

Advance Documents — 2020 New England Yearly Meeting

Row on, row on!

Bruce Neumann, Presiding Clerk, New England Yearly Meeting
Fresh Pond Monthly Meeting (Cambridge, MA)

Welcome, Friends to the 360th annual gathering of Quakers in New England. As Rebecca Leuchak and I indicated in our “Invitation to Sessions,” this year’s gathering will be like nothing we’ve done before. Friends in 1661 could not have imagined that at some point in the future we would be able to “gather” without being in each other’s presence. Six months ago, I think most friends would have had serious reservations about what we could accomplish by Zoom. Yet here we are, about to embark on a great experiment in using technology to bring us together. My sense from talking to a number of Friends around New England is that we have adapted to the technology much more readily than we might have expected. At the same time that we are saddened that a few Friends are unable to join this way, or choose not to, we also find that many meetings have a number of visitors each week, from far and wide. And we find that we are able to do business by Zoom, too, if the process is a bit rough and uncomfortable.

While the method of gathering is different, the constant is God’s presence. God is with us always, even when the busyness of our daily lives distracts us from that awareness. S/he will be with us this week, too. As is true with meeting in person, our preparation for worship or business can add depth to our experience. So I am encouraging you all to treat this year’s gathering with the tenderness and awe that are due whenever we approach the Divine. If you are a pray-er, pray for our gathering. Read (and watch!) the materials in the advance documents. As much as possible, prepare yourself and your space at home for entering a holy time. Again, if possible in your household, settle into worship a few minutes before the

event starts. Turn the phone off, have what you need at hand, let others in your household know that your fondest wish is to not be disturbed. A favorite phrase of mine for worship is “expectant waiting.” Even on Zoom, if we expect the presence of the Divine, we are much more likely to find it than if we are distracted or preoccupied.

Our week will be bookended by an opening event where we celebrate our coming together, and a closing celebration where we reflect on the week and prepare to re-engage with the wider world, energized by God’s presence in our midst and in each other.

I expect that the Plenary by Dr. Amanda Kemp and the Bible Half-Hours by Cherice Bock will infuse the week with challenge and inspiration. And Home Groups will be a place where we can reflect on our lives over the last few months, meet some new Friends, and wrestle with what it means to be Quaker in this time.

Our theme continues to feel particularly apt: “Row on, row on, another day may dawn with brighter light.” We have so much work to do, engaging with each other in a coordinated fashion, “rowing” together towards the vision of a world where all are seen as blessed children of God, and where our planet begins to recover from so many years of mistreatment.

We are all sad not to be together in person, sharing smiles, meals, tender moments, hugs, and providing each other a shoulder to cry on. But if we come together by Zoom expecting the movement of the holy spirit we may find, as George Fox said, “and so the Lord’s power came over all.”

2020 Sessions Business Agenda

Friends,

As I was finalizing what I thought was going to be the agenda for our summer business sessions, George Floyd was murdered, and a wave of protest swept the nation, making it seem like this one incident of violence against one black man had finally woken up white Americans to the existence of white supremacy and, we hope, to a willingness to follow black and brown leadership in creating meaningful change. I found myself asking whether and how this concern should appear at our annual gathering. After prayer and consultation, it seemed that we have been preparing for this work over recent years, with our repudiation of the doctrine of discovery, and establishing working groups for Challenging White Supremacy and Noticing Patterns of Oppression.

So I have put aside our expected business – Permanent Board will attend to various pieces that must be done – to make space for exploring how Friends want to respond to deepening awareness of racial injustice. We will also look at how multiple issues are intertwined, particularly including concern for our planet.

We will consider a letter of apology to Native Americans, and a set of recommendations for how Monthly Meetings might engage with both learning about native peoples in their area, and with advocacy for Native Americans. We will hear an epistle from the gathering of People of Color at Friends General Conference. The Racial, Social, and Economic Justice Committee, and the Earthcare Committee will jointly bring a “Call to Action.” We will hear personal testimony from a few Friends engaged in justice work, both about their work and their journey into that work. And we will hear some reflections on a deeper interpretation of the peace testimony.

The Noticing Patterns of Oppression and Faithfulness working group will again be supporting us all in understanding the ways our language and patterns of thinking reenact patterns of oppression as well as how we interrupt those behaviors in enacting patterns of faithfulness. All Friends participating in Sessions are invited into this practice of noticing so that we can help each other be more faithful and address the ways that systems of oppression operate within and among us. To learn more about last year’s experience with this work, read

this *Friends Journal* article. The working group will give daily reflections on patterns they have observed, both of oppression and faithfulness

My hope is that Friends will come away energized for the piece they are called to as part of a larger body of work,

whether that is prayer support, service, advocacy, or action. The world needs us all.

