

Agenda
Permanent Board
June 6, 2020

Opening Worship **9-9:20**
Introduction and Zoom review
Role Call **9:30**
Agenda Review
Minutes
Presiding Clerk's Report **9:45**
 Withholding Policy Extension
 Reparations Apology Letter for review and discussion
 Sessions Business

Break

NEYM Secretary's Report **10:30**
 IRS Compliance Articles of Association
 Mosher Recommendation
Treasurer's Report
Finance Committee
 Friends Camp Request
 Budget review and acceptance
Friends Camp
 Budget revision for 2020
 2021 budget review, no action until 7/11

Break

I/P working group request **11:30**

Personnel Committee Recommendation
 Resource Group
 Laying Down of PC

Internal Nominating Report
Clerks Table Nominating Report
 Marian Dalton Recording 2020
 Kathy Malin Recording 2021

Closing Worship

DRAFT MINUTES

Permanent Board Meeting February 15, 2020 Providence Friends Meeting

20-1: Opening Worship and Welcome

Friends opened with a period of worship. Rebecca Leuchak, clerk of Providence Friends Meeting, welcomed us to their meetinghouse which sits on the indigenous lands of the Narragansett and Wampanoag people.

20-2: CWS Program

The Challenging White Supremacy Working Group (CWSWG), a working group of the Permanent Board (PB), has been working with with monthly meetings, Yearly Meeting committees, and individuals, to discuss the roots of white supremacy and the ways it is present in the peoples and structures of the Yearly Meeting. Susan Davies, Jeremiah Dickinson, and Carole Rein, members of CWSWG, opened our PB meeting with a shortened version of some of the discussions they have been facilitating with Friends. As the governing body of New England Yearly Meeting, the PB recognizes the importance of supporting and participating in the work of CWSWG and we were grateful for the ways that our discussion encouraged us to keep doing anti-racism work with ourselves and our communities.

20-3: Roll Call

The recording clerk called the roll.

Present: Leslie Manning, Clerk; Hannah Zwirner Forsythe, Recording Clerk; Travis Belcher, Darcy Drayton, Martin Zwirner Forsythe, Chris Gant, Ian Harrington, Kim Harvey Garcia, Rebecca Leuchak, Ed Mair, Christopher McCandless, Gina Nortonsmith, Anna Raddochia, Carole Rein, John Reuthe, Martha Schwope, Sara Smith, Bill Walkauskas, Tom Vargo, Mary Zwirner

Ex-Officio: Noah Merrill (Secretary); Bob Murray (Finance Clerk); Elizabeth Reuthe (Secretary's Supervisor); Shearman Taber (Treasurer); Fritz Weiss (Former Presiding Clerk)

Visitors: Susan Davies, Jeremiah Dickinson, Sophie Forsythe, Anna Hopkins, Kathy Malin, Phebe McCosker, LouAnne McDonald, Mike Shade, Nia Thomas, Kathleen Wooten

Regrets: Bruce Neumann (Presiding Clerk); Peter Bishop, Deana Chase, Ben Guaraldi, Betsy Kantt, Jean McCandless, Elizabeth Szatkowski, Will Taber

20-4: Minutes

DRAFT MINUTES

An outstanding minute from the September 2019 Permanent Board (PB) meeting, revised by the Finance Committee, was brought back to PB. The remaining unapproved minutes from the November 2019 PB were brought to this meeting. Friends approved the outstanding minute from September and the remaining minutes from November.

20-5: Travel Minutes

PB received four travel minutes for our endorsement. Benigno Sanchez-Eppler is traveling to Cuba. Em McManamy, Jackie Stillwell, Bruce Neumann are traveling to Cuba at the time of this meeting to attend Cuba Yearly Meeting Sessions. The travel minutes are appended. Friends approved endorsing the travel minutes for Benigno, Em, Jackie, and Bruce.

20-6: Presiding Clerk's Report

Bruce Neumann, Presiding Clerk, is not present at our meeting because he is traveling to Cuba. His report from the advanced documents is appended.

20-7: Secretary's Report

Noah Merrill, Yearly Meeting Secretary, reflected on his journey with the Yearly Meeting and the Permanent Board (PB) as he reached the seven-year mark in his role. PB holds the weight of the Yearly Meeting throughout the year; together we bear the burden of the work but also get to help realize the vision.

Noah's written report with informational updates is appended.

20-8: Document Retention Policy

Noah Merrill, Yearly Meeting Secretary, presented the proposed Document Retention and Destruction Policy. The proposed policy is appended. This proposal is a follow-up to Permanent Board's previous discussion about responsible data use and the Data Privacy Policy approved in February 2019. Friends had a chance to ask questions.

A request was made for clarification in the policy about whose correspondence falls under this policy. It was suggested that the Archives Committee be consulted before the policy goes into effect to ensure that they are comfortable with the parts of it that affect their work.

Friends approved the Document Retention Policy with those edits and confirmation.

20-9: Student Loan Forgiveness

Noah Merrill, YM Secretary, presented a recommendation for forgiving outstanding student loan debt. The recommendation is appended. This recommendation is a continuation of our work

DRAFT MINUTES

over the past seven years to lay down the student loan program. Permanent Board approved forgiving all outstanding student loans held by New England Yearly Meeting of Friends, effective 2/15/2020. Letters will be sent to all borrowers notifying them of this action.

20-10: Treasurer's Report

Shearman Taber, Treasurer, submitted financial updates to the advanced documents which are appended. Shearman spoke to Friends' questions and reminded us that while last year's balanced budget is cause for celebration we must continue the hard work to maintain balanced budgets.

20-11: Proposal for Creation of Revolving Fund

Bob Murray, clerk of the Finance Committee, brought a proposal from that committee to open a new revolving fund to allocate money for future large infrastructure projects. The proposal is appended. The amount of money deposited in this fund would be subject to approval by the Permanent Board (PB) or Sessions (as part of the budget proposal). The use of the funds would also be subject to approval by PB or Sessions. Friends had the opportunity to ask questions and make comments. Friends approved the creation of the new revolving fund.

20-12: Personnel Committee

Bob Murray, member of Coordinating and Advisory (C&A) and former clerk of the Personnel Committee, brought a proposal from C&A to create a working group to make recommendations on the structure of the Personnel Committee. The proposal is appended.

The structures of the Yearly Meeting (YM) have changed significantly in the past few years and many of the responsibilities previously held by the Personnel Committee are now held by the YM Secretary. We are committed to being a good employer and keeping the structure of our Personnel Committee aligned with our practices is a part of that commitment. 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. Friends requested that an additional person with less experience with the YM be added to the ad hoc committee. C&A will work to identify that person. With that addition, Friends approved the proposal.

20-13: BOM Presentation

Kathy Malin, Clerk of the Board of Managers of Pooled Funds (BOM), gave a presentation to the Permanent Board about the work of the BOM and the role it plays in the Yearly Meeting. A written version of Kathy's report is appended. Mike Shade works with the de Burlo Group as an investment manager and works directly with the BOM. He described to Friends how his group works with the BOM to ensure that investments are made that affirm NEYM Friends'

DRAFT MINUTES

testimonies. Kathy and Mike answered Friends' questions and gratefully accepted comments to take back to the BOM.

20-14: Friends Camp Report

Anna Hopkins, Friends Camp Director, shared updates from Friends Camp. Her written report is appended. Anna's oral report focused on the camp's challenges with increasing diversity. Though last summer's staff and camper population had increased numbers of people of color, the numbers for this year, so far, are lower. She finds that recruiting a more diverse staff and campership is something that takes a lot of time. Though it is important work, the director's time is finite. Anna highlighted that Friends Camp is often advertised through word of mouth and because the Yearly Meeting is challenged by diversity that begets a challenge with diversity at Camp. Additionally, the situation of camp--in the middle of Maine, history of a lack of diversity in camp leadership, tech-free camp--can make it challenging to interest more diverse families. Anna, the camp committee, and her staff are making efforts to increase the diversity but larger scale organizational change is needed. Anna challenged us to think about how we can expand who camp is for.

20-15: Purposes, Procedures, and Composition

Leslie Manning, Clerk, reminded the Permanent Board (PB) that it is time for our triennial review of each board and committees' Purposes, Procedures, and Composition (PPC). This review allows each committee the opportunity to assess how the established guidelines compare to the practices of the committee. It has also become practice for committees to use this process as a time to reflect on how the PPC align with the approved priorities of the Yearly Meeting.

The board spent some time reflecting on the role of the PB and its PPC. Leslie requested that a working group led by the recording clerk work on the PPC for PB and bring a revised version to a future PB meeting for approval.

20-16: Update on Organizational Handbook Development

At the February 2019 Permanent Board (PB) meeting, Faith and Practice Revision Committee (F&PRC) asked PB to take on the role of compiling and maintaining an "Organizational Handbook". See PB Minute 19-15 for more details. A small group of people have started this work. Fritz Weiss brought a proposed outline for this handbook including items that have been developed and those that still need to be written. This outline also included which committee(s) or employee(s) are responsible for creating those items. PB was asked to review this outline and speak to whether there are missing pieces.

After some discussion it was clear that there were documents listed on the outline that the working group understood to exist in some form (whether complete, incomplete, or out of date) that do not in fact exist as cohesive documents. This group was not tasked with writing

DRAFT MINUTES

documents that do not already exist; they understood that they were expected to compile what had already been written and help to organize the updating of any organizational documentation that was out of date.

Friends were unclear to approve the proposal as a strict recommended outline. Rather, the working group, in consultation with NEYM staff, will work to identify what documents do exist and work to organize those documents.

Friends accepted this report. The working group will continue to compile documents and asked PB members for feedback about which items that should be available to all on the website are hard to find or need clarification.

20-17: Reparations Working Group Recommendations

At the November 2019 Permanent Board (PB) meeting the Reparations Working Group brought a list of recommendations for actions to be taken by the PB or Sessions. The list of recommendations is appended. We approved the first of those recommendations and postponed action on the remaining recommendations. PB took up the third recommendation from the list:

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.

Some Friends expressed discomfort with PB telling Legacy Gift Committee (LGC) how to disburse money. Others felt that when LGC decided not to fund Wampanoag Language Reclamation Project they did so stating that it was beyond the scope of the charge of the LGC; this doesn't mean that PB can't recommend to Sessions that funding this proposal would be worthwhile and that LGC should consider it.

Friends were not in unity to officially endorse this recommendation. It will go, informally, to the LGC meeting in March.

20-18: Internal Nominating Committee

The Internal Nominating slate was submitted with three resignations.

LVM Shelton resigned from Internal Nominating
William Walkauskas resigned from Permanent Board, effective on 8/1/2020
Rosemary Zimmermann resigned from Permanent Board

DRAFT MINUTES

Friends approved these resignations.

In light of Rosemary Zimmermann's long and faithful service to the Permanent Board and to the Yearly Meeting the clerk requested that the recording clerk write a minute of appreciation. That minute will come to the May 2020 Permanent Board meeting for approval.

20-19: Minute of Appreciation

Members of the Permanent Board, in addition to Friends from across the Yearly Meeting, are enormously grateful for Rosemary Zimmermann's faithful service to New England Yearly Meeting and the wider Society of Friends. Throughout Rosemary's time as an active Friend in New England she has served on the Permanent Board, as a representative to the Friends United Meeting board, as Sessions recording clerk, on numerous ad-hoc and working groups, and in many other ways. Rosemary's integrity, thoughtful discernment, and generous spirit have been a gift to us all and we will miss her presence in our community.

20-20: Yearly Meeting Nominating Committee

LouAnne McDonald, representing Yearly Meeting Nominating Committee, presented two nominations and a resignation.

Scott Drysdale as the next clerk of Finance Committee, Class of 2025; he will become clerk after Sessions 2020 but we are asked to approve this today so that he may begin the transition into this role

Anna Dulin for Ministry & Counsel, Class of 2022

Heidi Babb resigned from Earthcare Ministry Committee

Friends approved these nominations and the resignation.

20-21: Closing Worship

Friends closed with the reading of a letter from Rob Levin written in appreciation for the monies provided from the Fund for Sufferings for those arrested at the Bow, NH coal power plant in September 2019.

DRAFT MINUTES

Called Permanent Board Meeting Held Over Zoom April 25, 2020

20-22: Opening Worship

Friends gathered over Zoom teleconference for a called Permanent Board meeting. We opened with a period of worship.

20-23: Roll Call

In order for the Permanent Board to hold a called meeting a quorum of one third of the appointed members must be present. That requirement was met.

The recording clerk called the roll.

Present: Leslie Manning, Clerk; Hannah Zwirner Forsythe, Recording Clerk; Travis Belcher, Peter Bishop, Deana Chase, Darcy Drayton, Martin Zwirner Forsythe, Ben Guaraldi, Ian Harrington, Rebecca Leuchak, Ed Mair, Christopher McCandless, Jean McCandless, Gina Nortonsmith, Anna Raddochia, Carole Rein, John Reuthe, Martha Schwope, Sara Smith, Elizabeth Szatkowski, Will Taber, Bill Walkauskas, Tom Vargo, Mary Zwirner

Ex Officio: Noah Merrill (Secretary), Bob Murray (Finance Clerk), Bruce Neumann (Presiding Clerk), Elizabeth Reuthe (Secretary's Supervisor), Shearman Taber (Treasurer)

Visitors: Gretchen Baker-Smith (JYM/JHYM Coordinator), Andy Burt, Susan Davies, Diane Dicranian, Sophie Forsythe, Sarah Gant, Gideon Guaraldi, Elizabeth Hacala (Events Coordinator), Anna Hopkins (Friends Camp Director), Janet Hough (serving as elder for the clerk of Permanent Board), Sara Hubner (Office Manager), Frederick Martin (Accounts Manager), Phebe McCosker, LouAnne McDonald, Nancy Middleton, Ken Oye, Jennifer Smith, Jackie Stillwell, Nia Thomas (Quaker Practice and Leadership Facilitator), John Wojtowicz, Honor Woodrow (Clerk of Ministry & Counsel), Kathleen Wooten

Regrets: Fritz Weiss (Former Presiding Clerk); Chris Gant, Kim Harvey Garcia, Betsy Kantt

20-24: Welcome

Leslie Manning, Clerk, welcomed Friends to our called meeting and reviewed best practices for use of Zoom technology.

20-25: Update from the Presiding Clerk

DRAFT MINUTES

Bruce Neumann, Presiding Clerk, brought five recommendations from Coordinating and Advisory (C&A) for the next steps for Yearly Meeting (YM) to take in response to the COVID-19 pandemic. C&A has been meeting weekly since early March to discuss and discern how the YM's gatherings, business, and support of Friends throughout New England could best be maintained while caring for the safety of Friends and their communities.

20-26: Recommendation to Cancel In-Person Gathering for August 2020

The first recommendation from Coordinating and Advisory is that New England Yearly Meeting (NEYM) of Friends will refrain from gathering in-person for Annual Sessions in August 2020. Background information and details on this recommendation are in the appended document.

Friends had the opportunity to ask questions and voice concerns and comments. Among questions and clarifications about the logistics of holding versus cancelling Sessions, we heard clearly that Friends are prepared to cancel an in-person gathering for the sake of the physical health of our community and the wider communities of which Friends are a part. There was much sadness about not being able to be together in person. There was also a sense of gratitude that our NEYM community is paying attention to the public health risk of COVID-19 and making sacrifices to help decrease the spread of the virus.

We are reminded that this proposal is not to cancel our annual gathering for August 2020; the proposal is that we will not meet in-person. Language matters in our presentation of this change; we will be together though it will be in a different way.

Friends approved cancelling in-person sessions for August 2020.

20-27: Recommendation to Appoint a Working Group to Plan a Virtual Gathering

The second recommendation from Coordinating and Advisory is that a working group on Summer 2020 Programming be appointed to lead, design, and coordinate planning and programming for engagement in lieu of an in-person event in August. Background information, details on this recommendation, and the proposed charge for this working group are in the appended document.

Friends had the opportunity to ask questions and voice concerns and comments. Feedback was provided about who should be involved in the planning of virtual events for Summer 2020--a diverse group of people will be consulted and included, the proposed working group is intentionally small so as to be able to work quickly and nimbly given the tight time frame. There is an online suggestion box that Friends can use to submit ideas for summer programming. In particular the working group will be interested to hear what sort of programming will be most valuable to Friends in light of the current circumstances. Many Friends also highlighted a concern that the working group think carefully about how to make online gatherings accessible to a diverse cross-section of Friends.

DRAFT MINUTES

Friends approved the recommendation to appoint a working group to plan virtual gatherings for Summer 2020 in place of in-person Sessions.

20-28: Recommendation to Authorize the Presiding Clerk to Convene Virtual Business Sessions

The third recommendation from Coordinating and Advisory (C&A) is that the Presiding Clerk is authorized to convene the Yearly Meeting by videoconference for necessary corporate discernment. Background information and details on this recommendation are in the appended document.

Bruce Neumann, Presiding Clerk, is currently considering what business can and should be done corporately during virtual Sessions in August 2020. He will bring a proposed agenda to the Permanent Board's June 6 meeting.

C&A proposed the following minute for Permanent Boards approval:

Recognizing the unprecedented circumstances resulting from the COVID-19 pandemic, the Permanent Board of New England Yearly Meeting of Friends authorizes Bruce Neumann, presiding clerk of New England Yearly Meeting of Friends, to convene the 360th Sessions of New England Yearly Meeting of Friends for corporate discernment, through the use of videoconferencing.

In approving this authorization, the Permanent Board understands that only business the Presiding Clerk deems necessary will be considered at such a digitally-convened meeting. Issues requiring more in-depth corporate discernment will be delegated to the Permanent Board, carried over or postponed until Friends are able to gather again in person for business.

Friends approved the recommendation that authorizes the presiding clerk to convene the Yearly Meeting by videoconference for necessary corporate discernment.

20-29: Recommendation to Extend Our Contract with Castleton University

The fourth recommendation from Coordinating and Advisory is that the Yearly Meeting (YM) Secretary is authorized to propose an extension of New England Yearly Meeting's (NEYM) contract with Castleton University by one year, through Summer 2023. This extension will allow for the Site Selection Committee, which is working to identify the next location for Annual Sessions, to faithfully complete its work. Background information and details on this recommendation are in the appended document.

DRAFT MINUTES

Friends approved the recommendation to authorize the YM Secretary to extend our contract with Castleton University for one year.

20-30: Update from Friends Camp

John Reuthe, Clerk of Friends Camp Committee, and Anna Hopkins, Director of Friends Camp (FC), updated the Permanent Board on plans for the camping season in light of the COVID-19 pandemic. They have been meeting and working with staff, the Permanent Board clerk, the Yearly Meeting (YM) Secretary, and the Treasurer of FC to develop contingency plans in the event that FC cannot run this summer. The current assumption is that camp will run this summer but the priority is the safety of staff, families, and the wider camp community. Anna expects that recommendations for summer camps from public health officials in Maine will be out at the end of April or early May. At that point Anna, the camp committee, and other necessary people will consider the safety of running FC for Summer 2020.

In light of the current situation, Anna expressed her sense that the relationship between FC and the YM is stronger than ever. Though this may be a hard summer for FC, Anna is optimistic that the support of the YM will see the camp through.

Friends expressed deep gratitude for Anna's faithful service as director of Friends Camp.

20-31: Recommendation to Authorize NEYM to Apply for and Execute Loans

Noah Merrill, Yearly Meeting Secretary, updated Friends about the financial situations of Friends Camp (FC) and New England Yearly Meeting (NEYM). Both are currently financially stable but both are facing the potential of large losses of income. Facing the uncertainty of the COVID-19 pandemic and seeking to alleviate the potential financial disruption from pandemic, Yearly Meeting (YM) leadership has been looking ahead to what may be needed to maintain the financial health and viability of both the camp and the YM.

The YM Secretary, in collaboration with the Friends Camp Director, the Camp Clerk, the Camp Treasurer, and the Accounts Manager, received preliminary authorization from Coordinating and Advisory to apply for loan programs made available through recent federal coronavirus legislation.

The fifth recommendation from Coordinating and Advisory is that Permanent Board approve the following minute authorizing NEYM to apply for PPP and EIDL loans:

The Permanent Board approves New England Yearly Meeting's loan applications to both the Paycheck Protection Program (PPP) and the Economic Injury Disaster Loan (EIDL) programs totalling approximately \$115,000. We authorize Yearly Meeting Secretary Noah Merrill and Clerk of the Permanent Board Leslie Manning to execute these

DRAFT MINUTES

applications and enter into any related agreements on behalf of New England Yearly Meeting of Friends.

More details and background information on this recommendation are in the appended document.

Friends approved the recommendation to apply for PPP and EIDL loans and to authorize Noah Merrill and Leslie Manning to enter into any agreements related to the loans.

20-32: Closing Worship

Friends closed with gratitude for all those who are working to keep our Yearly Meeting strong and vital in these challenging times.

**Report to Permanent Board
From the Presiding Clerk
Regarding Business usually tended to during Sessions
June 6, 2020**

At the called PB meeting on April 25, during which PB approved cancelling in-person Sessions, I agreed to provide to this meeting a summary of how I hoped to manage the various items of business which typically come to the floor during Sessions. I will note that there are two primary factors that go into this restructuring:

- it will be challenging to find a sense of unity from the gathered body with 200 or more Friends on Zoom. This difficulty will be exaggerated if the subject itself is challenging.
- We will have significantly fewer hours of business. The “Pivot” team planning sessions felt that it was important to limit the number of hours each day that Friends are on Zoom, due both to general “screen fatigue” and its specific subset “Zoom fatigue.” At this writing we are expecting to have (5) 90 minute sessions for business, or 7.5 hours, compared to a usual 16-17 hours.

Business which I would request be discerned by Permanent Board;

- Extension of FUM withholding policy (see separate recommendation). This would be useful if it was discerned today (June 6).
- Items which often are included in the Unity agenda. These items could come to either a July meeting of PB or to its September meeting:
 - Bank Resolutions
 - Nominations from YM nominating committee
 - Accept Staff reports
 - Accept Board, committee, and representative reports
 - Approve revised Purpose and Procedure docs as available
 - Approve clerks’ authority to edit Sessions minutes
 - Accept Memorial minutes
 - Accept time-sensitive statements

Items which I expect to bring to Virtual Sessions:

- Some discussion of NEYM’s relationship with Friends United Meeting. While I don’t think we can do discernment, it feels like a significant enough issue that it deserves some attention by the gathered body. I am still in consultation and discernment about what this will look like, but it may include reading minutes which have been approved by MM (and in some cases Quarters), perhaps a panel of Friends speaking about their journey through conflict on this issues, and hopefully a recommendation for on-going conversations at the MM’s.
- Reports from Permanent Board working Groups
 - Ministry and Spiritual Life: Their final report will not be available by August, but we should hear a progress report
 - Reparations: I expect this to include a letter of apology, and a list of recommended actions that Monthly Meetings can engage in. My hope is that we would accept (not approve) this letter, and request that Monthly Meetings engage with the suggested work over the year. My intention is to bring the letter of apology back to Sessions 2021,

hopefully approving it then, when a greater number of Friends will have lived into what the document stands for.

