

Advance Documents — 2021 New England Yearly Meeting

A Time for Healing: How Are You Called?

Bruce Neumann, Presiding Clerk, New England Yearly Meeting
Fresh Pond Monthly Meeting (Cambridge, MA)

Welcome, Friends, to the 361st gathering of New England Yearly Meeting. At this time last year, I hoped we would be able to be in person again this year, but the pandemic had other ideas. While many of us are vaccinated and emerging from isolation, including some monthly meetings beginning to gather again, the time is not yet right to gather as a body of many hundreds of people, spending lots of our time in crowded indoor spaces.

While we're all a little (actually a lot) tired of Zoom, we've adapted to it and most are comfortable with it as a vehicle for meeting. And we certainly have seen that along with the parts we don't like, Zoom allows participation by people who might not otherwise attend due to health or mobility issues, work schedule, travel, or vacation challenges.

Sessions has a lot to offer, and if you take us up on it all, you'll be on Zoom a lot every day for 6 days. So I encourage you all to consider what you most want to do and prioritize that, being sure to leave time to get outside, play with your kids, have a barbecue—whatever it is that restores you from sitting too long in front of a screen. And I hope that what you do take part in, whether business, plenary, Home Groups, or Bible Half Hours—that each of these also has a restorative quality. After all, we gather not just to say hi to old Friends or meet new ones—we gather with the expectation of some

experience of the Divine, whether in a mystical experience in worship, a sense of unity in business meeting, or a brief but significant conversation with someone in a Home Group.

Highlights this year include: a plenary conversation with gkisedtanamookk (Mashpee Wampanoag) and Shirley Hager (Winthrop Center), speaking about what they learned in a series of gatherings of Natives and non-Natives some years ago; Bible Half Hours with Jay O'Hara, familiar to many Friends in New England for his deeply grounded approach to activism; a second plenary with John Calvi, another Friend many are familiar with for his long history of healing work; a Tuesday night event with Hanifa Washington, who views her creative gifts as a radical tool for liberation, healing, and community building; Home Groups, worship, and of course, business meeting. (See Introduction to Session Business, below.)

Our theme "A time for healing: How are you called?" reflects both the grief we bring—from lost lives, interrupted lives, and deeper understanding of the effects of empire—and our continuing and growing commitment to working for justice. We expect that different aspects of the theme will be touched on in the plenary, Bible Half Hours, business, and Home Groups.

Bring your whole selves, expect the unexpected, take care of yourselves, and share in what happens when Quakers gather!

BRUCE NEUMANN, PRESIDING CLERK

Introduction to Sessions Business

As we approach business sessions for our second year in a row on Zoom, we bring more experience and familiarity with working on this platform, fatigue at 16 months of working this way, and a deep longing to be with each other. Many monthly meetings have begun to meet in person in limited ways, but it seems clear it would be inadvisable for a large group to gather.

Given that we put off doing any major business last year due to lack of confidence in our ability to do deep work on Zoom, we find ourselves in the position of having several weighty agenda items. I have heard some Friends voice the opinion that a year of experience on Zoom has prepared us for doing more challenging business, others saying that we should put off significant business for another year.

As I reflected on this, and discerned with the clerks' table, I realized that we are hopefully working on (at least) two levels for any given agenda item. There is the outer, more obvious question of "How is God leading us with this concern?" which is the more apparent part of what's going on. But underneath the outward work is the underlying transformation of hearts to become a people more aligned with the way God wants us to be. In the listening and the striving to love all, we are being molded by the Divine. Jesus certainly advised us to work

for the needy, but much of his message was about finding the kingdom of heaven within us. Can we do both?

Holding closely to a concern for this underlying work, I think *how* we approach business can make all the difference—in any year, and especially this year. For individuals this means preparation of heart and mind—understanding the agenda items that are coming (read these Advance Docs!), but also remembering at all times that the meeting for business is at heart a meeting for worship. We come expecting transformation by the Holy Spirit. It is fine to bring an opinion based on your reading, reflection, and conversation, but we *must* hold that opinion lightly enough to really hear and be changed by the Spirit as it emerges in the sometimes-awkward words of our fellow Quakers.

My role as presiding clerk, after laying out the agenda, is to help us stay in the grounded space that worship requires and enables. I do this both by listening carefully for whose voice we need to hear, and by pausing between messages when I can sense that our pace is at risk of losing the grounding of worship (moving from heart to head), and by periodically testing my sense of the body of gathered Friends.

Continued

As I considered several major items of business, I recognized that they have common ground in a legacy of white, straight people's belief that they had (and have) the right to impose their will on people who do not look like them. Each of these agenda items in some way attempts to make up for this legacy.

But the recognition of their combined legacies gives us an opening to pivot from reflection to aspiration—a consideration of who we want to become rather than how we atone for our past. One of the clerk's table discernment group posed the question this way: Who do we want to be, as a people in the world? Who is God calling us to be? While we do not want to dismiss or whitewash our history, can we allow ourselves to be transformed, hearts and minds, so that we are more effective in our work to transform the world?

We have chosen a rather unusual approach, in that, after tending to a few other pieces of business, we will hear presentations about the remaining business, which feels deeply connected. We will take time to worship, but will not discern each item as it is presented. When the presentations are done, we will move into several business sessions of open discernment. I imagine that specific items will come up, and we will spend time in discernment of them as they do, but our hope is that Friends can continue to hold and wrestle with the un-

derlying question of “Who is God calling us to be?”—perhaps in words, perhaps in suggestions, perhaps “simply” in how we understand the significance of change from empire toward the kingdom of heaven on earth.

In addition to a few structure-related items from Permanent Board, and a new chapter from Faith and Practice, we will: consider again the Letter of Apology to Native Americans; hear two requests to endorse AFSC's “No Way to Treat a Child” campaign; hear a minute from Earthcare Ministry; and hear a number of minutes concerning our relationship with Friends United Meeting, several of which are requesting a new policy which would allow directing funds that would otherwise go to FUM, towards organizations doing work for LGBTQ+ justice.

In each of these cases, I know there are Friends with strong feelings, and there are Friends who carry wounds around these subjects. Can we be tender with each other, and consider how our words might be received? Can we consider the possible impact of our words, not just our intent?

While we need regular reminders to be tender with each other, we have meaningful opportunities to both the outward and the inward work of business meeting. I find that I am looking forward to Friends' engagement with this year's agenda.

BRUCE NEUMANN, PRESIDING CLERK

2021 Sessions Business Agenda

Sunday afternoon, August 8

- Report from Permanent Board, including
 - Nominating re-structuring
 - Sessions planning proposal
 - Clerk's Table nominations
- Review of budget approval process
- Unity Agenda

Monday morning, August 9

- Faith and Practice: Personal Spiritual Practices
- Letter of Apology
- No Way to Treat a Child
 - Minute from Northwest Quarter
 - Minute from Vassalboro Quarter
- Earthcare Ministry Committee minute

Monday afternoon, August 9

- FUM Committee report and minute
- FUM: Hear monthly meeting minutes

Tuesday morning, August 10

- Open discernment

Wednesday morning, August 11

- Open discernment

Wednesday afternoon, August 11

- Open discernment

Thursday morning, August 12

- Open discernment

Unity Agenda

The items on the Unity Agenda are proposed for consideration on Sunday afternoon. Before then, Friends are encouraged to familiarize themselves with the Unity Agenda, to read the information pertaining to each item, and to consult with the Friends named for each matter, if need be. General questions can be brought to the presiding clerk, Bruce Neumann. If there are significant concerns that remain, items can be removed from the Unity Agenda for further corporate discernment earlier in the week.

Decisions and Actions Concerning...	See	Friends Available for Consultation
Accepting staff reports	neym.org	Staff
Accepting board, committee, and representative reports	neym.org	Report authors
Approving revised committee Purposes, Procedures & Composition documents	page 9	Bruce Neumann, presiding clerk
Approving nominations	page 27	Jackie Stillwell, Nominating clerk
Approving bank resolutions	page 13	Scot Drysdale, Finance clerk
Approving clerks' authorization to make edits and corrections	page 13	Bruce Neumann, presiding clerk
Accepting Memorial Minutes	booklet	Leslie Manning, Permanent Board clerk

Elders serving to support ministry at Sessions this year

In Friends tradition, an Elder supports, encourages, and challenges the minister and helps them to be faithful. During preparation and during our week together, these individuals are holding and grounding specific Friends in their work and ministry.

Elder for gkisedtanamoogk and Shirley Hager: Maggie Edmondson

Elders for Jay O'Hara: Susan Davies, LVM Shelton, Anna Lindo, and Charlee Gorham

Elders for John Calvi: Marshall Brewer, Julia Forsythe

2021 Sessions Coordinators, Officers, Speakers and YM Staff

Accounts Manager	Frederick Martin*
Bible Half Hour Speaker	Jay O'Hara
BIPOC Space Coordinator	Emma Turcotte
Children & Family Ministries Coordinator	Gretchen Baker-Smith
Clerks	Bruce Neumann (presiding), Peter Bishop, and Kathleen Malin (recording), Adam Kohrman and Gina Nortonsmith (reading)
Events Coordinator	Elizabeth Hacala*
Home Group Planning Team	Holly Baldwin and Fran Brokaw
Off-Screen Family Activities	Janet Dawson
Office Manager	Sara Hubner*
Pastoral Care Team Leader	Sarah Bickel
Plenary Speakers	gkisedtanamoogk and Shirley Hager (Saturday), John Calvi (Monday), Hanifa Nayo Washington (Tuesday)
Sessions Committee Clerk	Rebecca Leuchak
Technology Team	David Coletta, Elizabeth Hacala, Sara Hubner
Yearly Meeting Treasurer	Robert Murray
Vespers Coordinators	Lianna Tennal, Don Peabody, and family
Worship Coordinator	Sarah Sprogell
Yearly Meeting Secretary	Noah Merrill*

* = YM Staff

Queries to Be Held Before, During, and Beyond the Virtual 2021 NEYM Sessions

From the Noticing Patterns of Oppression and Faithfulness Working Group

All of us live in this culture of domination. It elevates individualism and cut-throat competition. It values economic growth and the material, experiential, and intellectual consumerism that makes it possible. Its liturgy scapegoats the already unfortunate and marginalizes all who do not conform sufficiently to a centered norm of whiteness and other categories of privilege.

