

**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 a 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 the 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 Schwoppe (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 the 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.

Leslie Manning

[Leslie Manning \(Apr 2, 2020\)](#)

Leslie Manning, clerk

Midcoast Friends Meeting
77 Belveredere Road
Damariscotta, ME 04543

To whom it may concern. This minute was approved at our monthly Meeting for Worship for the Conduct of business on October 20, 2019.

This Minute will introduce to you Diane Dicranian a member in good standing of Midcoast Friends Meeting in Damariscotta, Maine.

Diane is travelling under concern to engage in outreach to Friends regarding Lesbian Gay Bi-sexual Transgender and Queer persons, especially those who live under oppressive conditions. She feels called to a prophetic ministry that is inclusive, seeking the Light in everyone and striving for unity and mutual understanding with regard to challenging issues. Her intention is to make connection with and listen carefully to individuals and groups that do not agree and have difficulty reaching shared perspectives on the issues involved. She seeks to promote mutual acceptance in place of division and discord.

Midcoast Friends know Diane to be a Friend of good character, deep spirituality, and compelling conviction. We commend her ministry to all who may receive her as she travels under concern.

Guy Marsden Clerk of
Midcoast Meeting

Endorsed *by Vassalboro Quarterly Meeting*, November 2, 2019
Janet Hough (Acting clerk)

February 2019

To Friends in New England and Elsewhere:

We commend to you our much loved Friend, Debbie Humphries, whose leading to travel in the ministry has been seasoned through the Hartford Monthly Meeting. We recognize her call to travel among Friends as the Spirit leads, to join them in fellowship, worship and prayer.

Her concern is to deepen the spiritual life of the Religious Society of Friends, to renew the direct experience of Spirit, and to remind Friends of the truths of our tradition. Her faithfulness to this call has been an ongoing source of spiritual nourishment not only for herself, but for our Meeting and beyond. Debbie has served on many committees within our meeting, committees of New England Yearly Meeting, and has also clerked the ministry & counsel committee of New England Yearly Meeting. In all of these works Debbie's gifts of discernment, faithfulness to the traditions of Friends as well as deep listening and questioning have increased.

Since her ministry was first endorsed by Hartford Meeting in December of 2004, Debbie has traveled widely, sharing her gifts with Friends in New England, the continental United States and in the United Kingdom. From 2017-2019 she served as a Traveling Minister for the Friends World Committee Section of the Americas.

Debbie has written powerfully of her leading and her experiences as a Quaker in Seeds That Change the World and her Pendle Hill pamphlet "Spreading the Fire". The Friends with whom she has worshipped write with admiration and appreciation for her ability to quicken Meetings into deeper discernment and faith.

We support her ministry with whole-hearted appreciation. It is our experience that Debbie responds to the Spirit's promptings of love and truth, and we trust that with prayerful discernment, her ministry among you will be one of Way opening.

With Debbie we send our loving greetings to all Friends whom she may encounter.

Karen Robinson
Clerk
Hartford Monthly Meeting

Copy

September 11, 2019

To: NEYM Puente de Amigos

From: Westport Monthly Meeting Ministry and Counsel Clearness Committee for
Marian Athearn to travel to Cuba February 2020

Ministry and Counsel of Westport Monthly Meeting of Friends is united in continuing to recommend Marion to your care for her second trip to Cuba, this time, at the request of the Puente Committee in order for her to be a traveling companion for NEYM's clerk, Bruce Neuman, while attending the February 2020 Cuba Yearly Meeting Sessions Yearly.

As her clearness committee Deana and Buddy reviewed your Queries for Potential Travelers (12/99) and Queries for Monthly Meetings (10/97) and her attached April 18th 2004 travel minute to determine if Marion is still an appropriate person for this trip. Marion has continued her faithful service to Friends and has added the depth of information about Quaker practice and history through her service on the Faith and Pactice Revision Committee.

Therefore without hesitation we recommended "YES" and Ministry and Counsel approved 9/8/19 and requested that we write to you.

We look forward to her reporting back to us about her travels.

Howard Baker Smith

Howard Baker-Smith

Deana Chase

Deana Chase

approved by Westport Monthly Meeting on Sept. 22, 2019.
Minute 2019-09-01
Elizabeth Lee, Clerk WMM
Approved by Sandwich Quarterly Meeting
October 26, 2019 LCM clerk of the Sandwich Quarter

Approved by the Permanent Board
of Westport Monthly Meeting
on November 14, 2019. Elizabeth Manning
Clerk

she travels with our love.

Report to Permanent Board

From the Presiding Clerk

November 16, 2019

Praise the Lord!
Oh give thanks to the Lord, for he is good;
for his steadfast love endures forever.
From Psalm 106

I find that there are many moments, even with work for the yearly meeting, that worldly concerns and emotions, and patterns of behavior take the sway – anxiety about accomplishing something, worry about saying the right thing, concern about being late. And then, often but not always, I catch myself and remember that I am God’s servant and yours, and that human emotions don’t have any added value. I love Penington’s phrase “Be still awhile.” I have a part to play, but the divine is always here for guidance. And praising the lord is a wonderful habit.

I would say that I am settling in, to this role. While the yoke is not completely familiar, it does not chafe. Most days there is some work – correspondence, writing, meetings or conference calls, and some days there is a lot more than others. Through it all, and through many moments when I am not in active consideration of Yearly meeting issues, I find that I am holding a concern for the body, and what I can do to support Quakers and the Quaker faith in New England.

Change in withholding policy: Coordinating and Advisory has been in communication with most of the Meetings which have done withholding in the past. Our most basic work here is to let meetings know that we recognize that this is a difficult change, and to provide such support as we can, whether it is “just” listening, giving background on our relationship with FUM, or helping them discern how to respond to the anticipated absence of a withholding mechanism. It is clear that some meetings will avail themselves of more than others. Noah, Frederick and I met with the Overseers of Cambridge Meeting. Noah and I went to Wellesley where we participated in a conversation with Friends there. We are also scheduled to go to Providence in January. I am in conversation with Brunswick about a possible visit. I have spoken to the clerk of Wilderness Meeting, Honor and I have communicated with a Friend at Middlebury, and Honor is in contact with a Friend at South Berkshire.

