

**DRAFT AGENDA**  
**Permanent Board**  
**July 11, 2020, Meeting**

**Worship 9-9:30 AM**  
**Roll Call**

**Minutes of 6/6**

**Reports from Nominating**

**Internal Nominating**

**Clerks Table Nominating**

Gordon Peters (Mt Toby), Reading Clerk, for 3-year term

**Financial Report and Bank letters**

**Presiding Clerk:**

**Sessions Update and Letter of Apology**

**Secretary's Report and**

**Land swap for the Lincoln School**

**Friends Camp budget for 2021**

In June, Permanent Board approved a revised FY2020 budget, given the total upheaval of our summer plans. We have been looking further ahead, and part of looking further ahead is acknowledging that much about next summer is unknown. How many campers will we be able to host? What will the school year look like? In order to give us as much time to appropriately plan Summer 2021, we are delaying our full budgeting process and presenting only a provisional budget for FY2021 now. It covers the months Oct- December, and it assumes we do not open registration until January 2021. It shows similar expenses to last fall, and shows we will not run out of cash. In the fall, we will bring a full FY2021 budget.

**Report from Ministry and Spiritual Life**

**Resources Supporting Volunteer Leaders**

**Travel minute for Lisa Graustein**

**Israel/Palestine working group**

**Memorial Minutes excerpts and forwarding to Sessions**

# **DRAFT MINUTES**

## **Permanent Board Meeting Held Over Zoom Video Conference June 6, 2020**

### **20-33: Opening Worship**

Friends opened with a period of worship.

### **20-34: Welcoming**

Leslie Manning, Clerk, welcomed Friends to our meeting via Zoom and thanked everyone for their service.

### **20-35: Role Call**

The recording clerk called the role.

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

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

Visitors: Dulany Bennett, Marian Dalton, Sarah Gant, Anna Hopkins, Janet Hough, Frederick Martin, Phebe McCosker, LouAnne McDonald, Jackie Stillwell, Nia Thomas, Morgan Wilson, Honor Woodrow, Kathleen Wooten, Rod Zwirner

Regrets: Deana Chase, Kim Harvey Garcia, Betsy Kantt, Gina Nortonsmith, Elizabeth Szatkowski

### **20-36: Minutes**

The minutes from our February 15 and April 25 meetings were distributed for Friends to review in advance of our meeting.

Friends approved both sets of minutes.

# DRAFT MINUTES

## **20-37: Proposal to Extend FUM Withholding Policy**

Bruce Neumann, Presiding Clerk, shared plans for corporate discernment about our financial relationship with Friends United Meeting (FUM). Bruce has been discerning how best to proceed given our decision at Sessions last year to extend the end of the withholding policy with FUM to October 1, 2020. Extending the withholding policy was partly done to allow for significant engagement over the year so that Friends would be able to come to Sessions 2020 prepared for corporate discernment and a further decision on the withholding policy. The COVID-19 pandemic has made it difficult to continue meaningful engagement with the issue. Additionally, Bruce expressed clarity that Zoom is an inadequate tool with which to properly discern how to proceed on the matter of the withholding funds from FUM. He therefore proposed that the end of the withholding policy, scheduled for October 1, 2020, be extended to October 1, 2021.

Friends were in agreement that discerning a faithful response to the withholding policy is not possible while we are unable to be together in person. Friends expressed a deep concern that our extension of the withholding policy should not give us a license to wait until this time next year to do the work. Let us dive deeply into the work with the freedom of a longer timetable. Let us view more time as an opportunity for faithful discussion about being in relationship with people with whom we disagree. It is time to dig into this issue, even if we are allowing ourselves longer to make the decision.

We are reminded that the purpose of the proposed extension is not to extend the withholding policy. Rather it is to prepare, through continued discernment at the monthly Meeting level, for collective discernment during Sessions 2021 on the challenge of our relationship with Friends United Meeting

Friends approved extending the withholding policy for one more year.

## **20-38: Apology Letter to Native People**

Bruce Neumann, Presiding Clerk, presented a proposed letter of apology to be sent to indigenous tribes native to New England; the letter is appended. This letter was written by Peter Bishop, Maggie Edmondson, and Charles Simpson. It was written following guidance from the Permanent Board (PB) in November. Bruce expressed his hope that this letter would come to Sessions to be heard this year and that over the course of the next year monthly meetings would more fully engage with the actions proposed in the letter. The letter would then return to Sessions in August 2021 for approval with the benefit of more engagement over the year.

Friends raised concerns about many pieces of the letter. There were concerns about tone, about content in the apology, and about the actions proposed. Numerous suggestions were made, most substantively that we remove the proposed actions from the letter and send a letter that centers exclusively on an apology.

## **DRAFT MINUTES**

Friends asked that a revised apology letter be brought to our July meeting. Friends with further thoughts about the content of the letter were asked to send those revisions to the Reparations Working Group.

### **20-39: Proposed Sessions Business Agenda**

Bruce Neumann, Presiding Clerk, shared a proposed agenda for our business meetings at this year's virtual Sessions. His proposal includes items to be discerned by the Permanent Board, items to be discerned by the full body at Sessions, and updates on items that frequently appear on the Sessions agenda but that will not require our attention this summer. This proposal is part of the Presiding Clerk's report which is appended. Friends who have concerns or comments about the proposed agenda should be in touch with Bruce.

### **20-40: Reflections from the Secretary**

Noah Merrill, Yearly Meeting Secretary, spoke briefly about how the Yearly Meeting (YM) staff has been prioritizing their work during the COVID-19 pandemic. Support of local meetings, support of YM youth, organizing resources for various leadership positions in the YM, and supporting Friends Camp finances, are among the main priorities for Noah and other staff. Additionally, Noah acknowledged that the work our YM and its staff are doing is happening in and amongst the fight against white supremacy, racism, and the fight for liberation of Black people.

### **20-41: IRS Compliance Articles of Association**

Noah Merrill, Yearly Meeting Secretary, presented proposed Articles of Association to be provided to the Internal Revenue Service to comply with requirements for the Monthly Meetings to qualify as part of our non-profit organization for tax purposes. Submission of these Articles of Association completes a commitment made to local meetings to clarify our organizational relationship for tax-exemption status.

Friends had the opportunity to provide comments and ask questions.

Friends approved the articles of association.

We are also asked to add this document as a discrete appendix to our Faith & Practice, both the 1985 version and the approved interim Faith & Practice. These articles are an amendment to our bylaws.

Friends approved.

### **20-42: Mosher Book and Tract Fund Recommendation**

## **DRAFT MINUTES**

Noah Merrill, Yearly Meeting Secretary, shared a recommendation for use of money from the Mosher Book and Tract Fund. This recommendation would provide funding to translate into Spanish Brian Drayton's book *On Living With a Concern for Gospel Ministry*. The recommendation is appended.