Many of us long to cease being creatures of this culture of domination. We yearn to live into blessed kin-dom, and to practice love-agape and our Quaker values.

In 2003 Sessions united on a Minute on Racism, from which comes the following:

“Let us remember Jesus’ admonition to remove the log from our own eye before seeking to remove a speck from our brother’s or sister’s eye.” [[See https://neym.org/social-justice-resources](https://neym.org/social-justice-resources)]

As our clarity increases about the ways we as individuals and members of our yearly and monthly meetings are complicit in acts and systems that do harm, we re-affirm the 2003 minute by holding the following queries in worship and prayer:

- Am I ready to admit my own participation in the culture of domination?
- Can I, in this moment, cut the link between my own roots in the culture of domination and my next thought or action?
- Can I humbly listen for the “still, small voice” of love-agape within me as the first step in any discernment?
- Can I also call others into the blessed kin-dom during discernment?
- How deeply am I willing to change?
- How can Friends support each other in transformation?

Guide to Business at Yearly Meeting Sessions

This year’s business sessions will be the largest Zoom meetings most of us have participated in. In addition to the usual discipline Friends should show about speaking (see the chart!), it will be important for every Friend to have some nominal familiarity with Zoom features and our expected practices.

The “room” will open for worship about 15 minutes early. Friends are asked to enter silently, confirm that you are muted, and to sit in worship with the Friends gathered. About 5 minutes past the hour, the clerk will break worship. If you are moved to speak to the concern at hand, please use the “Raise Hand” function on Zoom (press *9 if joining by phone). If you are unable to raise your hand for some reason, raise your physical hand well into your own image—several Friends will be assisting the clerk in watching for this. If the clerk calls on you, unmute yourself and speak.

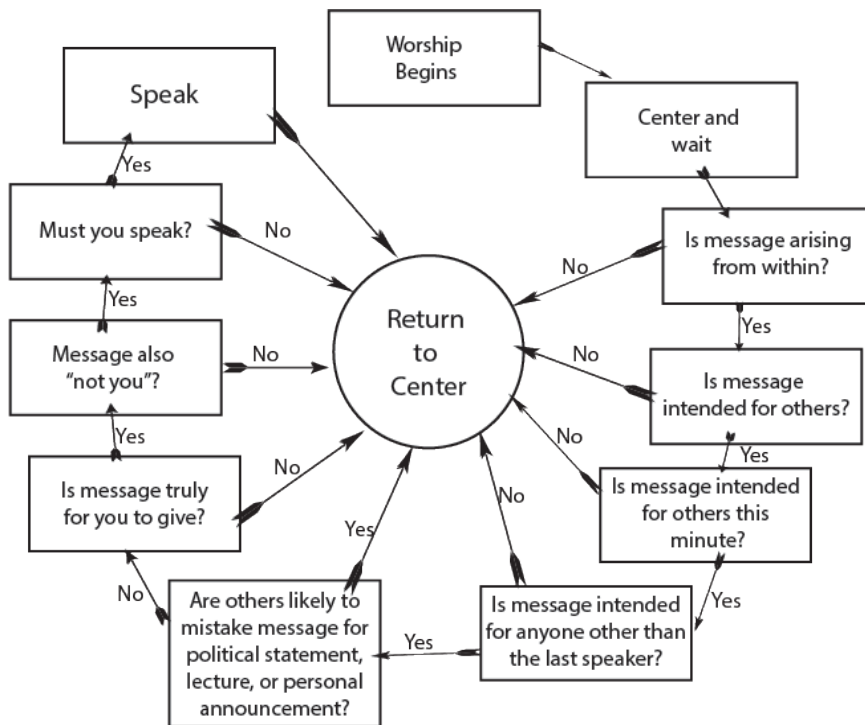
We encourage Friends to become familiar with Zoom before Sessions; you can find an instruction video on the Yearly Meeting website at <https://neym.org/zoom-how-tos>. If you are participating in business meeting as part of a local group, please see <https://neym.org/participating-yearly-meeting-local-group> for group participation in business meeting.

Worship with a concern for business:

- Please silence your cellphone, landline, and any other potential disruptions.
- The order of business items is subject to change, depending on the Holy Spirit and Friends’ self-discipline.
- We seek not compromise nor a grumbling “well, OK,” but clarity on what God calls us to do here and now, knowing that we may be led later to some further action, understanding, and love.
- Some business materials will be available in these Advance Documents; others will be shared on your screen during the Zoom meeting.

During worship with a concern for business:

- Use “Raise Hand” in Zoom (on the Reactions menu) to be recognized (on the phone, press *9). If you are unable to raise the digital hand for some reason, raise your hand in front of your face; someone will be scanning faces.
- Remember that the clerk does not always call on people in the order in which their hand appeared.
- When the clerk has called on you, unmute yourself (for those on the phone, *6), and say your name and meeting.
- Speak slowly and briefly, limiting your remarks to the question at hand.
- If you speak easily, be cautious. Ordinarily a person should speak only once to an item of business, unless to answer a direct question or to signal a significant change of heart.
- If you are a Friend who does not speak easily, be bold if called. Your leadings may be the way the Spirit has chosen to speak to us.
- Please do not try to argue the clerks (or anyone else) into your position.
- For approval, the clerk will ask “Do Friends approve?” Friends may unmute long enough to say “approve” or simply wave your hand as a signal of approval. The clerk will pause to allow Friends who are not comfortable to raise their hand and speak to their concern.
- While the clerks are trying to formulate a minute, help by holding them in prayer. Remember that the minute will rarely be worded precisely as you would have said it.



2021 Sessions Business Materials for Gathered Discernment

Proposed Changes to Nominating

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

Since the approval of that report, groundwork has been laid to integrate NEYM Nominating, Internal Nominating, and Clerk's Table Nominating Committees. The Presiding Clerk, Nominating Committee Clerk, Permanent Board Clerk, Yearly Meeting Secretary and Quaker Practice and Leadership Facilitator (former Clerk of the Clerking Structures and Practices Working Group) have had lengthy meetings looking at the "big picture" of NEYM's nominating work. This group, in consultation with members of existing committees and with Coordinating and Advisory, explored initial points of integration and increased coordination.

After much seasoning and discernment, Permanent Board recommends approval of the following:

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

Purposes, Procedures, and Composition Yearly Meeting Nominating Committee

Purpose

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

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

Procedures

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

The Nominating Committee uses sub-groups to delegate aspects of their work. The sub-groups will meet as needed to do

the work delegated to them, returning to the wider Committee for consultation and guidance.

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

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

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

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

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

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

Composition

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

- Monthly meetings are encouraged to recommend (to the Naming Committee) representatives for 3-year terms, renewable once.
- The Nominating Clerk serves ex-officio as a member of Coordinating and Advisory Committee, and is appointed by the Yearly Meeting.

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

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

Purpose, Procedures, and Composition Naming Committee

Purpose

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

Procedures

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

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

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

Composition

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

Gifts, Skills, Experience:

- Knowledge of the various aspects of nominating work

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

NOTE: If these new Purposes, Procedures, and Compositions for Nominating and Naming Committees are approved at Sessions, the appropriate revisions will be made to committee PP&C.

Sessions Planning Proposal

Purposes, Procedures, and Composition

Purpose

The Sessions planning team exists to plan the schedule and events that make up the annual gathering of Friends in New England. The various events which comprise our annual sessions should reflect a careful consideration of the spiritual condition of the wider body, considering where there is life, where there is not; where there are breakthroughs, patterns and examples of the Spirit; what needs careful attention and care, and what needs lifting up and celebrating.

The purpose of Annual Sessions is understood to be the following:

Friends gather at Annual Sessions to encourage the ministry and spiritual life of the Religious Society of Friends in New England. We seek to gather in ways that are intergenerational, welcoming, and inclusive. We seek to share our experience of how the Spirit is moving, and the ways it is impeded, to learn from each other, to discern how God is leading us as a people, and to experience Divine Love as it appears in our midst and is revealed in our relationships.

We respond to this purpose through: worship, meetings for corporate discernment, workshops, and opportunities for connection, training, fellowship, play, and celebration. At the heart of these events are the meetings for worship with attention to business where we discern how God is leading us as a people.

We seek to plan Sessions in alignment with NEYM's discerned and minuted commitments, including those to anti-racism (2003), challenging white supremacy (2016), and addressing climate change (2018, 2020).

Note: The "Sessions Planning Landscape" graphic on page 8 prepared by Elizabeth Hacala is to help in visualizing how the many pieces of Sessions planning will work together. While quite complete for this year, it is not intended to be authoritative or to be used as a guide for what roles are needed each year. It will not be part of the permanent Purposes, Procedures, and Composition document, if approved.

Procedures

- Throughout the planning, Friends are charged with removing barriers to participation and increasing accessibility for all Friends, paying attention to race, gender, sexual orientation, age, class, ability and care-taking responsibilities (i.e., those parenting or doing elder or personal care). Planning teams are asked to be mindful, regularly using the following queries in their planning:

How is this program/event/communication accessible? To whom? How is this program/event/communication inaccessible? To whom? How can we

make this program/event/communication more accessible? What identities are being centered in how we have planned this program/event/communication? What identities are not centered in how we have planned this program/event/communication? How do we know?

