

**Permanent Board Meeting
Held over Zoom Video Conference
May 15, 2021**

21-29: Opening Worship

Friends opened with a period of worship.

21-30: Roll Call

The recording clerk called the roll.

Present: Leslie Manning, Clerk; Hannah Zwirner Forsythe, Recording Clerk; Kim Allen, Travis Belcher, Martin Zwirner Forsythe, Chris Gant, Beth Hansen, Ian Harrington, Rebecca Leuchak, Fran Lightsom, Ed Mair, Christopher McCandless, Jean McCandless, Bob O'Connor, Anna Raddochia, Carole Rein, John Reuthe, Sara Smith, Martha Schwope, Will Taber, Bill Walkauskas, 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, LJ Boswell, Gail Charpentier, Marian Dalton, Susan Davies, Jeremiah Dickinson, Sarah Gant, Janet Hough, Becky Jones, Aiham Korbage, Anna Lindo, LouAnne McDonald, Jackie Stillwell, Nia Thomas, Pamela Terrien, Eleanor Warnock, Honor Woodrow

Regrets: Peter Bishop, Deana Chase, Darcy Drayton, Gina Nortonsmith, Elizabeth Szatkowski

21-31: Memorial Minute

Excerpts were read from the memorial minute for Marty Walton. The memorial minute will be forwarded to Sessions.

21-32: Recommendations on the Nominating Process

Jackie Stillwell, clerk of the Nominating Committee (NC), and Noah Merrill, Yearly Meeting Secretary, presented a proposal from Coordinating & Advisory (C&A) for a restructuring of the nominating process in the Yearly Meeting (YM). The proposal is appended.

This proposal stems from the approved Clerking Structures and Practices report from 2019 which recognized the piecemeal and uncoordinated efforts of the various nominating bodies of the YM. The restructuring proposed aims to better uplift and support the gifts and leadings of all Friends.

C&A proposes combining the YM Nominating Committee, Internal Nominating Committee, and the Clerks' Table Nominating Committee, and proposes the creation of a Naming Committee (under the care of Permanent Board) to name the members of the Nominating Committee.

Friends had the opportunity to ask questions and voice concerns. Friends voiced a concern about the Naming Committee being sufficiently diverse in order to ensure diverse nominations. There are details of this proposal that need to be worked out, and this is an experiment that will be reviewed.

As part of approving this proposal for forwarding to Sessions, Friends were asked:

- To approve the integration of responsibilities and persons on YM Nominating Committee, Internal Nominating Committee, and Clerks' Table Nominating to the Nominating Committee
- To approve the creation of the Naming Committee
- To approve new Purposes, Procedures, and Composition for the Nominating Committee and the Naming Committee
- To approve laying down the Internal and Clerks' Table Nominating committees

Friends approved forwarding the proposal to Sessions, including the above actions. The Purposes, Procedures, and Composition documents for the integrated Nominating Committee and the Naming Committee are appended.

21-33: Approval of March Minutes

The minutes from the March meeting were distributed for review. Friends approved the minutes.

21-34: Purposes, Procedures, and Composition Review

Bruce Neumann, Presiding Clerk, presented the revised Purposes, Procedures, and Composition (PPC) documents for Puente de Amigos, Legacy Gift Committee, and Youth Ministries Committee. These three documents have come to the Permanent Board earlier this year and return after previously requested revisions were made.

Friends approved the PPC documents for Puente de Amigos, Legacy Gift Committee, and Youth Ministries Committee.

Bruce then presented the PPC for the Archives Committee, Faith & Practice Revision Committee, and Coordinating & Advisory Committee. These three documents are appended. Bruce noted that the Coordinating & Advisory document now has explicit language about caring for inclusive leadership.

Friends approved the PPC document for the Archives Committee with small edits.

Friends approved the PPC document for Coordinating & Advisory.

Friends approved the PPC document for the Faith & Practice Revision Committee with one Friend standing aside with concerns about how short the document is and whether further information about the committee is sufficiently accessible.

21-35: Presiding Clerk's Report

Bruce Neumann, Presiding Clerk, submitted a written report in advance of the Permanent Board meeting with information on the planning in process for Sessions this summer. This report is appended.

21-36: Treasurer's Report

Bob Murray, Treasurer, shared a brief update on Yearly Meeting finances after the end of quarter two. The financial reports are appended.

21-37: Proposal on Endowment Funds

Bob Murray, Treasurer, shared a proposal to amend the Funds Policy for the use of rollover of income from our endowment funds. This change would help facilitate proper use of the funds. The proposal is appended.

The Treasurer requests that the Permanent Board approve a change to the Funds Policy to remove this statement dealing with endowment funds:

“Unspent income shall be reinvested in the fund where it originated unless the fund’s governing instrument instructs otherwise,”

and replace it with:

“Any unspent income remaining in the fund at the end of the fiscal year shall remain spendable in the following fiscal year, unless the fund’s governing instrument instructs otherwise. The Treasurer will notify the designated NEYM spending authority and/or the Permanent Board if there is a pattern of unspent funds being built up in a particular fund over a period of years.”

In accordance with proper procedure, Friends preliminarily approved this and final approval will occur, if there are no objections, at the June meeting.

21-38: Secretary's Report

Noah Merrill, Yearly Meeting Secretary, submitted a written report in advance of the Permanent Board meeting. This report is appended.

21-39: Mosher Book and Tract Fund

Noah Merrill, Yearly Meeting Secretary, shared a request for use of the Mosher Book and Tract Fund to fund the publication, in print and digitally, of Cherice Bock's Bible Half Hours. The details of this request are appended. Publication of the Bible Half Hours, in collaboration with Barclay Press, is a new opportunity to more widely spread the work that occurs at Sessions.

Friends approved this use of the fund.

21-40: Funds for Nurturing Faithfulness Program

Noah Merrill, Yearly Meeting Secretary, brought a recommendation to further fund the Nurturing Faithfulness Program. With the approval of the Finance Committee, the Secretary requests that the Permanent Board approve the use of up to \$30,000 of funding from New England Yearly Meeting of Friends to support a third offering of the Nurturing Faithfulness Program in New England. Because of the multi-year timeframe over which the funds would be spent, and because this is a one-time expenditure, funds for this purpose would be treated as a discrete expenditure from the Yearly Meeting's reserves, rather than an expense in the operating budget. More details about the Nurturing Faithfulness Program, and its role in the spiritual life of the Yearly Meeting, are appended.

Friends raised a question about this being discussed as a one-time expense because this seems to be a popular program of much value to the Yearly Meeting. Friends are supportive of funding the Nurturing Faithfulness Program but hope we can shift to funding this in a more predictable way. One Friend posed the question: how can we better orient ourselves to spiritual infrastructure funding?

Friends approved the funding for this program.

21-41: First Reading of the Budget

Scot Drysdale, clerk of the Finance Committee, presented the draft FY2022 for first review. The budget and prepared commentary are appended.

The proposed budget will return to the June meeting for preliminary approval and forwarding to Sessions.

21-42: Request from the Finance Committee

Scot Drysdale, clerk of the Finance Committee (FC), introduced a request from that committee for a working group to examine the donations Yearly Meeting makes to other organizations. The written request is appended. FC has frequently discussed the amount of money that we give to other organizations in relation to the deficit budgets that we continue to approve. It is clear to the FC that the committee isn't the appropriate group to evaluate who we give to, how much, and

why. But as this conversation continues to arise FC hopes that a working group could help establish guidelines and a more spirit-led understanding of our intention behind the donations that we make.

Friends approved the creation of a working group to assess the Yearly Meeting's donations to other organizations.

21-43: Funding of Honoraria for Volunteer Leadership

Noah Merrill, YM Secretary, shared the proposed Implementation Plan for funding honoraria for volunteer leadership. This Implementation Plan lays out details concerning the administration of the honoraria, how this experiment will be evaluated, and how we intend to avoid conflicts of interest. The proposal is appended.

Friends approved of the proposal.

21-44: Nominations

Clerks' Table Nominating brought forward the nomination of Rebecca Leuchak to serve as Rising Clerk for one year before serving as Presiding Clerk.

Friends approved forwarding this nomination to Sessions.

Internal Nominating brought forward 6 nominations:

Susan Davies to serve as Recording Clerk of Permanent Board, Class of 2024

Fritz Weiss and Judy Goldberger for Clerks Table Nominating Committee, Class of 2024

Will Taber for Internal Nominating Committee, Class of 2024

Conor Weiss for Yearly Meeting Nominating at Large, Class of 2024

Jackie Stillwell to serve as Clerk of Nominating Committee, Class of 2024

Friends approved these nominations.

During the approval of these nominations one Friend requested more guidance on how and when to raise concerns about nominations. The Nominating Committee has heard that request and is working on strengthening the process of distributing nominations earlier so that there is more opportunity for Friends to raise concerns and for the nominating committee to respond to them.

21-45: Funds for Sufferings

Leslie Manning, Clerk, reported that, after consulting with the Presiding Clerk and the NEYM Secretary, \$2,500 in funds was released to Friends Ugandan Safe Transport, under the care of the Olympia, WA Meeting. These funds will be used to provide safe passage for LGBTQ+ people whose lives have been threatened and are seeking refuge, pursuant to Minute 2016-62.

21-46: Tending the Soil Gathering

Jeremiah Dickinson, Interim Clerk of Ministry & Counsel, reported on the first gathering for supporting ministry and spiritual life. The gathering was well attended and many Friends appreciated the rich programming and time together. We look forward to the next gathering.

21-47: Challenging White Supremacy Update

Susan Davies, clerk of the Challenging White Supremacy Working Group (CWS), submitted a written report which is appended. Several Friends from CWS spoke to the work that has been done and the work that remains in front of us. Other Friends spoke to a concern that we not focus on accomplishing goals but rather on the necessary continuing revelation required to make our faith community the antiracist community we desire. There is a constant tension between the desire to move forward--a smaller group doing the work that facilitates the work by the whole Yearly Meeting-- and the need to be truly present in our current condition.

21-48: Closing Worship

Friends closed with a period of worship. We will meet again on June 26 via Zoom.