Friends approved this recommendation.

In order to disburse funds for the approved recommendation, the Permanent Board (PB) needs to approve a one time exception to distribute a second time this year because the funds that PB approved disbursing for a project at Sessions last year were not actually paid out until this fiscal year.

Friends approved the one time exception to disburse money a second time this year.

### **20-43: Treasurer's Report**

Shearman Taber, Treasurer, submitted a written report which is appended. We will get a more full report in July. Questions and concerns in the meantime can be directed to Shearman.

### **20-44: Proposal to Transfer Funds to Friends Camp**

Bob Murray, Finance Committee Clerk, presented a proposal from the Finance Committee requesting approval to transfer \$20,000 from the reserves of the Yearly Meeting (YM) to Friends Camp (FC), to be used as unrestricted operating reserves. The background and details on this proposed transfer are appended.

Bob reminded Friends that the YM has received two loans from the federal government, potentially eligible for forgiveness, for up to approximately \$123,000. These loans were applied for jointly with FC because FC is part of the YM organization. Thus the transfer of funds is a transfer of the loan and shouldn't be considered a draw down on our reserves. Bob mentioned that we should anticipate another request for funds transfer in the fall.

Friends approved this funds transfer.

### **20-45: Draft Budget for Comments and Suggestions**

Bob Murray, Finance Committee Clerk, brought the draft FY2021 budget to the Permanent Board for our consideration and commentary. The budget will go to Sessions for approval in August.

The Finance Committee recognizes that this budget is a plan and that there will likely be changes as the economic situation prompted by the COVID-19 pandemic clarifies itself. The

## **DRAFT MINUTES**

Finance Committee will review the budget as more information is available and will bring updated drafts as necessary.

Friends had an opportunity to ask questions and provide commentary.

### **20-46: Friends Camp FY2020 Budget Revision**

Anna Hopkins, Friends Camp Director, shared a written report about how plans for the summer have evolved over the course of the pandemic. Public health concerns have required the cancellation of summer sessions at Friends Camp (FC). Consequently, the approved FC budget for FY2020 requires revision. Anna's written report and the revised operating and capital budgets are appended.

Friends approved the revised FY2020 budget for Friends Camp.

### **20-47: Proposed Israel/Palestine Working Group**

Leslie Manning, Clerk, submitted a proposal that the Permanent Board form a working group to address the conflict between Israel and Palestine and how our Yearly Meeting might engage with the issue. The proposal is appended. This proposal to address the conflict was based on minute 2019-36 from Northwest Quarter, approved at Sessions 2017 and reaffirmed in 2019. Friends were asked to carefully review the proposal prior to our July meeting. We will discuss the formation of a working group then.

### **20-48: Recommendations for Personnel Management**

Elizabeth Reuthe, Supervisor for the Yearly Meeting Secretary, presented a recommendation to lay down the Personnel Committee and form a Personnel Resource Group. Background on this recommendation and a proposed Purposes, Procedures, and Composition for the Personnel Resource Group are appended.

The Yearly Meeting Secretary is currently responsible for most of the duties that were previously assigned to the Personnel Committee and thus it is unnecessary to have a personnel committee as it was previously structured. The proposed Personnel Resource Group would serve to advise leaders about how they can better respond to personnel issues.

We will take this up again in July after review of the conversation and recommendations.

### **20-49: Internal Nominating Report**

The following nominations were brought forward from Internal Nominating Committee:

Judy Goldberger and Fritz Weiss for Clerks' Table Nominating, Class of 2021

## **DRAFT MINUTES**

Anna Radocchia for Clerks' Table Nominating, Class of 2022

Edward Mair and Karen Sanchez-Eppler for Clerk's Table Nominating, Class of 2023

Cat Chapin-Bishop, LouAnne McDonald, and Karen Sargent for Yearly Meeting Nominating at Large, Class of 2023

Friends approved these nominations.

The following resignations were brought forward from Internal Nominating Committee:

James Golden and Susan Davies have resigned from the Faith and Practice Revision Committee

### **20-50: Clerks Table Nominating Report**

The following nominations were brought forward from Clerk's Table Nominating Committee:

Marian Dalton for Recording Clerk to fill out the term ending at close of Sessions 2020.

Because this role must be filled in advance of Sessions it was brought to the Permanent Board for approval. Friends approved.

Kathy Malin for Recording Clerk to begin at Sessions 2021

Friends approved forwarding this nomination to Sessions.

### **20-51: Memorial Minutes**

Throughout our meeting he heard excerpts from the memorial minutes for Alexander W. Banks, Stella Penzer, and Jean Elmer Robinson. Their full memorial minutes are appended. We will hear more memorial minutes at our July meeting.

### **20-52: Closing Worship**

Friends closed with a period of worship.

In March, Nominating Committee chose to do only the essential work as everyone embraced the coronavirus situation. We realized that the extra energy needed to take on a new role or service on a committee was in short supply, as was our energy to seek new friends to step into new roles.

We checked in with committee clerks about the health of their committees and what may be needed going forward. Some committees preferred not to bring on new members at this moment, others have asked for specific gifts. We asked some friends to extend service for a year as we all adjust and discover new ways of being. After careful discernment, we are recommending some appointments to specific committees and positions (see below).

Thank you to everyone for your service to Friends, family and community!

The May 2019 report from PB working group to examine NEYM Clerking Structures & Practices noted structural, financial and cultural barriers to serving in yearly meeting leadership positions, and a need to eliminate those barriers by reframing and changing our behaviors so that more Friends are able to serve. To that end the Treasurer job description and the Ministry & Counsel Clerk job description have been redesigned. Both these job descriptions are improved, although still requiring enormous time and support. This an experiment and a work in progress.

Because of the nature of changes happening on many levels, the next M&C clerk will be an “**interim**” clerk to bridge from where we are to where we are going (an unknown and as yet-to-be-discovered place). The Nominating Committee has taken discernment for this leadership position under its care in alignment with healthy yearly meeting and committee practices.

Other work, including the successful Meeting Care Day consultation on best practices, is described in the Advance Documents for sessions.

**Nominating Committee recommends the following appointments for Permanent Board discernment:**

(NB - *reappointments are in italics*; \*indicates clerk of committee) (A separate document lists the complete roster of committees including those already serving.)

