

PROPOSED AGENDA
Permanent Board
20 Third Month 2021

9 AM Worship
9:30 Memorial Minute
Welcome
Roll Call
Minutes from January meeting
Noticing Patterns review

Challenging White Supremacy Report
Break
Memorial Minutes (2)
Presiding Clerk—Questions from his report
Secretary's Report
Update from Interim Clerk of Ministry and Counsel
Report from Nominating Clerk and Nominations

Break
Memorial Minutes (2)
Review of Permanent Board Purpose, Procedures and Composition
Appreciation of our Staff
Memorial Minutes (3)

As we undertake our work, particularly with the CWS report and our own purpose and composition, I offer these questions, formulated by Melody Brazo (of the Noticing Patterns WG) for other organizations, for our consideration:

In looking at policy/programs/problems, ask:

1. What are the assumptions relative to race?
2. Whose voices are privileged and whose voices are not heard and/or excluded?
3. What will it take for these voices to be heard and valued?
4. How does this support the empowerment of all people, particularly communities of color?

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Permanent Board Meeting Held over Zoom Video Conference January 30, 2021

21-1: Opening Worship and Welcome

After a period of opening worship the Clerk welcomed us to our meeting. We gather today for the conduct of God's work and enter prayerfully into our task.

21-2: Roll Call

Present: Leslie Manning, Clerk; Hannah Zwirner Forsythe, Recording Clerk; Travis Belcher, Peter Bishop, Deana Chase, Martin Zwirner Forsythe, Chris Gant, Kimberly Allen, Beth Hansen, Ian Harrington, Rebecca Leuchak, Fran Lightsom, Ed Mair, Christopher McCandless, Jean McCandless, Gina Nortonsmith, Bob O'Connor, Anna Raddochia, Carole Rein, John Reuthe, Sara Smith, Elizabeth Szatkowski, Will Taber, Diane Weinholtz, Donn Weinholtz, Morgan Wilson, Kathleen Wooten, Tom Vargo, Mary Zwirner

Ex-Officio: Scot Drysdale (Finance Clerk); Noah Merrill (Secretary); Bob Murray (Treasurer); Bruce Neumann (Presiding Clerk); Elizabeth Reuthe (Secretary's Supervisor)

Visitors: Polly Attwood, Marian Dalton, Jeremiah Dickinson, Melissa Foster, Sarah Gant, Steve Gates, Andy Grant, Lisa Graustein, Elizabeth Hacala, Janet Hough, Anna Lindo, Frederick Martin, Phebe McCosker, LouAnne McDonald, Heidi Nortonsmith, Suzanna Schell, Nia Thomas, Eleanor Warnock, Charlotte Wood-Harrington, Honor Woodrow, Rod Zwirner

Regrets: Darcy Drayton, Martha Schwope, Bill Walkauskas

21-3: Approval of December Minutes

The minutes from the Permanent Board's December meeting were distributed for review. With one small correction, Friends approved the minutes from that meeting.

21-4: Recommendations from the Sessions Planning Team on Sessions 2021

Bruce Neumann, Presiding Clerk, reported on the planning for Sessions 2021. In order to more nimbly respond to the ever-changing public health situation created by the COVID-19 pandemic, the planning for Sessions has been taken on by a smaller planning team than in the past, pre-pandemic. This team consists of Elizabeth Hacala, the Yearly Meeting (YM) Events Coordinator; Rebecca Leuchak, the Sessions Committee Clerk; Noah Merrill, the YM Secretary; and Bruce. Their full report is appended, and it is intended to be a framework for the planning that will occur over the next six months. It is not, and was not intended to be, a comprehensive plan for what Sessions 2021 will look like.

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With sadness, the planning team shared their recommendation for a virtual Sessions again this year. Though we are hopeful about the progress being made on vaccinations there are still a lot of unknowns about the public health situation and the risks of attempting to gather with several hundred Friends. Additionally, given our aging population, the planning team had concerns about how many Friends would feel safe attending a large gathering even though we yearn to be together in person. Though it feels early to some to be making a decision about a gathering for this summer, the abbreviated schedule for switching Sessions to a virtual gathering last summer really taxed the staff and volunteers responsible for planning. Starting earlier will allow for a less chaotic and more intentional period of planning.

Among the plans already in progress, Friends are excited about the invitation for teenagers to attend programming during the week of Sessions at Friends Camp; the plan for other youth programming to run at different times over the summer; and the intention for programming during the week to be more explicitly multigenerational. The YM will also work to support small local gatherings, as deemed appropriate in accordance with local public health guidelines and the capacity of the YM.

Friends had the opportunity to ask questions and provide feedback. One Friend asked how hearing accessibility would be managed with a virtual gathering because Friends' differing digital equipment can make sound quality challenging. The planning team intends to devote significant attention to accessibility concerns. Another Friend noted that there are also accessibility issues when we meet in person, at Castleton. We need to continue to ensure that Friends with accessibility concerns are included in the planning process from the beginning so that those concerns can be addressed up front, instead of in response to problems.

The planning team intends to bring a recommendation about both extending our contract with Castleton and extending our site search process at a future meeting.

Friends approved the proposed framework and direction for planning Sessions 2021.

21-5: Requests for Financial Transactions

Noah Merrill, Yearly Meeting Secretary, presented two requests for financial transactions for the Permanent Board's (PB) approval: an application for a second round of funding from the Paycheck Protection Program (PPP); and the transfer and authorization for use of the infrastructure fund. Details on both of these requests are in the appended report.

The first request, for application for funding from the PPP, asks that the PB:

affirms and approves the application by New England Yearly Meeting of Friends for a second-round forgivable loan under the Paycheck Protection Program (PPP), for the full amount for which NEYM (including Friends Camp) is eligible under the relevant legislation, up to \$150,000. Noah Merrill, Yearly Meeting Secretary, and Leslie Manning,

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Clerk of the Permanent Board, are authorized to execute any documents pertaining to this application process on behalf of New England Yearly Meeting of Friends.

Friends approved the request for formal authorization to apply for funding from the PPP.

The second request, for the transfer of funds and use of the infrastructure fund asks the PB to:

- 1) Permanent Board approves transferring and designating \$20,000 from unrestricted operating reserves to the Infrastructure Fund for capital projects, and;*
- 2) The Yearly Meeting Secretary is authorized to use the Infrastructure Fund to support rebuilding the online registration system for Sessions, and to establish and integrate a new credit card payment processor and payment gateway for NEYM.*

Friends approved the transferring of funds and the use of the Infrastructure Fund.

21-6: Revisiting Recommendation on Stipends

At the Permanent Board's December meeting the Reducing Financial Barriers to Leadership working group (RFBL) presented several proposals to support diversifying our leadership. Two of those proposals were approved but a decision on the RFBL proposal to give stipends to five leadership positions was held over until this meeting, after a lengthy conversation. Hannah Zwirner Forsythe, clerk of the RFBL working group, reminded the Permanent Board (PB) of the details of the stipend proposal. The proposal from RFBL is appended and details about the discussion from December can be found in PB Minute 20-112.

Friends had the opportunity to ask questions and share thoughts on the proposal since our December discussion. Friends' feelings on the question of financial compensation for volunteer service continue to be complex. While we recognize the need to more fully support the Friends who do the work of our Yearly Meeting (YM), we wonder whether this specific proposal is the best way to support diverse leadership. We hope that taking on the experiment of stipending these leadership positions will be the beginning of increased support for all committee service.