Leslie A. Manning
Leslie A. Manning (Jul 8, 2021 14:09 EDT)

Leslie Manning, Clerk

Memorial Minute for Marty Walton

Marty (Meredith) Walton died June 11, 2020, surrounded by her family and her life partner of 31 years, Linda Lyman. Marty died just a few days short of her 84th birthday (June 30). She was a lifelong Quaker, served on numerous committees, attended many gatherings, and developed countless deep friendships with Quaker connections. Marty's combination of business experience and her volunteer work with committees of Friends General Conference, led to her position with FGC as General Secretary for six years (1986-1992). During that time, Marty improved FGC's organizational structure and widened its communication focus.

Marty graduated from Earlham College with a BA in Geology, in 1958. She retained her fascination for geology and nature throughout her life and shared that fascination with friends and family. In college, she met Wayne Vinson and they married the year of her graduation. They had 4 children together, before a friendly divorce in 1976. In addition to Linda Lyman, Marty is survived by her 4 children and their spouses, and 7 grandchildren.

Marty came from a family with strong Quaker roots. Her mother was one of 5 Walton sisters who lived on the George School campus with their parents, where their father George was Head of School in addition to being very active with the Philadelphia Yearly Meeting.

One of Marty and Linda's projects was to document the Walton sisters' history through taped interviews with the 2 remaining sisters and all of the living children. Linda did the interviewing, and Marty did the transcribing. Marty didn't get the next steps of editing and book publishing fully accomplished before her death, but the many Zoom family conferences her last several months around the family history were a source of strength to the extended family, and to Marty.

Marty was a founding member of the Association of Personal Historians (APH), and went on to become its Treasurer and its Operations Manager. And APH has sponsored a memorial bench to be placed in Marty's memory at the Laudholm Farm in Wells, Maine.

Throughout her life, Marty was active in social justice issues, both within a Quaker framework and beyond. She volunteered for various political campaigns for candidates with similar convictions. And after moving to Springvale, she found more avenues for service and another comfortable spiritual home in the Sanford UU church.

On a personal note, Marty is fondly remembered for her warm, welcoming smile, which she shared even as her health challenges increased. She always had a way of listening to you that made you feel like you were the only other person in the room. She listened non-judgmentally and saw the good in others. Marty maintained a life-long connection with the natural world which she shared with others. Indeed, the world of nature outside her window sustained her during the final part of her journey. No matter her challenges, she was always appreciative of others and of the simple joys of life. Our memories of her are cherished, and she is missed.

(Southern Maine Friends Meeting) (Falmouth Quarterly Meeting 4/24/21)

Background and Context: Proposed Changes to Nominating

NEYM is committed to nurturing a thriving Religious Society of Friends in New England where the diverse gifts given through each person are nurtured and barriers to service are actively eliminated. Together, we seek to liberate and nurture gifts and talents, given by God through Friends, for service, helping Friends do together what we cannot do alone.

In support of this vision, we seek to fulfill the nominating function of NEYM in a way that is responsive to current needs and conditions, based in relationships of care with individuals and local meetings, as well as coordinated and sustainable.

More specifically, we strive:

- To better connect the nominating function to the naming and nurturing of gifts
- To better be able to prioritize finding Friends to do the essential work
- To widen the pool of Friends being asked to serve
- To better coordinate our nominations-related engagement with individuals and local meetings
- Overall, to hold and respond to the work of nominating in a way that is holistic, meaning that nominators can consider the Yearly Meeting's organizational needs, the needs of local meetings, the gifts and service journeys of individuals, and how God is at work in all of this.

Background:

Over the past few years, Friends have taken a number of incremental steps to move closer toward our vision.

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.

Since the approval of that report, groundwork has been laid for a smooth integration, and Friends have taken first steps. 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 the Nominating Committee, the Internal Nominating Committee, the Clerk's Table Nominating Committee and

the Quaker Practice and Leadership Facilitator/former Clerk of the Clerking Structures and Practices Working Group have been meeting as a Nominating Team to explore points of integration and to set up new systems for increased coordination.

We now feel ready for the next incremental step—to formally change our nominations structure to reflect this new way of working by approving the following:

- The revised Purposes, Procedures and Composition for a more integrated Nominating Committee (see below)
- The creation of a Naming Committee (see below)
- The integration of the PB Internal Nominating and Clerks Table Nominating Committees' charges, and the Friends currently serving, into the integrated NEYM Nominating Committee.
- The laying down of separate PB Internal Nominating and Clerk's Table Nominating Committees.

We believe these changes will help us continue to move forward towards more coordinated, resilient, and flexible Nominating functioning¹.

Respectfully submitted,

Coordinating & Advisory Committee

¹ C&A recognizes that there remain committees whose nominating functions and relationships are not directly addressed by this proposal, specifically those with responsibilities related to appointing people to serve on the Friends Camp Committee, and the board of Moses Brown School (the Friends Camp Nominating Committee, and the Committee for Nurturing Friends Education at Moses Brown School). Integration and strengthening of that work would be an important further step, once this currently-proposed phase of integration is completed.

Purposes, Procedures, and Composition Yearly Meeting Nominating Committee

Purpose

In order to help Friends answer God's call, the Nominating Committee identifies, encourages, and nominates Friends with the gifts and skills needed to serve in a wide variety of volunteer roles on behalf of the Yearly Meeting. In this work, the Committee seeks to remove barriers to the full expression of the spiritual gifts and skills given through each Friend, for the building up and thriving of local Friends meetings.

This work includes, in its fullness, understanding the vision of the Yearly Meeting and what is needed to live into it; leadership development and capacity-building; nurturing a culture of healthy evaluation and feedback; and expressing gratitude and recognition for faithful service in its many forms.

Procedures

Through a consultative and integrated process, the Committee considers both the explicitly-stated qualifications (gifts, skills, experience) necessary for particular service, as well as the current conditions and needs relating to a given aspect of the Yearly Meeting's mission. Care is taken to nurture emerging leaders, and to create pathways for Friends to grow in their service. Particular attention is given to succession planning, including the preparation of rising clerks and other servant leadership positions.

The Nominating Committee uses sub-groups to delegate aspects of their work. The sub-groups will meet as needed to do the work delegated to them, returning to the wider Committee for consultation and guidance.

The Nominating Clerk facilitates the delegation of the work, creating or dissolving sub-groups, and appoints Nominating Committee members to convene and/or clerk sub-groups. In doing so, the Clerk and Committee will pay attention to continuity of good process, practice, and institutional memory; care for relationships with nominees; and the specific gifts and experiences needed for the work a sub-group might be charged to undertake.

The Nominating Clerk clerks meetings of the full Nominating Committee, occurring seasonally or as needed, as well as Nominating Coordination meetings (with the convenors or clerks of the nominating sub-groups and the Quaker Practice and Leadership Facilitator) occurring about every six weeks or as needed. Other members of Coordinating and Advisory may also participate in Nominating Coordination meetings.

In recommending Friends to the Yearly Meeting for service, the Committee strives to share both a sense of the gifts, skills, and experience of the Friends being nominated, as well as to help those who are approving the nominations to understand how the nominated Friends' gifts relate to the work to be done.

In all their work, the Committee and sub-groups seek to ground their discernment in waiting worship and prayerful consideration, seeking to be led. The Committee seeks to hold its conversations tenderly, taking care that—unless otherwise necessary—information regarding who has been considered, and what considerations have been, not be shared beyond those directly involved in the discernment.

A “shepherd” will be appointed for each committee or position under the care of the Nominating Committee. The shepherd should be familiar with the Purpose, Procedures and Composition of the committee or description of the position they are shepherding. The shepherd serves as the primary point of contact between the group or individual and the Nominating Committee. The shepherd is responsible for supporting healthy service, and if difficult challenges arise, communicating them promptly to the Nominating Clerk, who may seek additional support from the Coordinating & Advisory Committee.

While the Committee strives to bring nominations for approval by Annual Sessions, it is more important to faithfully find the right Friend with the right gifts for each role. Nominations may also be brought to the Permanent Board for consideration and approval between Sessions.

Composition

- Up to 15 at-large members are named by the Naming Committee and approved by the Yearly Meeting for 3-year, staggered terms, renewable once. Care shall be taken to ensure the committee includes Friends from a broad range of monthly and quarterly meetings.
- The Nominating Clerk is named by the Naming Committee for a 3 year term, renewable once. In the year prior to current Nominating Clerk's term ending, the Naming Committee shall also name a Rising Nominating Clerk to work with the Nominating Clerk for one year preceding a clerking transition.
- Monthly meetings are encouraged to recommend (to the Naming Committee) representatives for 3-year terms, renewable once.

- The Nominating Clerk serves ex-officio as a member of Coordinating & Advisory Committee, and is appointed by the Yearly Meeting.

Gifts, skills, and experience needed for Nominating Committee members:

- Diplomacy in inviting Friends to serve on a committee, working group, or role
- Understanding of the particular work for which they are nominating Friends, and of the gifts, skills, and experience needed to help this work be fruitful
- Knowledge of, and relationship with, Friends in their local and regional areas
- Organizational skills, including the ability to follow through on assigned tasks
- Time throughout the year for listening in encounters with Friends to understand the spiritual gifts, skills, and experience they might bring to service
- Reliability in attendance at meetings

Purpose, Procedures, and Composition Naming Committee

Purpose

The Naming Committee identifies Friends with the gifts, skills, and experience needed to serve as Yearly Meeting Nominators (including Nominating Clerk, Nominating Recording Clerk, and Nominating Rising Clerk), invites them into service, and brings their names to the Yearly Meeting for approval.

Procedures

The Naming Committee shall work with the Permanent Board clerk to host a meeting or other consultative process to identify needs for the next Nominating Committee and Nominating Clerk as well as to gather suggested names. This consultation shall include the perspectives of current Nominating Committee members, members of Coordinating & Advisory, and Friends whose current primary service is with their local meetings.

This Naming process shall also result in the nomination of a Rising Nominating Clerk to serve for one year prior to an expected transition in the Nominating Clerk service. The Naming Committee shall be trained in use of the collaborative nominating tracking tool to ensure awareness of on-going conversations between individuals and other nominators about service within NEYM.

While the Naming Committee strives to bring nominations for the Nominating Committee members for approval by Annual Sessions, it is more important to faithfully find the right Friends with the right gifts for service. Names may also be brought to the Permanent Board for consideration and approval between Sessions.

Composition

Annually, or as needed to allow for intentional transitions in service, the Presiding Clerk and the Permanent Board Clerk shall appoint a 3-5 person Naming Committee who shall name the Nominating Committee members to be approved by the Yearly Meeting.