- Sessions planning will occur by designated groups with differing primary functions, whose work will be overseen and coordinated by the Sessions Coordination Team. In addition to more general oversight and coordination, the Sessions Coordination Team will draft an overall Sessions schedule for input by the other functional groups. The Coordination Team also gives final approval to the overall Sessions schedule and to any needed changes. The Coordination Team holds the concern for bringing an intergenerational focus to Sessions planning.
 - Theme and Speakers Team: This group discerns the theme for the following year's Sessions and speakers. It is clerked by the Sessions Clerk.
 - Program Team: Focuses on adult programming, typically including business meetings, plenary, worship, Bible Half Hours, small group opportunities, workshops, etc. Clerked by Sessions Clerk.
 - Logistics Team: The Logistics Team will translate specific needs of Adult and Youth programs into physical (room size and numbers), communication (including advance docs, newsletters), and administrative (registration and housing) needs. Clerked by Events Coordinator.
 - Youth Programs Team: Focuses on the programming that will be offered for youth at Sessions, including needs of families and youth, and recruitment of staff. This group will be convened by the Events Coordinator.
- In September of each year, the Coordination Team, the Theme and Speakers Team, and any others they choose to invite will meet to consider the Sessions which just happened. They will consider Sessions evaluation forms as well as personal experience, to learn from the recent event. What went well, what challenges were there? What changes might be useful or necessary? How was the spiritual life of Friends in New England nourished and encouraged? How was the life and experience of monthly meetings considered and supported? What work and learning is not yet finished that should be carried over into next year's Sessions? The conclusions from this gathering should be the foundation and touchstone for all aspects of planning for the coming year. This meeting will be convened and clerked by the Sessions Clerk. The meeting should include those involved in the previous year's planning who are not otherwise continuing in service.
- Following this meeting, the Theme and Speakers team should meet to consider: their sense of the spiritual condition of the body of Friends who attended (informed by the meeting described above); their sense of how Spirit is moving (or impeded) in the wider body; and wider input, on both potential theme and suggested speakers. This team should distill that sense to a few words or a phrase for the theme, which will be a simple reflection of the work they believe the body needs.
 - This team will then consider what guests should be invited to speak to the gathered body. While most often over the years we have had a plenary speaker on Sunday and a Bible Half Hour presenter, this group may be led to suggest a different configuration.
 - This team should present the suggested theme and proposed speakers to the Coordination Team for approval. The Sessions Clerk should report these to Permanent Board for their awareness. Approval by Permanent Board is not necessary.
 - Upon approval by the Coordination Team, the Presiding Clerk, with support as needed from the Events Coordinator, will contact proposed speakers to formally invite them. Upon their acceptance, the Presiding Clerk will hand off responsibility to the Events Coordinator, who will ensure appropriate follow up and connections with Friends as needed in order to confirm elders and make all other arrangements for their service.
 - Once the theme, speakers, and elders are confirmed, this team (excepting the Presiding Clerk and the Sessions Clerk) can consider that their work is done for the year.
- The Coordination Team may meet occasionally, as needed, through the fall and winter months.
- Beginning in earnest by March, the functional teams and the Coordination Team should begin to meet regularly to translate the perceived needs into specific events and fit those events into a schedule. Events should include:
 - Opportunities to gather in worship
 - Business meetings
 - Opportunities for learning
 - Opportunities for sharing and relationship-building
 - Opportunities for performance, celebrations, special events, and play
- In consultation with the Coordination Team and with approval of the Yearly Meeting Secretary, a variety of stipended positions may be established to hold a particular piece of work, (e.g. Registrar, Housing Coordinator, Worship Coordinator, Tech Team Lead, BIPOC Opportunities Coordinator). Stipended positions will participate in the appropriate functional team, and will be supported by the appropriate staff person as identified in their role description.
- The NEYM Office Manager will set the schedule for required submissions, including invitation to Sessions, program schedule for publication, advance documents, etc.
- The Yearly Meeting Secretary has ultimate responsibility for and oversight of implementation, logistics, financial management, liability, pastoral care, legal, and safety concerns for Annual Sessions.

Composition:

A Sessions Clerk will be nominated by the Yearly Meeting Nominating Committee. This individual will clerk the Coordination Team, the Program Team, and the Theme and Speakers Team. This person will work closely with the Events Coordinator, creating the planning schedule and the agendas for planning meetings in consultation with the Coordination Team. This person will hold an overview of the planning process and

will facilitate significant decisions, where the Events Coordinator will be more involved in the implementation of those decisions.

Regular participants in each of the following groups will likely include the roles below, but may change based on experience and needs, and will often include the invited participation of other Friends depending on needs for consultation, discernment, and implementation. The Sessions Clerk, the Presiding Clerk, the Events Coordinator, and the Yearly Meeting Secretary will consult on changes in composition or process that may be needed.

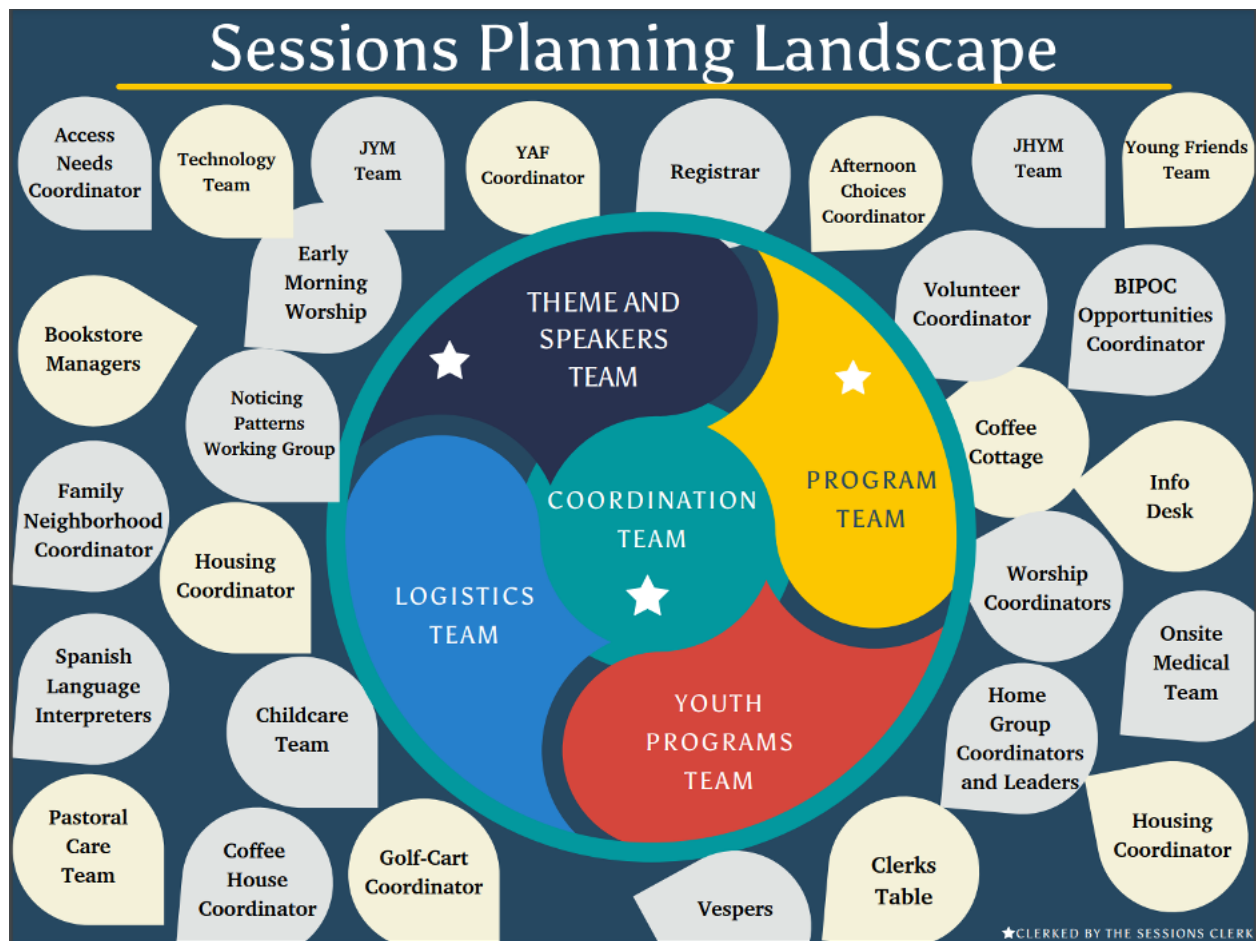
The Program Team consists of the Yearly Meeting Secretary, the Presiding Clerk, the Sessions Clerk, the Worship Coordinator, the Events Coordinator, the Quaker Practice and Leadership Facilitator, and a member of the youth ministries staff.

The Logistics Team consists of the Events Coordinator, the Office Manager, the Tech Team Lead, and the Sessions Clerk.

The Youth Programs Team consists of the Events Coordinator, the Children & Family Ministries Coordinator, the Young Friends Event Organizer, and the Quaker Practice and Leadership Facilitator.

The Theme and Speakers Team consists of the Presiding Clerk, the Sessions Clerk, and 4 to 6 other Friends chosen by the Yearly Meeting Nominating Committee, both for their connectedness to the wider body of Friends and their ability to prayerfully listen to those Friends' condition.

The Coordination Team consists of representatives from each of the other teams, plus a consistent representative from the Noticing Patterns of Oppression and Faithfulness Working Group.



Sessions Planning Landscape

Clerks Table Nominations

The Permanent Board presents the following slate to begin service at the close of Sessions 2021:

Presiding Clerk: Bruce Neumann (Fresh Pond)

Rising Clerk: Rebecca Leuchak (Providence)

Recording Clerks: Kathy Malin (Smithfield), Peter Bishop (Mt. Toby)

Reading Clerk: Adam Kohrman (Beacon Hill)

Unity Agenda

Revised Committee Purposes, Procedures, and Composition

ARCHIVES COMMITTEE

Purpose

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

This work is an aspect of our testimony of stewardship.

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

Procedures

By agreement, the repository for the records is the Special Collections and University Archive (SCUA), W.E.B. Du Bois Library at the University of Massachusetts Amherst, 154 Hicks Way, Amherst, MA.

- The Committee advises meetings on the care of their records, encourages both meetings and committees to deed these records to the Yearly Meeting archives on a regular basis.
- The Committee maintains a Collections Policy.
- The Committee appoints and prioritizes the work of an Outreach Archivist.
- The Committee works with SCUA to maintain an accurate guide to which records have been deposited in various repositories, and in what format.
- The Committee meets monthly by videoconference for one hour, as well as meeting in person annually at New England Yearly Meeting sessions.
- The Committee annually reviews the working relationship with SCUA as outlined in the Memorandum of Understanding between NEYM and SCUA.