After some discussion the Clerk asked whether Friends would prefer for the rest of this agenda item to be clerked by someone else who would not benefit from the proposed stipend. Friends agreed that it would be appropriate for someone else who was not directly affected by the proposal to clerk and the Permanent Board asked Noah Merrill, YM Secretary, to serve as temporary clerk of the Permanent Board for this discernment.

Noah spoke about the sacrifices he observes being made by the many Friends who serve the YM. As we struggle with the proposed stipends it is clear that we need to continue to examine the role of money in Friends' gifts of service and ministry, both the ways money and our relationship to it constrain us, and how the faithful stewardship of financial resources can liberate us. The particulars may be less important than laboring with how we support one

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another. We recognize that serving the YM has historically required the privilege of time and money. There is privilege built into the structures of our YM and we seek to make that privilege available to everyone.

The goal of stipends is to liberate Friends from the financial binds of the world. But we also recognize that the proposal is limited; as written it will only benefit five Friends, and the Friends currently serving in those roles are Friends regularly called upon for leadership roles and not representative of the diversity of the YM. If we truly desire a more diverse leadership, we *must* support Friends throughout their committee service, and particularly early on.

As our discussion continued one Friend identified two competing themes that appeared, both in December's discussion and in today's: Many Friends have deep discomfort with financial compensation for volunteer ministry, but Friends also feel gratitude for the stipend proposal and an interest in exploring whether the proposal will release more Friends for ministry. Friends long for our radical roots in which support for those called to ministry was dictated not by a YM structure but by a spiritual dedication to part the seas for those who must serve God's kingdom on earth. Our relationship with the realities of the financial world is complex; we must still try to do God's work.

Friends struggle to discuss money and our conversation reflected that. But we also expressed a real willingness to experiment with this proposal and to use this opportunity to discern who is truly called to serve and lead, without focusing on whether and what support they will need. We hope that the YM can shift to identifying Friends who are led to serve and then figure out how to support them—financially, emotionally, and spiritually. We are being called to explore what it means to be a community and what it means to support each other in all the ways that we need support.

Noah suggested that we give this proposal preliminary approval and ask a small group of Friends to work out a more detailed proposal to return to the March meeting. Included in this proposal would be an implementation plan grounded in the spiritual underpinnings with which we take on this proposal. In the meantime, the Finance Committee can begin the budget process with the stipend proposal as part of the discussion.

We affirmed our support for the proposal and look forward to a more detailed action plan in March.

21-7: Laying down of Reducing Financial Barriers to Leadership Working Group

Their work being complete, the Permanent Board approved laying down the Reducing Financial Barriers to Leadership working group, with gratitude for their faithfulness.

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21-8: Treasurer's Report

Bob Murray, Treasurer, reported on the Yearly Meeting financial position after the first quarter of fiscal year 2021. His report is appended. Friends had the opportunity to ask questions and we are grateful for Bob's thoughtful comments and thorough explanations of our financial reports.

21-9: Finance Committee Report

Scot Drysdale, clerk of the Finance Committee (Finance), summarized his written report on the work of Finance. Finance is currently starting the budget process and revising their Purposes, Procedures, and Composition, and anticipates Coordinating and Advisory bringing that to the Permanent Board, soon, for our approval.

21-10: Request from Friends Camp

John Reuthe, clerk of the Friends Camp Committee, introduced a request for financial support from the Friends Camp (the Camp). Background information on the request is appended.

The Camp requests a transfer of funds from the operating division of the Yearly Meeting to the Camp accounts to cover the budget deficit at the end of their 2020 fiscal year. This request comes with the approval of the Finance Committee.

Friends approved the transfer of funds from the operating division's unrestricted reserves to the Camp, to cover the Camp's FY2020 year-end deficit.

21-11: Update on the Call to Urgent Loving Action

Steve Gates, co-clerk of Earthcare Ministry Committee (EMC), and Beth Morrill, clerk of Racial, Social, and Economic Justice Committee (RSEJ), presented a report from the working group tasked with carrying forward Yearly Meeting-wide discernment on the Call to Urgent Loving Action, approved at Sessions 2020. Their report is appended.

The Call to Urgent Loving Action asked Friends and monthly meetings to spend the year in spiritual and intellectual discernment regarding social injustice, including racism and the climate crisis. The working group is committed to helping individuals and meetings with their discernment and are available to present to meetings, to aid with discussions, and have shared many resources on the Yearly Meeting website.

By Sessions 2021 the working group aims to have met or consulted with any and all meetings that are interested, to share minutes that meetings have written, and to have discerned future actions for further seasoning.

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Steve and Beth requested that the Permanent Board help them identify further contacts at monthly meetings, nudge others who may be interested in furthering the work of the Call to Urgent Loving Action, and share any actions that our meetings are taking.

Friends received the report with gratitude and had the opportunity to ask questions and share commentary. Friends were eager to understand how this work was being carried jointly by the EMC and RSEJ committees and what outcomes the working group would view as successful during this year of facilitating Yearly Meeting-wide discernment. Friends also expressed an interest in hearing more about the spiritual underpinnings of this work.

21-12: Right Relationship Resource Group

Andy Grant and Suzanna Schell, members of the Right Relationship Resource Group, reported on the work of their working group since being tasked with helping monthly meetings discern actions and responses to the Letter of Apology to Native Peoples presented at Sessions 2020. The group's written report is appended.

The resource group has been meeting monthly, in consultation with Bruce Neumann, Presiding Clerk; and Leslie Manning, Permanent Board Clerk. They have worked on updating resources for meetings and individuals, available on the Yearly Meeting (YM) website; answering questions from meetings; providing updates in the YM newsletter; and responding to invitations to consult with meetings.

The resource group is available to Friends and meetings as they confront the moral and spiritual pain of our role in the oppression of native peoples and discern ways forward. The group shared that there are many meetings grappling with this work and as minutes are written or actions taken those will be available on the YM website to inform and inspire other meetings.

Friends accepted this report, with gratitude.

21-13: Report from Nominating Bodies

Internal Nominating Committee brought one nomination to the Permanent Board:

Nils Klinkenberg to Personnel Resources Working Group

Friends approved this nomination.

Will Taber, clerk of Internal Nominating acknowledged that they still have not identified a clerk for the Personnel Resource Group. Internal Nominating hopes that one of the ex-officio members of the group will take on calling a meeting so the group's work may proceed.

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Friends Camp Nominating Committee brought one nomination to the Permanent Board:

Sam Gant to Friends Camp Committee, class of 2024

Friends approved this nomination.

Leslie Manning, Clerk, brought two nominations for a working group of the Permanent Board:

Amelia (Mimi) Marstaller to Israel/Palestine Working Group, class of 2024

Scott Rhodewalt to Israel/Palestine Working Group, class of 2024

Friends approved these nominations.

Leslie Manning, as part of the Ministry Transition Team, brought three nominations for the Host Team for the seasonal gatherings for spiritual nurturing:

Janet Hough as Elder for the Host Team

Richard Lindo as a member of the Host Team

Jennifer Higgins-Newman as a member of the Host Team

Recognizing that they do not require formal approval, Friends affirmed these nominations.

21-14: Approval of PPC

As part of the regular review of the Purposes, Procedures, and Compositions (PPC) of the committees and boards of the Yearly Meeting, the Permanent Board received revisions to the PPC for Coordinating and Advisory (C&A), the Legacy Gift Committee, Youth Ministries, and Puente de Amigos. In their preparation for the review of the PPC, which historically has happened for all committees at the same time every three years, C&A has decided to move away from the practice of reviewing all of the PPC at once and move toward a review of each PPC at least once every 3 years, but on a less strict timeline. The goal of the review of PPC has always been to ensure that the approved PPC is aligned with the actual practices of a given committee.