Gifts, Skills, Experiences:

- Knowledge of the various aspects of nominating work
- Awareness of and commitment to inclusive leadership development
- Care for how the nominating work of the Yearly Meeting can strengthen the life of local meetings

Archives Committee

Purpose

The Archives and Historical Records Committee is responsible for the care of records, correspondence, and other manuscript material of the Yearly, quarterly, monthly and preparative meetings, Yearly Meeting committees, New England Friends institutions, and individual members of the Yearly Meeting.

This work is an aspect of our testimony of stewardship.

Recognizing that Friends' faith is a noncreedal one, and that the expression of that faith is embodied in the records of our actions, the committee promotes the study of Quaker history to the end that Friends may find guidance in their past for their witness in the present. It encourages meetings to utilize the resources of the archives in answering their financial, property, biographical, or other questions historical in nature.

Procedures

- By agreement, the repository for the records is the Special Collections and University Archive (SCUA), W.E.B. Du Bois Library at the University of Massachusetts Amherst, 154 Hicks Way, Amherst, MA.
- The committee advises meetings on the care of their records, encourages both meetings and committees to deed these records to the Yearly Meeting archives on a regular basis.
- The committee maintains a Collections Policy.
- The committee appoints and prioritizes the work of an outreach archivist.
- The committee works with SCUA to maintain an accurate Guide to which records have been deposited in various repositories, and in what format.
- The committee meets monthly by videoconference for one hour, as well as meeting in person annually at New England Yearly Meeting sessions.
- The committee annually reviews the working relationship with SCUA as outlined in the Memorandum of Understanding between NEYM and SCUA.

Composition

- The Committee consists of six to eight Friends named by NEYM Nominating Committee and approved by the Yearly Meeting. Friends are named for skills and perspectives relevant to the work of the NEYM Archives, as well as the outreach archivist. These skills and interests include library and archival professions, records management, Quaker history, and genealogy. Friends are named to staggered 5 year terms.

- The committee is supported by the NEYM Office Manager.
- The clerk of the committee is appointed by the Nominating committee in consultation with Archives committee.
 - The Yearly Meeting Secretary is responsible for overseeing the contract with the outreach archivist.

The clerk of the committee is appointed by the committee, in consultation with Coordinating and Advisory Committee The Yearly Meeting Secretary is responsible for overseeing the contract with the outreach archivist.

Coordinating and Advisory

Purpose

The Coordinating and Advisory Committee (C&A) shepherds the work of the Yearly Meeting in alignment with the core purpose and the priorities articulated by the Yearly Meeting, and advises and coordinates the various committees, quarterly meeting leadership, staff, and other initiatives within the Yearly Meeting.

The members of this committee hold a particular responsibility to build a culture of inclusive and sustainable leadership development.

Procedures

- The committee meets once a month, either in person or by electronic communication
- The work of the committee may require confidentiality as it discerns with tenderness how to proceed with an issue.
- C&A is responsible for supervising and evaluating the work of the Yearly Meeting Secretary. The committee delegates day-to-day supervision of the Yearly meeting Secretary to the Supervisor of the YM Secretary, who ensures completion of the annual performance review of the Secretary.
- C&A, In cooperation with the Quaker Practice & Leadership Facilitator or other relevant parties, helps to ensure that current and emerging clerks of quarterly meetings, monthly meetings, and Yearly Meeting committees (including ad-hoc and sub-committees of the Permanent Board) are provided with relevant leadership development trainings, resources, and guidance.
- The committee refers some matters to other bodies for review, discernment, and action. C&A is accountable to PB and to Sessions.
- C&A strives to prevent duplication of effort and facilitate efficiency and effectiveness in the work of the Yearly Meeting.
- With a goal of ensuring alignment with YM priorities, C&A will regularly review each committee's Purpose, Procedure, and Composition, ensuring that every committee is reviewed at least once within a three year period. C&A will do this work in consultation with the Committee. The P,P,&C are approved by the YM
- The C&A Committee plays a key role in the annual Funding Priorities Process for the Yearly Meeting, discerning recommendations which are approved by C&A and then presented to the Permanent Board by the Yearly Meeting Secretary, in keeping with the process approved by the Yearly Meeting.

- The Presiding Clerk may invite other committee clerks or knowledgeable Friends to participate as needed to support the committees discernment; otherwise, given the sometimes sensitive and confidential nature of C&A's work, its meetings are not open.
- The Presiding Clerk reports regularly on the activities of the committee to permanent Board and Annually to Sessions

Composition

The committee is entirely ex-officio, made up of the current holders of these various positions: the Yearly Meeting Presiding Clerk, the Yearly Meeting Secretary, the Supervisor to the Yearly Meeting Secretary, the clerk of Permanent Board, the clerk of Ministry and Counsel, the Yearly Meeting Treasurer, the clerk of Finance committee, and the clerk of Yearly Meeting Nominating committee.

The Committee is clerked by the Presiding Clerk

Faith and Practice

Purpose

The committee is charged with revising our 1985 Faith and Practice and in the process, encouraging “substantive engagement” with perennial issues essential to the spiritual health of our monthly, quarterly, and Yearly Meeting.

Procedures

The committee meets for a full day seven times a year and for two overnight work sessions. In addition, it forms smaller working groups as needed. It presents drafts of each chapter to NEYM Sessions and invites comments from committees, meetings, and individuals. It considers these comments and brings a revised draft to NEYM Sessions either for additional comment or for preliminary approval. Its work will be completed upon final approval of all sections and the publication of the revised book. It welcomes input at any time from committees, meetings, and individuals.

Composition

The committee consists of up to 16 Friends from local meetings in New England.

Nominations are made by Internal Nominating, and approved by Sessions. There are no term limits.

Report to Permanent Board
From the Presiding Clerk
May 15, 2021

Sessions planning: Planning for Sessions 2021 is well underway, with various teams meeting regularly to consider various aspects. While the pandemic is slowly loosening its grip in the Northeast, we continue to feel that being Zoom based is the right choice. Friends in the same area may gather in small groups for portions of the week – in particular we are structuring Saturday to allow for this – but it's clear that gathering in large groups will be uncomfortable and inadvisable in August. After last year's experiment with a longer format with a sabbath day, we have chosen to return to our usual Saturday – Thursday format.

The theme reflects both the grief and loss that we will all bring with us, and a desire to continue exploring how we as individuals and as a YM are led to work in the world: "A time for healing: how are you led?"

The Plenary will be a conversation between gkisedtanamoogk (Mashpee Wampanoag) and Shirley Hager (Winthrop Center). They were part of a long-running conversation which explored how to move past generations of destructive encounters between Indigenous peoples and settlers and into authentic relationship

The Bible Half hours will be presented by Jay O'Hara (Portland). Jay is familiar to many for his deeply grounded activism, and this occasion will be a chance to hear more about how his work is grounded in the Bible.

Tuesday night we will have a presentation by Hanifa Nayo Washington, who some will remember from her performance at the Hartford Living Faith gathering a few years ago.

Sessions agenda

A month or so ago, as I was talking to my support committee about the apparent agenda for sessions, one of the members asked me, "What is the work that we need to do as a gathered body?" And while it's easy to hear that question as a reference to specific agenda items, I keep reflecting that the work is *both* the specific items (e.g. Letter of Apology) and *how* we go about those specific items. Do we listen carefully for the divine in the words of our fellow NE Quakers, and in the space around and between those words? Are we expecting to be led to unity? Are we open to being changed by the presence of the Holy Spirit? Decisions we make will be recorded in the minutes, but the ways that we are changed by our experience together are equally important, if harder to minute.

The significant pieces of business I know of at this point (I hope there are no surprises):

- FUM: I have received a number of minutes from monthly meetings with thoughts on our relationship with FUM. They can be read [Here](#)
- Letter of Apology: Quite a number of meetings have engaged with work around the letter. This will come back to see if we are ready to approve sending it out.
- No Way to Treat a Child: I have received minutes from Northwest Quarter and Vassalboro Quarter asking NEYM to endorse AFSC's campaign.

- Committing to being an anti-racist organization: I currently have this on my list, pending further discernment by Permanent Board
- Faith and Practice: We did not tend to this on-going work last year, and have a couple of chapters to consider.
- Legacy Fund: We will hear a report about some of the great work this fund has enabled.

What strikes me about the first four of these is that they all represent, in some way, a legacy of straight, white people believing that they had or have the authority to exert control over those who do not look like them. And that in our not-infinite wisdom, we have a tendency to want to simplify complicated issues. Add to this, our individual and collective unacknowledged and unexplored residual racism, homophobia, and anti-semitism, and I think you will agree this is a challenging agenda. But I believe it is the work before us, both for the decisions that need to be made, and for the experience of working together towards finding God's will

I am asking Friends on PB, and will be asking the wider body, to be deeply reflective when listening to voices that we do not understand or agree with, and to hold fast to the fundamental Quaker practice that it is OK to bring an opinion to Business meeting, but we must hold that opinion lightly, prepared to be changed by what we hear, and by the movement of the holy spirit among us

NEYM
Preliminary Budget vs Actuals
October 2020 - March 2021

	Q1+Q2 FY2021 Actual	Q1+Q2 FY2020 (previous YTD)	FY2021 Full Year Budget	Q1+Q2 FY2021 % of Full-Year Budget
Income				
4010 Individual Contributions	52,964.75	57,279.24	230,225.00	23.01%
4020 Monthly Meeting Contributions	146,867.10	157,123.94	373,000.00	39.37%
4030 Organizations Contributions	1.00	1.00		
4050 Interest and Dividend Income	(76.53)	43.09	9,000.00	-0.85%
4070 Books & Other Sales Income		300.00	17,000.00	0.00%
4080 Retreat Program Fees	2,165.61	15,948.06	47,000.00	4.61%
4085 Sessions Program Fees			211,050.00	0.00%
4090 Change in Fair Market Value	(179.79)	(162.72)		
4099 Net Assets Released To/From	-	-		
Total Income	201,742.14	230,532.61	887,275.00	22.74%
Gross Profit	201,742.14	230,532.61	887,275.00	22.74%
Expenses				
5000 Staff	193,953.69	182,201.40	431,519.00	44.95%
5100 General & Administration	38,751.23	39,590.01	104,565.00	37.06%
5300 Travel & Conferences	381.96	10,023.44	35,300.00	1.08%
6000 Programs	4,350.81	27,473.37	270,009.76	1.61%
6140 Books & Other Sales Expense		35.70	14,500.00	0.00%
6200 Support of Other Organizations	19,612.50		45,975.00	42.66%
6600 Publications			4,000.00	0.00%
Total Expenses	257,050.19	259,323.92	905,868.76	28.38%
Net Operating Income	(55,308.05)	(28,791.31)	(18,593.76)	NA

