000
<i>Other Contributions</i>			450		-	-	-	-
Total 4020 Monthly Meeting Contributions	309,535	306,912	320,705	320,000	333,000	4.21%	4.59%	348,300
4022 FUM MM Restricted Funds	-	-	-	-	-	-	-	-
4025 Unallocated Income	-	-	-	-	-	-	-	-
4030 Organizations Contributions	2,248	943	1	-	-	-	-	-
4050 Interest and Dividend Income	10,587	3,719	2,572	11,000	6,000	52.74%	0.00%	6,000
4055 Student Loan Interest	-	-	-	-	-	-	-	-
4070 Books and other Items								
<i>4072 Sales - Books</i>	14,746	17,085	14,145	15,000	18,000	4.68%	-13.89%	15,500
<i>4074 Quip Discount</i>	(153)	-	-	-	-	-	-	-
<i>4075 Sales -Other Items</i>	933	-	25	500	-	-	-	-
<i>4076 Shipping/Postage</i>	28	9	112	-	-	-	-	-
Total 4070 Books and other Items	15,554	17,094	14,282	15,500	18,000	4.18%	-13.89%	15,500
4077 Consulting Fee Contribution	35	-	-	-	-	-	-	-
4080 Retreat Program Fees	48,995	46,143	51,887	50,000	50,000	-1.84%	0.00%	50,000
4085 Sessions Program Fees	155,634	208,553	185,007	190,000	210,000	6.54%	0.00%	210,000
4099 Net Assets Released To/From	-	-	-	-	-	-	-	-
Billable Expense Income	-	-	-	-	-	-	-	-
Funds from the Legacy Gift	-	18,391	25,000	25,000	20,000	-100.00%	-100.00%	-
Total Income	669,306	736,519	734,200	736,500	772,000	2.56%	0.03%	772,200

FY2017 Expanded Budget Proposal Expenses 1/5 Category	Actual Amounts			Budgeted Amounts		Annual % Change		FY17 Budget Proposal
	FY13	FY14	FY15	FY15	FY16	FY15 Actual to FY17	FY16 Budget to FY17	
4000 Reconciliation Discrepancies	36	-	-	-	-	-	-	-
5000 Staff								
Salaries and Wages								
5010 Salaries & Wages	240,931	258,847	275,498	273,482	279,852	1.93%	2.27%	286,208
5037 Housing Allowance	8,000	-	-	-	-	-	-	-
Total 5010 Salaries & Wages	248,931	258,847	275,498	273,482	279,852	1.93%	2.27%	286,208
5020 Payroll Taxes	16,274	18,911	19,642	20,904	21,409	5.58%	2.27%	21,895
5030 Benefits								
5033 Health Benefits	46,997	53,514	32,574	52,855	45,000	10.42%	-11.73%	39,720
5035 Retirements	21,986	23,969	25,626	24,429	27,985	5.68%	2.27%	28,621
5040 Disability	923	1,219	1,543	900	1,600	1.84%	0.00%	1,600
5045 Workers' Compensation	686	700	697	900	900	13.63%	0.00%	900
5060 Staff Development	60	3,115	2,754	2,000	3,250	12.74%	7.69%	3,500
5050 Spiritual Retreats	618	710	205	1,200	1,200	141.94%	0.00%	1,200
Total 5030 Benefits	71,270	83,227	65,948	82,284	79,935	7.03%	-5.50%	75,541
Total 5000 Staff	336,476	360,985	361,088	376,670	381,196	3.08%	0.64%	383,644
5075 Undistributed Credit Card Charge	-	-	-	-	-	-	-	-
5100 General & Administration								
5110 Administration	-	-	-	-	-	-	-	-
5120 Bank Expense	5,070	7,988	6,480	5,100	5,500	-6.21%	3.64%	5,700
5130 Contracted Services	6,000	15,026	4,898	6,000	6,000	10.68%	0.00%	6,000
5135 Accounting Services	-	-	-	-	-	∞	∞	2,700
5140 Legal Services	267	2,173	1,137	10,000	7,750	161.05%	0.00%	7,750
5150 Liability Insurance	2,554	2,738	3,010	3,000	3,000	-0.17%	0.00%	3,000
5160 Payroll Service	1,585	1,715	1,659	2,000	2,000	9.80%	0.00%	2,000
5170 Recruiting Expense	-	80	-	-	2,000	-100.00%	-100.00%	-
5180 Rent	9,350	9,350	9,350	9,350	9,350	0.00%	0.00%	9,350
5190 Misc. Expense	40	105	827	-	2,100	-100.00%	-100.00%	-
Total 5110 Administration	24,867	39,175	27,361	35,450	37,700	15.50%	-3.18%	36,500
5200 Office								
5210 Archives Office Expenses	-	-	123	-	-	-	-	-

FY2017 Expanded Budget Proposal Expenses 2/5	Actual Amounts			Budgeted Amounts		Annual % Change		FY17 Budget Proposal
	FY13	FY14	FY15	FY15	FY16	FY15 Actual to FY17	FY16 Budget to FY17	
Category								
<i>5220 Cleaning Services</i>	220	264	242	265	265	4.64%	0.00%	265
<i>5230 Maint - Equip & Hardware</i>	823	237	351	1,250	1,250	60.21%	-28.00%	900
<i>5240 Postage</i>	3,037	3,653	3,202	3,000	3,750	4.55%	-6.67%	3,500
<i>5250 Office Equipment</i>	1,659	509	2,065	2,000	3,250	25.45%	0.00%	3,250
<i>5260 Office Supplies</i>	2,340	2,541	2,813	2,500	2,500	-5.72%	0.00%	2,500
<i>5270 Printing & Copying</i>	1,994	3,117	3,115	2,000	3,000	-1.86%	0.00%	3,000
<i>5280 Software & Updates</i>	2,136	3,497	4,758	2,800	2,800	0.44%	71.43%	4,800
<i>5290 Telephone</i>	4,456	3,416	3,851	4,500	4,500	0.64%	-13.33%	3,900
<i>5295 Miscellaneous</i>	-	-	24	600	600	104.51%	-83.33%	100
<i>Total 5200 Office</i>	16,664	17,234	20,543	18,915	21,915	3.99%	1.37%	22,215
Total 5100 General & Administration	41,531	56,409	47,904	54,365	59,615	10.71%	-1.51%	58,715
5300 Travel & Conferences								
<i>5310 Travel - Committee</i>	2,218	3,752	3,338	2,600	3,000	-5.20%	0.00%	3,000
<i>5320 Travel - Clerk</i>	4,836	4,634	3,715	5,000	5,000	16.01%	0.00%	5,000
<i>5330 Travel - Programs</i>	2,663	2,923	2,707	4,600	4,600	13.71%	-23.91%	3,500
<i>5335 Travel - Rep. Travel</i>	4,407	4,967	4,906	7,000	7,600	0.96%	-34.21%	5,000
<i>5350 Travel - Staff</i>	14,174	15,757	17,427	14,000	16,000	0.21%	9.38%	17,500
<i>5360 Travel - Ministries</i>	-	-	-	-	400	∞	0.00%	400
<i>Total 5300 Travel & Conferences</i>	28,298	32,033	32,093	33,200	36,600	3.53%	-6.01%	34,400
6000 Programs								
<i>6110 Sessions Room & Board</i>	153,233	150,142	152,148	160,000	170,000	5.70%	0.00%	170,000
6112 Retreats - Room & Board								
<i>6114 Room Rental</i>	16,080	22,352	26,963	20,000	19,000	-13.87%	5.26%	20,000
<i>6150 Food Expense</i>	17,292	14,839	17,091	10,000	15,000	2.62%	20.00%	18,000
<i>Total 6112 Retreats - Room & Board</i>	33,372	37,191	44,054	30,000	34,000	-7.12%	11.76%	38,000
6125 Program Expenses								
<i>6105 Honoraria</i>	13,360	12,809	12,538	11,300	12,500	0.25%	0.80%	12,600
<i>6115 Equipment Rental</i>	3,599	2,820	3,167	5,100	5,100	37.64%	17.65%	6,000
<i>6121 Supplies and Other Expenses</i>	6,957	6,093	9,883	9,000	9,100	-3.51%	1.10%	9,200
<i>6165 Pre-Sessions Expense</i>	637	866	612	1,000	1,000	34.10%	10.00%	1,100
<i>Total 6125 Program Expenses</i>	11,193	22,588	26,199	26,400	27,700	5.03%	4.33%	28,900

FY2017 Expanded Budget Proposal Expenses 3/5	Actual Amounts			Budgeted Amounts		Annual % Change		FY17 Budget Proposal
	FY13	FY14	FY15	FY15	FY16	FY15 Actual to FY17	FY16 Budget to FY17	
Category								
6131 Committee Budgets								
<i>Aging</i>	800	1,000	-	100	500	-100.00%		-
<i>Archives</i>	87	-	-	-	-			-
<i>Coordinating and Advisory</i>	-	555	-	-	500			500
<i>Correspondence</i>	-	-	-	-	-			-
<i>Development</i>	4,148	8,020	10,497	15,000	16,000	-7.50%		14,800
<i>Earthcare Ministries</i>	250	-	350	350	350			350
<i>Eccumenical Relations</i>	-	-	-	-	-			-
<i>Faith and Practice Revision</i>	998	1,523	1,161	1,960	1,800	-30.56%		1,250
<i>FGC-NE</i>	-	-	-	200	100			100
<i>Finance</i>	91	344	-	200	200	-50.00%		100
<i>Friends Camp</i>	-	2,220	2,011	2,220	-			-
<i>Friends Education-Moses Brown</i>	-	-	-	-	-			-
<i>FUM-NE</i>	-	-	-	200	200	-50.00%		100
<i>FWCC-NE</i>	250	404	445	560	500	111.00%		1,055
<i>Legacy Gift</i>	-	-	-	-	-			-
<i>Ministry and Counsel</i>	-	-	200	400	2,900	17.24%		3,400
<i>Nominating</i>	-	-	-	100	100	-100.00%		-
<i>Peace and Social Concerns</i>	-	-	-	1,500	400	-100.00%		-
<i>Personnel</i>	-	-	-	-	-			-
<i>Publications</i>	-	131	-	300	965	-94.82%		50
<i>Puente de Amigos</i>	212	1,400	1,390	1,400	1,400			1,400
<i>Quaker Youth Education</i>	2,045	1,479	252	950	1,875	-100.00%		-
<i>Racial, Social, and Economic Justice</i>	1,147	531	1,458	1,500	1,500			1,500
<i>USFW-NE</i>	-	-	-	-	-			200
<i>Young Adult Friends</i>	-	-	-	-	-			650
<i>Youth Ministries</i>	-	-	-	-	-			300
Total 6130 Committee Budgets	10,028	17,607	17,764	26,940	29,290			25,755
6134 Childcare	-	-	-	-	2,000	∞	0.00%	2,000
6137 Committee Day Expenses	-	-	-	-	750	∞	0.00%	750
6160 Program Support								
<i>6163 Friends Camp</i>	-	-	-	-	-	-	-	2,220

FY2017 Expanded Budget Proposal Expenses 4/5	Actual Amounts			Budgeted Amounts		Annual % Change		FY17 Budget Proposal
	FY13	FY14	FY15	FY15	FY16	FY15 Actual to FY17	FY16 Budget to FY17	
Category								
6167 Religious Education & Outreach	-	-	-	-	-	-	-	1,800
Total 6160 Program Support	-	-	-	-	-	-	-	4,020
Total 6000 Programs	207,826	227,528	240,165	243,340	263,740	5.92%	2.16%	269,425
6140 Books and Other								
6142 Books	4,885	7,546	6,326	7,200	14,500	46.09%	-6.90%	13,500
6145 Other Items for Sale	1,793		402	600		-	-	
6147 Consignment Sales	6,615	5,605	4,382	7,200		-	-	
Total 6140 Books and Other	13,293	13,151	11,110	15,000	14,500	10.23%	-6.90%	13,500
6200 Support of Other Orgs								
6310-6325 Support of FGC, FUM, FWCC								
6310 FGC	17,608	17,608	17,608	17,608	13,066	-13.83%	0.07%	13,075
6320 FUM	16,496	15,456	15,537	16,635	13,066	-8.27%	0.07%	13,075
6325 FWCC	7,206	7,206	7,206	7,206	13,066	34.70%	0.07%	13,075
Total 6310-6325 Support of FGC, FUM, FWCC	41,310	40,270	40,351	41,449	39,199	-1.41%	0.07%	39,225
6330 Friends' Organizations								
6328 Ramallah Friends School	100	100	100	100	100	0.00%	0.00%	100
6335 AFSC	300	300	300	300	300	0.00%	0.00%	300
6338 Cuba Yearly Meeting	-	-	-	-	-	-	-	-
6340 FCNL	750	750	750	750	750	0.00%	0.00%	750
6345 QEW	300	300	300	300	300	0.00%	0.00%	300
6350 Friends Peace Teams	100	100	100	100	100	0.00%	0.00%	100
6355 FWCC 3rd World Travel	500	500	500	500	500	0.00%	0.00%	500
6360 QUNO	200	200	200	200	200	0.00%	0.00%	200
6362 Quaker Voluntary Service	-	-	-	-	-	-	-	100
6370 Other Friend's Organizations	-	-	-	-	-	-	-	-
Total 6330 Friends' Organizations	2,250	2,250	2,250	2,250	2,250	2.20%	4.44%	2,350
6400 Support for Monthly Meetings	-	-	-	-	-	-	-	-
6450 Support for Individuals/Family	-	-	-	-	-	-	-	-
6500 New England Quaker Schools	-	-	-	-	-	-	-	-
6575 Other Organizations	-	-	-	650	-	-	-	-
6590 Ecumenical Organizations								
6592 State Councils of Churches	3,919	4,000	4,000	4,000	4,000	0.00%	0.00%	4,000