Bruce Neumann
Presiding Clerk, NEYM

Elders serving to support ministry at Sessions this year

In Friends tradition, an Elder supports, encourages and challenges the minister and helps them to be faithful. During preparation and during our week together, these individuals are holding and grounding specific Friends in their work and ministry.

Elders for Cherice Bock: Dove John (Sierra Cascades YM), Mary Hopkins (Fresh Pond), and Jean Rosenberg (Middlebury)

Elders for Amanda Kemp: Ruth Hazzard (Mt. Toby), LVM Shelton (Plainfield), and Polly Attwood (FMC)

Elders for Bruce Neumann: Jacqueline Stillwell (Monadnock), Callid Keefe-Perry (Fresh Pond), and Jessica Hipp (Fresh Pond)

2020 Sessions Coordinators, Officers, Speakers and YM Staff

Accounts Manager	Frederick Martin*
Bible Half-Hour Speaker	Cherice Bock
Clerks	Bruce Neumann (presiding), Peter Bishop, and Marian Dalton (recording), John Humphries and Gina Nortonsmith (reading)
Events Coordinator	Elizabeth Hacala*
Home Group Planning Team	Lisa Graustein, Holly Baldwin, Honor Woodrow, Newell Isbell-Shinn, Rebecca Leuchak, Nia Thomas, Kristin Wilson
Office Manager	Sara Hubner*
Pastoral Care Team Leader	Abigail Matchette
Plenary Speaker	Dr. Amanda Kemp
Sessions Committee Clerk	Rebecca Leuchak
Technology Team	David Coletta, Elizabeth Hacala, Jennifer Swann, Sara Hubner
Treasurer	Shearman Taber
Yearly Meeting Secretary	Noah Merrill*

2020 Youth Program Coordinators and Staff

Junior Yearly Meeting

Coord: Carol Baker
Kenzie Burpee
Nora Catlin
Janet Dawson
Pamela Drouin
Charlotte Gorham
Anna Lindo
Cynthia Rankin
Laura Street
Lynn Taber
Lianna Tennal
Stefan Walker

Junior High Yearly Meeting

Coord: Gretchen Baker-Smith*
Buddy Baker-Smith
Steve Ball
Dave Baxter
Lilly Campbell
Emily Edwards
Sara Hubner
Adam Kohrman
Doug Lippincott

Young Friends

Coord: Maggie Nelson*
Melissa Brown
Allon Dubler
Christopher Fitze
Abby Kelly
Felice Lopez
Noel Potter
Nora Spicer

Young Adult Friends

Coords: Emi Link and Brynn Keevil

* = YM Staff

Guide to Business at Yearly Meeting Sessions

This year’s business sessions will be the largest Zoom meetings most of us have participated in. In addition to the usual discipline Friends should show about speaking (see the chart!), it will be important for every Friend to have some nominal familiarity with Zoom features and our expected practices.

The “room” will open for worship about 15 minutes early. Friends are asked to enter silently, confirm that you are muted, and to sit in worship with the Friends gathered. About 5 minutes past the hour, the clerk will break worship.

If you are moved to speak to the concern at hand, please use the “Raise Hand” function on Zoom (press *9 if joining by phone). If you are unable to raise your hand for some reason, raise your physical hand well into your own image—several Friends will be assisting the clerk in watching for this. If the clerk calls on you, unmute yourself and speak.