Permanent Board class of 2025:

Hanson, Beth (Wrly)  
Wilson, Morgan (Fram)  
Weinholtz, Donn (Hart)  
Weinholtz, Diane (Hart)  
*Rein, Carole (Ndhor)*

Archives & Historical Records class of 2023:

*Quirk, Brian (Law)*  
*Forsythe, Carol (Put)\**  
*Crosby, Eileen (Mt Toby)*



NEYM Nominating Committee report to Permanent Board - 11 July 2020

Board of Managers of Investments & Permanent Funds

class of 2024: Philbrook, Erik (Well)

class of 2025: *McKnight, Jeanne (Well)*  
Taber, Shearman (Nham)

Earthcare Ministry

class of 2021: *Stoner, Kimberly (NHav)*  
*Lightsom, Frances (WFaIP)*

class of 2022: Marshall, Margaret (Nar)  
Melix, Gail (ESan)\*

class of 2023: Wallis, Timmon (Nham)  
MacKenzie, Reb (QCUn)

Finance class of 2025:

Olsen, Kathryn (ESan)

Treasurer: Robert Murray (B Hill)

FUM General Board Representatives

class of 2022: Martin, Frederick (B Hill)

class of 2023: Tripp, Dawn (Allan's Neck)

Legacy Gift class of 2023:

Gant, Sarah (B Hill)

*Rock, Susan (Mid)\**

Ministry & Counsel Clerk (Interim): Jeremiah Dickinson (Dov)

Puente de Amigos

class of 2021: *McManamy, Em (Prov)\**

class of 2023: Lopez, Felice (Fram)

Racial, Social and Economic Justice class of 2023:

*Morrill, Beth (Hart)\**

Youth Ministries class of 2023:

West, Kim (Camb)

*Matchette, Abigail (Bur)*

*Sanchez-Eppler, Karen (Nham)*

Representative to American Friends Service Committee Corp. class of 2023:

Rhodewalt, Scott (Nkin)

With gratitude and appreciation,  
Jacqueline Stillwell, Clerk NEYM Nominating Committee

## 2020 NEYM Nominating Slate

### Permanent Board (50)

#### 2021

Allen, Kimberly (Durh)  
Leuchak, Rebecca (Prov)  
McCandless, Christopher (Burl)  
Zwirner, Mary (Bhill)  
Walkauskas, Bill (Nhav)

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#### 2022

Belcher, Travis (Mon)  
Drayton, Darcy (Wear)  
Forsythe, Hannah (Bhill)  
Nortonsmith, Gina (Nham)  
Smith, Sara (Con)  
Szatkowski, Elizabeth (Port)

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#### 2023

Bishop, Peter (Mtob)  
Forsythe, Martin (Bhill)  
Mair, Edward (Ames)  
McCandless, Jean (Burl)  
Taber, Will (Fpon)  
Vargo, Thomas (Nham)

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#### 2024

Chase, Deana (West)  
Gant, Christopher (Bhill)  
Harrington, Ian (Cam)  
Manning, Leslie (Durh)\*  
Reuthe, John (Vass)  
Schwope, Martha (Well)

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#### 2025

**Hanson, Beth (Wrly)**  
**Wilson, Morgan (Fram)**  
**Weinholtz, Donn (Hart)**  
**Weinholtz, Diane (Hart)**  
***Rein, Carole (Ndhor)***

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### Archives & Historical Records (6)

#### 2021

Schmidt, Macci (Nham)

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#### 2022

Cazden, Elizabeth (Prov)  
Doyle, Thomas (Mtob)

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#### 2023

***Quirk, Brian (Law)***  
***Forsythe, Carol (Put)\****  
***Crosby, Eileen (Mt Toby)***

### Board of Managers of Investments & Permanent Funds (10)

#### 2021

Chicos, Roberta (Cam)  
Spivey, Robb (Bruns)

#### 2022

Hackman, Matthew (Prov)  
Malin, Kathy (Smith)\*  
Tierney, Joseph (Cam)

#### 2023

Harrington, Ian (Cam)  
Mair, Edward (Ames)

**Board of Managers of Investments & Permanent Funds (cont'd)**

2024

Philbrook, Erik (Well)

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2025

*McKnight, Jeanne (Well)*

Taber, Shearman (Nham)

**Development (currently under review)**

2021

Chase, Deana (West)

Moyer, Patricia (Fpon)

Quoos, Thayer (Nhav)

Reuthe, John (Vass)

2022

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2023

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**Earthcare Ministry (15)**

2021

Gates, Stephen (Wfal)\*

*Stoner, Kimberly (NHav)*

*Lightsom, Frances (WFalP)*

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2022

Marshall, Margaret (Nar)

Melix, Gail (ESan)\*

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2023

Wallis, Timmon (Nham)

MacKenzie, Reb (QCUUn)

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**Finance (15)**

2021

Savery-Frederick, Carol (Hart)

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2022

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2023

Forsythe, Hannah (Bhill)

Stern, Roland (Well)

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2024

Maurer, Philip (Nham)

Sprogell, Sarah (Durh)

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2025

Drysdale, Robert Scott (Han)\*

Olsen, Kathryn (ESan)

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**Treasurer: Robert Murray (Bhill)**

**Friends General Conference (15)**

2021

Yes, Eppchez (Nham)

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2022

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2023

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**Friends United Meeting (12 Tri Reps, 9 appointed)**

**2022 (Triennial Reps)**

Blood, Peter (Mtob)	Olsen, Kathryn (Sand)*	_____
Collea, Beth (Dov)	Sheldon, Martha (Durh)	_____
Fogarty, Maggie (Dov)	Weiss, Fritz (Han)	_____

**FUM General Board Representatives (3)**

_____	<i>Martin, Frederick (BHill)</i>	<i>Tripp, Dawn (Alnk)</i>
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**Friends World Committee (12)**

**2021**

Hopkins, Mary (FPon), co-opt  
Jorgenson, Chris (Cam)  
Rodriguez, Yanire (Cam)  
Woods, Greg (Cam)

**2022**

Hal Weaver (Well)

**2023**

**Representatives:** Judith Goldberger (BH)

**Legacy Gift Committee (9)**

**2021**

Link, Mary (Mtob)\*  
Mair, Edward (Ames)

**2022**

Craig Jensen (Mon)  
Kristna Evans (Durh)

**2023**

**Gant, Sarah (Bhill)**  
**Rockwood, Susan (Mid)\***

**Ministry and Counsel At-Large (currently under review)**

**2021**

Brokaw, Fran (Han)  
Hough, Janet (Cobs)  
MacArthur, Hugh (Han)

**2022**

Keefe-Perry, Callid (Fpon)  
Olsen, Kathryn (Sand)  
Anna Dulin (Vass)

**2023**

**Puente de Amigos (9)**

**2021**

Fogarty, Maggie (Dov)  
Provencal-Fogarty, Mary (Dov)\*  
Smith, Jennifer (Con)  
**McManamy, Em (Prov)\***

**2022**

Kay, Bruce (Stor)  
Lindo, Richard (Fram)  
Smith, Theresa (Mon)  
Spicer, Honora (Bhill)

**2023**

**Lopez, Felice (Fram)**

**Racial, Social, and Economic Justice (12)**

2021

Carey-Harper, Rachel (Matt)  
Varner, James (Oron)

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2022

Blanchard, Neil (Fram)  
Dicranian, Diane (Midc)  
Shoop, Nur (Dov)