There were several issues raised about the revisions, some about specific wording, and others about committee structures, and the writing of the PPC more broadly.

When a Friend identified a concern about word-usage in the one of the documents being triggering, and requested that the word be changed, that Friend was invited to send that revision to the appropriate revision committee. We were gently reminded that it is not appropriate to ask

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someone who feels triggered to take it upon themselves to fix the thing that has made them uncomfortable.

Friends also raised concerns about all of the necessary information being included in the PPC for a committee; referencing minute numbers without context is insufficient because it assumes knowledge of the full minute history.

Friends discussed concerns about conflicting understandings of committee term lengths and term limits, and the description of those in the PPC.

Friends were not ready to approve the revisions to the PPC for these four committees and will return them to C&A for further review.

21-15: Noticings

We were joined in our meeting by several members of the Noticing Patterns of Oppression and Faithfulness (NPOF) working group. In the morning they shared some noticings of the ways both oppression and faithfulness had shown up over the course of our meeting so far. The NPOF shared noticing the faithfulness of inclusion of youth in the Sessions planning, as well as the willingness to plan another virtual Sessions which allows us to be inclusive in other ways. The NPOF recognized the discernment and faithfulness apparent in the planning process for Sessions but also the need to include those who will be most negatively affected by decisions. Lastly, the NPOF noticed how a quick comment in the Zoom chat box led many astray as we tried to share our expertise; there are many of us who are eager to engage and participate, and we sometimes struggle to divide time equitably when we have so little of it.

21-16: Closing Worship

Friends closed with a period worship. We will meet again on March 20 via Zoom.

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

March 20, 2021 Permanent Board Meeting

Purpose, Background and Policy:

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

Review of workgroup activities: The focus of this workgroup from the outset has been to support, motivate and encourage New England Friends who identify as white, and their monthly meetings, to energetically progress on the road to becoming caring, just, and anti-racist individuals and a faith community that reflects that intent. From 2017 through 2019 CWS offered workshops from 2 to 6 hours in length, for meetings, Quarters and NEYM, on racial identity, implicit bias, how to see the signs and evidence of white supremacy-tainted thinking and behaviors, and how to transform these behaviors when we recognize them in ourselves.

In the late fall of 2019 clerks/representatives from CWS, RSEJ, Noticing Patterns, and Coordinating and Advisory met for a visioning exercise at Putney Friends Meeting. As we sought to discern our collaborative relationships to further the work of racial healing in NEYM, a metaphor arose of many peoples "climbing together to the mountaintop of social justice for all", with "climbers" positioned at many different elevations, having many different skill levels and degrees of motivation. In this metaphor the gathered group recognized CWS as the encourager: inviting, coaxing, and reassuring "beginners" to hit the trail, teaching about awareness, resiliency, and care of self and others, while climbing the mountain of internalized racism, racial dialogue, and racial justice.

Going Forward:

Since 2016, priorities and activities related to racial dialogue and racial healing in NEYM have evolved considerably. We recognize that this opening of awareness and initiative among many individuals is largely attributable to the shock of last summer's publicly witnessed murder of George Floyd by white law enforcement officers, and the concurrent murders of Ahmaud Arbery and Breonna Taylor. As a workgroup we note the ways in which other groups (RSEJ, Earthcare, Noticing Patterns, Israel-Palestine) have greatly advanced awareness of the insidious influences of Empire and racism. We see evidence of greater awareness of the trauma of marginalizing words and behaviors among individuals and monthly meetings. The emergence of "teachable spirits" shows up in the strong attendance (40 to 50) at the many workshops offered by the Noticing Patterns of Oppression and Faithfulness workgroup, and those of other anti-racism leaders in NEYM; the strong response to NEYM Apology to Native Americans; the proliferation of self-initiated study groups, book groups, and religious education programs in monthly meetings; and the centrality of the topics of noticing, apology, reparations, racial healing and deep self-examination in communications in and around NEYM. The enormity of the work is before us, but as a faith community we have largely gotten beyond quibbling about why, or how we should start.

Recommendation:

As CWS reflects on the Yearly Meeting that approved the “2016 White Supremacy Minute”, as compared to now, we find that the Yearly Meeting is in a much different place. Few now would disagree that this is a mountain that we all must climb, both alone, in the depths of our own hearts, and together as a faith community. All members of CWS have demonstrated a personal commitment and priority to continue the work of racial healing. Many of us are busily involved in that work in contexts other than CWS. But, that said, CWS has maintained an agnostic attitude about the future of *this* workgroup, and in fact, we have not been meeting regularly as a working group.

We find that the 2016 mission of the workgroup no longer fits our assessment of the needs and priorities of NEYM, nor our personal callings. Rather we recognize a benefit to focusing and structuring the Yearly Meeting’s current dedicated, but extemporaneous, responses to racial injustice, by developing a minute stating that Friends in NEYM intend and aspire for our Yearly Meeting to become an *Anti-Racist Faith Community*¹. As we shared reflections among ourselves, most of us on the workgroup were enlivened by the potential of such an idea to both unify our vision for what we aspire to be, as well as to inform the practical steps that will be required to get there. CWS was formed in response to a point in our evolution recognized by the “2016 White Supremacy Minute”. If NEYM declares its aspiration and intention to become an *Anti-Racist Faith Community*, then the work of envisioning the new forms and structures and Life to nurture and support that vision will build the path forward. Several us on the current CWS workgroup have expressed a willingness to explore the idea of a draft, similar to the process followed by the Apology to Native Americans, that was brought with the expectation of a year of seasoning in monthly meetings before bringing it for approval.

Submitted by Susan Davies,

Clerk of *ad hoc* Challenging White Supremacy workgroup:

Fran Brokaw, Susan Davies, Jeremiah Dickinson, Anita Mendes, Carole Rein, Will Taber, Diana White, Judy Anne Williams, Mary Zwirner

¹ For an example see <https://www.bym-rsf.org/publications/mop/antiracism.html>

**Report to Permanent Board
From the Presiding Clerk
March 20, 2021**

While it is many months away yet, Sessions is very much on my mind. While I am much encouraged by the rollout of vaccines, and dropping infection numbers, I expect that we will agree in August that the time is not right for a 500-600 person gathering at Castleton. I do expect that many groups of Friends will feel comfortable gathering in groups of 5-10 or more, and may participate together in various Session events.

The various Sessions planning teams, as described in a recommendation to the last PB meeting, have begun to meet regularly. I am wrestling with how much time to devote to business – a fuzzy calculus with factors including what is the work we need to do together, how much time are Friends willing to spend on Zoom this summer, and what's the ideal relationship of time for Business and time for other parts of Sessions, including informal gatherings? I expect we will spend more time in BM than we did last year, but not as much as during an in-person gathering. I will be meeting next week with the events coordinator and tech lead for a first discussion about how we will work with some number of groups who are together, logging in as one window on Zoom.

The theme is ***A Time for Healing; How are You Called?*** Jay O'Hara has agreed to be our Bible Half-hour speaker. As of this writing we do not have a confirmed Plenary speaker, but hope to be able to announce one soon. With apologies for not being more deliberate in this process, I will say that there were some communication issues with two people we had previously discerned, which delayed the process.

Noah and I meet regularly with the resource teams for both the Letter of Apology and the Call to Urgent, Loving Action. We note that this is a new model for how we ensure that Sessions decisions are followed up on. I expect that the Resource Group for Letter of Apology will bring a report to Sessions of how meetings have engaged with this work, which will inform our consideration and possible approval of the Letter of Apology. I also expect the Resource Group for the Call to Action will report, on how MM's have engaged with this call, and with the work it encourages.

