

**Agenda**  
**Permanent Board**  
**February 15, 2020**

8:45 Arrival

9:10 Welcome

9:15 Opening Worship

9:30 Challenging White Supremacy

11:00 Worship

Quiet Break

11:25 Minutes

Travel Minutes: Benigno, Bruce, Em, Jackie

Secretary's Report

Document Retention Policy

Student Loan Forgiveness

Treasurer's Report

12:15-1 LUNCH

1:05

Finance

Fund Approval

Personnel

C&A Proposal

Board of Managers Report

Friends Camp Report

2019-15 Minute Update

Purpose, Procedures and Composition Discussion

BREAK

Reparations Recommendations (see Minutes from November)

Nominating

Internal Nominating

**Proposal to Permanent Board From the Finance Committee February 15, 2020**

Proposal to Permanent Board to amend Minute 19-79.

**(Purpose)** The Finance Committee requests that Permanent Board Minute 19-79 from the September 28, 2019 Permanent Board meeting.

**(Background)** At the Permanent Board meeting on September 28, 2019, the Permanent Board approved the updated Finance Committee Handbook. Part of Permanent Board Minute 19-79 on this item read:

*This handbook will replace all previous handbooks and all outdated minutes having to do with these topics. This handbook becomes the document of record, to be amended in the future when a) errors are discovered, or b) when policies change.*

While these words accurately reflect what the Clerk of Finance Committee said, the Committee determined upon further review that the words were misleading. The Committee asks that the full Minute 19-79 be amended to say:

**19-79: Finance Committee Handbook**

*Robert Murray presented the Finance Committee Handbook for approval. He noted several changes that will be made to the draft presented to us. Friends approved these changes.*

*This handbook replaces the previous Finance Committee Handbook. This Handbook will be amended in the future when a) errors are discovered, or b) when policies change.*

*Friends approved the Finance Committee Handbook.*

**(Action Requested)** Approve the amended wording of Permanent Board Minute 19-79.

Robert Murray, on behalf of the Finance  
Committee

Proposal to Permanent Board from the Finance  
Committee

## **Outstanding Unapproved September 2019 Minute**

### **19-79: Finance Committee Handbook**

Robert Murray presented the Finance Committee Handbook for approval. He noted several changes that will be made to the draft presented to us. Friends approved these changes.

*This version of the handbook, when approved, becomes the guiding policy document and governance reference for the Yearly Meeting on financial management and oversight. Future revisions of the Finance Handbook will be proposed by the Finance Committee and brought to the Yearly Meeting for review and approval. This handbook will replace all previous handbooks and all outdated minutes having to do with these topics. This handbook becomes the document of record, to be amended in the future when a) errors are discovered, or b) when policies change. These changes will be brought to Permanent Board for approval.*

Friends approved the Finance Committee Handbook.

**DRAFT MINUTES ARE IN ITALICS, OTHER MINUTES WERE APPROVED DURING THE NOVEMBER MEETING**

**Permanent Board Meeting  
November 16, 2019  
Worcester Friends Meeting**

**19-90: Opening Worship**

Friends opened with a period of worship. Friends expressed gratitude for the hospitality of Worcester Friends Meeting and the clerk noted that we were meeting on the ancestral land of the Nipmuck people whose name means the freshwater pond place.

**19-91: Roll Call**

The recording clerk called the roll.

Present: Leslie Manning, Clerk; Hannah Zwirner Forsythe, Recording Clerk; Travis Belcher, Deana Chase, Darcy Drayton, Chris Gant, Rebecca Leuchak, Christopher McCandless, Jean McCandless, Carole Rein, Will Taber, Bill Walkauskas, Tom Vargo, Mary Zwirner

Ex-Officio: Noah Merrill (Secretary); Bob Murray (Finance Clerk); Bruce Neumann (Presiding Clerk); Shearman Taber (Treasurer)

Visitors: Gordon Bugbee, Clarence Burley, Susan Davies, Jeremiah Dickinson, Sophie Forsythe, Eleanor Godway, Debbie Humphries, LouAnne MacDonald, Suzanna Schell, Martha Schwope, John Wojtowicz, Kathlen Wooten

Regrets: Elizabeth Reuthe (Secretary's Supervisor); Fritz Weiss (Former Presiding Clerk); Kim Allen, Peter Bishop, Martin Zwirner Forsythe, Ben Guaraldi, Ian Harrington, Betsy Kantt, Ed Mair, Gina Nortonsmith, Anna Raddochia, John Reuthe, Sara Smith, Elizabeth Szatkowski, Rosemary Zimmermann

**19-92: Minutes**

The minutes from August 8 and September 28 were brought to the meeting for consideration and approval.

The treasurer raised concerns about minute 19-79 from our September meeting and how it defines the role of our Financial Handbook. Finance Committee will continue discussion about the role of the handbook and whether and how it replaces previous handbooks and minutes. Alternative language was suggested for the minute. The recording clerk will work on this minute and bring it back to Permanent Board's next meeting.

Friends approved all other minutes from August 8 and September 28.

### **19-93: Travel Minutes**

Friends heard a travel minute for Diane Dicranian from Midcoast Meeting and approved by Vassalboro Quarterly Meeting. Friends approved endorsing Diane's travel minute.

Friends heard a travel minute for Debbie Humphries from Hartford Friends Meeting and approved by Connecticut Valley Quarterly Meeting. Friends approved endorsing Debbie's travel minute.

Friends heard a travel minute for Marion Athearn from Westport Monthly Meeting and approved by Sandwich Quarterly Meeting. Friends approved endorsing Marion's travel minute.

The travel minutes for Diane, Debbie, and Marion are appended.

Several Friends spoke about the need to be thoughtful and deliberate in the discernment of travel minutes. We seek to thoroughly hold the travel minutes that we endorse. We endeavor to return honest feedback when we have concerns and to be consistent in our practice of hearing and endorsing minutes. We also encourage all Friends traveling in the ministry to travel with an elder.

### **19-94: Presiding Clerk's Report**

Bruce Neumann, Presiding Clerk, spoke to his written report which is appended and shared other updates.

Next year's Bible Half Hour speaker will be Cherice Bock of Sierra Cascades Yearly Meeting.

Bruce shared a letter from Kelly Kellum the General Secretary of Friends United Meeting (FUM) to Shearman Taber, Treasurer. This letter acknowledged the section of the Personnel Policy on Sexual Ethics with which our Yearly Meeting has been struggling for many decades, and the end of our withholding policy which was approved at Sessions 2019. We are grateful for Kelly's thoughtful letter and for our continued engagement with FUM as we discern a faithful way forward. We will ask Kelly for his permission to share this letter more widely.

Bruce shared an email from Emma Condori, La Paz, Bolivia-Holiness Yearly Meeting, about the political and social unrest in Bolivia. There is much violence in the country and poor and indigenous people are suffering the most. Emma asked Friends to spread the news of the violence in Bolivia and to hold them in prayer.

### **19-95: Treasurer's Report**

Shearman Taber, Treasurer, spoke to his written report which is appended. We are overjoyed at the news of a budget surplus of \$11,682! Combined with a bequest this summer of \$32,072 for the Equalization Fund, we closed FY2019 with a surplus of \$43,754. Though we are thrilled by this news, we were reminded that we must continue the hard work to sustain budget surpluses.

Every year the Yearly Meeting sends two checks to Friends United Meeting (FUM): one with the budgeted amount for FUM minus the amount that monthly meetings have chosen to withhold per minute 2009-54 and a second with money from a fund intended to bridge that gap. Shearman informed the Board that this year, the check from that fund was large enough to cover the gap.

### **19-96: Secretary's Report**

Noah Merrill, Yearly Meeting Secretary, spoke to his written report which is appended. He highlighted that we met and exceeded our expectations for individual giving in FY2019. We also increased monthly meeting giving by \$10,000 over last year. Friends also paid more in Sessions fees for 2019, more fully covering the cost of our week together, and expenses were lower than projected. This all contributed to our budget surplus for FY2019. This surplus is retained as working capital, substantially increasing the level of our operating reserves.

Noah shared more info about our new website which launched on October 17. Access to our minutes no longer requires a password. Work on the website is ongoing, and suggestions, questions, and comments are always welcome.

Noah brought a request from members of Puente de Amigos Committee about the use of travel funds for Cuban Friends to attend the Friends United Meeting (FUM) triennial. We currently have \$10,000 in the representative travel fund, an increased line item for the year to help send representatives to the triennial in Kenya. The Board was asked whether any remaining money from that fund could be used for Cuban Friends to travel to the triennial after the needs of New England Yearly Meeting representatives are met. Friends approved.

Noah highlighted a need for increased communication between the Yearly Meeting Board of Managers and Permanent Board (PB). Kathy Malin, Clerk of the Board of Managers will be invited to join us for our February meeting.

Racial, Social, and Economic Justice Committee is holding listening session today to hold concerns about our relationship with FUM. There are Friends who feel strongly that their concerns in relation to FUM have not been fully heard by the Yearly Meeting. We hope the results of this listening session will be brought to PB.

### **19-97: Faith and Practice Revision Committee**

Faith and Practice Revision Committee (F&PRC) last received direction from the Permanent Board (PB) eighteen years ago and came to PB seeking further direction for their work. The revision of Faith

and Practice (F&P) is shared work for all Yearly Meeting members to engage with and the committee is concerned that there is fading interest in the revision process. This has meant that the body at Sessions is frequently unprepared to fully engage with the chapters brought to us for consideration and approval. We were asked to consider how our monthly meetings use the interim chapters of F&P and how we engage with draft chapters as they come to monthly meetings for feedback.

The committee has been wrestling with how they function as a committee and the ways that they might be both more efficient and a more accessible committee for others to join. The committee finds the time that they spend together to be vital to their work but understand that the major time commitment of nine meetings per year is a stumbling block for people who might be interested in joining. They are considering meeting in person less frequently and replacing those meetings with video conference calls. They are currently working on reaching out to more meetings in the hopes of increasing the membership of their committee.

It was proposed that PB appoint two people to help F&PRC with this work.

### **19-98: Budget Priorities Process**

Noah Merrill, Yearly Meeting Secretary, presented recommendations from this year's budget priorities process. The full report is appended. Following the process of Coordinating and Advisory seasoning the priorities for Finance Committee's budget discernment, the priorities for this year were determined to be: supporting inclusive leadership (including expanding childcare, peer support and consultation, and equity and inclusion), spiritual formation and religious education, global relationships, and staff development. In addition to the discerned priorities there are a number of other specific items to be considered when developing the budget. Those items are funding for the Secretary's sabbatical, other personnel costs, Sessions plans and changes, and continued rebuilding of our reserves.

Friends had the opportunity to speak to the proposed priorities. We heard concerns about increasing support for political and social activism, the desire to help fund travel for a wider population of Friends instead of just sending the same people to the same places, increasing intervisitation with Friends in other parts of our country, reinvigorating our children's religious education, further supporting our monthly meetings, and "growing our brand" by increasing our visibility in our communities. We also heard a desire to be mindful of the toll our travel takes on our changing climate while we emphasize our relationships with Friends worldwide.

Friends approved these priorities and will be holding Finance Committee in the light as they develop the budget with these priorities in mind.

### **19-99: Challenging White Supremacy Working Group**

*Susan Davies, co-clerk of the Challenging White Supremacy Working Group (CWS), updated Friends on the work of CWS. Their report is appended. Their role has frequently been to make themselves available for conversation and consultation with Friends throughout the Yearly Meeting (YM). They see*



*the Noticing Patterns of Oppression and Faithfulness Working Group (NPOF) as a growing edge for the anti-racism work in the YM. As a working group of Permanent Board (PB), CWS sought guidance from PB about what the Board envisions for their continued work. Within this guidance they specifically want feedback about coordinating the missions of Racial, Social, and Economic Justice and NPOF with CWS. There has been tension between these groups that do similar work in the YM and there is healing work to be done to create a safe and trustworthy place for our anti-racism work to continue. CWS also requested that PB affirm its support for convening another multiple-committee gathering of YM racial justice groups and sought guidance about how to coordinate this meeting.*

### **19-100: Reparations Working Group**

*Suzanna Schell presented a report and recommendations from the Reparations Working Group (RWG); the report is appended. The RWG was formed as a response to a Legacy Gift request for reparations to be made to the Wampanoag people in recognition that the Legacy Gift fund came from the sale of the Friends Home which was on ancestral Wampanoag land. The request to Legacy Gift was considered outside the purview of that committee and it was referred to Permanent Board (PB). PB formed the RWG to consider how the Yearly Meeting (YM) could more fully engage with the issue of reparations to the indigenous peoples of New England and with the YM's minute 2013-52 repudiating the Doctrine of Discovery. The RWG brought the following recommendations to PB:*

- *That New England Yearly Meeting (NEYM) craft and issue an apology to be widely distributed among Quakers and interfaith organizations as well as any and all tribal councils, bands and leadership in our region, (consistent with decolonizingquakers.org). Several of us would be willing to work on this apology with others.*
- *That all NEYM affiliated meetings and worship groups and other Quaker institutions be invited to create and display land acknowledgments on their premises.*
- *That a certain portion of the Legacy Gift funds be designated as a challenge or matching grant within NEYM and that these monies be used to support additional activities and ministries such as travel for Indigenous Friends, support for the Friends Committee on National Legislation (FCNL) fellowship for Native American policy, support for local initiatives under the care of the monthly meetings or Quarters for partnerships with local tribes or allied organizations.*
- *That NEYM contribute to the support of Decolonizing Quakers, and invite that emerging group to New England for a gathering or conference in the near future.*
- *That we encourage Quarters and local meetings to take up the concerns of Native People in their region; and to work as led to engage in opportunities for healing and conciliation, support for tribal sovereignty, language and cultural reclamation, mandated teaching of Native history in public school curricula; efforts to establish Indigenous Peoples Day, and the removal of Native images as mascots as advised by local tribal members.*
- *That NEYM committees, such as FCNL, Friends World Committee for Consultation (FWCC), Racial, Social and Economic Justice and Earthcare be urged to consider making the needs of Indigenous People more widely known among Quakers in New*

*England and in our communities, with an emphasis on reduction of violence against Native women, the impact of climate change on Native communities, and amplifying Native voices whenever possible.*

- *That we take every opportunity to consult with Native people at our local and regional level to hear, honor and address their concerns, guided by their wisdom and our deep listening to what Love requires of us.*
- *That this working group be laid down no later than February of 2020, and that the responsibility for these recommendations continue with the Permanent Board, the Legacy Gift Committee, RSEJ and the Challenging White Supremacy Working Group, which is under the care of the Permanent Board.*
- *We also believe that it is past time for New England Yearly Meeting to take up the work of looking at reparations for descendants of African slaves, as we did with reparations to Native Americans.*

*Friends had an extended discussion about the first recommendation and expressed concerns about the importance of truly being apologetic before issuing an apology. Any apology would also best be given to indigenous peoples with whom we have existing relationships--the creation and maintenance of those relationships is crucial. We were reminded that many indigenous people are most interested in educating non-indigenous people about the history of the land they live on, that indigenous people have been here for far longer than Europeans, and that they are still here. Friends approved crafting an apology letter which will come to PB for approval. PB will consider the additional recommendations from the RWG at our February meeting.*

### **19-101: Nominating Committee**

*LouAnne MacDonald brought nominations to the Permanent Board for approval.*

*Steve Gates (West Falmouth Preparative), co-clerk Earthcare Witness, class of 2021*

*Judy Goldberger (Beacon Hill), Representative to FWCC Section of the Americas, class of 2022*

*Neil Blanchard (Framingham) for Racial, Social and Economic Justice, class of 2022*

*Nur Shoop (Dover), for Racial, Social and Economic Justice, class of 2022*

*Richard Lindo (Framingham), for Puente, class of 2022*

*Gail Melix (Sandwich) for Earthcare Ministry, class of 2022*

*Martha Schwope (Wellesley) for Permanent Board, class of 2024*

*Donn Weinholtz (Hartford) for Friends Committee on National Legislation Rep., class of 2022*