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2023

*Morrill, Beth (Hart)\**

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**Sessions Committee (currently under review)**

2021

Haines, Christopher (Fpon)

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2022

Leuchak, Rebecca (Prov)\*

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2023

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**Youth Ministries (9)**

2021

Heath, Harriet (Acad)  
Woodrow, Honor (Fram)

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2022

Dawson, Janet (Fram)\*  
Weiss, Fritz (Han)

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2023

**West, Kim (Camb)**  
*Matchette, Abigail (Bur)*  
*Sanchez-Eppler, Karen (Nham)*

**Representatives to Other Friends Organizations (5)**

**American Friends Service Committee Corp. (4)**

2021

Bennett, Dulany (Han)  
Woodrow, Peter (Port)\*

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2022

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2023

*Rhodewalt, Scott (NEK)*

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**Friends Committee on National Legislation (6)**

2021

Gorham, Charlotte (Nhav)  
Harrington, Ian (Cam)

2022

Weinholtz, Donn (Hart)

2023

**Friends Peace Teams Project (3)**

Shippen, Nancy (Fpon)

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**Quaker Earthcare Witness (1)**

Haines, Christopher (Fpon)

**William Penn House (1)**

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## *Internal Nominating Committee Report to Permanent Board July 11, 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)  
@ clerk

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

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

<b>Faith and Practice Revision (Open ended terms)</b>	+RachelWalker Cogbill +Carolyn Hilles-Pilant	@+Phebe McCosker	+Maggie Edmondson +Susan Reilly	+Douglas Armstrong +Eric Edwards +Marion Athearn +Eleanor Godway
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**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

## **Bank Resolutions Minute**

The following resolutions are brought by the Finance Committee:

1. That Robert Murray be appointed New England Yearly Meeting treasurer for the ensuing year or until a successor is appointed and qualified.
2. That Robert M. Spivey be appointed Friends Camp treasurer for the ensuing year or until a successor is appointed and qualified.
3. That Robert Murray, Yearly Meeting treasurer; and Noah Merrill, Yearly Meeting secretary; be individually authorized to open and close bank accounts in the name of New England Yearly Meeting as needed.
4. That Robert M. Spivey, Friends Camp treasurer; and Anna Hopkins, Friends Camp director, be individually authorized to open and close bank accounts in the name of Friends Camp as needed.
5. That Noah Merrill, Yearly Meeting secretary; Robert Murray, New England Yearly Meeting treasurer; and Bruce Neumann, presiding clerk, be designated as alternate signers, individually, of all bank accounts of New England Yearly Meeting of the Religious Society of Friends, except those checks for greater than \$10,000, which shall require the signatures of two signers from the list above.
6. That Anna Hopkins, Friends Camp director; Robert M. Spivey, Friends Camp treasurer; and John Reuthe, Friends Camp Committee clerk, be authorized, individually, as signers of the Friends Camp bank accounts, except those checks for greater than \$10,000, which shall require the signatures of two signers from the list above.



**Report to Permanent Board  
From the Presiding Clerk  
July 11, 2020**

I've long been intrigued by the idea that time is a mental construct we use to make sense of our experience. Certainly we've all experienced time seeming to go faster or slower. And during this pandemic time seems to make no sense at all. Much has happened since we met on June 6 (less than a month as I write).

Plans for on-line Sessions are proceeding. The basic schedule is set, with a few things to be inserted here and there; the plenary speaker and the Bible half hour speaker are meeting with their elders to prepare; the home group team, led by Lisa Graustein is soliciting group facilitators and Lisa is planning trainings for those facilitators; a tech team, led by David Collea, is forming to support the many events that will happen by Zoom; we have a number of ideas for the opening and closing celebrations, but details are not set. We are aware of the loss of those countless moments together – in the dining hall, in the dorm, walking from one building to another. But given the recent spikes in the virus, there is no question that we are doing the right thing in not meeting in-person.

The biggest thing I have to report is that I am in the midst of planning a significant shift in our business sessions. During a meeting with the Noticing Patterns working group, which had been scheduled to consider how that work would interface with business this year, the Holy Spirit showed up and advised us that we should abandon our regular agenda and tend, instead, to considering how Friends are led to respond to heightened awareness of Racial Injustice. As so often happens when the Lord gives us a task we are not comfortable with, I had some initial resistance. I continued to pray on this idea, and consulted with Coordinating and Advisory, the clerk's table, and a few trusted (f)Friends, and came to accept that yes, this is our work this year. One could say that we have been preparing for this moment, with our increasing attention to racism and white supremacy over recent years.

I have called a meeting with members of Racial, social and Economic Justice, Challenging White Supremacy, and Noticing Patterns of Oppressions and Faithfulness, as well as a couple from Earthcare Ministry - to consider how we can best use our available time. My current thinking is that we will take up the reparations letter of apology and recommendations, as it may be a useful example of how Quakers have come to see how some previous behaviors were flawed.

Other than Nominating and some usual Unity Agenda things (bank resolutions) which I had already intended for PB to take up, the one other significant piece of work is the budget. Current thinking is that Finance will advertise and hold a couple of listening sessions in August, then PB can approve the budget at its September Meeting.

## **NEYM Letter Apology to Native Americans**

July 4, 2020

To the Algonquian peoples of the North East who continue among us: the Wampanoag, Massachusetts, Nipmuck, Pennacook, Penobscot, Passamaquoddy, Mi'kmaq, Maliseet, Quinnipiac, Mohegan, Pequot, Pocumtuc, Tunzis, Abenaki, Mahican, and Narragansett.

### **An Apology**

As participants in European colonization and its continuing beneficiaries, Quakers stand in the shadow of a great and continuing injustice. 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. Today we acknowledge that injustice.

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.

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. We stand in awe of your resilience and faithfulness as a people. In humility, we hold ourselves open to suggestions and to dialogue, demanding nothing and holding no expectations.

### **A Call for Us to Act**

The New England Yearly Meeting of Friends acknowledges that we must regain a right relationship with Native Peoples as well as with nature. To that end, we commit as a body to undertake the following:

- We will do the work to learn about Indigenous People on whose ancestral land our homes and our meetinghouses sit and will acknowledge those people with a plaque and educational material.
- We will 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.

- We will 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.
- We will support state and federal recognition of the status of tribes as acknowledged sovereign nations entitled to self-government and reparations.
- We will 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.
- We will 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.

## **Overview of Proposed Land Swap For Lincoln School** **New England Yearly Meeting (NEYM) and City of Providence**

As of June 19, 2020

**Overview/Objective:** Gain agreement for the NEYM to swap approximately 0.17 acres of unusable land it owns behind Lincoln School for an equivalent amount of land owned by the City of Providence which is adjacent to our existing Lower School Parking lot. This city land (which is unusable to the City) will help to expand our existing parking area and improve parking and traffic congestion on East Orchard Avenue, an area which has been a source of complaints by both neighbors and Lincoln parents. There is also concern that the existing tension will be further exacerbated by the construction of Lincoln's new Little School (for ages 18 mos-3 years) which is due to be completed in early August 2020 in the same general area along East Orchard and Brookside Avenue (in front of Lincoln's Lower School).