Our relationship with FUM will most certainly be a part of our Business this August. I have received a number of Minutes from Monthly Meetings, showing a variety of perspectives. They can be reviewed at the Continuing Discernment page at neym.org [MM minutes](#) These minutes will be part of our deliberation.

Hoping to refresh Friends understanding of some basic Quaker practice in advance of this expected discussion, I asked a few Friends to prepare some materials that Monthly Meetings could engage with. The group produced guides for two discussion sessions, one on "Identity" which utilizes a specific approach to listening, and one on "Unity." My hope is that those Friends who have engaged with these discussions will bring a deeper appreciation for Quaker practice "into the room" at business meetings. A packet of materials was sent out to all MM contacts last month, and is posted on the website at [Fostering Conversations](#)

Coordinating and Advisory committee has continued our of review of Purpose and Procedure documents for the various committees, work which was put on hold last year as we (both C&A and the wider body of Friends in NE) wrestled with the impact of the pandemic. While a number of committees continue with little need for revision of P&P, C&A has had a shepherding role in major re-thinking of others. Friends have already approved a new model for Ministry and Counsel. In addition, the clerks of YM Nominating, Clerk's nominating, and Internal Nominating have been meeting regularly, with the Quaker Practice and leadership facilitator, to consider merging these functions. There is general acceptance of the concept, but the group is continuing to consider how the merged group would function.

Bruce Neumann

Areas of Focus

Noah Merrill, NEYM Secretary
October 2020-September 2021

Foundation in support of service:

Prayer practice, exercise, and recreation. Seek to work 5 days/week. Monday Sabbath, flexible additional day. Schedule multi-day retreat times. Continue preparation for sabbatical, to be scheduled as conditions allow. Nurture relationships. Celebrate progress. Cultivate courage, resilience, faith, and trust. Encourage experimentation and discovery. Engage accountability partners. Look for opportunities to be proactive.

Work with Staff and Coordinating & Advisory (C&A) teams, and with Permanent Board to:

1. *facilitate a more shared vision of our work, and Friends' condition in our region;*
2. *strengthen collaboration, integration, and coordination;*
3. *invite us to be clear in our intentions as we make decisions;*
4. *lift up trade-offs, and provide context to inform present actions;*
5. *increase space for vision, innovation, risk-taking, reflection, and growth.*

In partnership with staff, C&A, and Permanent Board, and with their support, focus my attention on contributing to our shared work in the ways below.

1. Encourage and Liberate Ministry

- a. Set a table for, consult with, and encourage those who serve their meetings
 - i. including biweekly local meeting leadership calls
- b. Set a table for, consult with, and encourage Friends active in public ministry, for vocational reflection and mutual encouragement in the service
- c. Ensure mentoring and accompaniment for those with emerging gifts
- d. Help local meetings connect with Friends active in public ministry
- e. Complete and present the recommendations of the Ministry & Spiritual Life working group, and support next steps the Yearly Meeting may be led to undertake in growth and discovery in support of ministry and spiritual life
- f. Create space to write and speak for a wider audience

2. Nurture Servant Leadership

- a. Prioritize opportunities to support those who serve their local meetings
 - i. including biweekly local meeting leadership calls
- b. Promote inclusion and remove barriers to participation, starting with barriers relating to age/life stage/family responsibilities, economic status, race
- c. Nurture capacity to connect Friends with relevant opportunities for mentoring, leadership development, and training
- d. Focus on aligning organizational structure and roles to facilitate effectiveness, integration, and a culture of collaboration

In all my work, ask:

Does this decision or action support the thriving of local meetings? How?

What context would be helpful for us in this moment?

What culture is fostered by this decision or action?

Are we engaging with the roots of this challenge—rather than merely addressing symptoms?

What is the Spirit's invitation for how we can live our faith in this context?

- e. Support integration and strengthening of capacity to name and nurture gifts, including in nominating for formal service
- f. Increase transparency of, access to, and awareness about Yearly Meeting policies, procedures, practices, and available resources

3. Foster Religious Education

- a. With a priority on serving those who serve in local meetings, ensure consistent availability of meaningful opportunities for spiritual formation, leadership development, and training in Quaker practice, supported by ongoing listening, evaluation, and reflection
- b. Support exploration and development of a next offering of the *Nurturing Faithfulness* spiritual formation program
- c. Identify and carry forward next steps in related crucial areas for growth, including lifelong spiritual formation, outreach & welcoming, and caring for the whole lifecycle of meetings (including accompanying Friends birthing new meetings and Friends offering “hospice” as meetings are laid down)

4. Lead Development Program

- a. Convene Friends to explore and develop an approach to endowments as a “carrier for vision” for the present and future of Friends ministry
- b. Develop and implement new practices to engage Friends serving as volunteers in our development ministry, in more meaningful and integrated ways
- c. Ensure programming and resources to cultivate a stewardship worldview among New England Friends
- d. Plan, manage, and integrate annual fundraising efforts for FY2021
- e. Interpret the ministries of New England Quakers, listen to Friends’ hopes and concerns, report on the progress Friends’ gifts—of all kinds—have made possible, invite increased engagement and support

5. Focus and Integrate Communications

- a. Plan and feature diverse and dynamic voices and stories of Friends through monthly email newsletter and other channels
- b. Further strengthen NEYM’s ability to respond swiftly and sensitively to emerging events, including the possibilities of political violence and civil disorder
- c. Continue development and management of communications calendar, strategy, and team for NEYM
- d. Develop capacity for integrated planning for strategic communications
- e. Ensure creation, and promote consistent use of, style guides, policy, and training to support effective, aligned communications, cultivating a more consistent and compelling *voice* for NEYM
- f. Improve data gathering and focused use of data to support engagement and publicity for events and training opportunities, and to help align gifts and experience with opportunities for service

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What context would be helpful for us in this moment?

What culture is fostered by this decision or action?

Are we engaging with the roots of this challenge—rather than merely addressing symptoms?

What is the Spirit’s invitation for how we can live our faith in this context?

In the context of these areas of focus, I anticipate investing significant energy in several major projects, including:

1. Continuing accompaniment, support, and responsiveness to the needs of local meetings during the COVID-19 pandemic, including
 - a. Partnering with the Youth Ministries staff and Youth Ministries Committee to support flexible, relevant responses to the needs of families and meetings for youth ministry
 - b. Engaging in ongoing partnership and consultation with Friends serving in leadership roles in local meetings
 - c. Curating and creating resources relevant to emerging needs, and sharing meetings' responses and learning
 - d. Ongoing ecumenical partnership supporting community needs
2. Ensuring partnership from the wider YM in supporting the particular needs of Friends Camp, in this especially challenging context
3. Supporting continuing integration, support, and coherence among the various ways the Yearly Meeting and Friends in our region are working for justice and equity, seeking to act in ways—and promote policies and practices—that are antiracist, seeking wholeness and right relationship;
4. Supporting Friends living into the recommendations of the Ministry & Spiritual Life working group as an ongoing process of discovery;
5. Partnering with the Finance Committee, Treasurer, and Accounts Manager to forecast financial needs and impacts, and to develop contingency plans and propose adjustments to spending and income goals as needed;
6. Exercising overall responsibility and care for the planning process for Sessions 2021, including supporting the Yearly Meeting's assessment, discernment, and decision-making about options for in-person, hybrid, and virtual components of Sessions, and ensuring integration and coherence in planning and implementation;
7. Supporting the Presiding Clerk, FUM representatives, and local and quarterly meeting leadership in shepherding discernment regarding the NEYM policy on withholding from Friends United Meeting, and NEYM's advocacy to change the FUM personnel policy;
8. In partnership with Coordinating & Advisory Committee and Permanent Board, completing a review of Purposes, Procedures, and Composition, including discernment and implementation of recommendations.

