

**Proposed Agenda
Permanent Board
November 6, 2021**

Opening Worship

Roll Call and Welcome

Minutes from Previous Meeting

Presiding Clerk's Report (Call for Questions)

Acting Secretaries Report (Call for Questions)

Treasurer's Oral Report and Proposal for Grant Guidelines (first reading)

Anti-Racism Report and Discussion

Noticing Patterns Oral Report

PB Clerk's Oral Report and Request for Name Change for Rustin Fund
to Bodine/Rustin Fund

Nominating Report

Closing Worship

**Permanent Board Meeting
Held over Zoom Video Conference
September 25, 2021**

21-75: Opening Worship

Friends opened with a period of worship.

21-76: Roll Call

The recording clerk called the roll:

Present: Leslie Manning, Clerk, Susan Davies, Recording Clerk, Deana Chase, Hannah Zwirner Forsythe, Martin Zwirner Forsythe, Joyce Gibson, Beth Hansen, Ian Harrington, Rebecca Leuchak, Frances Lightsom, Jean McCandless, Christopher McCandless, Bob O'Connor, Carole Rein, John Reuthe (part-time), Martha Schwope, Sara Smith, Will Taber, Bill Walkauskas, John Wojtowicz, Diane Weinholtz, Donn Weinholtz, Morgan Wilson, Kathleen Wooten, Tom Vargo, Mary Zwirner;

Regrets: Peter Bishop, Darcy Drayton, Chris Gant, Ed Mair, Anna Raddochia, Gina NortonSmith, Elizabeth Reuthe (Secretary's Supervisor); Jeremiah Dickinson (M&C Clerk) Elizabeth Szatkowski, Dulany Bennett , Kim Allen, Travis Belcher ,Robert Murray (Treasurer)

Ex-Officio:; Scot Drysdale (Finance Clerk), Noah Merrill (Secretary), Nia Thomas (soon to be Acting Secretary for Programs and Administration), and Sarah Gant (soon to be Acting Secretary for Governance and Pastoral Care), Bruce Neumann (Presiding Clerk)

Visitors: Polly Attwood, Katie Bond, Elizabeth Hacala, Mey Hasbrook, Janet Hough, Louann MacDonald, Aaron Sakulich, elviem Shelton, Jackie Stillwell, Susan Vargo, Diana White, Honor Woodrow; Kathy Olsen, Robb Spivey

21-77: Orientation for new members of Permanent Board

Nia Thomas, NEYM Quaker Practice and Leadership Facilitator, reviewed the purpose, procedures, roles and responsibilities for those serving on the Permanent Board. Additionally, Nia presented reflections and a definition of conflict in community from Maggie Fiore. Conflict is a common occurrence when two ideas exist in the same place at the same time. As such, it is a neutral phenomenon pseudo-communities tend to be conflict avoidant, while true communities are conflict-resolving.

21-78: Approval of July Minutes

The minutes from the 17 July 2021 meeting were distributed for review. Friends approved the minutes.

21-79: Presiding Clerk's Report

Bruce Neumann, Presiding Clerk, shared his sense that Sessions business was challenging but grounded. We had difficult things to listen to and consider, but Friends stayed present and engaged, and lived into a different format for considering the agenda.

21-80: Coordinating and Advisory report

Bruce Neumann, Presiding Clerk reported that, in September, Coordinating and Advisory (C&A) members met for their first in-person retreat since the pandemic shut down. At the retreat C&A planned their agenda for the coming year and prepared for the upcoming sabbatical of the Yearly Meeting Secretary.

For Sessions at Castleton University in August 2022, C&A affirmed their commitment to exploring in-person, and hopefully, hybrid formats.

21-81: Presiding Clerk's Recommendation for Purpose and Procedures for Sessions planning 2022

PB has already authorized a one-year trial to work with the new proposed Purpose and Procedures for Sessions Planning . One piece of the proposal that needs particular consideration is the "Theme and Speakers team." If approved as an established practice next year, this team would be named by nominating and approved at Sessions. But time is short for implementing this provision for 2022 Sessions. Friends will recall that our newly approved Rising Clerk had been serving as Sessions Clerk. The Nominating Committee has not yet named a new Sessions Clerk, and Rebecca Leuchak has agreed to stay on in this role. Nominating Committee is confident of having a new name to bring to PB by December, allowing a transition between the clerks before the planning work gets busy. After consultation with C&A the Presiding Clerk requests PB approval for:

21-82:

- One-year authorization to proceed with Sessions planning using the Purpose, Procedure and Composition document which PB approved forwarding for Session's approval. Clerk's expectation is that this PP&C would come again to Sessions 2022, for final approval. If there are changes based on YM's experience with the plan during the coming year, these changes would be brought to PB again for review.

Friends Approved

21-83:

- Permanent Board authorization for the Theme and Speakers team for this year to be named by the Sessions Clerk, the Presiding Clerk, and the Clerk of Ministry and Counsel. This approval would allow forward progress in a more timely fashion, and allow this team to engage in discernment some time in October. Clerk welcomes suggestions for people to engage in this work.

Friends Approved

21-84: Support for Cuba

There have been many conversations among NEYM Friends, FUM, and FWCC about how to support Friends in Cuba. No plans have taken shape as yet; discussions are ongoing.

21-85 : Approval of Sessions Minutes

Minutes 2021-08 through 2021-23 were approved by the gathered body during Sessions 2021, but a large number of minutes were not approved during Sessions, in deference to time dedicated for discernment of concerns by the Body. The Clerks' Table has spent numerous hours going over the minutes, editing and trying to capture what seems significant for the permanent record. The Presiding Clerk's full report on recommendations for approval of minutes from Sessions 2021 is appended to these minutes. The approval of the Permanent Board is recommended for the following minutes:

Sessions minute 2021-33 and 2021-34: Combining minutes

Combine 2021-33 and 2021-34 into one minute.

Friends Approved

Sessions minute 2021-36: Insert quote

Friends approved

Sessions minute 2021-37: Include full text of oral report on NEYM's history with FUM.

YM Clerk's note: While it is not our normal practice to include the full text of such an extensive presentation, the Clerk's Table felt that the summary of our history was a valuable resource for Friends wanting to understand at least some of the history and context of the situation. By including the full text this becomes easily available for Friends to refer to. I include it not for consideration of the content, (this is a reporting of what the Friend said) but for PB's approval that the text be included in this way.