- Budget: An initial presentation, followed by a listening session, and second presentation with approval.
- State of Society (Ministry and Counsel)
- Epistle
- Clerk's Table nominations
- Report on on-going work proceeding from last year's Clerking Structures report. I am in discussion with Nia about whether this is "live" or entirely written.
- Noticing Patterns of Oppression and Faithfulness. While we have not finalized how their work will integrate with Virtual Sessions, I expect to have reports of what they observe during business sessions and other events.

Items which often appear on the agenda:

- Faith and Practice's next chapter on Marriage is not yet ready for presentation. They are content with not having a presentation, but advised me that there will be a "backlog" next year. We may have a listening session.
- Treasurer's report; Shearman will provide a written report, if there are further developments between the posting of Advance docs and Aug 1, he will need to make a live addendum
- Legacy Gift: While they have a presentation they would like to make, there are no decisions to be made at this point. My current thought is that this will be in the advance docs.
- Staff reports: Staff does not feel the need for "live" presentations. They are considering making their reports by video.
- Message from the YM Secretary: Noah would like the opportunity to share a message with the gathered body. We are not sure yet when this will occur, most likely during the opening celebration.
- There are no minutes from RSEJ or Earthcare.
- Puente: Having just been to Cuba in February, I had hoped to have a report from Puente, but I think this will not happen in our reduced hours. We will explore whether any Cubans have the internet band-width to join us this year by Zoom. If this is possible we will find a way to welcome them.

I welcome any input Friends have on this draft plan.

Bruce Neumann

Request to Permanent Board

From Bruce Neumann, NEYM Presiding Clerk

June 6, 2020

After much reflection and consultation with a number of Friends, most particularly including Coordinating and Advisory, I would like to request that Permanent Board approve a one-year extension of the policy which allowed monthly meetings to withhold the portion of their donations to NEYM which would otherwise go to Friends United Meeting. (Text of minute 2009-54 below). Sessions minute 2019-43 set an "expiration of this mechanism for October 1, 2020." I would suggest that Permanent Board minute a new expiration for October 1, 2021. God willing, we will be able to meet in person for Sessions 2021, at which point we can labor face-to-face, seeking unity on a way forward.

In part because of COVID-19 and in part due to the complexity of discerning around a challenging issue, it appears that some Monthly Meetings have not concluded their discernment about potential minutes regarding our relationship with FUM and again, due to COVID-19, Quarterly meetings have not been able to consider minutes that have been forwarded for their consideration. When we set a "sunset" to the withholding policy at Sessions 2019, we had hoped that concerned monthly meetings would have time to consider how they, and the Yearly Meeting as a whole, might respond. At this point, we find ourselves planning the Sessions agenda with incomplete discernment from the constituent monthly meetings, and facing an October 1 end of the withholding policy.

In addition, while some monthly meetings are having limited success conducting business over Zoom, it is my sense, and others have agreed, that finding a sense of unity, by Zoom, with 200-400 people, where the subject is as complicated and emotion-filled as our relationship with FUM, would be questionable.

In light of both of these circumstances, extending the withholding policy seems the most fair and practical solution.

Coordinating and Advisory has considered and supports this recommendation.

Bruce Neumann
Presiding Clerk, NEYM

NEYM Minute 2009-54 Minute Establishing the Withholding Policy

"If a monthly meeting minutes the intention of some of its members to exclude FUM from their contribution to NEYM, the MM treasurer will notify the NEYM treasurer of that decision, including a copy of the MM minute with the communication. The monthly meeting will then decrease their intended contribution by the appropriate amount, and the NEYM treasurer will decrease our contribution to FUM by the same amount. The MM treasurer is responsible for calculating the percentage of their budget that goes to NEYM. For FY09, the percentage of the NEYM budget that goes to FUM is 1.5%. A fund will be established to which individuals can donate to add to the Yearly Meeting's contribution to FUM. Individuals may donate to this fund if they wish to help ensure that the full budgeted amount goes to FUM. The NEYM treasurer will exercise care in communicating with FUM about the potential variability in NEYM's contribution to FUM. Friends find themselves painfully stretched between apparently

conflicting imperatives, in both of which the honor of Truth is involved, in the context of our continued committed relationship with FUM. We understand that it will place a burden on Permanent Board, Finance Committee, treasurer and the accounts manager to elaborate the implementation. We further recognize that we must develop a more permanent response, in right ordering, and taking care that Friends are kept well informed as the work proceeds. Therefore, this process is to be in force until September 30, 2010, unless explicitly extended by the YM in its Sessions next year. We are struggling with this decision, even though it is taken in tenderness to conscience. Several Friends told us that they are not in unity with this decision, but are willing to stand aside.

NEYM Letter Apology to Native Americans

By this Minute, the New England Yearly Meeting of Friends (Quaker) wish to address the Algonquian peoples of the North East who continue among us: the Wampanoag, Massachusett, Nipmuck, Pennacook, Penobscot, Passamaquoddy, Quinnipiac, Mohegan, Pequot, Pocumtuc, Tunzis, Abenaki, Mahican, and Narragansett. As participants in European colonization and its continuing beneficiaries, Quakers stand in the shadow of a great and continuing injustice. Today we acknowledge that injustice.

Acknowledgement of Wrongdoing:

Coming originally as European settlers, Quakers participated in and benefitted from the colonization effort which displaced your ancestors and subjected them to ethnocide and genocide. Shamefully, the injustice of displacement and disrespect continues. We feel the weight of how we still benefit from broken treaties and genocidal policies.

We also feel the weight of our support for the “Indian Industrial Boarding Schools” which starkly confronts us with our spiritual and cultural arrogance. Quakers were among the strongest promoters of this policy and managed over 30 schools for Indian children, most of them boarding schools, during the nineteenth and early twentieth centuries. Many of these policies came to an end only in the 1970s when an American Indian Movement rose up in opposition and helped pass the 1978 Indian Child Welfare Act. We know that the suffering caused by this system is vast and intergenerational in its effects.

As a religious body we believe there is “that of God in everyone.” In that spirit, our affiliates, the Friends Committee on National Legislation and the American Friends Service Committee, have worked to “decolonize” Quakers. This began with our opposition to the Kinzua Dam that flooded much of Seneca Land in the 1950s and lobbying against the Termination policy in the 1953-1965 period and included our strong support for the Indian Child Welfare Act. Our efforts associated with the preservation of sacred lands and the strengthening of Indian languages have continued. But for too long and in too many ways, we have failed to honor “that of God” in you, and also betrayed “that of God” in ourselves. Our hearts are broken by the suffering we caused.

We thank you for holding the knowledge we all need to recover our right relationship with the Earth, sustainable practices, and spiritual kinship with all beings. We stand in awe of your resilience and faithfulness as a people.

The New England Yearly Meeting acknowledges that we must regain a right relationship with Native Peoples as well as with nature. To that end, we urge each of our Monthly Meetings to undertake the following:

- Determine the identity of the Native occupants of the region in which their Meeting House rests and acknowledge that with a plaque.
- Infuse our religious educational programs and the work of our social justice committees with an awareness of the history of settler colonialism and our debt to Native Americans.
- Follow the lead of Native Americans and support their efforts to obtain social and environmental justice, including preserving the integrity of their lands in the face of on-going resource extraction, recognizing that theft of Native American land is not just a matter of history; it is happening today.
- Support state and federal recognition of the status of tribes as acknowledged sovereign nations entitled to self-government and reparations.
- Vigorously support efforts by Native Americans in New England and elsewhere to reclaim control of their sacred and culturally significant lands, including the restitution of lands unlawfully taken from them in violation of treaties.
- Set aside a portion of our Legacy Funds to further the above objectives.
- Further, we pledge to be vigilant in our relations with other indigenous peoples, remembering the lessons we have learned about our history here as we move forward around the world.

We ask forgiveness, knowing that the burden of making amends is ours. We seek to learn, knowing that it is our job to listen, not yours to teach. In humility, we hold ourselves open to suggestions and to dialogue, demanding nothing and holding no expectations.

Background to Proposed Articles of Association

Summary: In response to a request from the Internal Revenue Service, and after review and approval by NEYM's general counsel, I recommend that Permanent Board 1) approve the attached *Articles of Association* for New England Yearly Meeting of Friends and 2) approve adding these approved Articles of Association as a discrete appendix to *Faith and Practice of New England Yearly Meeting of Friends*.

Background: As Friends may recall, in recent years the Yearly Meeting (led by Frederick Martin, the Finance Committee, and myself) has been engaged in a process of updating our organizational status with the federal government in order to improve our support of local Friends meetings.

While NEYM's status under the law as both a "church" and a 501(c)(3) tax-exempt organization is clearly documented and not in doubt, several changes in the Internal Revenue Code and other laws since the Yearly Meeting was incorporated mean that it is advantageous for the Yearly Meeting to pursue a newer kind of organizational status determination used by many associations of churches, resulting in what is called a Group Exemption Number (GEN).

Currently all local meetings affiliated with NEYM are tax exempt under the Yearly Meeting's ruling, but this is often unclear or difficult to document in the eyes of businesses or other parties in the wider society. This can make the operations of local meetings more challenging and complicated. Receiving this GEN would allow each of the local meetings affiliated with the Yearly Meeting to be so listed with the IRS, making the relationship much more straightforward and clear for the purposes of documenting tax exemption. As of June 2020, several local meetings are eagerly anticipating the Yearly Meeting's receipt of this updated status.

Recently the NEYM office received from the IRS agent assigned to review our application a request for further action needed to finalize our Group Exemption. After initially giving an earlier deadline, the agent in charge of our application agreed to extend the deadline for a response from NEYM to June 10 in order to allow Permanent Board to consider this at our meeting on June 6. Further delay would result in NEYM needing to begin the process again; it has already taken more than two years. The form and content of the proposed Articles of Association were taken directly from the IRS request; they seek to clarify two aspects of NEYM's governing documents (the purpose of the organization, and the disposal of assets in the event of dissolution) that are not sufficiently clear either in Faith and Practice or in the original articles of incorporation for the Yearly Meeting from the 1800s. The language reflected in the proposed Articles is consistent with the definition of a 501(c)(3) organization under current law. They do not reflect a change in substance, rather they simply affirm and make explicit these provisions in order to satisfy the standards of the IRS as they review NEYM's Group Exemption application.

Respectfully submitted,

Noah Merrill, Secretary

Articles of Association

New England Yearly Meeting of Friends is organized exclusively for charitable, religious, and educational purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under Section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code.

No part of the net earnings of the organization shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons, except that the organization shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in the purpose clause hereof. No substantial part of the activities of the organization shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the organization shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other provision of this document, the organization shall not carry on any other activities not permitted to be carried on (a) by an organization exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or (b) by an organization, contributions to which are deductible under section 170(C)(2) of the Internal Revenue Code, or corresponding section of any future federal tax code.

Upon the dissolution of the organization, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose. Any such assets not disposed of shall be disposed of by the Court of Common Pleas of the county in which the principal office of the organization is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

This document was adopted by our governing board on June 6, 2020.

Leslie Manning, Clerk [Date]
Member of the Permanent Board

Hannah Zwirner Forsythe, Recording Clerk [Date]
Member of the Permanent Board

Under penalties of perjury, I declare that I have examined this information, including accompanying documents, and, to the best of my knowledge and belief, the information contains all relevant facts relating to the request for the information, and such facts are true, correct, and complete.

Leslie Manning Clerk [Date]
Clerk of the Permanent Board
New England Yearly Meeting of Friends

Summary Recommendation for Use of the Mosher Book and Tract Fund

After receiving a proposal, and consistent with the approved practice for distribution of these grant funds, we recommend that the Permanent Board approve a grant of \$3000 from the Mosher Book and Tract Fund of New England Yearly Meeting to the Friends World Committee for Consultation Section of the Americas, for the pre-production costs to translate and publish from English into Spanish the second edition of Brian Drayton's book about public ministry: On Living with a Concern for Gospel Ministry.

Friends Benigno Sánchez-Eppler and Susan Furry, both members of NEYM, are in the process of translating this valuable Quaker text over the next six months. More on their ministry of translation is available at raicescuaqueras.org.

In addition to providing for its general availability to Spanish-speaking audiences, the translation book would be used as a core resource for Spanish-speaking members of the Traveling Ministry Corps of the Friends World Committee. The project would also receive in-kind support from Quaker Press of Friends General Conference, the publisher of the book in English.

Respectfully submitted,

Sara Hubner, Office Manager
Noah Merrill, Secretary
New England Yearly Meeting of Friends

**Report to Permanent Board From the
Finance Committee June 6, 2020 Budget
Commentary: FY21 Draft Budget**

Planning is difficult in the midst of a major national or international disaster, such as the one we face now with the COVID-19 pandemic. This budget was developed as the pandemic was just beginning to take hold and efforts to reduce its spread were starting to be implemented. The Finance Committee could see that our plans for the coming year might need to be significantly altered, but knew we could not anticipate what those changes would be and thus did not adjust for those eventualities. The Committee realized that it may need to revise the proposed budget prior to submitting it for approval by the Yearly Meeting, and during the FY21 fiscal year, if and when they are presented with a revised set of guidelines for the activities of the Yearly Meeting in the FY21.

With that cautious introduction, the Finance Committee presents a draft FY2021 budget (or spending plan) for your consideration. We did include in the budget some modest increases from last year's budget to align the budget with the funding priorities Permanent Board approved in November 2019 and forwarded to the Finance Committee.

Specifically:

1. For the priority of supporting inclusive leadership, we have added \$1000 to line 6167 Religious Education and Outreach.
2. For the priority of supporting peer support and consultation we have added \$1000 to line 6105 Honoraria to allow more honoraria to be used for 2021 Sessions.
3. For the priority of supporting spiritual formation we have added \$1000 to line 6167 Religious Education and Outreach.
4. For the priority of supporting global relationships, we have set aside \$1700 (~\$5000/3) for FWCC travel, to be transferred to the 3630 World Conference Travel Board Designated Fund for use in a future year.

In addition:

- The proposed budget supports ongoing efforts to see that NEYM provides equitable salary levels and benefits for our employees.
- The amount designated for staff travel was reduced from the FY20 budget to bring it into line with actual expenses in prior years.
- The amount in the Accounting Services and Legal Services lines has decreased because the funds set aside for these purposes have reached an adequate level.

Signature: Robert Murray, clerk, NEYM Finance Committee

New England Yearly Meeting
FY 2021 Operating (Non-Camp) Budget Proposal

version 4-3-2020b approved Finance Committee 4-11-2020

Category	FY19		FY20	Δ FY20 to FY21	FY21 Proposed Budget*
	Budget	Actuals	Budget		
Income					
4010 Individual Contributions	212,000	210,194	215,500	14,725	230,225
4020 Monthly Meeting Contributions	373,000	333,257	377,000	(4,000)	373,000
4030 Organizations Contributions	-	1	-	-	-
4050 Interest and Dividend Income	4,000	9,303	9,000	-	9,000
4070 Books and other Items	16,000	20,077	17,000	-	17,000
4080 Retreat Program Fees	50,000	44,618	50,000	(3,000)	47,000
4085 Sessions Program Fees	185,000	202,936	201,000	10,050	211,050
4090 Change in Fair Market Value	-	960	-	-	-
4099 Net Assets Released To/From	8,500	660	-	-	-
Total Income	848,500	822,005	869,500	17,775	887,275
Expenses					
5000 Staff	363,915	379,198	406,231	25,288	431,519
5110 Administration	96,496	56,890	64,996	2,554	67,550
5200 Office	37,015	32,252	36,515	500	37,015
5300 Travel & Conferences	36,000	32,007	39,000	(3,700)	35,300
6000 Programs	259,020	243,348	266,420	3,590	270,010
6140 Books and Other	14,500	17,447	15,000	(500)	14,500
6200-6500 Support of Other Orgs.	45,975	43,471	45,975	-	45,975
6600 Publications	4,000	3,522	4,000	-	4,000
Total Expenses	856,921	808,137	878,137	27,732	905,869
Net Operating Income	(8,421)	13,868	(8,637)	(9,957)	(18,594)
Other Income & Other Expense					
9940 Other Income - Transfers from other funds		32,072			
Total Other Income		32,072			
Net Other Income		32,072			
Net Income	(8,421)	45,940	(8,637)	(9,957)	(18,594)

Note

* This budget was developed as the COVID-19 pandemic was just beginning to take hold and efforts to reduce its spread were starting to be implemented. The Finance Committee could see that our plans for the coming year might need to be significantly altered, but knew we could not anticipate what those changes would be and thus did not adjust for those eventualities. The Committee realized that it may need to revise the proposed budget prior to submitting it for approval by the Yearly Meeting, if and when they are presented with a revised set of guidelines for the activities of the Yearly Meeting in the coming year.

New England Yearly Meeting
FY 2021 Operating (Non-Camp) Budget Proposal

version 4-3-2020b approved Finance Committee 4-11-2020

Category	FY2019		FY2020 Budget	Δ FY20 to FY21	FY2021 Draft Budget
	Actuals	Budget			
Income					
4010 Individual Contributions	210,194	212,000	215,500	14,725	230,225
4020 Monthly Meeting Contributions	333,257	373,000	377,000	-4,000	373,000 ¹
4030 Organizations Contributions	1	0	0	0	0
4050 Interest and Dividend Income	9,303	4,000	9,000	0	9,000
4070 Books and other Items	20,077	16,000	17,000	0	17,000
4080 Retreat Program Fees	44,618	50,000	50,000	-3,000	47,000
4085 Sessions Program Fees	202,936	185,000	201,000	10,050	211,050 ²
4090 Change in Fair Market Value	960	0	0	0	0
4099 Net Assets Released To/From	660	8,500	0	0	0
Total Income	822,005	848,500	869,500	17,775	887,275
Expenses					
5000 Salaries and Benefits	379,198	363,915	406,231	25,288	431,519 ³
5100 General & Administration				0	
5110 Administration				0	
5120 Bank Expense	7,280	6,000	6,000	1,000	7,000
5130 Contracted Services	18,702	60,396	31,896	-996	30,900
5135 Accounting Services	4,000	4,000	4,000	-2,500	1,500 ⁴
5140 Legal Services	7,771	7,750	5,250	-3,750	1,500 ⁴
(TBD) Infrastructure				1,000	1,000 ⁵
5150 Liability Insurance	4,071	4,000	4,000	1,100	5,100 ⁶
5160 Payroll Service	5,229	4,500	4,500	700	5,200
5170 Recruiting Expense		500	0	0	0
5180 Rent	9,350	9,350	9,350	0	9,350
5190 Misc. Expense	488	0	0	0	0
Total 5110 Administration	56,890	96,496	64,996	2,554	67,550
5200 Office				0	
5210 Archives Office Expenses		0	0	0	0
5220 Cleaning Services	264	265	265	0	265
5230 Maint - Equip & Hardware	0	1,250	1,250	0	1,250
5240 Postage	3,218	3,750	3,750	0	3,750
5250 Office Equipment	331	3,250	3,250	0	3,250
5260 Office Supplies	1,376	2,500	2,000	500	2,500
5270 Printing & Copying	14,614	14,500	14,500	0	14,500
5280 Software & Updates	9,128	7,000	7,000	0	7,000
5290 Telephone	3,179	4,500	4,500	0	4,500
5295 Miscellaneous	142	0	0	0	0
Total 5200 Office	32,252	37,015	36,515	500	37,015
Total 5100 General & Administration	89,142	133,511	101,511	3,054	104,565
5300 Travel & Conferences				0	
5310 Travel - Committee	7,217	3,000	2,500	500	3,000
5320 Travel - Clerk	3,552	5,000	4,000	500	4,500
5330 Travel - Programs	1,460	4,600	4,600	-900	3,700
5335 Travel - Rep. Travel	4,746	5,000	10,000	-3,300	6,700 ⁷
5350 Travel - Staff	15,032	18,000	17,500	-500	17,000 ⁸
5360 Travel - Ministries		400	400	0	400
Total 5300 Travel & Conferences	32,007	36,000	39,000	-3,700	35,300

**New England Yearly Meeting
FY 2021 Operating (Non-Camp) Budget Proposal**

version 4-3-2020b approved Finance Committee 4-11-2020

Category	FY2019		FY2020 Budget	Δ FY20 to FY21	FY2021 Draft Budget
	Actuals	Budget			
6000 Programs				0	
6110 Sessions Room & Board	173,649	170,000	175,950	5,190	181,140
6112 Retreats - Room & Board				0	
6114 Room Rental	17,625	20,000	20,000	0	20,000
6150 Food Expense	15,130	18,000	18,000	0	18,000
6112 Retreats - Room & Board	32,754	38,000	38,000	0	38,000
6125 Program Expenses				0	
6105 Honoraria	15,814	16,500	19,500	2,500	22,000 ⁹
6115 Equipment Rental	5,412	6,000	6,000	0	6,000
6121 Supplies and Other Expenses	5,078	9,300	9,300	0	9,300
6165 Pre-Sessions Expense	1,406	1,000	1,000	0	1,000
6125 Program Expenses	27,710	32,800	35,800	2,500	38,300
6130 Committee Exp. - General	5,838	11,700	11,950	-5,600	6,350
6134 Childcare	788	2,000	2,000	0	2,000
6167 Committee Day Expenses		500	500	-500	0
6130 Committee Expenses	6,626	14,200	14,450	-6,100	8,350
6160 Support - Retreats & Sessions				0	
6163 Friends Camp	2,309	2,220	2,220	0	2,220
6167 Religious Education & Outreach	300	1,800	0	2,000	2,000 ¹⁰
6160 Program Support	2,609	4,020	2,220	2,000	4,220
Total 6000 Programs	243,348	259,020	266,420	3,590	270,010
6140 Books and Other		0	0	0	0
6142 Books	10,068	14,500	15,000	-500	14,500
6145 Other Items for Sale	1,650	0	0	0	0
6147 Consignment Sales	5,730	0	0	0	0
Total 6140 Books and Other	17,447	14,500	15,000	-500	14,500
6200 Support of Other Orgs				0	
6310 FGC	13,075	13,075	13,075	0	13,075
6320 FUM	11,357	13,075	13,075	0	13,075
6325 FWCC	13,075	13,075	13,075	0	13,075
6310-6325 FGC, FUM & FWCC	37,507	39,225	39,225	0	39,225
6328 Ramallah Friends School	100	100	100	0	100
6335 AFSC	300	300	300	0	300
6340 FCNL	750	750	750	0	750
6345 QEW	300	300	300	0	300
6350 Friends Peace Teams	100	100	100	0	100
6355 FWCC 3rd World Travel	500	500	500	0	500
6360 QUNO	200	200	200	0	200
6362 Quaker Voluntary Service	100	100	100	0	100
6328-6362 Friends' Organizations	2,350	2,350	2,350	0	2,350
6590 Ecumenical Organizations				0	
6592 State Council of Churches	3,214	4,000	4,000	0	4,000
6594 NE Council of Churches	150	150	150	0	150
6596 NECL	150	150	150	0	150
6598 World Council of Churches	100	100	100	0	100
6590 Ecumenical Organizations	3,614	4,400	4,400	0	4,400
Total 6200-6500 Support of Other Orgs.	43,471	45,975	45,975	0	45,975

**New England Yearly Meeting
FY 2021 Operating (Non-Camp) Budget Proposal**

version 4-3-2020b approved Finance Committee 4-11-2020

Category	FY2019		FY2020 Budget	Δ FY20 to FY21	FY2021 Draft Budget
	Actuals	Budget			
6600 Publications				0	
6610 Yearly Meeting Minute Book (Minutes + Directory)		1,000	1,000	-1,000	0
6620 New England Friend (Sessions Issue)	3,522	3,000	3,000	1,000	4,000
Total 6600 Publications	3,522.15	4,000	4,000	0	4,000
Total Expenses	808,136.85	856,921	878,137	27,732	905,869
Net Operating Income	13,868.24	-8,421	-8,637	-9,957	-18,594
Other Income & Other Expense					
9940 Other Income - Transfers from other fu	32,072.22				
Total Other Income	32,072.22				
Net Other Income	32,072.22				
Net Income	45,940.46	(8,421.09)	(8,637.00)	(9,956.76)	(18,593.76)

Notes:

- 1 To be conservative, monthly meeting contributions were kept at the 2019 level.
- 2 Assumes a room and board fee increase by Castleton Univ in summer 2021.
- 3 Increases in salaries are due to a COLA increase, merit raises and raises to keep staff in equitable pay ranges.
- 4 The amount of the Accounting Services and Legal Services lines has decreased due to adequate amounts already in the funds set aside for those purposes.
- 5 The final account number for the "Infrastructure" item has not been determined yet. This item was approved by Permanent Board in February 2020.
- 6 Includes new "cyber liability" protection.
- 7 The budget sets aside \$1700 (~\$5000/3) for FWCC travel, to be transferred to the 3630 World Conference Travel Board Designated Fund.
- 8 This reduced amount is consistent with actual Staff Travel in prior years.
- 9 Includes \$1000 to respond to the Peer Support Budget Priority.
- 10 Adds \$1000 for Spiritual Formation and \$1000 for Inclusive Leadership to respond to the respective Permanent Board Budget Priorities.