Composition

- The Committee consists of six to eight Friends named by Yearly Meeting Nominating Committee and approved by the Yearly Meeting. Friends are named for skills and perspectives relevant to the work of the Yearly Meeting Archives, as well as the Outreach Archivist. These skills and interests include library and archival professions, records management, Quaker

history, and genealogy. Friends are named to staggered 5-year terms.

- The Committee is supported by the NEYM Office Manager.
- The Clerk of the Committee is appointed by the Nominating Committee in consultation with Archives Committee.
- The Yearly Meeting Secretary is responsible for overseeing the contract with the Outreach Archivist.
- The clerk of the Committee is appointed by the Committee, in consultation with Coordinating and Advisory Committee. The Yearly Meeting Secretary is responsible for overseeing the contract with the Outreach Archivist.

COORDINATING AND ADVISORY

Purpose

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

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

Procedures

- The Committee meets once a month, either in person or by electronic communication.
- The work of the Committee may require confidentiality as it discerns with tenderness how to proceed with an issue.
- C&A is responsible for supervising and evaluating the work of the Yearly Meeting Secretary. The Committee delegates day-to-day supervision of the Yearly Meeting Secretary to the Supervisor of the Yearly Meeting Secretary, who ensures completion of the annual performance review of the Secretary.
- C&A, in cooperation with the Quaker Practice and Leadership Facilitator or other relevant parties, helps to ensure that current and emerging clerks of quarterly meetings, monthly meetings, and Yearly Meeting committees (including ad-hoc and subcommittees of the Permanent Board) are provided with relevant leadership development trainings, resources, and guidance.
- The Committee refers some matters to other bodies for review, discernment, and action. C&A is accountable to the Permanent Board and to Sessions.
- C&A strives to prevent duplication of effort and facilitate efficiency and effectiveness in the work of the Yearly Meeting.
- With a goal of ensuring alignment with Yearly Meeting priorities, C&A will regularly review each committee's Purposes, Procedures, and Composition (PP&C), ensuring that every committee is reviewed at least once within a 3-year period. C&A will do this work in consultation with the Committee. The PP&Cs are approved by the Yearly Meeting.
- The C&A Committee plays a key role in the annual Funding Priorities Process for the Yearly Meeting, discerning recommendations which are approved by C&A and then presented to the Permanent Board by the

Yearly Meeting Secretary, in keeping with the process approved by the Yearly Meeting.

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

Composition

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

The Committee is clerked by the Presiding Clerk.

FAITH AND PRACTICE REVISION

Purpose

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

Procedures

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

Composition

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

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

FINANCE COMMITTEE

Purpose

The Yearly Meeting Finance Committee stewards the financial resources at all levels of the Yearly Meeting (YM). This involves care for the intake and expenditure of money through the development of an annual budget, the establishment of policies for the faithful and transparent carrying out of that care, and the communication of this to the wider body of New England Yearly Meeting. The Finance Committee serves as a resource on good practice in financial management for monthly and quarterly meetings and other groups under the care of NEYM. By providing consultation, education, and resources to treasurers and others, the Committee seeks to assist in the effective stewardship of monthly, quarterly, and YM financial and property resources.

For where your treasure is, there will your heart be also. (Matthew 6:21)

Procedures

- The Committee provides oversight, advice, and support to the Treasurer as well as any others who may be responsible for sub-accounts within the YM operating funds.
- The Committee reviews and recommends updates to the job descriptions of the YM Treasurer.
- The Committee consults with Nominating Committee about that committee's nomination for Treasurer.
- The Committee generally meets every few months, including meeting at Annual Sessions. Meeting times and places are determined by the Clerk in consultation with the Committee.
- The Committee may designate subcommittees to organize and perform certain tasks, the results to be brought before the full Committee for action. Budget is the only subcommittee that currently exists.
- Early in the calendar year, the Committee begins the development of a draft budget for the ensuing fiscal year. This is done in consultation with the Treasurer, YM Secretary, and others. The YM Secretary is responsible for estimating expenses for the YM staff and office, Youth Retreat Programs, and Annual Sessions. The Committee takes into account the financial priorities recommended by the Permanent Board.
- The Committee solicits specific input from the YM Secretary and others regarding the estimated capacity within the YM community for contributions and from the YM Secretary regarding estimated expenses and revenue for Annual Sessions in developing the draft budget.
- The Committee solicits budget requests from all YM committees to support the work of those committees.
- The Committee presents the YM budget to the Permanent Board at its May meeting for information and feedback.
- The Committee presents the final YM budget to Annual Sessions for final approval. Between Annual Sessions, budget updates and any necessary requests for action are presented to the Permanent Board.
- The Committee annually prepares a minute authorizing designated individuals to sign checks, open and close accounts, and otherwise manage the financial “housekeeping” of the Yearly M. Sessions approves this minute.
- The Committee conducts workshops on various financial topics and fields specific questions from monthly meeting officers on managing monthly meeting finances.
- The Committee will from time to time review YM policies in financial matters and make recommendations to the Permanent Board for continuation, discontinuation, or adjustment of those policies.

The Committee maintains a handbook documenting the policies and procedures of YM financial matters, regularly reviewing and updating it as needed. A detailed description of how the Friends Camp budget is handled appears in the Friends Camp Good Governance document.

Composition

Finance Committee composition is as follows:

- Up to 10 members are appointed by the Yearly Meeting for terms of up to five years. In consultation with the Nominating Committee, members may be re-appointed for a second consecutive 5-year term. While not required for Friends to make a significant contribution to this work, longer terms of service recognize the detailed context of this work, and support greater continuity and institutional memory on the Committee.
- The Treasurer, Accounts Manager, and Yearly Meeting Secretary are ex-officio members.

Committee members do not necessarily need any prior experience with accounting or financial management, but should be comfortable (or interested in learning how to become comfortable) looking at, talking about, and praying over both specific numbers as well as broader policy matters concerning the finances of the Yearly Meeting. Committee members should be able to notice and be willing to ask tough questions when numbers don't seem to make sense or add up. All members are expected to relate financial matters to Divine guidance and Quaker principles.

Additionally, while no single member is expected to bring all of the following to the Committee's work, the Committee as a whole will, ideally, possess at least two informed perspectives on the following topic areas: (a) each area of work done by the Yearly Meeting as an organization; (b) Yearly Meeting governance procedures, and (c) common principles of financial management. The Committee also needs one or more members possessing the necessary skill and energy to (a) use charts, spreadsheets, and financial management software; and (b) draft policy proposals when it becomes clear our policies or procedures should be changed.

In order to fulfill God's will for the Yearly Meeting in financial matters, the Finance Committee aims to be representative of the wide range of Friends that make up NEYM. Recognizing the importance of sharing power in financial decisions with those whose voices are often marginalized, the Finance Committee aims to be diverse in age, gender, race, sexual orientation, class, and any other identities that are less privileged.

The Clerk of Finance Committee serves ex-officio on the Coordinating and Advisory Committee, on Permanent Board, and on the Board of Managers.

LEGACY GIFT COMMITTEE

Purpose

"The purpose of the Legacy Gift Funds is to support the ministries of New England Yearly Meeting Friends, both within and beyond our region.

"Guided by our living testimonies, we seek to strengthen our Witness through the funding of public and released ministry, beginning with attention to Racism and Climate Change and understanding that this is a starting point and concerns beyond these may also be funded.

"We seek to nurture our beloved community through the support of education, outreach, released ministry and meetinghouse projects. The Legacy Funds will serve as potent seeds to help Friends answer God's call

in our time and to strengthen the new life that is already rising up in our Yearly Meeting." Minute 2015-27

The purpose of the Legacy Gift Committee is to fulfill this Minute by distributing the funds that are in their care, and to seek additional ways to release and support ministry in New England and beyond. Its role is clearly defined in Minute 2014-62.

Procedures

The Committee sets application deadlines and processes in accordance with minute 2014-62. A detailed application process appears on the NEYM website at <https://neym.org/legacy-gift/legacy-grants-apply-now>. The Committee meets regularly throughout the year, for the purpose of soliciting and reviewing grant applications to two funds. The NEYM Future Fund, available to individuals and meetings, is to be released until all of its money is expended. In the case of the NEYM Witness and Ministry Fund, the Committee distributes only the available income from the relevant funds, as determined by current NEYM investment policies. This entire process will be reviewed by the Yearly Meeting in 2024, or sooner, depending on need and as approved by Sessions.

From time to time, the Committee may invite guest reviewers to participate in the review process.

The Legacy Funds are not limited to existing balances but can receive additional donations to support the work.

The Committee is required to report back to Sessions directly every year during a meeting for business and is encouraged to offer workshops to promote the work of the Committee, the relationship of money to our spiritual condition and to highlight the ministry and witness of the recipients of these funds.

Legacy Gift Fund recipients are expected to report annually to the Committee for the duration of their grant, and to consult with the Committee if there are significant changes to their budget or schedule after approval.

Composition:

- The Committee consists of up to nine members, named by the NEYM Nominating Committee and approved by the Yearly Meeting. Members serve for renewable, staggered 3-year terms. Friends may be appointed for a second term, after which they should take a year off.
- The Yearly Meeting Presiding Clerk and the Permanent Board Clerk serve as ex-officio members.
- Yearly Meeting Nominating Committee, in consultation with Committee members, names the clerk or co-clerks of Legacy Gift Committee. This nomination is approved by the Yearly Meeting.

Members of the Legacy Gift Committee may include Friends who:

- bring gifts in spiritual discernment;
- bring experience in grant writing or awarding;
- are previous recipients of the Legacy Gift funds;
- are able to commit to the time expectations of the Committee's work;
- can actively reach out to applicants, and whenever possible meet them in person;
- will respond to applicants in a fair, timely and supportive manner;
- are able to help the group make decisions about competing priorities; and
- share a bold vision of the possibilities of what these funds could support.