Friends approved

Sessions minute 2021-38: Minuting of monthly meeting FUM minutes

Request for approval to include, in the Sessions minutes Appendix, the full text of monthly meeting minutes concerning Friends United Meeting Personnel Policy, that were read to the Body; and request for approval to include in the Sessions minutes, summaries of those monthly meeting FUM minutes that were summarized to the Body.

Friends approved

Sessions minute 2021-59: Concerning how to minute the periods of open discernment
The Presiding Clerk explained that, after consultation with the Clerk's Table, he chose to offer a "Clerk's Table Summary of open discernment" in the Appendix. A more detailed record of the periods of open discernment appears under specific items in the minutes from Thursday morning.

Some Friends voiced discomfort at the idea of "approving" the summary itself.

Friends approved Minute 2021-59 and affirmed the general approach taken in writing the minute and the appendix summary.

Sessions minute 2021-79: Naming the Bodine-Rustin Fund

The FUM Committee suggested the establishment of the "Bayard Rustin Fund " to be held by NEYM and to accept money from individuals and Monthly Meetings to be distributed to organizations working towards LGBTQIA+ wellbeing. If Friends also approve a mechanism for directing contributions away from FUM, that those monies would go to this fund. Friends General Conference, however, already has a fund of that name. Clerk requests approval from the Permanent Board to change the name of the fund to one suggested at Sessions: "The Bodine-Rustin Fund."

Friends approved

Sessions minute 2021-80: Clerk's Proposal Regarding FUM Funding

The Presiding Clerk requested approval for 2021-80, representing the Clerk's sense of the meeting during FUM discernment at Sessions. This minute offers the Clerk's proposal for a withholding mechanism for those led, for conscience's sake, to withhold funding support from FUM. One Friend objected to the Clerk's assertion of authority in devising the funding mechanism, while other Friends supported the minute as a responsible articulation of the sense of a meeting in which not all Friends were in unity. Modeling an awareness of the potential for a conflict of interest, the Presiding Clerk requested that the PB Clerk step in to clerk the request for approval of the minute.

Friends approved Sessions minute 2021-80

Sessions minute 2021-82: Apology to Native Americans

Friends approved the text of 2021-82

21-86: YM Secretaries Report, Update on Friends Camp

Following an oral report by Noah Merrill, Yearly Meeting Secretary, consistent with the recommendation of NEYM general counsel and the support of the Coordinating & Advisory Committee, the Permanent Board approved a payment of \$30,000 from the unrestricted reserves of the Yearly Meeting Operating Division to resolve a legal matter.

21-87: Friends Camp Budget (executive and full versions appended)

PB Clerk Leslie Manning expressed thanks and celebration for the fact that Friends Camp went forward with full in-person camp for 2021. Friends Camp Treasurer Robb Spivey presented the Friends Camp budget. The proposed operating budget for 2022 (executive and full versions appended) is based on the assumption that the resurgence of the pandemic will be under control by camp season, and that Camp will be able to operate without restrictions on the number of campers they can accept.

FC Capital budget: The proposed capital budget for 2022 (appended) covers the projects which are highest on the camp's priority list. Funding will be provided almost entirely through the budgeted depreciation line item in the operating budget and a proposed grant, requiring only a small withdrawal from reserves.

Friends approved the Capital Budget

FC Operating Budget: FC is showing a projected \$27k surplus for '22 thanks to the Paycheck Protection fund (\$65k one-time); FC has applied for a grant for ~\$10k, if granted it will show as income.

Friends approved the Operating Budget

21-88: Approval of 2022 YM Operating Budget

Sessions was not able to approve the Operating Budget during business sessions; there are no changes to the Operating Budget as presented to Sessions. The Secretary reported that the Operating Budget includes support of ministry; support of volunteer service; and support for a 3rd offering of the Nurturing Faithfulness program. The Permanent Board is asked to approve the budget beginning 10/1/22

Friends approved the NEYM Operating Budget

21-89: YM Budget priorities recommendation from Coordinating and Advisory

The YM Secretary reported that after discernment this fall, Coordinating & Advisory Committee united in recommending to the Permanent Board that, for the FY2023 budget process, the Yearly Meeting maintain existing commitments to two funding priorities in the FY2022 budget: 1) Increasing staffing for development, communications, and administration to free the Secretary to nurture meetings and ministry, and 2) offering honoraria to support Friends serving in volunteer leadership roles.

Recommendation- that PB affirm the funding priorities committed to last year, for 2023. The following priorities will require increased budget allocation: 1. Support of ministry; 2. Support of volunteer service. This is an intermediate step to continue what we already committed to do, to ensure that commitments to above priorities are honored.

Friends re-affirmed and approved the funding priorities

21-90 Sabbatical planning and implementation

Noah Merrill, Yearly Meeting Secretary reported on sabbatical leave preparations and invited questions. He reported he has just another few tasks and this will be his last PB meeting prior to sabbatical leave.

Friends held Noah in appreciation, offering peace and Godspeed as he begins his sabbatical. Leslie Manning, Permanent Board clerk, expressed gratitude to Nia Thomas and Sarah Gant for their service to NEYM while Noah is on sabbatical.

21-91 Finance Committee report (appended)

Bob Murray, Finance Committee (FinCom) Clerk, stated that the FY '21 budget is very similar (budget vs actual) to FY 2020 budget; staff and administrative expenses are relatively even; Sessions balances look good. NEYM FinCom is expecting forgiveness of the PPP loan in 2022—that loan does not show up in the Operating Budget but it does appear in the balance sheet as a liability that will go away after forgiveness.

The Finance Committee Clerk reported the current status looks good but encouraged those who can offer regular end of month contributions as a very helpful practice for the budget.

21-92: Nominating Committee report

Jackie Stillwell, Clerk of NEYM Nominating Committee reported that the new "Integrated Nominating Committee " will have its first meeting on September 26. The committee will today implement a change in practice to initiate a 1st reading, then a 2nd reading of names of nominees to service, to allow PB a more authentic opportunity for discernment and response. Two names were brought for a first reading:

- Carolyn Hilles-Pilant, Beacon Hill, for Friends General Conference representative
- Kathleen Wooten, Fresh Pond, Finance committee recording clerk

One name was brought for approval:

- Jennifer Smith, Concord, Friends United Meeting General Board Representative

Friends heard gifts and experience of each of the Friends whose names were raised; Friends expressed appreciation for the new process of first and second reading of nominees.