As discussed below, the land swap would allow Lincoln to keep seven parking spaces currently on City land and, importantly, give us more space for a turnaround area for student drop-off and pickup to help improve the traffic flow in the neighborhood – a win-win for all.

**NEYM Background:** NEYM owns the land upon which Lincoln School sits under a 99 year lease which was renewed in 1976. This includes land that extends down behind the back of the school deep into a ravine that abuts the Blackstone Park Conservancy owned by the city of Providence.

**Lincoln Background:** As seen in the attached map, Lincoln had previously been using city land for 7 parking spots at the end of Brookside Ave for which we had paid a long-term lease payment approximately 15 years ago (see a portion of the blue shaded area in the attached diagram).

- Our amortization of the lease expense recently ended (although neither the city nor Lincoln can find evidence of the original lease and duration of the arrangement in our respective records). As such and with our construction of the new Little School on East Orchard, the City is requiring that we resolve our use of their land as part of the issuance of a Certificate of Occupancy for our new building. This creates some urgency around this proposal as the city originally suggested that we remove the seven parking spaces
- The combination of additional traffic from a new building with the potential loss of the existing seven spots would adversely affect the current traffic situation.
- Given that, Lincoln came up with the idea of a potential land swap. This would allow us to keep the seven parking spaces as well as give us more space for a turn-around allowing for easier student drop-off and pickup which will help resolve the congestion that impacts the neighbors and parents.

- We had held off on reaching out to the NEYM until we had an idea if this was something the city of Providence would entertain. It appears the city is willing to consider this option which has the potential to generate a beneficial outcome for all parties.

**Land to be Swapped:** Lincoln hired land surveyors, Alpha Associates, to develop a plot plan identifying all of the elements. The City's land with the parking spots comprises exactly 7,460 square feet (~100ft north to south x 75ft east to west or ~0.17 acres). NEYM would exchange an equivalent amount of land as shown in the Northeast corner of Plat 41 lot 196 – this land is at the base of the ravine in a spot that Lincoln would not need for any purpose, nor could we build on due to slope and setbacks required from wetlands.

**Next Steps/Expected Timing:**

- 1) Review proposed areas to be swapped with the city (meeting set for Tuesday 6/23) – Lincoln Administrative Staff, Jon Anderson (Attorney), City Planner Bob Azar and Representative from Blackstone Park Conservancy
- 2) Gain approval from city that they are willing to pursue (Timing TBD)
- 3) Gain approval from NEYM that they are willing to proceed (7/11 Permanent Board meeting)
- 4) Lincoln's attorney (Jon Anderson from Brennan Recupero) to draw up revisions to deeds.
- 5) Final approvals from both City and NEYM (need clarification from city for approvals required)
- 6) File revised deeds with City.
- 7) Lincoln will cover all reasonable attorney's fees.

**CERTIFICATION:**

THIS PLAN, AND UNDERLYING SURVEY PRODUCT, WAS PREPARED FOR THE EXCLUSIVE USE OF THE PERSON, PERSONS, OR ENTITY NAMES IN THIS CERTIFICATION. SAID CERTIFICATION DOES NOT EXTEND TO ANY UN-NAMED PERSON, PERSONS, OR ENTITY WITHOUT AN EXPRESS RE-CERTIFICATION BY THE SURVEYOR OF RECORD NAMING SAID PERSON, PERSONS, OR ENTITY.

TO LINCOLN SCHOOL, IT IS HEREBY CERTIFIED THAT THIS SURVEY AND BEEN CONDUCTED AND THIS PLAN HAS BEEN PREPARED PURSUANT TO SECTION 9 OF THE RULES AND REGULATIONS ADOPTED BY THE RHODE ISLAND STATE BOARD OF REGISTRATION FOR PROFESSIONAL LAND SURVEYORS ON NOVEMBER 25, 2015, AS FOLLOWS:

LIMITED CONTENT BOUNDARY SURVEY CLASS "1"  
CULTURE CLASS "III"

FURTHER, THE INFORMATION DEPICTED ON HEREON WAS OBTAINED FROM FIELD OBSERVATIONS MADE ON THE SITE IN NOVEMBER, 2019 FOR THE PURPOSE OF THE CONDUCT OF A SURVEY FOR THE PREPARATION OF AN ADMINISTRATIVE SUBDIVISION.

HARRY A. MILLER JR., No. 1967  
COA: LS-A101



**REFERENCES:**

- RECORDED PLAT 286: "MOSES BROWN PLAT..."
- RECORDED PLAT 672: "MOSES BROWN PLAT..."
- RECORDED PLAT 63: "MAP OF STREETS IN BLACKSTONE PARK..."
- BOUNDARY SURVEY: "THE LINCOLN SCHOOL..." BY WATERMAN ENGINEERING, MARCH 23, 2001
- BOUNDARY SURVEY: "THE LINCOLN SCHOOL..." BY INSITE ENGINEERING
- BOUNDARY SURVEY: "THE LINCOLN SCHOOL..." BY WATERMAN ENGINEERING, MAY 13, 2019
- L.E. 1159, Pg. 208; LOT 47
- L.E. 11450, Pg. 196; LOT 144
- L.E. 2733, Pg. 191; ACCESS EASEMENT TO LOT 144
- L.E. 803, Pg. 506; SEWER EASEMENT

**PROJECT SURVEYOR:**

HARRY A. MILLER, JR.  
ALPHA ASSOCIATES, LTD.  
35 ROCKY HOLLOW ROAD  
EAST GREENWICH, RI 02818

**FLOOD NOTE:**

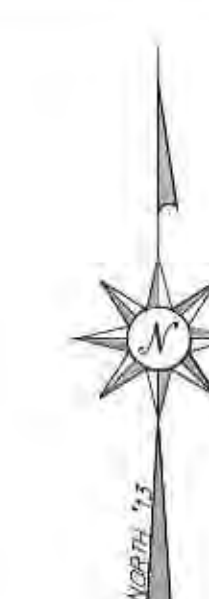
PARCEL FALLS WITHIN FLOOD X PER FEMA FIRM MAP 4400700309K, REVISED: 10/2/15

**PARCEL OWNERS:**

LOTS 47 & 144  
LINCOLN SCHOOL  
310 BUTLER AVENUE  
PROVIDENCE, RI 02906

**LEGEND:**

- EXISTING GRANITE BOUND
- EXISTING DRILL HOLE IN WALL CAP
- EXISTING IRON ROD
- EXISTING UTILITY POLE
- SET "MAG" NAIL
- EDGE OF PAVEMENT
- EXISTING BOARD FENCE
- EXISTING CHAINLINK FENCE
- EXISTING WROUGHT IRON FENCE
- EXISTING STONE WALL