Draft Committee Budgets

Committee	FY20 Budget	FY21 Request	FY21 Proposed
Archives	-	-	
Coordinating & Advisory	500	500	500
Development	1,000		-
Earthcare Ministries	350	350	100
Faith and Practice	1,050	1,050	1,050
FGC	100	100	100
Finance	100	100	100
Friends Camp	-	-	-
FUM	350	350	100
FWCC	750	750	100
Ministry and Counsel	1,650	1,650	100
Nominating	1,650	1,650	500
Personnel	-	-	-
Permanent Board	250	250	100
Ch. W. Supremacy WG	600	600	100
Puente de Amigos	1,500	1,500	1,500
Racial Social Econ Justice	1,500	1,500	1,500
Youth Ministries	600	500	500
Total	11,950	10,850	6,350

**Proposal to the Permanent Board
From the Finance Committee
June 6, 2020**

Summary: The NEYM Finance Committee requests that the Permanent Board approve a transfer of \$20,000 from the reserves of the Yearly Meeting (Operating Division¹) to Friends Camp, to be used as unrestricted operating reserves.

Background: As a result of the unprecedented conditions resulting from the coronavirus pandemic, Friends Camp is unable to operate in-person programming during summer 2020. In addition to profound grief and the emotional and spiritual loss of needing to cancel Friends Camp programming this summer, this has resulted in substantial loss of income which, without further action, threatens the survival of Friends Camp as a viable entity. Friends Camp is a vital ministry of New England Quakers, and the Yearly Meeting is committed – both spiritually and organizationally – to financially support Camp’s survival.

Staff and volunteers of both the Operating Division¹ and Friends Camp have been working closely since March to make needed decisions and navigate these challenges:

- NEYM (applying jointly on behalf of Friends Camp and the NEYM Operating Division), has received two loans, potentially eligible for forgiveness (conversion to grants) for up to approximately \$123,000²;
- Approximately \$40,000 in deposits originally received from families as camper fees have been converted to donations to support Camp through this year;
- Camp has reduced expenses, while ensuring the continuing employment of year-round staff, as well as creative approaches to facilities improvement and camper engagement to sustain ministry and connection during the crisis;
- Friends Camp is also engaged in a significant additional fundraising effort within the Friends Camp network of families and alumni;
- Given the uncertainty of the duration of the pandemic, it is necessary to plan for disruptions stretching beyond FY2020 and include FY2021 in financial planning. Because of this, Friends Camp needs to sustain some operating reserves to weather additional disruptions and fluctuations in income and expenses; and

¹ “Operating Division” is the administrative term used to describe the work and finances of the Yearly Meeting that are not directly related to Friends Camp. While one entity, the Yearly Meeting keeps two sets of books, one for Friends Camp and one for the Operating Division. The Operating Division’s activities are governed by and reflected in the NEYM Budget and annual Financial Statements; Friends Camp’s budget and financial statements are published and managed separately.

² Expenses eligible for loan forgiveness are limited to the actual amount expended for covered purposes (payroll, utilities, needed maintenance, etc.) during the eight week period covered by the stimulus legislation, and so NEYM is unlikely to receive loan forgiveness for the full amount received as a loan (we would likely then return the remaining funds to the lender).

- Current projections by Friends Camp with most recent data suggest that in addition to fundraising efforts and income from loans converted to grants, Friends Camp may face a deficit of approximately \$50,000 for FY2020.

Action: The NEYM Finance Committee requests that the Permanent Board approve a transfer of \$20,000 from the reserves of the Yearly Meeting (Operating Division) to Friends Camp, to be used as unrestricted operating reserves.

Signature: Robert Murray, clerk, NEYM Finance Committee

Friends Camp Director's Report May 27, 2020

Introduction

This report is very difficult to write, because I am tempted to flood your minds with the details of the last few months. In the interest of producing something reasonable in length and easily understood, I am sticking to the essentials. As our governments consider “phased re-openings,” I have looked at my work in a similar way:

Phase 1 (March – April): Waiting to see how the COVID-19 situation progressed and planning for summer programming, while considering contingencies.

Phase 2 (Late April- Early May): Making a decision about Summer 2020 and communicating that decision carefully to all related parties.

Phase 3 (May): Planning our next moves for Summer 2020—virtual or alternate programming, raising money, writing a new budget, deciding what is necessary to get done on the site. Stay engaged with wider camp professional community.

Phase 4 (Late May- July): Acting on our plan for Summer 2020—launching fundraising campaign, hosting virtual sessions, working on the property. Stay engaged with wider camp professional community, doing long-range planning as appropriate.

Phase 5 (August- September): Take a little rest. Maintain communication with Friends Camp community and aware of developing situation.

Phase 6 (October- onward): Look at the public health situation and results of camps that did operate in 2020, and plan for Summer 2021.

Looking Forward

At our last committee meeting, we left the door open for the possibility of some small-scale programming at Friends Camp this summer. Since then, I have been actively engaged with the Maine Summer Camps organization, attending multiple meetings per week. I do not believe it is feasible for us to offer any alternate in-person programming at camp, for either youth or adults. As a licensed youth camp, we cannot operate a small-scale program without adhering to typical licensing requirements as well as COVID-19 specific requirements. Some committee members have suggested alternate revenue streams such as rentals to families or food production; after pricing out what it would mean to become licensed and to meet safety requirements for these projects, it is clear they are not financially viable or mission-driven.

I do believe we should offer some virtual programming this summer, and this week I plan on launching news of an “Everybody Session” for camp this July! This concentrated period of two weeks will allow current families, alums, and the wider Friends community to participate in virtual activities together. We will have many ways for folks to join: small cabin and program groups on Zoom, some “follow along” activities like Vespers on your own, and some big group activities on Zoom. Please stay tuned for updates. If funding is approved in the revised operating budget we are considering today, assistant director Lauren Dennis will help coordinate this effort, and we will compensate camp staff for helping to run virtual programs. Hopefully we can have a small group of Maine staff on site in July to best facilitate this session and do some work projects.

I am considering taking partial leave in August and September of this year, in order to rejuvenate after a very difficult period of leadership. I am committed to maintaining bookkeeping procedures, the outward-facing presence of camp via web presence and social media, supervising property maintenance, and contact with families as needed. I am willing to take unpaid leave as needed, but at this time I'm not sure what I will need. I'm asking that we approve my full salary in our current budget, but that I could reduce time and compensation accordingly in August & September based on support from my volunteer supervisor (Carol) at that time.

Communication

Effective communication with camper families and staff members has been a priority for me over the last few months. Building relationships with these stakeholders, rather than tearing them down, is critical for camp's future. Communication with families has included a video to campers, a hand-written (photocopied) letter to campers, emails to parents, and frequent social media updates. Contact with staff has included one-on-one communication by phone and text, weekly email updates, and a group Zoom call. I have also sent staff members emails about Maine Unemployment Compensation and alternative positions at camps that have chosen to open. I wanted to share one piece of positive feedback I got from a would-be first-time camper parent:

I wanted to write to you to thank you for all of the thoughtful, clear communication regarding the 2020 Summer Camp Season. This would have been [camper]'s first summer at camp. I am a Maine native myself and a sleep-away camp enthusiast. When I watched your video and read your letter I felt such a pang of loss for the kids. We live in Brooklyn and I was drawn to values of the camp, messaging on your website, and your commitment to equity. I am hopeful that everything will be on track to resume typical programming next summer.

I'm a NYC public school administrator and I also wanted to acknowledge that even though we've never met, I've been extremely moved by your strong leadership and often modeled my own "next move" after yours. Sending best wishes your way.

Development

The Development Committee has been meeting regularly to support our goal of raising \$75,000. Paper appeal letters, email appeal letters, social media content, and a fundraising video are all set to launch within the next few days. The Development Committee will be sharing ways that camp committee members can boost this signal to possible supporters, including people in your communities or local Friends Meetings.

Our biggest development "ask" was to families. We asked if they would be willing to leave part or all their deposit payments with camp as a donation. Out of \$117,000 paid, we have been able to keep more than \$40,000. I am so grateful to this generosity from our families; this is an enormous help.

Buildings & Grounds

Our buildings and grounds at camp are in relatively good shape right now. There are some minor issues that need to be worked on, and our maintenance director Jack is working through them. The grounds need the most significant work; because we didn't have volunteer work weekend this year, there is a great deal of raking, cleaning, and stick removal needed. We are hoping to have some small, local volunteer family groups in as possible over the next few months. Right now, Jack is working on some necessary upgrades to Westview Cottage, which we hope to rent to our neighbors for late June- late October.

We have been engaged in a negotiation with some neighbors of ours, revolving around rights-of-way and old well pipes. We used to obtain water from this neighbors' well through an "overflow pipe." We now no longer need this water since we have our own drilled well, but damage to the existing pipes has meant too much groundwater on their property and the expense of a new well for them. After many conversations with the neighbors, Jack, and our buildings & grounds committee, we recommend authorizing up to \$2,500 to negotiate with the neighbors around continued rights-of-way and to compensate them for well expenses. Positive relationships with neighbors are deeply important to Friends Camp.

Finances

The bulk of our financial situation will be covered in finance report from our Treasurer. Managing Friends Camp through the crisis of a season without tuition has been a major focus. It has included collaborating with the New England Yearly Meeting staff on applications for Small Business Association stimulus loans, creative thinking about reducing expenses and increasing revenue, and financial projections. I am confident now that we will be able to get through the 2020-2021 winter season without running out of cash, but we continue to need the support of generous donors and of New England Yearly Meeting as a whole to weather the impact of losing all revenue from camper fees. In looking at the financial sustainability and operations of Friends Camp going forward, it is crucial to prepare for multiple futures and also to exercise patience; soon, we will know more about what will be possible at camp in 2021 and beyond. It is worth noting that, over the last 4 years, we have added more than \$100,000 to our reserves. Without those reserves, we would have been in a much different and more disastrous financial state this spring and summer.

Respectfully submitted,
Anna Hopkins
Camp Director

Friends Camp / New England Yearly Meeting -- FY2020 Operating Budget, Proposed Revision May 2020

Note: This is a condensed version of the original budget for ease of understanding.

	<u>Approved</u>	<u>Revised</u>	<u>Revision Notes</u>
INCOME			
4100 Summer Program Fees	408,210		0 no camp sessions
4200 Contributions Received			
4201 Contributions from Individuals	\$ 23,000	\$ 100,000	add 40K deposit contrib. + 37K fundraising
4202 Contributions from Quaker Meetings	4,500	4,500	
4211 Contributions from NEYM	2,200	2,355	
Total 4200 Contributions Received	\$ 29,700	\$ 106,855	
4300 Other Operating Income			
4311 Off-Season Rentals	\$ 25,000	\$ 5,948	incl. some fall 2019 + waterfront cabin rental
4321 Merchandise Sales	8,500	-	
4351 Paycheck Protection Program Loan -- forgivable portion	-	22,000	actual amount will depend on PR cost
4352 Economic Injury Disaster Loan -- forgivable portion	-	9,000	
Total 4300 Other Operating Income	\$ 33,500	\$ 36,948	
7110 General Campership Fund			
7112 General Campership Contributions	\$ 9,000	\$ 3,000	
7117 General Campership Granted	(38,000)	-	
Total 7110 General Campership Fund	\$ (29,000)	\$ 3,000	
7140 One Child at a Time Fund			
7142 OCAT- Contributions Received	-	1,624.50	ytd
7149 OCAT- Transfer to Equity Account	-	(1,624.50)	
Total 7140 One Child at a Time Fund	\$ -	\$ -	
7210 Capital Fund			
7212 Capital Fund- Contributions Received	-	6,272	
Total 7210 Capital Fund	\$ -	\$ 6,272	
TOTAL INCOME	\$ 442,410	\$ 153,075	

EXPENSE

5100 Staff Expense			
5110 Director			
5111 Director Salary	\$ 55,760	\$ 55,760	may decrease if leave Aug- Sept
5112 Pension Plan - Employer (10 %)	5,576	5,576	may decrease with leave
5113 Health & Disability Insurance - Employer	9,200	8,400	maintains full coverage
Total 5110 Director	\$ 70,536	\$ 69,736	
5120 Support Staff			
5121 Maintenance	\$ 20,800	\$ 20,800	keeps Jack employed doing required maint.
5122 Kitchen	21,000	-	
5123 Assistant Director/ Leadership Staff	12,000	-	
5124 Nurse	5,200	-	
5126 Winter Assistant Director/ Office Work	5,400	820	
Total 5120 Support Staff	\$ 64,400	\$ 21,620	
5130 Counselors	68,000	8,500	for staff on site/ virtual programming
5140 Staff Development	6,500	814	
5150 Travel, Meals and Lodging	7,000	1,232	
5160 Other Staffing Expense	22,600	10,000	workers comp and PR taxes reduced
Total 5100 Staff Expense	\$ 239,036	\$ 111,902	
5200 Summer Program			
5210 Kitchen Expenses	54,600	2,000	if camp counselors on site
5220 Summer Vehicles & Transportation	13,600	0	
Other Summer Program	\$ 22,000	\$ 280	ytd, some virtual programming
Total 5200 Summer Program	\$ 90,200	\$ 2,280	
5300 Property Expense			
5310 Depreciation	\$ 30,000	\$ 30,000	
5321 Buildings & Grounds Supplies & Services	\$ 17,000	\$ 14,000	rough guess, including projects for staff
5330 Utilities	9,850	7,050	save on some utilities, but not all

Friends Camp / New England Yearly Meeting -- FY2020 Operating Budget, Proposed Revision May 2020

Note: This is a condensed version of the original budget for ease of understanding.

	<u>Approved</u>	<u>Revised</u>	<u>Revision Notes</u>
5341 Winter Office Rent	\$ 3,150	\$ 3,150	
Total 5300 Property Expense	\$ 60,000	\$ 54,200	
5400 Administrative Expenses			
5411 Property and General Liability Insurance	\$ 11,000	\$ 8,000	will be adjusted down, tbd
5421 CampMinder Online	\$ 4,800	\$ 4,800	attempting to negotiate
5430 Accounting	10,800	6,900	
5441 Memberships and Subscriptions	\$ 3,400	\$ 3,400	
5450 Marketing	4,800	3,205	most already spent
5461 Office Supplies and Services	\$ 2,800	\$ 2,400	most already spent
5471 Fundraising Mailings	\$ 1,000	\$ 1,000	
5481 Postage	\$ 1,000	\$ 1,000	
Total 5400 Administrative Expenses	\$ 39,600	\$ 30,705	
5600 Off-Season Programs	9,000	1,300	ytd expenses from fall 2019
5700 Miscellaneous Expense	\$ -	\$ 2,500	well and easement negotiation with neighbors
5710 Donations to Other Organizations	850	100	donate to fire department still
TOTAL EXPENSE	\$ 438,686	\$ 202,987	
NET OPERATING SURPLUS/(DEFICIT)	\$ 3,724	\$ (49,912)	

Friends Camp
FY2020 Revised Capital Budget, May 2020
Original Budget Approved Friends Camp Committee September 7, 2019

Project	FY2020 Budget	Revised Budget
New Tractor- 4 wheel drive, at least 35 HP	\$25,000	\$25,000
New Shed on Garage	\$4,000	\$0
New Staff Cabin (3 small rooms with porch, no bathroom)	\$11,000	\$9,500
Metal Roof on Owl Cabin	\$3,000	\$0

EXPENSES

TOTAL EXPENSE= \$34,500

INCOME SOURCES

Source	Amount
Anticipated Surplus	\$0
OBBF Grant for new staff cabin	\$6,000 (originally approved \$3k)
Budgeted Depreciation	\$30,000
Reserves	\$0

TOTAL INCOME = \$36,000

In this revised budget, we have cancelled two non-urgent projects (the new shed on the back of the garage and the metal roof on Owl Cabin). We have received a \$6,000 grant from the Obadiah Brown Benevolent Fund for the new staff cabin, and we would like to proceed with the order from Backyard Buildings, with the purchase of the new building coming to about \$8,700 including delivery. We will do finishing touches to the building only as necessary and practical to do now, putting off larger expenses. **This budget has us spending \$1,500 less on capital improvements than we bring in through grant income and budgeted for depreciation.**

Proposed Israel/Palestine Working Group

2019-36 Requests from Northwest Quarter Concerning Gaza and the West Bank

Carl Williams (Plainfield), clerk of Northwest Quarter, read us minute 2017-46, which Sessions approved two years ago. Northwest Quarter is asking us to reaffirm this minute.

2017-46 Friends gathered at New England Yearly Meeting Annual Sessions at Castleton, Vermont, August 6–10, 2017, attest to the following:

The Religious Society of Friends (Quakers) testimony on peace, justice, and nonviolence is based in our experience of the divine in all of creation and within all persons. Thus, we are deeply troubled by the suffering and injustice caused by the Israeli/Palestinian conflict and we are concerned that our government perpetuates that violence by continuing to send billions of dollars of military aid to the region.

We call upon our nation to:

- Cease sending United States military aid and selling weapons to the entire Middle East.
- Continue diplomatic efforts with all parties and remain in dialogue even with those who have acted violently.
- Join the international court system and accept its jurisdiction.

We call upon all nations to:

- Work with the United Nations Security Council to end military aid and arms sales from all outside countries to all parties in this conflict.
- Support the United Nations efforts to bring justice, peace, security, and reconciliation to all parties in the conflict.
- Take measures to assure that international laws are applied universally.

We call upon all individuals and communities to:

- Support and learn from the many organizations that bring Israelis and Palestinians together for justice and peacemaking.
- Examine how anti-Semitism, Islamophobia, racism, and privilege affect our understanding of the conflict.

Friends approved reaffirming this minute.

Northwest Quarter also asks us to request that monthly meetings and quarterly meetings consider whether they have lived into this minute, particularly as it applies to Gaza and the West Bank. This issue weighs heavy on the hearts of many here, but the request now is specifically for meetings to consider this, not to take it up ourselves at this time.

Friends approve making this request.

Pursuant to this Minute, we are requesting ways to carry this work forward, since part of our charge is to implement decisions made by Sessions. Right now, there is no body charged with this work, so we are proposing the formation of an "Israel/Palestine Working Group" under the care of the Permanent Board. Its members will be appointed by the PB clerk, with consultation of Coordinating and Advisory, and serve for three years. They will be expected to report both to PB regularly and annually to Sessions.

Respectfully submitted,
Leslie Manning, clerk

Background on the Personnel Resource Group Proposal

In the spring of 2019, a small group volunteered to update the Personnel Policy Manual for the Personnel Committee. 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.

On Feb 15, 2020, Robert Murray brought a recommendation from C&A to Permanent Board to form an ad hoc committee to determine:

- What form of support and oversight the Permanent Board needs to be assured 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?

The Clerk of the Personnel Committee (Dulany Bennet), Yearly Meeting Secretary (Noah Merrill), the Yearly Meeting Secretary's supervisor (Elizabeth Reuthe), the former clerk of the Personnel Committee (Robert Murray), the Director of Friends Camp (Anna Hopkins) and Phil Stone of Worcester meeting, and a former member of Permanent Board were named to this committee to make recommendations to Permanent Board. Elizabeth Reuthe was asked to convene the group.

The group met several times and developed a Purposes, Procedures, and Composition document which was shared with the Personnel Committee on May 15, 2020. The Personnel Committee reviewed the work, and with a few helpful changes supported the document (as amended by the committee).

Finally, the Ad Hoc Committee met May 29, approving the final changes. The results of this work is the Purposes, Procedures, and Composition document attached.

Purposes, Procedures, and Composition of Personnel Resource Group

Purpose

The role of the Personnel Resource Group (PRG)¹ is to ensure that New England Yearly Meeting (NEYM) is a good employer, acting in ways that are consistent with our Quaker values and following best practices. The PRG reports to the Permanent Board. The PRG members advise the Yearly Meeting (YM) Secretary on complex personnel matters, upon request.