Friends approved Jennifer Smith for Friends United Meeting General Board Representative

21-93: Closing Worship

Friends closed at 1:35 with a period of worship.

21-94: Upcoming Meetings

The Permanent Board will meet on November 6th, and December 11th. The Clerk and staff are continually assessing the safety of meeting in person and hope that the November meeting could be a hybrid meeting consisting of some Friends meeting in person with others connecting via Zoom. More information will be available as the calendar progresses and we have a better sense of necessary safety precautions for the Covid-19 pandemic.

**Report to Permanent Board
From the Presiding Clerk
November 6, 2021**

Interim Secretary roles: Following the pattern of meeting with the YM Secretary every other week, I have met with Nia Thomas and Sarah Gant twice, as well as in several meetings, and can report that I have great confidence in their individual work, as well as their instinct for working together.

Sessions Planning: The theme and speakers team is in-progress, we may have names to report (informational only) at the PB meeting. The Sessions Coordination Team has met, and plans to meet again soon, as we consider myriad questions about our gathering in August. Given a strong desire for a strong in-person component, together with an awareness that some number of Friends will choose not to attend in-person, it seems desirable to plan hybrid, but this brings its own questions including “What level of technology can Castleton support?” And “What does a meaningful on-line experience look like?” balanced with the added burden of planning both in person and electronic components of a Sessions gathering. Hoping to gain a bit of insight through the fog of predicting what Friends will choose to do in August, Elizabeth Hacala will be sending out a poll to inquire what Friends are thinking at this point.

Coordinating and Advisory: After an in-person retreat in September, Coordinating and Advisory has returned to Zoom for our monthly meetings. We have a longing to move at least some of our time and energy from considering any number of specific concerns to a more broad consideration of the Yearly Meeting in general, and monthly meetings in specific. How do we better live into the Yearly Meeting’s primary goal of supporting the life of the local meetings?

My Successor: Rebecca Leuchak has been attending C&A meetings, and I have begun what I expect to be a regular pattern of sharing the things that are taking my time and attention. The sharing will increase, of course, in the spring as Sessions planning in general and Business Meeting planning/agenda planning take a greater amount of energy and focus.

Our working relationship:

Now over a month into our relationship as co-acting secretaries during Noah's sabbatical, it seems appropriate to say that it's going well! Nia and Sarah have regularly scheduled weekly check-in calls, and are in about daily contact on a variety of issues through a variety of media: email, phone, text, Zoom, AirTable, Slack! We are in touch!

Nia is finding (unsurprisingly) that there is much less time available for her to focus on all the projects typically on her plate from her usual role as Quaker Practice and Leadership Facilitator. This has meant that there are many program and project ideas that are being postponed until there is more available bandwidth.

Some things that Sarah is noticing in this peek behind the curtain, is how hard staff work -- day, night, weekends -- with skill, heart and deep care for community. If the Body thinks anything is humming along on track, it is likely because a staff member keeps patiently putting it there, addressing smoldering issues and open flames, with empathy and knowledge along the journey.

Children and Families Ministries Search:

An announcement for the opening and a [job description](#) are available on the NEYM website. Sarah and Nia, in consultation with the Youth Ministries Committee (YMC), have developed a [charge](#) for the search committee, scheduled to begin work as soon as the Secretary returns from sabbatical. Ongoing listening by YMC will inform the search and hiring process.

To prepare for a quick and smooth start to the process, we are sharing the job description and outline of the application process broadly and are actively seeking names of Friends who might be called to serve on the search committee.

Please encourage people to apply!

Nurturing Faithfulness Update:

As you may recall, beginning in September 2022 New England Yearly Meeting, in partnership with Woolman Hill, will be offering [Nurturing Faithfulness](#), a 9-month adult faith formation program, to a new cohort of 22-24 participants. We are now preparing the registration/application process including suggested fees we believe will work with our commitment to pay-as-led. The initial call for applications is expected to go out in January.

In order to make this "deep end", high-commitment program accessible to a wider pool of potential applicants, lead teacher Marcelle Martin has offered a ten-week online course this fall called *Exploring Spiritual Practices*. To ensure a high-quality experience for participants during this time of limited NEYM staff availability, we have offered this course in partnership with the Beacon Hill Friends House. BHFH's Program Director (Jennifer Higgins-Newman) has been the lead tech support for this course which uses not only Zoom but a new-to-us online classroom/closed social network platform called *Mighty Networks*. Through the teamwork of Marcelle, a number of Nurturing Faithfulness alumni serving as teaching assistants, BHFH staff and NEYM staff, this course has been highly successful. Although it has not concluded yet and

therefore final evaluations have not been collected, on-going feedback has been extremely positive. Enrollment is also quite encouraging with over 100 people participating across the two sections, coming from 19 New England meetings and many meetings beyond New England.

On the weekend of April 16th (Easter Weekend), there will be an in-person opportunity for Friends to engage with some of the *Exploring Spiritual Practices* content via a retreat at Woolman Hill (details to be announced soon).

So far, my (Nia) work on this project is exciting not only because of the powerful impact of this program and Marcelle's teaching but also because it is an opportunity to learn how to collaborate with other Friends organizations in a way that utilizes each organizations' strengths and improves our offerings.

Health and Safety Decisions Regarding In-Person NEYM Events

One area where Nia and Sarah regularly check-in is about health and safety decisions regarding in-person NEYM events. As we are now in a new stage of this pandemic where it seems increasingly clear that we will not soon see a time when there is zero risk of transmitting COVID at in-person events, we are increasingly moving from deciding *whether* to meet to deciding *how* to meet in a way that is responsible and meets the needs of participants.

We are still actively working on the logistics needed to offer a blended (participants both in-person and online), all-ages Sessions at Castleton this fall, with awareness that COVID conditions may be such that this will end up not being possible. As we work towards the goal of being able to gather a large group of Friends this summer, we are thoughtful and incrementally moving forward with smaller in-person gatherings.

In late October, both Young Friends and Jr. High Yearly Meeting held in-person gatherings outdoors (under tents, with use of indoor bathrooms plus a couple adult volunteers doing food prep inside). Both of these events had an approved-by-both-Secretaries safety plan, including an adult serving on-site as the safety coordinator, ensuring the plan was followed.

