



NEW ENGLAND
YEARLY MEETING
— OF FRIENDS —
QUAKERS

BIPOC Opportunities Coordinator for Annual Sessions

Primary Function

While Friends' time at Sessions offers many meaningful opportunities to be in community together, the Yearly Meeting recognizes the particular importance of having opportunities for Sessions participants who identify as Black, Indigenous, and People of Color (BIPOC) to gather together, support one another, and share their experiences.

In order to facilitate these opportunities, recognizing both the significance of these opportunities for the life of the Friends community, and the emotional labor this work involves, these opportunities are supported by a stipended coordination role.

The BIPOC Opportunities Coordinator organizes people, things, space, and time to ensure opportunities for BIPOC Sessions participants to gather together, both before and during Sessions.

The person serving in this role brings special attention to fostering an open and welcoming pre-Sessions gathering; an informal, multi-purpose gathering space; and an intentional mid-Sessions gathering.

Hours and Work Site

This role requires full-time attendance during the week of Sessions, and related involvement in the Sessions planning process during much of the year. The coordinator will have the lead responsibility for planning a pre-Sessions gathering for BIPOC attendees and their families; a gathering during Sessions for BIPOC attendees only, and other informal opportunities to be defined.

Support, Guidance, and Accountability

The BIPOC Opportunities Coordinator is appointed by the Yearly Meeting Secretary and works in partnership with those serving in related Sessions roles, including as part of a team holding pastoral care concerns during Sessions. They are directly responsible to the Yearly Meeting Secretary, and will be supported by the Events Coordinator. The BIPOC Opportunities Coordinator and Events Coordinator will work closely to ensure the resources and support to make this work accessible and responsive to the needs of BIPOC participants. A small group of Friends, including Friends of Color, will also offer support to the person serving in this role.

Qualifications

The BIPOC Opportunities Coordinator should bring gifts in, and experience with, care of “setting the table” for connections and building community, especially with and among marginalized people and communities. The Yearly Meeting’s intention and hope is that a Friend of Color would serve in this role.

The Friend serving should bring skills in planning ahead, organizing logistics, clear communication, and juggling a variety of complex tasks in a changing, time-sensitive, and sometimes-stressful environment. Familiarity and comfort with digital communication and collaboration tools (email, Zoom, Google Docs) will be necessary.

Strong interpersonal skills and gifts in pastoral care, including willingness to give direct feedback, apologize, and to acknowledge impact over intention. Emotional resilience and flexible but clear boundaries. Willingness to ask for help, to delegate, and to nurture the gifts and draw out the contributions of others.

Some experience participating in NEYM Sessions or other similar gatherings. Facility with electronic communications and collaboration. Because of the context and relationships that they would bring, while it is not a necessary qualification, a Friend who is a part of New England Yearly Meeting would be preferred if possible.

Functions & Tasks

Both in preparation for and during Sessions, this Friend holds the many threads and details involved in offering discrete connection opportunities for BIPOC attendees and support their experience of the wider Sessions programming. The BIPOC Opportunities Coordinator will attend the Sessions Coordination team meetings as needed/requested. Most work will be done in close collaboration with the Events Coordinator.

Compensation/Financial Support

The Friend serving in this role in this experimental year will receive a coordinator stipend of between \$500 and \$1000, based on the amount of work and time found to be required, and a waiver of Sessions attendance fees.

Interested in exploring this opportunity?

Contact Noah Merrill, Yearly Meeting Secretary, at noah@neym.org, or call 617-615-6396.