Page | PAGE
✓
MERGEFORM
AT 2

Procedures

The Personnel Resource Group will:

- Conduct its work confidentially to protect employee confidentiality
- Convene at the request of the NEYM Secretary, the Group's clerk, the Permanent Board clerk, or Coordinating and Advisory Committee (C&A)
- Annually review NEYM personnel policies and procedures to ensure compliance with those policies and/or provide comments and suggestions concerning Personnel Policy changes with an eye to incorporating best practices including staff compensation and benefits practices and staff annual evaluation processes and status.
- Advise the Permanent Board concerning the results of its annual policy and procedure review and make recommendations concerning any Personnel Policy changes that might be required in the light of standard best practices.
- Review the Yearly Meeting (YM) Secretary's annual feedback (which is completed by the Supervisor).
- Provide requested input to the Friends Camp Personnel Committee on personnel issues.²
- During the annual budgeting process, review with the YM Secretary the recommended compensation and benefits for staff members (clerk of the PRG only).
- Perform special projects as requested by the YM Secretary, Permanent Board, or C&A

Composition

Ex officio members of the PRG are the YM Secretary, the Supervisor of the YM Secretary and the Clerk of Permanent Board (all members of C&A).

Two to four other members will be nominated by Permanent Board Internal Nominating Committee (in consultation with YM Secretary and the Clerk of Permanent Board) and appointed by the Permanent Board. The essential role of these named members is bringing knowledge of best personnel practices to NEYM. The term would be three staggered years.

The named members should bring relevant expertise in one or more of the following personnel areas: leadership, management, cultural change, performance evaluation, compensation and benefits (including salary surveys), recruitment and hiring practices that support diversity and

¹ Personnel Resource Group is a temporary name that Permanent Board may change

²The New England Yearly Meeting personnel policy applies to the Friends Camp Director, while separate policies govern the Friends Camp part-time and seasonal staff. The Friends Camp personnel policies are in accordance with Maine State youth camp licensing requirements and the American Camp Association requirements.

Purposes, Procedures, and Composition of Personnel Resource Group

inclusion, employee development, employee relations, and organizational structure. Group members need not be members of Permanent Board.

Additional people may be asked to work on a specific special project. For example, when the Personnel Policy is updated, the PRG might ask a member of the staff and/or a member of the Friends Camp Personnel Committee to participate.

The PRG clerk will be nominated by Permanent Board Internal Nominating Committee following consultation with the Clerk of Permanent Board and YM Secretary and approved by Permanent Board. The clerk will be one of the named members of the PRG and will report to Permanent Board about the work of the PRG as needed.

Page | PAGE
*
MERGEFORM
AT 2

Internal Nominating Committee Report to Permanent Board June 6, 2020

Clerk: Leslie Manning 2019–2022 Recording Clerk: Hannah Zwirner Forsythe Aug. 2018–2021

Permanent Board – Reference Only

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	2021	2022	2023
Permanent Board Clerk		Leslie Manning	
Clerks Table Nominating	Travis Belcher *+Fritz Weiss *+Judy Goldberger	Katherine Fisher Anna Radocchia	+ #Edward Mair +Karen Sanchez-Eppler
Personnel	+ # Neil Blanchard +Eleta Jones #Maureen Lopes	+Nat Shed	
Internal Nominating	+ LVM Shelton @Will Taber +Penny Wright	+Sarah Gant +Janet Hough	
YM Nominating at Large		+Kristna Evans	+ #LouAnne McDonald + #Karen Sargent +Cat Chapin-Bishop
YM Nominating Clerk	+Jackie Stillwell		
Friends Camp Nominating (2 yr terms)	+Amy Lee Viera +%Joann Austin		
NEYM Secretary Supervisor			

Faith and Practice Revision (Open ended terms)	+Rachel Walker 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 * = filling out term can be reappointed 2 full terms

Clerks Table Nominating Committee Report June 6, 2020

The Clerks Table Nominating Committee has 2 names to bring forward to the PB meeting on June 6.

1. Marian Dalton, Brunswick Monthly Meeting, for Recording Clerk for 2020 only (to complete the unexpired term.)
2. Kathy Malin, Smithfield Monthly Meeting, for Recording Clerk for 2021 (expected three year term).

We hope to have a reading clerk for 2021 to bring forward by August.

Fran Brokaw
Hanover Monthly Meeting

Report to PB regarding the Organizational Chapter of F&PR and the “Organizational Handbook” project. 6-6-20

Background:

PB committed to two tasks which are closely related.

- 1.) *“Organizational Handbook”* In response to a request many years ago, Jonathan Vogel Borne as Field Secretary and then as General Secretary was working on compiling the essential information, including policies and practices, which governed and described the operation of the NEYM organization. In 2018, PB agreed to resolve this longstanding project and appointed this small committee to identify and locate the essential information which would comprise this handbook. This would include identifying any material which was out of date or not completed and naming the body or party responsible to review or produce the material. PB was clear that the end product would not be a “handbook” but rather a compilation of material easily available through the YM web site.
- 2.) *Organizational Chapter of Faith & Practice* In 2019 the Faith and Practice Revision Committee (F&PR) asked PB to take responsibility for producing the Organizational Chapter of the revised Faith and Practice and updating this chapter as necessary. F&PR noted that this chapter would require regular updates as the YM organizational structure changed. PB asked this existing small group to take on this task as well. PB also minuted that we expected that this chapter would be maintained on the website and not be a part of any final published Faith and Practice.

In taking up these tasks, PB also minuted the clarity that the Faith and Practice did not serve as the bylaws of NEYM. Historically Faith and Practice has been considered the bylaws. However this requirement was complicating the process of creating a new Faith and Practice.

Current Status:

This small group undertook this work expecting it would be something which could be accomplished this year. We saw a great deal of overlap with the two projects and were working on them as one project. It won't be done this year. Both Ben and Fritz's terms on PB are ending and we will not continue to try to shepherd this task. We are submitting this report with the hope that PB will carry the work to completion relatively quickly.

Organizational Handbook:

In February 2019, we brought a list of material and our understanding of the status of these materials which could be included in the Organizational Handbook and we asked if Friends felt anything did not belong or if there was material missing. We did not hear any significant recommended changes to this list.

In February 2020 we brought the same list of materials back, noting that we had not done very much on this project yet. We updated the status some and proposed having Ben Guaraldi begin working with Sara Hubner to figure out how the new website could best support this project. At the February 2020 meeting we were asked to consult with staff and bring back a proposal to the May 2020 PB meeting. We met on February 17th with the clerk of the F&PR committee and noted that our sense of the discussion at the PB meeting suggested that we had not clearly articulated the specific commitments that PB had made and committed to trying to succinctly summarize these projects for our report back to PB. We also requested that staff set up the requested consultation. Unsurprisingly this consultation has not happened. At the present all we can report back is that this is the material that in our judgement would be

compiled into an “organizational handbook” and which has been brought to PB twice for suggested changes. As noted before, most of this material exists, the task is the compilation and integration into a accessible and transparent resource.

Introduction (this would need to be written)

- A. YM Policies
 - 1. Permanent Board Purpose Procedure & Composition
 - 2. Personnel Manual
 - a. Job descriptions
 - 3. Job descriptions of volunteer members of C&A (presiding clerk, clerk of PB, clerk of M&C, clerk of Finance Committee, clerk of Nominating Committee, YM secretary supervisor)
 - 4. Finance Manual
 - a. Board of Managers policies
- B. Organizational Chapter of F&P which would include
 - a. Committee purposes, procedures and composition
 - b. Description and purposes of quarters
 - c. Description of Monthly Meetings & worship groups
- C. Friends Camp policy and procedures
- D. YM Operation Policies & Practices covering the following
 - 1. Sessions
 - 2. Faith in Action
 - 3. Puente processes
 - 4. Legacy gift processes
 - 5. Youth programs
 - 6. Nominating processes
 - 7. Archives procedures
 - 8. Webpage administration
 - 9. Moser Book and Tract fund process
 - 10. Resources for YM committee clerks
 - 11. Resources for Monthly Meeting clerks and committees

Organizational Chapter of F&P.

We also gathered the material we felt belonged in the organizational chapter of F&P and asked for any suggested changes – either additions or omissions. The material largely followed the outline of the current (1985) Faith and Practice. We received no suggested changes. The F&PR committee has taken this material and feels that they can in fact write the chapter expecting that it will be maintained on the webpage of the YM and that Permanent Board will be responsible for keeping it current. The F&PR committee does not expect this chapter to be included in the final hard copy of the new F&P, but instead could be a pamphlet included with the hard copy.

For today's meeting of PB (6/6/20) we do not see any necessary action, except for the possibility of naming a way that the “Organizational Handbook” project might be carried forward.

With love

Fritz Weiss, Ian Harrington, Christopher McCandless, Ben Guaraldi

May 29, 2020

Working Group to Explore NEYM's Financial Support for Leadership Roles to Be Formed

This past Sessions, NEYM approved recommendations related to Inclusive Leadership Development, including some related to financial supports for Friends serving in key leadership roles. While some of those recommendations have already been addressed, it was noted during this November's funding priorities process that further development and discernment is needed in order for NEYM to more fully live into two of the approved recommendations:

1. *"Actively and proactively offer all financial support available. This may include providing financial assistance in obtaining transportation, reliable internet, or laptop computer access".* [Note: This is currently done by nominators on a case by case basis but we do not have a guiding policy, formal criteria, or budget for accommodating requests].
2. *"Examine the possibility of providing a stipend to Friends serving as Clerk of Permanent Board, Presiding Clerk, Treasurer, and Clerk of Ministry and Counsel. While we recognize that this recommendation is a large potential commitment of resources, it has the possibility to make service possible for a broader population of individuals than are currently able to bring their gifts to leadership positions for our Yearly Meeting."*

In consultation between the Permanent Board Clerk, the Yearly Meeting Secretary, and myself, the way forward at this time seems to be **to appoint a small short-term Working Group of the Permanent Board to research how NEYM might responsibly offer financial supports for key leadership roles and to make specific recommendations to the Permanent Board to inform the funding priorities and budgeting processes.**

The charge for this working group along with recommendations for Friends to serve on the working group will be brought to the July 11 Permanent Board meeting for approval. This working group will not necessarily be composed of members of Permanent Board and will likely include at least one Friend from the Finance Committee. If you have comments on this proposed work or suggestions for individuals to consider for this work, please let the Permanent Board Clerk or myself know.

-NiaDwynwen Thomas
Quaker Practice & Leadership Facilitator

Memorial Minute for Eileen Babcock

Born June 17, 1951 - March 20, 2018 to Francis and Vivian Babcock.

It is with real sadness that we announce the passing of Eileen Babcock, who had been a member of Durham Friends Monthly Meeting for the greater part of her life. Eileen grew up in the Meeting, participating in Sunday School and Vacation Bible School. She was active in many Meeting committees and activities, including Trustees, Woman's Society, youth groups, benefit dinners for the Kakamega Orphans Care Center. At the time of her death, she was the Trustee in charge of the Meeting's cemeteries. She was deeply committed to following God's will and doing her best for the Meeting. She was always there to lend a hand in whatever was needed.

Eileen was active in the Durham community, working at Town elections, helping organize the local Republican Town Committee, and holding, at different times, every elected office in the Durham Extension Homemakers.

After a brief teaching career, Eileen was a helper. She took care of her parents and other family members, and many, many others.

Eileen really enjoyed helping, experimenting with new recipes, walking with family members and making cider with her father.

She was a giving, sharing, extremely private person, who is greatly missed.

Eileen is survived by her significant other, Tommie Frye; her two brothers, Jerel and wife Sheila Babcock, and Wilbert Babcock; her sister Priscilla Wormwood, and several nieces. and nephews. She was predeceased by her parents and her sister, Sylvia Davis.

Approved by Durham Friends Meeting

Endorsed by Falmouth Quarterly Meeting, April 25, 2020

Alexander W. Banks, a kind and gentle light, passed from this life on December 18, 2017. Alex was a skilled and compassionate lawyer, a generous and engaged teacher of law, and, most importantly, a loving father and friend. He was a thoughtful man who reserved judgment of others and believed in seeing the good in everyone. His life reflected his sensitivity and commitment to people in need through his professional practices and in the ways he conducted his life. As a lifelong Quaker, Alex demonstrated a heartfelt interest in helping those less fortunate. He was devoted to equality and employed his legal skills to the benefit of humanity. Alex loved others, but sadly found it difficult to find love for himself. And alas, it was too much alcohol and a bout with e-coli that took Alex from this world.

Alex was devoted to his family. He and Sheilagh Smith, his former wife, were married under the care of Swarthmore Friends Meeting on August 12, 2000; their marriage was later made legal by a Baptist minister on Prince Edward Island. They began attending Hanover Friends Meeting in 2001; Carter was born in 2002; and Cole was born in 2004. Alex attended meeting for worship as his busy life allowed and nourished his Quaker roots in worship. His ministry was always welcomed and often reflected his gratitude for his family. Carter and Cole were often in worship with their parents, nestled in their laps, before time to leave for the children/youth programs.

Alex and Sheilagh's marriage dissolved in 2006 and they divorced in 2008. Throughout this time, both were accepting of the support provided by the Meeting in helping them to listen to and use their Quaker values and inner beliefs as a guide to their interactions and process of divorce. It was not always smooth but both remained involved in the Meeting. Sometimes Alex worshipped with us but often helped in the kitchen to prepare the morning snack. He loved his sons and tried to be sure they got to the activities and events that fed and nurtured them—both within and outside the Meeting. Alex adored spending time with his sons.

Alex was born in Philadelphia, Pennsylvania on August 14, 1961, the second child of the late Richard W. Banks and Ruth Alexander Hipple. He graduated from The Hill School, and went on to earn a bachelor's degree in 1983 from Bates College and a juris doctor degree in 1987 from Vermont Law School, where he was a member of the National Lawyers Guild and Women's Law Group. He was admitted to the Pennsylvania Bar Association in 1987, the U.S. District Court for the Western District of Pennsylvania in

1987, the Vermont Bar Association in 1995, and the U.S. District Court for the District of Vermont in 1996.

From 1987 to 1995, he served as a staff attorney and eventually as a managing attorney at Northwestern Legal Services, assisting many low-income clients. Alex also wrote and implemented one of Pennsylvania's first countywide, mandatory pro bono plans requiring members of the county bar to provide free legal assistance to low-income individuals. From 1995 to 2017, Alex taught at Vermont Law School and served as a staff attorney at the South Royalton Legal Clinic, where he advocated for victims of domestic violence and children. He designed and implemented the clinic's Children First! legal advocacy program, which provides representation to children involved in difficult family proceedings, and served as a mentor to countless VLS student clinicians. He served on several county and state boards and committees organized to confront domestic violence and work toward judicial reform. Alex received numerous awards and certificates of appreciation, including the Outstanding Victim Advocate Award in 2000 from the Vermont Center for Crime Victim Services and Vermont Domestic Violence Network. In 2005, he was recognized by the Vermont Supreme Court for Service to Children in Vermont Family Court, and recognized again in 2008 and 2011 by the Vermont Supreme Court for his advocacy and training with the Vermont Guardian ad Litem Program. Throughout his professional life, Alex was devoted to serve those in need and those without a voice—without the strength to fight for themselves.

His own hearing difficulty seemed to help him in his dealings with others who struggled with some difficulty. At the same time, it was, at times, difficult for him to navigate in a career based on intense and frequent communication demands. He did so well.

Alex was a quiet, passionate, sensitive, compassionate, empathic, loving, and caring man. But indeed, he was also a complex man. While he often acted in service to others, Alex was always too hard on himself. He struggled with alcoholism for years, which dimmed his bright Light and contributed to his death. We can learn from his struggle and are better for having him as a part of our faith community. He leaves behind his two boys, Carter and Cole, who are active members of our Young Friends group. Hanover Friends Meeting continues to hold them in the Light as they move forward in life, with their father in spirit.

Lois Pitkin Booth Memorial Minute

Approved by Concord Friends Meeting 12/8/2019

Lois Pitkin Booth, born in 1922, passed away in September 2019, having lived a long, inspiring life. She was raised in a Methodist family and in the 1950's she became an early member of the newly-formed Concord (NH) Friends Meeting.

Lois was the fire that kept Concord Friends Meeting warm with her core belief in Love's power and her indomitable optimism. She was joyfully welcoming to all. She had a wonderfully inclusive ability to draw out strengths and gifts of service from others. In her humble way, she was able to step aside and let others assume leadership once they showed interest. She led by example and through her countercultural life modeled the change that she wanted to see in the world.

Lois started the Meeting's First Day School program with the central value that every child feel loved. The Meeting grew as families were drawn to the culture of love and respect that she cultivated with her gentle compassion. She promoted music and hymns as an important way for children to connect with the Spirit, believing that these songs would provide a resource they could draw upon for the rest of their lives. Thus, singing became a regular part of First Day School. This led to the whole Meeting singing together before unprogrammed worship which has become an important Spirit-building part of our Meeting.

Lois was a strong supporter of families; in the Meeting and in her extended family she was an advocate for communication and expression of feelings as a way to strengthen family relationships. Ever sensitive to the feelings of others, she made sure that people felt welcome in Meeting regardless of their ability to contribute financially, reminding us that we all bring diverse gifts to the community. Don and Lois' commitment to their 65 year marriage was an inspiration, as was her patient care for her father in her home in the last years of his life.

Lois' witness in the world grew out of her compassion for others, her belief in the transforming power of love, and her keen awareness of inequality and injustice in its many forms. Her deep faith in a loving God centered her actions and witness. Her commitment to peace led to war tax resistance, starting with the Korean War. She was a person willing to speak truth to power, and a gentle yet persistent force for peace and justice. From the Nuclear Test Ban movement through the steady stream of wars and military actions since then, Lois was there organizing and educating. She believed that citizens would respond well to good information and that education would lead to positive change. She also was Clerk of Peace and Social Concerns Committee for years.

Lois was a key force behind opening a New Hampshire office of the AFSC in 1978; she organized Canterbury Citizens for Peace and Justice in 1981; and she helped found New Hampshire Peace Action in 1982. For over two decades, Lois focused her energy on NH Peace Action as a full-time volunteer and lead fundraiser.

Lois concentrated on the root causes of problems rather than on the symptoms. She had a keen sense of how to motivate and organize people in order to not only achieve a purpose but also build community. We learned from her the lesson of the importance of food, music, and fun to engage us in community as we work for change.

Lois raised six children in their no-frills country home built by her husband, Don, who conscientiously opposed war and performed Alternative Service during World War II. Their yearning for deep relationships with others led them in the 1950s to try living in several intentional communities around the country. To our great benefit they always returned to Canterbury to deepen their roots there where they lived from 1951 until 2003 when she and Don moved to the Havenwood Retirement Community in Concord. “Living simply so that others may simply live” was her way, not just a motto.

Lois loved to garden. It was a natural part of living simply. She grew a large portion of their vegetables, baked her own bread, and was committed to healthy eating, feeding her family whole grains and sprouts and vegetarian meals long before it was fashionable or common. She maintained an extensive flower garden and regularly brought a beautiful array of flowers to Meeting, another way of sharing God’s bounty. She offered wholesome meals and a bed to many who came to the Concord area trying out lifestyles that earned them little money. She and Don joyfully shared their cars, their tools, their labor, and the fruits of her garden with others in need. The way they so freely shared was an expression of their love and sense of community. This generosity was a deep inspiration to many.

Although Lois was highly intelligent and a college graduate, she put her family, the Meeting community, and her peace work ahead of paid work outside the home. She did become a realtor and, as such, gave special attention to the appropriate use of the land, making wise purchases and then reselling to good people for good purposes whenever possible.

Lois and Don’s generous spirit was also evidenced in their gift of land on the Merrimack River to the town of Canterbury to become the town beach and the Riverland Conservation Area. Our Meetinghouse would not have been built without their generosity. First Lois’s offer of land reignited a languishing meetinghouse project. Then when that plot proved too small, an organization to whom the Booths had previously donated another larger tract of land, gifted a portion of it to the Meeting which is where the Meetinghouse now sits, a powerful demonstration of the ripple effect of Lois and Don’s witness of love and generosity.

One of Lois’ greater gifts was her tolerance in the face of conflict. Many learned about Quaker ways from her creative responses to interpersonal conflict and her loving acceptance toward all people, particularly difficult people and those with mental illness. She fully embodied the concept of “let peace begin with me,” in her interpersonal relationships and within the Meeting, the community, and the world.

Lois trusted in the power of prayer; for example, she suggested that members of the Religious Education Committee pray for Meeting children individually. Wisdom born from difficulty and hardship in her own life attracted others to seek her counsel. They were always met with compassion and prayers. She believed completely in a loving God, and often said that God is Love. Even in her last years, she gave vocal ministry of the loving words of Jesus.

Lois was never frustrated or bitter as her body and mind aged. She remained cheerful to the end. Lois’ understanding of the importance of spiritual education for children, her leadership in peace and justice issues, and her personal warmth helped to make the Concord Friends Meeting a welcoming place that has attracted other Spirit-led people for generations.

Lois Booth’s example continues to shine brightly in the lives of those who knew her. Many of us have asked ourselves, “How would Lois deal with this problem?” finding Light and courage in the answer.



April 5, 2020

Minutes & Reports

Friends Meeting at Cambridge

Meeting for Business in Worship

April 5, 2020

Inside this issue:

<i>Minutes, April 5 MBW</i>	1
<i>Severyn Bruyn Memorial Minute</i>	5
<i>Recommended FCNL Legislative Priorities</i>	7
<i>Update from Ad Hoc COVID-19 Response Group</i>	9
<i>COVID-19 Update from MAAP</i>	10

Friends Meeting at Cambridge (FMC) gathered remotely in a Meeting for Business in Worship on Sunday, April 5, at 1:15pm. The Meeting was convened by Ariel Maddocks, Co-Presiding Clerk, after a period of silent worship, with 64 people present via Zoom. The Clerk opened the Meeting by reading a quotation from Britain Yearly Meeting “A Quaker’s guide to online worship and meetings:”

“Now there were many old people who went into the chapel and looked out at the windows, thinking it a strange thing to see a man preach on a hill, and not in their church, as they called it; whereupon I was moved to open to the people that the steeple-house, and the ground whereon it stood were no more holy than that mountain. . .”
(George Fox, Firbank Fell, 1694)

Quaker ways of worship are not bound by custom or ritual. We are called to find space to listen to the promptings of love and truth in our hearts, wherever we might be. God is found in a forest, field, prison, house or car as much as within the walls of a church. Nothing is set apart or sacred because everything is sacred.

When it comes to online meeting for worship, Friends meeting online are perhaps like those on the hillside of Firbank Fell, creating the church community in a space that is available.

Friends in attendance introduced themselves with a brief response to the prompt: “How do you spiritually connect with one another at a time of crisis?”

Memorial Minute for Severyn Bruyn**2020-032**

For Ministry and Counsel, Wendy Sanford read a Memorial Minute for our long-time Member Severyn Bruyn, who died May 26, 2019. Friends appreciated that Sev's daughters Rebecca and Susan were present on *Zoom* for the reading. Unfortunately, Louise, his wife for 67 years and a beloved Member of our Meeting, was not able to connect; the reading of the minute was recorded, however, with approval of the Meeting. Friends held Sev's family and friends in the Light and approved sending the Minute on to Salem Quarterly Meeting. The text of the Minute will be published in the April 5 edition of *Minutes & Reports*.