This January, we plan to offer our first overnight youth retreat since the pandemic began. The group will be a relatively small group of fully vaccinated Young Friends and Resource People at Woolman Hill, which allows for many separate sleeping spaces. This event will also have a stipended safety coordinator and involve a symptom screening. Please hold this gathering in the Light--the physical separation caused by the pandemic has been especially difficult for many of our youth.

We hope there will be the opportunity for other in-person gatherings in the first half of 2022 so that we can continue to hone our safety planning and blended event running skills. As of writing this, the Spiritual Life and Ministry Gathering Hosts and Elders are considering a blended gathering this spring, and the Clerk of Permanent Board is considering a blended meeting. If

there are additional Friends you are aware of with expertise in public health who may be a resource to us for these events, please do let us know.

Update on Friends Camp matter brought to Permanent Board on 25 September:

The agreed on payment was duly sent and received. The representing attorney expressed gratitude and closure on behalf of his client, who signed a release from any future claims.

Faithfully submitted,

Sarah Gant, Acting Secretary for Governance and Pastoral Care

NiaDwynwen Thomas, Acting Secretary for Programs and Administration

**Proposed Grant-Making Guidelines, for Review by Permanent Board
November 6, 2021**

At the request of the Clerk of Permanent Board, I have worked over the last year to write a series of grant-making guidelines, for use by Yearly Meeting committees that give out grants. I developed these guidelines with the assistance of the clerks of the Racial, Social and Economic Justice and Legacy Gift committees, and much of the text is adapted from their work. I bring these forward to you for your review and consideration. Please send any comments or suggestion to me at treasurer@neym.org.

It is my hope that I can bring these back to the December 2021 Permanent Board meeting for final approval.

Robert Murray, Yearly Meeting Treasurer

Proposed Grant Funding Protocols for Yearly Meeting Committees

For review by Permanent Board, Nov. 9, 2021

The Yearly Meeting has several committees that make grants to individuals, committees, meetings, and outside organizations. Committees are urged to follow the following best practices for grant-making:

1. Committees making grants should have the following information listed on their webpage: purpose of the grants, eligibility, funding limits (if any), application requirements, deadlines, oversight requirements (if any), and reporting requirements.
2. Individual NEYM committees should not routinely be making unrestricted grants to outside organizations. Unrestricted support of outside organizations is normally done through the NEYM annual operating budget, approved annually by Sessions. Committees may wish to make grants to outside organizations for specific projects.
3. Ideally, all grant applications should be reviewed and approved by the entire committee. Time-sensitive grant applications that arrive between committee meetings may need an alternative process, but in this case, approvals should be done by at least three people, one being the committee clerk (or co-clerk). The entire committee should still be informed and invited to participate.
4. All grant requests should include a budget.
5. For grants to individuals of \$1000 or more, or where a 1099 tax form would need to be issued to an individual grantee (\$600 or more in 2021), it is expected that financial oversight will be done by an oversight committee and administered by the treasurer of a monthly or quarterly meeting. Plans for financial oversight of grants should be part of the grant application, and supporting letters from the proposed oversight committee and meeting, or other entity providing the fiscal oversight, should be included with the grant application.)
6. At the discretion of the grant-making committee, some grants to individuals where no 1099 tax form would be required, like travel grants, may be exempted from the requirement for financial oversight. In this case, the check(s) would be issued directly to the grantee, who is then responsible for financial reporting.
7. Grants to groups within NEYM (other than monthly meetings) need financial oversight as explained above.
8. Grants for specific designated projects to monthly meetings, or organizations outside NEYM, should not need a financial oversight body. The meeting or outside organization acts as its own oversight body.
9. While the NEYM Accounts Manager is responsible for sending checks (signed by a designated signer) for grants, the NEYM Accounts Manager or Treasurer should not be asked to provide financial oversight or administration for any grant. (The Accounts

Manager and Treasurer are available to guide monthly meeting treasurers in how to issue 1099 tax forms.)

10. All grant recipients should be required to submit annual reports on the progress of funded projects for the duration of time for which the project is funded, and a final report at the end of the time for which the project is funded. Failure to submit required reports should result in a cessation of grants to that individual or organization.
11. Any changes to funded projects that require a major change in the submitted budget should receive approval of the oversight body, as well as the NEYM grant-making committee. Grant recipients should be informed of any requirements for approval of project/budget changes when they receive their grant.
12. The guidelines above are not intended to place unreasonable burdens on either the grant-making committee or the grant recipient. While it is expected that most grants will follow these guidelines, there will be occasions where a different granting, oversight or reporting process may be more beneficial to reach the goal of the particular grant project.

**Report to Permanent Board from the *Ad-hoc* anti-racism workgroup,
(members of Challenging White Supremacy, Noticing Patterns and Permanent Board)
For November 6, 2021**

In July PB approved, in concept, the Antiracism wg (ARwg) recommendation for a Yearly Meeting consultation to bring in voices that have been missing in racial dialogue and healing thus far (e.g., Black-Indigenous-People of Color (BIPOC), youth, Friends Camp, Decolonizing Quakers, BlackQuaker Project). PB requested additional detail and planning recommendations concerning the consultation. This consultation is a logical outgrowth of our previously stated commitments as a Yearly Meeting (2003, 2016, 2020), our history of past beneficial consultations, and the learning achieved as part of our initial living into those commitments. The purpose of the consultation is to assist NEYM in determining how to engage in the transformation needed at every level of the institution for NEYM to live faithfully into becoming an antiracist community. We recommend that the consultation happen via Zoom over two weekends in order to make it accessible, and to minimize Zoom fatigue.