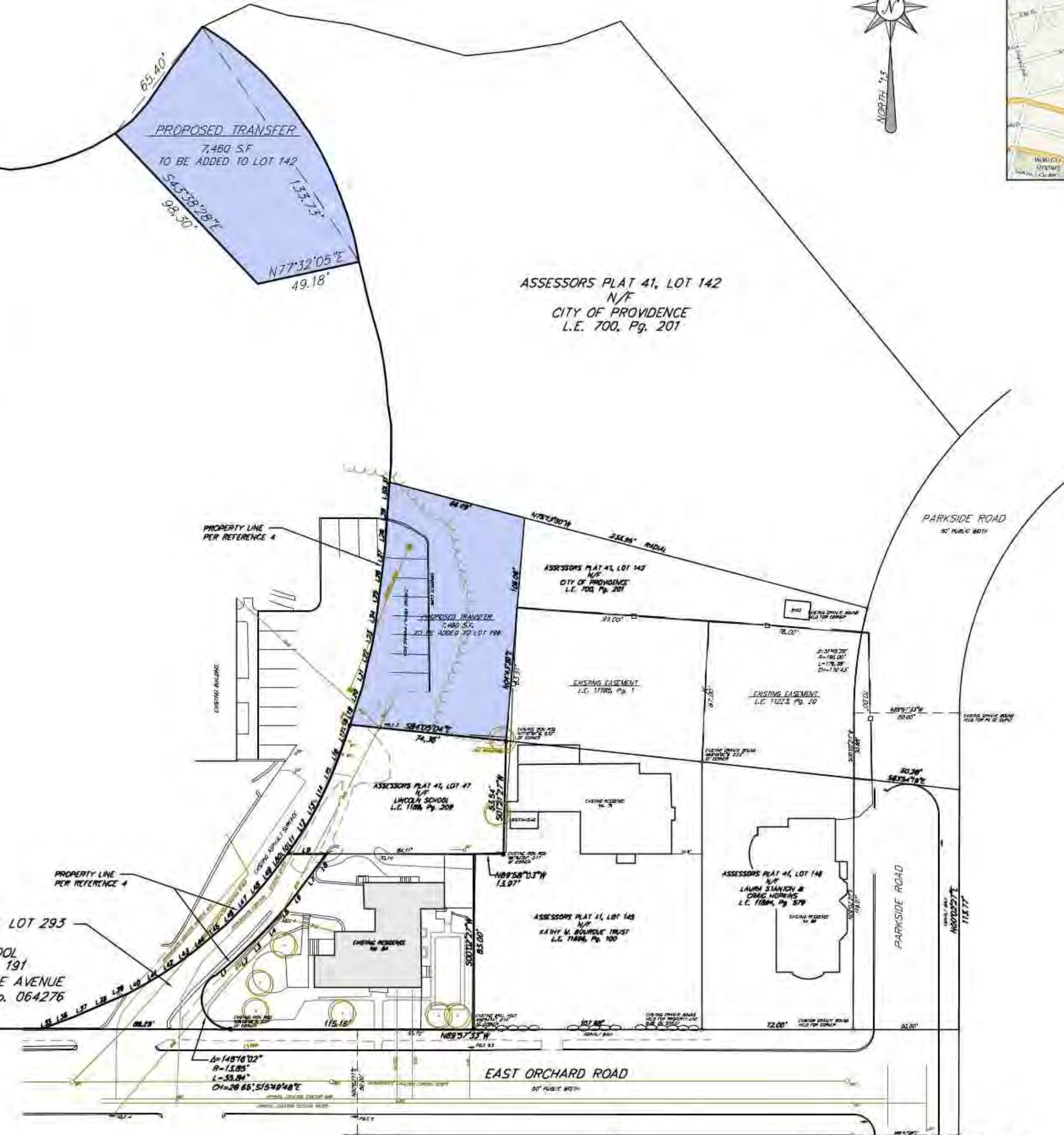


LOCUS NO SCALE

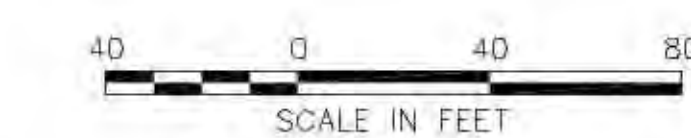
BUTLER AVENUE  
PUBLIC WIDTH VARIES

ASSESSORS PLAT 41, LOT 196  
N/F  
NEW ENGLAND YEARLY MEETING  
OF FRIENDS  
L.E. 768, Pg. 43

ASSESSORS PLAT 41, LOT 293  
N/F  
LINCOLN SCHOOL  
L.E. 2733, Pg. 191  
FORMERLY BROOKSIDE AVENUE  
ABANDONED PLAN No. 064276



LINE TABLE					
LINE	LENGTH	BEARING	LINE	LENGTH	BEARING
L1	9.14	N60°30'24\"/>	L29	9.79	N07°34'09\"/>
L2	10.04	N48°56'22\"/>	L30	9.77	N06°55'42\"/>
L3	10.10	N45°55'11\"/>	L31	9.69	N03°54'25\"/>
L4	10.18	N42°56'28\"/>	L32	9.78	N04°11'28\"/>
L5	9.94	N41°30'54\"/>	L33	10.04	N04°01'11\"/>
L6	10.14	N38°30'58\"/>	L34	9.95	N04°12'46\"/>
L7	10.11	N36°35'51\"/>	L35	0.49	N03°53'47\"/>
L8	9.30	N34°35'40\"/>	L36	5.64	N62°14'55\"/>
L9	18.41	N89°58'03\"/>	L37	10.32	N67°55'06\"/>
L10	14.71	N36°35'11\"/>	L38	10.18	N67°00'28\"/>
L11	9.29	N34°35'40\"/>	L39	9.82	N65°30'12\"/>
L12	9.09	N32°36'19\"/>	L40	9.27	N63°57'39\"/>
L13	9.21	N28°31'05\"/>	L41	9.30	N61°59'02\"/>
L14	9.34	N24°55'44\"/>	L42	9.27	N59°50'47\"/>
L15	9.93	N22°49'29\"/>	L43	9.21	N55°52'47\"/>
L16	9.62	N20°57'31\"/>	L44	9.33	N53°44'23\"/>
L17	9.70	N19°13'18\"/>	L45	9.36	N50°51'04\"/>
L18	1.10	N17°40'02\"/>	L46	9.39	N48°46'22\"/>
L19	9.79	N17°40'02\"/>	L47	9.33	N45°56'41\"/>
L20	10.41	N17°01'23\"/>	L48	9.64	N42°55'28\"/>
L21	9.51	N14°47'09\"/>	L49	9.30	N41°30'54\"/>
L22	9.81	N12°42'28\"/>	L50	9.53	N39°00'58\"/>
L23	9.44	N10°38'40\"/>			
L24	9.67	N08°16'30\"/>			