Announcements**2020-033**

LJ Boswell, Resident Friend, announced that the deadline for annual staff evaluations has been extended to Sunday, May 3. LJ will be sending out an email with the forms attached. (The evaluation forms are also available at community.fmcquaker.org.) Friends' feedback is requested to help evaluate the work of our staff members David Dunphy, Facilities Manager; Amy Mercure, Office Manager; Greg Woods, Youth Ministries and Education Coordinator; our Nursery workers and Center Residents. Please email those comments to resident@fmcquaker.org or mail them to the address on the forms. Evaluation comments about the LJ Boswell, Resident Friend, should be emailed to Liz Moore at rfevaluation@fmcquaker.org or mailed to her at the address on the form. Our practice is to include the author's name with the comment when it goes to the staff member unless you request otherwise.

A new concern group called Disability and Accessibility (D&A) has been established, with initial members Camilla Dickinson, Helen Kobek, Ariel Maddocks, Emmy Mathis, Jess McCormick, Liz Moore, and Betsy Roper, with Greg Woods as a consulting member. The Group is in an early formation and discernment stage. It will be listed in the Directory and on the Meeting's website. Other Friends who are interested are invited to join the Group.

Peace and Social Justice: Recommendations of Priorities for Friends Committee on National Legislation**2020-034**

Raymond Aucoin, Clerk of the Peace and Social Justice Committee, presented recommendations of legislative priorities for the 117th Congress to be sent to Friends Committee on National Legislation (FCNL). Every two years FCNL asks Quaker meetings, churches and groups to provide input in setting the priorities for the organization for the upcoming Congress. Each Quaker meeting is asked to submit seven priorities of 30 words or less. The recommendations were developed at recent meetings of a group of interested Friends. Raymond read the seven recommendations, as well as suggestions to FCNL to reduce the length of their list of possible priorities, to order them in some way, and to acknowledge that priorities may need to shift due to actions of the government and other changes in the country's circumstances.

The Meeting approved the recommendations, with a few suggested changes (the final version will be published in the April 5 edition of *Minutes & Reports*). The document will be forwarded to FCNL.

Update from Ad Hoc COVID-19 Response Group**2020-035**

Ian Harrington, Co-Presiding Clerk and Clerk of the *Ad Hoc* COVID-19 Response Group, explained that the *Ad Hoc* Group was formed because of an urgent need to make timely decisions for FMC in the face of the pandemic. The full report will be published in the April 5 edition of *Minutes & Reports*.

The Group consists of the members of the Clerks Team, the Facilities Manager, the Resident Friend, as well as representatives from Fellowship & Outreach Committee, First Day School/Youth Programs Committee, Ministry & Counsel, Personnel Committee, and Trustees Committee. The Group has met several times to gather information and to decide what changes to our usual practices needed to be accomplished immediately, including closing the buildings on March 13 and attempting to maintain our social and spiritual connections within the community. Our use of the *Zoom* app has been successful; we have heard and seen Friends from the Czech Republic, Canada, Mexico, Russia, and France, who ordinarily, of course, could not have joined us. A number of new remotely-accessed activities have been started by interested groups and individuals, including evening worship every day, guided meditation, storytime, and worship sharing about our reactions to the pandemic. Friends are reminded that if they want to set up a *Zoom* meeting using one of the Meeting's three accounts, they should send their request to zoom@fmcquaker.org. Friends needing help in working with *Zoom* can ask for assistance with a request to zoomhelp@fmcquaker.org.

The Group has worked with residents of the Friends Center about use of the building during its closure; it is unavailable to everybody other than the Center Residents and the Resident Friend, except for Material Aid and Advocacy Program staff's access to a basement bathroom, and others only on an emergency basis (arrangements must be made with LJ Boswell, Resident Friend).

Ian reminded Friends that the Pope Fund is available for financial help to Friends in distress; details were sent out in an email from the Pastoral Care Team—ask Ian if you can't find it.

Of course, we can't foresee how long the present situation will hold, but hope that everyone stays well and safe while it does.

LJ Boswell, Resident Friend, reported that the Office Manager and the Youth Ministries and Education Coordinator are working completely from home (phone calls to Meeting are forwarded immediately to Amy Mercure at home). David Dunphy, Facilities Manager, works mostly at home, but has needed to come to 5 Longfellow Park for a couple of emergency repairs. David has been updating the Facilities Manual, since he has a bit more time to devote to this task than usual. One Center Resident went home for the duration of the crisis; the remaining three people living in the Friends Center have been working together to navigate the situation in the best way possible.

Greg Woods, Youth Ministries and Education Coordinator, reported that he has been reaching out to youth and their families, and has been coordinating a version of First Day School via *Zoom*. Young Adult Friends have been having virtual potlucks each Sunday evening. About 30 Easter packets will be sent to families for an activity that they can do together remotely. Everyone is welcome to listen to stories or do crafting together during the weekly Storytimes for All and Craft Afternoons.

Friends held all these activities and the people involved in the Light.

Update from MAAP about their COVID-19 Response

2020-036

Nora Sullivan, a regular attender at FMC and Program & Outreach Coordinator for the Material Aid and Advocacy Program (MAAP), updated us about what MAAP is doing. The full report will be published in the April 5 edition of *Minutes & Reports* and will be emailed to the FMC community.

She said that FMC has been very supportive of MAAP's efforts to help people experiencing homelessness in this terrifying situation. MAAP is one of few agencies that are still open,

helping about 100 participants per week over the last three or four weeks. No one comes inside the Friends Center or the Meetinghouse except the staff of MAAP. They sent a list of demands for reform of the state's services for the homeless to Governor Baker; it has been referenced by 26 legislators who also wrote to him on the same topic. These are not new problems, but they are seriously exacerbated by the pandemic. MAAP will be setting up a PODS (portable storage) container in the driveway so that donated materials can be dropped off every day. They are offering snacks to participants, but need help packaging them—send Nora an email if you want to help. Their wish list for contributions includes underwear, backpacks, jeans, sweatshirts and money.

Friends held MAAP staff, volunteers and all they serve in the Light.

Trustees Committee: A Possible Paycheck Protection Program Loan/Grant 2020-037

Maria West, Co-Clerk of Trustees Committee, informed Friends of the federal Paycheck Protection Program (PPP), which will grant employers, including faith communities, a loan of 2.5 times their average monthly payroll in 2019. This would amount to some \$56,000 for FMC, if we were to take advantage of the program. The interest rate is very low, but if the employer spends at least 75% of the loan on personnel costs, the loan will be completely forgiven. The central question in applying for the money is whether it is “necessary to support the ongoing operations” of the Meeting. Maria noted that we are losing a great deal of rental income while the crisis continues, our financial investments have lost considerable value as financial markets have declined, and it seems likely that contributions will go down as well. A central assumption for us is that we need to support our employees.

Friends discussed the question of whether or not to apply for PPP money. On the one hand, we have money in the bank and many other organizations, including faith communities, are not as well-off as FMC or do not have members with the necessary skills for applying to the Program. On the other hand, the money we might receive would decrease the spending of our unrestricted reserve funds to meet our expenses, and our getting this government money will not deprive more needy organizations applying for it (but if we reach out to help them, that could make a difference for them). In the end, Friends approved authorizing Trustees Committee to apply for the money, with the understanding that we can pay it back without penalty if we change our minds. We want to look into helping other groups with less privilege than we experience. One Friend stood aside from this decision.

In closing, the Clerk asked us to consider actions that we can take together to reach out to help our neighbors (people and organizations) as they suffer the consequences of the pandemic.

The Meeting for Business in Worship adjourned at 4:01 pm, with Friends purposing next to gather in a Meeting for Business in Worship on Sunday, May 3 (this is the first Sunday of May, so that we can avoid a conflict with Mother's Day), at 1:15 pm in the Meetinghouse or via *Zoom* if the Meeting facilities are still closed. There will also be an Adjourned Meeting for Business in Worship on May 17.

Ariel Maddocks, Co-Presiding Clerk

David L Myers, Recording Clerk

Memorial Minute for Severyn Bruyn (10/26/27-5/26/19)

Severyn T. Bruyn, a noted college professor, vibrant peace activist, and long-time member of Friends Meeting at Cambridge, passed away peacefully on May 26, 2019, in the presence of his beloved wife and partner-in-life, Louise Muenzer Bruyn, and other family members. Sev died at home, in the Newton, Massachusetts, house where he and Louise had lived for more than fifty years.

Sev was born in Minneapolis, Minnesota, in 1927. At one point during the Great Depression, his father lost his job, and Sev and his mother and sister went to live with relatives in California; from then on, Sev loved watching waves come in, and playing in the water close to the shore. Back in the Midwest after his father again found employment, Sev pursued his love of water and, during high school, won the Illinois state championship for high diving.

Sev and Louise met when they were students at the University of Illinois, where Sev took his B.S., M.A., and Ph.D. degrees, and Louise trained to be a teacher. Family lore has it that one day, while Sev and Louise worked waiting tables at a dormitory cafeteria, he asked her out. "I have a date," Louise famously replied, "but I can break it." That first date led to sixty-seven years of marriage, and three children—Rebecca, Susan, and George, whom Sev and Louise adopted when he was 11. Sev was so busy teaching and writing during his children's growing up that he was not often a hands-on father, but a story his daughters tell captures his spirit of play as a dad. One summer, to free Louise to teach dance for several weeks at a summer camp in Michigan, Sev took on driving himself and the three children to California. They camped along the way. When mosquitoes swarmed and pestered at one memorable picnic lunch, Sev saved the day by giving each mosquito a name. He addressed the mosquitoes as friends in such a comical way that his daughters remember a lunchtime of uproarious laughter.

Shortly after their 1951 marriage, Sev and Louise joined the small Friends Meeting at the Champagne-Urbana campus of the University of Illinois. "They were a fine little group," Louise remembers. "They drew us in, made us feel welcome, told us what they were working on, let us join in." During the several years that Sev taught at Illinois College in Jacksonville, Illinois, they found their way to a small Quaker group that met for worship in people's houses. When they moved their family east so that Sev could teach at Boston College (BC), they transferred their membership to Friends Meeting at Cambridge, and they have been with us ever since.

Not long after they joined the FMC community, Louise experienced a leading to walk the 450 miles from Newton, Massachusetts, to Washington, D.C., in 45 days, to protest U.S. expansion of the Vietnam War to Laos. "I said to Sev that somebody ought to walk to Washington and tell them they should stop this war. He looked at me and quietly said 'That's what it might take.' Immediately, I got up and began looking for our maps." Sev supported Louise in this leading, start to finish.

As a professor, Sev was far from an ivory-tower academic. Louise recalls the beginnings of his groundbreaking form of scholarship: During several years of teaching at Illinois College in Jacksonville, Illinois, Sev did research on teens in trouble, known at the time as delinquents. "He developed an idea of how to work with them, not just scold [or study] them . . . we felt it was a more Quakerly way." The young people came to the house, made themselves comfortable, put their feet up on the living room furniture. "It was Sev's way of working with them," Louise says with a smile. Sev's research approach evolved into "participant observation," a method that changed the field of sociology. He wanted sociologists not simply

to analyze social problems, but to tackle them as well. Louise remembers him in the same Illinois living room, “lying on the floor with his head down, surrounded by books, using a typewriter or scribbling on paper.” That book, his second, was *The Human Perspective in Sociology: The Methodology of Participation Observation*. It helped to land him the coveted job at the Boston College Department of Sociology, where he would teach, write, and organize for social justice, democracy, and peace for many decades to come.

At BC, Sev continued to marry scholarship and activism. When worker-owned businesses became a center of his inquiry, for example, Sev worked on an ownership-overhaul of a Massachusetts factory. As a teacher, according to a former student, Sev was “warm, welcoming, enthusiastic, curious, thoughtful—pretty much simultaneously.” He was “rigorous” in scholarship, and “intellectually passionate.” A former dissertation advisee recalls how Sev inspired her towards study and action for non-violent social change. “Sev not only did no harm,” she says, “he showed how to do good.” In addition to teaching and advising, Sev helped to develop BC’s signature “Leadership for Change” program. Among his many academic grants, awards, and recognitions, standouts include a National Institute of Mental Health (NIMH) grant of \$200,000 to support 18 Sociology Ph.D. students (1979); the Alpha Sigma Nu, National Jesuit Honor Society, Social Science Award for *A Future for the American Economy* (1991); and a celebration of his career contributions at a joint meeting of the American Sociological Association and the Society for the Study of Social Problems (2011). Fueling this illustrious career, and grounding all his work, was what a long-time colleague recalls as “Sev’s indomitable hope, his deep belief that the future can be more just.”

A “gentle giant of a man,” Sev was committed to mobilizing for peace. Having served briefly in the U.S. Army stateside towards the end of World War II, he became a stalwart and vigorous member of the Boston Chapter of Veterans for Peace, known as the Smedley Butler Brigade. A fellow Vet recalls, “In many ways Sev was the conscience if not the heart of our chapter of Veterans for Peace.” At Smedley events, Sev spoke, read poetry, and even performed stand-up comedy to raise funds. His consistent, heart-felt message was that war is fought and suffered by the many to benefit the very few. As he told a young journalist at BC in 1980, “You have to stand up for what you believe, right down to your toes.”

Sev’s retirement in 2000 led to no diminution of activity, but rather to a riotous creativity that included writing a novel about the future of higher education, as well as painting, throwing pots, and sculpting. After learning to write music on the computer, Sev composed and produced musical pieces that range from famous poems set to song, to an oratorio on non-violent direct action, to “The Song of Evolution,” a musical debate between poets and scientists, performed at Boston College in 2010. In all, as a friend wrote, “the energy that came from him was astonishing. He was involved with just about everything that a person with a heart of gold could be.”

During their decades in Newton, Sev and Louise’s family grew. Rebecca married Cindy Rosenbaum; Susan married Michael Collyer (now deceased), and they had a son, Matthew Collyer; George added two grandchildren to the family circle—Sev Bruyn (Jr.) and Tiffany Brister—and later partnered with June Epperson.

During his early and middle years at FMC, Sev’s chief Quaker service was with the American Friends Service Committee. After retirement, Sev joined Meeting activities with gusto. He was a steady presence in morning worship until the very last weeks of his life, sitting side-by-side with Louise. He rose, when moved, to speak with awe and joy of his unfolding spiritual adventure—even, at least once, to dance. Sev was a regular, too, in Afterthoughts, where he listened intently to every speaker and shared his own wisdom from a lifetime of social justice

teaching and activism. A Friend recalls saying to Sev, "If I get to heaven and find it's all you say it is, Sev, then I will be so delighted." Sev responded passionately, "You will! You will!"

We were lifted by Sev's passion for justice and his generous versatility, by his sense of humor, his exuberant laughter, and his infectious love of music. A fellow Vet for Peace remembers, "When we would have our fund-raisers at Johnny D's in Somerville and the band would start playing, the first one onto the floor was Sev. If music was playing Sev couldn't keep still." As Louise said, "Sev loved the sound of the drum." How fitting that a drumming circle closed his memorial meeting for worship at FMC.

We imagine that Sev is finding heaven to be all he'd hoped. We miss his great spirit immensely.

Recommendations of Priorities for Friends Committee on National Legislation, 2020

April 5, 2020

FCNL Friends –

We are grateful for your work on our behalf in the halls of Congress. We feel you represent us well, and we appreciate your efforts to move us towards *The World We Seek*.

Thank you for once again giving us the opportunity to share our suggestions concerning priorities for national legislation. We always find this a challenging and interesting task, and we hope our efforts may be of some help.

We are submitting our top seven priorities in the format you have requested, but we are also moved to share a few important thoughts about this year's efforts. We hope these might be considered during your discernment process.

First, we urge you to consider decreasing the length of this new set of Legislative Priorities. Reviewing the current priorities list did not give us a sense of what FCNL is focusing on, as it seems to be a longer list than possible to address. We urge you to consider limiting them to seven priorities of thirty words or less. This will make the priorities of FCNL more accessible to a greater number of people and will also clarify for supporters exactly how FCNL is focusing its lobbying efforts.

Next, please give some thought to the order of the priorities. We know the priorities are not ranked, but that is not stated in the list. The standard impression of a reader will be the priority listed at the bottom of the lengthy list (the climate disruption emergency) must be merely an afterthought. We know this is not correct and feel strongly that it is unfortunate in this age. Climate disruption is altering our world and having a disproportionate effect on those who already face economic and social inequality. We feel this new set of priorities should indicate it will be at the forefront of FCNL's efforts.

Finally, please acknowledge that priorities may shift in the course of a two-year session of Congress. It is unlikely that many people anticipated the magnitude of the present pandemic and its effects as recently as November 2019, not to mention November 2018.

Thank you for considering our suggested priorities and these recommendations. We hope that we can follow your leadership in the years ahead to realize our priorities.

Approved on this day at our monthly Meeting for Business in Worship.

In peace,

Friends Meeting at Cambridge

Suggested Priorities for National Legislation

1. Mitigate climate destruction by implementing multi-dimensional, multi-national sustainable solutions to various problems including rapidly reducing greenhouse gas emissions and preventing disproportionate socio-economic impacts on vulnerable populations.
2. Expand/restore social programs providing healthy levels of food, housing, healthcare and education. Increase the minimum wage and reduce the student loan debt burden. Expand job (re)training for workers.
3. Reduce military spending. Promote peacebuilding through diplomacy, nuclear disarmament and non-proliferation. End sanctions that harm civilians. Repeal Authorizations for Use of Military Force. Reestablish the nuclear agreement with Iran.
4. Pursue policies promoting and respecting the rights, safety and dignity of all, regardless of race, ethnicity, gender identity, sexual orientation, disability, religion, age, and immigration status. Implement compassionate immigration reform.
5. Advance equitable and unbiased criminal justice systems that eliminate mass incarceration, promote rehabilitation and restorative justice, abolish mandatory-minimum sentencing, and support community-oriented and demilitarized law enforcement. Abolish the death penalty.
6. Advance meaningful gun control legislation including banning military-style weapons and implementing universal background checks. Develop and support programs for reducing gun suicides.
7. Pursue equitable access to open and transparent political processes. Work to overturn Citizens United vs. FEC. Declare a federal holiday for national elections. Eliminate political gerrymandering and obstacles to voting.

Approved at our monthly Meeting for Business in Worship on April 5, 2020.

Friends Meeting at Cambridge (Massachusetts)

Update from the Ad Hoc COVID-19 Response Group April 3, 2020

As we prepare to gather for our first virtual Meeting for Business in Worship, it seems like we have been separated for ages. However, it was less than a month ago we became aware that the mounting threats of coronavirus to our health meant that we would have to take drastic measures to protect the FMC community including our staff.

Since making decisions about how to best proceed required input from several committees, we quickly assembled an *Ad Hoc* COVID-19 Response Group to plan what actions to take. This group included the following:

- Clerks Team (Minga Claggett-Borne, Debby Colgan, Ian Harrington, Ariel Maddocks, Liz Moore, David L Myers, Jan Nisenbaum, Jonathan Vogel-Borne, and Patricia Wild)
- Facilities Manager (David Dunphy)
- Fellowship and Outreach representative (Holly Lapp)
- First Day School/Youth Programs representatives (Sadie Perrin and Kim West)
- Ministry and Counsel representatives (Susan Davies and Gail Rogers)
- Personnel representative (Bill Satterthwaite)
- Resident Friend (LJ Boswell)
- Trustees representatives (Rick Talkov, Maria West, and David White)

Our first decision was that the Friends Meeting at Cambridge buildings would be closed. This was explained in a message sent out to the community on Friday 13th March. Since then, we have met several times, and we are doing our best to care for the community during this crisis while maintaining a level of social and spiritual activity in our community despite our physical separation. We have kept track of actions taken by neighboring churches and city, state, and federal government requirements while being particularly concerned about the residents of our buildings.

The first Sunday after the closing (15th March) our last in-person Meeting for Worship was held by 30 physically-distanced Friends outdoors at Raytheon and over 40 Friends took part in the first virtual Meeting for Worship.

Since then the size of our virtual Meetings for Worship has grown (over 100 attended this past Sunday), our regular activities that can be held virtually (including Forums, Afterthoughts, First Day School, and committee and group meetings) have been shifted to Zoom, and new activities (such as unhosted Meetings for Worship, Guided Meditation for Relaxation, Storytime for All, Worship Sharing with the Pastoral Care Team, and Craft Afternoons) are springing up. We also have enjoyed the presence of a number of people normally unable to attend due to distance (residents of Russia, France, Mexico, the Czech Republic, Ontario, and several distant parts of the US), accessibility issues, or hearing difficulties.

The *Ad Hoc* Group has helped get these programs going. We have also made several other decisions affecting life in the FMC community. These include:

- The FMC buildings remain closed until further notice. Out of concern for the health of the residents of the building, access is only available on an emergency basis and must be arranged in advance through the Resident Friend (LJ Boswell). Arrangements have been made to handle any emergencies that may arise in the buildings.
-

- Our principal staff continue to work for FMC. Greg Woods and Amy Mercure are currently working from home. LJ Boswell is working at FMC some of the time. David Dunphy works on-site only when it is essential. They can all be contacted using the normal phone numbers and email addresses.
- In order to provide essential services for the homeless community, the Material Aid and Advocacy Program (MAAP) is continuing to operate. They serve their clients outside and restrict their operations to the Meetinghouse basement and a Friends Center basement bathroom. Due to the increased need for receiving and distributing materials, we approved the placement of a storage pod on the edge of the FMC driveway.
- The community is becoming more familiar with using Zoom as a means of maintaining contact. FMC has three Zoom accounts, one with a capacity of 500 meeting participants. Friends wishing to set up a Zoom meeting using one of these accounts should send their request to zoom@fmcquaker.org. Friends needing help in working with Zoom can ask for assistance with a request to zoomhelp@fmcquaker.org.
- A source of possible financial help during these challenging times is the Pope Fund, and information about that and other resources will be made available to the Meeting community.

We do not know how long we will be kept apart physically by this pandemic. We long to gather again in our Meetinghouse. Until health concerns make that possible, we hope all of you stay healthy and safe, and we hope to see you on the screen during our Zoom meetings.

The *Ad Hoc* Group is meeting again on Sunday 19th April at 7pm. Please let us know if you have questions or concerns that we can help with.

Peace, Ian Harrington for the *Ad Hoc* COVID-19 Response Group

COVID-19 Update from Material Aid and Advocacy Program (MAAP)

Thanks to everyone from FMC for your support and presence with MAAP during this unprecedented change in how we are supporting community members who are unsheltered. As you all know, this crisis has taken a disproportionate toll on people experiencing homelessness in Cambridge and Boston, and we have seen a significant increase in need since supports that people rely on for survival are shutting down or limiting their capacities.