FY2017 Expanded Budget Proposal Expenses 5/5	Actual Amounts			Budgeted Amounts		Annual % Change		FY17 Budget Proposal
	FY13	FY14	FY15	FY15	FY16	FY15 Actual to FY17	FY16 Budget to FY17	
Category								
<i>6594 Nat. Ecc. Council of Churches</i>	150	150	150	150	150	0.00%	0.00%	150
<i>6596 NECL</i>	150	150	150	150	150	0.00%	0.00%	150
<i>6598 World Council of Churches</i>	100	100	100	100	100	0.00%	0.00%	100
<i>Total 6590 Ecumenical Organizations</i>	4,319	4,400	4,400	4,400	4,400	0.00%	0.00%	4,400
Total 6200-6500 Support of Other Orgs	47,879	46,920	47,001	48,749	45,849	-1.10%	0.27%	45,975
6600 Publications								
<i>6610 Yearly Meeting Minute Book</i>	3,755	5,932	7,236	4,000	3,000	-16.88%	66.67%	5,000
<i>6620 New England Friend</i>	6,584	8,064	7,736	5,100	4,500	1.69%	77.78%	8,000
<i>6630 Other newsletters</i>	(99)	258	-	500	-	-	-	-
<i>Total 6600 Publications</i>	10,240	14,254	14,972	9,600	7,500	-6.82%	73.33%	13,000
7100 Bad Debt Expense	-	-	-	-	-	-	-	
9920 Board Designated Transfers	-	-	-	-	-	-	-	
Total Expenses	685,579	751,280	754,333	780,924	809,000	4.18%	1.19%	818,659
Net Operating Income	(16,273)	(14,761)	(20,133)	(44,424)	(37,000)			(46,459)
Excluding Legacy Gift Funds	(16,273)	(33,152)	(45,133)	(69,424)	(57,000)			(46,459)
Net as % of Total Expenses	(0)	(0)	(0)	(0)	(0)			(0)

Footnotes: Contribution lines are divided to show General Fund, Equalization and Other (designated contributions to regular budget lines)

**Friends Camp
Budget FY 2017
Draft Budget as of May 2, 2016**

	FY 15	FY 16	FY 17	B to B	
	Actual	Budget	Budget	Change	Notes
Income					
4 Contributed Income					
4010 Contributions					
4012 Monthly and Quarterly Meetings	\$ 6,334	\$ 6,700	\$ 7,000	\$ 300	
4013 Contributions & Gifts	\$ 21,865	\$ 15,540	\$ 16,000	\$ 460	
4014 Fellowship Program (OBBF)	\$ -	\$ -	\$ -	\$ -	
4015 Donation from NEYM	\$ -	\$ 4,668	\$ 2,220	\$ (2,448)	ACA Accreditation
4026 Camp Renewal & Replacement (Unrestricted)	\$ 10,925	\$ 17,000	\$ 9,380	\$ (7,620)	See capital budget
4022 Bathroom / Shower 2017 (Restricted)			\$ 16,040	\$ 16,040	See capital budget
4023 Arts Building (Restricted)			\$ -	\$ -	
4024 Solar Energy (Restricted)			\$ -	\$ -	
4025 Safety Signs (Restricted)			\$ -	\$ -	
Total 4021 Camp Renewal & Replacement	\$ 10,925	\$ 17,000	\$ 25,420	\$ 8,420	
4110 Campership Donations	\$ 3,548	\$ 3,900	\$ 4,000	\$ 100	
4019 Codman School Campership	\$ 2,785	\$ 5,000	\$ 4,880	\$ (120)	
4111 One Child at a Time Fund	\$ 6,275	\$ 8,900	\$ 8,200	\$ (700)	
4112 ACA New England Camperships	\$ 1,800	\$ 1,800	\$ 1,200	\$ (600)	Request two \$600 campership from ACA NE
5186 Campership Granted	\$ (14,779)				This line is now 8101
Total 4110 Campership Donations	\$ (371)	\$ 19,600	\$ 18,280	\$ (1,320)	
Total 4010 Contributions	\$ 38,753	\$ 63,508	\$ 68,920	\$ 5,412	
Total 4 Contributed Income	\$ 38,753	\$ 63,508	\$ 68,920	\$ 5,412	Most donation increase is for capital projects
5 Rentals and Merchandise					
5330 Friends Camp Programs (Spring & Fall)	\$ 10,918	\$ 11,290	\$ 11,800	\$ 510	
5331 Non-Friends Camp Prog (Spring & Fall)	\$ 6,278	\$ 6,600	\$ 6,600	\$ -	
Total 5330 Conference & Program Fees	\$ 17,196	\$ 17,890	\$ 18,400	\$ 510	
5440 Merchandise Sales	\$ 6,479	\$ 5,400	\$ 5,400	\$ -	
5441 Taxes on T-shirts, Sweatshirts etc.	\$ 415	\$ -	\$ 300	\$ 300	
5444 Staff Apparel (Sweatshirts etc.)	\$ 609	\$ 500	\$ 600	\$ 100	
Total 5440 Merchandise Sales	\$ 7,503	\$ 5,900	\$ 6,300	\$ 400	
Total 5 Rentals and Merchandise	\$ 24,699	\$ 23,790	\$ 24,700	\$ 910	
5181 Summer Program Fees	\$ (60)				
5183 Lost Property Postage Income	\$ 170	\$ 30	\$ 30	\$ -	
5184 Summer Camp Fees	\$ 299,249	\$ 304,740	\$ 306,290	\$ 1,550	Based on 357 camper with no increase in fees
5187 Camper Transportation Fees	\$ 2,760	\$ 3,500	\$ 3,000	\$ (500)	
5189 Special Programs (Hiking Trip)	\$ 800	\$ 1,200	\$ 800	\$ (400)	
5190 Extra Day Between Sessions Fee	\$ 1,050	\$ 1,320	\$ 1,090	\$ (230)	
Total 5184 Summer Camp Fees	\$ 303,859	\$ 310,760	\$ 311,180	\$ 420	Based on 357 campers with no fee increase
Total 5181 Summer Program Fees	\$ 303,969	\$ 310,790	\$ 311,210	\$ 420	Based on 357campers with no fee increase
6000 Interest (Bangor Saving Bank Only)	\$ 42	\$ 36	\$ 30	\$ (6)	
6010 Interest (YM Pooled Funds)	\$ 216				The Pooled fund interest is in the balance sheet
6001 Unapplied Cash Payment Income	\$ 5,113		\$ -		This line is inactive
Services / Misc	\$ 10		\$ -		This line is inactive
Total Income	\$ 372,802	\$ 398,124	\$ 404,860	\$ 6,736	Most of this increase in from capital projects

	FY 15	FY 16	FY 17	B to B	
	Actual	Budget	Budget	Change	Notes
Expenses					
7200 Staff Expenses					
7205 Director's Salary & Benefits					
7210 Director Salary	\$ 60,877	\$ 39,533	\$ 44,000	\$ 4,467	New Director Salary
7233 Retirement Contribution (403-B)	\$ 200	\$ 22,800	\$ -	\$ (22,800)	Unknown at this time
Total 7210 Director Salary	\$ 61,077	\$ 62,333	\$ 44,000	\$ (18,333)	New Director Salary
7234 Pension Plan - Employer (10 %)	\$ 6,088	\$ 6,233	\$ 4,400	\$ (1,833)	Ten percent of Director Salary
7235 Health Insurance - Employer	\$ 8,245	\$ 9,212	\$ 9,857	\$ 645	Inflationary increase
7236 Disability Insurance - Employer	\$ 350	\$ 370	\$ 370	\$ -	
7238 Senior Consultant	\$ -	\$ 4,290	\$ 5,400	\$ 1,110	Training & mentoring
Total 7205 Director's Salary & Benefits	\$ 75,761	\$ 82,438	\$ 64,027	\$ (18,411)	
7211 Support Staff	\$ 250				
7212 Maintenance	\$ 12,878	\$ 14,800	\$ 15,460	\$ 660	
7213 Kitchen	\$ 14,883	\$ 19,500	\$ 19,500	\$ -	Two cooks and three support staff
7218 Assistant Director (Winter)	\$ -		\$ 6,480	\$ 6,480	\$18 per hour 12 per week for nine months
7218 Assistant Director (Summer)	\$ 10,308	\$ 13,600	\$ 9,700	\$ (3,900)	Only one Assistance Director in 2017
Total Assistant Director			\$ 16,180		
Total 7211 Support Staff	\$ 38,319	\$ 47,900	\$ 51,140	\$ 3,240	
7220 Counselors	\$ 42,048	\$ 42,000	\$ 44,000	\$ 2,000	
7221 International Staff Agencies	\$ 505	\$ 3,400	\$ 3,500	\$ 100	
7222 Fellowship Stipend	\$ -		\$ -	\$ -	
7223 Summer Nurse	\$ 4,134	\$ 4,800	\$ 5,200	\$ 400	
Total 7220 Counselors	\$ 46,687	\$ 50,200	\$ 52,700	\$ 2,500	
7240 Workers Compensation - Church Mutual	\$ 7,539	\$ 7,270	\$ 7,400	\$ 130	
7251 Payroll Taxes - All Staff	\$ 10,751	\$ 11,340	\$ 11,100	\$ (240)	Decrease because of reduced payroll
7253 Child Support - all employees		\$ -	\$ -	\$ -	
Total 7251 Payroll Taxes - All Staff	\$ 10,751	\$ 11,340	\$ 11,100	\$ (240)	Decrease because of reduced payroll
Total 7200 Staff Expenses	\$ 179,057	\$ 199,148	\$ 186,367	\$ (12,781)	
8100 Program, Supplies & Accounting					
8105 Stay over Between Sessions Expenses	\$ 828	\$ 800	\$ 800	\$ -	
8107 Fox & Fell Camping Trips	\$ 396	\$ 700	\$ 500	\$ (200)	
8108 Medical Supplies	\$ 1,196	\$ 1,200	\$ 1,200	\$ -	
8110 Office Supplies	\$ 3,097	\$ 3,000	\$ 3,850	\$ 850	
8106 CampMinder Online	\$ 3,673	\$ 4,200	\$ 4,200	\$ -	
Total 8110 Office Supplies	\$ 6,769	\$ 7,200	\$ 8,050	\$ 850	Additional supplies and equipment for new office
8111 Summer Program (Arts, Aquatic etc.)	\$ 3,123	\$ 3,700	\$ 4,100	\$ 400	
8112 Staff Safety Training Classes	\$ 2,935	\$ 3,200	\$ 3,200	\$ -	
8113 Staff Background Checks	\$ 573	\$ 540	\$ 900	\$ 360	Additional background check for criminal history
8115 Donations to Organization	\$ 100	\$ 100	\$ 100	\$ -	
8116 Merchandise (T-Shirts, Sweatshirts etc.)	\$ 3,152	\$ 4,000	\$ 4,900	\$ 900	Based on current inventory
8117 State of Maine Taxes	\$ (394)	\$ 300	\$ 450	\$ 150	The ME lodging tax rates increase
8118 Staff Apparel	\$ 1,059	\$ 450	\$ 525	\$ 75	
Total 8116 Merchandise (T-Shirts etc.)	\$ 3,817	\$ 4,750	\$ 5,875	\$ 1,125	
8119 Accounting					
6560 Payroll Expenses (PayChex)	\$ 1,297	\$ 1,200	\$ 1,300	\$ 100	New payroll company starting in 2016
8121 Bookkeeping	\$ 2,383	\$ 2,200	\$ 2,500	\$ 300	
8122 Legal Fees	\$ 4,971	\$ -	\$ -	\$ -	One time expense (Property Tax Issue)
8123 Professional Accounting Review	\$ -	\$ -	\$ 1,400	\$ 1,400	This amount will be set a side for 3 years (\$4,200)