*Friends approved.*

*LouAnne reminded the Board that Nominating Committee (NC) is still in search of a new treasurer. Anyone who is interested in this role or has suggestions for a nominee should be in touch with NC, the Treasurer, or the clerk of the Finance Committee.*

### **19-102: Nominations for Working Group on YM Support for Ministry and Spiritual Life**

*Leslie Manning, Clerk, updated the Board that she is working with the clerk of Ministry and Counsel, Nia Thomas, Quaker Practice and Leadership Facilitator, and with members of Coordinating and Advisory to identify Friends to form the Yearly Meeting committee for Supporting Ministry and Spiritual Life. They hope to have a group of committee members soon and intend to begin their work before our February meeting.*

#### **19-103: Funds for Sufferings**

*Leslie Manning, Clerk, updated Friends on money that has been released from the Fund for Sufferings since we last met. \$1000 was used to pay bail for several Friends who were arrested during a climate change protest at the coal power plant in Bow, NH. Carole Rein, a member of Permanent Board, was among those arrested that day. She shared that she felt grateful to Friends and well supported knowing that money was available from the Yearly Meeting to pay her bail.*

*Leslie also shared that we have released \$2500 from the Fund for Sufferings for a human rights crisis which must remain confidential.*

#### **19-104: Discussion on Israel/Palestine Working Group**

*Noah Merrill, Yearly Meeting Secretary, shared with the Board a recent request from the Israel/Palestine Working Group of New England Yearly Meeting of Friends (I/PWG). A donation was received by the Yearly Meeting (YM) to support the working group, which requested that the YM administer this donation for them. Noah asked the Board to clarify its understanding of the I/PWG's affiliation with the YM. The Board understands this group to be unaffiliated with the YM. Given this clarification, and the Board's responsibility for financial oversight, the Board considered it inappropriate for the YM to administer funds for the group. Friends also expressed concern about a group that is unaffiliated with the YM using a name that suggests affiliation. Leslie Manning, Permanent Board Clerk, will respond to the I/PWG to inform them about this donation, and Leslie and Bruce Neumann, Presiding Clerk, will meet with the I/PWG to discuss the name of the working group as well as their relationship with the YM.*

#### **19-105: February Meeting**

*Providence Meeting will be hosting our February meeting. They invite Friends who would like to travel on Friday to join them for dinner, music, and hospitality prior to our meeting.*

#### **19-106: Closing Worship**

*Friends closed with a period of worship.*

Northampton Friends Meeting  
43 Center Street  
Northampton, Massachusetts 01060

Dear Friends,

Greetings from Northampton Friends in New England Yearly Meeting. It is very moving to send you our dear Friend Benigno Sánchez-Eppler, who has traveled in the ministry under the care of our Meeting for 25 years. We have faith that he will listen to o how the Spirit of God is moving among you and that he will wait until given a message that can speak to your condition.

Benigno has grown in spirit from his work with other Friends in the '90s, establishing sister relationships between Meetins in New England and Cuba Yearly Meeting. Translating early Quaker texts into Spanish is a long-established ministry he shares with Susan Furry. Workshops and teaching opportunities arise from that work. He has been a servant-leader both to his Monthly and Yearly Meeting. From 2015 to 2019 he served as clerk of Friends World Committee for Consultation, Section of the Americas At New England Yearly Meeting sessions and the Friends General Conference Gathering he has offered Bible Half Hours.

A hope that underlies Benigno's work is that Friends will find new life in the words of early Quakers, relearning and reclaiming the Gospel vocabulary they used as our own shared language for our spiritual experience.

A Monthly Meeting minute approved in April 2019 affirms our continued support and oversight of Benigno's ministry in these terms:

"Northampton Friends Meeting unites with Benigno Sánchez-Eppler's call to travel in the ministry among Friends. The functions and activities in which he has demonstrated gifts and discipline include translating, publishing and teaching selections from the works of early Friends; interpreting at international Quaker conferences; public speaking under the direction of the Spirit; and vocal ministry in meeting for worship."

We rejoice in this opportunity to send you our love. We are confident that you will welcome Benigno and look forward to receiving news of you upon his return.

Approved and minuted at  
Northampton Friends Meeting for Business  
October 13, 2019  
Eleanor Warnock, clerk

Endorsed by Connecticut Valley Quarterly Meeting, February 2, 2020  
Kimberly Stoner, Clerk

Endorsed by Permanent Board of New England Yearly Meeting, February 14, 2020

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Leslie Manning, Clerk

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

January 5, 2020

Dear Friends,

Greetings from Fresh Pond Friends. Bruce Neumann, a 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 Bruce as he undertakes a service of ministry among you.

Bruce currently serves as New England Yearly Meeting's Presiding Clerk and his service 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.

For years Bruce has served in numerous roles at Fresh Pond Monthly Meeting and among Friends throughout New England. We find Bruce to be a caring presence, whose gifts of listening and accompaniment draw out faithfulness from those around him. He carries a particular concern for supporting the spiritual health of Friends and Friends Meetings. On several occasions this has meant that Bruce has walked with Meetings as they have encountered challenges, offering support and a pastoral, listening presence. Bruce also has shown gifts for working with children and young people. The gifts in ministry that Bruce stewards and exercises are seen and valued within Fresh Pond Monthly Meeting and more broadly in the Religious Society of Friends.

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

In Peace and Friendship,



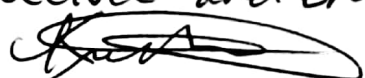
Betsy Kannt

Co-Presiding Clerk



Will Taber

Co-Presiding Clerk

*Received and Endorsed Salem Qtr. Meeting 1.26.2020*  
 Krishna Keefe-Perry, Clerk.

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

5 de enero, 2020

Queridos Amigos,

Saludos de los Amigos de Fresh Pond. Bruce Neumann, miembro pleno de la Junta Mensual de Fresh Pond, lleva esta minuta de viaje con nuestra aprobación, apoyo, y oraciones. Esperamos que le acojan mientras él sirve de ministro entre ustedes.

En este momento, Bruce se desempeña como Presidente de la Junta Anual de Nueva Inglaterra, y su servicio está bajo el cuidado de nuestra junta mensual. Le hacemos responsable en seguir la guía de Dios – apoyándolo, alentándolo, y acompañándolo mediante un comité dedicado de hermanos que se reúnen regularmente con él para adorar y orar juntos.

Durante muchos años Bruce ha tenido muchas responsabilidades en la Junta Mensual de Fresh Pond, y entre Amigos de toda Nueva Inglaterra. Lo hallamos una presencia cariñosa, sus dones de escucha y acompañamiento evocan fidelidad de los de su alrededor. Lleva una preocupación especial para apoyar la salud espiritual de Amigos y Iglesias de Amigos. En varias ocasiones, él ha acompañado a Juntas Mensuales que enfrentaban retos, ofreciendo apoyo y una presencia pastoral y de escucha. Bruce también tiene dones para trabajar con niños y jóvenes. Los dones de ministerio que Bruce cuida y ejerce son notados y apreciados dentro de nuestra junta mensual, y también mas ampliamente en la Iglesia Amigos.

Encomendamos a Bruce a su cuidado amoroso mientras les visita y sirve. Esperamos que su servicio sea una oportunidad de crecer juntos en la Luz, y estamos ansioso por oír como hayan experimentado su servicio, y como el Espíritu trabaja entre ustedes.

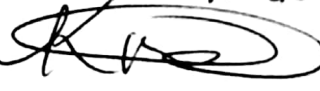
En paz y amistad,



Betsy Kantt  
Co-Presiding Clerk



Will Taber  
Co-Presiding Clerk

Respaldao con saludos de  
la reunión de Salem Quarter  
 Kristina Keefe-Perry  
26 Enero 2020 Clerk



# Amesbury Friends Meeting

(Quaker)

120 Friend Street

Amesbury, MA 01913

## Travel Minute for Em McManamy January 19, 2020

Em McManamy has attended a Quaker Meeting since 1975 and has been a member of the Amesbury Monthly Meeting since 1992. She is a very active member, having served at various times as Clerk of the meeting, member and Clerk of Ministry and Counsel, teacher in the First Day School, successful grant writer for funds to restore the Meeting House, and writer of an application for our Meeting to be placed on the National Historic Register. In addition, she has held various roles in New England Yearly Meeting which she has attended since 1987. In sum, Em contributes a great deal to the spiritual life and the day to day activities of Friends in New England.

Em has a special concern regarding strengthening our relationship with our Cuban Quaker brothers and sisters. She currently serves as Co-Clerk of the Yearly Meeting Puente Committee. She has hosted Cuban Friends in her home almost every time they have visited New England and has accompanied them while at our Yearly Meeting sessions to introduce them to our Youth Programs and to facilitate conversations with others. She has visited four times before with Cuban Friends, in 2007, 2009, 2014 and 2017. These visits have included participating in a pastors' conference, traveling with a delegation from Amesbury, making connections with Friends at Havana Monthly Meeting and facilitating an intergenerational delegation.

She travels this year with a continued concern to fortify the relationships between New England and Cuban Friends. She looks forward to attending the Cuba Yearly Meeting annual sessions and to assisting others on the delegation with Spanish interpretation. Together with our Cuban Friends, she hopes to consider methods of strengthening sister meeting relationships, the main conduit for connections between Cuban and New England Friends, and to build a sound foundation for our new internet relationships.

Em has been an important part of our meeting community and we will miss her as she moves to Providence Monthly Meeting. We are glad to be able to support her continued work with Cuban Friends and hope to continue to foster our own relationship with Vista Alegre, our sister meeting.

In love and peace,

*Tim Barash*  
Tim Barash, Clerk

*Received + Endorsed  
Salem Quarter Jun 26, 2020  
Kristina Keefe - Perry Clerk*



## **Minuta de viaje para Em McManamy**

### **Enero 2020**

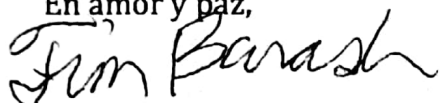
Em McManamy, Amiga desde 1975, ha sido socia de la junta mensual (JM) de Amesbury desde 1992. Es una socia muy activa, habiendo servido en varias ocasiones en el papel de secretaria de la JM, socia y secretaria del comité del ministerio y de asuntos pastorales y maestra en la escuela dominical. También recaudó fondos para restaurar la Casa de la JM y escribió una aplicación exitosa para que el edificio en Amesbury sea incluida en el Registro Nacional de edificios históricos. Además, ha desempeñado diversos papeles en la Junta Anual de Nueva Inglaterra a la que ha asistido desde 1987. En resumen, Em contribuye mucho a la vida espiritual y a las actividades cotidianas de los Amigos de Nueva Inglaterra.

Em tiene una preocupación especial por fortalecer la relación con nuestros hermanos y hermanas Cuáqueros Cubanos. Actualmente se desempeña el papel de co-secretaria del Comité Puente en la Junta Anual. Ella ha acogido a Amigos Cubanos en su casa cada vez que han visitado a Nueva Inglaterra y los ha acompañado durante las sesiones de la Junta Anual, asistiéndolos con las presentaciones para los grupos juveniles y jóvenes. Ella ya ha visitado cuatro veces con Amigos Cubanos, en 2007, 2009, 2014 y 2017. Estas visitas han incluido su participación en una conferencia de pastores, una delegación de la JM Amesbury, un viaje donde visitó con Amigos en la JM de La Habana y facilitación de una delegación intergeneracional.

Este año, ella viaja con un fuerte interés por fortalecer las relaciones entre Nueva Inglaterra y los Amigos Cubanos. Espera asistir a las sesiones anuales de la Junta Anual de Cuba y ayudar a otros miembros de la delegación con interpretación en español. Junto con nuestros Amigos Cubanos, espera considerar métodos para fortalecer los vínculos entre los Amigos Cubanos y los de Nueva Inglaterra, así que las relaciones entre las juntas mensuales de Nueva Inglaterra y las de Cuba, y de construir una base sólida para nuestras nuevas relaciones en el Internet.

Em ha oferto mucho a los Amigos de Amesbury, y la extrañaremos cuando se mude a la JM de Providence, Rhode Island. Estamos contentos de poder apoyar su trabajo continuo con Amigos Cubanos y esperamos seguir adelante fortaleciendo nuestro propio amistad con Vista Alegre, nuestra junta hermanada.

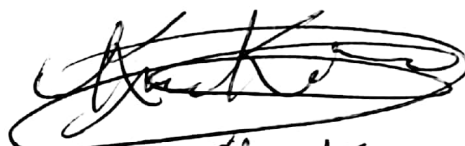
En amor y paz,



Tim Barash, Secretario, Junta Mensual de Amesbury

Con Saludos de la Reunion Salem Quarter

26 Enero 2020



Kristina Keefe-Perry, Clerk



**Monadnock Quaker Meeting**

New England Yearly Meeting

3 Davidson Road, Jaffrey, NH 03452

Eleventh Month 17, 2019

Dear Friends,

Jacqueline Stillwell is a treasured member of Monadnock Meeting. She is called to spiritual accompaniment, grounded in an awareness of the abundance of God's Love and a strong sense of connection and kinship with all life.

Jackie presently serves as General Secretary of Right Sharing of World Resources, clerk of Monadnock Meeting, clerk of New England Yearly Meeting Nominating Committee and as a member of NEYM Coordinating and Advisory Committee.

She shares her many gifts abundantly. Her skill at listening and being present allows her to go to the heart of any situation and speak Truth. Her openness and quiet leadership are based on a deep spiritual well.

We send our loving greetings to you, and commend Jackie to your loving care.

In the Light,

Craig Jensen  
Clerk, Ministry and Counsel Committee  
Monadnock Monthly Meeting

*Carl Williams*

*Twelfth Month 8, 2019*

*Endorsed by Northwest Quarter  
Carl Williams, Clerk*

*Second Month 15, 2020*

*Endorsed by Permanent Board of New England YM  
Leslie Manning, Clerk*

To: The Permanent Board of New England Yearly Meeting of Friends  
From: Noah Merrill, Yearly Meeting Secretary  
Re: Report in preparation for PB meeting on February 15, 2020

*“It is a living ministry that begets a living people...”*

—Testimony to the life of John Banks, 1710

Dear Friends,

This meeting of the Permanent Board marks seven years since my first Permanent Board meeting in service as Yearly Meeting Secretary. Recognizing this milestone, I’ve been reflecting in recent weeks on our journey together since then. Seeking the guidance of the Spirit, trying to be faithful, we have embraced change in many ways in the last several years. I hope that we have grown in Love. My prayer as our journey continues is that we will embrace the challenges before us with faith, courage, vulnerability, and a willingness to be led—even and especially when we find ourselves in the wilderness.

With a focus on organizational matters, I’ve organized my written report for this meeting to begin with requests for Permanent Board approval, followed by updates. A separate report from the Working Group on NEYM Support for Ministry & Spiritual Life, which has been a key focus of my work, is included in the advance documents.

As I imagine many of you will be aware, there is an enormous amount happening among New England Quakers as this new year begins, including several exciting ways Friends serving through the Yearly Meeting are supporting the thriving of local meetings in new ways. I hope you all will be encouraged to regularly read the email newsletter and check the new website and events calendar for updates. As always, I would welcome the opportunity to speak to any specific questions you may have about wider work featured there, and I hope to offer some further reflections on how the Spirit is moving among us in my oral report.

### **Request for Approval: Document Retention and Destruction Policy**

Last year, Permanent Board approved a Data Use and Privacy Policy, available at [neym.org/who/governance/policies/data-privacy-policy](http://neym.org/who/governance/policies/data-privacy-policy). As part of this policy, two commitments were made that have now been realized.

The first was for the Yearly Meeting to add to our general liability insurance a level of coverage for cybersecurity and data breaches appropriate to our operations. **This coverage is now in place.**

The second was for the Yearly Meeting to create a policy on document retention destruction. Sara Hubner conducted research and drafted a policy, which is included in the advance documents for your review. In collaboration with our Accounts Manager Frederick Martin, and after consultation with our general counsel and others, we are bringing it forward for approval.