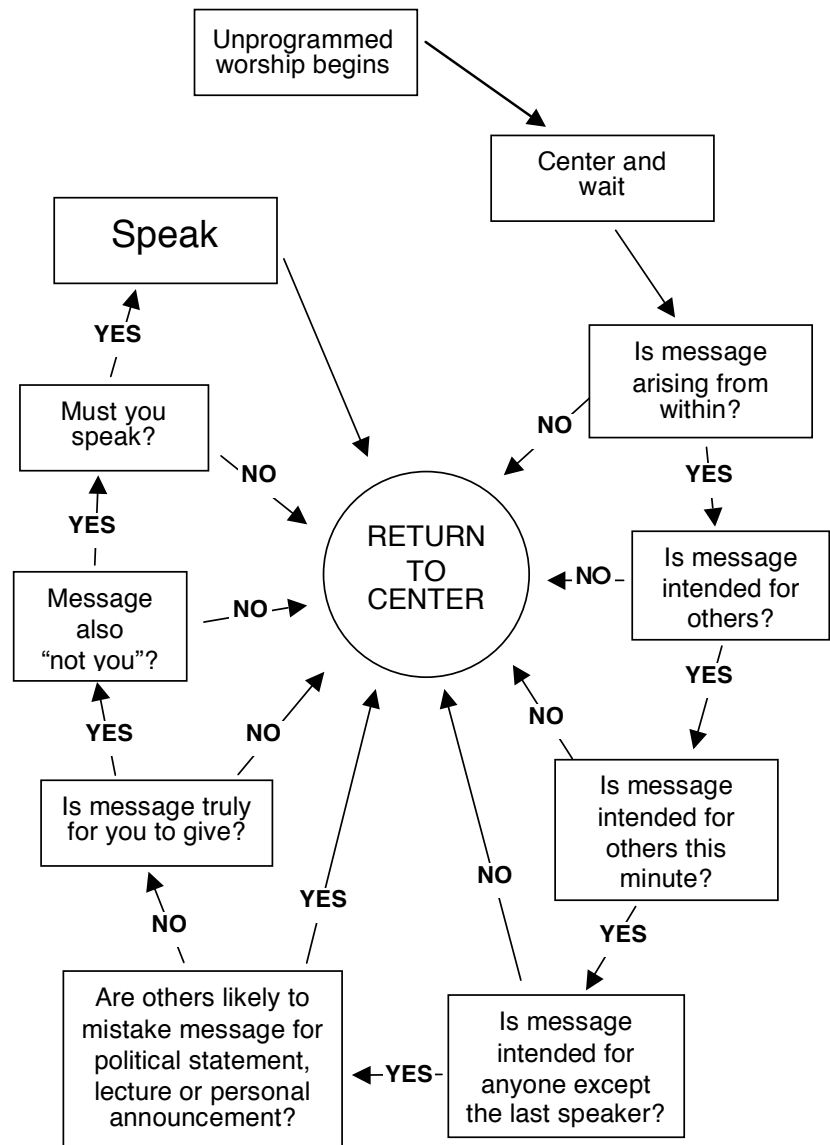
We encourage Friends to become familiar with Zoom before Sessions. Please watch the Zoom instruction video at <https://neym.org/zoom-how-tos>, or attend one of two informal training sessions the week of July 27. The link to register for a training session is also at <https://neym.org/zoom-how-tos>.

Worship with a concern for business:

- The order of business items is subject to change, depending on the Holy Spirit and Friends’ self-discipline.
- We seek not compromise nor a grumbling “well, OK,” but clarity on what God calls us to do here and now, knowing that we may be led later to some further action, understanding, and love.
- Some business materials will be available in these Advance Documents; others will be shared on your screen during the Zoom meeting.
- Please silence your cellphone, landline, and any other potential disruptions.

During worship with a concern for business:

- Use “Raise Hand” in Zoom (on the Participants menu) to be recognized (on the phone, press *9). If you are unable to raise the digital hand for some reason, raise your hand in front of your face; someone will be scanning faces.
- Remember that the clerk does not always call on people in the order in which their hand appeared.
- When the clerk has called on you, unmute yourself (for those on the phone, *6), and say your name and meeting.
- Speak slowly and briefly, limiting your remarks to the question at hand.
- If you speak easily, be cautious. Ordinarily a person should speak only once to an item of business, unless to answer a direct question or to signal a significant change of heart.
- If you are a Friend who does not speak easily, be bold if called. Your leadings may be the way the Spirit has chosen to speak to us.
- Please do not try to argue the clerks (or anyone else) into your position.
- For approval, the clerk will ask “Do Friends approve?” Friends may unmute long enough to say “approve” or simply wave your hand as a signal of approval. The clerk will pause to allow Friends who are not comfortable to raise their hand and speak to their concern.
- While the clerks are trying to formulate a minute, help by holding them in prayer. Remember that the minute will rarely be worded precisely as you would have said it.