Workgroup consensus of priority concerns:

The ARwg met on October 12, 2021. Group members offered the following **priority concerns**:

- **The purpose** is not to simply form a new committee, or a new structure, but rather to nurture a new vision:
 - **What is our vision for NEYM becoming an antiracist faith community that welcomes and includes everyone? how do we make that happen?**
 - **What does this work look like when it is part of everything we are doing?**
- Plan a **different type of encounter** than NEYM has been used to, an encounter where the experiences and voices of BIPOC Friends, youth and others are centered
- Lay a foundation for a structured process **to facilitate learning, growth and healing**
- **Identify people with the right gifts** and professional experience to shepherd/facilitate
- All Friends present endorsed the **importance of facilitation support that should include professionals from outside of NEYM**
- Do **sufficient outreach** to groups whose voices have not been heard
- Engage the **monthly meetings**

Recommendations Going Forward:

- **Permanent Board made a commitment to sponsoring a consultation** at the July 17, 2021 Permanent Board meeting.
- ARwg envisions a **2-day consultation over Zoom**. NEYM capacity to focus on and conduct the consultation is available in the **Spring of 2022**
- **Outside facilitation support is required because entrenched patterns are largely invisible from within the pattern**. Further, those within NEYM who have the needed professional and life experience qualifications, will be most helpful as participants, rather than as facilitators. As participants they will be better able to share their personal insights about NEYM patterns and practices.
- The ARwg identified **several candidate facilitators**:
 - Farron Harvey,
 - Mathew Armstead,
 - Kristianna Smith,

- Eric Rey
- Aorta Collective in Philly,
- Training for Change
- **The purpose of the consultation is to lay the ground work for NEYM engaging** in the transformation needed to become an antiracist faith community.
- **ARwg recommends an encounter where the experiences and voices of BIPOC Friends, youth and other marginalized Friends are centered**, rather than repeating more typical patterns that center white voices.
- NEYM can expect skilled outside facilitation support to **cost between \$12,000 and \$15,000**
- **The PB Clerk and the NEYM Nominating Committee** have responsibility for identifying NEYM Friends with the necessary gifts and professional skills to initiate planning for the consultation, including facilitation expertise from beyond NEYM.
- **ARwg recommends that the PB Clerk and Nominating Committee appoint a coordinating group** of NEYM Friends **as soon as possible** to initiate planning for the consultation, including the search for candidates for facilitation support. The coordinating group should include some members of the ARwg for continuity, but additional Friends (eg, BIPOC, youth) should be included.

In faith,

Susan Davies, clerk;

Carole Rein, Fran Brokaw, Hannah Zwirner Forsythe, Judy Anne Williams, Kathleen Wooten, Marian Dalton (elder), Martin Zwirner Forsythe, Morgan Wilson, Polly Attwood, Tom Vargo, Will Taber, Mary Zwirner.

The following members of the Noticing Patterns of Oppression and Faithfulness Working Group were also present: Polly Attwood, LJ Boswell, Melody Brazo, Lisa Graustein, Becky Jones, and L.V.M. Shelton.

**Notes & Next Steps from January 5, 2019 NEYM Consultation with:
Challenging White Supremacy Working Group; Coordinating & Advisory Committee;
Faith in Action Committee; Noticing Patterns of Oppression & Faithfulness Working
Group; Racial, Social, & Economic Justice Committee; and Reparations Working Group**

Present:

CWS – Fran Brokaw, Dianna White, Jeremiah Dickinson, Susan Davies, Will Taber, Anita Mendes, & Julie de Sherbinin

C&A – Honor Woodrow, Noah Merrill, Fritz Weiss, Bruce Neumann, Shearman Taber, & Jackie Stillwell (co-facilitating)

Faith in Action – Dianne Diranian (also of RSEJ) & Kathleen Wooten

Noticing Patterns – Polly Attwood, Becky Jones, & Lisa Graustein (co-facilitating)

RSEJ – Scott Rodewalt, Sarah Walton, James Varner, Rachel Carey-Harper, Beth Morrill, Eppchez Yes, & Jonathan Vogel-Borne (companioning RSEJ)

RWG – Leslie Manning & Suzanna Schell
Greg Williams

Goals:

- To understand, coordinate, and deepen the ways that we support NEYM's racial justice work.
- To strengthen community and communication among the people and committees doing this work.
- To test out the noticing systems of oppression practice that will be brought to Sessions.
- To leave with clear, specific next steps and an effective way to communicate across our committees going forward.
- To worship together and pray for one another and our shared work.

Agenda:

1) Welcome and gathering:

In trios, introduce yourself and your hopes and anxieties about the day
Whole group – names, committee, and hopes from the group

2) Community Building Activity

A hoola hoop is placed in center of the room.

- The center is the center of the YM, put yourself where you feel you are in relationship to this center, hear from a few people about why they are where they are
 - If the center represents power within NEYM, where do you put yourself? Why?
 - Center as skill and knowledge with racial justice work – where? why?
 - Center as belonging to this group gathered today – where? why?
- Whole group debrief – what did people notice?

3) Overview of the day, goals, & an introductions to the Noticing Patterns of Oppression process.

Sentence prompts:

- I feel . . .
- I hear . . .
- I know . . .
- I see . . .
- I wonder . . .

Second set of prompts:

- In this moment, I hear God's invitation . . .
- A pattern I recognize . . .
- The deeper call I hear . . .
- I am confused because . . .
- I see us using power to . . .

4) Aligning work:

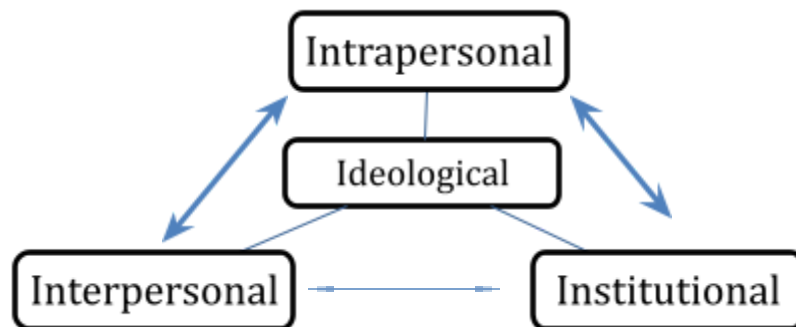
Each committee will have a few minutes to share their charge (as it relates to racial justice work) and what they are doing this year. We will be creating a set of visual notes to reflect back where and how everyone is working so we can align, coordinate areas of overlap and address gaps. We heard from 3 groups, then paused to try-out the Noticing Practice. See attached spreadsheet.

5) Worship

Lunch break – Friends are encouraged to sit with people who serve on other committees and working groups

6) Continued aligning work

7) 4 I's of Oppression:



8) Committee/Working Group Time:

- what do you need to do your work?
- what can you offer others?