PUENTE DE AMIGOS**Purpose**

Puente de Amigos Committee (Bridge of Friends) fosters a spiritual relationship, based on mutual respect, equality, and love between New England Yearly Meeting (NEYM) and Cuba Yearly Meeting (CYM) to which both meetings have been corporately called. Since 1991 the relationship with Cuba Yearly Meeting has been an important part of the religious life of New England Yearly Meeting, and the Committee works to support the continuation of this ministry.

Procedures

The full Committee meets for business 2–4 times during the year, including meetings at Annual Sessions. Puente de Amigos has an Executive Committee that makes needed decisions between committee meetings. There are also ad hoc Orientation and Discernment Committees formed to work with New England Friends interested in representing NEYM in Cuba that can bring recommendations to the full Committee, as there is a rigorous discernment process for those seeking a religious visa.

The Puente de Amigos Committee builds relationships with Cuban Quakers by arranging exchanges of religious visitors between the two yearly meetings and encouraging ongoing connection through pairings of Cuban and New England monthly meetings called sister meetings.

The Committee arranges for delegates from Cuba Yearly Meeting to attend NEYM Annual Sessions and to visit local meetings and participate in other Friends activities. It provides simultaneous Spanish interpretation at NEYM Annual Sessions, and offers a number of activities that highlight our relationship with Spanish-speaking Friends, such as hosting a “Puente table” at meals for those interested in meeting the visitors from CYM and facilitating a Spanish-language anchor group. When possible, the Committee also invites Cuban Friends who are in the United States on other business to visit New England. This work is supported by relationships with other Friends’ organizations that are interested in knowing Cuban Friends, such as the Friends United Meeting, the Miami Friends Church, and the Friends World Committee for Consultation-Section of the Americas. The Committee works to maintain relationships with these organizations.

Intervisitation pushes us to seek discernment and to learn from others. When gathered together with Cuban Friends—our siblings—members of the Committee wrestle with emotional topics such as the balance between truth-telling and confidentiality and the implications of material wealth on relationships with beloved Friends who have fewer economic resources. Together we participate in programmed and unprogrammed worship, which may include singing, Bible reading, and vocal prayer, as we invite God’s presence to guide us.

The Committee is explicitly authorized by the Yearly Meeting to raise funds to cover costs involved in religious visitation between the two yearly meetings. They may address needs for material assistance as identified by Cuban Friends (such as medicine and eyeglasses). These efforts should be coordinated as part of the development efforts of the Yearly Meeting as a whole. Any commitments which may have legal ramifications, such as an application for a travel license or a representation of Yearly Meeting commitments in support of a Cuban traveler’s visa application, must be authorized by the Clerk of Permanent

Board, the Presiding Clerk, or the Yearly Meeting Secretary. In such cases the Committee is responsible for understanding the situation and providing advice and recommendations to the Permanent Board or the Presiding Clerk.

Composition

- Puente de Amigos Committee has nine members serving staggered 3-year terms. Members may serve a second consecutive term. It has been the stated practice to have anyone who has served six years in a row to take at least one year off.
- Clerks are appointed for a 3-year term. The clerk’s term on the Committee may be extended to permit them to serve the full 3 years.
- The Committee establishes an executive committee of past clerks and emeritus members who can make time-sensitive decisions at the clerks’ request between Puente Committee meetings. The decisions are then brought to the next Puente meeting. The executive committee is confirmed annually by the Committee.
- Because of the special skills needed by clerks of Puente (Spanish, familiarity with the law and procedures involved in sending representatives of NEYM to Cuba) it’s advisable for the clerk to have been involved with the work of the Committee before they are named. It is helpful to select and train a rising clerk from within the Committee. The Nominating Committee will consult with Puente members before the Nominating Committee names an individual to serve as the rising clerk.
- The Committee collaborates with the Yearly Meeting Nominating Committee in finding members for the Committee. Sometimes there are Friends who are willing to stay on the Committee, and/or have asked us to be on the Committee, whom we recommend to be nominated.
- The Committee collaborates and has linkages with Permanent Board and with the FWCC and FUM Committees, and with the Yearly Meeting body as a whole.

YOUTH MINISTRIES COMMITTEE**Purpose**

The Youth Ministries Committee serves to support the work of nurturing the faith life, spiritual growth, and leadership of children and youth of New England Yearly Meeting. The Committee sees children as fully spiritual beings and advocates for this perspective within the Yearly Meeting (YM). The Committee works to ensure the vitality, health, safety, and relevance of the youth programs offered by the organization of NEYM, as well as youth ministries offered within and across the web of local meetings in our region. This work happens in the context of both family and community, in same-age and in multi-generational groups.

It is the Committee’s intent that the youth work under its care enable young people to grow into adulthood with a full sense of belonging to both a local circle of Friends and the Yearly Meeting as a whole. The Committee ensures that the programs we support offer a foundation of Quaker faith and experience, fostering an active spiritual life. The purpose of the Youth Ministries Committee is to support programs and practices that empower the young people of NEYM to live with grounded integrity, and that help them speak to the condition of the world.

Note: Friends Camp, a vital youth ministry of New England Yearly Meeting of Friends, is additionally guided by the Friends Camp Committee and by distinct standards for State of Maine licensing and accreditation by the American Camp Association.

Procedures

- The Committee acts as stewards to discern needs for youth programming, all the while listening for fresh inspiration within and beyond NEYM.
- The Committee supports local meetings and NEYM youth ministry staff and volunteers in the implementation of such programming.
- The Committee consults on the right ordering of administrative aspects of NEYM youth programs: health, safety and welfare of children; policy and procedures; and ethical and legal issues.
- The Committee ensures that NEYM programs are a partnership between youth workers, parents, and our wider spiritual community. The Committee advocates for the needs of NEYM youth, families, and youth workers. The Committee ensures that programming is vital and relevant to current needs.
- The Committee is responsible for conducting an annual review of the NEYM Child Safety Policy and its implementation.
- The Committee supports the staff in their youth ministries work. The Yearly Meeting Secretary supervises the youth program staff. Youth staff attend Committee meetings to communicate the reality and needs of youth work in NEYM.
- The Committee meets regularly, virtually or in person, as the needs of the Committee dictate. The Committee reports annually to Sessions on the health of the programs, status of the Child Safety Policy, and other issues in our care.
- For local meetings, the Committee offers resources, collaboration, and guidance for the health and welfare of children; policy and procedures; ethical and legal issues; program design and curriculum; outreach and networking.

Composition

- Committee membership should reflect the diversity within the Yearly Meeting. Gifts that we seek for the Committee include skills in pastoral care for children and families, skills in youth programs and youth work, including program evaluation and planning. Committee membership should include people with familiarity with the NEYM retreat programs.
- Members are named for 3-year terms, two people in each class for a total of six named members. Friends may be appointed for a second, consecutive 3-year term, after which they should take a year away from the work. Members are named by the Yearly Meeting Nominating Committee.
- The youth ministry staff—Junior Yearly Meeting/Junior High Yearly Meeting Coordinator, Young Friends Events Organizer, the Quaker Practice and Leadership Facilitator, and the Friends Camp Director—are ex-officio members of this Committee. Because of the high level of staff participation in the work of this Committee,

YMC needs to remain mindful of the risks of overburdening staff.

- Yearly Meeting Nominating Committee, in consultation with the Committee members, names the Clerk of Youth Ministries Committee. This nomination is approved by the Yearly Meeting. The Youth Ministries Committee coordinates with and has linkages to Ministry and Counsel and Permanent to Board.

Yearly Meeting Nominating Report

See page 27

Bank Resolutions

The following resolutions are brought by the Finance Committee:

1. That Robert Murray be appointed New England Yearly Meeting Treasurer for the ensuing year or until a successor is appointed and qualified.
2. That Robert M. Spivey be appointed Friends Camp Treasurer for the ensuing year or until a successor is appointed and qualified.
3. That Robert Murray, Yearly Meeting Treasurer; and Noah Merrill, Yearly Meeting Secretary, be individually authorized to open and close bank accounts in the name of New England Yearly Meeting of Friends as needed.
4. That Robert M. Spivey, Friends Camp Treasurer; and Anna Hopkins, Friends Camp Director, be individually authorized to open and close bank accounts in the name of Friends Camp as needed.
5. That Noah Merrill, Yearly Meeting Secretary; Robert Murray, NEYM Treasurer; Bruce Neumann, Presiding Clerk; Sarah Gant, while serving as Acting Secretary for Pastoral Care and Governance; and NiaDwynwen Thomas, while serving as Acting Secretary for Programs, be designated as alternate signers, individually, of all bank accounts of New England Yearly Meeting of Friends, except those checks for greater than \$10,000, which shall require the signatures of two signers from the list above.
6. That Anna Hopkins, Friends Camp Director; Robert M. Spivey, Friends Camp Treasurer; and John Reuthe, Friends Camp Committee Clerk, be authorized, individually, as signers of the Friends Camp bank accounts, except those checks for greater than \$10,000, which shall require the signatures of two signers from the list above.

Minute to Authorize Edits and Corrections

Friends authorize the presiding, recording, and reading clerks to make and approve edits, clarifications, and corrections to the minutes of NEYM Sessions 2021.

Faith and Practice Revision Committee

We will consider a chapter on Personal Spiritual Practices for preliminary approval. A recording of the chapter read by Eden Grace, as well as downloads of that text and a draft chapter on Ministry and Counsel are available online at neym.org/fp-revision/documents-discussion.

New England Yearly Meeting (Quakers) Apology to Native Americans

Revised by the Right Relationship Working Group based on input from Monthly Meetings

To the Algonquian peoples of the Northeast who continue among us, including the Abenaki, Eastern Pequots, Golden Hill Paugussett, Mahican, Maliseet, Mashantucket Pequots, Massachusetts, Mi'kmaq, Mohegan, Narragansett, Nipmuc, Passamaquoddy, Pennacook, Penobscot, Pequot, Pocumtuck, Pokanoket, Quinnipiac, Schaghticoke, Tunzis, Aquinnah and Mashpee Wampanoag, and Wangunks:

Apology

As participants in European colonization and as continuing beneficiaries of that colonization, Quakers have participated in a great and continuing injustice. For too long and in too many ways, we as a faith community have failed to honor that of God in you, the original peoples of these lands. We are deeply sorry for the suffering we caused in the past and continue to cause in the present. Today we acknowledge that injustice and apologize.

