

**Permanent Board Meeting
Held over Zoom Video Conference
November 6, 2021**

21-95: Opening Worship

Friends opened with a period of worship.

21-96: Roll Call

The recording clerk called the roll:

Present: Leslie Manning, Permanent Board Clerk (PB Clerk), Susan Davies, Permanent Board Recording Clerk (PB Recording Clerk), Travis Belcher, Deana Chase, Hannah Zwirner Forsythe, Chris Gant, Joyce Taylor Gibson, Beth Hansen, Ian Harrington, Frances Lightsom, Ed Mair, Jean McCandless, Christopher McCandless, Gina Nortonsmith, Carole Rein, John Reuthe, Aaron Sakulich, Martha Schwope, Sara Smith, Will Taber, Bill Walkauskas, Diane Weinholtz, Donn Weinholtz, Morgan Wilson, Kathleen Wooten, Tom Vargo, Mary Zwirner;

Regrets: Peter Bishop, Darcy Drayton, Chris Gant, Anna Raddochia, Elizabeth Reuthe (Secretary's Supervisor), Jeremiah Dickinson (Ministry and Counsel Clerk), Bob O'Connor, Elizabeth Szatkowski, Kim Allen, Martin Zwirner Forsythe,

Ex-Officio: Scot Drysdale (Finance Clerk), Robert Murray (Treasurer), Nia Thomas (Acting Secretary for Programs and Administration), Sarah Gant (Acting Secretary for Governance and Pastoral Care), Bruce Neumann (Presiding Clerk), Rebecca Leuchak (Sessions Clerk, Rising Clerk)

Visitors: Polly Attwood, Katie Bond, Melody Brazo, Clarence Burley, Gail Charpentier, Marion Dalton, Elizabeth Hacala, Mey Hasbrook, Anna Hopkins Buller, Janet Hough, Anna Lindo, Louanne MacDonald, Reb MacKenzie, elviem Shelton, Jackie Stillwell, Susan Vargo, Diana White, Honor Woodrow, John Wojtowicz, Kathy Olsen, Robb Spivey

21-97: Approval of September 26, 2021 Minutes

Friends approved the minutes of September 26, trusting the PB Clerk and PB Recording Clerk to make the recommended minor needed changes.

21-98: Permanent Board Clerk's Welcome

Leslie Manning, Permanent Board Clerk (PB Clerk), opened the meeting by inviting comments from Polly Attwood, Clerk of the Noticing Patterns of Oppression and Faithfulness (NPwg) Working Group. The practice of "noticing patterns" is a tool, not a destination, or a judgment. Members of the NPwg are in attendance, as part of the Yearly Meeting, to identify, name and interrupt patterns of Empire. This is a joyful practice. We, in the Yearly Meeting, are *in* the world of these oppressive patterns, but we do not have to be *of* them. Some Friends may find this practice unsettling as familiar patterns are disrupted. We ask that you continue to choose to show up, and to be present, as this practice is exercised.

21-99: Presiding Clerk's Report (Call for Questions) (report appended) The Yearly Meeting (YM) Presiding Clerk did not present an oral report. The written report to

Permanent Board is appended to these minutes. The Permanent Board Clerk called for questions on the written report; none were raised.

21-100: Acting Secretaries Report (Call for Questions) (report appended) The PB Clerk requested that Friends hold in the Light, Nia Thomas (Acting Secretary for Programs and Administration), and Sarah Gant (Acting Secretary for Governance and Pastoral Care), as they undertake their interim work during Noah Merrill's sabbatical. The Acting Secretaries invited Friends to apply for the open position of Yearly Meeting "Children and Families Ministries Coordinator". A link to the job description is posted on the YM web site and in their written report, appended to these minutes.

21-101: Anna Hopkins Buller, Friends Camp Director, was invited to report on the 2021 Camp year. Anna expressed gratitude for the Yearly Meeting support that enabled Camp to be open during the COVID pandemic. The 2021 Camp Session was very successful. Camp had a very

important impact on children who had been isolated from each other during the school year due to the pandemic. The support from YM was essential to the successful summer session. Camp is now registering campers for the 2022 Camp season.

Friends expressed gratitude for Anna's leadership and hard work and offered congratulations on her recent marriage.