3

In all my work, ask:

Does this decision or action support the thriving of local meetings? How?

What context would be helpful for us in this moment?

What culture is fostered by this decision or action?

Are we engaging with the roots of this challenge—rather than merely addressing symptoms?

What is the Spirit's invitation for how we can live our faith in this context?

NEYM Nominating Committee report to Permanent Board
20 March 2021

At Sessions in 2019, Friends approved a recommendation in the Clerking Structures and Practices Working Group's report to "redesign nominating processes in a cohesive, consolidated manner." This recommendation was in response to the observation that:

There are too many different nominating paths to important leadership positions in our Yearly Meeting. This fractured set of processes sometimes results in the same individual being asked to serve in multiple roles. This structural deficiency in nominating makes it more difficult to share and maintain best practices for recognizing and nurturing gifts that could serve our community.

The Presiding Clerk, Nominating Committee Clerk, Permanent Board Clerk, Yearly Meeting Secretary and Quaker Practice and Leadership Facilitator/former Clerk of the Clerking Structures and Practices Working Group have had lengthy meetings looking at the "big picture" of NEYM's Nominating work. The clerks of Internal Nominating Committee, and the Clerk's Table Nominating Committee have joined in this work along with members of nominating committees. We are exploring points of integration and new systems for increased coordination. There will be a report on this work at the next Permanent Board Meeting.

In preparing nominations for your consideration, I would like to thank friends for gracefully requesting we hold over a name for further discernment at our last Permanent Board meeting. We have discerned not to bring that name forward at this time.

Nominating Committee recommends the following appointments:

American Friends Service Committee representative – Becky Steele (Portland)

Finance Committee – Tom Corindia (Hanover) class of 2021

Friends United Meeting representative – Joe Garren (Middlebury) class of 2024

Kristina Keefe-Perry continues her service as FUM representative although her name was omitted from the August Nominating slate approved at sessions.

Resignations:

Friends United Meeting representative – Dawn Tripp

With gratitude,
Jacqueline Stillwell
Clerk

Clerks Table Nominating Committee is delighted to recommend Adam Kohrman of Beacon Hill Friends Meeting for Reading Clerk, to fill the remainder of the term open by resignation. (through August 2023).

Judy Goldberger, Clerk

Memorial Minute

Carl Albert Newlin, (1937-2019)

Approved by New Haven Monthly Meeting, May 17, 2020

Carl Albert Newlin of New Haven - archivist, artist, poet, illustrator and teacher of art and art history - died October 10, 2019 at age 82 in hospice care at Yale-New Haven Hospital following a bout of pneumonia. He was attended by relatives as well as fellow New Haven Friends (Quakers) and the rabbi of Temple Beth Sholom in Hamden. At his death he counted close friends among members of both congregations.

Born in 1937 to Janet and Albert Chauncey Newlin, Carl was the son of a prominent Wall Street tax lawyer, who frequently worked with philanthropists to finance projects in the arts and other fields. Brought up in Scarsdale, NY, Carl began his art career at the tender age of twelve. He attended the Putney School in Vermont, the School of the Art Institute of Chicago (BFA, 1959) and the School of Art and Architecture at Yale University, (MFA, 1964).

The youngest of three sons, Carl was originally named after his father. Customarily, it would be the eldest son who would be named for a father; but this exception in Carl's case was not the first. When he was old enough, he took the unusual step of changing his name, dropping Chauncey and adding Carl. This example of independent thought and expression was a recurring theme in his life. Baptized Episcopalian and brought to church each week during childhood, Carl later came to deeply admire Japanese Buddhism in adulthood, but ultimately chose to return to Newlin family roots in Quakerism, embracing principles of tolerance and love.

At New Haven (CT) Monthly Meeting, Carl began attending in the 1970's, became a member and was a faithful New Haven Friend in his later years. He was known for speaking eloquently to Friends at Meeting for Worship and for his feisty Spirit - in spite of growing physical challenges. Whenever he possibly could he was determined to be with Friends in worship and during fellowship, frequently attending the weekly Bible study group.

New Haven Quakers remember how Carl enjoyed adding to the conversation from his deep knowledge of the Hebrew Bible as well as his extensive training in Art History. In addition, he loved to watch all the children enter the Meeting, showing their natural exuberance for life. Carl also had a special place in his heart for "Boomer," a Friend's three-legged Golden Retriever, who, belying his name, was "quiet as a Quaker" - and an exceptionally gentle being.

New Haven was Carl's chosen home and he chose it deliberately after many travels and cultural immersions across the United States and the world. Carl studied drawing with George Grosz at the Art Students League in New York and drawing and graphics with Gabor Peterdi. He was also apprenticed for two years in the Sugar Loaf, NY studio of the Swiss surrealist painter, author and

scholar Kurt Seligman. Eager to soak up all the knowledge, wisdom and skill he could from other artists and cultures, Carl journeyed in 1959 to the Ehei Zen Buddhist Monastery near Kanazawa, Japan. There, he studied haiku and calligraphy alongside Japanese master, Masitoshi Thenz Konishi.

But his greatest artistic influence had come in 1954 when he met Swiss surrealist Kurt Seligman. Carl's self-illustrated book, *The Crow and Other Poems*, published by the Boston Book and Art Shop in 1967, paid careful homage to Seligman and Konishi. In typical Carl fashion he also added another personal touch: The book's Introduction was written by his fourth grade teacher, Helen Lorraine Hultz. Her introduction concluded: "With the crow to guide, enter this domain aware that it testifies to Albert's belief and faith that Art possesses a universal language with power to join mankind the world around."

Carl's father was exceedingly proud of his son's artistic talent and sought to promote Carl's work. In the spring of 1980 a retrospective exhibit of Carl's work was held at Centre College's Regional Arts Center in Danville, Kentucky and he spoke about his work at the opening of the month-long exhibit.

Carl also taught art and art history for many years at Albertus Magnus College, Southern Connecticut State University, Yale University and Greater Hartford Community College. During his teaching career he developed a close working relationship with Henri Nouwen, a noted Catholic theologian he met at Yale Divinity School, and they ended up teaching a course together on Van Gogh. In 1971, he received a grant from the National Endowment for the Humanities to develop an art history of American minorities.

His mid-life brought with it new examinations and freethinking, leading to Carl's learning Biblical Hebrew and converting to Judaism. On his 50th birthday he celebrated his Bar Mitzvah. It was the beginning of many years of commitment to the Jewish community in New Haven.

Restless for new experiences and challenges, Carl left the safety of a tenured academic position and became Archivist of the Jewish Historical Society of Greater New Haven. Perhaps his fondest memory at the Jewish Society, he told family members, was the four days he spent with future U.S. Senator Joseph Lieberman researching the Lieberman family's history.

Within the Newlin family Carl held the reputation of possessing an exacting encyclopedic knowledge of known relatives and family events. Ever on the hunt for a chuckle or a good belly laugh, Carl rejoiced in humorously regaling family and friends with stories of family dysfunction and his own folly. He was a sweet, humble man and a gentle soul.

Carl was predeceased by his parents and elder brothers, George and John, and is survived by his three nephews, a niece, two first cousins and the children of those generations - for whom he had great fondness.

A memorial Meeting for Worship celebrating the life of Carl Newlin in the manner of Friends (Quakers) was held from 4-5 p.m. on Sunday, Nov. 3rd at the Meetinghouse of New Haven Monthly Meeting (of the Religious Society of Friends) 225 East Grand Ave., New Haven, CT.