NEYM

Preliminary Balance Sheet

As of March 31, 2021

ASSETS

Current Assets

Bank Accounts

1000 Checking Accounts	179,583.67
1020 Money Market Accounts	189,063.36
Total Bank Accounts	368,647.03

Other Current Assets

1075 Pooled Funds	1,931,282.39
1100 Accrued Receivables	(123.96)
1110 Due to/from Friends Camp	0.00
1150 Prepaid Expenses	382.40
1499 Undeposited Funds	1,274.33
Total Other Current Assets	1,932,815.16

Total Current Assets	2,301,462.19
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TOTAL ASSETS	2,301,462.19
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LIABILITIES AND EQUITY

Liabilities

Current Liabilities

Credit Cards

2005 Credit Card Elan St Marys	5,087.78
Total Credit Cards	5,087.78

Other Current Liabilities

2110 Federal Taxes	(0.36)
2120 State Taxes	0.36
2150 Health Insurance Premium	318.30
2155 Sect 125 Employee Withholding	3,161.54
2160 403B Retirement	(251.78)
2170 BSB SBA PPP loan	0.00
2171 BSB SBA PPP loan 2nd Draw	144,249.87
Total Other Current Liabilities	147,477.93

Total Current Liabilities	152,565.71
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Total Liabilities	152,565.71
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Equity

3500 Working Capital	69,855.62
3600 Board Designated Funds	1,331,867.50
3700 Revolving Accounts	133,627.74
3800 Permanently Restricted Funds	668,773.94
3900 Retained Earnings	0.00
Net Income	(55,228.32)

Total Equity	2,148,896.48
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TOTAL LIABILITIES AND EQUITY	2,301,462.19
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**Proposal to the Permanent Board
From the Treasurer
May 15, 2021**

Proposal to the Permanent Board to amend the Funds Policy approved by Permanent Board on March 15, 2008.

The NEYM Funds Policy was intended to guide the Yearly Meeting in the creation and management of NEYM endowment funds. In order to maximize income, the Policy stated that “[u]nspent income shall be reinvested in the fund where it originated unless the fund’s governing instrument instructs otherwise.” While this practice does indeed maximize income by investing idle dollars, it does not facilitate the proper use of the funds.

The donors of our endowment funds intended the annual income to be spent in accordance with the stated purpose of the fund. When unused funds are reinvested at the end of each fiscal year, it becomes more difficult for the Yearly Meeting to ascertain that the income from each fund is routinely being spent in the manner intended by the donor. It would be far better to let unspent funds accumulate and for the Treasurer to regularly report to the Yearly Meeting on any funds that are shown to be consistently underspent. Furthermore, there are some funds, such as the Legacy Gift Fund, that have spending patterns that do not follow a fiscal year cycle, and would benefit from a more flexible spending timetable.

Action Requested

The Treasurer requests that the Permanent Board approve a change to the Funds Policy to remove this statement dealing with endowment funds:

“Unspent income shall be reinvested in the fund where it originated unless the fund’s governing instrument instructs otherwise,”

and replace it with:

“Any unspent income remaining in the fund at the end of the fiscal year shall remain spendable in the following fiscal year, unless the fund’s governing instrument instructs otherwise. The Treasurer will notify the designated NEYM spending authority and/or the Permanent Board if there is a pattern of unspent funds being built up in a particular fund over a period of years.”

This proposed change was approved by the Finance Committee on April 10, 2021.

Robert Murray, NEYM Treasurer

Proposal to the Permanent Board from the Treasurer
Funds Policy

**Recommendations of the Ad Hoc Committee on Policies for
Endowment Funds, Revolving Accounts and
Board Designated Funds**

Approved by Permanent Board 15 March 2008

Table of Contents

I. Policy on Receiving Gifts for Endowments

II. Policy on Rate of Spending from Endowments

III. Guidelines and Recommendations for Revolving Accounts (formerly Temporarily Restricted or Contributory Funds)

IV. Guidelines and Recommendations for Board Designated Funds

Committee Members:

Nancy Isaacs Treasurer, NEYM

Roberta Chicos Clerk, Board of Managers of Investment and Permanent Funds

Andrew Pang Representative from Finance Committee

Peter Swaszek Representative from Finance Committee

Gerald Sazama Clerk, Development Committee

I. Policy on Receiving Gifts for Endowments

An endowment is a fund in which the principal is invested and the income either accrues or is used for the purpose for which the endowment is created.

Income from an unrestricted endowment finances the Yearly Meeting's general operating expenses.

Income from a restricted endowment finances the specific purpose for which it is created.

The Yearly Meeting welcomes additional contributions to an existing endowment fund or contributions to set up a new endowment fund donated for specific or general purposes. Endowment funds will be accepted, managed and operated according to the following criteria:

1. The Treasurer is authorized to accept gifts for existing endowments, and to create new

unrestricted endowments. The Permanent Board or the Yearly Meeting in Sessions must approve the terms of any proposed restricted endowment fund and authorize the Treasurer to accept the gift.

2. The minimum contribution to create a new endowment fund is \$25,000.

3. The Permanent Board or the Yearly Meeting in Sessions must authorize the acceptance of any donations of real or tangible property to the Yearly Meeting or to any of its endowment funds, new or existing.

4. Living contributors of endowment funds shall agree to incorporate the following provision in their deed of gift. Possible language: "Should the purposes of this restricted endowment fund no longer be appropriate to the activities of the Yearly Meeting, the Permanent Board may recommend to the Yearly Meeting at Sessions to change the purpose of that endowment fund probably adding it to the unrestricted endowment fund." We recommend the following process: A proposed change shall be presented for the purpose of discernment at a regularly held meeting of the Permanent Board or the Yearly Meeting in Sessions. No decision on the matter shall be minuted until at least the next regularly held meeting of the Permanent Board or Yearly Meeting at Sessions.

5. Investment decisions shall be made by the committee authorized to do so by the Yearly Meeting in Sessions. Currently this committee is the Board of Managers of Investment and Permanent Funds.

6. In the financial statement a fund's title should reflect its purpose. Yearly Meeting has a strong preference for funds named for the purpose for which they were created. This need not be the same as its legal title as long as there is an obvious connection between the two.

7. In the event the Yearly Meeting is laid down, the funds shall be given to some other Quaker organization in accord with governing law and/or the ruling of competent jurisdiction.

8. These endowment fund policies can be amended only after the following process: A proposal shall be presented for the purpose of discernment at a regularly held meeting of the Permanent Board or the Yearly Meeting in Sessions. No final decision on the matter shall be recorded until at least the next regularly held meeting of the Permanent Board or the Yearly Meeting in Sessions.

II. Policy on Rate of Spending from Endowments

1. Endowment income shall be defined as interest, dividends, capital gains or other earnings on these accounts.

2. Available income from an endowment fund shall be equal to ~~five~~ [four]¹ percent of a three year moving average of the sum of the accumulated income and original principal (gift). Evaluation shall be as of the close of the business day, Sixth Month 31st day of the calendar year before the funds are to be disbursed.² This policy is subject to the periodic review by the Finance Committee and the Permanent Board. The Finance Committee is responsible for determining the amount of available income each year.

3. It is our recommendation that available income be applied regularly to the proper purpose in order to fulfill the donors' wishes "to do good" in the world. Unspent income shall be

reinvested in the fund where it originated unless the fund's governing instrument instructs otherwise.

4. The above policies shall replace all previous policies on the rate of spending out of endowments. They may be amended by a minute of the Finance Committee approved by the Permanent Board.

¹ The available income percentage was changed in 201X by the Permanent Board, minute . ²
This date was chosen because the Minute Book reports on funds use this date.

III. Guidelines and Recommendations for Revolving Accounts (formerly Temporarily Restricted or Contributory Funds)

Revolving accounts receive funds set aside for a particular project usually under the care of a NEYM committee. These accounts come from contributions from individuals, monthly meetings and other sources. Frequently, such accounts are set up in response to the leadings of an individual, a committee, or from discernment at the Yearly Meeting in Sessions to sponsor a specific project for which funding is not included in the NEYM annual operating budget.

The following guidelines govern the creation, use and the continuation of a revolving account:

1. Revolving accounts shall be established only when money is not requested through the regular budgeting process.
2. The creation of any revolving account will be reviewed by the Finance Committee with recommended action that it be sent to Permanent Board for acceptance or denial. If Permanent Board accepts the new account, it will provide an oversight structure for the administration of this account and details of when/how the fund will close.
3. The minimum amount of contributions for initial setup of a revolving account is \$2,000.
4. A revolving account shall be automatically closed and its balance transferred to the general operating fund if the account does not have either (1) a minimum level of income or expenditure activity during the fiscal year of \$1,000, or 2) a minimum balance at the end of the fiscal year of \$1,000. This provision shall be provided to donors to these accounts.
5. No revolving account shall be allowed to accumulate beyond one percent of the size of the operating budget, excluding expenditures for the Yearly Meeting in Sessions. (Currently, this would equal approximately \$6,000.) Accumulations beyond the one percent limit shall be spent within the next fiscal year by the committee responsible for the account, with concurring approval of the Finance Committee, or the surplus funds shall be transferred to the general operating budget.
6. These funds shall not accrue interest.
7. The committee supervising a revolving account shall identify which member of the committee authorizes expenditures and which member is responsible for thank you letters and reports these names to the Finance and Development Committees.
8. The Finance Committee, Permanent Board or the Yearly Meeting in Sessions may authorize variances to these guidelines if circumstances warrant.

Note: These guidelines are for new Revolving Accounts only. Finance Committee's intent, though, is to examine each existing account under these same rules with the objective of encouraging the use of the funds while simplifying the task of the Treasurer.

IV. Guidelines for Board Designated Funds

According to GAAP, board designated funds are unrestricted funds set aside by an organization's governing board for specific purposes or projects. Permanent Board is the governing board of New England Yearly Meeting.