Normally a document essentially documenting the details of our procedures might not need to

be approved by the Board, but given the potential legal implications of document retention and destruction it seemed appropriate to seek this level of approval.

In light of this, I am asking the Permanent Board to **approve the proposed document retention and destruction policy** to guide our work.

#### **Request for Approval: Final Terms for Student Loan Forgiveness**

As a final step in laying down the student loan fund of New England Yearly Meeting, and as requested by Permanent Board in August last year, we are bringing forward a formal proposal for your approval outlining the terms by which the outstanding loans held as part of the Student Loan Fund will be forgiven. We are asking for **formal approval by Permanent Board for these terms in order to authorize the necessary action**. Please see the proposal in the advance documents for details.

#### **Update: North Fairfield Meetinghouse**

Progress on resolution of the laying down of North Fairfield Meeting has been slow. As the new year began, I encouraged the scheduling of a meeting of Friends in the region of Vassalboro Quarter who have been involved in some way in the process; they met recently and reviewed the remaining tasks, which involve caring for the small number of Friends whose memberships have not yet been transferred or laid down; assessing and appropriately disposing of remaining items in the meetinghouse (including making sure appropriate items are transferred to the Archives); caring for the continued integrity and security of the building; and continuing the process of seeking a new owner for the property.

While many hands have been engaged in aspects of this work over the past two years, I have sought to affirm the interests of the Yearly Meeting in the process and to clarify the next needed steps. My hope is to be able to bring (or for others to bring) to Permanent Board, before the end of 2020, a proposal for the disposition (either sale or donation) of the property of the meetinghouse. If possible, I hope to participate in an on-site visit and workday being discussed for later this spring. I'm happy to provide further information if Friends are interested in particular details.

#### **Update: Mosher Book and Tract Fund**

In keeping with the new process for the use of this fund, Office Manager Sara Hubner and I have had a few conversations with Friends interested in projects that would benefit from this support. Ideas have included audiobooks featuring Friends reading early Quaker writings, podcast interviews or videos with contemporary Friends telling their conviction stories, and original spiritual writing by New England Friends. No proposals have yet resulted from these conversations.

We are also looking forward to hearing more about the development of the project funded with approval from Permanent Board last August (funding for promotion of the Spanish translation of John Woolman's Journal) which has been delayed for several months but seems now to be getting underway again.

If you have ideas or suggestions for potential use of these funds, please share them with Sara Hubner at [office@neym.org](mailto:office@neym.org).

### **Update: Sabbatical Planning**

As Friends are aware, consistent with our personnel policy, I am preparing to take a sabbatical beginning this fall (2020), from approximately October 2020 to January 2021. In consultation with Coordinating & Advisory Committee and others, and consistent with the personnel policy, I intend to take two 3-month sabbatical leave periods, the second to occur the following year. I believe this will be better for the organization and for me, ensuring less disruption.

The details of the plan for coverage of my responsibilities is still taking shape, but I expect it will include the following:

- Concluding significant work to end the FY2020 fiscal year prior to my departure
- Delegating some of my responsibilities among a small number of people with appropriate skills and roles in NEYM, rather than to just one person; for example, delegating program oversight to one person
- Deferring some projects until after the sabbatical is complete
- Asking PB approval to give a designated person temporary authorization for banking/“signing”/approval duties
- Advance planning for contingencies to allow me to be fully out of contact during the sabbatical

I will continue to work with Coordinating & Advisory and the staff team to finalize sabbatical plans; I intend to share a more formal report/plan with the May meeting of the Permanent Board. I welcome your input and questions and look forward to working with many Friends to ensure, as much as I'm able, that the process goes smoothly, keeping interruptions to the ongoing work of Friends in New England to a minimum in my absence. I hope it will be an experience of growth and new perspective for all of us.

### **Other Updates**

- **New Youth Programs Trailer:** After an inspiring fundraising effort and an exhaustive search, we have purchased a new trailer for the Junior Yearly Meeting (JYM) and Junior High Yearly Meeting (JHYM) programs. The cost for the trailer was within our planned range, combining budgeted expenses and restricted gifts given for this purpose over the past five months. A photo and thank-you from Coordinator Gretchen Baker-Smith will be in the upcoming email newsletter, and the trailer will be on the road to meetings across New England very soon.
- **Retirement Accounts:** Each NEYM employee is eligible for a 403(b) individual retirement account as part of their service as staff. For years, NEYM's accounts have been in the custody of VOYA, a large, mass-market financial investment services firm.

We are in the process of moving these accounts to Everence, the Mennonite financial

services organization with which NEYM has a relationship in support of health care, planned giving, and other services. We expect this to provide improved customer service and financial counseling, to reduce fees overall, as well as offering the option, not available previously, for employees to choose socially responsible investment options consistent with their faith and values.

- **Group Exemption:** The process for setting up a *Group Exemption Number* for NEYM—which would be associated with the Tax IDs of local meetings throughout New England—continues. Working with a dedicated IRS case officer, we are making progress slowly, and expect a further response in the next few months. Many thanks to NEYM Accounts Manager Frederick Martin for his diligent and detail-focused work moving this work forward.

Once the initial registration is complete, we will reach out to all local meetings that are not yet associated with the new number to support them in the process of becoming associated. The purpose of this effort is to ensure that the tax exemption status of the YM and the local meetings aligns with current IRS preferences, and to reduce confusion and workload on the part of Friends stewarding the financial lives of their local meetings.

Among the many benefits of this transition, local meetings would be able to easily demonstrate their tax exempt status to businesses and donors without either needing to set up a separate 501(c)(3) incorporation or engaging in a time-consuming process of documentation. We will update the Board when the process is complete.

- **By-laws:** Several years ago, Permanent Board tasked a small working group to begin a process of drafting a proposed set of bylaws for NEYM as an organization. For several reasons, this work was delayed; it has not moved forward since then.

Our general counsel has previously advised us that, in the absence of formal by-laws, some portions of the text of the 1985 NEYM Faith and Practice, in addition to the articles of incorporation for NEYM in MA, RI, and ME, do serve this purpose, and have been used as the basis for filings with the IRS, etc. since then. In previous conversations, we have been advised to be “as clear as possible about as little as possible”, meaning that such by-laws should be simple and straightforward in outlining the basic governing articles, requirements, and roles.

Supported by counsel, I believe it would be relatively straightforward to bring forward a set of draft by-laws for seasoning and consideration for approval by the Yearly Meeting. I hope we might consider taking this next step when ready.

###

*And I said to him  
Are there answers to all of this?*

*And he said  
The answer is in a story  
and the story is being told.*

*And I said  
But there is so much pain  
And he answered  
Pain will happen.*

*Then I said  
Will I ever find meaning?  
And he said  
You will find meaning  
Where you give meaning.*

*The answer is in story  
And the story isn't finished.*

*—Padraig O Tuama*



# Proposed Document Retention and Destruction Policy New England Yearly Meeting of the Religious Society of Friends

## Purpose

The Document Retention and Destruction Policy identifies the record retention responsibilities of staff, officers, volunteers, and others creating documents on behalf of New England Yearly Meeting of Friends for maintaining and documenting the storage and destruction of the organization's documents and records.

The organization's staff, officers, volunteers, and others creating documents on behalf of the organization (independent contractors via agreements with them) are required to honor the following rules:

1. Electronic documents indicated under the terms for retention in this policy will be stored and maintained using the Yearly Meeting's cloud-based document sharing platform (currently Google Drive).
2. Paper documents indicated under the terms for retention in this policy will be transferred physically (at least annually) to the Yearly Meeting office and will be maintained by Yearly Meeting staff under the supervision of the Secretary.
3. All other paper documents may be destroyed by the Yearly Meeting office after three years.
4. All other electronic documents will be deleted from all personal (non-NEYM) computers, databases, networks, and back-up storage after one year, or upon completion of service in the role for which access was granted.
5. No paper or electronic documents will be destroyed or deleted if pertinent to any ongoing or anticipated government investigation or proceeding or private litigation.
6. No paper or electronic documents will be destroyed or deleted as required to comply with government auditing standards.

## Record Retention & Destruction Schedule

3 years	7 years	Permanent (Archives)
Bank reconciliations	Accounts payable ledgers and schedules	Audit reports
Bank statements	Expired contracts, mortgages, notes, and leases	Checks (for important payments and purchases)
Correspondence (general)	Expense analyses/expense distribution schedules	Correspondence (legal and important matters)
Correspondence (with Friends and vendors)	Invoices (to customers, from vendors)	Deeds, mortgages, and bills of sale

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<sup>1</sup>\* Adapted from National Council of Nonprofits.

Duplicate deposit slips	Payroll records and summaries	Depreciation schedules
Employment applications	Personnel files (terminated employees)	Year-end financial statements
Internal audit reports	Timesheets	Insurance records, current accident reports, claims, policies, and so on (active and expired)
Inventory records for products, materials, and supplies	Withholding tax statements	Minute books, bylaws, and charter
		Patents and related papers
		Retirement and pension records
		Tax returns and worksheets

#### Resources

- National Council of Nonprofits [www.councilofnonprofits.org](http://www.councilofnonprofits.org)
- BoardSource Record Retention and Document Destruction Policy—Download 4 Samples (E-Policy Sampler) [www.boardsource.org/Bookstore.asp?Type=epolicy&Item=1071](http://www.boardsource.org/Bookstore.asp?Type=epolicy&Item=1071)
- Independent Sector [www.independentsector.org/issues/sarbanesoxley.html](http://www.independentsector.org/issues/sarbanesoxley.html)
- AICPA Management of an Accounting Handbook—2003 and IRS Appendix Document [www.cpa2biz.com/AST/Main/CPA2BIZ\\_Primary/PracticeManagement/PracticeAdministration/PRDOVR~PC-090407/PC-090407.jsp](http://www.cpa2biz.com/AST/Main/CPA2BIZ_Primary/PracticeManagement/PracticeAdministration/PRDOVR~PC-090407/PC-090407.jsp)
- Guide to Record Retention Requirements in the Code of Federal Regulations: Contact the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402-9325 or from CCH, Inc. at [www.onlinestore.cch.com](http://www.onlinestore.cch.com)

## Background: Recommendation to forgive outstanding NEYM Student Loans

By Frederick Martin, Accounts Manager, 2/7/2020

New England Yearly Meeting currently has twelve student loans outstanding (receivable) in the Student Loan Fund, all of them dating from earlier than 2010, most before 2008. The balances of the twelve range from less than \$1,000 up to \$13,100, most in the \$3,000-\$5,000 range, while the total amount due to NEYM is \$49,493 as of the end of FY19, shown on our balance sheet in 1200 Accounts Receivable (and as most of the equity remaining in 3755 Student Loan Revolving Account).

Although a few of the loan recipients are still paying regularly or have communicated about paying in the past few years, most have not paid or communicated since 2014 or before. The working group that Permanent Board appointed around 2013 (PB minute 13-117) contacted many of them but did not keep up contact afterwards. The number of people whose contact information is outdated has probably grown since then. Members of the working group recommended forgiving several of the loans, which was not done; see also the 5/3/2014 report "Recommendation from Student Aid Revisioning Committee" which recommended forgiving all borrowers. However, in 2015, Permanent Board decided not to forgive the loans: see PB minute 2015-30.

From the financial perspective within NEYM, some of these loans are clearly uncollectible, meaning it's not a good reflection of reality to keep them on our balance sheet as an asset; while some others are not collectible without devoting more effort and resources to communication. Even collecting from the people who are currently paying requires time spent in bookkeeping and reporting. There are also issues of fairness, integrity and justice to consider in a situation with uneven communication. I would personally urge Friends to bear in mind that forgiving the loans of people who have severed contact with us, while retaining the loans of people who stay in contact with us and pay in good faith, is not an equitable situation.

There are potential tax consequences for individuals; however, it is fairly clear that NEYM does not have any need or requirement to file tax reports about forgiven loans, because New England Yearly Meeting is not an "organization whose significant trade or business is the lending of money, such as a finance company or a credit card company." (IRS Form 1099-C Instructions)

Possible courses of action:

- Keep all the loans on the books, and make a clear plan renewing efforts to contact borrowers. According to PB 2015-30 any payments received would go into the general operating fund.
- Forgive all the loans, and send letters to the borrowers notifying them.

**NEYM**  
**Q1 FY2020 Operating Budget vs Actuals**  
 October - December, 2019

	Q1 FY2020 Actual	Oct - Dec, 2018 (PY YTD)	FY2020 Full Year Budget	Q1 FY20 % of Full-year Budget
<b>Income</b>				
4010 Individual Contributions	37,617	45,128	215,500	17.46%
4020 Monthly Meeting Contributions	84,056	71,855	377,000	22.30%
4025 Unallocated Income	9,721			
4050 Interest and Dividend Income	27		9,000	0.30%
4070 Books & Other Sales Income		34	17,000	0.00%
4080 Retreat Program Fees	6,622	16,003	50,000	13.24%
4085 Sessions Program Fees			201,000	0.00%
4090 Change in Fair Market Value	-163	8		
4099 Net Assets Released To/From	0	0		
<b>Total Income</b>	<b>\$ 137,881</b>	<b>\$ 133,029</b>	<b>\$ 869,500</b>	<b>15.86%</b>
<b>Gross Profit</b>	<b>\$ 137,881</b>	<b>\$ 133,029</b>	<b>\$ 869,500</b>	<b>15.86%</b>
<b>Expenses</b>				
<b>5000 Staff</b>				
5010 Salaries & Wages	69,025	63,524	305,920	22.56%
5020 Payroll Taxes	5,106	4,729	23,403	21.82%
<b>5030 Benefits</b>				
5033 Health Benefits	9,651	10,084	38,806	24.87%
5035 Retirements	6,714	8,758	30,592	21.95%
5040 Disability	253	393	1,800	14.06%
5045 Workers' Compensation	771	702	760	101.45%
5050 Spiritual Retreats			1,200	0.00%
5060 Staff Development	573		3,750	15.27%
<b>Total 5030 Benefits</b>	<b>\$ 17,961</b>	<b>\$ 19,937</b>	<b>\$ 76,908</b>	<b>23.35%</b>
<b>Total 5000 Staff</b>	<b>\$ 92,092</b>	<b>\$ 88,190</b>	<b>\$ 406,231</b>	<b>22.67%</b>
<b>5100 General &amp; Administration</b>				
<b>5110 Administration</b>				
5120 Bank Expense	511	1,016	6,000	8.52%
5130 Contracted Services	3,335	6,291	31,896	10.46%
5135 Accounting Services			4,000	0.00%
5140 Legal Services	53	62	5,250	1.01%
5150 Liability Insurance	4,227	4,146	4,000	105.68%
5160 Payroll Service	1,364	1,335	4,500	30.31%
5180 Rent	2,338	2,338	9,350	25.00%
5190 Misc. Expense	37	203		
<b>Total 5110 Administration</b>	<b>\$ 11,865</b>	<b>\$ 15,390</b>	<b>\$ 64,996</b>	<b>18.26%</b>