We acknowledge that Quakers participated in and benefited greatly from colonization. We stole your land, we displaced your ancestors. We caused genocide and participated in cultural erasure. We know that the injustice of displacement and disrespect continues. We also see the ways that we continue to benefit from broken treaties and genocidal policies. We have much work to do to attain right relationship.

We are sorry for our advocacy of the Indian Industrial Boarding Schools, which we now recognize was done with spiritual and cultural arrogance. Quakers were among the strongest promoters of this policy and managed over 30 schools for Indian children, mostly boarding schools, during the nineteenth and twentieth centuries. We are deeply sorry for our part in the vast suffering caused by this system and the continuing effects.

On behalf of New England Quakers, in particular those of us with European ancestry, we offer this apology. We commit to continuing our efforts to learn, to see more clearly the implications of settler colonialism in our own lives, and to work toward right relationship with you and all of Creation. We hold ourselves open to suggestions and to dialogue, holding no expectations of you. We will continue to pray for guidance and to seek divine assistance in the transformation we know is needed within each of us, and in the world.

[Signature on approval]

Northwest Quarter Minute Regarding “No Way to Treat a Child”

2021-03-10 We recognize our own involvement in the incarceration of children and youth, most of them black and brown, here in the United States. Whether in prisons or cages for recent immigrants, this is no way to treat children. We ask New England Yearly Meeting to begin to join in this work.

Spirit leads Northwest Quarterly Meeting to ask New England Yearly Meeting to engage wholeheartedly with the American Friends Service Committee's No Way to Treat a Child campaign “which seeks to challenge and end Israel's prolonged military occupation of Palestinians by exposing widespread and systematic ill-treatment of Palestinian children in the Israeli military detention system.” This rights-based effort

to halt ongoing infringement of children's human rights stems from Friends' belief that no child should be denied due process or tortured.

NEYM Minute 2019-36 urged monthly and quarterly meetings to live into Minute 2017-46, particularly as it applies to Gaza and the West Bank. Consequently, Northwest Quarter requests that New England Yearly Meeting embrace No Way to Treat a Child by calling upon Friends everywhere to endeavor to end these violations of children's human rights by:

- Learning how placing children in military prisons violates international law and impedes the right to a childhood (https://www.dci-palestine.org/right_to_a_childhood);
- Talking with Members of Congress to co-sponsor the bill that replaces H.R. 2407, “Promoting Human Rights for Palestinian Children Living Under the Israeli Military” (<https://www.afsc.org/blogs/news-and-commentary/how-to-talk-to-your-representative-about-palestinian-child-detention>);
- Writing letters in local newspapers as one of many ways of How Quakers can join No Way to Treat a Child (<https://www.afsc.org/story/how-quakers-can-join-no-way-to-treat-child-campaign>);
- Accompanying the American Friends Service Committee (AFSC) (<https://www.afsc.org/story/attributes-empatheticprincipled-accompaniment>)—as led locally, nationally, and internationally—in that Quaker organization's effort to end “the Israeli occupation of Palestinians by exposing the systematic ill treatment of Palestinian children in Israeli military detention”;
- Connecting what Friends learn about settler colonialism (<https://docs.google.com/document/d/1Jk9-ZVmp9CaGOXFrLunjPZPgZ0pxDA2n2VxAnRS3X14/edit#heading=h.yw5brcwty91b>) here in the States, transnationally with Israel Palestine.

APPROVED NORTHWEST QUARTERLY MEETING, MARCH 7, 2021

Vassalboro Quarter Minute on the Mistreatment of Palestinian Children

Vassalboro Quarterly Meeting (VQM) joins with Midcoast Friends in endorsing the AFSC's No Way to Treat a Child campaign. This is a particular expression of our shared concern for the safe and just treatment of children.

VQM is in unity with Midcoast Friends in requesting that New England Yearly Meeting endorse the AFSC No Way to Treat a Child campaign, and in urging support for Rep. Betty McCollum's (D-MN) H.R. Bill 2590.

Exercised in heart and mind by these complicated and tender matters, Vassalboro Quarterly Meeting approves sending to NEYM both:

- Midcoast Minute on the Mistreatment of Palestinian Children; and
- VQM Additional Statement of Support for No Way to Treat a Child

Midcoast Minute on the Mistreatment of Palestinian Children

“Suffer the little children to come unto me,” Jesus said “...for of such is the kingdom of heaven.” (Matthew 19:14)

Forty-five percent (45%) of the 2.9 million Palestinians who now live in the occupied West Bank are children under the age of 18. Since 2000, more than 10,000 Palestinian children have been seized and held in harsh military detention by Israeli forces. They have been subjected to cruel and brutal treatment without recourse to lawyers or parents. Many are held for months or even years—often in solitary confinement—all in defiance of relevant international law and the United Nations Convention on the Rights of the Child.

The No Way to Treat a Child campaign is exposing the treatment of Palestinian youth and developing interventions to stop the abuse. The treatment of Palestinian children is known to include: “blindfolding, sleep deprivation, verbal abuse, threats, and physical and psychological violence that in some cases amounts to torture.” The DCIP (Defense for Children International-Palestine) found that of the estimated 10,000 children who have been detained by Israeli forces and held in Israeli military detention since 2000, among other abuses, 95% have been hand tied; 86% blindfolded; 64% verbally abused or intimidated; and 96% interrogated without the presence of a family member. Israel is the only country in the world that systematically prosecutes children in military courts without fair trial rights and protections. Each year, 500 to 700 Palestinian children are tried through the Israeli military detention system. The UN Children’s Fund (UNICEF) has denounced the Israel’s ill treatment of Palestinian children.

The No Way to Treat a Child campaign demands that the Israeli government ensure basic due-process rights and prohibit torture and mistreatment of Palestinian children. The campaign also hopes to ensure that when children are arrested, procedures are carried out in accordance with international juvenile justice standards, as represented in the UN Convention on the Rights of the Child. The campaign seeks to ensure that children are detained for the shortest time possible; not be subjected to physical or psychological violence; have access to legal counsel and their parents; and not be blindfolded. The practice of using solitary confinement on children in detention must be stopped immediately. We hope to inspire and motivate Israelis to improve Israel’s justice system and to end the occupation of Palestinians in Israel, the West Bank, and Gaza.

Our efforts are consistent with our Quaker abolitionists’ roots and the situation is as perilous as was slavery. Midcoast Monthly Meeting urges that Vassalboro Quarterly Meeting consider the urgency of the issues and endorse No Way to Treat a Child in timely fashion, so that the matter can be added to the agenda for Annual Sessions. It is our hope that, after due and prayerful reflection, New England Yearly Meeting will unite to endorse the campaign as well.

VQM Additional Statement of Support for No Way to Treat a Child

VQM supports the safe and just treatment of all children.

VQM is “painfully aware that the United States contributes to physical and psychological harm to children, both in its domestic policies and practices, such as juvenile justice and immigration detention, and through its foreign military aid to countries that violate children’s rights.” (South Central Yearly Meeting 2021, Minute on No Way to Treat a Child)

VQM endorses the American Friends Service Committee’s No Way to Treat a Child Campaign. We recognize “the widespread and systematic ill-treatment of Palestinian children in the Israeli military detention system. ... We believe the United

States government must use all available means to pressure relevant Israeli authorities to end the detention and abuse of Palestinian children.” (AFSC resources on No Way to Treat a Child)

VQM calls on Congress to pass House Bill H.R. 2590, introduced by Rep. Betty McCollum (D-MN-4). H.R.2590: Defending the Human Rights of Palestinian Children and Families Living Under Israeli Military Occupation Act.

VQM requests that New England Yearly Meeting endorse the AFSC No Way to Treat a Child campaign and Rep. Betty McCollum’s H.R. Bill 2590.

2021 Minute of Support for Survival of the Earth and Her Inhabitants

Brought by the Earthcare Ministries Committee

“Together, the world’s people have been granted stewardship over the Earth, to enjoy it briefly, then to surrender it to succeeding generations. The Earth is not a possession but a trust. Those dramatic photographs from the moon showed us all what is ours to care for—a green and blue jewel shining in the blackness of space.” Friends World Committee for Consultation, June 1978 (from *NEYM Faith and Practice*, 1985)

As Friends we believe that the Earth and all life on Earth have inherent rights to existence that should be protected and revered. We believe that right relationship with Earth is critical to our testimony of stewardship.

How, then, should we respond to the current climate crisis? Despite our recognition of the damage caused by fossil fuels, we keep a death grip on the steering wheel, right foot firmly on the accelerator of our fossil-fuel-powered economy. Our children and grandchildren are along for the ride. *We must awaken from our fume-induced slumber.*

We reaffirm our commitment to Spirit-led action that supports the survival of life on earth. From that we draw hope. And because scientists tell us we must radically change our emissions in the next ten years if we are to avoid the worst impacts of climate change, we gain the will to take action *now*.

Therefore, we call upon Friends to discern what actions we, individually and together, will take now, while there is still time.

To help in our discernment, the Earthcare Ministry Committee offers some specific queries that Friends may wish to consider:

- Overall, what does Spirit call us to do that will have the most impact on the climate crisis over the next ten years?
- What is our responsibility toward the people who have been most harmed by the climate crisis? All of us are vulnerable as part of God’s creation and it is difficult to open our eyes, minds and hearts to those already suffering, but how can we address the harm that the poor, people of color, indigenous communities, and others have already suffered?
- How can we get involved in public policy at every level—local, state, federal, and international—to push for rapid evidence-based action to end the emission of greenhouse gases, to create nature-based solutions, and to remediate the damage already done? *We may have a small window of opportunity due to current politi-*

cal dynamics, so focusing on this is especially important at this time.