1. These funds shall be designated by Permanent Board for special and/or unusual non recurring expenses. Such funds can only be formed if the anticipated expense will exceed 2% of the annual operating budget minus Sessions and Retreats.
2. The funds should be visited by the Finance Committee every three years to ascertain their usefulness and to determine whether they are doing what they were set up to do. If not, the Finance Committee may recommend to Permanent Board that the money be released to general funds.
3. Recurring expenses, whenever possible, shall be a line item in the budget.
4. If money is needed for an expense that does not occur every year but is likely to be needed from time to time, an amount based on circumstances known at the time shall be a line item in the budget. If factors change, more money may then be requested from Permanent Board during the year.
5. Board Designated funds shall be invested with a time horizon consistent with the expected expenditure or need for liquidity.

Based on the above guidelines, we recommend the following existing funds as Board Designated:

Faith and Practice Revision Fund

FWCC Triennial Fund

Investment Fund – to be renamed Quasi-Endowment Fund.

To: The Permanent Board of New England Yearly Meeting of Friends
From: Noah Merrill, Yearly Meeting Secretary
Re: Report in preparation for PB meeting on May 15, 2021

Dear Friends,

I hope this finds you feeling sustained in the Spirit amidst the many changes and continuing challenges this spring is bringing. I've heard that for many of us the new life of this season is bringing a renewed sense of openness, vitality, possibility, and joy. And for so many of us, grief, exhaustion, anxiety, and loneliness remain constant companions. If you're like me, you might feel some combination of each of these daily.

My prayer for us in this season, fifteen months into the pandemic and this harrowing time for so many, is that we might allow room for Grace with one another. As we are turning toward reconnection in some ways, may we bring into our worship and life together the wholeness of what we have experienced, and of who we are discovering ourselves to be *now*.

While we yearn for reconnection and renewed relationship with beloved Friends, many of us have found that this time has uncovered newness in us: some things beautiful, and some things messy, raw, or feeling broken. I'm remembering that all of this is held in Grace, and all of this needs room to breathe, and move, and come into the Light when the time is right.

As previously, this report is framed according to my areas of focus for this year, with additional updates following. As always, I welcome your questions, comments, guidance, and prayers.

Encourage and Liberate Ministry

On Saturday, May 8, more than eighty Friends and small groups from over forty local meetings connected with the first gathering on ministry and spiritual life.

While the host and elders will be reflecting on the experience and integrating evaluation responses, and I trust will share more about what we are learning, I know that for many who participated it was a day of spiritual nourishment, encouragement, connection, and challenge. As the first of a series of seasonal gatherings, my sense is that this was a meaningful beginning to this time of exploration, discernment, and experimentation.

I'm grateful for the many ways I see Friends stepping into the growing edges of their faith and their own calls to ministry, and for the fruits that service is bearing in our meetings, in our regional Quaker community, and beyond.

Nurture Servant Leadership

Nominating Integration: With gratitude to the many, many Friends who contributed, and in keeping with the charge from Sessions, Coordinating & Advisory Committee is bringing forward an update and proposal for the ongoing strengthening and integration of our nominating processes. I hope Friends will especially read and prayerfully consider the proposal, presented separately in the advance documents for this meeting. I want to especially offer thanks and

appreciation to Jackie Stillwell and Nia Thomas for their patience, dedication, and commitment to stewarding this process of growth, learning, and change.

Meeting leader Tuesday night calls: After fifteen months of meeting weekly or every other week, and based on feedback from participants on current hopes and needs, we are shifting to a monthly basis the schedule of ongoing Tuesday evening Zooms calls supporting Friends in servant leadership roles in our local meetings. With attendance strong and consistent, from many local meetings throughout these 15 months, we are committed to continuing to offer these opportunities in an ongoing way into the future.

Interested in participating, or encouraging someone from your local meeting? Email Sara Hubner at office@neym.org to be added to the contact list for future calls.

Best practices for clerking committees: While this spring has already been filled with opportunities supporting Friends in service, one opportunity I want to particularly highlight (among many—keep checking [the events calendar](#) and newsletter for new offerings) is a new training, on July 10, with a specific focus on clerking committees.

I'm excited for the possibilities opened up by this new "track" in our leadership development opportunities, helping focus our programming and respond to the particular needs Friends are lifting up, seeking to meet Friends where they are and fill gaps in capacity-building, so that the wider ecosystem of service can thrive.

How is the work—concrete, spiritual work—of clerking a Quaker committee *different* from clerking a monthly, quarterly, or yearly meeting? What particular skills, approaches, or insights can be acknowledged, taught, and shared? Many thanks to Sarah Gant (Beacon Hill) and Nia Thomas for the vision and preparation they are bringing to set the table for this event.

Foster Religious Education

In 2019, the Permanent Board approved a funding priority to lay the groundwork for a longer-term spiritual formation program supporting New England Friends.

I'm also excited to share that after discernment and significant work, even in the midst of the pandemic, a third offering of the Nurturing Faithfulness program is ready to move forward in New England, with first steps this fall, more this spring, and the full program beginning next fall.

Some further context and a request for approval for enabling funds is included in the advance documents as a separate document. More information on the program as a whole, in the process of being updated for this third offering, is available [here](#), and I hope we will hear more about the fruitfulness of this program when we gather on Saturday.

Lead Development Program

With deep gratitude, I want to acknowledge and celebrate the continuing generous—and at times sacrificial—sustaining financial support of so many Friends and meetings through this past year. I also need to acknowledge that this aspect of my work, and our work, has been a lower priority for me in recent months, amidst many other concerns.

While giving this fiscal year has been largely consistent with last year, and a spring appeal is planned for the coming weeks, I believe there are still important conversations, deferred but waiting to happen, about how together we can more fully fund not just our ongoing work, but the growing edges of our life and ministry.

In particular, I've been blessed over the past year by conversations with a number of Friends as they've considered or reviewed their estate plans, and discerned whether and how they might make a lasting gift to support both the present and future ministries of New England Friends.

While my hopes to give this work more attention this spring were overly optimistic, I continue to look forward to working this year with the clerk of the Permanent Board, Coordinating & Advisory, and others to examine how the ministry of development and stewardship in our Yearly Meeting might be more widely shared and encouraged, how our development program might "grow up" further, and what additional resources might be needed to make that possible.

Focus and Integrate Communications

As part of communications team including Sara Hubner, Elizabeth Hacala, and Nia Thomas; and with support from Coordinating & Advisory; I have continued to help shepherd the new process for planning integrated and strategic communications efforts in support of the work of the Yearly Meeting.

Recently, we've seen improvements in coordination around the publishing process for the newsletter, making deadlines clearer (and therefore increasing Friends' ability to contribute effectively), clarifying guidelines and best practices (allowing us to invite more Friends into writing content), bringing more timely and relevant content together from a number of sources. We've established "communications plans" with several groups, helping everyone involved (working group and committee members, staff, and others) have a clearer sense of the goals of communications efforts and of how we can plan to make the work both more effective and more manageable.

Some examples of where we're doing this work include the work of the Right Relationship and Call to Action Resource Groups, the Faith and Practice Revision Committee, the regular new columns on tech ministry (by David Coletta) and local meeting efforts supporting racial justice (by LJ Boswell), and the range of Friends whose have offered ministry through writing an introduction to the monthly email newsletter.

Helped by the bi-weekly meeting leadership calls and other ongoing circles of connection, newsletters, announcements, and other content are being more widely and frequently shared to local meeting listservs and other relevant audiences, and—more importantly—Friends active in serving their local meetings continue to report their appreciation for relevant resources, events, and relationships supporting the thriving of their meetings in this challenging time.

We're just getting started. I'd love to hear your suggestions and hopes for how this work of strengthening our communications and clarity might develop.

Other Updates and Reflections

• Sessions 2021 Planning

As many Friends are aware, Sessions planning is a major focus of work for many right now. Despite the many communications and collaboration tools available to us, this remains deeply challenging work to do remotely.

In addition to what the presiding clerk raises in his report, particular aspects I see as needing special attention this year include:

- integration and strengthening the various ways we try to offer support, spiritual grounding, inclusion, and pastoral care during Sessions, including the creation of a new coordinator role for dedicated space and opportunities for participants who identify as Black, Indigenous, or People of Color;
- robust communication, coordination and support for local in-person gatherings and hybrid participation;
- supporting consistency of care for worship opportunities;
- helping facilitate as many intergenerational opportunities and aspects of Sessions as possible, given the desire and need for these kinds of connection and the constraints present this year.

This work of reimagining and adapting Sessions—and Sessions planning—in a virtual context this year and last has further affirmed to me the challenges inherent in a gathering as complex as our Sessions. Each year, we seek to meet many different needs and goals, and often find them in conflict with one another. Many key expectations and assumptions are implicit or unacknowledged, even to ourselves.

We can't meet everyone's needs. When, with the best intentions we explicitly or implicitly give Friends the expectation that we can or will, hurt and resentment happen.

Though it's difficult, I see us learning, and growing in our willingness to examine our assumptions, affirm our priorities, and be open about the trade-offs inherent in any decision. To me, this is a step toward transparency, honesty, and—while difficult—toward both humility and resilience.

I anticipate that much of what we have learned in these past two years will inform and enliven our approach to Sessions in the future, and look forward to how we will put this learning into practice.

• Reflecting on pastoral care and pandemic-related needs in this season

While the pandemic and traumas of these past years have affected us all, we have experienced them differently. Let's take particular care to remember that we have not had the same experiences while we have been apart, and that no one experience or feeling is

normative, or right. May we make room to acknowledge Grace present and at work in all of it.

While tensions and strain have eased somewhat for many Friends and meetings in recent months, I continue to be called upon to respond, and to help others to respond, to significant needs for pastoral care support and consultation on responses to the changing public health situation and other pressing issues, both from individual Friends and Friends in their capacity serving their local meetings.

I'm grateful to the Friends serving as pastoral care resource people who have been willing to respond and accompany Friends in need, and for the many ways we are sacrificing to stay connected and to nurture one another's faith and hope, as we move from one season into another.

It also feels important to acknowledge the strain, exhaustion, and brittleness I hear and see expressed by many Friends, 15 months into the pandemic. In some places, it seems that some of what was frozen or set aside in the interest of "getting through this", some conflicts or challenges in meetings and relationships are coming to the surface as some other tensions seem to be easing.

While this is not the strongest current, in my daily work I see a rise in breakdowns in communication, misunderstandings, assumption of negative intentions, gaps in understanding and feeling left out, and a tendency toward group dynamics of othering and scapegoating. There is anxiety in many places.