We feel that our mission of supporting and empowering people experiencing homelessness and living in poverty is as critical now as ever, and we are especially grateful for the support of FMC during this time. We want to thank those from FMC who have contributed to us financially and materially, as well as those who have checked in and offered support in other ways. We have been working closely with Elise Springuel and Nancy Frost from Food Link, which has been an integral relationship as we work to feed and materially support an average of 100 participants per week, for a total of roughly 450 individual visits since we transitioned to our COVID-19 model.

We are excited to share news about a letter we wrote in collaboration with MAAP participants experiencing homelessness to Governor Baker. The letter communicates a list of solutions and demands of people experiencing homelessness and allies in the face of COVID-19. The letter was then referenced by a list of 26 state legislators in a letter sent directly to Governor Baker and reiterated our specific demands and named MAAP specifically. We are extremely encouraged by this move and feel hopeful that the needs of people who are unhoused will be thoroughly and efficiently prioritized by the Governor.

It's important for us to emphasize that the challenges being faced by MAAP participants are not new. People are consistently marginalized based on housing status and discrimination against the homeless community, and that is simply being emphasized in sharper relief by the crisis we are living in today. We are appreciative for increased awareness of the conditions of homelessness for people in Cambridge and Boston in light of the novel coronavirus, and we are adamant that this awareness must persist through the time of this pandemic and beyond.

To our Friends at FMC, we are grateful to be together in this fight. As we push forward through this chaotic time, we are so encouraged by the specific ways FMC has helped us to function creatively in order to adapt to our new circumstances. As you may have heard, we are so grateful to the Trustees Committee for approving the temporary presence of a "PODS" (portable storage) container in the FMC driveway, so that we can receive material donations and mail for a greater amount of hours, and so that we can encourage greater physical distancing between visitors to MAAP. Under our former operations, donors and participants were all visiting MAAP between the hours of 9:00am-3:00 pm, Tues/Thurs, so with the PODS container donors are now able to drop off at their convenience from 8:00am-6:00pm, 7 days a week. If you are planning to bring a donation to MAAP, please send me or Cassie Hurd (churd@maapma.org) an email for instructions on accessing the PODS container and sanitation.

We also have received so many wonderful offers of support and have been working to identify things that would be most helpful to us from FMC folks. We will be reaching out soon with a request for volunteers to help us with more remote work. Currently we have FMC volunteers helping to assemble hygiene kits and snack bags, and we are looking for more people to help with these jobs. In addition to the incredible sandwiches we get from Food Link and the City of Cambridge every Tuesday and Thursday, we are offering robust snack options in a brown bag form that are easily sanitized and individually packaged. While this has been a successful method so far, we are finding that the time needed to make the "snack bags" is significant, and we could use some help getting them put together along with our regular hygiene kit assembly!

Please feel free to reach out to me at nora.sullivan83@gmail.com any time with questions. We also encourage you to join our mailing list if you haven't already, which can be achieved directly at <https://www.maapma.org/mailling-list>. Finally, we continue to need financial as well as material donations--right now we are in particular need of backpacks, hooded sweatshirts, jeans, and new underwear. Our full wish list and donation page can be viewed at <https://www.maapma.org/wish-list>

From the bottom of our hearts, thank you. Please stay healthy and check in on a loved one.

Love, Nora Sullivan for MAAP

5 Longfellow Park
Cambridge, MA 02138-4816
www.FMCQuaker.org

Elizabeth Claggett-Borne, Deborah Colgan,
Ian Harrington, Ariel Maddocks, Liz Moore,
Jan Nisenbaum, Patricia Wild

Co-Clerks

clerk@FMCQuaker.org

617-876-6883

LJ Boswell, Resident Friend

resident@FMCQuaker.org

617-876-1868

Amy Mercure, Office Manager

office@FMCQuaker.org

617-876-6883

Greg Woods, Youth Ministries and
Education Coordinator

youthministries@FMCQuaker.org

413-251-6512

David Dunphy, Facilities Manager

facilities@FMCQuaker.org

617-354-3383

To receive newsletter write to:

office2@FMCQuaker.org

Friends Meeting at Cambridge

Return Service Requested

Meetings for Worship at FMC

5 Longfellow Park, Cambridge

Sundays 10:30 am

5:00 pm

Wednesdays 8:30 am to 10 am

South Shore Preparative Meeting

155 Washington St. (Rt. 53), Pembroke

Sundays 10:00 am

Joanne Heffernan

781-337-9337

Worship Group at Brookhaven

1010 Waltham Street, Lexington

Sundays 10:30 am

Elisabeth Cotten

781-862-7578

Other Nearby Worship Opportunities

Acton Friends Meeting,

Contact Clerk, acton@neym.org

Amesbury Monthly Meeting, 120 Friend St., Amesbury

Sundays 10:00 am

Beacon Hill Friends Meeting, 6 Chestnut St., Boston

Sundays 10:30 am

Cambridge Friends School, 5 Cadbury Rd., Cambridge

Tuesdays 8:30 to 9:00 am

Framingham Friends Meeting, 841 Edmands Rd., Framingham

Sundays 10:00 am

Fresh Pond Monthly Meeting, CFS Cambridge

Sundays 10:00 am

Lawrence Monthly Meeting, 15 Forest St., Methuen

Sundays 6:30 pm

Nashoba Worship Group, nashobaquakers@gmail.com

Sundays 10:30 am

North Shore Monthly Meeting, 74 Hart St., Beverly Farms

Sundays 10:00 am

Wellesley Friends Meeting, 26 Benvenue St., Wellesley

Sundays 10:30 am

>> **Cuba YM 2020 Report**, from page 5

spiritual focus: love, grace, and the Holy Spirit. These queries led to rich and personal sharing in worship.

One aspect of Friends' programmed worship that struck us most vividly is how open to the leadings of the Spirit the worship is. While there is a pastor who gives a message (although not always the official pastor of the Monthly Meeting) and hymns that are clearly planned ahead, song, prayer, and messages also rise up spontaneously from the body and are embraced and welcomed. Ministry is encouraged from all age groups, and we witnessed powerful ministry from children, including a beautiful dance by a 10-year-old from Pueblo Nuevo. It is clear that Cuban Friends are working diligently to nurture spiritual understanding and expression in their young people. There is no sense of a rigid structure to which they adhere. The focus of every message and prayer we heard in worship was on God's love and the peace, power, and freedom it brings. When we asked Luis Carlos if there was ever a focus on evil he responded, "We have no time for Satan!" Clearly love reigns!

One of the highlights of the Sessions was the recognition of Ramon and Rosario for their work building and supporting the bridge with New England Friends. It was a poignant moment for all. That same evening, Bruce offered the message in worship, focusing on the story of the blind men and the elephant, with which Cubans are familiar. He spoke about how we can see (or choose to see) only part of the truth, referencing times when Quakers have revised their understanding of truth over time. He challenged us all with the question, "What truth am I not seeing?"

Our time with Cuban Friends was rich with sharing. We had many opportunities to connect one-on-one with Friends in many contexts. Sharing meals, sharing worship, hanging out with the kitchen crew in Gibara, offering our gifts and talents and receiving theirs in return all served to strengthen the bond that is so important to both New England and Cuban Friends.

We are hopeful that sister Meetings can be found for Pueblo Nuevo, Delicias, and Floro Pérez, and recognize that intervisitation is key to keeping these relationships alive.

In addition, Jackie offered suggestions for nurturing microenterprise projects, an initiative that Cuban Friends are actively exploring. There may be ways for New England Friends to support this in the future. We are grateful for this opportunity to travel, and return home with hearts full of love and grace. •

Memorial Minute for Bain Davis 1940–2019

Beloved member of Bennington Monthly Meeting Bainbridge H. Davis, 79, passed away on November 24, 2019, in Scarborough, Maine.

Bain was born in Washington, D.C., to Bainbridge C. Davis and Virginia H. Davis on June 28, 1940. He went to school at Sidwell Friends and St. Albans in Washington, D.C., and graduated from Oakwood Friends in Poughkeepsie, N.Y. He graduated from Drew University and continued at Drew in Seminary, during which he served as student pastor for three Methodist churches. He was recorded as a Minister among Friends in Chicago Monthly Meeting.



Bain taught and raised funds for the Ecumenical Institute and the Institute of Cultural Affairs for 15 years. He also was involved in Quaker education, both as a teacher and fundraiser at Oakwood Friends School in Poughkeepsie, N.Y. Bain served as a community developer and was involved with the Greater Bennington Interfaith Council where he worked to help set up the free health clinic. He served on the Faith and Practice Revision Committee of New England Yearly Meeting, as well as on the board of Woolman Hill Conference Center. He also worked on a cooperative project with Southern Vermont College teaching a World Religions Course. His ministry included writing several articles for the weekly Sunday "Speaking of Religion" column in the Bennington Banner.

Bain is survived by his wife of 55 years, Marjorie Hawes, sons Henry, Shawn and his wife Maria and grandson Ryan, Kirk and his wife Miriam, and sister Dana, along with several nephews and nieces.

Bain is remembered primarily as a bridge between groups and an ambassador for Quakers. Although for much of his life he considered himself Quaker, he was also involved with Methodists, the United Church of Christ, Episcopalians, and the Bennington Interfaith group. He never considered himself Quaker to the exclusion of anything else but represented the best of Quakerism. He was committed to a deep concern for inequality between people and the violence and oppression that are used to maintain that inequality.

In his own words, "I began life as a Friend/Quaker and remain so today with a brief interlude as a Methodist and then U.C.C. pastor. But spirituality for me is much deeper and broader than institutional religion. Whatever story you live out of is one of the most critical factors of our individual and collective journeys—along with the symbols we use to help us remember what's really important."

Bennington Monthly Meeting December 15, 2019
Northwest Quarterly Meeting, March 8, 2020

Memorial Minute for Shawn Donovan

Hanover Friends lost our member Shawn Donovan, 70, suddenly, on February 19, 2018. Raised in the Catholic Church, Shawn first attended Hanover Friends Meeting in the late 1970s and early 1980s. Subsequently, he and his wife Margaret chose the Unitarian path for their family and helped to found the Unitarian Universalist Congregation of the Upper Valley in Norwich, VT. He loved his extended family and his children, Elias and Sarah, and maintained a warm friendship with Margaret in the years after their marriage ended in 1996.

Shawn returned to Hanover Friends in the early 2000s and became a member in 2004. He brought great energy, diverse skills, and passionate social activism to his work within and beyond the meeting for the 15 years that remained to him.

From an early age, Shawn was acutely aware of injustice. He named Daniel Berrigan, whom he met in his high school years, and Dorothy Day, with whom he worked in the Catholic Worker Center in New York, as his heroes. Passionately opposed to the Vietnam War, he dropped out of the College of the Holy Cross to work with the Catholic resistance to the war, only returning several years later to complete his degree. In 1972 Shawn co-founded the Mustard Seed Catholic Worker's Center in Worcester, MA. His association with this organization, whose members provide services to those in need while aiming to live according to spiritual values, continued through monthly trips for board meetings and service activities until his death.

He was a dedicated member of groups providing free monthly community dinners through the LISTEN organization in Lebanon NH, annual luncheons for local senior citizens through the Black Community Center in Hanover, NH, and suppers at Dismas House, in Hartford, VT.

Shawn's search for truth in reading, in various faith communities, and annual retreats at St. Joseph's Abbey, a Trappist monastery in Spenser, MA, fed his spirituality. It was many years before Hanover Meeting Friends knew the depth of Shawn's roots in social justice work. We learned that his suspicion of today's ICE (Immigration and Customs Enforcement) agents grew from his personal experience in the early '70s, when the Catholic anti-war community he worked with to remove draft files from Selective Service offices was infiltrated and raided by federal agents. Long quiet about these activities, in the '90s Shawn came to understand their importance in the Vietnam War resistance and to share stories of his involvement with family, friends and colleagues. In the 2000s, Shawn was proud to speak as an authority on Dorothy Day at a national conference in Miami.

A concern for the environment, developed and nurtured by summers spent on the Maine coast in his youth, life close to the land in New England in young adulthood, and study at Antioch New England, influenced his career in planning, engineering and construction management. His activities helped lead to the development of several

regional planning commissions and the creation of Advance Transit, which provides free bus service to riders in the Upper Valley.

Shawn used his planning skills and sense of justice when he worked with Rita McCaffrey, founder of two Dismas Houses in Vermont, to bring this program to our area. A Dismas House program provides supportive transitional housing for people recently released from prison. Overcoming much public resistance, Dismas House of the Upper Valley opened in Hartford, VT in 2014. Shawn spoke with pride of the success of many Dismas House residents, whose recidivism rate was markedly lower than that of others who had not completed its program.

His commitment to the value of each person and the protection of vulnerable and marginalized people propelled other projects as well. When homeless people congregating in Lebanon became the subject of police monitoring, Shawn insisted that homelessness is a community problem, not a police issue, and organized efforts to help these homeless people. He collected warm clothes and camping equipment, and one winter he housed a homeless person for several months. He encouraged the development of housing for chronically homeless and very low-income people, and would have been happy to see the opening of the Parkhurst building in downtown Lebanon in June 2018.

In recent years, Shawn trained as a facilitator of the Alternatives to Violence Project, begun 30 years earlier when inmates at Green Haven Prison in New York State asked local Quakers to help them teach incarcerated youth to face the anger that led to their imprisonment and to resolve disputes without violence. Shawn served as a facilitator to AVP groups in prisons in Norfolk, MA and Gardner, MA and engaged other members of Hanover Friends in this work.

Shawn ably served Hanover Friends on two committees. He brought his professional expertise to the work of the House Committee, helping to form the House Capital Fund for future repairs and maintenance of the Meetinghouse. He brought his deep roots in social justice work to the Peace and Social Concerns Committee. Members of that committee felt Shawn's willingness to organize and to take risks. With a sense of urgency that rose from his personal experience of the oppressive power of government, he plunged into immigrant support work. By 2015, he was aware of the increased vulnerability of undocumented youth who have grown up in the USA but who entered illegally with their migrant parents, and sponsored a public forum with a DACA (Deferred Action for Childhood Arrivals) youth as speaker. He persisted through the deep and lengthy discernment process that led in December 2016 to our Meeting's decision and public call, which read in part: *We call on our fellow community members to join us in defending human rights for all, working toward nonviolent religious and civic sanctuary that protects all who are vulnerable, and striving together for compassion, dignity and safety for everyone.* With committee members, he planned a full-day workshop in April 2017, entitled "A Community Forum on Immigration: What About Sanctuary?" This led to cooperation among seven Upper Valley faith groups of the

United Valley Interfaith Project (UVIP) to establish a church sanctuary network to support immigrants. As part of a wider Quaker circle, Shawn served on the Advisory Board of the American Friends Service Committee of NH, a major actor in immigrant support. He frequently joined church leaders and members from across the state for vigils at the ICE headquarters in Manchester, NH.

Shawn was never comfortable with the slow pace of Quaker decision-making, often wondering why it took so long to discern what already seemed clear to him. Yet rather than acting arbitrarily, he worked to test his leadings among Friends within the Meeting. He held strong opinions and sometimes expressed them in harsh words that others found painful. Some Friends who confronted Shawn lovingly after a hurtful exchange found him open to apology and willing to reach toward a decision grounded in a shared sense of the Spirit.

Shawn took time to enjoy life. He had a passion for good food and cooking, often arriving at a potluck event with Irish soda bread -- his mother's recipe. We remember his hearty, quick laughter and the way he celebrated what he appreciated -- "This is terrific!" A member described him as having a home with us, just as we were at home with him. On what would be his final day at the Meetinghouse before his death, Shawn poked fun at how long it took us to agree on a design and to erect the new sign in front of our building. But the words "All Are Welcome" on the long-awaited sign delighted him. At Shawn's memorial service, one member was moved to sing the lines of a song that reflect his search for a life of faithfulness in the world: 'Open up your heart, Help the world to heal, Multiply the joy that you feel!'

Northampton Friends Meeting
43 Center Street
Northampton, Massachusetts 01060

Memorial minute for Robert (“Bob”) Stanley First

Robert Stanley First (“Bob”) quietly passed away early Saturday morning, May 25, 2019. Bob was 96 years old at the time of his death and was surrounded by members of his family.

Bob was born on September 19, 1922, in Mt. Vernon, NY, the younger son of Lewis and Ruth (Gross) First. The Great Depression that occurred during his youth shaped Bob and set much of the course of his life. He was a serious student and loved mathematics, attending the University of Iowa, where he worked as a waiter to pay his way while earning his bachelor’s degree in Chemical Engineering. Bob enlisted in the U.S. Navy in 1944 and served on several ships as an electronic technician’s mate. He was honorably discharged in June of 1946 following his last tour in the South.

Bob moved to New York City where he met and eventually married Nancy Genevieve Belcher of Darien, CT, in May of 1955. They celebrated their 64th wedding anniversary just days before his death.

Bob and Nancy moved to Wilmington, DE, where their first child, Ginger Lee, was born. It was also in Wilmington where Bob and Nancy discovered a Friends Meeting where they began their lifelong devotion to the Quaker faith. Bob started a consulting firm in New York City and the family moved to Mt. Kisco, NY, where they had their second child, Katherine Ann. Mt. Kisco is where they raised their girls and made their home until 1992. They also joined and became deeply involved in the Quaker community at the Purchase Friends Meeting in Purchase, NY.

Bob returned to school to earn his master’s degree in business administration from the Wharton School at the University of Pennsylvania in Philadelphia. Bob loved international travel and his consulting firm, Robert S. First, Inc. was very successful, expanding to offices in Brussels and Tokyo. Bob retired in 1991.

Bob and Nancy moved to Olympia, WA, in 1992 to live near family. Bob was an avid hiker and took advantage of many fantastic hikes in the Olympic and Cascade mountain ranges. After ten years of being in community with family and Quaker friends in Olympia, they returned to the east to be near daughter Katherine and her family in Leeds.

Northampton was Bob’s home for the remaining 17 years of his life where he attended Northampton Friends (Quaker) Meeting, transferring his membership from Olympia Friends Meeting to Northampton in 2006. He enjoyed his grandchildren, continued to sip piping hot

coffee while reading the New York Times from cover to cover and took over the job of shopping and cooking. Bob loved dogs and enjoyed taking his late, beloved, dog Maggie for long walks in the Fitzgerald Lake Conservation area and later along the Northampton Bikeway.

Bob had a sharp wit and showed his affection for Friends with playful teasing. No matter how quick the response, Bob had another comeback at the ready. Some Friends were also fortunate to know a gentler side of Bob, and to enjoy his thoughtful conversations and kind heart.

Bob's voice and actions in the life of our meeting served as a relentless and provocative reminder to act. He was impatient and never satisfied that Friends' efforts were adequate to the needs and sufferings of the world.

Eleanor H. Warnock, Clerk
Northampton Friends Meeting
Approved November 2019

Ruth Estelle Taber Gates

June 27, 1927 – July 23, 2019

*I come to the garden alone, While the dew is still on the roses,
And the voice I hear falling on my ear, The Son of God discloses.
And He walks with me, and He talks with me, And He tells me I am His own;
And the joy we share as we tarry there, None other has ever known. . . .
I'd stay in the garden with Him, Though the night around me be falling,
But He bids me go; through the voice of woe, His voice to me is calling.*

This hymn, which Ruth Gates asked to have sung at her memorial meeting, captures her life in both practical and spiritual terms. Her long life was anchored in her Christian faith, and in the small but abundant garden that she and her husband Don lovingly tended.

Born in Greenfield, Massachusetts, Ruth graduated from the Northfield School, where she enjoyed volleyball, basketball, and choral singing. She received a Bachelor of Science in Nursing degree from Simmons College, and started her first job as a visiting nurse in Worcester. She met Don Gates in a non-Quaker church youth group in 1952, and married him after a brief courtship, just before he was called up for military service. They later joined Worcester Friends Meeting, transferring to Providence when they moved to Rhode Island in 1960.

Caring for others was central to Ruth's life. Her nursing jobs most often involved visiting new mothers and newborns. After she retired in 1982, she cared for an elderly aunt, and then for her husband during his final illness in 2008. She took a break from nursing while raising their four children, pouring her energy into her family. Her children could always find her in the kitchen, where they helped her bake cherry pies or can applesauce or tomatoes from the garden. The meeting counted on Ruth's pies for potluck meals or on meeting work-days. She taught First-Day School and served on the Sewing Committee. She also quietly drew in newcomers to the meeting, introducing them to other members and getting them involved in helping with coffee-hour. Friends remember her quiet, steady presence; her caring visits when a new baby joined a meeting family; her warm sense of humor; her practical

assistance with tasks that almost went unnoticed but undergirded the meeting community; and her authentic example of how to live a good life.

Ruth lived in the faithful assurance of God's living presence, reflected in Psalm 139 which was read at her memorial meeting: "O Lord, you have searched me and known me. . ." Her daughter also shared one of Ruth's favorite poems, which showed the faith undergirding her life of service:

God hath not promised skies always blue,
Flower-strewn pathways all our lives through,
God hath not promised sun without rain,
Joy without sorrow, Peace without pain.

But God hath promised strength for the day,
Rest for the labor, Light for the way,
Grace for the trials, Help from above,
Unfailing sympathy, Undying love.

Ruth Gates died peacefully after a period of declining health, a few weeks after joyously celebrating her 92nd birthday with her extended family. We are grateful for her many gifts to our community.



Memorial Minute for David M. Holdt

David M. Holdt passed away peacefully from Alzheimer's Disease on December 6, 2019. Born in Cleveland in 1941, David grew up in Stratford, CT and graduated from Stratford High School in 1959. David received a BA in government from Wesleyan University in 1963, an MA in History from Duke University in 1967, and a Certificate of Advanced Graduate Study in the humanities and writing from Wesleyan in 1993. He was a life-long lover of nature, who once canoed the entire length of the Hudson River, a skillful writer, an astute historian and a master teacher; who taught at Hotchkiss School from 1963 to 1965, Germantown Friends School from 1967 to 1970, Westledge School from 1970 to 1977, and Watkinson School in Hartford, Connecticut from 1978-2008. David also taught at the University of Hartford from 1995 to 2011, where he was given the Sustained Excellence in Teaching Award.

David was beloved by his students, who understood that, in spite of his fascination with content, his primary focus was always on their growth as human beings. Upon his death, their testimonies to David's impact on their lives were remarkable. As the parent of three former students offered:

If you are lucky, a few times in your life you will encounter someone whose heart is so massive, whose aim is so true, that they transform all who have the great good fortune to know them. David was a magician, a sorcerer for good, seeing beauty in everyone.