	<b>Q1 FY2020 Actual</b>	<b>Oct - Dec, 2018 (PY YTD)</b>	<b>FY2020 Full Year Budget</b>	<b>Q1 FY20 % of Full-year Budget</b>
<b>5200 Office</b>				
5220 Cleaning Services	66	66	265	24.91%
5230 Maint - Equip & Hardware			1,250	0.00%
5240 Postage	509	292	3,750	13.57%
5250 Office Equipment	112	49	3,250	3.44%
5260 Office Supplies	418	164	2,000	20.89%
5270 Printing & Copying	24	108	14,500	0.17%
5280 Software & Updates	2,239	1,621	7,000	31.98%
5290 Telephone	942	802	4,500	20.92%
5295 Misc. Office	124	50		
<b>Total 5200 Office</b>	<b>\$ 4,432</b>	<b>\$ 3,152</b>	<b>\$ 36,515</b>	<b>12.14%</b>
<b>Total 5100 General &amp; Administration</b>	<b>\$ 16,298</b>	<b>\$ 18,542</b>	<b>\$ 101,511</b>	<b>16.06%</b>
<b>5300 Travel &amp; Conferences</b>				
5310 Travel - Committee	983	2,255	2,500	39.33%
5320 Travel - Clerk			4,000	0.00%
5330 Travel - Programs	673	311	4,600	14.63%
5335 Travel - Representatives Travel	850	801	10,000	8.50%
5350 Travel - Staff	1,916	2,212	17,500	10.95%
5360 Travel - Ministries			400	0.00%
<b>Total 5300 Travel &amp; Conferences</b>	<b>\$ 4,422</b>	<b>\$ 5,579</b>	<b>\$ 39,000</b>	<b>11.34%</b>
<b>6000 Programs</b>				
6110 Sessions Room & Board			175,950	0.00%
6112 Retreats - Room & Board				
6114 Room Rental	3,014	7,972	20,000	15.07%
6150 Food Expense	2,842	4,425	18,000	15.79%
<b>Total 6112 Retreats - Room &amp; Board</b>	<b>\$ 5,856</b>	<b>\$ 12,396</b>	<b>\$ 38,000</b>	<b>15.41%</b>
6125 Program Expenses				
6105 Honoraria - Speakers/Wkshp Ldrs	1,158	1,978	19,500	5.94%
6115 Equipment Rental			6,000	0.00%
6121 Supplies and Other Expenses	573	909	9,300	6.17%
6165 Pre-Sessions Expense			1,000	0.00%
<b>Total 6125 Program Expenses</b>	<b>\$ 1,731</b>	<b>\$ 2,886</b>	<b>\$ 35,800</b>	<b>4.83%</b>
6130 Committee Expenses - General	254	238	11,950	2.13%
6134 Childcare	90	120	2,000	4.50%
6137 Committee Day Expenses			500	0.00%
<b>Total 6130 Committee Expenses - General</b>	<b>\$ 344</b>	<b>\$ 358</b>	<b>\$ 14,450</b>	<b>2.38%</b>
6160 Program Support				
6163 Friends Camp	2,355	2,309	2,220	106.08%
<b>Total 6160 Program Support</b>	<b>\$ 2,355</b>	<b>\$ 2,309</b>	<b>\$ 2,220</b>	<b>106.08%</b>
<b>Total 6000 Programs</b>	<b>\$ 10,287</b>	<b>\$ 17,949</b>	<b>\$ 266,420</b>	<b>3.86%</b>
<b>6140 Books &amp; Other Sales Expense</b>				
6142 Books			15,000	0.00%
6147 Consignment Sales	36			
<b>Total 6140 Books &amp; Other Sales Expense</b>	<b>\$ 36</b>	<b>\$ 0</b>	<b>\$ 15,000</b>	<b>0.24%</b>

	<b>Q1 FY2020 Actual</b>	<b>Oct - Dec, 2018 (PY YTD)</b>	<b>FY2020 Full Year Budget</b>	<b>Q1 FY20 % of Full-year Budget</b>
<b>6200 Support of Other Organizations</b>				
6310 FGC			13,075	0.00%
6320 FUM			13,075	0.00%
6325 FWCC			13,075	0.00%
<b>6330 Friends' Organizations</b>				
6328 Ramallah Friends School			100	0.00%
6335 AFSC			300	0.00%
6340 FCNL			750	0.00%
6345 QEW			300	0.00%
6350 Friends Peace Teams			100	0.00%
6355 FWCC 3rd World Travel			500	0.00%
6360 QUNO			200	0.00%
6362 Quaker Voluntary Service			100	0.00%
<b>Total 6330 Friends' Organizations</b>	<b>\$ 0</b>		<b>\$ 2,350</b>	<b>0.00%</b>
<b>6590 Ecumenical Organizations</b>				
6592 State Councils of Churches			4,000	0.00%
6594 Natl Council of Churches			150	0.00%
6596 NE Ecumenical Network			150	0.00%
6598 World Council of Churches			100	0.00%
<b>Total 6590 Ecumenical Organizations</b>	<b>\$ 0</b>		<b>\$ 4,400</b>	<b>0.00%</b>
<b>Total 6200 Support of Other Organizations</b>	<b>\$ 0</b>		<b>\$ 45,975</b>	<b>0.00%</b>
<b>6600 Publications</b>				
6610 Yearly Meeting Minute Book			1,000	0.00%
6620 New England Friend			3,000	0.00%
<b>Total 6600 Publications</b>	<b>\$ 0</b>		<b>\$ 4,000</b>	<b>0.00%</b>
<b>Total Expenses</b>	<b>\$ 123,135</b>	<b>\$ 130,260</b>	<b>\$ 878,137</b>	<b>14.02%</b>
<b>Net Operating Income</b>	<b>\$ 14,746</b>	<b>\$ 2,769</b>	<b>-\$ 8,637</b>	

### Note

Classes 100 through 550 + 730+731: Operating, including functions (200s), Committees (300s), Retreats (400s), Sessions (500) & LFG/Mid-years (550), plus Equalization (730) & Equalization (Restricted, 731). Class columns viewable in QBO using Accounts vs Classes Grid.

Friday, Jan 24, 2020 07:49:52 AM GMT-8 - Cash Basis

**NEYM**  
**FY19 Operating Budget vs Actuals**  
October 2018 - September 2019

	<b>Totals</b>			<b>FY2020</b>
	<b>Actual</b>	<b>Budget</b>	<b>% of Budget</b>	<b>Budget</b>
<b>Income</b>				
<b>4010 Individual Contributions</b>				
General Fund	188,087.51	191,000.00	98.48%	194,500.00
Equalization	22,106.00	21,000.00	105.27%	21,000.00
<b>Total 4010 Individual Contributions</b>	<b>210,193.51</b>	<b>212,000.00</b>	<b>99.15%</b>	<b>215,500.00</b>
<b>4020 Monthly Meeting Contributions</b>				
General Fund	317,286.19	350,000.00	90.65%	35,000.00
Equalization	15,971.00	23,000.00	69.44%	27,000.00
<b>Total 4020 Monthly Meeting Contributions</b>	<b>333,257.19</b>	<b>373,000.00</b>	<b>89.35%</b>	<b>377,000.00</b>
<b>4030 Organizations Contributions</b>	1.00			
<b>4050 Interest and Dividend Income</b>	9,303.16	4,000.00	232.58%	9,000.00
<b>4070 Books &amp; Other Sales</b>	20,076.54	16,000.00	124%	17,000.00
<b>4080 Retreat Program Fees</b>	44,618.06	50,000.00	89.24%	50,000.00
<b>4085 Sessions Program Fees</b>	202,936.00	185,000.00	109.70%	201,000.00
<b>4090 Change in Fair Market Value</b>	959.63			
<b>4099 Net Assets Released To/From</b>	660.00	8,500.00	7.76%	
<b>Total Income</b>	<b>822,005.09</b>	<b>848,500.00</b>	<b>96.88%</b>	<b>869,500.00</b>
<b>Expenses</b>				
<b>5000 Staff</b>				
5010 Salaries & Wages	284,514.72	267,426.04	106.39%	305,920.00
5020 Payroll Taxes	21,100.10	20,510.81	102.87%	23,403.00
5030 Benefits	73,583.56	75,978.24	96.85%	76,908.00
<b>Total 5000 Staff</b>	<b>379,198.38</b>	<b>363,915.09</b>	<b>104.20%</b>	<b>406,231.00</b>
<b>5110 Administration</b>	56,890.29	96,496.00	58.96%	64,996.00
<b>5200 Office</b>	32,251.90	37,015.00	87.13%	36,515.00
<b>5300 Travel &amp; Conferences</b>	32,007.39	36,000.00	88.91%	39,000.00
<b>6000 Programs</b>	243,348.18	259,020.00	93.95%	266,420.00
<b>6140 Books &amp; Other Sales Expense</b>	17,447.22	14,500.00	120.33%	15,000.00
<b>6200 Support of Other Organizations</b>	43,471.34	45,975.00	94.55%	45,975.00
<b>6600 Publications</b>	3,522.15	4,000.00	88.05%	4,000.00
<b>Total Expenses</b>	<b>808,136.85</b>	<b>856,921.09</b>	<b>94.31%</b>	<b>878,137.00</b>
<b>Net Operating Income</b>	<b>13,868.24</b>	<b>-8,421.09</b>		<b>-8,637.00</b>
<b>9940 Transfers from other funds</b>	32,072.22	a, b		
<b>9950 Transfers into other funds</b>	0.00	a		
<b>Net Income</b>	<b>45,940.46</b>	<b>-8,421.09</b>		<b>-8,637.00</b>

a – New lines to hold exceptional transfers from and to other funds which are not part of the regular budget.  
b – Transfer from the Restricted Equalization Fund of money received as a bequest.

**NEYM**  
**Balance Sheet**  
As of September 30, 2019

	Total		
	As of Sep 30, 2019	As of Sep 30, 2018	Change
<b>ASSETS</b>			
<b>Current Assets</b>			
<b>Bank Accounts</b>			
1000 Checking Accounts			
1005 TD Bank Checking	0.00	23,642.34	-23,642.34
1010 Santander Checking	222,229.50	161,670.63	60,558.87
1015 Everence Fed Credit Union Checking	12,993.83		12,993.83
<b>Total 1000 Checking Accounts</b>	<b>\$ 235,223.33</b>	<b>\$ 185,312.97</b>	<b>\$ 49,910.36</b>
1020 Money Market Accounts			
1029 Everence Fed Credit Union SHARE Savings	32,082.23		32,082.23
<b>Total 1020 Money Market Accounts</b>	<b>\$ 32,082.23</b>	<b>\$ 0.00</b>	<b>\$ 32,082.23</b>
<b>Total Bank Accounts</b>	<b>\$ 267,305.56</b>	<b>\$ 185,312.97</b>	<b>\$ 81,992.59</b>
<b>Accounts Receivable</b>			
1200 Accounts Receivable			
1210 SLOA AR Principal Interest	8,489.68	8,489.68	0.00
1215 SLOA Principal Non Interest	38,195.24	41,345.05	-3,149.81
1220 SLOA Interest Receivable	3,176.15	3,601.32	-425.17
<b>Total Accounts Receivable</b>	<b>\$ 49,861.07</b>	<b>\$ 53,436.05</b>	<b>-\$ 3,574.98</b>
<b>Other Current Assets</b>			
1075 Pooled Funds	1,715,112.35	1,926,400.04	-211,287.69
1100 Accrued Receivables	-123.96	-123.96	0.00
1150 Prepaid Expenses	100.00	800.00	-700.00
1499 Undeposited Funds	1,258.41	1,219.55	38.86
<b>Total Other Current Assets</b>	<b>\$1,716,346.80</b>	<b>\$1,928,295.63</b>	<b>-\$211,948.83</b>
<b>TOTAL ASSETS</b>	<b>\$2,033,513.43</b>	<b>\$2,167,044.65</b>	<b>-\$133,531.22</b>
<b>LIABILITIES AND EQUITY</b>			
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Total Credit Cards	<b>\$ 3,435.34</b>	<b>\$ 2,255.18</b>	<b>\$ 1,180.16</b>
Total Other Current Liabilities	<b>\$ 2,820.44</b>	<b>\$ 1,194.32</b>	<b>\$ 1,626.12</b>
<b>Total Current Liabilities</b>	<b>\$ 6,255.78</b>	<b>\$ 3,449.50</b>	<b>\$ 2,806.28</b>
<b>Total Liabilities</b>	<b>\$ 6,255.78</b>	<b>\$ 3,449.50</b>	<b>\$ 2,806.28</b>
<b>Equity</b>			
3500 Working Capital	-19,838.75	36,178.12	-56,016.87
<b>Total 3600 Board Designated Funds</b>	<b>\$1,223,747.55</b>	<b>\$1,361,060.71</b>	<b>-\$137,313.16</b>
<b>Total 3700 Revolving Accounts</b>	<b>\$ 185,708.43</b>	<b>\$ 242,531.77</b>	<b>-\$ 56,823.34</b>
<b>Total 3800 Permanently Restricted Funds</b>	<b>\$ 591,699.96</b>	<b>\$ 572,341.42</b>	<b>\$ 19,358.54</b>
3900 Retained Earnings	0.00	0.00	0.00
Net Income <sup>a</sup>	45,940.46	-48,516.87	94,457.33
<b>Total Equity</b>	<b>\$2,027,257.65</b>	<b>\$2,163,595.15</b>	<b>-\$136,337.50</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$2,033,513.43</b>	<b>\$2,167,044.65</b>	<b>-\$133,531.22</b>

<sup>a</sup> Net Income of FY18 corrected by \$4.89



**NEYM**  
**Statement of Activities—All Funds**  
**Fiscal Year 2019**

	Operating Funds	Non-Operating Funds	Total
<b>Income</b>			
4010 Individual Contributions	210,193.51	34,522.22	244,715.73
4020 Monthly Meeting Contributions	333,257.19	4,141.14	337,398.33
4030 Organizations Contributions	1.00	17,644.56	17,645.56
4050 Interest and Dividend Income	9,303.16	64,774.58	74,077.74
4055 Student Loan Interest	0.00	130.17	130.17
4070 Books & Other Sales Income	20,076.54		20,076.54
4080 Retreat Program Fees	44,618.06		44,618.06
4085 Sessions Program Fees	202,936.00		202,936.00
4090 Change in Fair Market Value	959.63	38,668.43	39,628.06
4099 Net Assets Released To/From	660.00	4,533.20	5,193.20
<b>Total Income</b>	<b>\$ 822,005.09 a</b>	<b>\$ 164,414.30 a</b>	<b>\$ 986,419.39</b>
<b>Expenses</b>			
5000 Staff	379,198.38	5,532.46	384,730.84
5100 General & Administration	89,142.19	27,691.01	116,833.20
5300 Travel & Conferences	32,007.39	2,513.04	34,520.43
6000 Programs	243,348.18	10,870.03	254,218.21
6140 Books & Other Sales Expense	17,447.22	801.84	18,249.06
6200 Support of Other Organizations	43,471.34	262,406.88	305,878.22
6600 Publications	3,522.15		3,522.15
7100 Bad Debt Expense	0.00	2,425.17	2,425.17
<b>Total Expenses</b>	<b>\$ 808,136.85 a</b>	<b>\$ 312,240.43 a</b>	<b>\$ 1,120,377.28</b>
9940 Transfers from other funds	32,072.22 b,c	7,631.50	39,703.72
9950 Transfers to other funds	0.00 b,c	42,083.33	42,083.33
<b>Net Income</b>	<b>\$ 45,940.46</b>	<b>-\$ 182,277.96</b>	<b>-\$ 136,337.50</b>

**Notes**

a – Some transfers between funds are included in the totals, resulting in Total income being overstated, and Total Expenses being overstated by the same amount. The Total Net Income is correct as the transfers were also included in corresponding expense lines.

b – New lines to hold exceptional transfers from and to other funds which are not part of the regular budget.

c – Transfer from the Restricted Equalization Fund of money received as a bequest.

## FY 2019 - Monthly Meeting Contributions

### Meetings Listed by Quarter

Note: Only contributions to General and Equalization Funds are included.