So the work is on-going, and it is too early to know if some new understanding of our relationship with FUM will come forward.

Financial priorities: C&A did some work in August in gathering and naming ideas for financial priorities. This is our second year of a new process where C&A does some initial discernment on priorities for what the Finance Committee should consider, if there is room to work in the budget. We did some further discernment at our October 20th meeting, and expect to finalize our suggestions on November 10 (after the deadline for advance docs, but before the PB meeting). Permanent Board’s role is to make recommendations to the Finance Committee, and may choose to agree with our suggestions, or to amend or modify them.

Purposes and procedures: One of C&A's regular responsibilities is to shepherd a re-consideration of every standing committee's Purpose, Procedures, and Composition. At C&A's October meeting, with some help from Nia Thomas, we began the process of considering how to approach the work, this time around, with a particular concern for the recommendations of the Clerking Structures report – in particular looking deeply at how a committee's work relates to the current and on-going work and priorities of the YM. Dialogue with committees is also an opportunity to encourage them to be thinking about good practices, including nurturing leadership.

A lot on our plate: I will add that, like most other YM committees, we have a lot to consider. I am still wrestling with trying to figure out how to get things done, yet have time for more open reflection on the condition of the YM. I will note that we are finishing our discernment on financial priorities only in the nick of time, that we ideally would have been able to report who will be serving on the new ad-hoc committee on Ministry and Spiritual nurture; and that ideally we would be further in the planning for P&P. And I regularly ask myself – is the busyness necessary, or is this the encroachment of the nature of the larger society?

Bruce

NEYM Treasurer's Report to Permanent Board
November 16, 2019

Wow!!! It has been an exciting few weeks in the office. You will recall that in my previous report I was cautiously optimistic that for Fiscal Year 2019 we would do a little better than the budgeted deficit of \$8,421. Well I was wrong!!!

New England Yearly Meeting had a surplus for FY2019!!!

For the regular budget lines the surplus was \$11,682. That was far larger than my most optimistic projections. And when a bequest to the Equalization Fund is included it raises the surplus to \$43,754. And now for an explanation and some caveats.

Last summer the Yearly Meeting's Equalization Fund received an otherwise unrestricted bequest of \$32,072. My first inclination was to put that in the Equalization Fund and then dole it out over the period of a few years. However, upon further reflection and a strong recommendation from the Finance Committee, it seemed better to cover the cost of Sessions as completely as possible this year. The Pay-as-Led system results in about a \$50,000 reduction in the fees paid. To help meet this need individuals and meetings currently contribute about \$40,000 to the Equalization Fund. In addition our regular staff expend a considerable portion of their time and effort in preparing for and supporting our sessions, a cost which is not included in the setting of the Traditional fee. Thus the total equalization need is over \$90,000. With the bequest we were able to provide for about \$75,000 of that need.

The bequest to the Equalization Fund was to be used as we saw fit. Any shortfall in Equalization Funds is made up with money from the General Fund. So, in essence, there would be no difference between the two pockets. Each year as we would transfer the equalization money into the general fund we would have to explain the source of the funding. At the same time people would become accustomed this limited fund reducing the amount they needed to contribute to support the Yearly Meeting. Thus it was felt that it would be best to celebrate the windfall. And to acknowledge that we need to continue to grow our contributions to meet the needs of the Yearly Meeting.

And a note on the Financial Report which accompanies this written report. There is a new section at the bottom which will show transfers into and out of the General Fund which are not part of the regular budgeting process. It will be used to show the movement of cash between the General Fund and one of our other Revolving or Designated funds so that those transfers do not distort the line item amounts and thus the budgeting process for regular business.

Finally we must continue to expand the resources available to the Yearly Meeting to fully restore our reserves to a level comparable to what it was seven or eight years ago. There is much more I could write about this, but I really think we should take a moment and celebrate the surplus and the hope it is bringing for our future.

Shearman Taber
Treasurer, NEYM

NEYM FY 2019
Preliminary Income Statement
October 2018 - September 2019

		FY 19	FY 18	FY19 Budget	% of Budget
Income					
4010 Individual Contributions	c	210,194	208,015	212,000	99.15%
4020 Monthly Meeting Contributions	c	333,257	323,036	373,000	89.35%
4025 Unallocated Income	e		7,275		
4030 Organizations Contributions		1	101	4,000	0.03%
4050 Interest and Dividend Income		9,182	9,031	16,000	57.39%
4070 Books & Other Sales Income					
4072 Sales - Books		19,895	17,177		
4075 Sales -Other Items		182	702		
Total 4070 Books & Other Sales Income	f	20,077	17,879	16,000	125.48%
4080 Retreat Program Fees		44,618	38,290	50,000	89.24%
4085 Sessions Program Fees	d	202,126	182,441	185,000	109.26%
4090 Change in Fair Market Value		-91	309		
4099 Net Assets Released To/From		0	0	8,500	0.00%
Total Income		819,363	786,376	848,500	96.57%
Expenses					
5000 Staff					
5010 Salaries & Wages		284,515	312,829	267,426	106.39%
5020 Payroll Taxes		21,100	23,364	20,511	102.87%
5030 Benefits					
5033 Health Benefits		39,036	38,947	41,785	93.42%
5035 Retirements		30,106	29,913	26,743	112.57%
5040 Disability		1,402	1,700	1,800	77.88%
5045 Workers' Compensation		812	663	700	116.00%
5050 Spiritual Retreats			400	1,200	0.00%
5060 Staff Development		2,228	2,106	3,750	59.40%
Total 5030 Benefits		73,584	73,729	75,978	96.85%
Total 5000 Staff	g	379,198	409,922	363,915	104.20%
5100 General & Administration					
5110 Administration					
5120 Bank Expense		7,298	6,591	6,000	121.63%
5130 Contracted Services	g	18,192	26,602	60,396	30.12%
5135 Accounting Services		4,000	4,000	4,000	100.00%
5140 Legal Services		7,771	7,750	7,750	100.27%
5150 Liability Insurance		4,071	3,876	4,000	101.78%
5160 Payroll Service		5,229	5,073	4,500	116.20%
5170 Recruiting Expense				500	0.00%
5180 Rent		9,350	9,350	9,350	100.00%
5190 Misc. Expense		488	-751		
Total 5110 Administration		56,398	62,491	96,496	58.45%