9) Hear back from committees and identify some next steps (see below)

10) Closing worship

Report Back on What Groups Need & Can Offer:

RSEJ Needs:

- Let know if use toolkit and give feedback on it
- Looking for input and submissions for the *Freedom & Justice Crier* as well as YA book title suggestions
- Help moving the FGC audit into NEYM

Offer:

- ___Speakers bureau to Faith in Action

C&A Needs:

- ___ Internally work on institutional memory and white supremacy culture
- ___ Trust from other committees, committees doing what they have been asked to do, raise concerns directly
- ___ Partner with committees re official communication with MM so there is a cohesive voice across the YM
- ___ Balance new discernment with workload, work together for clear communication and sustainability

Offer: *missing from Lisa's notes*

Challenging White Supremacy Needs:

- ___ Input re effective travel in ministry
- ___ Money and budget for travel, communication, workshops, etc.
- ___ Networking and communication with Friends doing racial justice work in MM/QM
- ___ Help communicating with others

Offer:

- ___ Visit, traveling pairs to help conversations in MM/QM, focus on listening and what id needed
- ___ Tools and materials – overlap with RSEJ
- ___ Capacity building workshops at Living Faith, Sessions, and MM/QM

Faith in Action Needs:

- ___ Send info about what people are doing to faithinaction@neym.org
- ___ Money for t-shirts as a way to show Quaker visibility during actions/protests

Noticing Patterns Needs:

- Experiment with tool and give feedback

- ___ What do we do once we notice something? Send us feedback, input and ideas
- ___ Keep refining our practice
- ___ Role modeling our own learning and growth
- ___ More people to join the working group and come to the March 9th workshop

Next Steps

- 1) Training and share-out plans for FGC Audit and Welcoming Project – Eppchez Yes
- 2) Racial Justice E-mail group – monthly updates shared with reps of each group to increase communication. Beth Morrill (RSEJ), Julie de Sherbinin (CWS), and Lisa Graustein (Noticing Patterns) agreed to send and receive updates for their respective groups.
- 3) Develop a sustainable system for organizing/keeping track of people available to travel to MM/QM - Fiath in Action and C&A
- 4) Revise RSEJ charge – RSEJ and C&A
- 5) Plan another consultation – Jackie Stillwell and Lisa Graustein

Is our current structure useful?

What is the MM experience of this work?

Evaluation Response to:

What is God’s call of our working going forward? What do we need to do?

To actively work to create equality and justice.
we need to continue the work we have set out, and we need to encourage and support outward witness and work in the world (advocacy, protests, vigils, nonviolent direct action, whatever.) We need to encourage monthly meetings to lift up this work.
Use the NEYM newsletter to share this info and call to action for all our members and follow up at NEYM in VT. !
I sense that something new has to arise for these various groups, and I don't know what that is.
still praying on that one.
I felt a shift at this summer's sessions towards a greater ownership by the body that this is work we need to engage in. That said, I think we are at such disparate places on the journey, and I wish we could raise the overall level of awareness and understanding. Can we get every meeting to do at least one ant-racism workshop?
God's call never wavers. The spirit calls those with dominant identities to seek and internalize ever deeper awareness of how their own privileges have shaped their world-view, thoughts, words and behaviors; and then to have the courage to relinquish pieces of dominance bit by bit, listen attentively to those with subordinate identities, and serve humbly the aspirations toward full human equity that only those with subordinate identities fully experience. Concretely, this means white Friends, in particular, need to make racial healing a central, core piece of their life and activity... almost literally requiring that one devote an hour a day (or more!) to pro-actively reading, reflecting, viewing, talking, and teaching other white folks about the tragedy of racism and urgency of the need for racial healing--and when we are ready for it, collaborating with POC on change agendas.
I think we need to continue to look inside ourselves as individuals but we also need to start to look at structural and organizational racism. I would also like to see if we can partner with more diverse organizations such as Poor People’s Campaign and act in a support role being careful not to try to run the show.

I don't know. Let's ask her. In my very humble opinion NEYM has partially named its condition and it is premature to try to understand the path forward. what is needed? impatience and patience both, an open and a broken heart, honesty and forgiveness, embracing being a broken community .

Ground ourselves in the wisdom and practices of our tradition particularly as it relates to humility, submitting to spiritual authority and having integrity/being honest even when it will hurt someone's feelings. Get right sized.

1)Using the noticing patterns practice, I am aware of a continuing pattern: the next steps, which working groups and committees proposed yesterday, continue to be ones designed to raise awareness or to educate White Friends—"if we only do this, then surely change will happen" is the rationale, but our work in other areas ought to convince us how unlikely that is going to be any time soon because it's so painfully slow. As much as I want to grasp hold of what will transform Friends (meaning, what will get us out of the grip of "white-dominant-thinking-acting" ideology), I can't see what's around the corner. Because I want so very much to visualize it, that may be what God's call is for our work going forward: we have to be as clear as we possibly can about what stripping NEYM of every last remnant of White supremacy or dominance would look like.

2) We have to pursue every possible way of visualizing that future: feeling our way to that vision, using art to imagine our way to that vision, using spiritual practices to identify it, as well as humor and patience. What about separate affinity groups meeting—as in Vanessa Julye's practice of having Friends of Color convene a day or two before FGC. This work requires both Friends of Color and White Friends to figure out that conundrum.

3) Is God calling us to model using Desmond Tutu's Truth and Reconciliation model within our own New England Yearly Meeting structure of governance and staff as a step toward the larger society (at least within in our region of the nation) having Truth & Reconciliation Commissions to move beyond the horror/evil/pain of slavery? One step in that direction would be serious pursuit of reparations.

God is calling us to identify and take steps toward becoming actively anti-racist as a yearly meeting and collection of meetings. Mostly these institutions that make up New England Friends operate passively in regards to anti-racist work. we must pick up the pace. we have been stewing in this place for many years and I'm sure we have learned enough in all this time to begin making moves, however fumbling.

Keep noticing and working to shift patterns, keep sharing our work, break down our committee silos, we all own this together. Acknowledge the pain.