	<b>General Fund</b>	<b>Equalization</b>	<b>Total</b>
<b>Connecticut Valley Quarterly Meeting</b>			
The Quarter			
Hartford Monthly Meeting	19,327.69		19,327.69
Litchfield Hills Monthly Meeting	600.00		600.00
Middletown Monthly Meeting	250.00		250.00
Mount Toby Monthly Meeting	23,700.00	7,000.00	30,700.00
New Haven Friends Meeting	8,715.00	575.00	9,290.00
Northampton Friends Meeting	6,500.00	500.00	7,000.00
South Berkshire Monthly Meeting	1,000.00		1,000.00
Storrs Friends Meeting	5,628.00	134.00	5,762.00
Quarter Total	<b>65,720.69</b>	<b>8,209.00</b>	<b>73,929.69</b>
<b>Dover Quarterly Meeting</b>			
The Quarter			
Concord Monthly Meeting	5,954.00	275.00	6,229.00
Dover Monthly Meeting	5,300.00		5,300.00
Gonic Monthly Meeting	303.50		303.50
North Sandwich Friends Meeting	300.00		300.00
Weare Monthly Meeting	1,000.00		1,000.00
West Epping Preparative Meeting	100.00		100.00
Quarter Total	<b>12,957.50</b>	<b>275.00</b>	<b>13,232.50</b>
<b>Falmouth Quarterly Meeting</b>			
The Quarter			
Brunswick Friends Meeting	1,183.17		1,183.17
Durham Monthly Meeting	5,400.00		5,400.00
Portland Friends Meeting	15,000.00		15,000.00
Southern Maine Friends Meeting	400.00	25.00	425.00
Windham Friends Meeting	160.00		160.00
Quarter Total	<b>22,143.17</b>	<b>25.00</b>	<b>22,168.17</b>
<b>Northwest Quarterly Meeting</b>			
The Quarter			
Bennington Monthly Meeting	1,700.00		1,700.00
Burlington Monthly Meeting	4,737.50	850.00	5,587.50
Hanover Friends Meeting	20,900.00		20,900.00
Middlebury Friends Meeting	3,124.00	400.00	3,524.00
Monadnock Quaker Meeting	5,700.00	200.00	5,900.00
Northeast Kingdom Quaker Meeting	500.00		500.00

	General Fund	Equalization	Total
<b>Northwest Quarterly Meeting (cont'd)</b>			
Plainfield Monthly Meeting	2,000.00		2,000.00
Putney Friends Meeting	7,200.00		7,200.00
Quaker City Unity Friends Meeting	2,000.00	200.00	2,200.00
South Starksboro Monthly Meeting	350.00		350.00
Wilderness Friends Meeting	288.00		288.00
Quarter Total	<b>48,499.50</b>	<b>1,650.00</b>	<b>50,149.50</b>
<b>Salem Quarterly Meeting</b>			
The Quarter			
Amesbury Monthly Meeting	2,300.00		2,300.00
Beacon Hill Friends Meeting	9,958.00	1,362.00	11,320.00
Friends Meeting at Cambridge	51,968.67	1,000.00	52,968.67
Framingham Friends Meeting	10,000.00	800.00	10,800.00
Fresh Pond Monthly Meeting	9,800.00	200.00	10,000.00
North Shore Friends Meeting	2,680.00	100.00	2,780.00
Wellesley Monthly Meeting	18,379.13		18,379.13
Quarter Total	<b>105,085.80</b>	<b>3,462.00</b>	<b>108,547.80</b>
<b>Sandwich Quarterly Meeting</b>			
The Quarter			
Allen's Neck Monthly Meeting	2,460.00		2,460.00
Dartmouth at Smith Neck Monthly Meeting	1,500.00		1,500.00
East Sandwich Preparative Meeting	300.00		300.00
Martha's Vineyard Monthly Meeting	325.00		325.00
New Bedford Monthly Meeting	1,000.00		1,000.00
Sandwich Monthly Meeting	100.00	200.00	300.00
West Falmouth Preparative Meeting	5,265.36	200.00	5,465.36
Westport Monthly Meeting	5,500.00		5,500.00
Yarmouth Preparative Meeting	2,150.00	150.00	2,300.00
Quarter Total	<b>18,600.36</b>	<b>800.00</b>	<b>19,400.36</b>
<b>Southeast Quarterly Meeting</b>			
The Quarter			
Providence Monthly Meeting	19,971.42	500.00	20,471.42
Westerly Monthly Meeting	5,400.00		5,400.00
Worcester Friends Meeting	5,526.50	1,000.00	6,526.50
Quarter Total	<b>30,897.92</b>	<b>1,500.00</b>	<b>32,397.92</b>

	<b>General Fund</b>	<b>Equalization</b>	<b>Total</b>
<b>Vassalboro Quarterly Meeting</b>			
The Quarter			
Acadia Monthly Meeting	2,200.00		2,200.00
Belfast Area Friends Meeting	200.00		200.00
Cobscook Monthly Meeting	300.00		300.00
Eggemoggin Reach Monthly Mtg	100.00	50.00	150.00
Midcoast Monthly Meeting	2,000.00		2,000.00
Narramissic Valley Monthly Meeting	450.00		450.00
Orono Monthly Meeting	200.00		200.00
Vassalboro Friends Meeting	5,531.25		5,531.25
Winthrop Center Friends Church	2,400.00		2,400.00
Quarter Total	<b>13,381.25</b>	<b>50.00</b>	<b>13,431.25</b>
	<b>317,286.19</b>	<b>15,971.00</b>	<b>333,257.19</b>

**NEYM Committees**  
**Budgets vs. Actuals - (Line 6130)**  
**October 2018 - September 2019**

	<b>Actual</b>	<b>Total Budget</b>	<b>Unspent</b>
<b>200 Fundraising</b>		1,000.00	1,000.00
<b>315 C&amp;A</b>		500.00	500.00
<b>320 F&amp;P Rev</b>	869.57	1,050.00	180.43
<b>325 FGC</b>		100.00	100.00
<b>328 Finance</b>	85.00	100.00	15.00
<b>330 FUM</b>		100.00	100.00
<b>335 FWCC</b>	387.10	750.00	362.90
<b>340 M&amp;C</b>	3,056.73	4,100.00	1,043.27
<b>350 Puente</b>	1,400.00	1,400.00	0.00
<b>355 RSE&amp;J</b>	39.79	1,500.00	1,460.21
<b>360 Youth Ministries (was YP)</b>		50.00	50.00
<b>365 YAF Committee</b>		650.00	650.00
<b>370 Earthcare Ministry Comm</b>		350.00	350.00
<b>390 Other Cmttes **</b>		50.00	50.00
<b>TOTAL</b>	<b>\$ 5,838.19</b>	<b>\$ 11,700.00</b>	5,861.81

\*\* - Nominating Committee & Permanent Board

**NEYM Equity Funds**  
Fiscal Year 2019

<b>Capital</b>	<b>Balance Sept 30, 2018</b>	<b>Interest &amp; Dividends</b>	<b>Change in Fair Market Value</b>	<b>Other Income</b>	<b>Expenses</b>	<b>Net Change</b>	<b>Balance Sept 30, 2019</b>
3500 Working Capital	36,178.12				56,016.87	-56,016.87	-19,838.75
3900 Retained Earnings + Net Income	-48,516.87			45,940.46	-48,516.87	94,457.33	45,940.46
<b>Total (9/30/2019 = Working Capital Oct 1 FY2020) <sup>a</sup></b>	<b>-12,338.75</b>	<b>0.00</b>	<b>0.00</b>	<b>45,940.46</b>	<b>7,500.00</b>	<b>38,440.46</b>	<b>26,101.71</b>
<b>Board Designated Funds</b>							
3620 Faith & Practice Revision	50,811.07	1,855.11	1,350.29	263.50		3,468.90	54,279.97
3650 Quasi-Endowment <sup>b</sup>	189,233.51	6,908.90	5,028.82		7,111.41	4,826.31	194,059.82
3681 NEYM Future Fund	216,731.80	2,788.68	-5,769.02	11,069.56	174,611.72	-166,522.50	50,209.30
3682 NEYM Ministry Fund	904,284.33	31,854.61	22,809.52		33,750.00	20,914.13	925,198.46
<b>Total 3600 Board Designated Funds</b>	<b>1,361,060.71</b>	<b>43,407.30</b>	<b>23,419.61</b>	<b>11,333.06</b>	<b>215,473.13</b>	<b>-137,313.16</b>	<b>1,223,747.55</b>
<b>Revolving Accounts</b>							
3705 Archives	7,499.60			0.00	660.00	-660.00	6,839.60
3707 Accounting Services	6,700.00			4,000.00	0.00	4,000.00	10,700.00
3709 Legal Services	12,874.29			3,368.00	0.00	3,368.00	16,242.29
3710 Equalization	0.00			38,077.00	38,077.00	0.00	0.00
3711 Equalization - Restricted	0.00			32,072.22	32,072.22	0.00	0.00
3712 FUM Intervisitation	1,209.66			16.83	0.00	16.83	1,226.49
3713 FUM Earmarked Donations (per 2009-54)	83.88			1,929.00	1,717.66	211.34	295.22
3715 Peaceworker	1,784.36			0.00	0.00	0.00	1,784.36
3720 Prejudice & Poverty	9,808.14			575.00	2,829.67	-2,254.67	7,553.47
3725 Puente de Amigos	11,926.63			3,562.31	2,628.47	933.84	12,860.47
3730 Sufferings - Restricted	4,939.42			0.00	2,263.80	-2,263.80	2,675.62
3732 Sufferings - Unrestricted	25,000.00			0.00	0.00	0.00	25,000.00
3755 Student Loan	79,899.64	471.14	39.03	130.17	29,661.87	-29,021.53	50,878.11
3760 Young Friends Travel	3,092.36			0.00	0.00	0.00	3,092.36
3775 Continuing Projects	77,713.79			19,116.20	50,269.55	-31,153.35	46,560.44
<b>Total 3700 Revolving Accounts</b>	<b>242,531.77</b>	<b>471.14</b>	<b>39.03</b>	<b>102,846.73</b>	<b>160,180.24</b>	<b>-56,823.34</b>	<b>185,708.43</b>

<sup>a</sup> The current year Operating Net Income, shown on the Balance Sheet and the Statement of Activities, is transferred to Working Capital at the start of the next fiscal year. It is being shown here to provide a clearer view of the Yearly Meeting Operating Reserves at the beginning of the new fiscal year.

<sup>b</sup> Operating Reserves are composed of Working Capital plus Quasi-Endowment.

**NEYM  
Endowment Funds**

<b>Fund</b>	<b>Balance Sept 30, 2018</b>	<b>Unavailable</b>	<b>Available FY2019</b>	<b>Expenses</b>	<b>Interest &amp; Dividends</b>	<b>Change in Fair Market Value</b>	<b>Balance Sept 30, 2019</b>	<b>Available FY2020</b>
<b>3802 Endowment Fund</b>	<b>54,890.31</b>	52,824.97	2,065.34	2,065.34	2,004.04	1,458.69	<b>56,287.70</b>	2,155.32
<b>3804 Alice Needham</b>	<b>18,858.32</b>	18,148.70	709.62	709.62	688.52	501.15	<b>19,338.37</b>	740.49
<b>3806 Amy S. Hayden *</b>	<b>62,139.85</b>	59,801.58	2,338.27	2,338.28	2,268.72	1,651.35	<b>63,721.64</b>	2,439.99
<b>3808 Anna M. Brown</b>	<b>39,735.68</b>	38,240.91	1,494.77	1,494.77	1,450.75	1,055.96	<b>40,747.62</b>	1,560.25
<b>3810 Freedmen's</b>	<b>138,647.05</b>	133,457.53	5,189.52	4,000.00	5,061.99	3,684.50	<b>143,393.54</b>	5,448.16
<b>3812 FUM Foreign Missions</b>	<b>50,826.13</b>	48,913.59	1,912.54	1,912.54	1,855.66	1,350.69	<b>52,119.94</b>	1,995.74
<b>3814 FUM Home &amp; Foreign</b>	<b>7,116.06</b>	6,848.29	267.77	267.77	259.81	189.11	<b>7,297.21</b>	279.42
<b>3816 FUM Ramallah</b>	<b>64,266.63</b>	61,848.33	2,418.30	2,418.30	2,346.37	1,707.86	<b>65,902.56</b>	2,523.50
<b>3824 Mosher Book &amp; Tract</b>	<b>85,154.34</b>	82,058.04	3,096.30	0.00	3,108.98	2,262.95	<b>90,526.27</b>	3,349.85
<b>3826 Phillips/Purington/Hawkes</b>	<b>27,374.07</b>	26,344.01	1,030.06	1,030.06	999.42	727.46	<b>28,070.89</b>	1,074.87
<b>3828 Pittsfield/Varney</b>	<b>9,760.81</b>	9,407.18	353.63	0.00	356.37	259.39	<b>10,376.57</b>	383.98
<b>3830 Susan B. Kirby</b>	<b>8,938.52</b>	8,602.17	336.35	336.35	326.34	237.54	<b>9,166.05</b>	350.98
<b>3832 West Falmouth Prep Mtg</b>	<b>4,633.65</b>	4,459.29	174.36	174.36	169.17	123.14	<b>4,751.60</b>	181.95
<b>Total 3800 Permanently Restricted</b>	<b>572,341.42</b>	550,954.59	21,386.83	16,747.39	20,896.14	15,209.79	<b>591,699.96</b>	\$22,484.50

\* rounding error one cent less than reported last year

## FY19 Continuing Projects

Project	JYM Trailer	Stone of Hope	Cultural Audits FGC & NEYM	RSEJ Book Project 2017	FFA	NEYM Future Fund		Witness & Ministry Fund	OBBF		
					SAGE Grant	FWCC-NE Godly Play 2016	M&C-NPOWG Beyond Diversity 101	Israel Palestine Working Group	People's Campaign Diane Dicranian	Quaker Outreach 2015 grant	OBBF Youth Retreat Handbook
Beg. Balance (Oct. 1st, 2018)			\$ 355.00	\$ 1,648.00	\$ 4,146.96	\$ 194.53			\$ 7,500.00	\$ 4,022.96	\$ 1,527.50
Income											
4010 Individual Contributions	165.00										
4020 Monthly Meeting Contributions		918.00									
4030 Organizations Contributions											
4099 Net Assets Released To/From							2650	1500	383.2		
<b>Total Income</b>	<b>\$ 165.00</b>	<b>\$ 918.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 2,650.00</b>	<b>\$ 1,500.00</b>	<b>\$ 383.20</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>
Expenses											
5000 Staff Salaries & Benefits											
5130 Contracted Services											
5240 Postage				595.54							
5270 Printing & Copying											
5280 Software & Updates											
5335 Travel - Representatives Travel									383.20		
5350 Travel - Staff											
6112 Retreats - Room & Board											
6105 Honoraria - Speakers/Wkshp Ldrs											
6121 Supplies and Other Expenses							2,650.00				
6142 Books				801.84							
6200 Support of Other Organizations									7,500.00		
<b>Total Expenses</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 1,397.38</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 2,650.00</b>	<b>\$ -</b>	<b>\$ 7,883.20</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Net of Income and Expenses FY19</b>	<b>\$ 165.00</b>	<b>\$ 918.00</b>	<b>\$ -</b>	<b>\$ (1,397.38)</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 1,500.00</b>	<b>\$ (7,500.00)</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Ending Balance (Sept 30, 2019)</b>	<b>\$ 165.00</b>	<b>\$ 918.00</b>	<b>\$ 355.00</b>	<b>\$ 250.62</b>	<b>\$ 4,146.96</b>	<b>\$ 194.53</b>	<b>\$ -</b>	<b>\$ 1,500.00</b>	<b>\$ -</b>	<b>\$ 4,022.96</b>	<b>\$ 1,527.50</b>



## FY19 Continuing Projects

Project	----- OBBF -----						OBBF
	Partners in Spirit Program	Nurturing Faith & Faithfulness	Shoemaker Fund Grant	Archives Transition Processing	Web Site Development	Continuing Projects Totals	Printing of Interim Faith & Practice
Beg. Balance (Oct. 1st, 2018)	\$ 9,750.00		\$ 30,168.84	\$ -	\$ 18,400.00	\$ 77,713.79	\$ 1,423.60
Income							
4010 Individual Contributions						165.00	
4020 Monthly Meeting Contributions						918.00	
4030 Organizations Contributions		3,000.00	3,000.00			6,000.00	
4099 Net Assets Released To/From				7,500.00		12,033.20	
<b>Total Income</b>	<b>\$ 0.00</b>	<b>\$ 3,000.00</b>	<b>\$ 3,000.00</b>	<b>\$ 7,500.00</b>	<b>\$ 0.00</b>	<b>\$ 19,116.20</b>	<b>\$ 0.00</b>
Expenses							
5000 Staff Salaries & Benefits			5,532.46			5,532.46	
5130 Contracted Services	570.00		2,724.17	5,005.00	18,400.00	26,699.17	
5240 Postage						595.54	
5270 Printing & Copying	36.30					36.30	
5280 Software & Updates			360.00			360.00	
5335 Travel - Representatives Travel						383.20	
5350 Travel - Staff	566.04					566.04	
6112 Retreats - Room & Board	4,545.00					4,545.00	
6105 Honoraria - Speakers/Wkshp Ldrs	600.00					600.00	
6121 Supplies and Other Expenses						2,650.00	
6142 Books						801.84	
6200 Support of Other Organizations						7,500.00	
<b>Total Expenses</b>	<b>\$ 6,317.34</b>	<b>\$ -</b>	<b>\$ 8,616.63</b>	<b>\$ 5,005.00</b>	<b>\$ 18,400.00</b>	<b>\$ 50,269.55</b>	<b>\$ -</b>
<b>Net of Income and Expenses FY19</b>	<b>\$(6,317.34)</b>	<b>\$ 3,000.00</b>	<b>\$ (5,616.63)</b>	<b>\$ 2,495.00</b>	<b>\$ (18,400.00)</b>	<b>\$(31,153.35)</b>	<b>\$ -</b>
<b>Ending Balance (Sept 30, 2019)</b>	<b>\$ 3,432.66</b>	<b>\$ 3,000.00</b>	<b>\$ 24,552.21</b>	<b>\$ 2,495.00</b>	<b>\$ -</b>	<b>\$ 46,560.44</b>	<b>\$ 1,423.60</b>

**Proposal to Permanent Board From the Finance Committee February 15, 2020**

Proposal to Permanent Board to approve the creation of a new fund.