21-102: Treasurer's Report and Proposal for Grant Guidelines (first reading) Robert Murray, Yearly Meeting Treasurer, reported that as the 2021 fiscal year ends, preliminary numbers indicate that the Operating Budget "broke even" and reserves look good. This is good news for a Treasurer. The budget over the next two years will not be helped by the US government loans the YM received this year.

21-103: Proposed Grant-Making Guidelines, for Review by Permanent Board (first reading; proposal appended)

The Treasurer reported that the Grant-Making Guidelines were developed with the assistance of the clerks of the Racial, Social and Economic Justice and Legacy Gift committees. Much of the text is adapted from the work of those committees. The Treasurer noted the benefits of a very involved sub-committee to support people applying for grants, and to help with grant applications. He cautioned against placing most of the burden on a clerk or other individual, with a relatively uninformed committee providing approval at the end of the process. Scot Drysdale, Finance Committee Clerk, stated that the Finance Committee has read the draft Guidelines and recommends approval.

PB Members suggested adding a clear statement about confidentiality; and a clear statement to express that awards shall not be considered or granted based on gender, race, orientation, etc. The PB Clerk expressed gratitude and celebration for the news that the budget "broke even".

21-104: Anti-Racism Report and Discussion (report appended)

Leslie Manning, PB clerk summarized the current question brought forward from the work of the ad hoc antiracism work group. In July 2021 PB approved, in concept, the recommendation of the workgroup for a Yearly Meeting consultation to bring in voices that have been missing in racial dialogue and healing in the Yearly Meeting thus far (e.g., Black Indigenous-People of

Color (BIPOC), youth, Friends Camp, Decolonizing Quakers, BlackQuaker Project). The purpose of the consultation is to assist the Yearly Meeting in determining how to engage in the transformation needed at every level of the institution, and to live faithfully into becoming an antiracist faith community. The workgroup advises that the Yearly Meeting will likely require professional facilitation expertise from beyond the Yearly Meeting. The suggested cost estimate to secure such expertise is \$12,000 to \$15,000.

The PB Clerk posed the question: *“What does it take for us to become an anti-racist faith community?”*

During questions and discussion a Friend expressed discomfort having the term “racism” as part of the description. Other Friends offered different ways of framing the work:

- *“Perceiving No Stranger”*
- *“DeColonizing Race”*
- *“Embracing the voices we have not taken time to listen to”*

Yet other Friends named that “race” *is* really at the core of much of the “othering” that is inflicted, and racism is firmly institutionalized throughout our nation's history.

Nia Thomas, Acting Secretary for Programs, questioned whether programming capacity actually exists for the spring of 2022 and stated that the timeline should be extended. Several Friends expressed the hope that the consultation would be open to anyone who wishes to attend, though the practical wisdom of that was not clear. This raised the possibility of a nexus with the theme and speakers for Sessions 2022.

The full scope of the work before the Yearly Meeting is unknown. Defining the work, and doing the work will likely need to occur in different phases. Following extended discussion the Permanent Board was in unity that:

- The planning and implementation process should move forward;
- Permanent Board is in agreement with need to hire professional expertise from beyond the YM;
- The PB Clerk, Leslie Manning, and the Clerk of Nominating, Jackie Stillwell will appoint a small group having the needed expertise and experience, and together they will refine and articulate a more specific charge, and priorities for next steps, and bring back to PB for approval in January 2022;
- The PB Clerk will research the potential funding mechanisms needed to support the cost of professional facilitation, and will bring options back to PB for approval in January 2022.

21-105: Noticing Patterns of Oppression and Faithfulness wg, (oral report) Polly Attwood, Clerk of the Noticing Patterns of Oppression and Faithfulness wg (NPwg) reported that the working group met in a half-day Zoom retreat on October 30th. Polly reviewed the workgroup charge, and shared how the workgroup engages with each other in the practice of noticing patterns. Polly also shared examples of where racial dialogue is actively taking place throughout the Yearly Meeting, and where additional opportunities are available. Links can be found on the Yearly Meeting website. The workgroup will bring a full report to the December PB meeting.

21-106: PB Clerk's oral report and request for name change for Rustin Fund Leslie Manning, PB Clerk announced plans for upcoming meetings: December 11, 2021; January 29, 2022; April 2, 2022; and June 4, 2022. An additional tentative date for a meeting on July 16, 2022 will be added if needed.