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Memorial Minute for Dody Waring (10/18/20)

Dody (Theodora) Elkinton Waring died peacefully on August 23, 2020, aged 93, at the home of her daughter in Brunswick, Maine. A member of Putney Friends Meeting in Vermont since 2015, she was a longtime and beloved member of Wellesley Friends Meeting, going back to its very beginning. Dody and her husband, Tom, were among the Friends who began worshipping at Tenacre School in 1957, and then became members of the newly formed monthly meeting when it was founded in 1958.

Over the decades, Dody contributed to Wellesley Meeting in numerous ways. She served many times on Ministry and Counsel, was on Hospitality, Nominating, and RE Committees, and also was our Recording Clerk. She rarely failed to attend Meeting for Business, expressing her ideas with passion and thoughtful attention to Quaker testimonies. Dody was among the first to give a warm welcome to newcomers and her ministry was heartfelt and memorable, often containing quotes from the *Bible*.

Already in her eighties when she moved to Brattleboro, Dody quickly became integral to the life of Putney Meeting. She served on the Fellowship Committee, the Adult Religious Education Committee, as well as on a few clearness committees. Dody spoke often in Meeting and her simple messages touched many members and attenders. Her vocal ministry touched on both thanksgiving and supplication. She spoke of friends here and abroad. As part of her ministry she shared both the hardships and joys in her life.

Dody was active in New England Yearly Meeting, attending Sessions as long as she was able, and serving on Yearly Meeting Ministry and Counsel, Moses Brown Board, and Correspondence Committees. In addition, she gave workshops and was a worship-sharing leader several times. After moving to Brattleboro, VT in 2012, she transferred her membership to Putney Friends Meeting, where she quickly became a treasured Friend.

Dody was born Theodora Elkinton to an old Quaker family in Germantown, Pennsylvania, a community in north Philadelphia. With the exception of one year, she attended Germantown Friends School as her mother and grandmother had before her. In 1938 her parents were doing Quaker work in Berlin so Dody and her older brother spent her seventh grade year in the Netherlands at a school specifically for German-Jewish children who had been unable to attend school at home during those years due to Nazi anti-Semitic regulations. This experience left an indelible mark on her and the rest of her family. Dody spent summers during her teen years at Quaker work camps.

Dody attended Smith College for two years, and in 1946 married Tom Waring, who was also from a Quaker family in Germantown. In their first summer together, the newlyweds joined a work crew and boarded a ship to Finland, where they built houses and distributed relief supplies to Finnish families who had been displaced by the Russian invasion during the war.

Back in the United States, Dody focused on raising their five children, serving meals daily for seven (or more, with frequent guests!) with aplomb. After living in Denver and Doylestown, PA, they settled in Cambridge, MA and Tom became the Headmaster of the newly-founded Cambridge Friends School. Dody created and ran the library at CFS, where her love of children's books and gift for reading aloud shone. During this time she finished college, graduating from Simmons with a B.A. in 1971, and then an MEd. from Lesley in 1972.

Dody and Tom bought land next to Barvel Pond in NH (near Squam Lake) and spent many weekends and summers building cabins and enjoying rustic wilderness life. Dody continued to go there into her eighties. She delighted in the natural world throughout her life.

Dody described herself as not a particularly devout child, taking her Quakerism for granted. But when visiting her daughter at Earlham College in 1972, she had a profound spiritual experience, what she called a "baptism of the holy spirit." She felt that she now had a personal relationship with God. This influenced her to go to Divinity School, though she knew she could never leave Quakerism nor did she want to have a church of her own. She says she changed from nominal to serious Quakerism. She received a M.Div. at Harvard Divinity School, and a Doctorate in Ministry at Boston University.

After getting divorced in 1979 and once her children were grown, the next part of Dody's adult life was full of accomplishments. She worked, traveled, and found ways to serve, as her parents had done before her. Later she moved to Newton, MA.

She worked as a hospital chaplain at New England Baptist Hospital in Boston for fifteen years, until her retirement in 1993. During this time, she served for three consecutive terms as the first woman elected President of the National Association of Hospital Chaplains. After her retirement she continued to conduct marriages, funerals and baptisms, allowing her to offer guidance and love for many people with no religious connections. Dody had a warm and outgoing nature, loved to laugh, and with older family members or Friends she continued to use the plain language ("thee" and "thy").

Dody was a life-long learner and traveled widely after her retirement, usually combining travel with service. Examples of her trips were a Biblical Archeological Dig in Israel, Habitat for

Humanity building projects in Georgia and Alaska, and a medical mission to Ecuador, which gave her a chance to visit Machu Picchu, Peru, a life-long dream. For many years, Dody was also a faithful participant in Boston's "Walk for Hunger", raising money and walking miles in support of impoverished people. She was high-spirited and energetic, befriended people and told her stories wherever she went. She valued her friendships and maintained connections through letters and visits.

At age seventy-six she wrote her memoir, *A Sacred Trust*, chronicling the long history of Quaker service and faith in her family since 1816. In her eighties, as an active and involved mother and grandmother, she was a terrific role model and beloved in her family. She is survived by her children, Christopher, Kitty, Nat, Abigail, and Lydia, seventeen grandchildren, and forty-two great-grandchildren.

Her favorite quotation was from the *Bible*, Psalms 91: 1-2

"He who dwells in the shelter of the Most High, who abides in the shadow of the Almighty, will say to the Lord, 'My refuge and my fortress; my God, in whom I trust'."

approved Putney Friends Meeting October 18, 2020

Northwest Quarterly Meeting December 6, 2020

Jack Hunter memorial minute – June 27, 2020

Hanover Friends Meeting mourns the passing and celebrates the life of our beloved member, Jack Hunter, who died December 9, 2019.

Jack was raised a Methodist in Hastings, a close-knit community in the coal-mining region of Pennsylvania. His father left school in sixth grade to support his family. Jack's graduation from college—the first in his family—was a source of pride in a multi-ethnic area where education, religion and family were highly valued. Jack cherished his roots and loved returning to the area for family visits and reunions.

Jack graduated from Lycoming College, where he majored in psychology and met his future wife, Ruth. Graduate work at Boston University led to a Masters of Divinity, ordination as a United Methodist minister and a doctorate in sociology and social ethics. During Jack's graduate study, he and Ruth co-directed an American Friends Service Committee (AFSC) youth work camp in Boston. Following graduate school he taught sociology at Greensboro College in North Carolina and became increasingly engaged in the civil rights movement. While Jack's graduate work introduced him to the Quaker faith, his connections were deepened when, in 1967, he and Ruth were hired to be the co-directors of Saltash Mountain Camp, one of the Farm & Wilderness Camps founded by Quaker educators Susan and Kenneth Webb. Introduced to Hanover Friends Meeting by the Webbs, the Hunters quickly became active members. Jack maintained his membership for 52 years until his death.

Hired to work full time for the Farm & Wilderness camps, Jack assisted the Webbs in all aspects of the day-to-day operations. As the founders approached retirement, Jack helped them establish the Farm & Wilderness Foundation, a nonprofit organization to operate the camps, and, in 1970, became the first Executive Director.

When Jack was hired by Sandy Spring Friends School in Maryland in 1977, he began a long and fulfilling career teaching religion and social ethics in Friends' schools, including John Woolman School in California, Oakwood School in New York and Westtown School in Pennsylvania.