**(Purpose)** The Finance Committee requests that Permanent Board approve the creation of a new revolving fund to accumulate money for larger infrastructure projects.

**(Background)** At its meeting on February 1, 2020, the Finance Committee approved a request to Permanent Board to approve the creation of a revolving fund for larger infrastructure projects.

The Yearly Meeting has encountered several one-time short term projects in the recent past which required exceptional expenditures which would distort our budget if paid in one or two years. The Finance Committee is aware of several more such projects in the coming years. The money in this fund would consist of “board designated” funds, which could be repurposed in the future.

The initial money for this new fund would come from a recently received health insurance refund. If approved, the Finance Committee will be developing a policy governing the funding and use of this fund, for approval at a future PB meeting.

The Finance Committee would intend to add a budget line for annual transfers to this new fund starting in the FY2021 budget, which will be presented to Permanent Board at its next meeting.

This method of funding revolving funds from transfers out of the annual operating budget is currently used in like manner to accumulate money over a period of years for both future accounting services and future legal services.

**(Action Requested)** Approve the creation of a new revolving fund for larger infrastructure projects.

Robert Murray, on behalf of the Finance Committee

**Proposal to Permanent Board From the  
Coordinating and Advisory Committee  
February 15, 2020**

Proposal to Permanent Board to name an ad hoc committee to make recommendations on the structure of the Personnel Committee.

**(Purpose)** The Coordinating and Advisory Committee recommends that Permanent Board appoint an ad hoc committee to develop recommendations on what structure is needed for support of personnel issues.

**(Background)** In the spring of 2019, a small group volunteered to update the Personnel Policy Manual. The group consisted of the Clerk of the Personnel Committee, Yearly Meeting Secretary, the Yearly Meeting Secretary's supervisor (all current members of Personnel), and the former clerk of the Personnel Committee (who had brought the current Personnel Policy Manual to Permanent Board for approval in 2016).

It quickly became clear to this group that the Personnel Policy Manual needed to be fully rewritten, not just updated. Much of the language in the 2016 version came from the time when the Personnel Committee had more of an approval function than it does now. In the past six years, the Yearly Meeting Secretary has been asked to assume many of the duties once done by the Personnel Committee.

The Coordinating and Advisory Committee proposes that an ad hoc committee be appointed to determine:

- What form of support and oversight the Permanent Board needs to assure it that NEYM is treating our employees with the respect and fairness that they deserve;
- How the Yearly Meeting Secretary can best get knowledgeable support for complex personnel issues; and
- What mechanism should the Yearly Meeting use to reach and maintain an appropriate compensation level for the Yearly Meeting Secretary.

Dulany Bennet, Clerk of the Personnel Committee, Noah Merrill, Yearly Meeting Secretary, Elizabeth Reuthe, the Yearly Meeting Secretary's supervisor, and Robert Murray, former clerk of the Personnel Committee, have offered to serve on this ad hoc committee, should this recommendation be approved.

**(Action)** The Coordinating and Advisory Committee recommends to the Permanent Board to formally appoint a small ad hoc committee to study and then propose revised purposes

and procedures for the Personnel Committee, and to then rewrite the Personnel Policy Manual so that it is consistent with the current supervisory structure of the Yearly Meeting.

Robert Murray, on behalf of the Coordinating and Advisory Committee

Proposal to Permanent Board from the Coordinating and Advisory Committee

# **Board of Managers for Investment and Permanent Funds**

## **Permanent Board Report for Second Month 2020**

### **Uniqueness of the NEYM Pooled Funds**

The NEYM Pooled Funds is unique in its commitment to making the creative tension between providing a market competitive rate of return and distributing income to those Meetings that depend on it. As stated in the Investment Guidelines, posted on the NEYM website:

The purpose of the Pooled Funds is to provide an investment vehicle to New England Friends' organizations or to other organizations serving Friends' purposes which:

- Affirms Friends' testimonies;
- Provides professional long-term investment management;
- Distributes income quarterly; and,
- Offers participation in a diversified portfolio to individual organizations that may not be able to achieve adequate diversification by investing their funds alone.

The NEYM Pooled Funds is a community effort: Each participating Meeting is expanding the benefit of its invested funds to help all the Meetings in New England.

### **The Role of the Board of Managers**

The Board of Managers (BOM) is unique in itself in that it is comprised of members from all NEYM Meetings to reflect the interests of NEYM as a whole. The BOM insures that investments are made that affirm NEYM Friends' testimonies. Before being approved for investment, each equity and bond vehicle is reviewed by the Board on a continuous basis to ensure that the company and the products it offers are consistent with NEYM beliefs. BOM also reviews every three years its relationships with its investment advisor, the deBurlo Group, and its trustee institution, US Bank, to insure that these companies are providing the best service available in the marketplace and that the companies follow practices consistent with our NEYM Quaker values.

Also, because of strong convictions of past BOM members, social actions have been instituted, such as: maintaining 3% of the funds are invested in local New England social enterprises; and, voting all stockholder proxies. No other fund is this proactive in insuring that investments are working for our beliefs.

Furthermore, the BOM takes actions to support the individual needs of Meetings. For example, when the Beacon Hill Friends House needed to secure a loan for renovations, the BOM and the deBurlo Group, worked with BEFH and its loan institution to determine how its share of the Pooled Funds could be used as collateral. No other pooled fund management group would get involved in this manner to help a particular meeting.

### **Board of Managers Update**

- Currently the Board of Managers is comprised of nine representatives from our constituents and three ex-officio members. We have an opening to replace Andrew Pang who completed his term in August 2019.

- On November 17, 2019, Winthrop Center Friends became our latest constituent when they approved moving their investment funds to the NEYM Pooled Funds.
- In January 2020 we held a webinar for anyone interested in the Board of Managers. We shared a copy of the presentation slides with everyone who attended and they are available on the NEYM website.

## Financials

The de Burlo Group are our investment advisors. Mike Shade, CFA **Senior Portfolio Manager**, works directly with our Committee. We regularly look at our options and members of our committee have meet with Friends Fiduciary and Everence.

- **The total fee for our fund is 0.765%**, or 76.5 basis points.
- The breakdown for managing the pooled funds is as follows:
  - 0.70% for The de Burlo Group to manage the portfolio;
  - 0.05% to US Bank for custodial services;
  - 0.008% for book keeping services;
  - 0.007% for institutional brokerage commission charges
- In Fiscal Year 2019 ending on third month 31, 2019, annual income distributed to constituents from the Pooled Funds totaled \$0.1683577 per unit. The unit value rose from \$4.423645 to \$4.742263, an increase of 7.2%, which when combined with the distribution is a total return of 11.2% for the FY19.
- The distribution for FY2020 (fourth month 1, 2019 to third month 31, 2020) will be \$0.177424 per unit. It will be paid at a rate of \$0.0446560 per unit each quarter.
- As of Third Month 31, 2019, the total market value of the Pooled Funds was \$11,154,951 with 50 separate constituent accounts. This was an increase of \$556,565 over the total value of \$10,598,386 in 2018. The total of the quarterly distributions to our constituents were \$405,172. More funds were withdrawn this year than invested resulting in a net withdrawal of \$196,174.
- At the end of Quarter 3 2019, the total market value of the Pooled Funds was **\$11,648,241**.
- In February 2018, the Board of Managers revised the procedure to calculate quarterly distributions to the meetings participating in the fund. Having listened to the needs and concerns of many treasurers of participating meetings, the new formula is designed to:
  - Provide a predictable income stream to each participating meeting
  - Optimize the amount of income distributed
  - Preserve and grow the total value of the fund
- This distributes 4% of the total value of individual account funds (including all interest, dividends, and capital gains or losses), as calculated at the end of the fiscal year based on a rolling average of the prior three years' fund balances.

We are honored to represent our constituents in New England Yearly Meeting. We are flexible and can respond quickly to Friend's interests.

- When YAFs came to us with climate change concerns we were able to modify our investment policies and use their guidance to look at related issues
- Pooled Funds have never invested in U. S. Treasury instruments, because of their intimate connection to financing warfare and war making, which is in conflict with Friends' Peace Testimony
- We are currently looking at the Pharmaceutical industry in light of drug pricing and CEO salaries
- We stopped investing in Facebook when we became aware of their data privacy issues

Our next meeting is May 13, 2020 at Beacon Hill Friend House at 1:45 pm. Everyone is welcome to join us.

In peace,

Kathy Malin

Clerk, Board of Managers for Investment and Permanent Funds

## NEYM's Board of Managers for Investment and Permanent Funds

*Understanding Quaker Meeting Finances and the Role of the Pooled Funds*



W • E • B • I • N • A • R

Presented Sunday, January 19, 2020

### Our Presenters

Kathy Malin

Clerk, Board of Managers

[Kathy\\_Malin@yahoo.com](mailto:Kathy_Malin@yahoo.com)

401.450.5630

Roberta Chicos

Member Board of Managers

[Roberta.chicos@gmail.com](mailto:Roberta.chicos@gmail.com)

617.645.1998

Mike Shade, CFA

Senior Portfolio Manager

The de Burlo Group

[mshade@deburlogroup.com](mailto:mshade@deburlogroup.com)

617.482.0275



## Who we are

The Board of Managers of Investment and Permanent Funds is a committee of New England Yearly Meeting and is responsible for management and investment, consonant with Friends principles, of Yearly Meeting funds and funds entrusted to it by meetings, schools, and other Friends organizations for the purpose of maintaining a source of continuing income and growth. The Board uses the services of a professional investment advisor and a sound bank as custodian for protection and safekeeping of the assets.

## What we do

- *The purpose of the Pooled Funds is to provide an investment vehicle to New England Friends' organizations or to other organizations serving Friends' purposes which:*
  - Affirms Friends' testimonies;
  - Provides professional long-term investment management;
  - Distributes income quarterly; and,
  - Offers participation in a diversified portfolio to individual organizations that may not be able to achieve adequate diversification by investing their funds alone.

## We are Friends

- We represent our constituents in New England Yearly Meeting
- Our meetings are open to all in NEYM
- We are flexible and can respond quickly to Friend's interests
  - When YAFs came to us with climate change concerns we were able to modify our investment policies and use their guidance to look at related issues
  - Pooled Funds have never invested in U. S. Treasury instruments, because of their intimate connection to financing warfare and war making, which is in conflict with Friends' Peace Testimony
  - We are currently looking at the Pharmaceutical industry in light of drug pricing and CEO salaries
  - We stopped investing in Facebook when we became aware of their data privacy issues

## Distribution process

- In February 2018, the Board of Managers revised the procedure to calculate quarterly distributions to the meetings participating in the fund. Having listened to the needs and concerns of many treasurers of participating meetings, the new formula is designed to:
  - Provide a predictable income stream to each participating meeting
  - Optimize the amount of income distributed
  - Preserve and grow the total value of the fund
- The new process distributes **4% of the total value of your individual account fund** (including all interest, dividends, and capital gains or losses), as calculated at the end of the fiscal year based on a rolling average of the prior three years' fund balances.

## Starting an account or Withdrawing funds

- Fund transactions occur only at the close of the quarter, based on unit value calculations as of that date. So, any deposits received during the course of the quarter will be placed in a holding account until then.
- The minimum investment to join the Pooled Funds is \$5,000
- In order to keep our fees low, funds will be distributed approximately two weeks after the end of a quarter.
- Request can be made anytime but should be received at least two weeks before the end of the quarter.

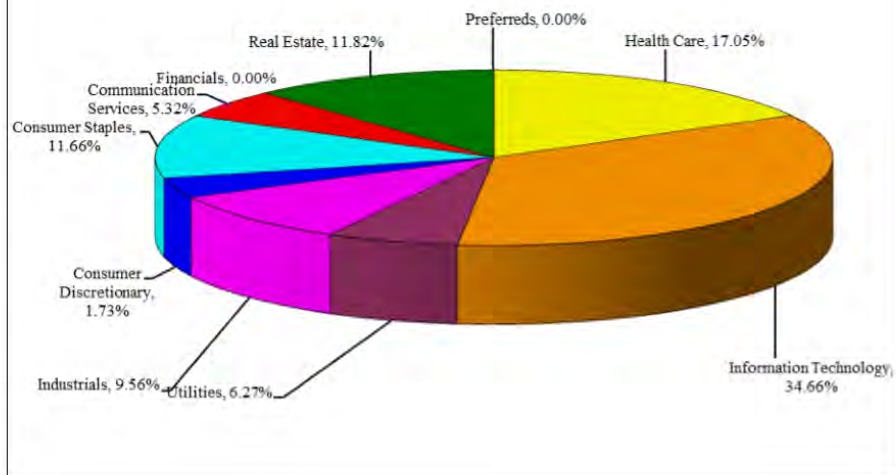
## Returns

- In Fiscal Year 2019 ending on third month 31, 2019, annual income distributed to constituents from the Pooled Funds totaled \$0.1683577 per unit. The unit value rose from \$4.423645 to \$4.742263, an increase of 7.2%, which when combined with the distribution is a total return of 11.2% for the FY19.
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## Asset Allocation as of 9/30/19

Asset Class	6/30/19	6/30/19	9/30/19	9/30/19
	\$ Mkt Val.	Allocation	\$ Mkt Val.	Allocation
<b>Cash</b>	<b>431,546</b>	<b>3.73%</b>	<b>682,748</b>	<b>5.86%</b>
<b>Equity</b>				
Domestic Stock	6,749,375	58.31%	6,506,565	55.86%
Int'l Stock	0	0.00%	0	0.00%
Real Estate	783,180	6.77%	871,905	7.49%
<b>Total Equity</b>	<b>7,532,555</b>	<b>65.08%</b>	<b>7,378,470</b>	<b>63.34%</b>
<b>Fixed Income</b>				
Domestic	3,269,969	28.25%	3,247,023	27.88%
International	0	0.00%	0	0.00%
Com. Lending	340,000	2.94%	340,000	2.92%
<b>Total Fixed</b>	<b>3,609,969</b>	<b>31.19%</b>	<b>3,587,023</b>	<b>30.79%</b>
<b>Total</b>	<b>11,574,070</b>	<b>100.00%</b>	<b>11,648,241</b>	<b>100.00%</b>

## Equity Holdings as of 9/30/19



## How we invest

- The Board seeks companies that are making a positive contribution to the world's need for goods and services and are providing work in a healthy, equal opportunity environment.
- Furthermore, The Board of Managers avoids investments that are inconsistent with Friends' testimonies, including companies that depend upon war materials, alcoholic beverages, tobacco or gambling, and companies that conduct unfair employment practices or pollute the environment.