Hybrid Meetings: The decision to do hybrid, (blended, “in person” and electronic, i.e., “Zoom”) meetings will be made in consultation with YM staff and public health consultants. Going forward, the next PB meeting, on 12/11/2021, will be held on Zoom. Beginning in January 2022 PB aspires to hold hybrid meetings. The initiation of hybrid meetings may be implemented for the January 29th meeting if locations having the needed technology can be found.

Allocation and distribution of Fund for Sufferings: Leslie Manning, PB Clerk reported that in the past, recipients of the Yearly Meeting fund for sufferings have been selected in recognition of actions of conscience, Current guidelines allow for the funds to be given to individuals who are not Friends, and whose work is beyond NEYM. The PB Clerk asked for suggestions of those who could benefit from these funds.

Freedmen's Funds: At the request of the YM Treasurer and the Clerk of Racial Social and Economic Justice, the clerk asked for approval to form a small workgroup to recommend distribution of these funds, currently assigned to RSEJ. They are asked to report back in time to make their recommendations to Sessions.

Friends approved the PB Clerk to appoint a working group to recommend changes to the distribution system of the Freedman's Fund.

Announcement: The Vassalboro Quarterly Meeting will today approve the laying down of North Fairfield Monthly Meeting (NFMM), North Fairfield, Maine. In 2017 a small group of Friends was appointed by PB to oversee laying down the Meeting (2017 Quarterly and Yearly Meeting minutes are appended). The North Fairfield Historical Society would like to acquire the property, and agrees to maintain it, and the adjacent Friends Cemetery, as a tribute to Quaker heritage in Fairfield. The working group recommends transferral of the property to the North Fairfield Historical Society. Next steps will be to enter formal discussions to transfer the property to the Historical Society. Proceeds from sale of additional assets (old benches, Victorian chandelier) will be used to maintain the property.

Name change of Bayard Rustin Fund to Bodine-Rustin Fund

PB Clerk Leslie Manning asked Friends to approve changing the name of the Bayard Rustin Fund to the Bodine-Rustin Fund. For background Thomas Bodine's Memorial Minute is included in the Advance Documents for this PB meeting. All Yearly Meeting representatives to the Friends United Meeting agreed with the name change. **FRIENDS APPROVED**

21-107: Yearly Meeting Nominating Committee Report

Jackie Stillwell, Clerk of the Nominating Committee (YM-NC), reminded the Permanent Board that YM-NC is experimenting with a change in practice. In order for members of the Permanent Board to reflect on nominations and respond to the Nominating Committee with affirmations or concerns, names will be brought for a first reading, and then for a second reading for final

approval. In bringing names forward YM-NC describes the needs of the work and what gifts and abilities the nominee brings to meet those needs.

YM-NC brought the names of two individuals for Second reading and request for approval. Jackie reported that Friends have offered enthusiastic support for these two nominations. No concerns were heard.

Second reading, for approval:

For Friends General Conference representative: Carolyn Hilles-Pilant, Beacon Hill, class of 2024. **Friends Approved**

Finance committee recording clerk: Kathleen Wooten, Fresh Pond, class of 2024. **Friends Approved**

YM-NC brought no names forward for a first reading.

21-108: Closing Worship

Friends closed with a period of worship.

Leslie A. Manning

[Leslie A. Manning \(Jan 10, 2022 14:22 EST\)](#)

Leslie A. Manning

Appendices

Minute 21-99

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.

21-100: Acting Secretaries Report

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

21-102 and 21-103: Treasurer's Report and Proposal for Grant Guidelines

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

At the request of the Clerk of the 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.

21-104: Anti-Racism Report and Discussion

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.

21-106: PB Clerk's oral report concerning North Fairfield Monthly Meeting and Request for Name Change for Rustin Fund

Vassalboro Quarterly Meeting Minutes – September 9, 2017

VQM Ministry and Counsel (M&C)

2017-9-5 Diane Dicranian reported for VQM M&C on the completion of the process (including 3 years review) to lay down Pondtown MM. No funds or property exist that belong to Pondtown. All surviving members of the meeting have been contacted and have transferred membership to other Meetings, or discontinued their membership in the Religious Society of Friends. M&C recommends that VQM formally affirm that the Meeting is now laid down. VQM Co-clerks will send documentation to PB and NEYM. The usual practice is that the laying down will be read at Sessions 2018. The VQM clerks will determine whether records should be sent to ME Historical Society in Portland, ME, (as keeper of many Maine Quaker meeting records), or to UMass Special Collections that now keeps NEYM archives.