One of many former students wrote:

David was such a close family friend, advisor and teacher. I feel so lucky to have known him for the majority of my life and to have him there to celebrate all of the special milestones. We will miss him so much. His wisdom will continue to inspire me as a teacher for the rest of my life.

Another volunteered:

An indescribable loss. He was the Fred Rogers in our lives. The always available wisdom giver. I know how much he loved Robert Frost and I think it's fitting he passed when "the woods are lovely, dark and deep."

David's long commitment to Quakerism, nourished at Germantown Friends School, flowered at Hartford Friends Meeting, where David became a dedicated member, served as recording clerk, contributed to various committees and regularly offered moving messages. He also served for several years on the Board of Moses Brown School in Providence, Rhode Island.

David was a gifted and prolific writer whose work spanned multiple genres. He published poems, short stories, essays, prose and plays; and attended the Breadloaf Writing Conference and Wesleyan Writers Conference, as well as serving as Artist-in-Residence at the St. Lawrence Theatre festival. For ten years he participated in the University of Connecticut Memoir Club. David also shared his poetry with many other writers in various poetry writing groups including, most recently, the Poets of the River's Edge. The last few lines of his poem, *Sun Through Trees*, reflect David's generous spirit.

*The way to live is to get to your
self, and give;
to hang on there to what is real:
that which you cannot touch but only
feel.
No story ends,
it just blends in.*

David's family always was a central focus of his life. He is survived by his loving partner, Karen I. Case, stepdaughter, Amanda Frost and her husband Michael and son, Sef; as well as his daughter, Brooke Stratton, her husband Peter and children, James and Ada; and his son, Christopher Wood-Holdt, his partner Jenna Wetzell and their daughter, Avery. They will always cherish their times with David, especially the long walks in the woods, Red Sox games and sitting around talking and laughing.

Brunswick Meeting

Natalie Faith Pierce Kent Kempner, a long-time member of Brunswick Friends meeting, died on November 14, 2019. (She was always adamant about not using any other phrase to express our departure from this world.) She was born on January 18, 1924, to Gertrude Lindahl and George Kyle Pierce in Binghamton, New York. In a 2018 oral history interview with the U.S. Holocaust Memorial Museum she noted that she got two big things from growing up : frugality from the depression and pacifism from the war. Through a family she babysat for while attending Smith College in Northampton, she discovered the Society of Friends and joined the Northampton Friends Meeting. In her oral history she noted “One of the things that drew me to Quakerism was the ‘practice’ part of faith - finding things to do to witness to your faith.”

She married Orlow Albert Kent, a friend from her early school years, in 1947 and they settled in Ithaca, New York. In keeping with her commitment to putting her faith in action, in 1948 they set out for two years of voluntary service with the American Friends Service Committee in Munich, Germany. Working in Bad Aibling at the International Relief Organization’s Children’s Village, their job was to provide, as much as possible, a “home life” for some of the international displaced children who landed in the village after the war. After their first child was born in Munich in 1950, Natalie and Orlow returned to Ithaca where they worked as co-directors of the Ithaca Children’s Home and where their second child was born. From 1951-1953 they lived at a low income housing project in Cleveland while Orlow was in graduate school, and a third child was born there. The next four years saw them in Rhinelander, Wisconsin where Joe McCarthy was Senator. “It was a time when even my small job as International Project Director for the Girl Scouts Council was considered suspect. My reaction was to take a strong political stand!” Their youngest child was born in 1956.

During 1963 and 1964 the family lived in newly independent Tanganyika, East Africa where Orlow directed the AFSC’s Voluntary International Service Assignments (VISA) that provided grass-roots work experience for young adults and alternative service for Conscientious Objectors to the draft. In 1964 Orlow died in an automobile accident, and Natalie and the children returned to Ithaca. Here, Natalie worked as program coordinator for the parents of Head Start children and then became a full-time student at Cornell. She earned an MA in teaching history and social studies, designing a program of African studies for Ithaca High School.

Natalie married Fritz Kempner (who immigrated to the U.S. from Germany just before the war) in 1971, moving to Philadelphia where she taught elementary school, focusing on Environmental Education. She co-founded and directed the Norris Square Neighborhood Project, a non-profit bilingual learning center in a Puerto Rican neighborhood in Philly which is still active today. By 1981 she was a very active

participant in Philadelphia's Sanctuary Movement, giving shelter to Central American refugees at the Chestnut Hill Friends Meeting house. The Sanctuary work and the Norris Square project were very significant passions of hers.

In 1990 Natalie and Fritz retired and moved to Woolwich Maine, where they joined Brunswick Friends Meeting. Continuing her focus on action, Natalie served on the National Board of the American Friends Service Committee. At various times in her life she served as clerk of Friends meetings in Ithaca, Philadelphia, and Brunswick. Even when not clerking, she acted as a center around which the Brunswick Meeting swirled. She represented the meeting at the Brunswick Peace Fair, drove other members to meeting when they could not drive, participated in monthly play readings, and opened her Kennebec riverside home to the meeting for potlucks and cookie baking. Most of all she relished sitting in the silence of unprogrammed meeting for worship, where she felt renewed. In her last visit with members of the meeting, she asked that her love for the meeting be passed on, and reminded us all to "be wise."

Approved, etc.

Endorsed by Falmouth April 25, 2020

Mary Burnside Mangelsdorf Memorial Minute



Mary Burnside Mangelsdorf, 91, died peacefully after a brief illness on October 24, 2018 at Riddle Hospital in Media, Pennsylvania, surrounded by family. A member of Sandwich Monthly Meeting on Cape Cod, she was active in West Falmouth Preparative Meeting, New England Yearly Meeting, and Swarthmore Friends Meeting in Pennsylvania, where she and her husband, Paul, lived during the academic year for over four decades.

Mary was born in Wilkes-Barre, Pa., on April 3, 1927, the daughter of Malcolm MacNair Burnside, a Scottish immigrant who rose up through the ranks to become president of a local department store, and Helen DeRemer Burnside, a nurse. Mary graduated from Wyoming Seminary, an independent school in Kingston, Pa., in 1944 and from Swarthmore College in 1948, with a degree in history. At Swarthmore, she met fellow student Paul C. Mangelsdorf, Jr. while volunteering together for a Democratic candidate for Congress. They married in August, 1949 and enjoyed more than 65 years of a very happy marriage, until Paul's death in March, 2015.

Mary and Paul became members of the Religious Society of Friends in the 1950's. When they moved to the Cape, there was only one meeting open on Cape Cod, the Yarmouth Preparative Meeting, as both West Falmouth Preparative Meeting and East Sandwich Preparative Meeting were inactive for lack of members. Paul and Mary, along with several other Quaker families living in the Falmouth area, were instrumental in reopening the West Falmouth Meeting, which has been open continually since the early 1960's. While active in the Swarthmore Meeting, Paul and Mary felt a great sense of loyalty to West Falmouth and kept their membership there, attending summers and year-round

during sabbatical years.

Quakerism became a major part of Mary and Paul's shared life together. Mary served as a member of the board of managers of the Quaker magazine *Friends Journal* for more than a dozen years during the 1980's and 1990's. She worked for 17 years as the secretary for Swarthmore Friends Meeting, where her wide-ranging duties included everything from facilitating meetinghouse rentals to creating the meeting's monthly newsletter and helping prepare for the annual Swarthmore Meeting "Jumble Sale" fundraiser. In West Falmouth she served as meeting librarian and was active in vocal ministry and in Children's Meeting (First Day School). Mary also engaged in significant research on the Quaker History of West Falmouth, giving a presentation at the Falmouth Historical Society and playing a role in a reenactment of an early Friends' business meeting. The Mangelsdorf family, with their four children, regularly attended New England Yearly Meeting Sessions, where Paul and Mary became the "Quaker Books People," running the NEYM bookstore together for many years. With Paul, she was involved in the creation of the new Friends hymnal, "Worship in Song" published by Friends General Conference in 1996.

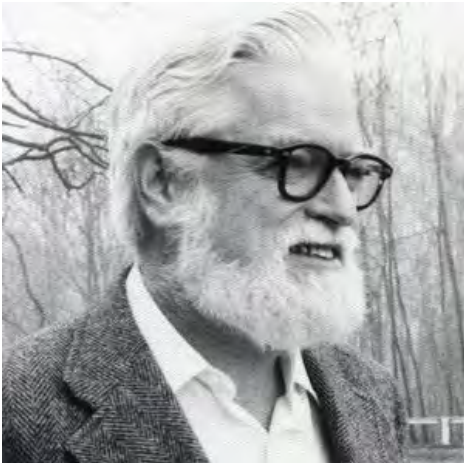
Mary is survived by her four children and their spouses: Helen Mangelsdorf and Roman Tybinko of Philadelphia; Paul Mangelsdorf III and Laurice Mangelsdorf of Atlanta, Georgia; Sarah Mangelsdorf and Karl Rosengren of Rochester, New York; and Martha Mangelsdorf and Roy Peabody of Boston, Massachusetts. She is also survived by her brother-in-law Clark Mangelsdorf of Carmel, Indiana, as well as by five grandchildren and nine nieces and nephews. She was predeceased by both her husband and her brothers, Frank Burnside and Robert Burnside.

Mary will be deeply missed by her family and friends. She is remembered for her kind heart and lively intelligence, her integrity, and her concern for social justice. Her many interests included history, Quakerism, choral music, and politics. She had a great love of books and reading that dated back to her childhood and that permeated many aspects of her life, whether she was reading to a small child, working or volunteering in a library, relaxing with a good book, or sharing her insights about something she had read. She remained actively engaged in community, family, and intellectual life until just a few days before her death.

A Friends memorial service for Mary was held on March 30, 2019 at Swarthmore Friends Meeting. An additional memorial service celebrated her life at West Falmouth Meeting on June 29, 2019.

(Approved by West Falmouth Friends on July 28, 2019.)

Paul Christoph Mangelsdorf Jr.



Born on January 31, 1925, Paul Mangelsdorf joined the Religious Society of Friends in Chicago in the 1950's at the same time as his wife. His early life was in a scientific non-religious household, but he felt that Quakerism was a religion that did not conflict with his own life as a scientist. He graduated from Swarthmore College, where he met his future wife, Mary Burnside, and received his doctorate from Harvard. He returned to Swarthmore to teach physics for 29 years, concurrently working as a research associate at the Woods Hole Oceanographic Institution, where he worked summers, vacations and sabbaticals. At Woods Hole he studied the chemical composition of oceans and their sediments. His research took him around the world, and even up the Amazon river.

Living in both Swarthmore, Pennsylvania and Falmouth, Massachusetts gave Paul a perspective on Friends that few will ever experience. He and Mary were part of the small group of Friends who, in 1965, restarted the West Falmouth Preparative Meeting of Sandwich Monthly Meeting as an unprogrammed meeting, bringing it back to its 1685 roots. Previously the meeting had been open only in the summer for many years, and had before that been a pastoral meeting during the Gurneyite separation. Paul's devotion and affection for the meeting continued until his death. His engagement with the Society of Friends both in Swarthmore and West Falmouth led him to be a confident explicator of Quaker practice both to youth growing up in a meeting and to adults experiencing Friends' ways for the first time. Most summers from the sixties on, Paul and Mary attended New England Yearly Meeting Sessions with their children. He and Mary ran the Yearly meeting bookstore and built it up into the large resource it is today. Paul participated in Yearly meeting in other ways, serving on the Permanent Board, and acting early on as advisor to the then newly hired General Secretary of Yearly meeting, Jonathan Vogel-Borne, but most publicly and perhaps most joyously playing trumpet in the "coffee house" Dixieland band that marks the last night of Sessions. He had learned to play trumpet as a child, and hardly missed an opportunity to play with Friends, as well as more than twenty years with the Falmouth Town Band.

Paul's Quaker life was active also in Swarthmore meeting, where he would serve a simple breakfast to students coming to worship and often was called upon to explain Friends' ways at weddings and memorial meetings. His activities for Friends General Conference included serving as a representative to the World Council of Churches, and as a committee member that produced the Friends General Conference Hymnal *Worship in Song* (Published in 1996). In its inclusion of African-American hymns and spirituals, songs from the Civil Rights Movement and anti-war protests of the 60's and 70's, as well as newly composed songs celebrating famous Quakers, the new hymnal reflects the rich spiritual diversity of 20th century Quakerism as well as an historic perspective. The historical notes included in the hymnal are mostly Paul's scholarly work. Paul also was a founding member of Friends Association for Higher Education, served on the board at Pendle Hill retreat center, and in retirement volunteered at the FGC office.

Paul was a witty, aphoristic, and carefully gentle speaker, easy to like, brilliant in insight. He felt the world was endlessly fascinating and worth learning about, from the most local details of the Quaker cemetery surrounding the West Falmouth meeting house to abstruse science, the arts, and the sometimes recondite matters of history. He died on March 6, 2015 in Newtown Square, PA.

Paul is survived by his wife of 65 years, Mary Burnside Mangelsdorf; four children, Helen Mangelsdorf (Roman Tybinko), Sarah Mangelsdorf (Karl Rosengren), Paul Christof Mangelsdorf III (Laurice), and Mary Mangelsdorf (Roy Peabody); five grandchildren; a brother, Clark Mangelsdorf (Peggy); and nine nieces and nephews.

Two memorial services celebrating Paul Mangelsdorf's life were held in 2015, one in the spring at Swarthmore meeting and the second at West Falmouth Preparative meeting in the summer. His ashes are buried in the West Falmouth meeting's graveyard.



Clarabel Marstaller, 97, died peacefully on December 2, 2019, in Brunswick, Maine. Clarabel was the daughter of Milton and Freda Morris Hadley, born November 19, 1922, in Vermilion Grove, Illinois. She was the last surviving sibling of six: Mark, Robert, David, Ruth, and Phillip. Robert and Phillip died in infancy.

Clarabel graduated from Olney Friends School, Barnesville, Ohio, in 1940, and Earlham College in 1944, with a BA in mathematics. She worked for Eli Lilly Company for a year and taught for three years at Olney Friends School and Earlham College before she married Louis Marstaller of Freeport, Maine, in 1948.

Clarabel was a devoted wife, mother, grandmother, great-grandmother, Friend, and friend. She loved people, especially her grandchildren and great grandchildren. In her later years when she didn't see them very often, she got tremendous pleasure in talking on the phone and seeing pictures and videos of her grandchildren and then great grandchildren. These were some of her most joyous moments. She was devoted to her communities and communicated with people near and far, taking interest in their activities and families. Her Christmas card list numbered in the hundreds! When her mobility made travel difficult, she continued to correspond with many and appreciated visits.

She helped in the family business, The Maine Idyll Motor Court, and served as treasurer of its corporation for over 20 years. She did substitute teaching in Freeport and Brunswick during the 1950s and served as office secretary of New England Yearly Meeting of Friends (Quakers) from 1959-1982 while Louis was its Field Secretary. She and Louis opened their home to many travelling and local friends and Friends, generous with time, food, and hospitality. She was a mentor to many in her local Meeting and broader community.

Clarabel was known for her deep faith. She wrote: *I thought I could be a good person without God's help, (but) realized I couldn't...* She prayed and read the Bible and other religious works daily, and helped others on their spiritual journeys. She was courageous and stood up when she saw injustice, and was generous with her support of organizations that helped others.

Clarabel was a birthright and faithful Friend and member of Durham Friends Meeting from 1949. She served as presiding clerk, trustee, Sunday School teacher, choir director, organist, on Ministry and Counsel, on the Christian Education Committee, and was active in the Woman's Society. She was a recorded Friends minister for her gifts in ministry by Durham Friends Meeting and Falmouth Quarterly meeting. She served the United Society of Friends Women of New England Yearly Meeting as president, newsletter editor, and treasurer, attending several triennial sessions of the United Society of Friends Woman International. She was active in Friends United Meeting for a number of years, serving on boards, as recording clerk and assistant clerk. She served several years as a representative to the Friends Committee on National Legislation in Washington, D.C.

She was a member of the Freeport Woman's Club from 1968 and served it as president, treasurer, and on committees. She represented the Woman's Club on the Women's Legislative Council for many years and encouraged others to become and stay interested in issues that affect communities and our world.

She is predeceased by her husband Louis, daughter-in-law Judy (Robert's wife), and Judy's son Michael Burns.

She is survived by her children, David and wife Sally of Brunswick, Maine; Nancy and husband David Brooks of Harpswell, Maine; Robert of Savannah, Georgia; Thomas and wife Betsy of South Hampton, New Hampshire; grandchildren Wesley (wife Rebecca and their children Will and Pippa), Tess, Amelia, Syretha, Erik, Kris, Ashley, Darrik (wife Kate), and Lance.

Memorial Minute for Michael N. Meller

Michael N. Meller of New London, NH generally known as Mike, died July 3, 2016 at the New London Hospital, New London, NH surrounded by his family. Mike was born in Budapest, Hungary on Dec 26, 1935. His parents were cultural but not assimilated Jews who saw the imminent rise of Nazism and Hitler, and converted to Catholicism. Mike was baptized^[L]_[SEP]and attended the Christian Brothers School in Buda- pest during the war. His mother, Dorothy, wanted to leave the country for the United States where they had relatives but Mike's father, Victor, a fourth generation lawyer, would not leave the country as an illegal immigrant. Consequently, they stayed in Budapest. Victor served time in Hungarian Jewish work camps that were hard but not fatal. ^[L]_[SEP]

Dorothy was associated with Raoul Wallenberg, the Swedish diplomat who saved many Budapest Jews from Auschwitz. The Meller family lived in Swedish Protected Housing in Budapest. It was because Sweden was a neutral country that they were allowed to operate housing in the city during the war. The family has documentation to suggest that Dorothy worked for Wallenberg and was there when the Russians arrested him. ^[L]_[SEP]

This was far from an ideal childhood for Mike. His own grandmother died after the Russians came in 1945 and had to be carried to the Jewish cemetery in^[L]_[SEP]a converted ox cart. Mike was frightened about being called a Jew and was reluctant to tell even close family for fear of being arrested or bullied. ^[L]_[SEP]

After living in Sweden for a time, the family immigrated to the US in 1948, when Mike was 12 years old. Eventually, his father found work at the Voice of America as a Hungarian broadcaster. Mike graduated from Pratt Institute in Brooklyn, NY with a BS degree in Chemical Engineering. He also was awarded and graduated with a law degree from George Washington University specializing in Patent Law. Mike gravitated to international work as he knew four

languages and felt the American establishment did not welcome him as a foreigner. He became very well regarded in the Patent Law field for his founding of one of the first patent law journals and his book, "International Patent Litigation". Mike traveled extensively to Asia, Europe, and China where he helped write their patent laws in the 1980's. He also sponsored many Chinese interns at his law office.

Mike married Elizabeth Voelker in 1965 and they raised three children, Michael, Gretchen, and Katie. They lived in several places and finally settled in Sleepy Hollow NY. Liz worked as a visiting nurse in upper Manhattan and Mike's law office was in the city as well so they commuted together to New York City. Mike spent his early years as a Patent Examiner at the US Patent and Trademark Office in Washington DC. Later he worked as a Patent Attorney at General Electric Co. and then with Exxon. He had private practices first in Chicago and later in New York City in the international arena.

Mike taught at University of New Hampshire Law School, John Marshall Law School, and Fordham University Law School and wrote extensively on international patent law. He represented major US companies as well as Japanese and European companies. The international travel that Mike's profession required was a high point in Liz and Mike's life together. Liz and Mike's children were introduced to international travel during some of these trips.

Mike remained a practicing Catholic until 1980 when the family found they could no longer embrace the teachings and practice. He and his family became Quakers in 1982 after finding so many "like minded people" at the Chappaqua Friends Meeting in Chappaqua Meeting NY. Mike served there in many capacities including Clerk of the meeting, Ministry and Council, and was involved in Powell House, a Quaker conference and retreat center. The family especially enjoyed the meeting for the strong sense of community it fostered. Mike ended up hiring more than a few

members of the meeting to work in his law firm. He also hired several former felons to work in his firm where they began a new life personally and professionally. [L] [SEP]

Mike and Liz retired to New London NH after Mike witnessed the September 11, 2001 attacks on the World Trade Center from his office in New York City. Moving north, they became members of Hanover Friends Meeting in Hanover NH in January 2006. [L] [SEP] Two of their grandchildren, Jacob and Jersey, attend Hanover Friend Meeting's Youth Programs. A third grandchild, Sofia has attended on occasion.

Mike became involved in local politics. He carried particular concerns around issues of equality and justice having seen the deterioration of life in Hungary during the war. He ran for New Hampshire State House Representative and was the President of the New London Democratic Party.

Mike was also active on several committees at Hanover Friends Meeting and especially enjoyed the Men's Group. This dedicated group came to visit Mike often when he became too ill to travel, and he greatly appreciated their visits. One friend related that because of Mike's frequent travels and experiences, he was especially tolerant of others and their foibles.

Memorial Minute for Anne Hollingsworth Thomas Moore
August 15, 1929 – January 24, 2019

Anne Moore did not arrive at Northampton as an empty vessel. She came to us as an alabaster jar filled with precious ointment. It has been wonderful to learn the ingredients.

Anne Hollingsworth Thomas was born on August 15, 1929, and grew up in a small house on the edge of the Thomas family farm and tree nursery near Valley Forge, Pennsylvania. She attended Old Eagle Elementary School, George School, where she was exposed to Quakerism, and Swarthmore College, graduating in 1951. After college, Anne worked at Baxter Labs in Evanston, Illinois, and worked as a research assistant at Penn in Philadelphia. After hitchhiking across country with her sister Amy, Anne was cooking at a Friends General Conference in Cape May, New Jersey, when she met Tom Moore, who was attending the conference as part of his exploration of Quakerism.

Anne married Tom Moore in 1954, and they moved to Lansdowne, Pennsylvania. In 1956 their first child, daughter Lydia, was born. In 1957 Ann and Tom moved to Washington, D.C. to be co-directors of the International Students House. Their second child, Howard Thomas, was born in Washington in 1958. In 1960 they moved to Lawrence, Kansas, where Tom was director of the University of Kansas Student YMCA. Their third child, Charles David, was born in Lawrence. For the next two decades, while raising three children, Anne was active in a number of community institutions. She was one of the core members of the Oread Friends Meeting. She was a member of the board of the American Friends Service Committee and collected clothing for them. Anne was also active with the Friends Committee on National Legislation from 1957 until 2018. She sold cards for UNICEF and pecans for Koinonia Farms, a racially integrated farm community in Americus, Georgia.

Anne was a director of the Volunteer Clearing House, which connected organizations in need of volunteer labor with people seeking to do volunteer work. She was a supervisor of Volunteers In Service To America (VISTA) volunteers, a founding member of the Lawrence Coalition for Peace and Justice, and an organizer of Breakthrough, a mental health support group. She was a founding member of the Lawrence Peace Center, organized Nuclear Freeze activities, and lobbied Bob Dole against the war in Vietnam.