Group	Charge	Work being done	Work Not Currently Getting Done
Racial, Social, & Economic Justice Committee	<p>Spiritual approach to educating Friends about racial, social, and economic justice. Concerns about prejudice (thoughts) and discrimination (behaviors) b/c race, disability, gender, sexual orientation, religion, etc,. Help Friends and MM gain awareness and take action. Disburse money from Freedman's Funda and Prejudice & Poverty Contributory Fund.</p>	<p>Freedom & Justice Crier</p> <p>Healing Racism Tool Kit</p> <p>Eppchez's workshop</p> <p>Money from Funds outside YM</p> <p>International Transgender Day of Remembrance programming</p> <p>Book project - discussoin kit sent to MM/QM</p> <p>Visit MM to support</p> <p>Connect to FGC</p> <p>Support individual and corporate witness</p> <p>Ministry at Sessions</p> <p>Research ways other Friends do racial justice work</p>	<p>Encourage MM through process to envision Quakerism/NEYM without white supremacy</p> <p>Help NEYM be more involved with the Poor People's Campaign</p> <p>Urge NYEM to use FGC audit to do more structural work</p> <p>Collaborate with others to activate speakers bureau, particularly to increase People of Color and young people</p> <p>Counter reality of WS protective behaviors and patterns</p> <p>Sponsor bystander intervention trainings</p>
Coordinating & Advisory Committee	<p>Shepherding work of NEYM. Support members of C&A: PB clerk, M&C clerk, Finance clerk, YM secretary, Presiding clerk, & Nom Com clerk. Work on minutes: Doctrine of Discovery, Challenging White Supremacy, Immigrant Justice & Sanctuary, Poor People's Campaign. Panoramic view of the work in NEYM. Responsibility to guide/intervene in committee and intercommittee work</p>	<p>How C&A works together re White Supremacy Culture</p> <p>Practices, patterns re leadership and committees in YM</p> <p>Support PB and M&C - work consistent with minutes</p> <p>Staff Development</p> <p>Share FGC Internal Audit via newsletter and with committees</p> <p>Keep Sessions agenda and challenging white supremacy work before us</p> <p>engage ad hoc working groups, committees, Nom Com, and clerks in change practices that encourage a justice lens</p>	<p>Work with RSEJ to revise the RSEJ charge</p> <p>Help coordinate and align work being done</p> <p>Communication of the panoramic view</p> <p>Working to find the right balance of power and authority</p>

<p>Challenging White Supremacy Working Group</p>	<p>Resource for YM to offer encouragement, in focus on white people</p> <p>outreach to MM/QM</p> <p>Networking within YM - connect to Faith in Action</p> <p>provide materials for Friends to use in MM</p> <p>Friends Camp and Youth Staff training in Spring 2019</p> <p>June 2018 workshop for Friends leading conversations at their home MM</p>		<p>Database of MM work and dialogues: have data, don't do anything with it</p> <p>Most MM work is at the awareness-raising level, need to move to action</p> <p>What does "ad hoc" mean in this context?</p>
<p>Faith in Action Com.</p>	<p>Receive and distribute news of witness by individual Friends and meetings. Connect, network, share, & listen to where spirit is</p>	<p>January 2019 - contact each MM about who is doing what/where</p> <p>February 2019 - networking among Friends/meetings</p>	
<p>Reparations Working Group</p>	<p>Created 2017 at beset of Legacy Gift Com. b/c of a request for funding for a Native Language reclamation project as reparations for source of Legacy Funds - this felt outside Legacy's charge, so took to</p>	<p>Consult with Indigenous elders from 4 Native groups around New England</p> <p>bring a recommendation to PB in Aug. 2019</p> <p>Meet and talk with AFSC/FCNL</p> <p>What is involved in reparations?</p>	
<p>Noticing Patterns</p>	<p>Develop a practice to appoint people who will observe, name, and reflect back to us long-standing, unseen patterns and practices that result in our complicity with</p>	<p>Develop practice to share/use at Sessions</p> <p>Training workshop March 9, and maybe later</p> <p>Facilitated spaces at Sessions</p> <p>Share practice with meetings and committees?</p>	

NEYM 2006 Memorial Minutes

Thomas R. Bodine

Thomas R. Bodine was born in 1915, the son of a Methodist father and an Orthodox Quaker mother who was a member of the Coulter Street MM of Philadelphia, PA. Tom attended Germantown Friends School from kindergarten through 12th grade, and then earned his BA in European History from Wesleyan University.

Tom was offered a fellowship upon graduation to undertake Ph.D. work at Columbia University. He turned it down however—he didn't think he would ever be a scholar. Instead, he went to work for the President of Connecticut General (CG), who had recruited him while he was a student.

During those pre-war years, Tom felt the lack of a Quaker meeting in the Hartford area. There were Friends who met occasionally in each other's homes and at the YWCA and annually at the Connecticut Valley Association of Friends, but there was no weekly meeting for worship. Tom got a list of all the known Quakers in the area from the Friends Fellowship Council in Philadelphia and visited them one by one, asking if they would commit to attending a regular weekly meeting for worship. Most said they were too busy, but that they would come when they could. The only two who said yes—Edith Clapp and Alice Jorgensen—agreed only if Tom would pick them up, in the first of what became a signature car for him—a convertible. Once a meeting time was chosen, others joined, and by 1938, Hartford Friends were meeting on Thursdays in the faculty room of the Hartford Seminary. This was the start of Hartford Monthly Meeting of Friends, which has since become one of the largest and most active meetings in New England. In the years following, Hartford Meeting would spin off Storrs, Middletown, New Haven, and other meetings as well.

When war was declared in 1941, Tom presented his draft board with three impressive letters certifying his sincerity as a conscientious objector—from the Lt. Governor of Connecticut, from the President of CG, and from the Managing Director of the Hartford Courant. But the draft board refused—they didn't want the 'stain' of having a CO come from their district. Instead, they offered him a 2A classification—Work Essential to the War Effort—if he could find a job that would qualify in the next few hours. After an urgent long distance telephone call to the Philadelphia office of the American Friends Service Committee (long distance calls were very difficult in those days, and the war made it even harder), Tom found a position

NEYM 2006 Memorial Minutes

at Pendle Hill with a class of students training for overseas relief work. Hartford Meeting agreed to pay his costs, raising the \$60 per month from their members and Tom's friends, and in just 48 hours, he wound up his affairs, packed, and moved to Pennsylvania.

After this class, Tom was sent to Friends Center in Seattle, WA, 'to be useful as way opened.' The Japanese attack on Pearl Harbor had led to the rounding up of all the Japanese-Americans on the West Coast, and Tom visited all ten 'relocation camps' that were created to hold them. Entire families were interned, including students who had been attending college. Tom joined a program that got these students out of the camps and back into college: about 3,500 were helped, and it was a life-changing experience for each of them.