	FY 19	FY 18	FY19 Budget	% of Budget
5200 Office				
5220 Cleaning Services	264	264	265	99.62%
5230 Maint - Equip & Hardware	0	125	1,250	0.00%
5240 Postage	3,218	1,781	3,750	85.82%
5250 Office Equipment	331	3,295	3,250	10.18%
5260 Office Supplies	1,376	1,756	2,500	55.06%
5270 Printing & Copying	14,614	3,715	14,500	100.78%
5280 Software & Updates	9,128	8,212	7,000	130.40%
5290 Telephone	3,179	3,233	4,500	70.64%
5295 Misc. Office	142	12		
Total 5200 Office	32,252	22,392	37,015	87.13%
Total 5100 General & Administration	88,650	84,883	133,511	66.40%
5300 Travel & Conferences				
5310 Travel - Committee	7,217	2,730	3,000	240.58%
5320 Travel - Clerk	3,552	3,050	5,000	71.03%
5330 Travel - Programs	1,460	2,431	4,600	31.74%
5335 Travel - Representatives Travel	4,746	4,865	5,000	94.91%
5350 Travel - Staff	15,032	14,137	18,000	83.51%
5360 Travel - Ministries			400	0.00%
Total 5300 Travel & Conferences	32,007	27,213	36,000	88.91%
6000 Programs				
6110 Sessions Room & Board	173,649	168,746	170,000	102.15%
6112 Retreats - Room & Board				
6114 Room Rental	17,625	24,705	20,000	88.12%
6150 Food Expense	15,130	11,219	18,000	84.05%
Total 6112 Retreats - Room & Board	32,754	35,924	38,000	86.20%
6125 Program Expenses				
6105 Honoraria - Speakers/Wkshp Ldrs	15,814	12,834	16,500	95.84%
6115 Equipment Rental	5,412	4,760	6,000	90.20%
6121 Supplies and Other Expenses	5,078	5,609	9,300	54.60%
6165 Pre-Sessions Expense	1,406	469	1,000	140.62%
Total 6125 Program Expenses	27,710	23,673	32,800	84.48%
6130 Committee Expenses - General	5,838	12,660	11,700	49.90%
6134 Childcare	788	473	2,000	39.38%
6137 Committee Day Expenses			500	0.00%
Total 6130 Committee Expenses - General	6,626	13,132	14,200	46.66%
6160 Program Support				
6163 Friends Camp	2,309	2,111	2,220	104.01%
6167 Religious Education & Outreach	300	1,800	1,800	16.67%
Total 6160 Program Support	2,609	3,911	4,020	64.90%
Total 6000 Programs	243,348	245,385	259,020	93.95%
6140 Books & Other Sales Expense				
6142 Books	10,068	6,938	14,500	
6145 Other Items for Sale	1,650	1,677		
6147 Consignment Sales	5,766	6,825		
Total 6140 Books & Other Sales Expense f	17,483	15,441	14,500	120.57%

	FY 19	FY 18	FY19 Budget	% of Budget
6200 Support of Other Organizations				
6310 FGC	13,075	13,075	13,075	100.00%
6320 FUM	11,357	11,525	13,075	86.86%
6325 FWCC	13,075	13,075	13,075	100.00%
6330 Friends' Organizations				
6328 Ramallah Friends School	100	100	100	100.00%
6335 AFSC	300	300	300	100.00%
6340 FCNL	750	750	750	100.00%
6345 QEW	300	300	300	100.00%
6350 Friends Peace Teams	100	100	100	100.00%
6355 FWCC 3rd World Travel	500	500	500	100.00%
6360 QUNO	200	200	200	100.00%
6362 Quaker Voluntary Service	100	100	100	100.00%
Total 6330 Friends' Organizations	2,350	2,350	2,350	100.00%
6590 Ecumenical Organizations				
6592 State Councils of Churches	3,214	3,228	4,000	80.35%
6594 Natl Council of Churches	150	150	150	100.00%
6596 NE Ecumenical Network	150	150	150	100.00%
6598 World Council of Churches	100	100	100	100.00%
Total 6590 Ecumenical Organizations	3,614	3,628	4,400	82.14%
Total 6200 Support of Other Organizations	43,471	43,653	45,975	94.55%
6600 Publications				
6610 Yearly Meeting Minute Book		4,171	1,000	0.00%
6620 New England Friend	3,522	4,224	3,000	117.41%
Total 6600 Publications	3,522	8,396	4,000	88.05%
Total Expenses	807,681	834,892	856,921	94.25%
Net Operating Income	11,682	-48,517	-8,421	
9940 Transfers From Funds	a,b	0	0	
9950 Transfers Into Funds	a	0	0	
Net Income	43,754	-48,517	-8,421	

Footnotes:

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 recieved as a bequest.

c – Both Individual and Meeting
Contribution lines include contributions to
the Equalization Fund

d – Sessions Income (4085) exceeded the budget by significantly more than the excess in
Session Room & Board (6110)

e – Health insurance premium refund

f – When combined the Bookstore Income (4070) and Expense(6140) lines show a net surplus of
\$2594.

g – Contracted Services (5130) are considered part of the Staff Costs (5000). The total for the
two are underbudget.