ADMINISTRATIVE SUBDIVISION SCHEME  
ASSESSORS PLAT 41, LOT 142, 143, & 196  
PROVIDENCE, RHODE ISLAND  
PREPARED FOR: LINCOLN SCHOOL  
PREPARED BY: ALPHA ASSOCIATES, LTD.  
35 ROCKY HOLLOW ROAD  
EAST GREENWICH, RI 02818  
T.401.884.8506  
F.401.884.7747  
SCALE: 1"=40' NOVEMBER, 2019 SHEET 1 OF 1

**Friends Camp / New England Yearly Meeting -- FY2021 Oct-Dec (Q1) Operating Budget**

	<u>FY2020 Q1</u>	<u>FY2021 Q1</u>	
	<u>Actual</u>	<u>Budget</u>	
<b>INCOME</b>			
4100 Summer Program Fees	\$ 50,163	\$ -	Do not open registration until 2021
4200 Contributions Received			
4201 Contributions from Individuals	\$ 6,853	\$ 7,000	
4202 Contributions from Quaker Meetings	1,000	1,000	
4211 Contributions from NEYM	2,355	2,355	
4221 Camp Renewal & Replace. Contrib. Rec'd.	73	-	
Total 4200 Contributions Received	\$ 10,281	\$ 10,355	
4300 Other Operating Income	525	0	
7110 General Campership Fund	1,850	1,800	
7140 One Child at a Time Fund	1,075	0	
7210 Capital Fund	8,319	0	
<b>TOTAL INCOME</b>	<b>\$ 72,213</b>	<b>\$ 12,155</b>	
<b>EXPENSE</b>			
5100 Staff Expense			
5110 Director			
5111 Director Salary	\$ 13,940	\$ 14,246	Includes 2.2% COLA
5112 Pension Plan - Employer (10 %)	929	1,436	
5113 Health & Disability Insurance - Employer	1,433	2,100	
Total 5110 Director	\$ 16,303	\$ 17,782	
5120 Support Staff			
5121 Maintenance	\$ 2,771	\$ 3,000	
5126 Winter Assistant Director/ Office Work	431	-	
Total 5120 Support Staff	\$ 3,202	\$ 3,000	
5140 Staff Development	369	500	
5150 Travel, Meals and Lodging	142	300	
5160 Other Staffing Expense	7,469	7,600	
Total 5100 Staff Expense	\$ 27,485	\$ 29,182	
5200 Summer Program	-566	0	
5300 Property Expense			
5310 Depreciation			
5311 Depreciation- Buildings	\$ -	\$ 8,000	Non-cash expense
5312 Depreciation- FFE	-	3,000	Non-cash expense
Total 5310 Depreciation		\$ 11,000	
5321 Buildings & Grounds Supplies & Services	\$ 418	\$ 2,000	

5330 Utilities	993	1,200
5341 Winter Office Rent	\$ 700	\$ 700
Total 5300 Property Expense	\$ 2,111	\$ 14,900
5400 Administrative Expenses		
5411 Property and General Liability Insurance	\$ 4,757	\$ 4,800
5421 CampMinder Online	\$ 1,200	\$ 1,260
5430 Accounting	1,329	1,000
5441 Memberships and Subscriptions	\$ 2,355	\$ 3,400
5450 Marketing	1,317	2,000
5461 Office Supplies and Services	\$ 410	\$ 500
5471 Fundraising Mailings	\$ 634	\$ 800
5481 Postage	\$ 286	\$ 300
Total 5400 Administrative Expenses	\$ 12,288	\$ 14,060
5600 Off-Season Programs	1,080	0
TOTAL EXPENSE	\$ 42,398	\$ 58,142
NET OPERATING SURPLUS/(DEFICIT)	\$ 29,815	\$ (45,987)
Other Income (Expense)		-
NET SURPLUS/(DEFICIT)	\$ 29,815	\$ (45,987)



**Ministry and Spiritual Life Working Group**  
Of Permanent Board  
Report for Sessions 2020

The Clerk of Permanent Board, in consultation with the Presiding Clerk and Coordinating and Advisory Committee, named the four members of Permanent Board's Ministry and Spiritual Life Working Group on 21 December 2019. Together with Noah Merrill, Yearly Meeting Secretary, and Nia Thomas, Quaker Practice and Leadership Facilitator, we began to meet every two weeks, starting on 9 January 2020.

Our charge, arising from Minute 2019-7.9, is "to explore where and how support for ministry and spiritual life currently happens among New England Friends and offer recommendations for structures, practices and leadership roles that would best serve the current needs of Friends." The working group was asked to submit its final report to Permanent Board's 16 May meeting, prior to Sessions 2020.

Through our meetings in January, February and early March we read and considered decades of NEYM M&C minutes and reports, and weighed conversations with past clerks and members of M&C, seeking the advice of the current clerk of M&C and its membership. In early March we completed a draft analysis of the state of ministry among us and recommendations toward nurturing, uplifting and supporting ministry going forward.

The critical next step before submitting our work to Permanent Board was to offer the draft document to ministers and elders among us, inviting them into conversations to discern the good order (or not) of our recommendations. Our 19 March meeting was scheduled to finalize this next step of work. However, given the emergent pandemic, it was clear to us when we gathered that to ask ministers and elders for their time on this matter was not at all in good order; the energies of these Friends needed to be focused on the work that they do—caring for our spiritual health and communion. We could not ask either for their time to focus on our document or to sit for conversations. We were in unity to "pause" our work until the upheaval of the pandemic had settled.

The working group also saw that in this unprecedented time the very structures of our ministry and connection were cracking open and finding new and fruitful avenues of expression. We needed to pause to fully observe what lessons might be learned. What, learned in crisis, might serve us well in less taxing times?

Now, with the upheaval of the pandemic still impacting our lives and ministry, is added social upheaval demanding long overdue racial justice and the extirpation of our nation's foundational systems of white supremacy. How shall we proceed when our longstanding ways of discernment are not fully available to us? How can we not proceed when the need for progress is so important?

And so, when the working group met in May, we were in unity that our work needed to move forward; that we would begin to schedule calls with our ministers and elders to further the

discernment of the working group; and that, God willing, we would bring our report to Permanent Board in the fall of 2020.