It's important, I believe, to honor the presence of strong anger, grief, and hurt among us—and what it has to teach us—even as we give thanks, celebrate, and seek to reconnect. While our many forms of electronic communication can dull the disconnection, they cannot fully eliminate it, and in some cases, amplify loneliness and distance. For many of us individually, and in our corporate life as wider communities of faith, there is an ongoing erosion of the fabric of our felt togetherness. This takes a toll even when unacknowledged, and no matter how many Zoom calls we may have.

May we continue to seek ways to be gentle with ourselves, and with one another, as we move into this new season, and God willing, toward Home.

The Bell and the Blackbird

The sound of a bell
Still reverberating,
or a blackbird calling
from a corner of the field,
asking you to wake
into this life,

or inviting you deeper
into the one that waits.

Either way
takes courage,
either way wants you
to be nothing
but that self that
is no self at all,
wants you to walk
to the place
where you find
you already know
how to give
every last thing
Away.

The approach
that is also
the meeting
itself,
without any
meeting
at all.

That radiance
you have always
carried with you
as you walk
both alone
and completely
accompanied
in friendship
by every corner
of the world
crying
Allelujah.

David Whyte

Requests for Approval of Funding

1. To Publish Cherice Bock's Bible Half Hours: \$3000

Consistent with our granting policy and the terms of the Fund, the Office Manager and Secretary recommend that Permanent Board approve a grant of **\$3000** from monies available for distribution from the Mosher Book and Tract Fund for the purpose of publishing both a print and electronic (ebook) version of Cherice Bock's 2020 Bible Half Hour messages, delivered to New England Yearly Meeting Sessions.

Barclay Press, an independent Quaker publisher based in Oregon, has already begun work on this project, with support from Cherice Bock, and this grant would make completion of this project possible. New England Yearly Meeting would be credited as a co-publisher. The hope is to have the publication available later this summer, with the sense that this pamphlet would be an enriching and stimulating resource for Friends and Friends Meetings within New England, for Friends in Sierra Cascades Yearly Meeting (where Cherice is a member), and beyond.

2. To Support a Third Offering of the Nurturing Faithfulness Program: Up to \$30,000

Since 2017, Friends and Friends Meetings both in New England and beyond have been blessed by the fruits of the Nurturing Faithfulness Program, a partnership between core teacher Marcelle Martin (and since 2019, co-teacher Hilary Burgin), Woolman Hill Quaker Retreat Center, and New England Yearly Meeting. The program now has 47 alumni, many of whom experienced their participation as a turning point in their own service and ministry, in their local meetings and beyond. Many local meetings in our region have benefitted spiritually from the ongoing *faithfulness groups* that the program initiated and seeded among New England Quakers, and the practice continues to spread.

While the year of the pandemic has delayed exploration of a third offering of the program, the program partners are ready to begin active recruitment and promotion of a third offering, with prerequisite and "taster" programming beginning in the fall of 2021, and the full, year-long program beginning in fall 2022. While participants' fees, funds remaining from previous offerings, staff time from both Woolman Hill and New England Yearly Meeting, and other grant funding will contribute to the program's roughly \$76,000 cost, there is a need for further funding to reduce barriers to participation and ensure the program is sustainable.

For the fiscal year 2021, the Permanent Board approved a funding priority on Spiritual Formation & Religious Education, to "support continuation, growth, and development of longer-term adult religious education and spiritual formation programming in New England (e.g. Nurturing Faithfulness)".

With the approval of the Finance Committee, the Secretary requests that the Permanent Board approve the use of up to \$30,000 of funding from New England Yearly Meeting of Friends to support a third offering of the Nurturing Faithfulness Program in New England.

Because of the multi-year timeframe over which the funds would be spent, and because this is a one-time expenditure, funds for this purpose would be treated as a discrete expenditure from the Yearly Meeting's reserves, rather than an expense in the operating budget. The Yearly Meeting would serve as the fiscal agent for the program.

Finance Committee Commentary on the Draft FY 2022 Budget

The Finance Committee has approved the budget presented in the file "FY2022 Operating Budget Proposed - draft version 3-13-2021". This document lists some of the things we considered while discussing this budget. We do not have a lot of confidence in our ability to project post-COVID expenses, so much of the budget is similar to the FY2021 proposed budget, adjusted for known and projected changes in expenses.

Bottom line - our draft budget has a \$27,000 deficit. We are not happy with this, but do note that our reserves are currently about \$70,000 above the amount that our policy requires (25% of expenses). The reserves are expected to increase by \$50,000 when the second round PPP Loan is forgiven.

Comments on specific items:

Contributions: Based on their best insights from their development work, the Secretary and Accounts Manager have made suggested contribution amounts. The question was raised - is the MM contribution amount realistic? It is an aspirational number and is about \$34,000 more than we currently are getting. The Accounts Manager looked into details of MM contributions over the last few years. He came up with a list of requests for increased giving that he and the Secretary can make to specific monthly meetings that would raise the amount budgeted. It is not clear that this will be successful, but we decided that we did not have a more realistic number to suggest.

Funding Priorities: The Permanent Board sets Financial Funding Priorities each budget year. The primary two for this year are the support of ministry in local meetings and further steps to support Friends serving in volunteer leadership roles. This budget addresses both of those priorities.

"Supporting ministry" priority: \$20,000 was budgeted to address the "support ministry in local meetings" budget priority. The plan is to free up some of the Secretary's time so that he can spend more time working with monthly meetings and supporting Friends serving in ministry. This will be accomplished by shifting some of his administrative tasks to part-time people currently working for NEYM (thus increasing their number of hours) or by hiring temporary staff to carry out certain functions. This money was added to the line "staff salaries," but could be shifted to Consulting Services if that is what is needed.

"Support for Leadership" priority: A committee appointed by Permanent Board has been looking at how we can make it more feasible for Friends to spend the substantial amounts of time required for five major leadership positions (Presiding Clerk, Permanent Board Clerk, Nominating Committee Clerk, Ministry and Counsel Clerk, and Treasurer). They recommended a \$3,000 honorarium for each of these positions. Permanent Board has approved this in principle and will be considering it at their March meeting a week after the Budget Subcommittee meeting.

This is a new, experimental program, but we chose to plan as if it will continue indefinitely. We have added \$15,000 to the Honoraria line in the budget. (We will probably create a new chart string for these leadership support honoraria so it will have its own line.) Because this is a large, unexpected expense we suggest phasing it in. We will take \$15,000 from reserves in this fiscal year to offset the expense. We plan to take \$10,000 from reserves in FY 2023 and \$5,000 in FY 2024 to offset part of the expense. After that, these honoraria will be fully funded in the regular budget.

The committee appointed by Permanent Board also recommended that money be available for buying laptops, printers, or other equipment needed by people in leadership positions. The office equipment line has been regularly underspent, so we thought that there is enough money in the existing budget to buy this equipment. We neither increased nor decreased this line.

Contributions to Other Organizations: We contribute about \$46,000 to other organizations, \$39,000 of which goes to FGC, FUM, and FWCC. These expenses have not been scrutinized recently. What is our reason for choosing this set of groups to support? Do these groups reflect the priorities of NEYM? Are there other groups that should be added? Are the amounts of the donations appropriate? Finance Committee does not seem to be the appropriate group to decide these things. We ask that the Permanent Board appoint a committee to examine our contributions to external organizations. (See the separate document making this request.)

Sabbatical: The Secretary is due a six-month sabbatical, which he delayed because of COVID. He is considering taking it in 2022. The current personnel policy gives the Secretary half pay while on sabbatical, in which case we might not need extra money. (We could use the half of salary that the Secretary does not get to pay for temporary replacements.) However, that is an old policy and there is a suggestion that it may need to be reconsidered. Because we have no money budgeted for this purpose we decided to take any funds needed to support the Secretary's sabbatical out of reserves. However, if sabbaticals will be a regularly scheduled expense we should be setting aside amounts each year to pay for future sabbaticals.

Nurturing Faithfulness Courses: NEYM has been supporting Nurturing Faithfulness courses. Two offerings have occurred, and there is interest and planning in process for a third offering. Finance Committee has approved funding this third offering, should it go forward, as a discrete expense using excess funds from reserves.

Office rental: We currently pay \$9,350 a year for office space in the Worcester meeting house. During COVID most staff have been working from home and the space has been underutilized. To what extent will that continue after COVID is over? Do we need all of the space we currently rent? Might we find office space elsewhere? We want to maintain some space there, if for no other reason than to avoid the complications of changing our mailing address. Also, it should be taken into account that Worcester Meeting utilizes this income.

We decided that we do not have enough of an idea of how the office will operate after COVID to suggest a change be considered. We asked the Secretary to speak with the NEYM staff about whether alternate arrangements would make sense as they adjust to moving back to the office, and to consult with Worcester Meeting as needed.

Travel: Now that we are used to Zoom meetings, will committees continue to utilize it to replace at least some in-person meetings? If so, the committee travel line could be reduced. On the other hand, the NEYM Secretary and others will be visiting monthly meetings to help them nurture ministry. This could require an increase in travel. We decided that we did not know enough to recommend changes in the amount of money budgeted to travel at this time.

NE Friend (Sessions Issue): We have been budgeting \$4,000 to produce and distribute an "Invitation to Sessions" (formerly an issue of the now not-published New England Friend newsletter) with information about Sessions. This expense had been reduced and the remainder moved to be budgeted as a part of Sessions.