When Jack retired from Westtown School in 2000, he and Ruth returned to Vermont, where Jack's passion for education and concern for living by his values was evident in his many activities. He was involved in local politics, served as the Farm & Wilderness Foundation archivist and on boards at Kendal at Hanover, The Meeting School and Woodstock Union High School Endowment Fund. Jack volunteered at the Woodstock Historical Society, tutored in the local school, taught in the adult education programs at Dartmouth College and in Woodstock, was an enthusiastic participant in Freelance Singers, and enjoyed the arts, gardening, stamp collecting, a good pun, fine chocolate and the Sunday New York Times.

While Jack's participation in religious education committees and vocal ministry were greatly appreciated by Hanover Meeting, it was his special connection to its young people that members

found most remarkable. Hanover Meeting remembers with fondness and appreciation Jack's special connection to its young people. Meetings with Young Friends each month allowed him to delve into many topics and ask challenging questions, such as "What is your idea of God?" which would lead to stimulating, thoughtful conversations on spirituality and social justice. His gentle, careful listening encouraged teens to express themselves. His concern for youth extended beyond First Day School. He asked about their lives; they knew how much he cared about them.

Jack was known for his kindness and his cheerful demeanor. At alumni events, even years after he had left an institution where he had worked and taught, former campers, students, colleagues and staff went out of their way to reconnect with this modest man. Those of us who knew Jack never ceased to be amazed at the way people flocked to his side just to catch a glimpse of his infectious spirit. Jack always made you feel like you were his best friend.

Jack is survived by his wife, Ruth Laura Glazier Hunter, his children John David Hunter and his wife JoAnn Coates-Hunter, Emily Lucille Hunter and her husband, Mathew Patterson, Edward Allen Hunter and Amy Elizabeth Hunter as well as his grandchildren Sadie Jane Hunter, Samuel Hartt Hunter, Hannah Ruth Hunter Patterson, Iris Montgomery Hunter Patterson, Jordan Tamura Rose and Margaret Isabel Hunter.

Jack's warm and bright spirit continues to inspire us. We remember Jack with joy and thanksgiving.

approved at Hanover Friends Meeting June 21, 2020
Northwest Quarterly Meeting December 6, 2020

Margery Swett Walker
April 14, 1926 - June 12, 2019
Memorial Minute

Even as we are filled with echoes of her warmth and memories of her laughter, our hearts are broken at Margery Walker's passing. One Friend remembered Margery with an "acute mind, broad experience, warm smile, firm grounding. Margery gave the gift of affirmation for our ... journeys..., the gust that blows wind in the sails and lends lightness to the foot."

One of nine children, Margery grew up in the Midwest surrounded by her extended family, and she carried that sense of family through her entire life. Whoever spent time with her felt that familial embrace. When she smiled, Margery made you feel you were the best possible version of yourself. She shone with grace and love, and grace and love would grow inside you, reflected in her presence.

Margery, along with her beloved husband Alan, were searchers; they found Friends together in the early 1950s and they made their spiritual home amongst us, active in the life of Friends' meetings wherever they were living: Anchorage, Alaska, Ann Arbor Michigan, Hanover, New Hampshire, Madison, Wisconsin, Richmond, Indiana as well as Plainfield, Vermont. Writing of a hanging in our Plainfield Meetinghouse, Margery reflected, "I...was drawn to the Society of Friends, Quakers, by this compelling witness to the inherent Good at the heart of creation – the creative force itself residing in every part of creation, universal and personal.... It is clear that we shall have to work together to bring about the mantle of Light."

Margery lived a life of service both within and outside of the Religious Society of Friends. She was a founding member of Plainfield Monthly Meeting, shepherding it from its beginnings as a worship group under the care of Burlington Monthly Meeting and then, after her retirement, helping the meeting build a home in Plainfield. In Lima, Peru she and Alan worked side by side with young Peruvians in the barriadas as part of an American Friends Service Committee project (1963-1965). She served as the Regional Director of the Community College of Vermont (1973-1978) and the Dean of Rural Education for the University of Alaska (1978-1986). Margery was the Director of Pendle Hill (1986-1991) and then on its board until 2000. Margery was deeply involved in the Religious Society of Friends. She sat on the board of the American Friends Service Committee, as well as on the boards of the Quaker United Nations Office, Friends United Meeting, and Friends Committee for National Legislation. In the broader community her involvement included the Vermont Ecumenical Council, Planned Parenthood, Washington County United Way, and Washington County Mental Health. She was active with the Democratic Party and worked for restorative justice in central Vermont.

Margery lived a life of ministry through her words, her actions, and her counsel. Many thought of her quiet activism and servant leadership as a Quaker ideal. Her ministry during worship expanded and uplifted our understanding. She was active in all aspects of the life of Plainfield Monthly Meeting, Northwest Quarterly Meeting and New England Yearly Meeting including

serving as recording clerk (1972-1975). She used these many gifts when she served as chair of the board at Kendal-at-Hanover. And, while her life was punctuated by many accomplishments and honors, she never spoke of them. Many of us didn't learn of them until her passing when we read her autobiography, The Treasures in One Another, a Memoir.

Friends have fond memories of annual summer picnics at the Walker family home on Groton Pond. Lazy afternoons of potluck lunches, warm sunshine on uplifted faces, and cool water during dips in the pond. All covered with Margery's graciousness and Light.

Margery is survived by her five children, eleven grandchildren, and seven great-grandchildren and all of us who find ourselves richer in Spirit for having walked with her.

... Because they stand,
talking, taking pleasure in others,
with their hands on the shoulders of strangers
and the shoulders of each other.
Because you don't have to tell them to walk toward the light...*

Margery nurtured. She held us steady when the way forward was rocky and celebrated as we walked God's path. We were challenged and shielded by her. We are so blessed.

*"Ode to the Joyful Ones" by Thomas Lux from To the Left of Time. © Houghton Mifflin Harcourt, 2016.

approved Plainfield Monthly Meeting May 17, 2020
Northwest Quarterly Meeting December 6, 2020

Memorial Minute for Anne Hollingsworth Thomas Moore

August 15, 1929 – January 24, 2019

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

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

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

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

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

Hickman Building Committee and was active in West Chester Friends Meeting. In 2008 Anne's husband Tom died; a month later her mother died. Anne's sister Amy died in 2013, and that summer Anne moved to Northampton, Massachusetts, to be near her son Howard and his family. She quickly made new connections, becoming an active and vibrant presence in Northampton Friends Meeting and attending New England Yearly Meeting. At Northampton Meeting, she served as clerk of Pastoral Care Committee and as the Meeting clerk's elder. She became active with the local chapter of the American Friends Service Committee, the Pioneer Valley Interfaith Refugee Action Group, and Swarthmore Alumni. She truly valued each of the people she knew throughout her life, and maintained many connections.

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

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

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

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

New Haven Friends Meeting
Memorial Minutes for Annette F. Donovan and Elise Knapp

Approved Sept. 20, 2020

Annette F. Donovan

Annette F. Donovan was a beloved member of New Haven Friends Meeting. She died peacefully on April 28, 2015 at Branford Hospice in Branford, CT. She was 94.

Many remember Annette sitting with her husband Ted and a full row of 9 children in Connecticut Hall on the Yale Campus where we met until we moved to our present location on East Grand Ave. in New Haven, CT. Annette always took an interest in everyone who attended Meeting regularly, and she called or wrote thoughtful notes to people who she hadn't seen for awhile. She loved poetry, and was known for sharing quotes from poems in meeting for worship, and she participated in a regular poetry group at Elim Park in Cheshire, CT, where she lived in her final years. She also loved watercolor painting, and made hand-painted cards for her thoughtful notes while at Elim Park. She and Ted had strong Quaker beliefs and were leaders in all aspects of New Haven Friends Meeting.