After the Allied invasion of Normandy in 1944, Tom went to France to help with relief work. Both governments and civilians accepted Quakers as trustworthy to handle the distribution of supplies. Leftover Army supplies were made available as the advancing divisions abandoned large amounts of goods as they rapidly moved east, so Tom's team distributed them to orphanages, old people's homes, etc. He referred to this work as 'running a grocery store'—a reflection of his ready and self-deprecating humor. Tom was in Paris for a year and a half, returning in August 1946, to resume his life in Hartford.

During the years from 1946 to his retirement in 1975, Tom served as CG's liaison with state insurance departments, working to ensure the insurance industry's interests were taken into account in any legislation. It took five people to replace him when he retired, and numerous national insurance industry groups needed to find new leadership.

Tom's volunteer work was extensive: he served on over 20 civic, political, and religious organizations as a board member, vice chairman or chairman, president, or clerk. He participated in efforts to provide public housing for the poor and elderly, started co-operative tenant-run grocery stores to provide nearby shopping, cleaned up housing projects that had become crime-filled (including providing security that is still in operation), and worked to get the Putnam, Bissell, and Charter Oak bridges built across the Connecticut River. He was also a member of Hartford's Charter Committee, nominating candidates to run the city who were not beholden to either of the political parties, and therefore helping to eliminate the corruption that was then established.

His Quaker activities were no less widespread, and equally

NEYM 2006 Memorial Minutes

effective. He was an instrumental part of the decision to reunite the two yearly meetings in New England, after 100 years of separation caused by differences in beliefs and practice. He was presiding clerk of this group during the Vietnam War, when they decided to risk federal repercussions and send money to the North Vietnamese for medicine. And he served as clerk of Friends United Meeting, the more evangelical branch (despite being a liberal himself), helping to build bridges between the two factions. It was common for those introducing him to jokingly refer to him as ‘the Quaker Pope,’ for his activities have included leadership roles throughout the wide range of Quakerism.

Tom spent ten years in England after his retirement, mostly at the Quaker Center in Woodbrooke. While there, he gave ten deeply researched lectures on American Quaker history, which he recently reedited and republished. He returned to the US, and in 1987 moved into Duncaster, a retirement community in Bloomfield, CT. This move required him to pare down his extraordinary collection of ties (over 400 at that time), but he continued to drive the latest version of a convertible to meeting for worship every Sunday—as he had done since helping to found the meeting. He was active in various groups at Duncaster, including bridge and play-reading, and continued his leadership role by serving a term as President of the Duncaster Residents Association. He was regularly asked to speak on various issues, and drew on his lifetime of interesting work to provide delightful, thought-provoking talks.

Tom could be prickly, but he was never indifferent to matters affecting the disempowered or the Religious Society of Friends. He brought a passionate concern to every issue, whether the number of announcements at the rise of meeting or inequities that affected thousands. That passion, and the lives impacted as a result, is his legacy to the world.

Tom is survived by his life companion, James Gould. His quietly closeted life was a particularly eloquent statement for the acceptance of gays. Tom himself was perhaps a large part of the reason that Hartford Friends were able to be in the forefront of the movement to welcome gays. We were blessed to have known him, as were others in the circles in which he lived and worked.

—HARTFORD MONTHLY MEETING, CONNECTICUT VALLEY QUARTERLY MEETING

NEYM Nominating Committee Report to Permanent Board
6 November 2021

The newly integrated Nominating Committee met on 26 September and 24 October. We began by reviewing our prior responsibilities and then finding new ways to combine and meet them together. Top on our list is discerning a new Sessions Clerk as soon as possible so that Rebecca Leuchak can be released to serve fully as rising Presiding Clerk. Please refer to the 2021 Advance Documents from sessions for a full description of the Sessions Clerk and committee, and let us know if someone rises to your awareness so that we can add them to our discernment.

As I mentioned at our last meeting, we are experimenting with a change in practice. In order for members of the Permanent Board to reflect on nominations and get back to the Nominating Committee with affirmations and concerns, names will be brought for a first reading, and then for a second reading for final approval. In bringing names forward we will describe the needs of the work and what gifts and abilities the nominee brings to meet those needs.

We bring the names of two individuals to you for Second reading and hopefully approval. We have received enthusiastic support for these two nominations, and not heard any concerns.

Second reading:

Friends General Conference representative - Carolyn Hilles-Pilant, Beacon Hill, class of 2024

Service as a representative to FGC can take on many forms. At a minimum it requires familiarity with NEYM, and attendance at FGC Central Committee in October. FGC has a multitude of committees; representatives are encouraged (not required) to share their gifts by serving on one of them.

Carolyn feels called to serve FGC and be part of raising its profile in NEYM. She has spoken with former NEYM representatives and communicated directly with the FGC Nominating Committee. She has participated in the Gathering and is familiar with some areas of FGC work. Carolyn is a seasoned Friend and open to exploring how her gifts will fit together with the needs of FGC. Carolyn is also serving on Faith & Practice Committee and after careful consideration feels that she can manage both.

[note: at this time there are no others serving as FGC representatives from NEYM]

Finance committee recording clerk – Kathleen Wooten, Fresh Pond, class of 2024

The recording clerk of Finance Committee needs to understand the work of the committee, be able to record accurately during meetings and support the clerk in clerking the committee.

Kathleen has demonstrated a concern for the administrative work of the YM. She understands organizational budgets and financial management, and in her work at Friends Meeting in Cambridge, she has enjoyed attending to the nuts and bolts of a Quaker organization. She discussed the needs and expectations of this position with the clerk of Finance Committee, and both are clear to proceed.

[note: none of the current Finance committee members felt called to this work]

There are no names for first reading at this time.

The NEYM Nominating Committee has received resignations from Edward Mair, Anna Radocchia, and Katherine Fisher.

A new process for naming people to serve on the NEYM Nominating Committee was approved this year at sessions. The Naming Committee composition is under the care of the Presiding Clerk and the Permanent Board Clerk who shall appoint a 3-5 person Naming Committee to discern potential Nominating Committee members to be approved by the yearly meeting. The details of the Purposes, Procedures and Composition of the Naming Committee can be found in the Advance Documents.

With Light and Love,
Jacqueline Stillwell
Clerk, NEYM Nominating Committee