From pamphlet on Worship by Wellesley (MA) Friends Meeting, based on a chart by Sydney Chambers in the October 2005 issue of *Friends Journal*, “Speaking into the Silence”

2020 Sessions Business Materials for Gathered Discernment

Presiding Clerk and Clerks Table Nominations

The Permanent Board presents the following slate to begin service at the close of Sessions 2020:

Presiding Clerk: Bruce Neumann (Fresh Pond)
 Recording Clerk: Peter Bishop (Northampton)
 Recording Clerk: Kathy Malin (Smithfield)
 Reading Clerk: Gina Nortonsmith (Northampton)
Reading Clerk: Gordon Peters (Wellesley)

Epistle of 2020 Annual Pre-Gathering Retreat

The Outgoing Epistle of the 2020 Virtual Pre-Gathering of Friends of Color and their Families
 Friends General Conference

“We are a harvest of survivors. But then, that’s what we’ve always been.” (Octavia E. Butler, *Parable of the Sower*)

To Friends Everywhere:

We begin by remembering our ancestors who were strong enough to make a way for us. Friends of Color and their families met for Pre-Gathering Retreat on 26 Day through 28 Day Sixth Month 2020. This is the eighth year Friends of Color have met for our Pre-Gathering Retreat. First-timers felt welcomed and validated. This year, we met virtually with our largest attendance yet. There were 47 attendees, ranging in age from 11 months through 77 years from Canada, Mexico, Switzerland, and the United States of America.

The importance of this Gathering for Friends of Color worshipping in community together cannot be overstated. To our Friends in the wider Quaker world, we the Friends of Color, can’t breathe. During this weekend, we enjoyed the rare opportunity of not being othered In Quaker space. We experienced the joy of being seen as we are and the affirmation of a supportive spirit among ourselves in the “Amen corner.” The term “Amen corner” comes from the Black church and is a communal space that validates, affirms, and uplifts the spirit. In isolation due to COVID-19, we are being kept apart and away from those we love, trust, and need. The pre-gathering retreat brought back the source of community and family that has been missing. We were able to exhale, relax, and breathe together. Many of us did not realize how exhausted we were until we were able to relax with one another. The gifts of the spirit were abundant. We shared in worship, gentle yoga and meditation, meaningful discussions, journaling, and self-discovery. We also listened and shared in each other’s joys, triumphs, pains and sorrows. We experienced spiritual renewal that was awakened by moving through pain to hope for the future for ourselves and our children. Attention and space was given for people to play games, dance, talk, grieve, play music, watch videos, and write.

We have much gratitude to the Program Coordinator for the Ministry on Racism, the pioneer who laid the groundwork

to make the Pre-Gathering Retreat available to us within FGC Gathering and who faithfully makes it happen each year. We are grateful for being able to acknowledge all that makes us human, for finding home and connection. Our inner Light is magnified and our capacity to breathe deeply is nurtured when that of God is acknowledged in each of us. It is our hope that other Friends of Color will know that such a space exists and know that they are desired, needed, and will be warmly embraced.

The Pre-Gathering Friends of Color Retreat provides a reprieve. Friends of Color need respite from the systemic racism too often found in our American Quaker community that often goes unseen by many white Friends. Friends of Color need respite from the insidious lie of white supremacy manifested in daily oppressive traumatic stressors (microaggressions) which have the effect of blaming the oppressed for our own oppression. Friends of Color need respite and support which our home meetings have not provided. Friends of Color are fatigued from being asked to teach white folks.

We ask all Quakers to heed a Call to Action. Please sit with these queries:

1. What is the Spirit leading me to do about the historic and ongoing racial pandemic across my meeting, my community, my work environment and my country?
2. How can we honor the memory of people who have lost their lives to the struggle for a better world?
3. How can we construct ways for people to engage and remain engaged beyond good intentions in the struggle for true equality in health, education, wealth and against state sanctioned violence?
4. How can we encourage the support of Friends of Color in Quaker worship and meetings around the world?
5. How can Friends de-center themselves in order to listen to and hear Friends of Color?
6. How can I support respite for Friends of Color?

In this time of COVID-19, People of Color discovered that a deadly pandemic is secondary to the long-time pandemic of racism in our lives. People of Color are more likely to die from COVID-19 due to the effects of racism and oppression. Think about how this pandemic has turned your world upside down, economically, emotionally, psychologically. Now imagine there is no one working on a vaccine, and that if you get sick or die, no one notices or cares. For People of Color, the human-made pandemic of racism is deadlier than COVID-19, and we need you to do work so that we can BREATHE.

In Peace, Love and ...

2020 FGC VIRTUAL PRE-GATHERING RETREAT FOR FRIENDS OF COLOR AND THEIR FAMILIES

NEYM Apology to Native Americans

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

Apology

As participants in European colonization and as continuing beneficiaries of that colonization, Quakers have participated in a great and continuing injustice. For too long and in too many ways, we as a faith community have failed to honor that of God in you, the original peoples of these lands, and in doing so betrayed that of God in ourselves. We are deeply sorry for the suffering we caused in the past and continue to cause in the present. Today we acknowledge that injustice and apologize.