NEYM FY 2019

Preliminary Income Statement

October 2018 - September 2019

		FY 19	FY 18	FY19 Budget	% of Budget
Income					
4010 Individual Contributions	c	210,194	208,015	212,000	99.15%
4020 Monthly Meeting Contributions	c	333,257	323,036	373,000	89.35%
4025 Unallocated Income	e		7,275		
4030 Organizations Contributions		1	101	4,000	0.03%
4050 Interest and Dividend Income		9,182	9,031	16,000	57.39%
4070 Books & Other Sales Income					
4072 Sales - Books		19,895	17,177		
4075 Sales -Other Items		182	702		
Total 4070 Books & Other Sales Income	f	20,077	17,879	16,000	125.48%
4080 Retreat Program Fees		44,618	38,290	50,000	89.24%
4085 Sessions Program Fees	d	202,126	182,441	185,000	109.26%
4090 Change in Fair Market Value		-91	309		
4099 Net Assets Released To/From		0	0	8,500	0.00%
Total Income		819,363	786,376	848,500	96.57%
Expenses					
5000 Staff					
5010 Salaries & Wages		284,515	312,829	267,426	106.39%
5020 Payroll Taxes		21,100	23,364	20,511	102.87%
5030 Benefits					
5033 Health Benefits		39,036	38,947	41,785	93.42%
5035 Retirements		30,106	29,913	26,743	112.57%
5040 Disability		1,402	1,700	1,800	77.88%
5045 Workers' Compensation		812	663	700	116.00%
5050 Spiritual Retreats			400	1,200	0.00%
5060 Staff Development		2,228	2,106	3,750	59.40%
Total 5030 Benefits		73,584	73,729	75,978	96.85%

Total 5000 Staff	g	379,198	409,922	363,915	104.20%
5100 General & Administration					
5110 Administration					
5120 Bank Expense		7,298	6,591	6,000	121.63%
5130 Contracted Services	g	18,192	26,602	60,396	30.12%
5135 Accounting Services		4,000	4,000	4,000	100.00%
5140 Legal Services		7,771	7,750	7,750	100.27%
5150 Liability Insurance		4,071	3,876	4,000	101.78%
5160 Payroll Service		5,229	5,073	4,500	116.20%
5170 Recruiting Expense				500	0.00%
5180 Rent		9,350	9,350	9,350	100.00%
5190 Misc. Expense		488	-751		
Total 5110 Administration		56,398	62,491	96,496	58.45%

5200 Office				
5220 Cleaning Services	264	264	265	99.62%
5230 Maint - Equip & Hardware	0	125	1,250	0.00%
5240 Postage	3,218	1,781	3,750	85.82%
5250 Office Equipment	331	3,295	3,250	10.18%
5260 Office Supplies	1,376	1,756	2,500	55.06%
5270 Printing & Copying	14,614	3,715	14,500	100.78%
5280 Software & Updates	9,128	8,212	7,000	130.40%
5290 Telephone	3,179	3,233	4,500	70.64%
5295 Misc. Office	142	12		
Total 5200 Office	32,252	22,392	37,015	87.13%
Total 5100 General & Administration	88,650	84,883	133,511	66.40%
5300 Travel & Conferences				
5310 Travel - Committee	7,217	2,730	3,000	240.58%
5320 Travel - Clerk	3,552	3,050	5,000	71.03%
5330 Travel - Programs	1,460	2,431	4,600	31.74%
5335 Travel - Representatives Travel	4,746	4,865	5,000	94.91%
5350 Travel - Staff	15,032	14,137	18,000	83.51%
5360 Travel - Ministries			400	0.00%
Total 5300 Travel & Conferences	32,007	27,213	36,000	88.91%
6000 Programs				
6110 Sessions Room & Board	173,649	168,746	170,000	102.15%
6112 Retreats - Room & Board				
6114 Room Rental	17,625	24,705	20,000	88.12%
6150 Food Expense	15,130	11,219	18,000	84.05%
Total 6112 Retreats - Room & Board	32,754	35,924	38,000	86.20%
6125 Program Expenses				
6105 Honoraria - Speakers/Wkshp Ldrs	15,814	12,834	16,500	95.84%
6115 Equipment Rental	5,412	4,760	6,000	90.20%
6121 Supplies and Other Expenses	5,078	5,609	9,300	54.60%
6165 Pre-Sessions Expense	1,406	469	1,000	140.62%
Total 6125 Program Expenses	27,710	23,673	32,800	84.48%
6130 Committee Expenses - General	5,838	12,660	11,700	49.90%
6134 Childcare	788	473	2,000	39.38%

6137 Committee Day Expenses			500	0.00%
Total 6130 Committee Expenses - General	6,626	13,132	14,200	46.66%
6160 Program Support				
6163 Friends Camp	2,309	2,111	2,220	104.01%
6167 Religious Education & Outreach	300	1,800	1,800	16.67%
Total 6160 Program Support	2,609	3,911	4,020	64.90%
Total 6000 Programs	243,348	245,385	259,020	93.95%
6140 Books & Other Sales Expense				
6142 Books	10,068	6,938	14,500	
6145 Other Items for Sale	1,650	1,677		
6147 Consignment Sales	5,766	6,825		
Total 6140 Books & Other Sales Expense f	17,483	15,441	14,500	120.57%

6200 Support of Other Organizations				
6310 FGC	13,075	13,075	13,075	100.00%
6320 FUM	11,357	11,525	13,075	86.86%
6325 FWCC	13,075	13,075	13,075	100.00%
6330 Friends' Organizations				
6328 Ramallah Friends School	100	100	100	100.00%
6335 AFSC	300	300	300	100.00%
6340 FCNL	750	750	750	100.00%
6345 QEW	300	300	300	100.00%
6350 Friends Peace Teams	100	100	100	100.00%
6355 FWCC 3rd World Travel	500	500	500	100.00%
6360 QUNO	200	200	200	100.00%
6362 Quaker Voluntary Service	100	100	100	100.00%
Total 6330 Friends' Organizations	2,350	2,350	2,350	100.00%
6590 Ecumenical Organizations				
6592 State Councils of Churches	3,214	3,228	4,000	80.35%
6594 Natl Council of Churches	150	150	150	100.00%
6596 NE Ecumenical Network	150	150	150	100.00%
6598 World Council of Churches	100	100	100	100.00%
Total 6590 Ecumenical Organizations	3,614	3,628	4,400	82.14%
Total 6200 Support of Other Organizations	43,471	43,653	45,975	94.55%
6600 Publications				
6610 Yearly Meeting Minute Book		4,171	1,000	0.00%
6620 New England Friend	3,522	4,224	3,000	117.41%
Total 6600 Publications	3,522	8,396	4,000	88.05%
Total Expenses	807,681	834,892	856,921	94.25%
Net Operating Income	11,682	-48,517	-8,421	
9940 Transfers From Funds	a,b	32,072	0	0
9950 Transfers Into Funds	a	0	0	0
Net Income		43,754	-48,517	-8,421