New England Yearly Meeting
FY2022 Operating (Non-Camp) Budget Proposal

version 4-10-2021 approved by Finance Committee

Category	FY2020		FY2021	Δ FY21 to FY22 Budgets	FY2022 Proposed Budget
	Actuals	Budget	Budget		
Income	<i>(italics = affected by pandemic)</i>				
4010 Individual Contributions Total	196,361	215,500	230,225	-	230,225
4020 Monthly Meeting Contributions Total	334,082	377,000	373,000	-	373,000
4030 Organizations Contributions	1	0	0	-	0
4050 Interest and Dividend Income	9,487	9,000	9,000	-	9,000
4070 Books & Other Sales Income	1,143	17,000	17,000	-	17,000
4080 Retreat Program Fees	17,172	50,000	47,000	-	47,000
4085 Sessions Program Fees	47,145	201,000	211,050	10,250	221,300
4090 Change in Fair Market Value	-724	0	0	-	0
4099 Net Assets Released To/From	1,815	0	0	15,000	15,000
Total Income	606,482	869,500	887,275	25,250	912,525
Expenses				-	
5000 Staff	402,514	406,231	431,519	20,593	452,112
5100 General & Administration	95,020	101,511	104,565	1,150	105,715
5300 Travel & Conferences	14,525	39,000	35,300	-	35,300
6000 Programs	47,608	266,420	270,010	15,670	285,680
6140 Books & Other Sales Expense	36	15,000	14,500	-	14,500
6200-6590 Support of Other Organizations	43,064	45,975	45,975	-	45,975
6600 Publications	0	4,000	4,000	(4,000)	0
Total Expenses	602,766	878,137	905,869	33,413	939,282
Net Operating Income	3,716	-8,637	-18,594	(8,163)	-26,757
Other Income					
9940 Other Income - Transfers from other funds	18,721				
Total Other Income	18,721				
Other Expenses					
9950 Other Expense - Transfer to other funds	29,000				
Total Other Expenses	29,000				
Net Other Income	-10,279				
Net Income	-6,563				

New England Yearly Meeting
FY2022 Operating (Non-Camp) Budget Proposal
version 4-10-2021 approved by Finance Committee

Category	FY2020		FY2021	Δ FY21 to FY22 Budgets	FY2022 Proposed Budget	Notes
	Actuals	Budget	Budget			
<u>Income</u>	<i>(italics = affected by pandemic)</i>					
4010 Individual Contributions						
General Fund Contributions	165,252	194,500	204,225	-	204,225	
Equalization Contributions	31,109	21,000	26,000	-	26,000	
4010 Individual Contributions Total	196,361	215,500	230,225	-	230,225	
4020 Monthly Meeting Contributions				-		
General Fund Contributions	317,721	350,000	350,000	-	350,000	
Equalization Contributions	16,361	27,000	23,000	-	23,000	
4020 Monthly Meeting Contributions Total	334,082	377,000	373,000	-	373,000	
4030 Organizations Contributions	1	0	0	-	0	
4050 Interest and Dividend Income	9,487	9,000	9,000	-	9,000	
Total 4070 Books & Other Sales Income	1,143	17,000	17,000	-	17,000	
4080 Retreat Program Fees	17,172	50,000	47,000	-	47,000	
4085 Sessions Program Fees	47,145	201,000	211,050	10,250	221,300	
4090 Change in Fair Market Value	-724	0	0	-	0	
4099 Net Assets Released To/From	1,815	0	0	15,000	15,000	1
Total Income	606,482	869,500	887,275	25,250	912,525	
<u>Expenses</u>				-		
5000 Staff				-		
Total 5000 Staff	402,514	406,231	431,519	20,593	452,112	2
5100 General & Administration				-		
5110 Administration				-		
5120 Bank Expense	5,296	6,000	7,000	-	7,000	
5130 Contracted Services	30,830	31,896	30,900	1,000	31,900	2
5135 Accounting Services	4,000	4,000	2,500	-	2,500	
5140 Legal Services	5,262	5,250	2,500	-	2,500	
5145 Infrastructure			5,000	-	5,000	
5150 Liability Insurance	5,240	4,000	5,100	150	5,250	
5160 Payroll Service	5,266	4,500	5,200	-	5,200	
5170 Recruiting Expense		0	0	-	0	
5180 Rent	9,350	9,350	9,350	-	9,350	
5190 Misc. Expense	634	0	0	-	0	
Total 5110 Administration	65,878	64,996	67,550	1,150	68,700	
5200 Office				-		
5220 Archives Office Expenses		0	0	-	0	
5220 Cleaning Services	265	265	265	-	265	
5230 Maint - Equip & Hardware	0	1,250	1,250	-	1,250	
5240 Postage	5,226	3,750	3,750	-	3,750	
5250 Office Equipment	1,043	3,250	3,250	-	3,250	
5260 Office Supplies	921	2,000	2,500	-	2,500	
5270 Printing & Copying	5,402	14,500	14,500	-	14,500	
5280 Software & Updates	12,609	7,000	7,000	-	7,000	
5290 Telephone	3,502	4,500	4,500	-	4,500	
5295 Misc. Office	174	0	0	-	0	
Total 5200 Office	29,142	36,515	37,015	-	37,015	
Total 5100 General & Administration	95,020	101,511	104,565	1,150	105,715	

Category	FY2020		FY2021	Δ FY21 to FY22 Budgets	FY2022 Proposed Budget	Notes
	Actuals	Budget	Budget			
5300 Travel & Conferences				-		
5310 Travel - Committee	1,276	2,500	3,000	-	3,000	
5320 Travel - Clerk	792	4,000	4,500	-	4,500	
5330 Travel - Programs	1,328	4,600	3,700	-	3,700	
5335 Travel - Representatives Travel	3,115	10,000	6,700	-	6,700	
5350 Travel - Staff	7,514	17,500	17,000	-	17,000	
5360 Travel - Ministries	500	400	400	-	400	
Total 5300 Travel & Conferences	14,525	39,000	35,300	-	35,300	
6000 Programs				-		
6110 Sessions Room & Board	11,115	175,950	181,140	5,710	186,850	
6112 Retreats - Room & Board	0			-		
6114 Room Rental	8,063	20,000	20,000	(2,470)	17,530	
6150 Food Expense	5,613	18,000	18,000	(570)	17,430	
Total 6112 Retreats - Room & Board	13,676	38,000	38,000	(3,040)	34,960	
6125 Program Expenses	0			-		
6105 Honoraria - Speakers/Wkshp Ldrs	11,563	19,500	22,000	15,000	37,000	1
6115 Equipment Rental	0	6,000	6,000	-	6,000	
6121 Supplies and Other Expenses	5,630	9,300	9,300	-	9,300	
6165 Pre-Sessions Expense	56	1,000	1,000	-	1,000	
Total 6125 Program Expenses	17,248	35,800	38,300	15,000	53,300	
6130 Committee Expenses - General	3,035	11,950	6,350	-	6,350	
6134 Childcare	180	2,000	2,000	-	2,000	
Total 6130 Committee Expenses - General	3,215	14,450	8,350	-	8,350	
6160 Program Support	0			-		
6163 Friends Camp	2,355	2,220	2,220	-	2,220	
6167 Religious Education & Outreach		0	2,000	(2,000)	0	3
Total 6160 Program Support	2,355	2,220	4,220	(2,000)	2,220	
Total 6000 Programs	47,608	266,420	270,010	15,670	285,680	
6140 Books & Other Sales Expense	0	0	0	-	0	
6142 Books	0	15,000	14,500	-	14,500	
6147 Consignment Sales	36	0	0	-	0	
Total 6140 Books & Other Sales Expense	36	15,000	14,500	-	14,500	
6200 Support of Other Organizations				-		
6310 FGC	13,075	13,075	13,075	-	13,075	
6320 FUM	10,992	13,075	13,075	-	13,075	
6325 FWCC	13,075	13,075	13,075	-	13,075	
Total 6310-6325 FGC+FUM+FWCC	0	39,225	39,225	-	39,225	
6328 Ramallah Friends School	100	100	100	-	100	
6335 AFSC	300	300	300	-	300	
6340 FCNL	750	750	750	-	750	
6345 QEW	300	300	300	-	300	
6350 Friends Peace Teams	100	100	100	-	100	
6355 FWCC 3rd World Travel	500	500	500	-	500	
6360 QUNO	200	200	200	-	200	
6362 Quaker Voluntary Service	100	100	100	-	100	
Total 6330 Friends' Organizations	2,350	2,350	2,350	-	2,350	
6590 Ecumenical Organizations	0			-		
6592 State Councils of Churches	3,172	4,000	4,000	-	4,000	
6594 Nat'l Council of Churches	150	150	150	-	150	
6596 NE Ecumenical Network	150	150	150	-	150	
6598 World Council of Churches	100	100	100	-	100	
Total 6590 Ecumenical Organizations	3,572	4,400	4,400	-	4,400	
Total 6200-6590 Support of Other Organizations	43,064	45,975	45,975	-	45,975	

Category	FY2020		FY2021	Δ FY21 to FY22 Budgets	FY2022 Proposed Budget	Notes
	Actuals	Budget	Budget			
6600 Publications				-		4
6610 Yearly Meeting Minute Book	0	1,000	0	-	0	
6620 New England Friend (Sessions Issue)	0	3,000	4,000	(4,000)	0	
Total 6600 Publications	0	4,000	4,000	(4,000)	0	
Total Expenses	602,766	878,137	905,869	33,413	939,282	
Net Operating Income	3,716	-8,637	-18,594	(8,163)	-26,757	
Other Income						
9940 Other Income - Transfers from other funds	18,721					
Total Other Income	18,721					
Other Expenses						
9950 Other Expense - Transfer to other funds	29,000					
Total Other Expenses	29,000					
Net Other Income	-10,279					
Net Income	-6,563					

Notes:

- 1 Finance Committee proposes phasing in funding of the Honoraria Supporting Volunteer Leadership over three years; for FY2022 the full \$15,000 would come from reserves, in FY2023 \$10,000 and in FY2024 \$5000 would come from reserves. The expense will be tracked in a new subcategory "Honoraria - Volunteer Leadership" not shown here.
- 2 Most of the increase addresses the priority for support of monthly meetings and ministers by increased support staff; this increase can be used in either 5130 Contracted Services or 5000 Staff Salaries & Benefits. Small COLA increase.
- 3 Supporting the 2022 Nurturing Faithfulness program priority using reserves as a one-time Continuing Project rather than in the operating budget.
- 4 Publication of New England Friend Sessions Issue now tracked in 5270 Office: Printing & Copying.

Proposal to Permanent Board to create a working group to consider NEYM contributions to outside organizations.

From the Finance Committee

May 15, 2021

At its meeting on April 10, 2021, the Finance Committee reviewed, and then approved, a draft NEYM FY22 budget. During our consideration of the budget, we noted that the Finance Committee has not proposed a change in the Yearly Meeting's larger contributions (\$13,750 each) to FUM, FGC, and FWCC for some time, and smaller contributions to organizations like AFSC, FCNL, Friends Peace Teams, QUNO, and Quaker Volunteer Service remain at a nominal level of between \$100 and \$750.

While not wishing any consideration of these contributions to delay the consideration of the FY22 budget at Permanent Board and then at Sessions, the Committee does believe that it would be very helpful for the Committee to be instructed by Permanent Board as to how we should proceed in the matter of contributions when we begin our development of the FY23 budget in early 2022. We suggest that Permanent Board create an ad-hoc committee to work with one or more members of the Finance Committee to study the contributions we make as part of the annual operating budget.