We acknowledge that Quakers participated in and benefited greatly from the colonization effort which stole your land and displaced your ancestors and caused genocide and sought cultural erasure. We know that the injustice of displacement and disrespect continues. We also see the ways that we continue to benefit from broken treaties and genocidal policies. We have much work to do to attain right relationship.

We are sorry for our advocacy of the “Indian Industrial Boarding Schools,” which we now recognize was done with spiritual and cultural arrogance. Quakers were among the strongest promoters of this policy and managed over 30 schools for Indian children, mostly boarding schools, during the nineteenth and twentieth centuries. We are deeply sorry for our part in the vast suffering caused by this system and its effects.

On behalf of New England Quakers, in particular those of us with European ancestry, we offer this apology. We commit to continuing our efforts to learn, to see more clearly the implications of settler colonialism in our own lives, and to work toward right relationship. We hold ourselves open to suggestions and to dialogue, holding no expectations of you. We will continue to pray for guidance and to seek divine assistance in the transformation we know is needed within each of us, and in the world.

[Signature on approval]

A Call for Us to Act

New England Yearly Meeting of Friends acknowledges that we have much work to do to enter into right relationship with Native Peoples and with all of Creation. 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.
- Work within the meeting to raise awareness of the history of settler colonialism and our debt to Native Americans.
- Follow the lead of Native Americans and support their efforts toward 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.
- Explore the implications for the meeting of restitution of lands unlawfully taken from Native Americans in violation of treaties. Once clear on what it would actually require of the meeting itself, support efforts by Native Americans to reclaim control of their sacred and culturally significant lands, including the restitution of lands unlawfully taken from them in violation of treaties.

Friends are encouraged to apply to the Legacy Gift Committee for funds to support their spiritual leadings in response to the above objectives.

Call to Urgent, Loving Action for The Earth and Her Inhabitants

From the Earthcare Ministry Committee and the Racial, Social & Economic Justice Committee of the New England Yearly Meeting (Quakers)

We urgently call New England Friends to enter into discernment of loving actions that we, our meetings, and our society can take to help remedy systemic problems of racism, social injustice, violence, greed, and failure to act on the climate crisis. These problems are inextricably bound together and our very existence here on Earth depends on our addressing them as such. This “Call to Action” is a collective, outward rallying cry for Friends to engage in God’s work to restore right relationship to the earth, to each other, and especially to those who have everywhere been traumatized, grief-stricken, and brutalized by the very nature of the culture we all inhabit.

The roots of systemic injustice run deep in our minds, hearts and culture. At the core of these injustices is the belief that certain groups of people, by virtue of their race, nationality, religion or income, are entitled to amass wealth and to consume resources at the expense of the health, safety, and even the survival of all the others. This belief, dating at least to the Doctrine of Discovery¹, is so firmly entrenched in our thinking that we must begin by explicitly acknowledging it.

Many of us from New England who identify as white were brought up to believe in the superiority of our white, Western, Christian culture. We have looked with pride on our perceived advantages and have striven to “raise up” others but now we can more clearly see the consequences of putting ourselves over and above other human beings and other life forms: genocide of much of our Indigenous communities, and the confining to reservations, usually in abject poverty, of those who survived. The labor-intensive nature of our early economy and white Americans’ belief in their own worth led to the enslavement, first, of millions of Native Americans, and then, of Africans. These peoples and their descendants were subjected to forced labor, separation of families, rape, murder and other cruelties. To this day people of color face widespread health disparities, their work is undervalued and underpaid, and their schools are underfunded. Many have no chance of a better life.

Quakers must acknowledge that we are also complicit. As described in an Epistle (see previous page) from this year’s 1. A full explanation of the impact of the Doctrine of Discovery can be found in Lisa Graustein’s Virtual Plenaries at <https://neym.org/recordings/news/invitation-2019-annual-sessions-plenary>

Pre-Gathering Retreat of Friends of Color and Their Families with FGC, Quakers were reminded of the systemic racism experienced by Friends of Color in our Quaker communities. So as we examine the systemic problems in America, we can start with ourselves and our own communities.

As a country the U.S. has believed in the importance of having an enormous, militarized police force to protect us from the perceived criminal intents of others. Many of us often hold simplistic views of people of color, including offensive stereotypes regarding their criminality. This has led to the over-policing of communities of color and the abuse and murder of Black Americans.