Friends Approved

2017-9-6 Diane Dicranian reported for VQM M&C recommending that VQM initiate the process to lay down North Fairfield Friends Meeting. VQM M&C reported that the clerk of VQM M&C and another concerned individual with a former connection to the meeting met with the two remaining members of North Fairfield MM to discern the condition of the meeting. North Fairfield no longer meets regularly for meeting for worship, the meeting had no funds, and was unable to afford plowing or heat. An effort was made by the M&C clerk to follow up with meeting members in preparation for today's meeting of VQM, but calls had not been returned by today. VQM M&C recommends that VQM initiate the process to lay down the Meeting. With great sadness **Friends Approved** initiating the process to lay down North Fairfield Friends Meeting. The process will be under the oversight of the M&C clerk, Diane Dicranian and VQM co-clerk, Janet Hough.

Vassalboro Quarterly Meeting Minutes – November 11, 2017

VQM 2017-11-5 Ministry and Counsel Report on Progress in Laying Down North Fairfield Meeting (Janet Hough, report below) At Fall Gathering, The Quarterly approved initiating the process of laying down North Fairfield Monthly Meeting (Minute 2017-9-6). Since that time serious problems were discovered concerning the access and safety of the building. It was recommended that VQM discontinue North Fairfield Monthly Meeting to secure the property. **Friends approved the discontinuance of North Fairfield Monthly Meeting.**

Susan Davies, VQM co-clerk, will report this action to the clerk of Permanent Board for their attention, and will also inform the NEYM office of the change in status of North Fairfield Monthly Meeting to 'discontinued'. The process of formally laying down North Fairfield Monthly Meeting is on-going.

REPORT ON PROGRESS IN LAYING DOWN NORTH FAIRFIELD MEETING In September, VQM approved initiating the process of laying down North Fairfield Monthly Meeting under the oversight of the clerk of M&C for VQM, Diane Dicranian, and VQM co-clerk, Janet Hough. Since September, we have discovered serious problems concerning the access and safety of the building. We have consulted with the YM secretary, YM presiding clerk, and clerk of Permanent Board. It is clear to us that VQM has the authority and the responsibility to discontinue the North Fairfield Monthly Meeting to secure the property. **We recommend that VQM discontinue North Fairfield Monthly Meeting, and report this action to the Permanent Board of NEYM, for their possible further action.**

This is a step towards laying down a meeting that is not always necessary, but that is warranted in this instance. This step does not complete the process of laying down North Fairfield Monthly Meeting. It changes the status of the meeting to “discontinued.”

Permanent Board Minutes – November 18, 2017

PB 17-81: Vassalboro Quarterly Meeting

After three years, Vassalboro Quarter recently completed the process of laying down Pondtown Meeting. Laying down a meeting is one of the responsibilities of a Quarter; no action is required by Permanent Board. We heard and accepted the report from Vassalboro Quarter.

Further, Vassalboro Quarter has minuted the discontinuance of North Fairfield Monthly Meeting. This change of status means that NEYM will now receive the property of NFMM, as per 1985 Faith and Practice pp. 220-221: “When a meeting is discontinued, the records, physical property, and investments belonging to that meeting vest in the Yearly Meeting, except when otherwise determined by deed or other legal obligation.”

Vassalboro asks that NEYM appoint three friends from VQ and one friend from PB who will steward the property; help find spiritual homes for previous members and attenders of NFMM; and ensure preservation of the meeting archives. These friends will be advised by NEYM General Counsel and will work in coordination with the Secretary. From Vassalboro Quarter, PB approves the names of Holly Weidner, Diane Dicranian, and Janet Hough. PB additionally names both Phil Stone and Susan Davies to assist in this work.

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 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 cooperative 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 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

21-107: Yearly Meeting Nominating Committee Report

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


2021-11-6 NEYM PB Minutes

Final Audit Report

2022-01-10

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