Sarah Gant (Beacon Hill), Clerk

Phil Fitz (Northampton)

Hugh MacArthur (Hanover)

Noah Merrill, Yearly Meeting Secretary (Putney)

Nancy Middleton (Putney)

Nia Thomas, Quaker Practice and Leadership Facilitator (Northampton)

22 June 2020

## DRAFT

### Permanent Board Working Group on Resources Supporting Volunteer Leaders

Submitted to PB for approval July 2020

#### **Context:**

At Sessions in 2019, NEYM approved many recommendations related to inclusive leadership development, including some related to financial and other enabling resources 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."*

#### **For approval by Permanent Board July 11 2020**

The charge and membership of a working group to fulfill the commitments of minute 2019-46.

#### **Guiding Vision**

*(from the charge of the Clerking Structures and Practices Working Group)*

We envision a healthy Society with strong, faithful leadership, well-equipped and well-supported to share gifts. We cannot be a healthy Society when there are barriers to service, when gifts lay fallow, unrecognized and un-nurtured. We long for a Society where the broad exchange of the diverse ideas, perspectives, experiences and values that exist in our Society inform our leadership. Specifically, how do we hear and respond to diverse perspectives arising from our different experiences across age, race, gender, sexuality, economics, and education?

#### **Working Group Charge**

We ask this working group to explore how NEYM might responsibly and consistently reduce financial barriers to our most essential volunteer leadership roles, specifically Presiding Clerk, Clerk of the Permanent Board, Clerk of Ministry & Counsel, and Treasurer.

## **DRAFT**

### **Permanent Board Working Group on Resources Supporting Volunteer Leaders**

Submitted to PB for approval July 2020

On behalf of Permanent Board, this working group shall research how NEYM might responsibly offer financial support for key leadership roles and make specific recommendations to the Permanent Board to inform NEYM's funding priorities.

In their exploration, this working group shall investigate other organizations' models for financial assistance for volunteer leaders. This working group shall also consult actively with Friends most closely aware of NEYM's current finances and financial policies, such as the Treasurer, the Clerk of Finance Committee, Accounts Manager, and Yearly Meeting Secretary, to ensure that their proposals are actionable in the short term if approved.

#### **Report**

This working group shall write a report and present it to the Permanent Board October 31, 2020.

This report shall propose specific recommendations regarding NEYM's practices and use of funds. This report shall include recommendations in response to the following questions:

1. In the short term, what concrete changes might NEYM make in order to reduce the economic barriers to service currently faced by our potential leaders?
2. In the short term, are stipends the most effective way for NEYM to address the existing financial barriers to service for our key leadership roles? In the next three years should NEYM move towards providing stipends for Friends serving as Treasurer, Presiding Clerk, Clerk of Permanent Board, and Clerk of Ministry & Counsel? If so, what approximate size of stipend is advised? Either way, what implications do you anticipate for this decision?
3. In reviewing NEYM's existing policies and practices related to reimbursement and available funding for enabling financial support (such as for reimbursements for travel, meal compensation, child and elder care, funds for essential services and equipment such as laptops and internet), are there policy changes that you recommend?

#### **Suggested processes and questions to consider**

1. Carefully review the Clerking Practices and Structures Working Group's report (linked [here](#)).
2. In reviewing other organizations approaches to economic inclusion for volunteer leaders, what positive and negative impacts do you see? How do various approaches align with NEYM's vision and priorities? Do not be limited by what other organizations have tried.

## **DRAFT**

### **Permanent Board Working Group on Resources Supporting Volunteer Leaders**

Submitted to PB for approval July 2020

3. Given that economic inequality & injustice is a massive problem in our country, what bold yet achievable steps can NEYM take in the next three years towards reducing financial barriers to service? While all economic injustice is antithetical to God's vision for us, are there specific financial barriers that NEYM should prioritize eliminating in the next three years?
4. What additional work might any of the recommended changes require? Who will do that work and what trade offs or re-prioritizing will be necessary to fulfill these commitments?
5. Throughout the fall, maintain regular contact with the Yearly Meeting Secretary to increase coordination between unfolding recommendations and the funding priorities proposal coming forward to the Permanent Board on October 31.

#### **Membership**

Given the short time frame in which we would like to see this work completed, we ask that Permanent Board authorize the Clerk of Permanent Board to constitute this working group, consulting with Coordinating & Advisory and the Quaker Practice and Leadership Facilitator/former Clerking Structures and Practices Working Group Clerk.

Beacon Hill Friends Meeting  
6 Chestnut St.  
Boston, MA 02108  
April 15, 2020

Dear Friends,

We send loving greetings from Beacon Hill Friends Meeting in Boston, Massachusetts. We are united in recommending to your care Lisa Graustein, a member of our Meeting since 2002.

Lisa's ministry flows from her conviction that seeking that of God in each person requires of us the complicated, messy, and healing work of striving for justice. The project Lisa is undertaking with Friend Niyonu Spann – to co-facilitate a two-year collaboration between US and Canadian Friends to develop a racial-justice consultation/training program for Friends – is a rightly ordered development and a natural outgrowth of Lisa's ministry to help Quaker and other organizations address their history in order to transform their current practices. This is a next step along Lisa's years-long journey to effect her deeply held vision of what the Beloved Community looks like, one that many in our meeting share.

Lisa has been active at Beacon Hill and in New England Yearly Meeting (NEYM) for many years. At Beacon Hill she has taught First Day School, organized retreats, and contributed other committee service. In the Yearly Meeting, Lisa has served as NEYM Young Friends Coordinator, developing a racial-justice curriculum for First Day Schools and leading high school retreats. She clerked NEYM's Ad Hoc Structural Review Committee, which examined Meeting structures, and coordinated four of NEYM's Living Faith Gatherings. Broadly, her work is focused on helping Quakers become more aware of systems of oppression as a first step in dismantling those systems. She has partnered with NEYM's Ministry and Counsel committee to further this work and was one of two plenary speakers at NEYM's annual 2019 Sessions.

Lisa, an educator, also works with school leaders and with students in settings where most students are young people of color, many from immigrant and/or economically disadvantaged backgrounds. She has led staff workshops on subjects related to oppression, grief, trauma, and gender and sexuality diversity and inclusion. She regularly leads workshops on racial justice and healing in both Quaker and non-Quaker settings, and she is a long-standing co-facilitator of Beyond Diversity 101.

Lisa's work rises from her Quaker faith and from her conviction that new ways of being, even around deeply entrenched dynamics, are possible. We look forward to hearing back from Lisa's organizational partners—currently expected to be American Friends Service Committee, Friends General Conference, Pendle Hill, and Friends Council on Education, though perhaps including others as the project evolves—about this important work. Thank you in advance for opening your arms and your hearts to Lisa as she travels among you.

Approved and minuted at April Meeting for Business on April 5, 2020.

In the Light,

*Michelle Ciurea and Steven Horne* <sup>me</sup>  
Michelle Ciurea and Steven Horne  
Co-clerks, Beacon Hill Friends Meeting

Joyfully received by Salem Quarter 5/23/20  
*Kristina Keefe-Perry* Kristina Keefe-Perry

## 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