Americans believe we have benefitted from having a strong military. As a result, our government has continued to wage wars and to develop and refine weapons of mass destruction. We are the only nation to have used nuclear weapons against another people. We also continue to lead the world in making these weapons ever more “efficient.” Other nations have responded by developing their own weapons, to the point where we are now just “100 seconds to midnight” on the doomsday clock maintained by the Bulletin of Atomic Scientists.²

Our country has built a mighty industrial empire which creates and sells goods and services across the entire planet. But we now realize that among the effects of this industry are enormous amounts of waste: of our land, our air, our water, and almost every resource on the planet. Mother Earth gives us life, food, medicine, and wonder for our souls. And yet we receive these gifts not with gratitude but with disrespect and destruction.

The human cost of our mighty industrial empire has been extraordinarily high, particularly in poor communities and communities of color, where disease, malnourishment and lead poisoning are much higher than elsewhere. Climate change disproportionately affects communities of color and the poor. The consequences—including drought, famine, catastrophic weather events, and wars arising from competition over scarce resources—have led to an ever-growing refugee crisis. America has provided neither safety nor refuge to those fleeing the effects of climate change.

Americans need to acknowledge that the relatively comfortable lives of some of us have come, in large part, from our control of material resources including fossil fuels. Coal, oil, and gas have literally fueled our economic growth for over one hundred years. We have done enormous damage in order to keep that fuel supply going. The Earth continues to warm at an alarming rate, and we are now just ten years away from the point at which we can no longer avoid some of the most serious consequences of the global crisis unless we take immediate action. Species on our planet are disappearing at an alarming rate in what some call the “Sixth Mass Extinction.”³

But there is hope. This seemingly inexhaustible list of problems on our Earth can make us fearful, angry, hopeless, depressed, or incapacitated. But we need not follow that path. We are being called instead to take the path that comes from love for others, and love of truth and justice.

We strongly state that the Quaker testimony of Equality is universal and speaks to our need to love one another. We can no longer privilege one person, one group, one set of gender identities or sexual orientations, or one species above another

2. <https://thebulletin.org/doomsday-clock/current-time/>

3. Elizabeth Holbert, *The Sixth Extinction: An Unnatural History*. New York, NY: Henry Holt and Company, 2014.

and hope to survive. We can no longer ignore that the earth is dying. We can no longer tolerate any form of injustice toward one another or towards the earth.

We humbly ask Friends to join together in a year of faithful discernment and action, and to share with one another what we have been led to be and to do in a world that desperately needs faithful leadership guided by God’s transforming, powerful love. Let us trust together in the God who feeds the birds of the air and clothes the flowers in the field.

We especially ask you to follow the lead of people of color. It may help to begin with the Call to Action within The Outgoing Epistle of the 2020 Virtual Pre-Gathering of Friends of Color and their Families. In the Epistle, Friends are given six specific queries. Sit with these queries. Listen deeply. We ask White Friends to undertake the work needed to recognize their own assumptions so that they may truly “see” the Friends of color among us, respect their journeys and their struggles, stand with them, and let them breathe.

Lord, we wait on your guidance. Open us to your will. Thank you for our many spiritual teachers throughout history. Let us be faithful to Your Teaching, Lord, as they were. Lead us to love one another, act justly, love mercy, walk humbly with You, and learn to live sustainably in peace. Let us discern together, whom you would have us be and what you would have us do.

Hence, our Call

At this critical time, the Earthcare Ministry and the Racial, Social and Economic Justice Committees invite Friends to a year of spiritual and intellectual discernment regarding social injustice, including racism and the plight of Mother Earth. We ask you to answer this Call, to discern actions that can address the challenges of injustice. We further call upon meetings, after suitable discernment, to share with others in our Yearly Meeting the actions they have taken and to bring to 2021 Sessions minutes describing recommended actions for our Yearly Meeting to take.

Let us take action together.

We understand that this is a large undertaking, but we call upon you to be part of NEYM’s Body of Action.

There is joy and strength in taking action together.

They also will answer, “Lord, when did we see you hungry or thirsty or a stranger or needing clothes or sick or in prison, and did not help you?”

He will reply, “Truly I tell you, whatever you did not do for one of the least of these, you did not do for me.” (Matthew 25: 44-45)

God, Creator, Inner Guide, Universal Source of Love, Spirit of Christ, please guide us in our spiritual discernment and in our actions. We join together as a community in that never-ending circle of seeking, and strive to be faithful to your guidance. We long to be ever open to your love.

Let us take action together.