Footnotes:

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 recieved as a bequest.

c – Both Individual and Meeting
Contribution lines include contributions to
the Equalization Fund

d – Sessions Income (4085) exceeded the budget by significantly more than the excess in
Session Room & Board (6110)

e – Health insurance premium refund

f – When combined the Bookstore Income (4070) and Expense(6140) lines show a net surplus
of \$2594.

g – Contracted Services (5130) are considered part of the Staff Costs (5000). The total for the
two are underbudget.

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 November 16, 2019

*"The function of prayer is not to influence God,
but rather to change the nature of the one who prays."*
—Soren Kierkegaard

Dear Friends,

This fall has been full of planning, preparation, and prayer. It's a time of transitions, of endings, and of new beginnings—a "threshold" time. In this report, I'm going to err—perhaps for once—on the side of brevity. As always, I welcome questions, feedback, criticism, or encouragement about any aspect of our shared service.

Secretary's Areas of Focus for the Coming Year

As part of the advance documents, I'm submitting a working draft of my areas of focus for the fiscal year ending September 30, 2020, the year we've just begun. I welcome your responses and prayers as I work with Coordinating & Advisory Committee to finalize them in the coming month.

Website Launched

On October 17, the new website for New England Quakers launched at neym.org. I hope you have had or will take an opportunity to explore it. Please send comments, questions, suggestions for content, or feedback to Sara Hubner at office@neym.org.

Financial News

As you will see in the end-of-fiscal-year financial report for FY2019, we have some significant financial news to share. I look forward to more in-depth consideration of this news, and providing more context, when we meet on November 16.

Board Development

As New England Quakers continue to grow in our efforts at leadership development, I hope we can strengthen supports for your service as members of the Permanent Board. I would love to hear your suggestions for what kinds of board development opportunities—trainings, orientation, conversations, resources—you might find useful in your service as a board member in the coming years.

I wish I might emphasize how a life becomes simplified when dominated by faithfulness to a few concerns. Too many of us have too many irons in the fire. We get distracted...and before we know it we are pulled and hauled breathlessly along by an over-burdened program of good committees and good undertakings. I am persuaded that this fevered life of church workers is not wholesome. Undertakings get plastered on from the outside because we can't turn down a friend. Acceptance of service on a weighty committee should really depend upon an answering imperative within us, not merely upon a rational calculation of the factors involved. The concern-oriented life is ordered and organized from within. And we learn to say No as well as Yes by attending to the guidance of inner responsibility.

- Thomas Kelly

Areas of Focus

NEYM Secretary

October 2019-September 2020

Foundation: Prayer practice, relationship, exercise, retreats & recreation. Work 5 days/week. Monday Sabbath, flexible additional day. Schedule multi-day time away. Mid-January retreat. Plan & prepare for sabbatical to begin fall 2020. Nurture relationships. Celebrate progress. Cultivate courage, resilience, faith, and trust. Engage “almost dones” as accountability partners. Look for opportunities to be proactive.

Work with Staff and C&A teams to 1) facilitate more shared and strategic vision of the work; 2) improve collaboration, integration, and coordination; 3) Invite and promote clarity of our intention in particular decisions, and provide context to inform present actions; 4) increase space for initiative, risk-taking, and growth. With staff and C&A support, focus attention on the work below.

1. Encourage and Liberate Ministry in Local Meetings

- a. Travel in ministry, visiting local meetings for worship, consulting with and encouraging those who serve their meetings
- b. Consult, encourage and convene Friends active in public ministry who promote spiritual growth and nurture the life of local meeting communities
- c. Ensure opportunities for mentoring and accompaniment for those with emerging gifts
- d. Partner with working group and C&A in review of NEYM support for ministry and spiritual life, where gaps exist, and what would serve
- e. Help local meetings connect with Friends active in public ministry

2. Strengthen Volunteer Service

- a. Prioritize opportunities to support those who serve their local meetings
- b. Support implementation of clerking practices & structures recommendations
- c. Promote inclusion, remove barriers to participation, starting with barriers relating to age/life stage/family responsibilities, economic status, race
- d. Support opportunities for mentoring, leadership development and training
- e. Through the Purposes, Procedures, and Composition review process, focus on designing for effectiveness/health of the culture and practice

3. Foster Religious Education

- a. With a priority on serving those who serve in local meetings, ensure consistent availability of meaningful opportunities for spiritual formation, leadership development, and training in Quaker practice (such as *Nurturing Faithfulness*), supported by evaluation, consultation, and reflection

1

Ask:

Does this support the thriving of local meetings? How?

What's the hardest part?

What context would be helpful for us?