	FY 15	FY 16	FY 17	B to B	
	Actual	Budget	Budget	Change	Notes
8610 Bad Debt Expenses	\$ 123	\$ -	\$ -	\$ -	
8611 Bank Service Charges	\$ 300	\$ 100	\$ 100	\$ -	
8612 PayPal Service Fees	\$ (124)	\$ -	\$ -	\$ -	We are no longer using PayPal
8640 CardFlex Fees (Visa & MasterCard)	\$ 2,919	\$ 2,900	\$ 3,300	\$ 400	Increased use of VISA / MC & AMEX camper fees
Total 8119 Accounting	\$ 11,869	\$ 6,400	\$ 8,600	\$ 2,200	
8130 Telephone & Internet	\$ 3,759	\$ 4,000	\$ 4,200	\$ 200	Change over of phone system for director
8195 Website Design & Changes	\$ 1,331	\$ 450	\$ 900	\$ 450	Additional update will be needed in 2017
Total 8130 Telephone & Internet	\$ 5,090	\$ 4,450	\$ 5,100	\$ 650	
8140 Postage	\$ 2,327	\$ 2,200	\$ 2,200	\$ -	
8151 Camper & Staff Summer Laundry	\$ 3,000	\$ 3,000	\$ 3,000	\$ -	
8170 Promotional (Printing & Ads)					
8150 Mailing Services for Bulk Mailings	\$ 188	\$ 500	\$ -	\$ (500)	No longer using YM bulk mailing permit
8175 Printing	\$ 1,658	\$ 2,000	\$ 3,400	\$ 1,400	More marketing options for the new director
8190 Newsletter (Online or Paper)		\$ 500	\$ 600	\$ 100	
8570 Advertising Expenses	\$ 1,444	\$ 1,500	\$ 1,500	\$ -	
Total 8170 Promotional (Printing & Ads)	\$ 3,290	\$ 4,500	\$ 5,500	\$ 1,000	More marketing options for the new director
8180 Memberships and Subscriptions	\$ 2,740	\$ 2,100	\$ 2,860	\$ 760	ACA and Maine Summer Camps memberships
Total 8100 Program, Supplies & Accounting	\$ 48,053	\$ 44,840	\$ 51,985	\$ 7,145	
8101 Youth Camperships Total	\$ 9,100	\$ 12,200	\$ 18,280	\$ 6,080	This equals total on the income side of budget
8110 General Camperships (Unrestricted)			\$ 4,000		
8111 Codman School Campership (Restricted)			\$ 4,880		
8112 One Child at a Time Fund (Restricted)			\$ 8,200		
8113 ACA N E Camperships (Restricted)			\$ 1,200		
8114 M C Home / Keller Campership (Restricted)			\$ -		
8149 Fund Raising Mailings (Printing/Postage)	\$ 1,292	\$ 1,200	\$ 1,600	\$ 400	Additional fund for capital projects fund raising
8171 Food	\$ (1,784)	\$ -			
8172 Summer Food	\$ 45,992	\$ 47,000	\$ 48,500	\$ 1,500	Three percent increase
8176 Rebate from Maine Milk Program	\$ (928)	\$ (1,466)	\$ (1,400)	\$ 66	
8178 Simple Meal Donation	\$ 750	\$ 700	\$ 750	\$ 50	
Total 8172 Summer Food	\$ 45,814	\$ 46,234	\$ 47,850	\$ 1,616	Three percent increase
8173 Food (Off Season Rentals & Programs)	\$ 4,421	\$ 2,200	\$ 2,500	\$ 300	
8174 Housekeeping & Kitchen Supplies	\$ 3,977	\$ 900	\$ 800	\$ (100)	
Total 8171 Food	\$ 52,429	\$ 49,334	\$ 51,150	\$ 1,816	
8181 Buildings & Grounds		\$ 14,500	\$ 14,500	\$ -	
8188 Sinks and Showers Renovations 2016		\$ -			This line is now apart on capital budget
Total 8181 Buildings & Grounds	\$ 12,505	\$ 14,500	\$ 14,500	\$ -	
8200 Occupancy - Utilities					
8220 Utilities					
8221 Heating Oil	\$ 1,175	\$ 850	\$ 850	\$ -	
8222 Trash Removal	\$ 519	\$ 600	\$ 600	\$ -	
8223 Electric	\$ 2,971	\$ 3,500	\$ 3,500	\$ -	
8224 Propane Gas	\$ 97	\$ 800	\$ 800	\$ -	
8229 Winter Office Rent	\$ 2,700	\$ 2,700	\$ 3,150	\$ 450	
Total 8220 Utilities	\$ 7,462	\$ 8,450	\$ 8,900	\$ 450	
Total 8200 Occupancy - Utilities	\$ 7,462	\$ 8,450	\$ 8,900	\$ 450	
8300 Travel & Conferences					
8310 Travel					

	FY 15	FY 16	FY 17	B to B	
	Actual	Budget	Budget	Change	Notes
8311 Director Travel	\$ 3,721	\$ 3,500	\$ 3,500	\$ -	
8320 Conferences & Retreats	\$ 585	\$ 900	\$ 900	\$ -	
8322 Mileage and Tolls	\$ 381	\$ 390	\$ 400	\$ 10	
8540 Staff Development & Training		\$ 935	\$ 1,200	\$ 265	
Total 8311 Director Travel	\$ 4,687	\$ 5,725	\$ 6,000	\$ 275	
8312 Summer Staff Travel	\$ 1,607	\$ 1,597	\$ 1,600	\$ 3	
8313 Van Rental	\$ 6,460	\$ 6,500	\$ 6,500	\$ -	
8314 Vehicle Expenses					
8316 Gas & Oil	\$ 869	\$ 875	\$ 900	\$ 25	
Total 8314 Vehicle Expenses	\$ 869	\$ 875	\$ 900	\$ 25	
8317 Charter Bus to NEYM Sessions	\$ 2,610	\$ 2,500	\$ 2,500	\$ -	
Total 8310 Travel	\$ 16,233	\$ 17,197	\$ 17,500	\$ 303	
Total 8300 Travel & Conferences	\$ 16,233	\$ 17,197	\$ 17,500	\$ 303	
8400 Depreciation & Amortization					
8450 Depreciation & Amortization - Allowable	\$ 17,580	\$ 17,967	\$ 18,258	\$ 291	
Total 8400 Depreciation & Amortization	\$ 17,580	\$ 17,967	\$ 18,258	\$ 291	
8470 Total Capital Fund Account	\$ 6,464	\$ 22,420	\$ 25,420	\$ 3,000	
8471 General Projects (Unrestricted)	\$ 6,464	\$ -	\$ 9,380	\$ -	
8472 Birdbath Showers (Restricted)	\$ -	\$ -	\$ 16,040	\$ -	
8473 Arts Building (Restricted)	\$ -	\$ -	\$ -		
8474 Solar Energy (Restricted)	\$ -	\$ -	\$ -		
8475 Safety Signs (Restricted)	\$ -	\$ -	\$ -		
8500 Insurance					
8520 Insurance					
8521 Summer Vehicle Insurance	\$ 345	\$ 350	\$ 350	\$ -	
8522 Fire-Liability - Church Mutual	\$ 10,315	\$ 10,518	\$ 10,550	\$ 32	
Total 8520 Insurance	\$ 10,660	\$ 10,868	\$ 10,900	\$ 32	
Total 8500 Insurance	\$ 10,660	\$ 10,868	\$ 10,900	\$ 32	
Total Expenses	\$ 360,834	\$ 398,124	\$ 404,860	\$ 6,736	
Net Operating Income	\$ 11,969	\$ -	\$ -	\$ -	
Other Income / Expenses (West View Cottage)	\$ (1,397)	\$ -	\$ -	\$ -	
Net Income	\$ 10,571	\$ -	\$ -	0	

**Request to Permanent Board
From Acton Monthly Meeting
May, 2016**

Acton Monthly Meeting requests that Permanent board consider whether NEYM would be willing to accept a donation for the purpose of establishing a scholarship fund for Youth Programs

(Background) Acton Monthly Meeting, having minuted their intention to lay themselves down, has begun the process of discernment of what to do with monetary assets (note they do not own a meeting house). Among the ideas that have emerged is a desire to support the future of Quakers in New England, particularly small meetings in the same situation as what they have been in, through supporting Youth Programs. Informal conversations with Gretchen and Nia have shown that either or both a scholarship fund, or support for the use of Woolman Hill would be a welcome form of support for the retreat programs. While we understand that under current policy no one who requests to attend is turned away for lack of funds, we also understand that

1. currently any scholarships given reduce the money available for the rest of the program, and that
2. being able to advertise scholarship money may encourage some who are now reluctant to ask.

Request: While Acton monthly Meeting has not reached clarity on their desire to use a portion of their funds for this, it would be useful to know if NEYM would accept these monies, with a request that a fund be set up with the following characteristics:

1. The interest would support Youth Programs, including JYM, JHYM, YF, and YAF's, through scholarships and funding for occasional retreats at Woolman Hill.
2. Technically, there would be no restrictions,
3. It would be accepted with the intent that it be used as described for at least 5 years.
4. At some point after that time NEYM would review the usefulness of this fund and, if desired, re-assign the interest or absorb the principal in NEYM general funds. If the financial situation of the YM requires, it would be reviewed before 5 years.
5. We would not ask that this be a separate, named fund. If this is done, the money should be handled in the YM accounts in a manner that is convenient for the bookkeeper, the treasurer, and NEYM as a whole.

On behalf of Acton Monthly Meeting,

Doug Armstrong, clerk.

Report to NEYM Permanent Board, gathered at Great Barrington, Massachusetts, 21 May 2016
From the *Ad hoc* Long-Term Financial Planning Committee
(prepared 10 May 2016)

Purpose:

The Ad Hoc Long-Term Financial Planning Committee wishes to update the Permanent Board regarding our work since PB's last meeting in February.

Summary:

1. Having received PB's approval to do so, LTFPC brainstormed with NEYM staff and asked them to create a **monthly electronic newsletter**. This new communication piece debuted on May 4. It was sent to a "stable" mailing list of 2,900 New England Friends. This electronic newsletter responds to the repeated yearning we have all heard for more and better communication within NEYM – what is going on, who is doing what. It is our hope that the new newsletter will demonstrate the kind of value the NEYM organization can offer to New England Quakers, local meetings and other groups under our care, by organizing and disseminating that information and creating a platform to facilitate connections.

A feedback poll was included in the inaugural issue, and we expect to have some information on how many people opened the newsletter and what they read at our meeting on 21 May; please see the report from the YM Secretary regarding the electronic newsletter project and preliminary feedback received thus far. This is an early-stage pilot that will help us learn better how to innovate and serve New England Friends around our priority of "Communication and relationship-building".

2. LTFPC requested and received approval to coordinate with Coordinating & Advisory on consultative outreach to NEYM committees as they begin work on **revision of committee charges**, as part of C&A's regularly scheduled "Committee Purpose" and "Committee Procedures" processes. We are finalizing, in collaboration with C&A, the specifics of what that outreach will entail and how it will be staffed jointly by LTFPC and C&A. Related to this effort, some specific possible support resources have been identified that could be offered to committees to help facilitate their work. We also propose eliminating our traditional Committee Day gatherings as they have become somewhat less efficient and broadly useful than was true in the past. Please see the attached "change in support" proposal for more information on this.
3. In February, LTFPC also stated our intention to develop a proposal for a **"consultation" gathering** during NEYM FY 2017. Since the last PB meeting our thinking has evolved and broadened on the purposes and format for these gatherings (we now propose organizing two of them, redeploying resources that have formerly been spent organizing Committee Days); a preliminary draft proposal envisioning these **"Deeper Life Gatherings"** is attached here for consideration by PB. We intend the fall 2016 gathering to focus on our priority of "Spiritual development and religious education", and the spring 2017 gathering to look at issues concerning "Outreach, welcome, inclusion, and witness."

Our Committee welcomes the feedback of Permanent Board on our progress so that we may continue to shepherd and refine these projects, and we ask approval of the two attached proposals.

Respectfully submitted by

Chris Gant (representing Personnel Committee): Clerk, NEYM *ad hoc* Long-Term Financial Planning Committee

and Ginny Bainbridge and Ben Guaraldi (both Permanent Board), Brad Bussiere-Nichols and Deana Chase (both Ministry & Counsel), Hannah Zwirner Forsythe and Ralph Gentile (both Finance), Sarah Gant (ex officio as PB Clerk), Connie Kincaid-Brown (Nominating), Noah Baker Merrill (ex officio as YM Secretary), Sara Smith (Development), Shearman Taber (ex officio as Treasurer)

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Report to NEYM Permanent Board, gathered at Great Barrington, Massachusetts, 21 May 2016
From the *Ad hoc* Long-Term Financial Planning Committee
(prepared 10 May 2016)

To: NEYM Permanent Board meeting on May 21, 2016

From: Ad Hoc Long-Term Financial Planning Committee

Re: Proposal for change in support of YM Committees

Summary:

We propose that Permanent Board ask Coordinating & Advisory Committee and staff to include in their planning for the coming year efforts to strengthen support for YM Committees in ways that respond to a diverse and changing set of current needs:

- 1) Supporting YM Committee clerks with annual training on accessing available resources (including GoToMeeting videoconference tools, content management on neym.org, assistance with mailings, mentoring in clerking skills, submitting events to the online calendar, requests for information from the database, etc.).
- 2) Highlighting resources available from the Office Manager for YM Committees, including the channels of communication maintained by the NEYM Office.
- 3) Providing the assistance of the Events Coordinator in securing space, childcare, and other arrangements for larger or more complex committee meetings as needed to meet specific requirements.
- 4) Better coordinating communication among YM Committees, via one or more GoToMeeting calls facilitated by Coordinating & Advisory Committee and including invitations to the clerks of each YM Committee, to nurture a sense of shared work and partnership in supporting the ministries of New England Friends.