Specifically, the Committee seeks guidance regarding:

1. Is the support of FUM, FGC, and FWCC still a part of the living ministry of NEYM? What is the role that NEYM is playing with these three organizations? On what shall the committee base the contribution level? Should the level of the "big three" remain equal?
2. Would support of these three organizations be more meaningful if done at a monthly meeting or personal level?
3. Are the smaller or nominal donations to outside organizations meaningful for NEYM? What criteria should the Committee use to determine which organizations to include?

It is our hope that a group of Friends can join one or more members of the Finance Committee to examine these questions, and then report back to the Permanent Board in the fall of 2021. It might be especially useful to have Friends on the committee who have strong feelings about the support of FUM.

(Action Requested) Approve the creation of an ad-hoc committee to study contributions made by NEYM from our annual operating budget.

Scot Drysdale, on behalf of the Finance Committee

Implementation Plan

for Honoraria Supporting Volunteer Leadership

Presented to the Permanent Board for final approval, based on previous approval of the recommendations of the Working Group on Reducing Financial Barriers to Leadership ([PB Minute 21-6](#)).

Caution, Care, and Commitment

Friends recognize the power that matters relating to money can play in shaping relationships, both between people and between people and their service. While financial resources can liberate us to serve, our relationships with money can also influence or distort the orientation of our hearts.

With this in mind, we affirm that this step—offering honoraria supporting volunteer service—is undertaken with both willingness and watchfulness, in faith, and with care and curiosity for the fruits this experiment may bear. How these fruits may inform the Yearly Meeting’s future actions, including the possible continuation of this practice, will be up to Friends in the coming years to discover, describe, discern, and decide.

In order to help Friends now and in the future to remember the previous discernment that led to the approval of this experiment, and to ground future decisions in the complexity, considerations, and intentions that have been part of this process, the text of the previous minute authorizing the creation of this Implementation Plan, as well as the original recommendation from the *Working Group on Reducing Financial Barriers to Leadership* will be appended in full at the end of the document.

Focus, Amount, and Intention of Honoraria

As an experiment with removing barriers to volunteer servant leadership, honoraria of \$3000, per person, per year, will be distributed in four installments of \$750 per quarter.

These funds will be given to Friends serving in the following volunteer servant leadership roles: Presiding Clerk, Clerk of the Permanent Board, Treasurer, Clerk of Nominating, and Clerk of Ministry and Counsel*

These positions will receive honoraria in gratitude for and acknowledgement of several aspects of these roles, specifically:

1. because of the particular volume and weight of the workload these Friends are asked to carry, which takes a physical, emotional, and spiritual toll
2. because each of these roles has a *global* scope of responsibility and care, meaning that there are few practical limitations on what matters might require these Friends' input or action, and the potential work before these Friends is essentially limitless
3. because the urgency and immediacy needed to carry these responsibilities is often not subject to the discretion of the person in this role; these Friends are expected at times to make sacrifices in relation to their other commitments in order to respond to the call to serve

**Because the forms through which the Yearly Meeting supports ministry and spiritual life are in a time of transition and experimentation, the honorarium would be given to the Interim Clerk of Ministry and Counsel, or to a Friend who is doing the substantive volunteer work corresponding with the responsibilities of that role in coming years.*

Financial Administration of Honoraria

The total annual cost to provide honoraria for 5 volunteer positions will be \$15,000 per year.

The Finance Committee is directed to develop plans to fund this experiment in an ongoing way, using both annual operating income and/or other available funds as they deem appropriate, continuing through the evaluation, report, and recommendations for next steps in 2024.

Recognizing that the Yearly Meeting may choose not to continue this experiment, the Finance Committee should budget as if the experiment will be continued as part of the operating budget in coming years.

The honorarium for each position will continue through the full service terms of the Friends who are offered this honorarium when they say yes to service in one of these five roles. Recognizing the staggered nature and rotation of the affected roles, this may mean that a given honorarium may continue beyond the intended 2024 evaluation period.

Funds for this purpose will be managed in a new subcategory expense line for "Honoraria-Volunteer Leadership". Funds given for honoraria will be treated as 1099 income. Friends receiving the honorarium will receive a 1099 tax document from the Yearly Meeting annually. While the YM will not give tax advice, the Accounts Manager will inform Friends receiving the stipend that the honorarium may change their tax liability, and that they should seek appropriate guidance for their particular situation.

During the experiment, the treatment of the honorarium may be revised based on accounting or legal advice, if the Treasurer and Secretary deem appropriate.

The honorarium will be given by default to everyone serving in the designated roles, beginning with the fiscal year and budget beginning October 1, 2021 (referred to as FY2022). In order to avoid a culture of implicit expectation or pressure not to accept the honorarium, only the Accounts Manager and Secretary will be aware if a Friend serving in one of these roles decides not to accept the funds. Because of the Treasurer's oversight role, they will technically have access to this information, but will not examine these details unless there is an oversight concern.

The impact of this experiment, including the experience of the recipients in treating the honorarium as 1099 income, will be included in the evaluation (see below).

Process for Evaluation, Reporting, and Recommendations for Future Action

In the months preceding Sessions 2024, the Permanent Board will appoint a small (3-4 people) working group, made up of Friends not currently receiving honoraria, to conduct a review of the ongoing experiment and report back to the PB with findings and recommendations for future action.

The working group will include Friends who bring insights and experience from the perspectives of finance, nominating, equity & inclusion, and pastoral care. The evaluation may involve some sensitive discussions, and so will need to be conducted with skillful empathy.

The working group will need to develop clear evaluation criteria, with a particular focus on increasing inclusion. Questions to ensure are considered: Did the commitment to providing these honoraria help you (with "you" meaning both people in the affected positions, and those nominating for those positions) in your service? Did these honoraria make it more possible to say yes to service in these roles?

The working group's report should include, and compare their findings with, other insights and feedback from Friends who said "no" to serving in the affected roles. Further development of the process for evaluation will be needed as the working group is set up in Spring/Summer 2024.

Addressing Concerns Regarding Conflicts of Interest

In order to respond to concerns of a real or perceived conflict of interest on the part of Friends receiving honoraria, future decisions about this experiment, including final

approval of this action plan, as well as the 2024 evaluation, etc. will be clerked by a member of the Permanent Board who is not currently receiving, or reasonably expecting to in future receive, an honorarium. Friends receiving honoraria will be included in the consultation, discernment, and evaluation, but will recuse themselves from final decision-making.

Recognizing the importance of avoiding any appearance or reality of self-dealing or conflict of interest in Friends discernment on behalf of the Yearly Meeting, **the Permanent Board commits to increase the priority given to establishing a formal conflict of interest policy** for New England Yearly Meeting of Friends as an organization, and to ensure awareness of and compliance with that policy by those serving on behalf of the Yearly Meeting going forward.

###

Permanent Board Minute 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.

[The secretary] 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 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.

[The secretary] 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.

Report to Permanent Board From the *Ad-hoc* anti-racism workgroup, (members of Challenging White Supremacy, Noticing Patterns and Permanent Board)

May 15, 2021 Permanent Board Meeting

Purpose, Background and Policy:

At its March 20, 2021 meeting the Permanent Board requested that an *ad-hoc* workgroup comprised of members of Challenging White Supremacy wg (CWS), Permanent Board, and Noticing Patterns of Oppression and Faithfulness wg (NP wg) meet to explore how to proceed with the recommendation brought by CWS to the March 20th meeting: In short that recommendation was that NEYM affirm (in a minute or some not yet determined process) *“that Friends in NEYM intend and aspire for our Yearly Meeting to become an Anti-Racist Faith Community”* (see a definition, and example from Baltimore YM below). This report is a work in progress update of activities and early agreement.

Review of workgroup activities:

1. In preparation for convening the larger group meeting, CWS met with four members of NP wg who had all attended the 3/20/21 PB meeting.
2. A subsequent meeting was held that included additional Friends from CWS, PB and NPwg.
3. The *ad hoc* group has not yet agreed upon its leadership structure or mode of working together.

While every person who attended these meetings would likely express what transpired differently, I heard general unity in the following points:

- In 2003, NEYM passed a Minute committing ourselves to address racism in our midst and in ourselves. While there is evidence of progress, the minute itself seems not to have been a helpful or meaningful gesture.
- It will be necessary to provide cogent definitions and explanations, and to identify specific actions and practical steps (see examples below), BUT ...
- The process, and care of relationships, is more important than a march to a “product”, AND...
- The heart of the work is spiritual, within individuals, in hearts and bodies, at the small group and monthly meeting level
 - It is important to recognize that Friends are at different places of readiness on a wide spectrum and thus Friends have different needs, and must be met where they are
 - Clarifying the needs of different “categories” of learners, and levels of experience and motivation is essential
- Great skill, experience, patience, and sensitivity to differing needs, is required to meet and engage people where they are.
- The culture of centering of “whiteness” is insidious and pervasive and results in oppression. It has the effect of elevating what is thought of as “normal” by able-bodied, cis-gendered, straight, white European people, and in so doing, excludes, harms and marginalizes many people.
- A long-term, sustained commitment is required at all levels of the Yearly Meeting to recognize, interrupt and transform that culture in a way that heals and welcomes.

Basic Definition

"Anti-racism refers to a form of action against racial hatred, bias, systemic racism, and the oppression of marginalized groups. Anti-racism is usually structured around conscious efforts and deliberate actions to provide equitable opportunities for all people on an individual and systemic level."

From: "Being Antiracist". National Museum of African American History and Culture. 2019-10-01.

And Example from Baltimore Yearly Meeting

*Declaration by Baltimore Yearly Meeting as an Anti-Racist Faith Community
Appendix G. Approved August 3, 2019*

See detail at <https://www.bym-rsf.org/publications/mop/antiracism.html>

- We Aspire To Recognize And Affirm Diversity As A Means To Truth
- We Approach Racism as a Virus to Be Healed
- We Are Committed to Becoming More Inclusive and Welcoming to All
- We Strive To Do More To Build And Maintain Trust
- We Seek to Ensure That We Do Not Benefit Some at the Expense of Others
- A Major Step Toward Becoming More Anti-Racist is To Test Decisions We Make
- In Love and Peace, We Can Live as Friends






FINAL 2021-5-15 PB Minutes

Final Audit Report

2021-07-08

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