- b. Articulate next steps for consultation and learning about needs/new directions in key areas of work, including: a) lifespan spiritual formation, b) outreach & welcoming, and c) planting new meetings
- 4. Lead Development Program**
- a. Visit local meetings to share and interpret the ministries of New England Quakers, listen to Friends' hopes and concerns, report on the progress their gifts—of all kinds—have made possible, invite their increased engagement and support, and seek accompaniment from Friends as traveling companions
 - b. Propose and convene exploration of endowments as a carrier for vision
 - c. Develop and try new practices to engage Friends serving as volunteers in meaningful and integrated ways in our development ministry
 - d. Plan, manage, and integrate annual fundraising efforts for FY2020
 - e. Promote communications, programming and resources to cultivate a stewardship worldview among New England Friends
 - f. Prototype print materials: strengthen your local meeting, nurture youth, planned giving materials(+)
- 5. Focus and Integrate Communications**
- a. New neym.org: Promote engagement and continue development of content
 - b. Develop and implement integrated (internal) communications calendar, including web, social, email, and print communications
 - c. Prototype and ensure consistent adoption of style and communications guides to support effective, aligned communications, cultivating a more consistent and compelling *voice* for NEYM
 - d. Support improved evaluation for NEYM-sponsored events, including Sessions
 - e. Solicit and feature guest writers for email newsletter
 - f. Create space to write for wider audience on key issues/challenges/learning, describing challenges and articulating emerging alternatives, with a focus on vision and purpose
 - g. Improve data gathering and focused/personalized use of data to support engagement and publicity for events and training opportunities

Ask:

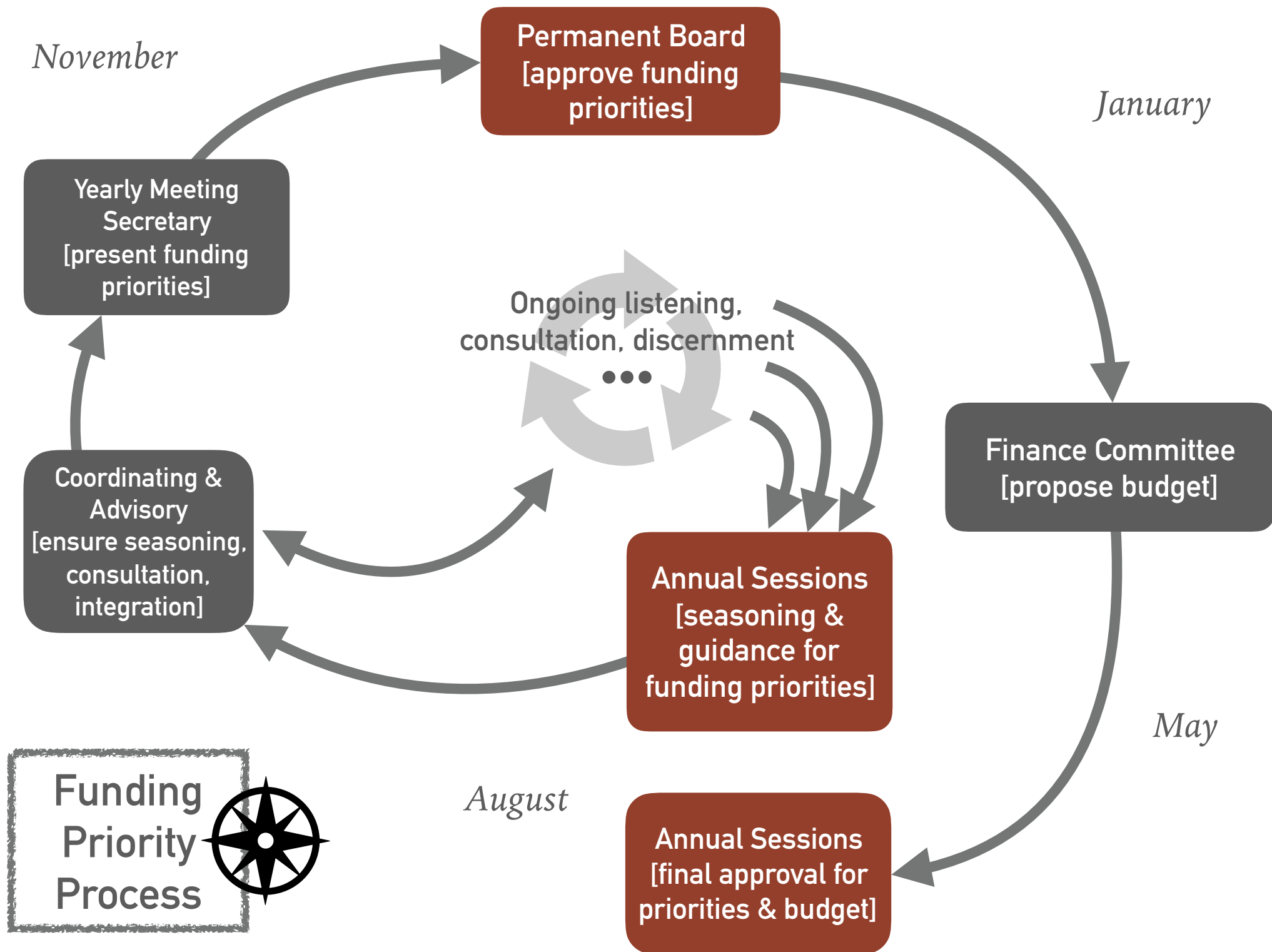
Does this support the thriving of local meetings? How?

What's the hardest part?

What context would be helpful for us?

WHY ARE WE DOING THIS?

- continue ongoing discernment of vision, priorities, plans
- guide budget development, help Finance make choices
- affirm what Friends are lifting up
- provide inspiration, specificity for development



ADDITIONAL CONSIDERATIONS FOR NEXT YEAR'S BUDGET

- Sabbatical (Secretary)
- other personnel costs
- Sessions plans/changes
- rebuilding reserves*

RECOMMENDATIONS

- Support Inclusive Leadership*
- Spiritual Formation & Religious Education
- Global Relationships
- Staff Development

MINUTE ON INCLUSIVE LEADERSHIP, SESSIONS 2019

*The Yearly Meeting holds an ongoing commitment to **diversity, inclusion, and equity**. We strive to **nurture the gifts of all**; to create **pathways to leadership that are accessible to everyone...***

*...We commit to supporting the **leadership development** of all Friends....*

*... as possible within budgetary constraints, the Finance Committee, Treasurer, and Yearly Meeting Secretary **shall ensure funding for the recommendations and incorporate these changes into planning for future budgets.***

INCLUSIVE LEADERSHIP RECOMMENDATIONS*

► For immediate implementation:

1. allocate funding and staff support for [Nominating] consultations
2. expand childcare to include all committee meetings
3. build leadership capacity for equity, inclusion, and diversity

► Further discernment and development needed:

1. “proactively offer...financial assistance....including transportation, reliable internet, or laptop access.”
2. “...[explore] providing a stipend to leadership positions”

**approved by Sessions 2019*

EQUITY & INCLUSION

- **Purpose:** Training, capacity- and skill-building for Friends serving in leadership roles to lead, support, and help NEYM engage in practices that foster inclusion, equity, and diversity
- **May include:** Funding to support 4+ Friends serving in leadership roles—in the YM organization, through quarterly meetings, and/or in local meetings—to participate in training relating to inclusion, equity, and diversity (e.g. Beyond Diversity 101)

EXPAND CHILDCARE

- **Purpose:** To proactively remove barriers to service for parents of young children and “normalize” consistent needs for childcare to include all committee meetings
- **May include:** improved practice of reimbursement for childcare at home, more proactive outreach and assessment of childcare needs as preparation for committee service; likely some increase in future costs over current levels

PEER SUPPORT & CONSULTATION

- **Purpose:** Connect Friends serving in key roles in local meetings with “peers” engaged in similar work, to share learning, offer mutual encouragement, and grow in their gifts
- **May include:** Support for gifts and leadings/nominating consultations, clerking workshops, “Money & Spirit” finance workshops, pastoral care trainings, gatherings of Friends in public ministry

SPIRITUAL FORMATION & RELIGIOUS EDUCATION

- **Purpose:** Support continuation, growth and development of longer-term adult religious education and spiritual formation programming in New England (e.g. Nurturing Faithfulness)
- **May include:** staff time to support planning, outreach, and logistics; stipends for teachers, funding—or matching—to reduce program and room-and-board costs

GLOBAL RELATIONSHIPS

- **Purpose:** Ensure ongoing funding to support travel and other costs of attendance for NEYM-appointed representatives to gatherings of Friends internationally, including the FWCC World Plenary in Durban, South Africa in 2023.
- **May include:** Airfare, ground transportation, program registration, visa fees; recommend that Finance Committee explore adopting a multi-year process to set aside funds for representative travel, potentially including support for Cuban Friends, in addition to Friends from New England

STAFF DEVELOPMENT

- **Purpose:** To allow for more in-depth and focused skill-building and professional training for Yearly Meeting staff
- **May include:** funds to support professional development in leadership, volunteer coordination, program planning & evaluation, fundraising, financial management, communications, database administration, facilitation, conflict resolution, equity & inclusion, or other areas to improve staff members' contribution to the shared work of Friends

FURTHER RECOMMENDATION

- Ask Finance Committee to consider **creating a fund for larger capital and infrastructure expenses** (e.g. rebuilding the Sessions online registration system, maintenance and improvements to neym.org, maintenance for the Youth Ministries trailer)

FOR DISCERNMENT AND APPROVAL

- Support Inclusive Leadership
 - Expand Childcare
 - Peer Support & Consultation
 - Equity & Inclusion
- Spiritual Formation & Religious Education
- Global Relationships
- Staff Development

Report to Permanent Board From the *Ad-hoc* Workgroup on Challenging White Supremacy

November 16, 2019 Permanent Board Meeting, Worcester, MA

Purpose, Background and Policy:

The Permanent Board *ad-hoc* workgroup on Challenging White Supremacy (CWS) was convened in 2017 with the charge of responding to the query from the Clerk of New England Yearly Meeting with regard to the 2016 NEYM Minute on White Supremacy: *“How will this faithful engagement with the work of interrupting white supremacy among the people called Quakers in NE continue?”* (Fritz Weiss, NEYM Clerk).

Review of workgroup activities: The workgroup has hosted or participated in gatherings of NEYM committees involved in racial justice ¹ (with particular attention to Racial Social and Economic Justice (RSEJ), CWS, and Noticing Patterns wg) with the aim to foster greater collaboration, cross-referencing, and support of one another’s missions. The workgroup activities focused through 2017-2018 on offering facilitated conversations on race, racism, and racial identity to monthly, quarterly and yearly meeting gatherings. In most cases CWS members have actively solicited invitations from monthly meetings, rather than receiving a flurry of requests directly from monthly meetings.

At Sessions in 2017 and 2018 CWS offered business meeting presentations and workshops, for example, providing tools and talking points to encourage and promote exploration of race and racism at the monthly meeting level. For 2019, due to the momentum of the Noticing Patterns of Oppression and Faithfulness workgroup, and the yearly meeting-wide focus on the Virtual Plenary material prepared by Lisa Graustein, CWS decided that our most constructive contribution to Sessions 2019 was to participate in, and support that work. In 2019 CWS, in collaboration with RSEJ, also facilitated daily lunchtime “Conversations on Race” tables offering prepared topics, tools, and queries. These lunchtime conversations were very well attended.

Throughout 2019 the clerk of RSEJ and the co-clerk of CWS held regular one-on-one conference calls to apprise each other of the work and goals of our respective committees. We have agreed to continue this practice with the new, incoming clerk of RSEJ. As of Sessions 2019, RSEJ and CWS clerks had agreed to the importance and benefits of annual gatherings of the several committees and workgroups carrying out the work of racial justice in NEYM (*see footnote, “Multi-Committee Racial Justice mtgs”*). Thus far these “all-hands” meetings have been arranged in a very *ad hoc* way, with different individuals and groups taking the lead to initiate and plan the events. The RSEJ clerk has indicated RSEJ’s interest in taking the lead on coordinating planning for such a gathering going forward.

¹ **Oct 14, 2017-** Convened #1 *Multi-Committee Racial Justice mtg*; **Jan 2018-** CWS workgroup retreat at Woolman Hill; **April 2018-** Offered racial identity and dialogue ws at Living Faith Gathering; **June 9, 2018-** CWS-sponsored a “Dialogue Capacity-Building ws” to support/assist racial dialogue leaders; **January 2019-** CWS participated in #2 *Multi-Committee Racial Justice mtg*; **Spring 2019-** several CWS members participated in Noticing Patterns of Oppression and Faithfulness workshop.