LTFPC further proposes that in order to allow for this and other needed work in Fiscal Year 2017, NEYM discontinue the practice of organizing and staffing three day-long *Committee Days* annually. The significant savings realized in staff time, volunteer energy and financial resources would be repurposed to organize two much larger day-long gatherings in FY2017 for worship, fellowship, sharing news and strengthening local meetings, in support of the approved Core Purpose and Priorities of NEYM (see separate proposal from LTFPC).

Background:

Apart from Annual Sessions, Committee Day is currently NEYM's major ongoing annual programmatic activity for adults. Three Committee Days are organized each year. Since it was implemented, our ways of working and the needs of our organization and faith communities have shifted – as has the world around us – calling for new forms and approaches to support our shared work. Periodic review of how we do and support our work together is both healthy and useful.

Attendance at Committee Days currently averages 35-45 people, with between five and seven of the twenty-six yearly meeting committees participating. Members of the wider yearly meeting community are not invited, and there are few opportunities for engagement beyond attending committee meetings. Most yearly meeting committees now meet at times other than on Committee Day, or are using NEYM's GoToMeeting videoconference system.

Report to NEYM Permanent Board, gathered at Great Barrington, Massachusetts, 21 May 2016
From the *Ad hoc* Long-Term Financial Planning Committee
(prepared 10 May 2016)

Currently, organizing three daylong Committee Day events annually requires approximately 150 hours of staff time and costs approximately \$1500.

Vital Needs to Address:

It is important to note that some YM Committees have found Committee Days especially helpful – most notably Nominating Committee, which uses Committee Days as an opportunity to meet with committees to assess their needs and offer support. New ways to offer this care would need to be developed if Committee Days are discontinued. Finance Committee, because of its large size and needs for technical support, may also require additional support for its meetings.

Committee Day also serves an important function for many Friends who serve on YM Committees by offering opportunities for corporate worship, fellowship, and sharing news and announcements about the work of YM Committees and the wider life and ministry of New England Friends. If Committee Days were to be discontinued, it is essential that these needs be included and addressed in developing alternative offerings that would sustain these kinds of opportunities and widen the circle of those Friends who could participate.

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Report to NEYM Permanent Board, gathered at Great Barrington, Massachusetts, 21 May 2016
From the *Ad hoc* Long-Term Financial Planning Committee
(prepared 10 May 2016)

To: NEYM Permanent Board meeting on May 21, 2016
From: Ad Hoc Long-Term Financial Planning Committee
Re: Proposal for two large-scale Saturday events in FY2017

Summary:

We propose that NEYM organize two day-long, Yearly Meeting-wide events—tentatively called *Deeper Life Gatherings*—each focused on one of the NEYM priorities, and designed to welcome Friends from throughout New England regardless of their current level of involvement with formal Yearly Meeting structure and programs. *Programmatically*, the purpose of these gatherings would be to 1) offer Friends a dynamic opportunity for worship, spiritual nourishment, and fellowship; 2) be inclusive and fully accessible to all who wish to participate; and 3) deepen the spiritual life and grow the community of Friends in New England. *Organizationally*, Deeper Life Gatherings would 1) strengthen NEYM’s focus on its purpose and priorities by embodying, enhancing and expanding the ways in which NEYM serves, supports, and strengthens Friends and the network of local meetings; 2) provide opportunities to develop leadership; and 3) model and explore how the NEYM Core Purpose and Priorities approved by Annual Sessions 2015 can be used to guide and deepen our work as a Yearly Meeting.

Background:

In recent years the Yearly Meeting has affirmed the need for more times for Friends to gather together for worship, spiritual growth & nourishment, networking and fellowship. Outside of Sessions, which is attended by approximately 15% of New England Friends, there are few opportunities for those from across our region to come together and experience the Life of our faith community on a large scale.

Design & Leadership: The design of the day – the schedule, the activities, the leadership, the outreach, etc. –will embody the purpose. We will model *being* what we are seeking to *become*. The first *Deeper Life Gathering* will be a highly-structured time with multiple entry points to engage attenders from a wide range of backgrounds. The second Gathering, in Spring 2017, is envisioned with a focus on bringing Friends together to empower and enliven our shared witness. Future *Gatherings* will use different formats and schedules as best suit their topics and our community. Each *Deeper Life Gathering* would include: 1) an emphasis on corporate worship, 2) community building through shared learning and practice in direct alignment with the Purpose & Priorities, and 3) provide concrete, useful tools and resources for Friends to bring back to their local meetings. Each event would also offer concurrent, thematically-consistent youth programs to engage families and nourish younger Friends.

For the first event, in keeping with the Priority on *Spiritual Development & Religious Education*, the intention is to approach *prayer* as a practice central to Friends and one that is accessible to anyone. Prayer is an aspect of our spiritual life that often goes unacknowledged, and an area in which all of us – no matter how long we have been Friends – can grow and deepen our own practice. A small list of Friends who could offer compelling, substantive content and program leadership have been preliminarily identified. Video recordings of core programming/presentations and other content resources would be collected shared through the NEYM website to allow wider engagement and to build a growing content library on compelling and relevant topics.

Report to NEYM Permanent Board, gathered at Great Barrington, Massachusetts, 21 May 2016
From the *Ad hoc* Long-Term Financial Planning Committee
(prepared 10 May 2016)

The *Gathering* is envisioned by a working group under the auspices of LTFPC consisting of: Hannah Zwirner Forsythe (LTFPC-Finance), Lisa Graustein (former clerk, Structural Review), Kathleen Wooten (Events Coordinator), and Noah Merrill (YM Secretary). The planning committee for each event would consist of a combination of Friends committed to working on these *Gatherings* for 1-2 years (providing continuity and institutional memory) and other Friends who make a commitment to participate in planning, running and evaluating a single event. For the first *Gathering*, we would retain the original working group and add 2-3 additional Friends to broaden the gifts and perspectives involved. As much as possible, these events will be developed in partnership with and in support of quarterly meeting leadership and concerns.

Logistics & Finances: Friends School of Portland will host the Nov. 5, 2016 *Gathering* and Moses Brown School will host the April 8, 2017 *Gathering*. Both schools will provide their facilities to NEYM without charge. \$750 in the proposed FY2017 budget initially allocated for Committee Days would provide additional support for incidental expenses. A fee schedule for participants would be established using the Pay-As-Led approach to cover all additional expenses. We would hope to facilitate both home hospitality and carpooling for the events, where possible.

Schedule to Include:

- Arrival, refreshments, and robust welcoming committee
- Welcome, Introductions, & Overview*
- Thematic program on “Prayer” by a compelling presenter
- Affinity Groups (similar to Anchor Groups, but smaller)
- Corporate worship (semi-programmed)
- Lunch catered with good locally-grown food
- Afternoon Opportunities/workshops with a focus on Prayer – wide range, interactive, etc.
- Affinity Groups
- Large group waiting worship at the close of the day
- Brief program closing
- Dinner/Evening: Facilitated presentation, discussion and feedback session on carrying forward the NEYM Core Purpose and Priorities, followed by dancing/fellowship time

** Younger kids participate for part of the day in intergenerational activities; older youth are full participants in the shared program with adults.*

###

Internal Nominating Committee Report to Permanent Board May, 2016

Clerk: Sarah Gant -2015-2018

Recording Clerk : Rebecca Steele: 2015-2018

2016	2017	2018	2019	2020
#Sarah Gant #Sandy Isaacs Bruce Neumann Elias Sanchez- Eppler Fritz Weiss Elizabeth Szakowski	Holly Baldwin #Suzanna Schell Sara Smith Karen Sanchez- Eppler Travis Belcher Hannah Zwirner Forsythe	Susan Davies # Donn Weinholtz Jean McCandless Rebecca Steele #Jeremiah Dickinson Rocky Malin Leanna Kantt Justice Erikson	Ian Harrington Chris Gant Ginny Bainbridge Bill Walkauskas #Philip Stone #Deana Chase #Carolyn Stone #Allan Kohrman	# Ben Guaraldi # Galen Hamman # Rosemary Zimmermann Anna Radocchia Tom Jackson Carole Rein

in second term (can't be reappointed)

* filling out term – can be reappointed 2 entire terms

Sub Committee	2016	2017	2018	2019
Clerks Nominating	#Allan Kohrman Ben Guaraldi	Fran Brokaw Donn Weinholtz	Marion Athern Leslie Manning	Greg Williams Ben Guaraldi
Personnel	Rebecca Leuchak Jan Hoffman Bob Murray Edward Baker	Chris Gant Vacancy Elizabeth Szakowski	Neil Blanchard Karen Sanchez- Eppler	Travis Belcher Carl Williams
Internal Nominating	Patsy Shotwell Carolyn Stone	Susan Davies	# Donn Weinholtz + # Sarah Sue Pennell	# +Patsy Shotwell # Carolyn Stone
YM Nominating at Large	Rhoda Mowry Virginia Bainbridge Vacancy	+ Sara Sue Pennell Richard Ristow Leslie Umans	Connie Kincaid – Brown Marian Baker	
Student Scholarship Granting Committee		Allan Kohrman Rebecca Leuchak Justice Erickson Ian Harrington		
Friends Camp Nominating		Brad Bussiere- Nichols Mary Knowlton Leslie Manning		
NEYM Secretary Supervisor		Edward Baker		

Bold = Submitted for Permanent Board Approval + = not on Permanent Board

= in second term (can't be reappointed)

Memorial Minute for David Hall

Birth 2/26/37 Death

10/7/15

David Hall was a man who kept himself informed about his community, his state, his country and his world. He weighed the information he learned, then shared it cleared and concisely, keeping all of us at Brunswick Friends Meeting informed.

Quiet and unpretentious, David was a person who lived his values, as his many volunteer activities show. These include Common Cause, Bath-Brunswick Area Interfaith Council, Appalachian Mountain Club, Maine Organic Farmers and Gardeners, and the West Bath Fire Department. He was particularly dedicated to making a difference through Friends Committee on Maine Public Policy.

David served as BFM's representative on FCMPP from 1992-2009, and was that organization's Legislative Advocate in the state Capitol. As the Clerk of FCMPP says, the committee benefitted from David's "quiet insights and wisdom".

Another Friend notes that David was "articulate and clear that he was witnessing as a Quaker". His witness influenced the whole mid-coast legislative area, providing the rational, respectful input that all government needs!

Before beginning his worship with Friends, first at Mid Coast Friends Meeting, then Brunswick, David was active as a deacon, choir member and youth leader at First Parish Church, United Church of Christ.

Parkinson's Disease took more and more of his motor control and independence, but to our Meeting, he remained the same David - calm, accepting and continuing in his commitment to be informed about our world. David was a model of civic responsibility and caring. He was a good man who is sorely missed.

Respectfully submitted,

-

Julie Zimmerman, Clerk, Brunswick Friends Meeting

Approved by Brunswick Friends Meeting 2/14/16

Endorsed by Falmouth Quarter 4/2/16

Nancy Bixler Isaacs

(Anna Emerson Bixler Isaacs)

January 20, 1930 – December 4, 2015

Nancy Bixler Isaacs was born Anna Emerson Bixler, the youngest in a family of four girls, on January 20, 1930. She never liked the name Anna, and in 1948 renamed herself Nancy, after Nancy Blackett in the *Swallows and Amazons* stories. Nancy Blackett was an adventurer, and Nancy Bixler grew up running through the woods playing at being the Blackett sisters and swimming. She persuaded her parents to send her to Northfield Mount Herman School when her family moved from Cambridge, Massachusetts to Waterville, Maine. From there she went on to Swarthmore College, choosing it over Smith, where her female relatives attended, because her father said the smartest girls went to Swarthmore.

She continued her adventures by teaching English on the small island of Vinalhaven, Maine. After getting a masters at Yale she went to Istanbul, Turkey, teaching English at a school for girls for two years. She taught high school in Newton, Massachusetts for three years. She married Sanford (Sandy) Isaacs in 1958 and by 1965 had four children under the age of 6. Being a mother of young children was satisfying and joy-giving and the family remained a high priority from then on, with frequent visits to and from her adult children as the family expanded.

When she went back to work, she switched careers to become a librarian, getting a degree at Simmons College, then working as a librarian at Lasell Junior College and later as Library Director at Leslie College. She and Sandy attended Wellesley Monthly Meeting where they formed deep friendships. Their hospitality was appreciated by a wide range of people. At her memorial service, a woman spoke about how Nancy and Sandy had invited her and her female partner to their house at a time when they were new to Lasell College, and supported their acceptance into the college community. This was typical of Nancy's care for others.

Monadnock Quaker Meeting joyfully received Nancy and Sandy into its community in 1995 when they retired from the Boston area to live full time in Jaffrey on her family's property. During her time with Monadnock Meeting we appreciated Nancy's practical spirituality, her ability to cut to the core of an issue, her good humor, and her hard work in all aspects of being a member of the meeting, from house cleaning and childcare to being active on committees and clerking the meeting. She was always supportive but not rigid about Quaker process. She and Sandy opened their home for many formal and informal occasions, with the enthusiastic presence of a series of poodles. As clerk, she searched more widely afield for readings for the start of Meeting for Business. She supported people through their difficulties – a mother dying, a special needs child, losing a job, hearing loss – with practical assistance, a listening ear, and open-hearted hospitality. We enjoyed her energy, dry wit, and her yellow and black “Pippi Longstocking” socks. Truly you could see God within her heart. We knew she saw God in each of us.