NOTE: The budget will be presented to Permanent Board for approval; it is presented here solely for information.

Treasurer's Report

In 2015, as clerk of the Finance Committee, I began their report, "We need a Treasurer!" (emphasis in the original.) Little did I realize as I wrote that what lay in store for me at the end of those Sessions. I have been led to believe a repeat of that plea at last year's Sessions has been answered, for which I am grateful. So the following is a brief review of the past 5 years.

The second paragraph of that report began, "The Finance Committee understands that the Yearly Meeting is in a transitional period in the way it develops budgets." Previously, budgets had been developed using a scarcity model, reinforced by 2008 recession, in which expenses were limited by income estimates, based on what had been previously received. Beginning with FY2014, budgets were based on what was needed to support the programs of the Yearly Meeting and the income expectations raised to meet the need. This intentionally led to a series of deficit budgets as we, as a Yearly Meeting, increased our giving to meet that need. Last year (FY2019) the first major milestone was reached when we achieved the first Operating Budget surplus since 2009. While we accomplished that without dipping into our reserves as much as feared, we still have before us the second part of that effort which is to rebuild our reserves.

In conjunction with deficit budgets, we began a process of re-visioning the future of the Yearly Meeting and its purposes and functions. As the final piece of that effort, last year the Yearly Meeting adopted a new priorities budgeting process which encourages Friends to look into the future and consider the Yearly Meeting's evolving needs and programs. NEYM is rededicating itself to the challenges of how we should respond to a number of separate but related issues: the Doctrine of Discovery, the challenge of dismantling white supremacy, re-visioning how our governments provide services to the residents, supporting Black Lives Matter, enabling a more inclusive and supported path to leadership within our meetings, etc. None of these can be addressed and resolved in a few years. The proposed budget for next year includes a few items to address some the initial steps as we continue our struggle to adequately understand and address those issues.

And that brings me to the main big question for this, and increasingly likely, next year—which is how the global response to the pandemic is affecting our financial circumstances. I do not know the answer! This year the change of Sessions to an online series of events means extra uncertainty in our ability to cover our costs, as there is no historical basis to guide us in setting the fees or anticipate attendance. The Pay-as-Led registration fees depend on those of us who are able to provide support for those who cannot afford the full registrations fees. And as of June 1st, our operating deficit was \$23,000 over what it was at the same point last year. While I do believe our reserves are sufficient to see us through this period of uncertainty, our intention was to begin rebuilding the reserves. The continued long-term viability of the Yearly Meeting depends on Friends' continued generosity.

Thank you for your support,

—SHEARMAN TABER

FY20/21 Budget Commentary

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. To that end, the Committee realizes that it may need to request revisions to the approved budget prior to or during fiscal year 2021, if and when they are presented with a revised set of guidelines for the activities of the Yearly Meeting in FY21.

With that cautious introduction, the Finance Committee presents a draft FY2021 budget 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.

—BOB MURRAY, CLERK OF FINANCE COMMITTEE

[The budget appears on the following pages.]

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	△ FY20 to FY21	FY2021 Draft Budget	Note
	Actuals	Budget				
Income						
4010 Individual Contributions	210,194	212,000	215,500	14,725	230,225	
4020 Monthly Meeting Contributions				0		
General Fund Contributions	317,286	350,000	350,000	0	350,000	
Equalization Contributions	15,971	23,000	27,000	-4,000	23,000	
Total 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 Staff						
5010 Salaries & Wages	284,515	267,426	305,920	22,276	328,196	
5020 Payroll Taxes	21,100	20,511	23,403	1,704	25,107	
5030 Benefits	73,584	75,978	76,908	1,308	78,216	
Total 5000 Staff	379,198	363,915	406,231	25,288	431,519	³
5100 General & Administration						
5110 Administration						
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 Expenses	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	

Category	FY2019		FY2020 Budget	△ FY20 to FY21	FY2021 Draft Budget	Note
	Actuals	Budget				
6000 Programs				0		
6110 Sessions Room & Board	173,649	170,000	175,950	5,190	181,140	
6112 Room & Board	32,754	38,000	38,000	0	38,000	
6125 Program Expenses	27,710	32,800	35,800	2,500	38,300	
6130 Committee Expenses	6,626	14,200	14,450	-6,100	8,350	
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	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	
Other Friends Organizations						
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 Other Friends' Organizations	2,350	2,350	2,350	0	2,350	
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	
6600 Publications				0		
+ 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 other funds	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.