Anne and Tom moved east to live with and care for her parents in 1983. She became active with Pendle Hill, the American Friends Service Committee, Friends World Committee for Consultation, Philadelphia Yearly Meeting, and Valley Friends Meeting. Anne's father died in 1993. A year later, her daughter Lydia, a doctor in Kansas City, died in a car accident. In 1998 Anne and Tom moved to the Hickman, a Friends Senior Community in West Chester, Pennsylvania. Anne joined the Chester County Peace Movement and was an early supporter of the Nonviolent Peace Force. She served on the Hickman Building Committee and was active in West Chester Friends Meeting.

In 2008 Anne's husband Tom died; a month later her mother died. Anne's sister Amy died in 2013, and that summer Anne moved to Northampton, Massachusetts, to be near her son Howard and his family. She quickly made new connections, becoming an active

and vibrant presence in Northampton Friends Meeting and attending New England Yearly Meeting. At Northampton Meeting, she served as clerk of Pastoral Care Committee and as the Meeting clerk's elder. She became active with the local chapter of the American Friends Service Committee, the Pioneer Valley Interfaith Refugee Action Group, and Swarthmore Alumni. She truly valued each of the people she knew throughout her life, and maintained many connections.

When first meeting this quiet, tender, forceful woman, it was clear that her life was a continuous expression of faith into action. Anne had the uncanny capacity to mentor younger folks into engagement in social action without communicating disappointment if her mentees did not pick up on the mission she regarded as essential. She had the rare gift of being able to cast seeds of inspiration onto the earth, hoping that some rooted and grew, and knowing that some would never take.

Her death marked the end to a decline that had been increasing over the previous year. Yet Anne continued to participate as much as her health allowed, walking with her walker from her apartment to vigils in downtown Northampton. She spearheaded and coordinated the Voluntary Carbon Tax Initiative at Northampton Meeting, and we are still trying to find ways to fill all the roles in which she served our community and for our community. Anne continued to grapple with her own understanding of race and class, a feeling of pride in her own family history, and perhaps embarrassment at her own unearned privilege. She continued to strive to express her ideals through action. Action was important to her. Many of Anne's conversations wrapped up with "Well, this isn't getting the dishes done."

Anne is deeply missed in our Meeting and by the many people whose lives she touched and inspired.

Approved by Northampton Friends Meeting, fourth month, 14th, 2019

**Memorial Minute
for Elizabeth “Brad” Noel
October 24, 1930 - January 23, 2019**

Brad Noel was known for her dedication to Hartford, her students, her family and travel, as well as for being a cheerful participant through it all.

Born in West Hartford, CT, Elizabeth Bradford Foulds, or “Brad” as she was known, lived most of her life near her home town. At least 60 of those years were spent attending Hartford Monthly Meeting of Friends with her family.

After graduating from Hall High School in West Hartford, Brad attended Oberlin College in Ohio since it was co-ed and didn’t have sororities. She earned her B.A. in history there in 1952 and then spent a summer volunteering in European workcamps sponsored by the American Friends Service Committee. At Cornell University, where she went for a graduate program in guidance counseling, she met her husband, Don Noel, at a meeting of Young Friends. He had attended Friends’ summer camps and was a pacifist and conscientious objector. They were married on August 29, 1953.

The early years of their marriage were spent in Japan, where they directed workcamps for AFSC and Don fulfilled his alternate draft service obligation. They then traveled home through Hong Kong, Vietnam, India, Pakistan, Afghanistan, Israel and, finally, Europe, where they directed another work camp in Berlin. In later years, they traveled around the world again, and twice went half way around and back!

Brad and Don built their first home in New Hartford, CT from a Japanese design, often with the help of family or friends from Hartford Meeting, which they had begun attending. During that time, daughter Emily was born in 1958 and son Ken in 1960. In 1967 they moved to a racially changing community in Hartford, Blue Hills, where they lived until 2018, both of them being very active in community affairs.

Brad’s professional life was spent in service to students in Hartford schools. She was a guidance counselor and then head of the Guidance Department at Weaver High School for 25 years. She pioneered the use of computers in maintaining guidance records, led a student exchange with Japan, co-wrote a booklet encouraging young women to take control of their own lives, and helped hundreds of students become the first in their families to attend college.

In subsequent years, she was the first woman trustee of the Fox Foundation which awarded scholarships to Hartford students, and served four terms on the Hartford Board of Education. Brad had a lovely passive way of getting the attention of her superiors there who felt they were too busy to see her. She would bring a bouquet of garden flowers to the secretary with a reminder that she wanted to see "the boss," who somehow then became available! She later used her vast experience with public schools to initiate and host a public access TV program "Brad's Beat" dealing with city schools.

In addition to her international travels, for many years Brad and her family enjoyed a vacation home in Jamaica and were part of a group of friends from Hartford who bicycled 70 miles for concerts and camping at Tanglewood, Massachusetts. At home she loved her garden and the birds who visited there, enjoyed canning, sewing, knitting, and mowing her own lawn. She taught First Day School in the early years at Hartford Meeting, and later ensured that her greeters committee made newcomers and visitors feel welcome. With other Friends, she helped start a women's book club that is still going today. She and Don loved and supported the arts in Hartford.

While her son Ken predeceased her, her daughter Emily has continued to live in Hartford and grandson, TJ, was a source of pride. During Brad's final years she was tragically robbed by Alzheimer's disease of her memories of the full and rewarding life she had lived. Three years ago, she and Don moved to Seabury, a retirement community in Bloomfield, CT, she in the memory unit. She died while being cared for in the skilled-nursing unit there.

Memorial Minute for Stella Slawin Penzer

September 9, 1921 – August 7, 2018

Stella Slawin Penzer, 96, died on August 7, 2018, at home in the Old North End of Burlington, Vermont, embraced by family and friends.

Stella and her twin brother, Lazar (“Lolek”), were born on September 9, 1921, to Ala Wajnsztejn Slawin and Szaja Slawin. Stella graduated from the Warsaw School of Nursing in the spring of 1942, after it was relocated to the Warsaw Ghetto. She escaped the Ghetto shortly thereafter and survived by assuming the Gentile identity of Sabina Gasiorowska. Her parents meanwhile were killed by the Nazi-led genocide and buried at a mass grave in their hometown of Otwock, Poland, in August 1942. Her aunt Szenka Wajnsztejn, uncle Abram Willendorf, and cousin Aleksandr perished at Treblinka that same month. Her twin Lolek was recognized as a Jew and shot dead by a police informant.

Stella met her future husband Victor Penzer in a displaced persons camp after the war. Together, they came to the United States as refugees and settled in the Boston area in 1950. In their Boston apartment, Stella found a discarded copy of *The Deepening Stream* by Vermont author Dorothy Canfield (later Dorothy Canfield Fisher). Considered a biographic novel, this is an account of a girl growing up into the fullness of womanhood and marrying into a Quaker family. Matey, the protagonist, helps in the war relief efforts in France during World War I. Pacifism is a strong element in the story. *The Deepening Stream* became a treasured family book.

In 1962-63, Stella and her family took in 18-year-old Moses Scott, a black youth whose Virginia county had closed its schools to protest desegregation. That action was under the aegis of the American Friends Service Committee initiative, “Prince Edward County, Virginia, Emergency Placement Program.” Moses finished high school while living with the Penzers. So began the family’s first contact with Friends Meeting in Cambridge.

Stella worked tirelessly for civil rights, nuclear disarmament, ecological conservation, and many causes relating to peace and reconciliation. She boycotted Woolworth’s during the lunch counter sit-ins by black students in 1960, followed by her opposition to American involvement in Vietnam. In 2001, she joined demonstrations to oppose any military response to the terrorist attack at the World Trade Center. For nearly forty years, Stella sent letters to the Boston Globe focused on peace and social justice. Throughout this period, the Society of Friends was a central point for her inspired activism.

In 2012, Stella moved to Burlington, Vermont to live with her daughter, Martha Penzer. Stella’s love of life was irrepressible and nowhere more evident than in dancing. She was dancing in the last months of her life – at Burlington music festivals and in the streets. Stella’s great joys also included poetry, music, friends, and family. She is survived by her beloved children Martha, Daniel, and Rosita (Rosie) Hopper, son-in-law Roy Hopper, two grandchildren, cousins, and many friends.

Stella attended Meeting for worship at Burlington Monthly Meeting with Martha and Martha’s partner, Paul Hood, where she often exclaimed “I love the Quakers!” Among the many poems penned by Stella is the following verse.

Brooklyn Friends Meeting- November 17, 1985

Shadows above the white-creamy
windowsill
giggly, squiggly, volatile

exchange vows with pyracantha bows.

Pyracantha in orange and green truth,
shadows on the white-creamy ceiling
their testimony into the Silence spilling.

The Silence tolerant, forbearing
Welcomes all -is not forswearing
Agnostic nor believer.

Unruffled by accidental sounds, stillness
You bring respite from the wordy world.
Into your presence, joys and sorrows flow
to be sustained by tranquil glow.

*Approved October 20, 2019 by Burlington Monthly Meeting
December 8, 2019—Northwest Quarterly Meeting*

Memorial Minute for Jean Elmer Robinson

Jeanie Elmer Robinson died at her home at Kendal at Hanover on Saturday, January 21, 2017. The daughter of Wellington and Elizabeth Taylor Elmer, and step-daughter of Paul M. Butterworth, she was born in Bronxville, New York in 1927, and grew up in West Hartford, Connecticut.

Jeanie weathered some difficult times as well as wild adventures and rich experiences throughout her lifetime. From age two to seven, she lived with her grandparents while her parents traveled seeking a cure for her father's asthma — leaving her with a sense of abandonment that never fully left her. After her father's death, her mother married a birthright Quaker, Paul Butterworth, who was a founder of the Hartford Monthly Meeting of Friends in Connecticut. Paul provided her with a loving and attentive father, and gave her an early introduction to Quakerism. She attended George School for a year and then transferred to the Walnut Hill School in Natick, Massachusetts, to be closer to the family during the war.

Jeanie had an early interest in nursing, and started working in the operating room at Hartford Hospital when she was fifteen. She was on duty when victims of the Hartford Circus Fire came to the hospital, an experience that affected her profoundly.

Jeanie graduated from Smith College in Massachusetts in 1950. She attended the Yale University School of Nursing from 1953-1954 and earned a Master's degree in nursing. She met her future husband, Franklin Robinson, who was at Yale training as an Episcopal minister, and they were married soon afterwards. She worked as a nurse in Connecticut before their son Morgan was born in 1955. When he was still a baby, the family moved to the Philippines for three years as missionaries for the Episcopal Church. Jean and Franklin served at the Brent School in Baguio and Holy Trinity Church in Zamboanga City.

During their time in the Philippines, their daughters, Beth, Mary, and Deborah were born. While in Zamboanga, Beth contracted polio, which caused paralysis in one leg. Their son, Morgan, was four years old, Mary one year, and their daughter, Deb, was only a month old at the time. The family moved back to West Hartford, and then to Rochester, New York, where Jeanie devoted herself to Beth and her recovery while working part time, serving as a clergy wife, and managing a large family.

In Rochester, the family's ministry included joining an African American church, where Jean sang in the choir and formed lifelong friendships. When Jean and Franklin decided to leave Rochester in 1965, Jeanie planned a journey following the route of Saint Paul. The four-month camping trip took the family across the Atlantic to England and through Europe to the Middle East, visiting family friends, traveling off the beaten track, and experiencing many wonders.

After this Odyssey, the family lived in Princeton, New Jersey for a year, then in Greenwich, Connecticut from 1966 to 1973, where Franklin served as minister at a large Episcopal church. Their youngest son, Ken, was born in 1968. Jean worked as a public health nurse and taught at Fairfield University. Their marriage unraveled, and the couple divorced in 1972 after twenty years of marriage.

Jeanie moved to Hanover, New Hampshire in 1973 and returned to nursing and teaching at Mary Hitchcock Memorial Hospital, where she worked for twenty years. She was a parishioner of St. Thomas Episcopal Church for many years.

When Kendal at Hanover opened in 1991, Jeanie moved in and made her way back to Quakerism. She became a member of the Hanover Friends Meeting and immersed herself in Quaker activities and reflection. Jeanie loved being at Kendal. She loved the Quaker faith, practices, and was very proud to be

a Quaker. She served for several years as Clerk of the Quaker Worship Group at Kendal and on Ministry and Counsel of Hanover Meeting.

She was friendly, welcoming, and very caring of others. Jeanie enjoyed traveling and adventure. She participated in College Cevenol, a work camp in post-war France; survived an Austrian avalanche; camped for four months in Turkey, the Holy Land, Greece, and Europe with her young family; traveled in Nepal and Bhutan; stayed in an ashram in Bali and in village homes in the Cook Islands, American Samoa, and Fiji; and was a member of an American medical team studying geriatrics in China. In her fifties she got into shape for a trek led by Tenzing Norgay, a Nepali-Indian Sherpa mountaineer who was one of the first two individuals to reach the summit of Mount Everest. Her time in Sikkim (in the Himalayas) hiking with Tenzing was a peak experience of her life.

She had many hobbies; she enjoyed reading biographies, making pottery, doing puzzles, woodworking, studying Renaissance art, watching old movies, kayaking, and cutting brush around her beloved Squam Lake. She also spoke French and German.

Most of all she was devoted to her large family: her sister, Lucy Townsend of Wellesley, Mass.; her former husband, Franklin Robinson of Sarasota, Fla.; and her children, Morgan Robinson (and partner, Patti Waller) of Seattle, Wash.; Beth Robinson (husband, Alan Dehmer) of Chapel Hill, N.C.; Mary Mailand (husband, Ron) of Center Sandwich, N.H.; Deborah Robinson (husband, Jay Cary) of Lyme, N.H.; and Kenneth Robinson of Pittsburgh, PA.; and grandchildren, Noah and Zoe Dehmer, Sam and Dillon Mailand, Ellenora and Rowan Cary as well as many nieces, nephews, and cousins. She was predeceased by two stepbrothers, Oliver and Harrison Butterworth; stepsister, Virginia Parmalee; and a foster-sister, Shizue Dobashi.

Throughout her life, Jeanie liked planning things, possibly because her own life deviated from the expected. As a young mother, she worked to balance the many demands involved with having five children. As she got older, she struggled with depression and slowly turned inward and became more isolated. As with all of us, she had her public life and the parts of her seen only by those who knew her well.

Jeanie was very caring and giving to many people: families she stayed in touch with and supported in the Philippines for many years, hospital patients and coworkers, students, neighbors, friends, family members. She had a loving and welcoming smile that was enjoyed by all who knew her. She will be loved and remembered around the world and is greatly missed at the Kendal community and at Hanover Friends Meeting.

*Approved by Hanover Friends Meeting 11-17-2019
Northwest Quarterly Meeting 12-08-2019*

Leon "Jack" Ross

October 16, 1928 – June 5, 2019

Jack Ross, age 90, died at his home in Wellesley, with his loving children Wendyl Ross and David Ross at his side.

Jack was born in the People's Republic of Cambridge, the youngest of four children of Somerville alderman David Y. Ross and Amy (Irving) Ross. He was a WWII era veteran of the U.S. Navy and spent most of his working life as an active Graphic Communications Conference union member in the lithography trade. He married Ruth Georgette Perry in 1951 and together they raised their family in South Weymouth, MA. In addition to his two children, he leaves four grandchildren and four great-grandchildren. He was the last family member of his generation.

Jack's passions included current events – civil rights, politics, the Patriots and Red Sox, conversation, humor, gardening, and constant self-improvement: physically, mentally, and spiritually. In retirement he finally found time to go to college. At Mass Bay he delighted in the challenges of "keeping up" with his young classmates and was honored to see several of his humorous short stories and poems published in the College paper and magazine.

A "Friend of Bill's" for forty-nine years, Jack was a dependable presence in his local meetings and reached out with compassion and humor to guide countless others along the path to sobriety. Jack's humility did not lead him to speak of his many acts of generosity and service.

He sought his Higher Power in the company of Friends and made his spiritual home at Wellesley Friends Meeting. He particularly enjoyed the AA meetings at New England Yearly Meeting sessions.

For thirty-two years Jack lived with his daughter, Wendyl, in the Wellesley Friends meetinghouse. Together, their care of the building, the grounds, and of the meeting community was a valuable and much appreciated ministry.

Jack is deeply missed by us all; we wish him "Fair Winds and Following Seas".

Marlee Turner Memorial Minute

Marlee was ebullient. Like a high-energy blacksmith, she loved to be creative and get things started. She always had as many irons jammed in the fire as possible. It could get chaotic but her good-hearted enthusiasm was irrepressible. She was feisty and compassionate. A lifelong Quaker she always sought a Spirit-led life.

Marlee Turner of Raymond, Maine died peacefully on November 28th, 2018 in Enchanted Oaks, Texas at the age of 85. Marlee was born in Bronxville, New York to Quaker parents Henry Chandlee Turner, Jr. (son of the founder of Turner Construction Company), and Virginia Ann (Melick) Turner. The family moved where Henry's construction work took him, including several years in the Philadelphia area, where they attended Haverford Meeting. Turner Construction Company built several buildings at Swarthmore College. Marlee graduated from an all-girls school, Rosemary Hall in Greenwich, Connecticut. She went to Swarthmore College for 2 years, then finished at Stanford University, where she received her Bachelor's degree in Education. She began a career in teaching in the Greenwich CT area. She met John "Jay" Whitcraft when he sailed his yacht into the Indian Harbor Yacht Club in Greenwich. They married and together raised their 3 boys, John, Steven, and David where Jay's work with IBM took them--Cincinnati, Dallas and Los Angeles. Never content with staying at home, Marlee was active in the League of Women Voters, and in Los Angeles co-founded the public relations consulting firm CKT Associates (which had critical assignments leading to the success of the 1984 Olympics, and the start of the Los Angeles "Metro" transit system); During their time in California, the family attended Sylmar Friends Meeting in the San Fernando Valley. In the early 1970s Marlee's marriage ended and she moved to Maine where she became an owner of Northern Pines Health Resort and Bed and Breakfast in Raymond, Maine. She began attending Portland Friends Meeting where she was active throughout the remainder of her life. Over the past several years, Marlee went to Texas for Thanksgiving with family and to spend the winter with the many friends she met in the area.

Quakerism has always been important to Marlee. She was raised in the Quaker tradition in New York and Philadelphia and at Swarthmore College. For the last few decades she has been an involved member of Portland Friends Meeting (PFM). She has also been active in Falmouth Quarter. As she began spending winters in Texas, she started sojourning with Dallas Friends Meeting. She also supported American Friends Service Committee and the historic Quaker Ridge Meetinghouse in Casco, Maine. We will miss her profound vocal ministry which was delivered in a few brief sentences.

Marlee loved to build connections with people. This seemed to motivate her in all areas of her life from her work as founder and manager of Northern Pines health spa to welcoming visitors to Meeting. She ran for the office of State Representative for her district in Maine, and although not elected, she met many new people who became friends. In her Bridgton, Maine community, she was active in many groups including local politics, the Rotary club service

projects, senior lunches at the community center. On her recent annual Maine to Texas train rides, she claimed that they always generated at least one permanent email friend.

Marlee loved to help others connect. Many have commented that this was one of her gifts in her work in Northern Pines, for example, connecting guests with practitioners of the healing arts. Several PFM events were held at Northern Pines connecting her work and her meeting. Marlee volunteered to visit all Meetings in Falmouth Quarter. As she did this travel, she would enthusiastically work to build connections between meetings. Recently she invented the After Meeting Lunch by standing at the rise of meeting to invite any and all to have lunch for fellowship at some small local restaurant.

Marlee really engaged with her health challenges. She was diagnosed with both cancer and multiple sclerosis in the 1970s. Her thyroid was removed and her cancer was in remission. Her MS slowly reduced her mobility. Her health spa shrank to a bed and breakfast then to an AirBnB but each iteration reflected her belief in nature's restorative power, and her welcoming care. As she dealt with MS, she treated herself based on her own study and intuition even against the advice of doctors, a strategy that many of her doctors would come to acknowledge was effective. We will always remember Marlee's faith and courage in these last years as MS decreased her mobility even more. She would use crutches or her walker to climb over obstacles getting to a new lunch place and let her laughter overcome all.

Marlee lived in the present and was hopeful about what was coming next in her colorful life. Portland Friends Meeting is grateful to have had so many years with Marlee's ebullient spirit.

Commented [2]: <!--EndFragment-->

Memorial Minute for Paul Manthey Zorn, Jr.
May 8, 1927 -- April 29, 2016

Paul Zorn was a weighty Friend who carried himself Lightly.

Paul Manthey Zorn was born on May 8, 1927, in New Haven, Connecticut. He kept his boyhood love of learning and adventure throughout the course of his life.

Paul enlisted in the U.S. Navy in 1945 after graduating from high school. Following his Navy service, Paul attended the Massachusetts Institute of Technology, graduating in 1950 with a degree in chemical engineering. While at MIT, he was a founding member of the Logarithms, an a cappella singing group. On a visit to his sister Sue at Bryn Mawr to attend the Army/Navy football game, Paul met Sue's good friend Sally Brown. Paul and Sally were married at Sally's home in Winnetka, Illinois, on August 30, 1952.

Paul and Sally began their lives together in Reading, Pennsylvania, where they joined the Religious Society of Friends. They resided in various neighborhoods around Philadelphia, including Concord Park, a planned integrated community dedicated to achieving racial integration in a suburban setting.

Finding work in the chemical industry unfulfilling, Paul pursued an alternative and in 1960 received a master's degree in teaching from Harvard University. He and Sally moved to Wycombe, Pennsylvania, in Bucks County, where they lived for 42 years. Paul taught chemistry and environmental sciences at William Tennant High School and was the faculty advisor for the astronomy club, inspiring scores of young scientists and stargazers. He designed the sundial placed around the Creation Pole at Bucks County Community College. While living in Wycombe, Paul was an active member of Wrightstown Meeting and Philadelphia Yearly Meeting, participating in the work of many committees, including a restructuring of the Yearly Meeting.

Paul was a man of many interests. He served on the Mohawk Canoe Club River Rescue Team, which focused on canoeing on the Delaware River. He founded the Wrightstown Township Parks and Recreation Board. Paul and Sally, both avid bicyclists, took several bicycle trips to domestic places such as the Canadian Rockies, Mississippi River valley, as well as abroad in Belgium, France, Germany, and New Zealand.

Paul retained his love of music and reading all his life. He shared his love of reading by tutoring in literacy programs and working in prisons. After retiring from teaching, Paul developed an interest in the visual arts, and produced a number of photomontages and screen prints.

Paul generously shared his time and gifts with Northampton Friends, whether introducing a college-bound young Friend to MIT or ensuring the Meeting's heating and air conditioning system operated efficiently.

Paul's presence in our Meeting was a gift that we cherish.