Going Forward:

CWS recognizes RSEJ's role as a standing committee of NEYM, dedicated over many years to promoting racial justice. CWS also recognizes the Yearly Meeting response to the Noticing Patterns of Oppression and Faithfulness work in 2019, offering the incipient possibility for cultural transformation within NEYM. The Yearly Meeting seems to be at a moment of great possibility, but also potential vulnerability, as we seek a faithful and unified way to carry this work forward with a shared vision about where we are Called. CWS is presently unclear about the work Permanent Board envisions for us, as an ad hoc work group.

Action:

- **CWS requests that Permanent Board take up the following requests at a subsequent meeting if time does not allow for a response at this meeting.**
 - **CWS requests that Permanent Board provide us, as an *ad hoc* workgroup under your oversight, with guidance about your vision for the work of CWS, (with particular reference to coordinating the missions of RSEJ, and Noticing Patterns of Oppression and Faithfulness, bearing in mind the work of the several additional NEYM groups that fall under the umbrella of justice and respect for all life (*Reparations wg, Israel-Palestine wg, Immigration Justice wg, Earthcare Ministries...*))**
 - **CWS requests that PB affirm (or decline) its support for convening another multiple-committee gathering of NEYM racial justice groups this year, with the goal of optimizing coordination of racial justice work within the yearly meeting; if PB endorses such a gathering, does PB wish to offer guidance about how these groups should coordinate planning for such a meeting?**

Submitted by Susan Davies,

co-clerk of ad hoc Challenging White Supremacy workgroup

Report and Recommendations from the Reparations Working Group

The Reparations (for Native Americans) Workgroup grew out of a Legacy Gift request for a language reclamation project for the Wampanoag. It was offered in reparation for land occupied by the Hingham, MA home whose sale resulted in the Legacy Gift Funds. This land is the homeland of Wampanoag people. Since the request was outside the purview of the Legacy Gift Committee, it was referred to Permanent Board, which created this workgroup at annual sessions in 2017.

The group convened in October in 2017 and reviewed both 2013-52 "Minute Repudiating the Doctrine of Discovery" and the charge, given to us by PB Clerk Sarah Gant "Is this about New England Friends Home specifically? Or, does what Legacy brought to us beg the larger, unnamed and unmet call of the 2013-52 minute? How is this work a companion piece to the work of Permanent Board's ad hoc Challenging White Supremacy Working Group?

To whom might we name our culpability? To whom might we make amends? Not only who is the "whom," but **what does that "whom" want?** What might a, in the scheme of things, symbolic act of amends and/or reparations look like? What might reconciliation look like? Is there even a place for some partnership going forward?"

We also reviewed and honored the workshops offered by the Racial, Social and Economic Justice Committee

<https://www.afsc.org/sites/default/files/documents/Doctrine%20of%20Discovery%20NEYM%20brochure.pdf>

And, we saw the care that the Legacy Gift Committee took with requests for support of partnership and projects with Indigenous people.

We were led to ask for consultations with groups of Native elders and leaders, which, while they agreed were important, did not occur due to other demands on their time. We regret that they did not take place but learned to find other ways to listen.

Instead, we were led as individuals to engage at local or state levels and participate in conferences, healing consultations and ceremonies and learn directly from Native people about tribal needs and priorities at state and national levels. We spent the past two years in consultation and discernment and are now clear to make the following recommendations:

- That 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 w/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. (ibid.)

- 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 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, 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, RSandEJ and the Challenging White Supremacy workgroup, 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.

Faithfully submitted,

Erica Adams, W. Falmouth
 Darcy Drayton, Souhegan
 Maggie Edmondson, Winthrop Center
 Leslie Manning, Durham (Convenor)
 Suzanna Schell, Beacon Hill
 Charles Simpson, Burlington

NEYM Nominating Committee report to Permanent Board
16 November 2019

Nominating Committee recommends the following appointments:

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

[Mary Bennett (Worcester) is the other co-clerk]

Judith Goldberger (Beacon Hill), Representative to FWCC Section of 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 (Fresh Pond) (Sandwich) for Earthcare Ministry, class of 2022

Martha Schwoppe (Wellesley) for Permanent Board, class of 2022

Resignations:

Eleanor Cappa (Monadnock) from Ministry & Counsel

Bill Holcombe (Sandwich) and Sarah Gerould from Earthcare Witness

Andrea Groft (Dover), Diego Low (Framingham), and Benigno Sanchez Eppler (Northampton)
from Puente

Do you have a lead on a prospective Treasurer candidate? The job description has been redesigned to be more doable with less time and remotely. Please contact Nominating Committee, Fritz Weiss, Bob Murray or Shearman Taber so we can follow-up on all possibilities.

With gratitude,
Jacqueline Stillwell
Clerk






2019-11-16 Permanent Board Minutes FINAL

Final Audit Report

2020-04-02

Created:	2020-03-27
By:	Office Manager (office@neym.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAFitBFEwsRZ1UPRpEf_8XD5Olzui2vJGy

"2019-11-16 Permanent Board Minutes FINAL" History

-  Document created by Office Manager (office@neym.org)
2020-03-27 - 4:44:04 PM GMT- IP address: 216.195.173.162
-  Document emailed to Leslie Manning (pbclerk@neym.org) for signature
2020-03-27 - 4:44:54 PM GMT
-  Email viewed by Leslie Manning (pbclerk@neym.org)
2020-03-27 - 5:19:36 PM GMT- IP address: 66.102.8.51
-  Document e-signed by Leslie Manning (pbclerk@neym.org)
Signature Date: 2020-04-02 - 6:59:50 PM GMT - Time Source: server- IP address: 73.234.252.10
-  Signed document emailed to Office Manager (office@neym.org) and Leslie Manning (pbclerk@neym.org)
2020-04-02 - 6:59:50 PM GMT



Adobe Sign