Nancy's work extended beyond our local meeting. At various times she was treasurer of the meeting, of Northwest Quarterly Meeting and of New England Yearly Meeting. She was meticulous and thoughtful as a treasurer and, at the Yearly Meeting level, worked to retire

numerous designated funds which no longer had validity. She also worked on the New England Yearly Meeting Nominating Committee, having serious and encouraging conversations with people about their leadings regarding work for the Yearly Meeting.

She and Sandy helped maintain our meeting's commitment to the New Hampshire office of the American Friends Service Committee. At a time when trips to Concord seemed onerous she and Sandy faithfully attended. They also traveled to Northwest Quarterly Meeting, New England Yearly Meeting Permanent Board meetings, annual sessions, and Friends General Conference Gathering. They usually traveled in their RV where they offered hospitality as generously as they did at home.

Nancy died unexpectedly and quickly on December 4, 2015, while exercising and living her life as she always did, with vigor and purpose.

Approved by Monadnock Quaker Meeting, February 21, 2016

Endorsed by Northwest Quarterly Meeting, March 6, 2016

Memorial Minute
Peter Keenan
August 2, 1941- June13, 2015

Acton Monthly Meeting remembers Peter Keenan for his practical help, his thought in thinking through tasks, his caring nature, and his dry sense of humor, qualities which reflected his commitment to help others.

Peter's sense of humor and practical nature are exemplified in the following title:

"About Peter Keenan: Being A Recounting Of Some Facts Of His Life; Written By The Subject For The Benefit Of Anyone Called Upon To Write His Obituary. June 2014."

In the document, Peter went on to tell the story of his life, revealing how he became the staunch meeting member we knew. He was born in Brooklyn, New York, on August 2, 1941 and brought up in Catholic churches and schools. He described his disillusionment with a career in industry, and subsequent decision to volunteer as a teacher of physics for future secondary school teachers in Cochabamba, Bolivia. While training for the work, he was faced with the moral challenge of the military draft, which he appealed until he aged out of the draft. He described dating a "special young woman", Connie Lewis, who eventually joined him in Cochabamba, where they were married on May 25, 1968.

Peter described his changing point of view as: "a final drift away from Catholicism and a shift from the political conservatism of his background to a more liberal and less nationalistic view of the world." He credited conscientious objector counselors with exposing him to Quakerism, eventually leading to membership in Acton Friends Meeting in 1982.

Peter continued to work in helping professions. He earned a Master of Arts in Teaching from the Harvard Graduate School of Education in 1971, then taught in three high schools and a community college. Twenty-one years later, he pursued interests in environmental conservation, joining the Maynard Conservation Commission and administering wetland protection for the town. He worked for several towns, enjoying the on-the-job learning of ecology, law, construction, and engineering. He ultimately retired in 2006 from the position of municipal conservation and wetlands administrator for the town of Wellesley.

Acton Meeting felt Peter's helping ethic when he served as Clerk, as Treasurer, and on committees including Religious Education and Peace & Social Concerns. We remember his close partnership with Connie, and their help to meeting members with practical tasks such as household moves. This was just one example of Peter and Connie living out Quaker principals. They also travelled by bicycle and train whenever possible, and avoided television. Peter liked to bicycle, and called his bike his "Sport Utility Vehicle".

We remember many rides to Meeting and to the Concord Peace Vigil. Peter was part of Concord Prison Outreach, volunteering to teach a course about job search, and joining holiday carol singing. We hear that he "belted out Hispanic Christmas songs as well as the Hispanic prisoners." Peter became a volunteer draft counselor in 2002, serving on the GI hotline.

It wasn't uncommon to hear Peter say, "Isn't it funny that..." by way of recognizing irony in life. We enjoyed his dry humor. Peter told of the phone company employees who came to replace the Keenan's phone – the last party line in the area. The workers needed to borrow a screwdriver, then a hammer, as it developed they hadn't brought any tools. Peter obligingly loaned the tools. Eventually they left with the phone still not working, but saying, "Call if you have any problems."

We are touched but not surprised that Peter organized his treasury duties shortly before his death, ready for those who would take them on. Peter Keenan approached life with the attitude that if something needed doing, he would do it. He would thoughtfully analyze the task, and then work through it. A member sums up Acton Meeting's experience of him saying, "Peter was a caring person: a very caring person."

Approved by Acton Monthly Meeting on February 7, 2016.

Approved by Salem Quarterly Meeting on April 24h, 2016.

**Memorial Minute for
Annette Kriebel
January 2, 1925 --- July 9, 2015**

*But the fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness,
faithfulness, gentleness and self---control. Galatians 5:22*

Thanks and praise to God for the life of Anne Kriebel! Those of us who knew Anne received the gift of witnessing how God's presence can and does manifest itself among us. Anne's life was one of love for others. She was forthright, accessible, organized, funny and so positive in her attitude, it was infectious. She was a joyous, deeply spiritual woman who influenced countless people to live more mindful, more spiritual lives.

Annette Edgerly was born in Springfield, Massachusetts, on January 2, 1925. She and her sister Pauline attended Catholic schools in Springfield. When Anne realized that the impending World War II would require her to work rather than attend college, she attended high school for an extra year, to gain what extra learning she could. She moved to Boston, where she worked as a phlebotomist during the day and enjoyed friends and swing dancing in the evenings.

In 1948 she met Hans Bernhardt, a refugee from Nazi Germany and a student at Massachusetts Institute of Technology. Hans was so taken with the young Anne that he proposed on the first date. Anne discreetly waited a few weeks before accepting, and they were married later that year. After Hans completed further studies in Cincinnati, they moved to Delanco, New Jersey, where Hans worked as a metallurgist for US Pipe. With the arrival of their daughter Kate, they began to consider a faith tradition which could speak to a former Catholic and a secular Jew. They found, and joined, Westfield (NJ) Friends Meeting. Their love of children led them to be foster parents for a number of children, eventually adopting Sheryl.

During this period, Anne and Hans were involved in anti---racism work, including participating in a neighborhood watch to prevent vandalism at the home of a black family. They sold their house on the open market, which allowed black families to view the house in a predominantly white neighborhood. For their integrity, they were rewarded with rocks thrown at the house and a swastika painted on the side.

When Hans died suddenly and unexpectedly in 1962, Anne was comforted and supported by Westfield Friends Meeting. Three years later, she married William Kriebel, a recent widower and fellow member of Westfield Friends. Anne, Kate, and Sheryl joined Bill and his three children; Jon, Nancy and Greg, on the Taylor family farm on the Delaware river. Family was always of great importance to Anne. At Anne's memorial, one of Bill's children told an insightful story about Anne's insistence on building a swimming pool at the Taylor farm. While others in the family considered this an extravagance, the pool proved to be a great gathering place, and helped the blended families bond.

Anne and Bill were active in Westfield Friends Meeting, Philadelphia Yearly Meeting, and the Philadelphia office of American Friends Service Committee. In addition, Anne worked with May Roberts Taylor, the mother of Bill's first wife, to publish "Gently, Sister, Gently," a book of May's reminiscences. Although the book was self---published, its popularity created a

demand for a second printing that was funded by the Quaker community.

Anne and Bill moved to Boston in 1980, where Anne had been appointed Director of the Beacon Hill Friends House. Anne worked with a wisdom, practicality, and good humor that characterized all her relationships. In addition to her gifts in friendship and mentoring, her gifts of administration were a great asset to the house, bringing a sense of stability when the house had been experiencing a lack of leadership. She handled a wide array of tasks adeptly: from replacing the boiler, to dressing as the Easter bunny to entertain children; from counseling young adults as they navigated life, to revitalizing committees. Over 30 years later, Beacon Hill Friends House residents from that period speak warmly of Anne's openness, accessibility, and ability to make each person feel cared for and understood.

From early in their time in Boston, both Bill and Anne became very involved with New England Yearly Meeting. Anne served on numerous committees, including Permanent Board, Clerk's Nominating Committee, Program Committee (Sessions), and the Board of Directors of the Massachusetts Council of Churches. When Clerk's Nominating Committee was faced with a gap year between one Presiding Clerk and another, Anne agreed to step in for a one-year term. Where so many would be anxious about such a responsibility, Anne was relaxed and graceful. On another occasion she took over some of the responsibilities of the Field Secretary while Jonathan Vogel Borne was on sabbatical. Anne clerked the ad-hoc Committee on the Financial Health of the Yearly Meeting which undertook visits to every Monthly Meeting during 1993-1994. Friends still admire this work for greatly bolstering not only the finances of the Yearly Meeting, but its relationships with meetings in the region.

While the list of work she took on suggests her dedication to the Yearly Meeting, it only hints at the qualities she brought to that work. Anne's reliability, good humor and keen wisdom earned a reputation in the Yearly Meeting. Friends were known to remark, "We need an Anne Kriebel on this committee!"

A beloved member of Friends Meeting at Cambridge for many years, she served on Nominating Committee, the Memorial Meetings Committee, and the Grants Committee. Many Friends were heartbroken when, in 2009, she sought a smaller faith community and transferred membership to Fresh Pond Monthly Meeting. Here, those who had not known her before quickly found her to be all one could want in an elder: compassionate, direct, grounded, tender, forgiving, and funny. While her committee service was limited to the Gifts and Leadings Committee and the Administration and Stewardship Committee, Anne had a wide influence in nurturing others, including serving on a support committee for the current Director of Beacon Hill Friends House. Always committed to the Friends Meeting, she served on committees into the last year of her life.

As devoted as she was to Quakerism, she was no less devoted to her family, sharing her warmth and generous spirit in food, travel, and play. Anne was a competitive Scrabble player and filled in the Sunday New York Times crossword puzzle in ink until her last months. Scrabble with Anne was serious, and yet somehow every game ended in tears of laughter, the kind that wrings you out, makes you weak, and cures everything. That humor --- that laughter --- was a gift as powerful as her kindness and moral centeredness --- she could simply make you feel good, no matter if there was a problem being addressed or just in conversation.

Anne and Bill discovered a mutual love of travel, and Anne had a finely tuned sense of adventure and of humor. From her 50s on into her late 70s, whether with Bill, her sister

Pauline, daughter Kate, or granddaughter Sophia, she travelled widely, through Europe, Turkey, and Morocco. She and Kate made an attempt to snorkel in every Caribbean island in the 1980s, sometime traveling more than once a year to get to those colorful fish.

From the moment of her grandchild Sophia's birth in 1991, Sophia and Anne shared an intensely loving relationship. Within a year, Anne and Bill moved within walking distance of Sophia, Kate, and Ralph, Kate's husband, and Anne became a friend, caretaker, and second mother to Sophia. Their bond was more than grandmother/granddaughter-----they were happiest in each other's company, and Anne was a formal and loving part of Sophia's care team from infancy onward. At many times, Anne was the most consistent and stable force in Sophia's life. During her final illness, Anne said many times that she was waiting to see Sophia's face before letting go. Shortly before Anne's death, Sophia was able to return from Spain, giving these two a final opportunity to share their love.

Threaded through our memories of the things that Anne did, which are many and remarkable, is the memory of the quality of our relationships with her. Almost always calm and unflappable, she had a rare gift for making people feel important to her, and was able to gently but powerfully set high expectations which one had no choice but to live up to. She was a masterful elder in her ability to call Friends to a deeper spirituality. She had an array of tools at her side: sometimes she was firm and direct, and other times more subtle, almost sneaky. Her practical and gentle guidance often encouraged Friends to grow further in their journeys than they ever expected. She was also a remarkable elder for Friends in leadership positions.

Near the end of her life, Anne was given the precious gift of recognizing something that was evident to those around her, but less obvious to Anne herself --- that her whole life had been a ministry. Through both overt actions like raising foster children, anti---racism work, and directing the Beacon Hill Friends House; and the quiet sustaining work of mentoring and eldership, Anne's life was a ministry, helping in countless ways to build the kingdom of heaven on earth.

Approved at Fresh Pond Monthly Meeting Business Meeting March 6, 2016

Approved by Salem Quarterly Meeting, April 24, 2016

Ishmael Rosas
December 25, 1995 – February 29, 2016

Ishmael Rosas was a beloved and cherished member of Storrs Friends Meeting since he arrived with his mother Laura at the age of 5. Ishmael served the Meeting community faithfully during his high school years, first as a child care worker in our First Day School, and later in his junior and senior years as religious education teacher for our youngest members. Ishmael was an excellent role model for our children, and his kind manner endeared him to the children under his care.

During his freshman and sophomore years, Ishmael was an active participant in a program called Peace Jam which was offered to teens at Storrs Friends Meeting and Hartford Monthly Meeting. Teens in this group discussed topics such as the roots of violence, poverty, reconciliation, and the role of nonviolence in conflict resolution. They also studied about the life and work of a Nobel Peace Prize Laureate, attended a regional conference with the laureate, and created a service learning project. Ishmael was an invaluable member of the team creating the service projects, and during his sophomore year, he took on an important leadership role for the project. He also represented our Meeting at the conference with dignity, maturity and courtesy.