## We review all investments

- Our equities review includes research on their standing with:
  - **Calvert US Large Cap Responsible Index Fund**
  - **Center for Political Accountability**
  - **Newsweek's Green Ranking**
  - **Carbon Disclosure Project**
  - **CSR Hub**
  - **Censible**
  - **Interfaith Center for Corporate Responsibility**
  - **Ethisphere Institute**
  - **Human Rights Campaign**
  - **Diversity Inc.**

## Using our Quaker lens

- We look at equities for:
  - **Social responsibility**
  - **Political accountability**
  - **Environmental impact**
  - **LGBTQ inclusion**
  - **Board diversity**
  - **Data privacy**
  - **Working environment and employee ratings**

## Community loans investments

- The Board of Managers is committed to investing for impact in our New England community.
- Community loans were 9.5% of our Bond Portfolio as of 9/30/19.
- For example, we are invested in the **New Hampshire Community Loan Fund**. They turn investments loans and education to create opportunity and transform lives across New Hampshire. The New Hampshire Community Loan Fund collaborates with a wide range of donors and investors, and with business, nonprofit and government partners. This fund focuses on:
  - Manufactured-Home Loans
  - Resident-Owned Communities
  - Small Business
  - Local Food
  - Nonprofits
  - Child Care Providers
  - Multi-Family Housing
- A CDFI (Community Development Financial Institutions) Industry Analysis Summary Report produced by the Carsey Institute estimated the charge-off's for all types of community loans was 2.0% or less.

## Our expenses

- **The total fee for our fund is 0.765%**, or 76.5 basis points.
- The breakdown for managing the pooled funds is as follows:
  - 0.70% for The de Burlo Group to manage the portfolio;
  - 0.05% to US Bank for custodial services;
  - 0.008% for book keeping services;
  - 0.007% for institutional brokerage commission charges

## Returns example

Investment returns through 9.30.19 for a constituent with \$100,000 invested

- It would cost **\$765 annually for us to manage \$100,000**. As point of comparison, Friends Fiduciary charges 0.78% for their Growth & Income Fund and 0.90% for their Green Fund. The costs for managing \$100,000 in the F.F. Growth & Income is \$780 annually; and the cost for managing the F.F. Green Fund is \$900 annually. Most mutual funds charge between 0.75% up to 1.1%, or even higher.
- **NEYM's return over 1 year**, ending 9.30.19 was 7.5%. On \$100K invested, there would be a gain of \$7.5K. This return is stated gross of fees. Therefore, the return net of fee is approximately 6.735%, or a gain, net of fee of \$6,7K.
- **NEYM's return over 3 years annualized** was 9.6% gross of fees, each year over the past 3 years ending 9.30.19. On \$100K invested, there was a gain of \$9.6K each year for 3 years, or a total of approximately \$28.8K. Net of Fee, the return was: approximately 8.835% per year for 3 years. The dollar return was therefore: \$8,835 each year, or a total of approximately \$26,500 for the 3 years time period.
- **NEYM's return over 10 years annualized** was 9.1% gross of fees, each year over the past 10 years. On \$100K invested, there was a gain of \$9.1K each year for 10 years, or a total of approximately \$91K. Net of Fee, the return was: 8.335% per year for 3 years. The dollar return was therefore be: \$8,335 each year, or a total of approximately \$83,350.

## For comparison

- **Friends Fiduciary's Growth & Income Fund\***
  - **Friends Fiduciary's Growth & Income Fund** appreciated by 4.58% gross of fees over the 1 year, ending 9.30.19. With a fee of 0.78%, the net return was 3.80%. On \$100K, the net return in dollar terms was \$3,800.
  - The **F.F. Growth & Income Fund over the 3 years** ended 9.30.19: The F.F. Growth & Income Fund appreciated by 9.05% on an annualized basis, gross of fees over 3 years. With a fee of 0.78%, the net returns was 8.27% on an annual basis over 10 years. On \$100K, the net return in dollar terms was \$24,800.
  - The **F.F. Growth & Income Fund over the 10 years** ended 9.30.19: the Fund appreciated by 9.10% on an annualized basis, gross of fees over 10 years. With a fee of 0.78%, the net returns was 8.32% on an annual basis. On \$100K, the net return in dollar terms was \$83,200 over 10 years.
- **Friends Fiduciary's Green Fund\***
  - (b) **Friends Fiduciary's Green Fund** appreciated by 3.49% gross of fees over the 1 year ending 9.30.19. With a fee of 0.9%, the net return was 2.59%. On \$100K, the net return in dollar terms was \$2,590.
  - **Friends Fiduciary's Green Fund** appreciated by 8.55% gross of fees over the 3 year ending 9.30.19. With a fee of 0.9%, the net return was 7.65%. On \$100K, the net return in dollar terms over the 3 years was a total of \$22,950.
  - **Friends Fiduciary's Green Fund** ,did not exist 10 years ago and therefore does not have performance information.
- **Another Benchmark is the Lipper Balanced Fund Index**
  - This does not include fee information, and therefore, no net of fee return calculations
  - For the **Lipper Balanced Fund Index**: the **1 Year** return ending on 9.30.19, was 4.10%.
  - The **3 year return** on an annualized basis ending on 9.30.19, was 7.0% on an annualized basis over 3 years.
  - The **10 year return** on an annualized basis ending on 9.30.19, was 7.30% on an annualized basis over 10 years.

*\*Information regarding investment returns and fees was provided by The de Buro Group and taken from the Friends Fiduciary website (January 2020).*

## BOM Communications

- Constituents receive a NEYM Pooled Funds Report end of each quarter.
- We provide our annual report on the NEYM website at <https://neym.org/committees/board-managers>.
- You will find more information including our investment guidelines on the NEYM website also.
- This webinar is the first in what is intended to be an annual January event for all members and affiliates of NEYM, whether they are currently Pooled Fund constituents or not.
- We welcome feedback on how the Board can improve this communication approach and be more responsive to your Meeting's need for information.



## BOM Meeting Schedule

2nd Wednesday of the month  
1:45 pm Beacon Hill Friends House

Meeting Date	Discussion
February 12, 2020	Quarter Four 2019
May 13, 2020	Quarter One 2020
August 2020	Sessions Meeting
September 9, 2020	Quarter Two 2020
November 11, 2020	Quarter Three 2020
February 10, 2021	Quarter Four 2020
May 12, 2021	Quarter One 2021

## Board of Managers Members

Name	Home Meeting
Roberta Chicos	Friends Meeting at Cambridge
Matthew Hackman	Providence Monthly Meeting
Ian Harrington	Friends Meeting at Cambridge
Edward Mair	Amesbury Monthly Meeting
Kathleen Malin, clerk	Smithfield Monthly Meeting
Jeanne McKnight	Wellesley Monthly Meeting
Rowan Spivey	Brunswick Friends Meeting
Robb Spivey	Brunswick Friends Meeting
Shearman Taber, treasurer	Beacon Hill Friends Meeting
Joseph Tierney	Friends Meeting at Cambridge

## We need you...

- Please let us know if you would be interested in serving on the BOM.
- We work with NEYM's Nominating Committee to find members.
- We are looking for your feedback.
  - Please let us know your thoughts on our communications and reporting
  - Our goal is to provide timely and helpful information to our constituents

## Thank you!

- Please feel free to contact [neympooledfunds@neym.org](mailto:neympooledfunds@neym.org)
- Visit the NEYM BOM website for our materials
- <https://neym.org/committees/board-managers>

# Friends Camp Winter Director's Report February 2020 Anna Hopkins

## **Looking Forward to Camp 2020**

Registration for 2020 camp sessions opened on November 1. We are about 20% more enrolled as of February 1 last year, and 67% of the way to our total target registration. Sessions for our younger campers enroll more quickly than for teenage campers, a trend which has continued over the last few years. Working with first time, returning, and especially families receiving scholarship requires a good deal of one-on-one conversations and organization for me. The primary method of marketing for camp is word-of-mouth, although I have also made efforts to especially target potential teenage camper with online advertisements.

Staffing is also progressing well for 2020, with our entire leadership team hired and more than half of the camp counselors hired. Our leadership team is mostly returning for the summer, although former camp staff members Sarah McCullough and Erin Carr are stepping into new roles as head cook and office manager respectively. Last summer's cook and office manager are still involved at camp and will be spending time on property to train the new leadership staff. Such succession planning is important and helps smooth the transition significantly. My biggest hiring challenge for this year is lack of racial diversity in our applicants. This is not a new problem, but one that is significant and ongoing.

I am working on developing a new evaluation system for our camp staff; I believe that the job of camp counselor should not only be fun but also help develop world and career skills for counselors. Along with more clear and thoughtful performance evaluation and goal-setting, we are compensating camp counselors more fairly this year with a base salary of \$275/ week for a first-year staff member. I hope we can continue this trend of raising camp salaries and important commitment to our seasonal staff members.

## **Looking Forward to Camp 2021**

"I have an idea!" Our former Assistant Director Jeff Adelberg used to tease me

for how often I would exclaim about ideas. But... I truly have had an idea for camp 2021. Our session dates are determined by the New England Yearly Meeting Sessions Calendar. For 2021, the summer season is extremely “late,” with the first week of camp not beginning until June 27<sup>th</sup> (this year it is June 21<sup>st</sup>). I believe we could add an extra week or partial week of camp before our traditional sessions in order to help meet the demand we have for our youngest session and generate some additional revenue. I want to price out some options for this schedule, and it would come with some challenges, but I think it would be an exciting thing to try for our 2021 season.

### **Rental Groups & Camp**

#### **Reunion**

Groups rentals this year are similar to previous years, including the Vassalboro Quarterly Meeting retreat, Art Camp, a large group retreat for the Lerner Foundation, and the Common Ground Fair weekend. We are also hosting a large alumni reunion the weekend of August 21<sup>st</sup>- 24<sup>th</sup>. Due to a scheduling conflict with this group, Moses Brown School will not be coming in 2020. We hope that over 100 alumni will attend the reunion in August, and it will be staffed by summer staff who remain at camp. I continue to look for assistance with operating and hosting late summer and fall weekends, since working all summer and every autumn weekend is not a sustainable model for a camp director.

#### **Development**

On Giving Tuesday this year, we launched a “Give Monthly” program for Friends Camp called the Nest Club. This allows donors to give an automatic monthly gift to camp. I am working hard to engage this group of donors using monthly points of contact and connecting them to the importance of camp’s mission. So far, we have 26 members of the Nest Club. Individual giving is up slightly compared with last year, and I am appreciative of the Development Committee’s work. Additionally, I invited some young staff alums in the Boston area to help stuff and mail the winter appeal letter. This was a great way to build engagement—plus, many of them made special requests of folks they knew and their families.

#### **Organizational Projects and Visioning**

This year, we are doing our first financial review with an accounting firm in Portland. Robb (camp treasurer) has been an enormous help with this review, and it

has taken a significant amount of time to sort through the materials they need, ask questions, and explain our processes.

The camp committee also began conversations about a strategic planning and visioning process for Friends Camp and expressed interest in helping to guide a process. I had a meeting with Elizabeth Reuthe, who has rich experience with executive coaching and strategic planning, and I have some ideas about how to move forward. However, this process will take significant time and investment from others beyond me and I am looking for commitment from a sub- committee or ad hoc group before we dive fully into this process.

Warmly  
, Anna

## Report to Permanent Board 2-15-20

Permanent Board appointed a working group to respond to the request from Faith and Practice Revision as summarized in Minute 19-15. The group is charged to report to PB twice a year until this task is completed.

### **19-15: Faith & Practice Revision Committee**

*Faith & Practice Revision Committee (F&PRC) asks Permanent Board (PB) to develop an "Organizational Handbook" (final title to be determined by a working group). In their revision of the organizational chapter of Faith & Practice (F&P) it became clear that the structures of the Yearly Meeting (YM) should not reside in this chapter because it will inevitably fall out of date long before each revision of F&P is produced. An "Organizational Handbook" will allow for the structures of the YM to be more accurately documented and more easily updated. This handbook will compile the documents which record the policies, practices, definitions, etc which will be organized and kept current. PB is asked to take ownership of the "Organizational Handbook" which will reside online, releasing F&PR from writing the bylaws of our organization and from trying to capture the structure of our organization in the organizational chapter. Future substantive changes to the "Organizational Handbook" will be approved by PB. Friends approved.*

This working group brought a summary of the work which we proposed to do to PB in February 2019. Since that meeting we have met once and slowly moved forward with the project. Two key recommendations which were accepted is that policies of the YM should be approved by Permanent Board or by the Yearly Meeting in Session and that the material should be readily accessible.

We are bringing today a proposed outline of the material and our understanding of the status of the specific items. We are asking PB if there is anything missing. The next step would be for Ben Guaraldi and Sara Hubner to work together on organizing the material on the new NEYM web page.

### **Proposed outline of materials in this project**

(Material in red is not current or doesn't yet exist. (identification of where responsibility rests is noted parenthetically in red) Material in green has not been approved by PB or the YM in sessions)

#### **Introduction (PB working group)**

- A. YM Policies
  - 1. Permanent Board Purpose Procedure & Composition
  - 2. Personnel Manual
    - a. Job descriptions (C&A)
  - 3. Finance Manual
    - a. Board of Managers policies (PB approval needed)
- B. Committee purpose, procedures and composition
  - 1. Links to all current committee purposes and procedures
- C. Friends Camp policy and procedures
- D. YM Operation Policies
  - 1. Sessions handbook (Secretary and events coordinator)
  - 2. Faith in Action handbook (Secretary and FIA planning group)
  - 3. Puente processes
  - 4. Legacy gift processes

5. Youth program handbook (Youth Ministries Committee including Youth program staff)
  6. Nominating Committee handbook (Nominating Committee)
  7. Archives procedures
  8. Webpage administration (Secretary)
  9. Moser Book and Tract fund process (fund management in finance handbook, discernment process in PB minutes)
  10. Resources for YM committee clerks
  11. Resources for Monthly Meeting clerks and committees (?)
  12. Is there additional material which should be included ?
- E. Description of Quarter purposes

Respectfully submitted

Fritz Weiss, for the working group.

NEYM Nominating Committee report to Permanent Board  
February 4, 2020

1. Nominating Committee recommends the following appointments:

Scott Drysdale (Hanover) as the next clerk of Finance Committee, class of 2025  
Asking for approval now so he can start the transition.