FY2021 Proposed Committee Budgets

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

NOTE: The Bank Resolutions were approved by the Permanent Board on July 11, 2020; they are presented here for information only.

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.

Nominating Slate

NOTE: The Nominating Slate was approved by the Permanent Board on July 11, 2020; it is presented here for information only.

Permanent Board (50)

2021

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

2022

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

2023

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

2024

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

2025

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

Archives & Historical Records (6)

2021

Schmidt, Macci (Nham)

2022

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

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)

2024

Philbrook, Erik (Well)

2022

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

2025

McKnight, Jeanne (Well)
Taber, Shearman (Nham)

2023

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

Development (currently under review)

2021

Chase, Deana (West)
 Moyer, Patricia (Fpon)
 Quoos, Thayer (Nhav)
 Reuthe, John (Vass)

2022

2023

boldface = new appointment | **boldface italic** = re-appointment | *clerk

Earthcare Ministry (15)

2021

Gates, Stephen (Wfal)*
Stoner, Kimberly (NHav)
Lightsom, Frances (WFALP)

2022

Marshall, Margaret (Nar)
Melix, Gail (ESan)*

2023

Wallis, Timmon (Nham)
MacKenzie, Reb (QCUu)

Finance (15)

2021

Savery-Frederick, Carol (Hart)

2022

2023

Forsythe, Hannah (Bhill)
 Stern, Roland (Well)

2024

Maurer, Philip (Nham)
 Sprogell, Sarah (Durh)

2025

Drysdale, Robert Scott (Han)*
Olsen, Kathryn (ESan)

Treasurer: Robert Murray (Bhill)

Friends General Conference (15)

2021

Yes, Eppchez (Nham)

2022

2023

Friends United Meeting (12 Tri Reps, 9 appointed)

2022 (Triennial Reps)

Blood, Peter (Mtob)
 Collea, Beth (Dov)
 Fogarty, Maggie (Dov)

Olsen, Kathryn (Sand)*
 Sheldon, Martha (Durh)
 Weiss, Fritz (Han)

FUM General Board Representatives (3)

Martin, Frederick (Bhill)

Tripp, Dawn (Alnk)

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 (Bhill)

Legacy Gift Committee (9)

2021	2022	2023
Link, Mary (Mtob)*	Craig Jensen (Mon)	Gant, Sarah (Bhill)
Mair, Edward (Ames)	Kristna Evans (Durh)	Rockwood, Susan (Mid)*

Ministry and Counsel At-Large (currently under review)

2021	2022	2023
Brokaw, Fran (Han)	Keefe-Perry, Callid (Fpon)	
Hough, Janet (Cobs)	Olsen, Kathryn (Sand)	
MacArthur, Hugh (Han)	Anna Dulin (Vass)	

Clerk: Jeremiah Dickinson

Puente de Amigos (9)

2021	2022	2023
Fogarty, Maggie (Dov)	Kay, Bruce (Stor)	Lopez, Felice (Fram)
Provençal-Fogarty, Mary (Dov)*	Lindo, Richard (Fram)	
Smith, Jennifer (Con)	Smith, Theresa (Mon)	
McManamy, Em (Prov)*	Spicer, Honora (Bhill)	

Racial, Social, and Economic Justice (12)

2021	2022	2023
Carey-Harper, Rachel (Matt)	Blanchard, Neil (Fram)	Morrill, Beth (Hart)*
Varner, James (Oron)	Dicranian, Diane (Midc)	
	Shoop, Nur (Dov)	

Sessions Committee (currently under review)

2021	2022	2023
Haines, Christopher (Fpon)	Leuchak, Rebecca (Prov)*	

Youth Ministries (9)

2021	2022	2023
Heath, Harriet (Acad)	Dawson, Janet (Fram)*	West, Kim (Camb)
Woodrow, Honor (Fram)	Weiss, Fritz (Han)	Matchette, Abigail (Bur)
		Sanchez-Eppler, Karen (Nham)

Representatives to Other Friends Organizations
American Friends Service Committee Corp. (4)

2021	2022	2023
Bennett, Dulany (Han)		<i>Rhodewalt, Scott (Nkin)</i>
Woodrow, Peter (Port)*	_____	

Friends Committee on National Legislation (6)

2021	2022	2023
Gorham, Charlotte (Nhav)	Weinholtz, Donn (Hart)	
Harrington, Ian (Cam)	_____	_____

Friends Peace Teams Project (3)

Shippen, Nancy (Fpon)	_____	_____
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Quaker Earthcare Witness (1)

Haines, Christopher (Fpon)		
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