In addition to his local participation at Storrs Friends Meeting, Ishmael was active in the Young Friends of New England Yearly Meeting. He regularly attended youth retreats and during his junior year, he was selected as a member of Ministry and Counsel. This is a particular honor which recognized Ishmael's deep spiritual presence and the trust that his peers and the staff had in his judgment and maturity.

As a youth, Ishmael pursued training in karate, achieving the rank of black belt at the age of 11. During high school, Ishmael was very active in athletics, participating in soccer, track, swim and crew for his high school teams.

With a passion for screenwriting and film, Ishmael took part in all of the video production courses offered at his high school, receiving awards for his work and commitment. In one course, Civic Life Project, he assisted in creating and producing a documentary that focused on a civic issue (his group focused on bipartisanship). He also designed some of his own coursework and created the weekly video news segments for the school.

In addition, Ishmael was very active in Boy Scouts, working his way from Cub Scout to Eagle Scout. His Eagle Scout project combined his love of film with his commitment to our Meeting. He created and filmed a video of some of our older members talking about the history of our Meeting. He created a lasting legacy for us, capturing not only the facts of our history but the personalities of those who helped shape it.

Although Ishmael had a quiet demeanor, his inner strength and spiritual presence were quite strong. His friends particularly remember his willingness to listen without judgment and his wonderful sense of humor. During his time as a student at Emerson College, while pursuing his interest in screenwriting, film and video, he also performed in several stand-up comedy venues.

Ishmael will be remembered for his kindness and caring, his deep humility and quiet wisdom. Beneath his loving and compassionate demeanor, Ishmael suffered from a depression that he chose to keep hidden, even from those closest to him. He left us on February 29, 2016, but his spirit lives on in the many lives he touched.

Storrs Friends Meeting
Connecticut Valley Quarterly Meeting

Approved by Storrs Friends Meeting on April 10, 2016
Approved by CT Valley Quarterly Meeting on May 1, 2016

FRESH POND MONTHLY MEETING
OF THE
RELIGIOUS SOCIETY OF FRIENDS

Date February 7, 2016

Dear Friends,

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

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

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

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

In Peace and Friendship,

Mary Hopkins

Mary Hopkins, presiding co-clerk

Laura Street, presiding co-clerk

5 CADBURY ROAD CAMBRIDGE MA 02140

Copy signed April 23, 2016,
on behalf of the co-clerks
M. Hopkins & Laura Street

further endorsed by James Gray
Clerk, Salem Quarter
James J. Gray

**Fresh Pond Monthly Meeting
of New England Yearly Meeting**

5 Cadbury Road
Cambridge, Massachusetts 02140

December 6, 2015

Dear Friends,

Greetings from Fresh Pond Friends. Callid Keefe-Perry, a member in good standing at Fresh Pond, carries this travel minute with our approval, support, and prayers. We hope that you will welcome Callid as he undertakes a service of ministry among you.

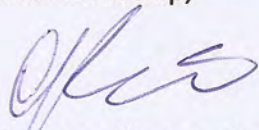
Callid's call to ministry is held under the care of our meeting. We hold him accountable in following the leadings of God—supporting, encouraging, and accompanying him through a dedicated committee of Friends who worship and pray with him regularly.

The gifts in ministry that Callid stewards are valued within the Religious Society of Friends, as well as in ever-widening ecumenical circles and arts communities. We see evidence of these gifts through his work in religious education, spiritual formation, arts advocacy, and writing. As a public Friend and a practical theologian, Callid seeks to make theology accessible and inclusive. He is called to address racial and social injustice, violence, and oppression with imaginative and creative practices.

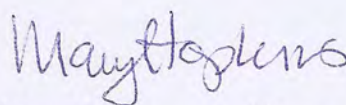
He is an experienced retreat and workshop leader, plenary speaker, blogger, editor, and author of numerous articles and videos. With these opportunities he shares the faith and practice of Friends within and beyond his denomination. His book, *Way to Water: A Theopoetics Primer*, speaks to the power of language to shape our understanding of the Divine. He is currently a doctoral student in Theology and Religious Education at Boston University.

We commend Callid to your loving care as he visits and serves among you. We hope his visit will be an opportunity to grow in the Light together and are eager to learn how you experienced Callid's visit and how the Spirit has been at work among you.

In Peace and Friendship,

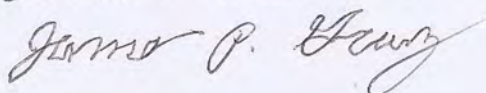


Dimity Peter, presiding co-clerk



Mary Hopkins, presiding co-clerk

further endorsed by James Gray
Clerk of Salem Quarter, NEYM



Fresh Pond Monthly Meeting
of New England Yearly Meeting
5 Cadbury road
Cambridge, Massachusetts 02140

3rd Month 2016

Dear Friends,

Greetings from Fresh Pond Friends. Kristina Keefe-Perry, a beloved member in good standing at Fresh Pond Monthly Meeting, carries this travel minute with our approval, support, and prayers. We hope that you will welcome Kristina as she undertakes a service of ministry among you.

Kristina's call to ministry is held under the care of our meeting. We hold her accountable in following the leadings of God – supporting, encouraging, and accompanying her through a dedicated committee of Friends who worship and pray with her regularly.

We see these gifts to be ones of spiritual companionship and Eldering as well as faithful religious leadership and vocal ministry, especially pertaining to issues at the intersection of faith and ecological concern. Among other places we see evidence of these gifts through her work at Common Street Spiritual Center in Natick, MA where she serves as the Minister for Earth Community, helping that community to more reflectively connect their religious convictions to ecological awareness and engagement through liturgy, service, teaching, and pastoral care. This is also her goal as she serves ecumenically with The American Baptist Churches of Massachusetts, working as the Coordinator for Creation Care Ministries.

Kristina is an experienced retreat and workshop leader within and beyond the Religious Society of Friends (Quakers). She is widely traveled in the ministry across North America, having served at times as minister and many times as a Traveling Companion providing spiritual accountability. She has served as Clerk of Humboldt Meeting and Clerk of Friends in Unity with Nature – both of Pacific Yearly Meeting. She has developed intensive retreat experiences for young adults and served as teaching staff at both Pendle Hill and Sierra Friends Center – Quaker retreat centers. The gifts in ministry that Kristina stewards are valued within the Religious Society of Friends, as well as in ever-widening ecumenical circles.

We commend Kristina to your loving care as she visits and serves among you. We hope that her service will be an opportunity to grow in the Light together and are eager to learn how you have experienced her work and how the Spirit has been at work among you.

In Peace and Friendship,

Mary Hopkins

Mary Hopkins

Presiding Co-clerk

Laura Street

Laura Street

Presiding Co-clerk

James P. Gray

James Gray

clerk,
Salem Quarter

FRESH POND MONTHLY MEETING
OF THE
RELIGIOUS SOCIETY OF FRIENDS

Date February 7, 2016

Dear Friends,

Greetings from Fresh Pond Monthly Meeting, New England Yearly Meeting. We write this travel minute to introduce our beloved member, Becky Phipps, and commend her to your care. We hope that you will welcome her into your Meeting and into your hearts.

Becky is an active member of our Meeting. She currently serves on Gifts & Leadings Committee as well as support committees for Friends called to ministry. She previously served as presiding co-clerk of our monthly meeting and as co-clerk of the Ministry & Worship Committee. She has also served on the Spiritual Growth Committee with a focus on adult education. She developed a multiple session program, "The Transforming Experience of Quakerism," and has facilitated numerous meeting-wide conversations such as: spiritual authority in the meeting; the experience of worship; vocal ministry; and naming and exercising gifts of ministry, eldership, and leadership in the meeting.

We know Becky to be passionate about Quakerism; her knowledge and experience in ministry and eldership have been a gift to our Meeting. Becky listens for the promptings and stirrings of the Holy Spirit from a place of deep centeredness. Fresh Pond Meeting has taken Becky, and the ministries she undertakes, into our care. We have provided her with a support committee as well as a minute of religious service. We affirm, encourage, and support her leadings to travel among Friends.

Becky's experience as a Friend is varied and broad. She is a core teacher for The School of the Spirit Ministry's two-year *On Being a Spiritual Nurturer* program. She has also taught at Pendle Hill and Woolman Hill and has led workshops and retreats among Friends for many years. She offered the Bible Half Hours for the Sessions of New England Yearly Meeting and for the FGC Annual Summer Gathering of Friends General Conference. She previously served as clerk of several committees for Friends General Conference, including the Committee for Nurturing Ministries, the Traveling Ministries Committee, and the Religious Education Committee. She authored chapters in *The Quaker Bible Reader* and *Mysticism & Social Transformation*. She has a graduate degree in theology from The Episcopal Divinity School.

We pray that your experience, as Becky visits and worships among you, may be an opportunity to grow in the Light and are eager to learn of her visit and how the Spirit has been at work among you.

In Peace and Friendship,

Mary Hopkins

Mary Hopkins, presiding co-clerk

Laura Street, presiding co-clerk

5 CADBURY ROAD CAMBRIDGE MA 02140
Copy signed April 23 2016
on behalf of M. Hopkins & Laura Street

Further endorsed
by James Gray
Clerk, Salem Quaker
James P. Gray

Northampton Friends Meeting
A Minute for Benigno Sánchez-Eppler to Travel in the Ministry
4th month 2016

To all Friends welcoming Benigno Sánchez-Eppler to their Meetings, Friends Churches and homes

Dear Friends,

Please welcome our beloved member Benigno Sánchez-Eppler. For more than 20 years Northampton Monthly Meeting has approved and supported Benigno's travel in the ministry. In our business session of 10th day 4th month, 2016 the Monthly Meeting considered and approved the following minute recognizing Benigno's calls to service and our consent and support for his Spirit-led ministry:

Northampton Friends in New England Yearly Meeting unites with the call of our member Benigno Sánchez-Eppler to travel in the ministry and to experience how the Spirit of God moves in and among Friends. We also recognize and support his gifts and readiness to work:

- as translator and co-editor of raicescuaqueras.org
- as a teacher or workshop leader using the translations of raicescuaqueras.org
- as a guest speaker attentive to spiritual guidance
- as interpreter and translator for Quaker international gatherings
- as presiding clerk of the Friends World Committee for Consultation, Section of the Americas and its Executive Committee.

Benigno consults periodically with a clearness committee appointed by our Worship and Ministry Committee. This group of elders assists in his discernment about which travels to undertake, they ensure that his travel in the ministry remains Spirit-led. At least annually they receive reports and forward information to the monthly meeting about the extent and content of his travel in the ministry.

This travel minute may remain valid until the end of Benigno's appointment as Clerk of FWCC Section of the Americas, or until the monthly meeting discerns otherwise.

Benigno has served Northampton Friends as presiding clerk, and both the monthly and yearly meetings as recording clerk. Since 1991 he has been very active in the formation and growth of Puente de Amigos, a sister-meeting relationship between Friends in Cuba and New England. He conducted the Bible Study at the 2007 Sessions of New England Yearly Meeting, and at the 2008 Gathering of Friends General Conference. He has served for many years as a language interpreter for our yearly meeting and for the Friends World Committee of Consultation. Benigno and Susan Furry together translate Quaker texts into Spanish and publish the translations in raicescuaqueras.org. Benigno's gifts as a teacher have been put to work at the Cuban Quaker Institute of Peace, and in the growing number of other workshops in Spanish studying the writings of early Friends. In 2014 Benigno co-clerked the Quaker Youth Pilgrimage in Peru and Bolivia, and since 2015 he serves as the presiding clerk in the Section of the Americas of Friends World Committee for Consultation.

We rejoice in the opportunity his travels provide to send you our love. We are confident that you will welcome Benigno, and we look forward to receiving news from you upon his return.

Yours in the Spirit,

Macci Schmidt

Macci Schmidt, Clerk of Northampton Monthly Meeting

Patricia Wallace

Gr Valley Quarterly Meeting

Fresh Pond Monthly Meeting of New England Yearly Meeting
5 Cadbury Rd. Cambridge MA 02140

Dear Friends,

Nancy Shippen, a beloved member in good standing at Fresh Pond, carries this travel minute with our approval, support and prayers. We hope that you will welcome Nancy as she visits and ministers among you.

Since Fresh Pond's inception as a meeting in 1990, we have seen clarity, integrity and faithfulness in Nancy's ministry. We have watched her witness develop from forays into local prisons, through leaving her career in teaching to devote more time to prison work, to providing international leadership in the Alternatives to Violence Project (AVP) and Friends Peace Teams, learning with Nancy what it means to follow a leading. In witnessing the joy she feels in her work, we find an example of how we can be carried, when a leading is true. We see that for Nancy, the yoke is not heavy, even as her work has expanded from learning about her neighbor's in prison, to recognizing herself as a peacemaker in the larger world.

Nancy is an experienced presenter of all varieties of AVP sessions and workshops as well as on Friends Peace Teams, the criminal justice system and the need for its reform.

Fresh Pond Meeting supports Nancy with a committee that worships and discerns with her on a regular basis. The meeting has recognized Nancy's ministry as its own, providing financial support and accepting contributions on behalf of that ministry when there was a need.