Anna Dulin (Vassalboro), for Ministry & Counsel At-Large, class of 2022

2. Resignation:

Heidi Babb (Concord) from Earthcare Ministry

LouAnne McDonald  
Recording Clerk



**Internal Nominating Committee Report to Permanent Board February 16, 2020**

Clerk: Leslie Manning 2019-2022

Recording Clerk: Hannah Zwirner Forsythe Aug. 2018- 2021

2020	2021	2022	2023	2024
# Ben Guaraldi Anna Radocchia Carole Rein	Kimberly Allen Rebecca Leuchak Christopher McCandless Mary Zwirner	Gina Nortonsmith Darcy Drayton #Hannah Zwirner-Forsythe Sara Smith Elizabeth Szatkowski Travis Belcher Elizabeth Kantt	Will Taber Martin Zwirner-Forsythe Jean McCandless Ed Mair Peter Bishop Thomas Vargo	@Leslie Manning John Reuthe #Ian Harrington #Christopher Gant #William Walkauskas

# in second term (can't be reappointed)

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

@ clerk

Sub Committee	2020	2021	2022	
<b>Permanent Board Clerk</b>			Leslie Manning	
<b>Clerks Table Nominating</b>	+Edward Mair +# Fran Brokaw	Travis Belcher	+Debbie Humphries	
<b>Personnel</b>	Chris Gant @Dulany Bennett Elizabeth Szatkowski	+# Neil Blanchard +Eleta Jones #Maureen Lopes	+Natt Shedd	
<b>Internal Nominating</b>	+#Allan Kohrman	+ LVM Shelton @Will Taber +Penny Wright	+Sarah Gant +Janet Hough	
<b>YM Nominating at Large</b>	+LouAnne McDonald +Margaret Marshall + Karen Sargeant		+Kristna Evans	
<b>YM Nominating Clerk</b>		+Jackie Stillwell		
<b>Friends Camp Nominating (2 yr terms)</b>	+@Maggie Nelson John Reuthe	+Amy Lee Viera +%Joann Austin		
<b>NEYM Secretary Supervisor</b>	+Elizabeth Reuthe			
<b>Faith and Practice Revision (Open ended terms)</b>	+RachelWalker Cogbill +James Golden +Carolyn Hilles-Pilant	+Susan Davies @+Phebe McCosker	+Maggie Edmondson +Susan Reilly	+Douglas Armstrong +Eric Edwards +Marion Athearn +Eleanor Godway

**Bold** = Submitted for Permanent Board Approval + = not on Permanent Board # = in second term  
@ clerk % appointed by Friends Camp clerk Submitted resignation: LVM Shelton, Rosemary  
Zimmerman and William Walkauskus (eff. 8/1/20).

## Report from the Presiding Clerk to Permanent Board

February 15, 2020

I will not be with you for this Permanent Board Meeting, as I will be in Montreal waiting for my flight from my first trip to Cuba. I am travelling with Jackie Stillwell, Em McManamy, and Marion Athearn, and we will be attending Cuba yearly Meeting Sessions. I am looking forward to experiencing the vibrant, more overtly Christian form of Quakerism which I have been hearing about for years. I have been asked to give a message to the Yearly Meeting – I will go prepared with some thoughts I have in advance, but also go prepared to find that I have been given something else to share. And I expect to be changed by the experience.

**Friends United Meeting:** Certainly the concern most on my mind this year is NEYM's continuing discernment about our relationship with FUM. As I reported to the last PB meeting, all meetings which had minuted their intention to withhold were contacted by a member of C&A. A few did not reply to our overtures. Others are deeply engaged in discernment and welcomed our presence as a source of information and evidence of our care. Various combinations of Noah, myself, and Frederick Martin have participated in discussions at Wellesley, Cambridge, Northwest Quarter, Providence, and Worcester. I will report that all the meetings we have visited hold a range of views within their membership, and that I have heard very clearly that a number of friends experience real pain that our Yearly Meeting is still in relationship with an organization that discriminates. In my last letter to Monthly Meetings ([Read letter HERE](#)), and in my comments to groups I have spoken to I have tried to share why this is such a complicated issue, and encouraged Friends to think more broadly (how do we show our support for LGBTQ Friends who are not recognized by their YM?) But I have heard clearly that, for some, the personal experience of feeling rejected supersedes all other concerns. I have not yet heard any recommendations that are likely to come to Sessions.

**Sessions 2020:** I believe I reported verbally at the last meeting that Cherice Bock from Sierra Cascades YM will be our Bible Half-hour speaker. We expect to be engaging friends in offsetting the carbon expenditure of her cross-country flights. Sessions committee is still in discernment about a plenary, but expect to make a decision at a meeting next week. The theme we have chosen is the refrain to a song written on a whaling vessel in 1847. We felt that it expressed both the need to engage in hard work, and the presence of hope:

Row on, row on, another day  
May shine with brighter light  
Ply, ply the oars & pull away  
There's dawn beyond the night.

**Purpose, Procedure, and Composition:** We have kicked off this process for some committees, while others we are holding back on. We are attempting this year, more than before, to work with committees to see how their work relates to the purpose and goals of the Yearly Meeting, and to draft their P&P to reflect those goals. For several committees we (C&A) see the need for some further discernment before beginning the P&P process. With a lot on our plate, these conversations have not happened yet.

- Personnel – as you will see elsewhere in the advance docs, in addition to needing a complete re-write of the Personnel manual, there is some thought that it time to reconsider the basic functions of this committee. A small group will be appointed to give this more thought.
- Development – over recent years the development committee has worked hard and quite successfully to re-shape New England Friends' commitment to individual support for the YM. We have a very successful give-monthly program that is on-going. Noah's job description includes a significant commitment to development work. In this light, it seems time to re-evaluate what we need from a development committee and how it might be structured.
- Sessions – C&A is planning a meeting with interested parties to reflect on whether it is time for a more thorough consideration of this work
- Board of Managers – the clerk of this committee will be attending an upcoming PB meeting, in part to explore what a more active relationship between PB and BOM might look like.
- Nominating: Longing for better communication between the various Nominating bodies (YM Nominating, Clerk's Nominating, and Internal Nominating) several members of C&A hosted a joint meeting of the clerks, which was followed up by a zoom call. Intentions were set to share both current information and best practices.
- Faith in Action: in September I reported the following, and regret to say we have made no progress to date. *This committee was conceived of, and its Purpose and Procedure drafted, by C&A in response to a request from Sessions 2017 upon the laying down of the Peace and Social Concerns Committee. The P&P was approved by sessions in 2018, and Permanent Board appointed 3 people to the committee, two in September, and one in November. The committee never seemed to find a common understanding of their charge, one person drew back early in their work, and another resigned partway through the year. During discussion about this committee at our recent retreat we recognized that C&A had not adequately supported this committee in understanding its goals and the nature of expected work. For the time being, we consider that this committee is on hold, pending more discernment at C&A.*

**Exit Interviews:** One of many recommendations of the clerking structures ad-hoc committee was to do exit interviews for those in leadership positions upon their completion of service. With the assistance of Nia Thomas, C&A produced a draft procedure for this process, and have identified individuals to do the interviews. Written reports will be shared with the relevant nominating body, as well as the Presiding Clerk, the Clerk of Permanent Board, and the Yearly Meeting Secretary. Initial interviews will be done with Fritz Weiss, Sarah Gant, Leslie Manning (for her role as Sessions clerk) and Rosemary Zimmerman. I expect to report more on this process after this first round has happened, and we have a better sense of how the process goes and what improvements might be made.

**Noticing Patterns of Oppression and Faithfulness:** While this work is not under the care of PB, I will report that I joined this committee for a one-day retreat, and expect to stay in dialogue about the shape of that work in Business sessions.

## **Inclusive Leadership Development**

Progress Report to Permanent Board and Coordinating & Advisory

By: Nia Thomas, NEYM Quaker Practice & Leadership Facilitator

February 2020

*The purposes of these brief periodic reports are:*

- 1. To update members of Permanent Board and Coordinating & Advisory on some of the ways we are living into our vision of Inclusive Leadership Development especially the recommendations from the Clerking Structures and Practices Working Group report*
- 2. To keep questions, invitations, and challenges related to this work in focus for us all*

### **Leadership Development efforts moving forward since the last report:**

- Coordinating & Advisory has established a working group to explore how NEYM supports ministry & spiritual life, including a re-examination of the leadership roles in this area. This working group, clerked by Sarah Gant, has begun meeting and have set up a work schedule to allow them to make recommendations to the Permanent Board this May.
- After a discussion between myself and Coordinating & Advisory about how the Purposes & Procedures review process relates to our vision of inclusive leadership and how C&A can live into the Sessions minute affirming their role in that process, the President Clerk has revised the written materials for shepherds of this process.
- Bringing together clerks of the Nominating Committee, Internal Nominating, and Clerk's Table Nominating (as well as myself, the Presiding Clerk, Clerk of Permanent Board, and Yearly Meeting Secretary), there have been initial meetings about the "big picture" of NEYM's nominating work and how that work can be better aligned with our vision of inclusive leadership development. Future meetings continuing this conversation are planned.
- The Permanent Board has begun the work of conducting exit interviews for out-going leaders on a limited basis.
- As of writing these, we are preparing to open registration for an April 18th clerk's and recording clerk's training to be held at Concord (NH) Friends Meeting.
- There are currently over twenty Friends registered for the upcoming workshop on best practices in nominating to be held as part of Meeting Care Day on February 29th at Mt Toby (MA) Meeting. This workshop, facilitated by Jackie Stillwell, will be a key opportunity to encourage a culture of noticing, naming, and nurturing gifts at local meetings.

### **Reminders for us all:**

- *Whose leadership are you nurturing? Whose leadership potential might you be overlooking?*
- *How are you encouraging a culture of mentorship and intentional, inclusive leadership development?*
- *What leadership practices are you modeling?*

## **Update: Working Group to Examine NEYM's Support for Ministry & Spiritual Life**

The working group has been appointed, and has begun its work. Friends serving are:

*Sarah Gant* (Beacon Hill, MA, clerk); *Nancy Middleton* (Putney, VT); *Hugh MacArthur* (Hanover, NH); *Phil Fitz* (Northampton, MA); *Nia Thomas* (Northampton, MA; NEYM Quaker Practice and Leadership Facilitator, ex officio); and *Noah Merrill* (Putney, VT; NEYM Secretary, ex officio).

*Those serving on the working group include Friends with extensive experience serving on NEYM Ministry & Counsel, both in the past and currently, as well as serving on Ministry & Counsel in local meetings. These Friends bring a depth of experience within NEYM and in other yearly meetings, as well as experience traveling in ministry among Friends over several decades, and with wider Quaker institutions. Several members have served on or been under the care of ministry oversight committees in local meetings; some bring experience nurturing and supporting gifts through relationships outside of the context of a local meeting, both formally and informally. The working group is multigenerational; further diversities of identity and experience are reflected within the group.*

- The working group has met twice since forming, and intends to meet every two weeks to carry forward their work
- The initial focus was to ground this process in worship, and to *know one another in that which is Eternal*, sharing our own spiritual journeys, experience in supporting ministry and spiritual life, and particular relevant gifts or skills
- The working group began with reading and prayerful consideration of the substantial body of previous work, including summaries and reflections on these issues
- Next steps will include further discernment, listening, and seasoning, including further consultation to seek greater insight where questions and gaps in understanding exist; this will likely include further interviews, research, and prayerful discussion with others carrying these concerns (including some Friends serving on NEYM Ministry & Counsel)
- The working group envisions sharing a substantive update on the progress of the work, allowing for input and comments prior to the May meeting of NEYM M&C
- Sarah Gant, clerk of the working group, invites your suggestions, ideas, hopes, and concerns at [sarah.gant@post.harvard.edu](mailto:sarah.gant@post.harvard.edu)

As a reminder, the charge of the working group from Permanent Board is as follows:

### **Permanent Board Working Group To Examine NEYM's Support for Ministry and Spiritual Life**

#### **(Sessions) Minute 2019-7.9:**

*We ask Ministry & Counsel to offer support to Permanent Board in creating a working group charged with exploring & naming how [The Yearly Meeting] currently supports ministry and spiritual life. The working group will identify where support for ministry and spiritual life currently happens and where gaps exist, and then offer recommendations for structures, practices and manageable leadership roles that would best serve the current needs of Friends.*

**Charge:** We ask this working group to explore where and how support for ministry and spiritual life currently happens among New England Friends and offer recommendations for structures, practices and leadership roles that would best serve the current needs of Friends.

**Report:** To Permanent Board at their May 16 meeting

**Processes to Consider:**

- Review current job description of Clerk of Ministry & Counsel
- Review the current Purpose, Procedure, and Composition for NEYM's M&C and make recommendations to C&A about what might be added or taken out of the charge
- Review the document summarizing the work of M&C (based on recent M&C and Sessions minutes) and consult with current members of Ministry & Counsel including the Clerk of Ministry & Counsel as well as recent former Clerks of Ministry & Counsel to learn where and how this work is currently happening within that structure and what challenges exist
- Consult with members of M&C to explore how they perceive their work in relation to the YM; possibly by interviewing a random subset of M&C members and/or by engaging in dialogue with M&C during an M&C meeting
- Consult with other regional bodies to explore various structures, practices, and roles that are used to support ministry and spiritual life
- Consult with New England Friends currently and recently traveling in the ministry or otherwise publicly sharing their ministry to identify the supports they currently utilize and where gaps exist
- Consult with a variety of local meetings to learn more about how NEYM's support for ministry and spiritual life is impactful and where gaps exist
- Consult with a variety of local meetings to learn how they support ministry and spiritual life.
- Consult with the Yearly Meeting Secretary and other leaders and staff about how current and proposed structures impact or would impact other aspects of NEYM's functioning

**Questions to Consider:**

- What current structures, practices and roles are effective in supporting ministry and spiritual life?

Report to Permanent Board  
February 6, 2020

Dear Friends,

I wanted to give you an update on the Sessions Site Search process thus far. The search committee consists of Adam Kohrman, Jonathan McCandless, Christopher Haines, Kristin Wilson, and Elizabeth Hacala.

On November 7, a subset of the Sessions Site Search Committee met by Zoom. Following introductions, we built an initial list of requirements, needs, and wants. Between meetings, Friends on the search committee ranked those criteria. We reviewed the list at our meeting on December 5 and were pleased to see we were largely in agreement about what was most critical to the success of Sessions in terms of space needs, the environment we would be in, and the culture of the school/site.

As part of the December meeting, Jonathan McCandless gave us an update of the colleges he had researched in the New Hampshire and discussed the pros and cons of each. The committee agreed to three potential sites and I am in the process of contacting each site for more detailed investigation and exploration. We considered whether or not there were sites outside of colleges and universities that might work for Sessions, but were unable to identify any other venues we thought would have the right infrastructure for Sessions.

During our January 30 meeting, we reviewed the list of sites Jonathan had identified in Maine. I am taking the shortlist from that meeting and contacting those schools as well. The committee briefly discussed Massachusetts schools and identified a few possibilities to explore further at our next meeting.

Christopher Haines and Kristin Wilson will be working with me to build a specification/request for proposal we can send to sites to give them a detailed understanding of the needs of Sessions and the Yearly Meeting. We will be modeling it off the one currently used for the Living Faith site search.

As for Sessions over the next two years, the contract extension with Castleton for 2021 and 2022 has been completed and signed. The terms of the new contract are consistent with the one we have had for the past several years.

The planning team will be meeting again at the end of February and late March. I look forward to updating you in future about our continued progress.

Respectfully Submitted  
Elizabeth Hacala  
Events Coordinator



Robert Levin <rob@roblevin.net>  
Mon, Dec 9, 2019, 5:09 PM

Dear Leslie and NEYM Permanent Board,

I have been meaning to write since late September, when you brought tears to my eyes after I learned of your support for the participants in the coal plant action in Bow, NH. Seeing Kathleen Wooten at this morning's arraignment was a good reminder to get off my duff and reach out.

This action in Bow was one of the most spiritually meaningful days of my life. In a world full of doubt, it was empowering to know, with every cell in my body, that I was doing exactly what I needed to be doing that day. In a world full of anxiety, I have never felt so spiritually renewed. And to learn, as I did the next morning from Kathleen, that NEYM had supported all of us through its Fund for Sufferings, was incredibly uplifting. (It had not occurred to me, until that moment, why the police never asked us for any bail fee!)

I continue to explore this wonderful, surprising, and deeply moving experience of the Spirit through nonviolent direct action. I'll be writing a piece for the NEYM newsletter about our action in Bow, and I've become somewhat of an evangelist for Spirit-led NVDA. But for now, before the holidays take over all of our lives, please accept my deep gratitude for your support.

I am a sufferer of the climate crisis, as are all of us. But that day, with your spiritual and financial support, I experienced an incoming wave of love from NEYM that has continued to inspire me.

My eternal thanks,

Rob Levin

Robert H. Levin  
94 Beckett St., 2nd Floor  
Portland, ME 04101  
(207) 774-8026  
rob@roblevin.net  
www.roblevin.net