- How can we best support Friends who take Spirit-led direct action to stand in the way of the construction, expansion, or continuing operation of fossil-fuel infrastructure?
- How can we address the fact that our militarism is one of the greatest causes of greenhouse gas emitters?
- Are our personal and corporate monies supporting pension funds, banks, and insurance companies that invest, fund, and insure fossil-fuel companies and operations?
- What can we do that will continue to reduce our own and our meeting's footprint?

We trust that Friends will listen deeply to what Spirit compels us to do on behalf of the Creator's creation and environmental justice, which are inextricably entwined. May we all open our hearts. All creation depends on our faithful actions.

Let us take action together!

Supporting information for this minute will be placed on the NEYM site after Sessions.

Towards Greater Inclusivity and Safety for LGBTQIA+ Folk and Families

Brought by the 2020-21 FUM Committee (Representatives to the FUM Board and Triennial)

The author adrienne maree brown reminds us of the following:

attention is one of our most valuable resources.

in your own life, attention is what determines the quality of your lived experience. if your attention stays on what's wrong, on your powerlessness and pain, ... that will grow.

if your attention is instead on gratitude, collective power, experimentation, curiosity and celebration, these things will grow in your life ...

Wherever there is a problem, there are already people acting on the problem in some fashion. Understanding those actions is the starting point for developing effective strategies to resolve the problem, so we focus on the solutions, not the problems. —allied media network principles

The FUM Committee proposes that the Yearly Meeting undertake three new initiatives supporting our LGBTQIA+¹ siblings and their families in the Yearly Meeting, the Religious Society, and beyond. While continuing work on changing FUM's discriminatory personnel policy, we hope to focus our collective attention on creating possibilities for celebration, experimentation, and liberation.

We celebrate and re-affirm that New England Yearly Meeting has already found unity in the following:

(Minute 2009-53) Friends in New England Yearly Meeting experience the varieties of love in our community as gifts of God. We are all children of God, and we all have the same potential to reflect the Divine Light in our lives. Our hearts resonate deeply with the biblical

injunctions to “love God” and to “love your neighbor as yourself.” Just as Friends have historically witnessed to the Light present among all races and genders, we witness that the Light is present among people of all sexual orientations and gender identities or gender expressions. We experience our sexuality and sexual identity as integral components of who we are as children of God. We are grateful for the fruits of the Spirit and the blessings of ministry and leadership that God has sent our spiritual community through the hands and lives of all Friends, regardless of their sexual orientation or identity.

(Minute 2019-58) states that “We know that every person is deeply beloved in the eyes of God. We unite unequivocally in our love and care for lesbian, gay, bisexual, transgender, and queer Friends, and hold a particular concern for their lives and ministries. We continue to seek the ways we can best support these Friends in New England, around the country, and around the world ...” And, “All of this we hold to be true, and yet we *also* unite in our desire to continually engage with the wide diversity of Friends worldwide. We are a part of FUM, we love FUM, and we wish to live in our community with love and integrity.”

Building upon this foundation of unity we have already found, we long to move away from what we are *against* and put our energy into what it is we are *working for* with hopes that we might achieve greater faithful wholeness in the Religious Society of Friends. We believe that this work will allow us to be patterns and examples of faithfulness in building the world that God longs for all of us.

Friends in New England commit to engaging in work for the full inclusion, respect, safety, and flourishing of LGBTQIA+ Friends and their families among the Religious Society of Friends, and in the world at large. This commitment will require us to use and engage different strategies to reach this goal. We welcome the chance to connect with Friends across the country and around the world who are equally committed to such equity.

This proposal has three parts:

1. Deepen our connections with, support of, and collective work alongside other Open and Affirming Yearly Meetings and Associations within FUM (and beyond) while encouraging intervisitation and relationship in the broader Religious Society;
2. Establish the Bayard Rustin Fund for Support and Witness;
3. Provide resources (human and curricular) to monthly and quarterly meetings so that we can engage in the work of self-reflection upon how centuries of internalized homophobia might yet be present, and at work, in us; in order to do the work of becoming truly inclusive.

Collaboration and Witness with Other Yearly Meetings

The four united yearly meetings: Baltimore, New York, Canadian, and New England (those affiliated with *both* FGC and FUM) have expressed support for LGBTQIA+ Friends, families, and their gifts. In the last decade, new groupings have emerged in North America and joined FUM with the explicit stance of affirming the sacred worth of all: The New Association of Friends in the Midwest and North Carolina Friends Fellow-

Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, and Asexual and/or Ally

ship. In addition three older FUM-affiliated groupings—Wilmington and Great Plains yearly meetings and the Western Association of the Religious Society of Friends—have Open and Affirming stances. These meetings and associations are all affiliated with Friends United Meeting and share an interest in coordinating and collaborating in their efforts. This proposal directs our FUM Board Representatives to convene a meeting of representatives of these yearly meetings and associations for the purpose of mutual encouragement, support, strategy-building, and development of a plan for wider intervisitation.

The Bayard Rustin Fund for Support and Action

The Yearly Meeting will establish the NEYM Bayard Rustin Fund for Support and Action. Rustin (1912–1987) was a pillar of the Civil Rights movement in the United States. Raised a Quaker, Rustin studied nonviolence with Gandhian activists in India, organized the first Freedom Rides, co-founded the Southern Christian Leadership Conference (with Dr. King), and helped to plan the 1963 March on Washington. Rustin's leadership was often behind the scenes because, as a gay man in the 1960s, he was often discredited for his sexuality.

Rustin worked tirelessly for civil rights for all people until his death and is a fitting namesake for this Fund.

This project of the Yearly Meeting will be funded at an initial amount as determined by the Permanent Board in consultation with the Treasurer and the Finance Committee, and can receive additional monies from individual Friends and meetings. This proposal is for a revolving fund, where the full amount contributed in a given year is available for distribution as a grant/grants, rather than a permanently endowed fund.

A working group of five people (including at least one FUM Board representative and four others with gifts and experience of encouragement, support, and prophetic witness) will direct the donations of this fund, while working carefully with the Yearly Meeting Treasurer, Finance Committee, and staff.

The donations will be used to support LGBTQIA+ organizations in East Africa, Central and South America, India, the Caribbean, and North America.² The Fund might assist monthly meetings in their witness as well as target support to initiatives that resist current anti-trans youth legislation by increasing the visibility of efforts and opportunities for collaboration across NEYM.

Individuals and meetings can make gifts to this fund.

Transforming Internalized Homophobia and Transphobia within New England Yearly Meeting

It has been opened to us, in the last five years especially, that the seed of empire grows in us and our institutions as the tangled web of racism, colonization, planetary exploitation, and misogyny, *as well as* homophobia and transphobia. Just as we are wrestling with a Letter of Apology and attempting to decolonize our meetings, as we are examining our racism and considering reparations, as we declare climate emergency and examine our complicity—we are invited to examine the ways that homophobia and transphobia live in the broader culture,

Possible Organizations might include: The Gay And Lesbian Coalition of Kenya, the National Gay & Lesbian Human Rights Commission (of Kenya), Uganda Safe Transport, The Trevor Project, The Transgender Emergency Fund of Massachusetts, OneIowa, The LGBTQ [sic] Center of Northern Indiana, The Indiana Youth Group, Seacoast OutRight (NH), etc.

in our meetings, and in us. The faithful call of our time is to continue to learn how gender-justice, sexuality-justice, racial-justice, and climate-justice are interconnected and how we can interrupt patterns of separation, exclusion, and oppression to work for equity. We commit to examining and changing our practices and gatherings to become more inclusive. A report will be made at Annual Sessions 2023 on the work that has been done in this area.

We know that there is pain that many meetings and individual Friends continue to experience around the FUM personnel policy, as evidenced in minutes sent by ten monthly meetings to the Yearly Meeting since the 2019 Session. We are keenly aware that at least three North American yearly meetings and a number of Protestant denominations have broken apart in recent years because of their inability to resolve differences over sexual ethics and theology. We value deeply all individual Friends and meetings that make up our New England Quaker family. We believe it is possible for New England Friends to remain in compassionate and respectful communion with each other without being torn asunder—even as we continue our loving search for unity. We know that Friends who care deeply about these issues will continue to seek for new creative possibilities to help us move towards fuller unity as a Yearly Meeting. And we are excited by the opportunities for our Yearly Meeting to live into active witness to and engagement with LGBTQIA+ inclusion in our meetings and flourishing in our Society and world.

Monthly Meeting Discernment Regarding the Friends United Meeting Personnel Policy

Fresh Pond Monthly Meeting Minute Approved 7/13/14, reaffirmed 5/5/19

Fresh Pond Monthly Meeting seeks to live in the power of God's inclusive love, which surpasses the many distinctions, including race, religion and gender, that humankind has imposed on itself over the course of history, and continues to enforce today.

Over the years, Fresh Pond Monthly Meeting has been blessed by, and continues to be blessed in, its search for divine community, as expressed, for example, in our 1994 minute of support for same-sex marriage.

We are fortunate that New England Yearly Meeting, the larger body of Friends with which Fresh Pond Monthly Meeting chooses to identify, has a similarly inclusive position.

New England Yearly Meeting, and by extension Fresh Pond Monthly Meeting, are members of Friends United Meeting, an association of twenty-six yearly meetings from North America, Africa and the Caribbean. Friends United Meeting as a body has not found unity on the subject of same-gender relationships and unions. This disunity is the source of ongoing dialogue within FUM, including its member yearly meeting, New England Yearly Meeting.

Members and attenders at Fresh Pond Monthly Meeting are acquainted to varying degrees with the Richmond Declaration and with Friends United Meeting's personnel policy that precludes any unmarried person in a sexually active relationship from serving in a paid or volunteer staff/leadership position with Friends United Meeting. This policy is especially onerous for same gender couples who may be barred from marrying or whose marriages are not recognized by FUM, including same gender marriages that have been allowed by and are under

the care of Fresh Pond Monthly Meeting. Our meeting is clear that this personnel policy is inconsistent with the divine community to which we aspire.

Despite this inconsistency, Fresh Pond Meeting has experienced and affirms the many ways Friends United Meeting effectively witnesses other Quaker beliefs and testimonies. In addition, Fresh Pond Friends familiar with FUM describe what they see as a greater openness at FUM to the spirit that has guided Fresh Pond and NEYM with respect to affirming same-gender relationships and unions. We believe that by remaining a participating member of FUM, New England Yearly Meeting serves the purposes of the all-embracing love by which we hope we are guided.