With this minute, we affirm our support of Nancy's ministry for peace, in prisons and around the world, commending her to your loving care as she visits and serves among you.

We are eager to learn how you experience Nancy's visit and how the Spirit is at work among you so that we may grow together in the Light.

In Peace and Friendship

Mary Hopkins
presiding co-clerk

Date: approved March 3, 2016

copy signed April 23, 2016
on behalf of M. Hopkins &
Lana Street, co-clerk

Further Endorsed by
James Gray
clerk Salem Quarter
James P. Perry

Friends Camp - Director's Report

May 21, 2016

Couple Enrichment Weekend: During the weekend of May 6-8, 2016 four visiting facilitators and eight participant couples took part in a weekend of communication and sharing activities based on a Quaker model for maintaining healthy relationships. It was a thoughtful and helpful weekend for all. Other than chilly weather and some early season snafus, it was a great weekend program for Friends Camp. There was general consensus that a couples retreat should be offered very other year and that it take place in late May or early June. Another popular idea: organize a Quaker activism weekend at Friends Camp with workshops on social justice movements, and including worship and recreation.

Good Governance: At the Permanent Board Meeting in March of this year the "Friends Camp Good Governance Report" was approved and now provides the guiding by-laws for the Camp Committee and the Yearly Meeting. The highlights of this governance document are encapsulated in ten key points:

- 1) The mission of Friends Camp is to give youth and families a unique outdoor camp for spiritual, emotional, and creative growth. Friends Camp strives to be a caring and accepting community that embraces the faith and practice of Friends (Quakers) as one of many ways to help youth discern a true and healthy path into adulthood through group worship, recreational activities, artistic pursuits and work projects.
- 2) The Friends Camp Committee members shall be appointed by the Friends Camp Nominating Committee, which shall consist of two persons appointed by the Clerk of the Friends Camp Board and three persons appointed by the Internal Nominating Committee of the Permanent Board.
- 3) The New England Yearly Meeting of Friends has oversight in these seven areas:
 - The sale and purchase of property.
 - The approval of all loans.
 - The hiring, probation, supervision and dismissal of the Camp Director.
 - The convening of an ad hoc Friends Camp Review Committee.
 - Regular financial professional reviews and accreditation by the American Camp Association.
 - Implementing and maintaining a successful nomination structure for the Camp Committee.
 - Oversight of the Friends Camp annual budgets and its approval at Yearly Meeting Sessions.
- 4) The Camp Committee has responsibility for property & programs at Friends Camp.
- 5) The number of Friends Camp Committee members shall be at least seven and no more than fifteen; each member serves for a three-year term with the

possibility of extending service to three terms all told. At least two-thirds of the members of the Friends Camp Committee shall be members or active attendees of a Friends Meeting.

- 6) The key areas of responsibility for the Friends Camp Committee are twofold: first, supervision and evaluation of the Camp Director; second, ensuring that the duties and responsibilities outlined in the committee position descriptions and the committee descriptions are carried out effectively to promote the mission of Friends Camp.
- 7) The Camp Director is responsible for administering the programs of Friends Camp. The Camp Director is accountable to the Friends Camp Committee and shall work closely with the Friends Camp Committee to fulfill its visions and objectives. The Camp Director may hire staff members as authorized in the annual budget.
- 8) An annual evaluation of the Camp Director shall be implemented and facilitated by the Friends Camp Personnel Committee.
- 9) When the position of Camp Director becomes open or will soon be open, the Friends Camp Committee Clerk, Clerk of YM Personnel Committee, and the Clerk of Permanent Board will appoint a hiring committee. They will follow the guidelines of the Yearly Meeting Personnel Policies in bringing the name of a new Camp Director to the Permanent Board and the New England Yearly Meeting Sessions for hiring and renewal of the director's contract.
- 10) The Friends Camp Committee shall have an Executive Council with a Clerk, a Recording Clerk, a Supervisor of the Director, Clerk of Buildings & Grounds and a Treasurer with the Camp Director serving ex-officio.

Camper Census: The current camper total as of May 17, 2016 is 315. This total compares to 325 campers on May 17, 2015. The projected budget total of youth campers for this summer is 365. In 2015, we had 28 campers sign up between May 17th and August 2nd. As of May 17, 2016 the following camper count by session are: Jones Camp (66), Dyer Camp (63), Fox Camp (101) and Fell Camp (85). **The lower projected camper census numbers of about 20 fewer campers for this coming season are a major concern for the overall stability of the FY 2015/16 budget. We are looking at a potential short-fall of about \$17,500 in the camper fee line of the current budget.**

Spring and Fall Rentals: In April the Youth Activism Conference rented camp for a three-day event; in May the Couples Enrichment retreat was a new weekend program. In September two weekend group rentals are scheduled. These group rentals are: Vassalboro Quarterly Fall Gathering; the Common Ground Fair. The Waterville Hospice-Ray of Hope Camp will not be renting Friends Camp this fall. Five weekend weddings are scheduled for May, August, September and October.

Jones Camp Update:

Based on evaluations and verbal comments from Jones session parents and campers, we will be making several important changes for our youth campers who are seven to twelve years old. We hope that these five improvements will help ensure that younger campers have a more enjoyable and comfortable overnight camp experience.

- We plan to institute an early bedtime. Counselors will have a longer time for bedtime rituals and for a quiet time to settle campers down until they are asleep.
- To help counselors with better “parenting” skills appropriate to younger campers, we plan a special pre-camp training to be offered by camper parents. We have hired Sasha Kutsy, a mom of two camp-age children, to be counselor and “Camp Mom” during the Jones session.
- For Jones campers, we are adding a healthy mid-morning snack.
- To fill in some of the dark corners of the cabins, we will be installing better lighting.
- One camper parent per child will get a call home from a cabin counselor during the camp session.

The overall goal in making these changes is to increase the camper return rate for this age group.

Summer Counselors and Support Staff: This summer’s leadership team consists of returning colleagues: Jeff Adelberg and Anna Hopkins serve as Assistant Director; Jack Belyeu is the Do-Everything Man; and Erica Shed comes back to cook in 2016. The average age of our twenty cabin counselors is 21 years old. We also have new Assistant Cook and two support staff who have been hired. For the 2016 summer season, nine counselors are returning; of the eleven new counselors, six were former Friends Camp campers. Five international counselors joins us from England. As of mid-May, we are still looking to hire a part-time nurse and a maintenance super-person.

At the start of my last summer as your camp director, I am very much looking forward to working with our new Camp Director, Anna Hopkins and our Assistance Director Jeff Adelberg, who make up the new leadership team, as the baton gets passed by a director grateful for his twelve wonderful years at Friends Camp to a new camp director.

Respectfully Submitted,

Nat Shed
Camp Director



NEW ENGLAND
YEARLY MEETING
— OF FRIENDS —
QUAKERS

May 6, 2016

To Friends Everywhere,

The Legacy Gift Committee of New England Yearly Meeting announces the second round of grants from the NEYM Future Fund. We are inspired by the faithful work of New England Friends here at home and around the world, and honored to support and nurture it.

- **Marian Baker, Weare Monthly Meeting, under a travel minute from NEYM:** for her ongoing ministry to empower women of Tanzania and Uganda Yearly Meeting. Marian travels with a team of women pastors from Kenya Yearly Meetings. Together they will teach women to generate local self-sustainability projects, such as tree planting, to generate income and respond to climate change. Grant: \$2,000
- **South Berkshire Monthly Meeting:** to support the installation of a water control system on the adjacent beaver pond. This will allow the beavers to maintain their habitat while reducing the water damage suffered by their human neighbors. The Meeting House sits on thirty acres of land, including several acres of wetlands and a three-acre pond with active beavers next to the Meeting House parking area. Grant: \$812.
- **Sas Carey, under the care of Middlebury Monthly Meeting:** to support outreach and education about Nomadicare, her ministry among nomadic herders in Mongolia, to New England Yearly Meeting. She will lead a discussion of leadings and share one of the three feature documentaries she created during her 22 years of work in Mongolia: the lives of women in *Gobi Women's Song*, shamans in *Ceremony*, and life of Dukha reindeer herders in *Migration*. Grant: \$4,000.
- **United Society of Friends Women - New England, under the care of Dover Quarterly Meeting:** to provide communication and travel support for the clerk to carry out her leadership and outreach on behalf of the committee. Grant \$500.
- **Storrs Monthly Meeting:** to purchase and install acoustic sound panels in their worship room to reduce reverberation and enable everyone, especially those with hearing impairments, to experience vocal ministry with clarity and to participate more fully in the Meeting. The panels will also make the existing FM sound system more functional for those who need additional amplification. Grant: \$5,000.
- **Art Camp, with the support of New England Yearly Meeting Young Adult Friends and Friends Camp:** to support the pilot year of Art Camp, a newly formed, cooperatively run residency for visual artists to explore and transform their work through intentional

community, Quaker practice, and summer camp silliness. Art Camp will take place from August 29th until September 27th at Friends Camp in South China, ME. Grant: \$2,800

- **China Friends Meeting:** to support an ecumenical/Friendly outreach project in the Downeast region of Maine that will speak to issues of poverty and privilege in the region, inspired by Rufus Jones's call to a new spirit of Quaker renewal and evangelism. Funds will be used to purchase songbooks, a portable sound system, and a printer to use in outreach efforts. Grant: \$1,000
- **Concord Monthly Meeting:** to install solar panels on the meetinghouse roof and establish a small community solar farm as a demonstration site for other solar farms in New Hampshire. Such group net metering projects are few in NH due to regulatory issues, which can be overcome. As an early adopter of group net metering, Concord Meeting will be able to reach out to others and provide consulting support to pave the way for the construction of many more such systems. Grant: \$6,000
- **FWCC-NE Committee:** to support outreach to Latin American and African Friends by sharing the "Godly Play" and "Faith & Play" Bible and Quaker stories and teaching methods. Three Friends will travel to Guatemala, Honduras, and El Salvador to offer trainings in May 2016, and apprenticeships for two Latin American Friends. Support will also be given to two African Friends to attend a GP/FP training in the Boston area in June and NEYM Sessions in August. This project also builds deeper engagement of New England Friends with the world family of Friends as we live into a community of practice about nurturing Quaker spiritual formation. Grant: \$4,966
- **Plainfield Monthly Meeting:** to install a new furnace as part of its quarter century refurbishing and renewal projects. This will enable Friends to provide a home for a geographically and theologically diverse group of Friends in rural central Vermont and to continue outreach to groups as diverse as school district administration and Druids, retreats for adolescent girls with emotional issues, interfaith gatherings, and several local Sanghas. Grant: \$7,040.
- **Craig Jensen, under the care of Monadnock Meeting:** to purchase and convert a used tractor to electric power and install a small solar charging station at Sun Moon Farm, formerly the Meeting School. A zero-emissions cultivation tractor will enable Craig to increase local food production without compromising stewardship of the land and thereby offer more people a real, spirit-led consumption alternative in the face of climate change. Grant: \$7,000.
- **Greg Williams, under the care of Beacon Hill Friends Meeting:** to support the development of positive modalities for Quaker outreach in communities of color, focusing on promoting existing justice concerns. Greg's "Stone of Hope" ministry will explore the historical and spiritual impact of Friends of Color within the Religious Society of Friends in New England and elsewhere. Grant: \$8,000

- **Vassalboro Meeting:** to support the recent installation of solar panels on the meetinghouse roof, the first solar array on a Maine meetinghouse. The new solar panels are part of a larger project to remodel their 185-year-old meetinghouse to reduce the Meeting's carbon footprint in response to climate change. Grant: \$5,000
- **Midcoast Monthly Meeting:** to support the Midcoast Outreach and Peace Center. The Center offers programs and activities that highlight the beliefs and practices of Friends and connect the Meeting to the wider Midcoast community. Upcoming programs include the rights of First Nation Canadians and Australian's aborigine community; environmental programs on climate change; and programs for families such as parenting for peace, mindfulness, and films. Grant \$3,000.
- **Westerly Monthly Meeting:** for energy improvements, lighting and signage for their historic 1879 Meetinghouse. These improvements are part of a larger project to modernize the building's energy systems and make them more efficient in response to climate change. Westerly Meeting was the home of the Wilburite Yearly Meeting until reunification in 1945. Grant: \$3,182.

For more information on the NEYM Legacy Gift Funds including guidelines and application form please visit: neym.org/legacy-gift. The next deadlines are November 1, 2016 and March 1, 2017.

Yours in the Light,

Suzanna Schell
Clerk, Legacy Gift Committee

Suzanna Schell, Beacon Hill; Patricia Wallace, New Haven; Jean McCandless, Burlington; Ed Mair, Amesbury; Sarah Gant, Beacon Hill; Jonah McKenna Moss, Beacon Hill Meeting; *ex officio*: Fritz Weiss, Presiding Clerk NEYM, Hanover Meeting and Shearman Taber, Treasurer NEYM, Beacon Hill.