She is survived by her children, Mark of Kalamazoo, MI, Ann (Cote) of Bethany, Emily (Patton) of Wilton, IA, Rachel of Glastonbury, Naomi of Green Lane, PA, Greta of Barto, PA, Deborah (Orris) of Colchester, and Christopher of Burlington. (Martha of Kensington just died in the summer of 2020.) She is also survived by a sister Rosemary (Horrigan) of Cheshire, CT as well as 19 grandchildren and 4 great-grandchildren. Annette, a daughter of the late Mabel (Roberts) and Bernard Fitch, was born in Hamden, CT on March 10, 1921 and was predeceased by her husband Theodore W. Donovan in 2001. A Memorial Service was held on Saturday May 23, 2015 at New Haven Friends Meeting, 223 East Grand Avenue, New Haven, CT.

Elise Knapp

Elise Knapp was a beloved member of New Haven Friends Meeting. She died on October 21, 2018 at age 94 at her home in New Haven, CT. A memorial service was held at our meetinghouse May 11, 2019. Friends remember Elise as someone who took an interest in all attenders and loved keeping in touch with people. She is fondly remembered for making soup for meeting attenders who were recovering from illnesses, and she also volunteered regularly at Hospice. She loved poetry and enjoyed sharing poems and discussing literature. When she was in her 80's she wrote a memoir about the house her grandfather built in Sagaponack, Long Island. She worked with Meeting member Linda Miller for 10 years to complete this project, which was a real gift to her family. It is illustrated by Linda.

Elise Trowbridge Ford Knapp was born in Honolulu, HI, July 1, 1924 to the late Brig. Gen. William Wallace Ford and Alice Trowbridge Harris Ford. Following her father's many army postings, she had attended schools in seven states by the time she entered Duke University in 1940. She married Robert Phineas Knapp, Jr. of Manchester, CT at Fort Sill, OK in 1943 and moved to New York after the war, where Elise became the first married student at Barnard College. She graduated magna cum laude and Phi Beta Kappa in 1949. After living fifteen years in Port Washington, NY, the family moved to Redding, CT, where Elise remained active in community affairs. She earned a Master's from Western Connecticut State University in

Danbury, CT in 1971 and a PhD in English from Columbia University in 1975. She went on to teach and head the English Department at WCSU for over 20 years. She was a life-long lover of English Literature. Predeceased by her husband in 2000, Elise is the mother of David M. Knapp (Pan), Michal Brownell (Bart), Robert P. Knapp III (Eun Soo) and Frederic H. Knapp (Donald). Elise is survived by 12 grandchildren and 11 great-grandchildren.

A MEMORIAL MINUTE for HARRY “TED” COLWELL III
(November 3, 1922 – November 28, 2019)

The Middlebury Friends Meeting community celebrates the life of Harry “Ted” Colwell, a member of the Meeting since 1982, after he and his wife, Olive, took up permanent residence in East Middlebury and transferred their membership from Scarsdale Friends Meeting in New York. Ted and Olive became dedicated supporters of Middlebury Friends Meeting, and warmly embraced members and attenders, serving on Meeting committees and often opening their home to all for special Christmas celebrations. Ted also represented Middlebury Friends as a member of the Middlebury Area Clergy Association and the Addison County Clergy Association. He offered strong support for such local organizations as Addison County Home Health and Hospice; Ilsley Library; Small Holders group; and Friends of the Arts.

Ted was raised in a Presbyterian household, served in the US Air Force during WWII, and earned a BA in Philosophy in 1946 from Dartmouth College. For a short time, he considered a career in the ministry and enrolled in Princeton Theological Seminary. Ultimately, he decided to pursue a career in banking and joined Chase National Bank in 1947, from which he retired as Division Executive of Aerospace in 1981. His time at Chase took him around the world on many occasions.

Ted came to Quakerism through his love for philosophy and wide reading. The works by Rufus Jones, Henry Cadbury, D. Elton Trueblood, and other major Quaker writers brought him to the concept of “continuing revelation” and he found the Quaker leading to go inward in search of one’s own spiritual truth a very compelling path. Always deeply dedicated to ethics and the pursuit of leading an ethical life, he sought to set high standards for himself and lead by example. He would always start the day with a spiritual reading, often from the Bible, and always found time for prayer throughout his life. Dorothy Day, Thomas Merton, and Thomas Kelly inspired Ted to embrace a life of service to others and follow the example of Jesus of Nazareth as a model for how to live our lives in the here and now. In his later years, Ted began to study Buddhism and found its teachings an inspiring extension of his Quaker faith. His dedication to peace, justice, and environment stewardship is aptly reflected in his motto: “Small is Beautiful; Less is More; Moderation in All Things.” Ted is fondly remembered as a great companion and loyal friend.

Ted was predeceased by his wife, Olive, and his son-in-law, Jack Bouffard. He is survived by his two daughters, Sally of Minneapolis, MN, and Linda of Middlebury, VT, and his son, Win, who continues Ted’s active involvement in Middlebury Friends Meeting. He also leaves seven grandchildren and two great-grandchildren.

approved Middlebury Friends Meeting April 19, 2020
Northwest Quarterly Meeting December 6, 2020

David Llewellyn Davis – A Remembrance

“Two Constants of this World”

The constant murmur of spirit deep inside our being
That of God in each of us.
Change, the other constant
oh, yes
Movement day in day out,
Hour by hour
Minute to minute

Events, wonderful and horrific tumble over us
Like shells and pebbles in wash of restless water.

The attentive ear will give pause
Seek a quiet space where it is
Delve within, listen to the still, small voice
Receive strength, solace,
Yes, peace.

Taken from his book, “Ready to be Surprised”

Dave Davis would not want us to begin a memoir of his life by listing his many contributions and achievements. He was not that kind of man. Our local paper, the Bucksport Enterprise, described Dave as “the poet who dwelled and flourished by the river;” the Narramissic River, in Orland, Maine to be precise. He was a gentle man, a humble man, who observed and appreciated all that life brought his way. Dave’s collection of poems is titled “Ready to be Surprised.” In his poem “Wishing,” Dave wrote “Tears come to my eyes when I count all blessings. No more will I wish my life away.” His book is full of poems about his family activities with his wife, children, grandchildren and friends. Poems like “Belly Hockey,” “One More Swing,” “Late Winter Snowfall,” and “Whence Hoo Hoo” describe a man in love with his family. He was also a man with a hint of mischief in his eyes, a ready smile and a contagious laugh.

The accomplishments of a person who has been married for 70 years is never about just one person. Ginny, Dave’s wife and active partner, was beside him and supported him as he participated in many career and community activities. Dave wore many hats: mill worker, manager of the Community Development Department of the Cooperative Extension at the University of Maine, and greenhouse business manager. He participated in the local Grange, the Masons, the local Methodist Church, the Orland Historical Society and the Bucksport Bay Area Chamber of Commerce. He and Ginny were also

instrumental in starting the Narramissic Valley Friends Meeting in Orland which has continued to meet since the 1970's. Anyone who knew Dave would agree he lived his beliefs.

Dave was not a person to give unsolicited advice. The closest he comes is a poem in his book "Ready to be Surprised" titled "A Living Marker."

On this solstice night
A winter's moon shines full
Upon majestic, white pine
Reminding us all:
Stand firm, stand tall.
Faith, tenderness and love will
Weather all seasons.

We believe that Dave is still "Ready to be Surprised."

Dave Davis, 11/25/1926 – 4/3/2020

David Llewellyn Davis – A Remembrance

“Two Constants of this World”

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Dave Davis, 11/25/1926 – 4/3/2020

Ruth Estelle Taber Gates

June 27, 1927 – July 23, 2019

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

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

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

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

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

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

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

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

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