A Journey to Peru

with Godly Play
and its Quaker supplement, Faith & Play

from Caryl Menkhus Creswell

Peru Itinerary

January 2 - 24, 2016

January 2	Portland to Lima, Lima to Tacna		
4 - 6	Tacna	3:00 - 8:00	3 - day 25 participants
8 - 11	Arequipa	4:00 - 8:00	3 - day 20-25 participants (area gathering for 40 leaders of INELA)
12 - 13	travel days (Macchu Pichu)		
14 - 18	Ilave Puno	3 day	30-35 participants (Pastors Conference - 70 pastors/leaders)
19 - 27	Pisac, in the Sacred Valley FWCC World Gathering (Friends World Committee for Consultation) participants from more than 38 countries 3 workshops		

Tacna: 8 Monthly Meetings (churches)
Arequipa: 3 Monthly Meetings
Altiplano - Ilave: 40 Monthly Meetings

What we thought we were going to be doing.....

...Was sometimes different than what we actually ended up doing!



But this is where we went: Tacna, Arequipa, Puno, Pisac and we did, get to Macchu Picchu also!

The story before the story



A bit of background to this story: Several years ago Friends from Cuba had come to visit sister Quaker churches in New England. They brought with them a concern for their children and the lack of Quaker religious education resources. They were shown a variety of resources by Beth Collea, Religious Education and Outreach Coordinator for NEYM, who had just returned from a Godly Play training with Melinda Wenner Bradley. Among other offerings, Beth shared a Godly Play®/Faith & Play™ story with them. They fell in love with it and said this is what we want for our children. (see below for explanation of Faith & Play)

Cuban Friends recognized their need for training and New England Friends responded, looking for a Godly Play trainer who speaks Spanish and is a Quaker. What are the chances of that combination? ...It is not often that a door has your name over it so clearly. I was clear that this was my work. It has been an incredible unfolding with gifts and grants of so many different people and organizations. We went to Cuba for two weeks last year and shared Godly Play/Faith & Play in seven different Quaker churches. As a result of that visit, I was invited to do a workshop at a large gathering of Quakers in Mexico City last Spring. There were representatives from many Central and South American countries who were deeply moved and excited about Godly Play/Faith & Play. From that event, we received invitations to bring Godly Play to Peru, Bolivia, Honduras, El Salvador and Guatemala.

As a result, my husband Jeff and I just spent 3 weeks in Peru. In May we will be going to Guatemala, Honduras and El Salvador to do trainings in each of those countries. Bolivia (where there are 33,000 Quakers!) has asked us to come next year and we are also returning to Cuba in March of next year.

Peru was our first consideration because a world FWCC gathering of Quakers was scheduled there in January and we planned our trip to include attending that event. Following is a record of our trip mostly in pictures. As I chose pictures to tell this story, I was moved over and over again by the faces of people in the circle. Their engagement and wonder is so clearly evident. They tell this story more than these words. Enjoy.



Faith & Play™ was developed by a group of Quakers including Melinda, after attending a Core training with Caryl Menkhus Creswell 11 years ago. Most of the liturgical presentations in Godly Play reflect the unique Episcopal context from which they were written, as well they should. However, they most often are not reflective of Quaker practice. It was at that training 10 years ago that a group of Quaker Godly Players began to meet regularly, write and vet stories for teaching Quaker faith and practice to their children. These stories were created as a supplement to Godly Play as it clearly states on the cover “Quaker stories for those trained in the Godly Play method.” For more information: www.fgcquaker.org/faithandplay/



For more information about
Faith & Play
www.fgcquaker.org/faithandplay/

For more information about Godly Play:
godlyplay.org

Tacna

A dry and arid land



Special Friends



Took us to his chakra (farm).
Made a fire pit
and roasted chicken and potatoes



Housed and fed us
Great cook.
No guinea pigs though



Just because



Took us sightseeing
Said she'll come to Oregon





Tacna

Three short evenings to do so much...



Gracias!
giving feedback



Exodus



Pearl



Sower



Gifts

Faces tell it all - they entered the story.

Arequipa

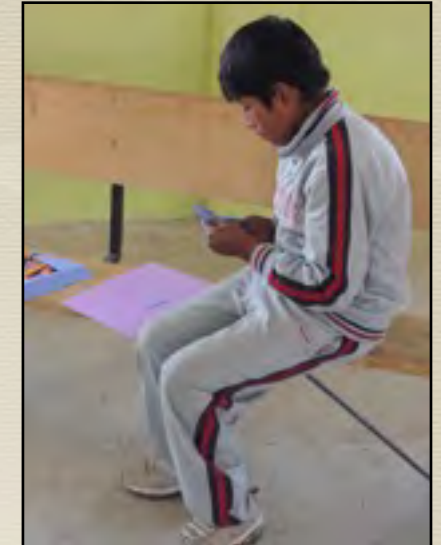


Practicing and presenting stories

Arequipa



...and God
came so close...



Ilave

Ilave was...interesting.
One day five children showed up.
So I told them two stories and let them choose their work.



Ilave



Giving copies of
Jugar Llenos de Fe



Our cooks

Did you know that potatoes come from Peru
and that there are 2,000 varieties of potatoes?



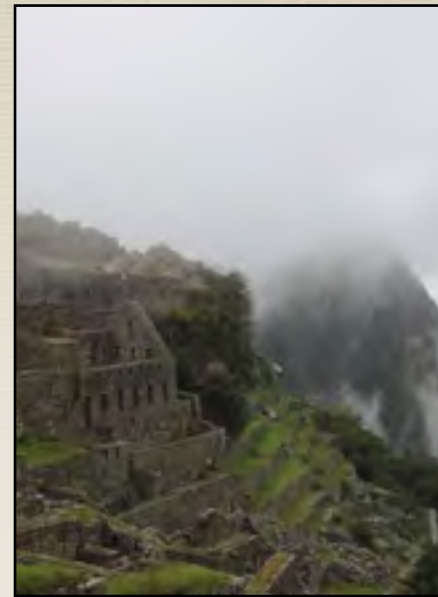
Building the circle every day
with whoever came.



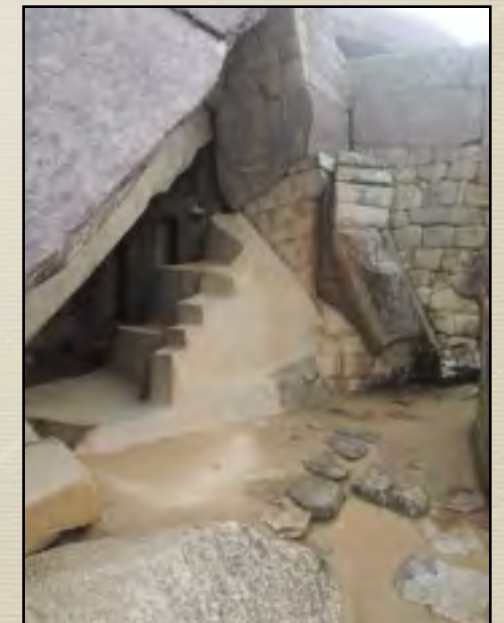
There was a different group every day. This day several pastors
who were there for a pastors conference came for a story. They loved the response time.



Macchu Picchu!



Ancient stories



FWCC 2016 World Plenary

Pisac, Peru



Beth Collea, Caryl Creswell, Melinda Wenner Bradley
The Godly Play/Faith & Play diffusion group

A grace filled ending to our trip was being at the FWCC world gathering with Friends from around the world and across the theological spectrum. Caryl gave three presentations in Spanish and Melinda gave two in English, all of which were enthusiastically received. The response has been overwhelming. Way continues to open. Godly Play/Faith & Play are clearly speaking deeply to this community.

Melinda Wenner Bradley was one of the keynote speakers.



Centering

Teaching our children to pay attention to that of God within them was the theme of Melinda's powerful message. Her keynote address highlighted the importance of children's spirituality in the life of our faith communities. She shared personal stories of her own transformation through her Quaker upbringing.



On the "facing bench"

Melinda's own son:
"it's all one story"



Presenting



Attentive listeners.

“I am eternally grateful to God because I am sure that it will be possible to bring this to our region.”

“This presentation has touched me deeply.”

“I liked receiving this like a child. It is so simple but so profound.”

“I have wanted something like this for years for our Meetings and Sunday Schools.”

“I have never been invited to hear the Bible in this way.”



I wonder what part you liked the best?



Caryl presenting in Spanish



Melinda presenting in English
(even a dog joined the circle!)



Peru

Peru and this journey to Latin America has been a time of learning and asking important questions:

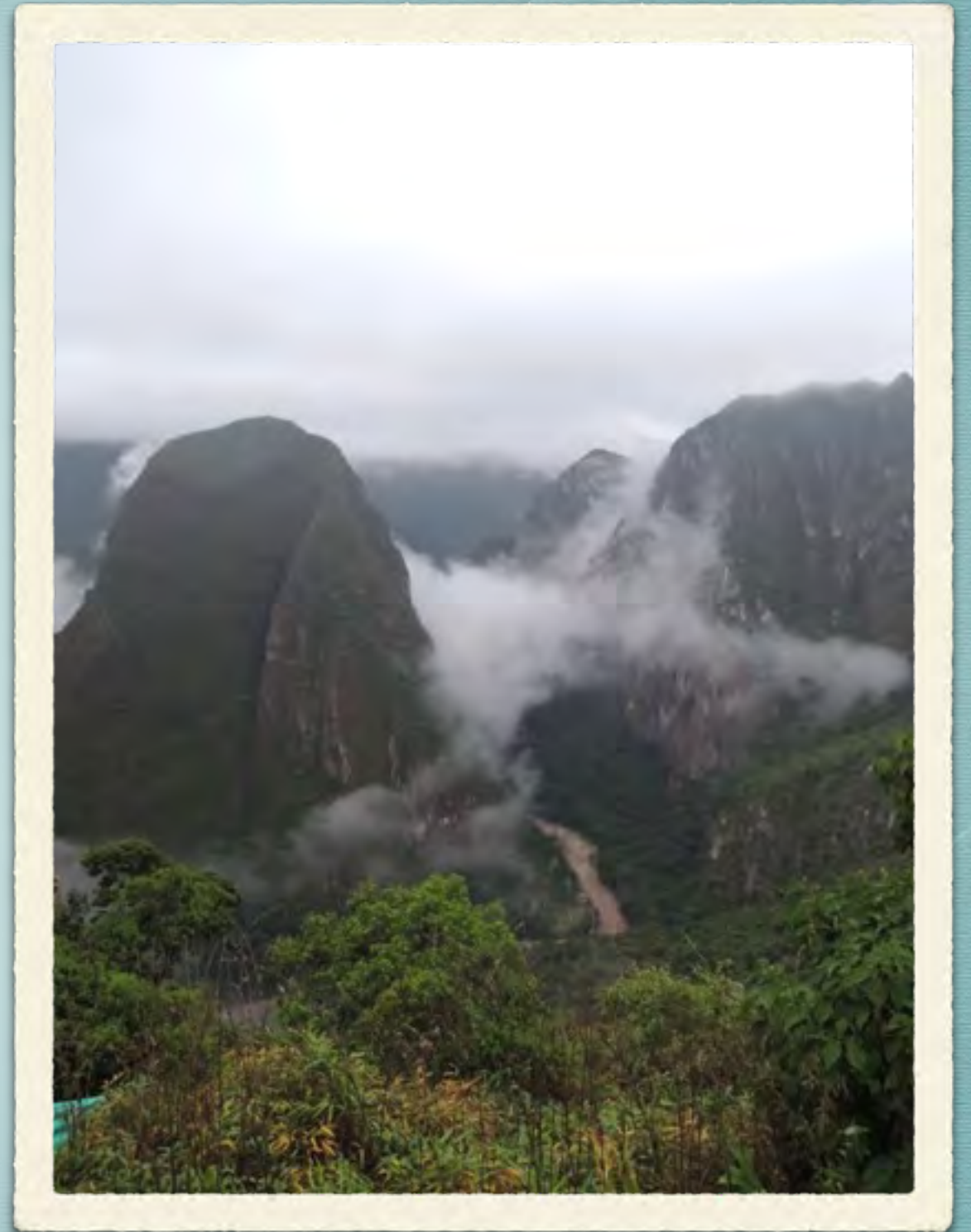
- How do we take Godly Play to other cultures without imposing a North American standard that is not relevant.
- How do we differentiate what is core and essential in Godly Play and what is unique to the different cultures.
- How will trainings look different in different countries?
- How do we respect differing theological positions?
- What about the environment and materials in places that have limited resources?
- How do we encourage the development of trainers?
- And so much more....

What's next?

May 7 we leave for El Salvador, Honduras and Guatemala spending a week in each country to bring Godly Play to these countries. Please send us prayers when you think of us.

¡Gracias!

The support and gifts that have made all of this possible have been truly remarkable. If you are one of those many who have given of your time or money or care, we are deeply grateful. ¡Gracias!



Please consider helping us grow this circle with your financial support.

The estimated cost of the current project to Central America is \$4,000.

This fund-raising appeal is sponsored by
the FWCC committee of New England Yearly Meeting.

Please make tax-deductible contributions, payable to
New England Yearly Meeting, memo: FWCC- Faith & Play.



Donations should be sent by April 15, 2016

to: Cynthia Ganung,

86 Barrett St.,

Needham, MA, 02492, USA

For more information about this project contact

Beth Collea: recoord@neym.org