Fresh Pond Monthly Meeting accepts New England Yearly Meeting's membership in, and financial support of, Friends United Meeting, trusting in our Guide, in mature relationship and in faithful dialogue with valued Friends as we continue to discern a path forward.

Hartford Monthly Meeting Minute Approved 6/20/2021

We at Hartford Monthly Meeting reaffirm our Minute of March 15, 2020 on the issue of the Friends United Meeting Personnel Policy which states:

Our commandment from God is to love God and one another. A personnel policy that discriminates against people on the basis of their sexual orientation ignores the Light of God found equally within all loving persons and their relationships.” (Minute submitted to New York Yearly Meeting from Manasquan Monthly Meeting, November 2015)

While the personnel policy of Friends United Meeting “affirms the civil rights of all people,” it also states “It is expected however that intimate sexual behavior should be confined to traditional marriage, understood to be between one man and one woman.” Hartford Monthly Meeting finds this policy profoundly contradictory because it denies our beloved LGBTQ+ Friends and others the fullest inclusion in our ministry and expression of their humanity.

Hartford Monthly Meeting recognizes the complexity of this issue given that Friends United Meeting is an international body representing members from many cultures. We hold New England Yearly Meeting in the Light during the ongoing efforts to resolve this issue lovingly.

There is something disconcerting about our Quaker faith if we only speak but do not act on behalf of the oppressed, some of whom worship in our midst. For more than thirty years Hartford Monthly Meeting has affirmed “the goodness of committed, loving relationships, celebrating marriages and ceremonies of commitment without regard to sexual orientation.” We at HMM continue to affirm holding true to our Quaker values by acting in unity to support, as stated in the above minute, “the fullest inclusion in our ministry and expression of their humanity” of the LGBTQ+ community and others by the following actions:

1. We disagree with FUM's Policy on Personal Ethics, specifically the statement, “It is expected however that intimate sexual behavior should be confined to traditional marriage, understood to be between one man and one woman.”
2. We will withhold all estimated FUM-related funds from HMM's annual contribution to NEYM. These withheld funds will be reallocated to a designated HMM fund to

support local, national, and international LGBTQ+ organizations and causes.

3. The Clerk of our meeting will send an annual letter to NEYM explaining why HMM has withheld funds and will request that this letter be forwarded to Friends United Meeting along with NEYM's annual contribution. The letter will describe how our meeting has reallocated the withheld funds in support of LGBTQ+ organizations and causes.
4. We request that NEYM not replace any funds designated as being withheld by Monthly Meetings from NEYM's annual contribution to FUM. If individuals wish to donate to FUM, we ask that NEYM request they do so directly and not through NEYM.

Midcoast Monthly Meeting 1/26/20 Minute Affirming Minute of 4/21/19

We at Midcoast Monthly Meeting reaffirm our Minute of April 21, 2019, which states:

“At Midcoast Meeting of Friends we believe that the central premise of Quakerism is that the Light shines in every person. We fully support equality in all forms. It distresses us that FUM has a policy of discriminating against LGBTQ persons and do not wish to support an organization that discriminates in any form. While acknowledging that in Africa the socio-cultural history is quite different, we nonetheless hold to our core values of equality as espoused by George Fox. We ask whether Listening Sessions might form the beginning of a reconciliation of this issue and hope to see change. Therefore we gesture to support withholding funds from FUM as a symbolic gesture.”

We request that the FUM Board excise the language in its personnel policy regarding sexual ethics, namely, “It is expected however that intimate sexual behavior should be confined to traditional marriage, understood to be between one man and one woman,” and that FUM stop supporting discriminatory behavior.

Acknowledging the moral frailty of all of us, nonetheless we believe that doing otherwise causes grievous harm, moral injury, and imminent danger to LGBTQ+ persons and their communities. Unless FUM changes its policy, we ask NEYM to withdraw from membership at its 2020 Annual Meeting. Our energy is best invested by partnering elsewhere, and working on behalf of the LGBTQ+ community.

*Historical note: Colonization brought with it many harmful prejudices, including homophobia and discrimination against the existing LGBTQ community. African history actually supported LGBTQ societies and in Uganda late 1800's the king was gay (King Mwangi II Bugunga 1890s). Like other indigenous peoples they actually revered people of two spirits. Africa was colonized and that's when “the norm” changed and prejudice started.

Middlebury Monthly Meeting Minute Approved 6/28/2020

In following Friends deeply rooted testimony of equality and call to love, respect and care for our neighbor as ourselves, no exceptions, Middlebury Friends Meeting is in unity in objecting to Friends United Meeting's hiring policy which maintains a discriminating bias against employment applicants on the basis of sexual orientation and non-marital sexual relation-

ships. We refer specifically to the sentence in the Personal Ethics Policy,

It is expected however that intimate sexual behavior should be confined to traditional marriage, understood between one man and one woman.

While we recognize that the FUM Board has moved over the years towards being more inclusive in its hiring policies and appreciate the Board's efforts to sustain unity among its members in the face of deeply held differences, we wish to urge FUM to recognize in its hiring and volunteer policy that sexual orientation and non-marital sexual relationships should not, in themselves, be a cause to refuse employment nor an expectation about how love should be sexually expressed. As a member Meeting of FUM, we ask the Board to prayerfully consider how the Quaker testimony of equality and experience of continuing revelation speak to this bias and hope that way may clear for this sentence to be removed from the hiring policy manual.

LGBTQ+ persons have suffered too long being discriminated against or worse, imprisoned and killed. As Quakers, whose testimonies and way of living have been guided by Biblical understanding, listening to the One Spirit and common sense informed by the love that evolves from these sources, we should be at the forefront of those welcoming our LGBTQ+ family as truly and fully, our family.

When New England Yearly Meeting halts its contribution withholding practice, Middlebury Friends will allow its members to express their conscience on FUM's hiring policy by designating a percent of their contributions destined to FUM as a contribution to another benevolence. Meeting will still pay its full dues to NEYM.

New Haven Monthly Meeting Minute Approved 2/16/2020

Our meeting has threshed the FUM sexual ethics personnel policy off and on for over 20 years. Three of our members, Thayer Quoos, Cathy Day and Kim Stoner, served for 5 years on a NEYM spirituality and sexuality working group in the 1990s. That group wrote and submitted a document to NEYM which failed to be accepted. We questioned whether this issue continues to have a life in our community.

New Haven Friends would like NEYM and our meeting to remain engaged with FUM. There was agreement we also want New England Friends to continue exerting influence on our Quaker Friends at FUM with the hope of changing hearts and minds. We want to support the good work FUM does around the world as they provide a form of outreach that NEYM meetings are not able to do. We also appreciate how FUM has worked to change the power dynamics within FUM away from white supremacy. Let's not throw out the baby with the bathwater!

No middle-way resolution has been found. One Friend questioned whether this issue can be resolved, while others expressed "cautious pessimism" about way opening.

The FUM General Board's inability to reach unity in 2011 when changes to the challenging final paragraph of the Personnel Ethics Policy were considered (see October, 2019 letter from General Secretary Kellum to Shearman Taber, Treasurer NEYM) was generally interpreted as a positive sign that movement may be happening.

It was noted that this July, 2020 the FUM Triennial will be held in Kenya. We wondered if our meeting would consider financial support, should someone from our New Haven meeting be led to attend, to listen to African Friends' positions and to speak our truth. While no one at our session self-identified an interest, it is possible that meeting may consider providing financial support should someone come forward. We in New Haven feel far removed and not well informed about our African Friends who have different positions on sexual ethics than ours, and the information we receive about FUM's sexual ethics policy is frustratingly second or third hand.

Financial considerations:

- Should this issue of human rights and dignity be linked to money? New Haven Friends seemed to prefer shifting focus away from finances and instead have direct discussion with FUM about the pain their Personnel Policy has caused to so many for so many years, in the hope that this can better speak to and change hearts and minds.
- Every year NEYM's pledge to FUM has been completely fulfilled despite the withholding policy. As some New England Friends withhold funds out of conscience, others fill in the void. NEYM's withholding policy appears to a number of New Haven Friends to have been ineffective in shifting FUM policy, and disingenuous to those Friends who choose to withhold, while other Friends have been enabled to make up the shortfall. What does this do to the spirit of those who chose to withhold but every year see their Yearly Meeting continue to fully fund FUM as budgeted?
- Two New Haven Friends strongly reacted to the fact some Friends in Africa proselytize that homosexuality is un-Godly and not Christian. They found this unethical and consequently do not want to give financial support to FUM. Concern was also expressed that contributing to FUM is contributing to spreading the message that Quakerism is a religion that promotes discrimination. We discussed the possibility of making restricted financial contributions to specific FUM projects (schools) rather than funding the FUM General Fund. While New Haven Friends Meeting has always given to FUM (via NEYM) without withholding funds, some of us were intrigued with the concept of making restricted contributions and may explore this further.

Northeast Kingdom Monthly Meeting Minute Approved 5/24/2020

We feel pain and sorrow that the Friends Untied Meeting Personnel policy continues to discriminate against LGBT individuals and people who do not meet the narrow definition of marriage outlined in the policy. We hold that the Living Spirit does not discriminate when distributing gifts in the Ministry and that it is right and just to honor the Light within each person and the gifts each person brings, regardless of their sexual orientation. The policy as it stands puts human prejudice at the center of our spiritual meeting. The Spirit leads us to be inclusive and honor everyone's gifts. We ask that the board and executive director of FUM engage in prayer and compassionate threshing to find a way to craft a policy that recognizes the Light within all people and chooses staff based on their capacity to fill the positions and their gifts in the ministry, rather than on the basis of their sexual orientation or marital status.

We recognize that continuing to support this policy causes moral injury, not only to those who are excluded, but especially to those of us that participate in excluding them. We support individuals who can not in good conscience contribute monetarily to Friends United Meeting until this policy is changed. We recognize that FUM does important and valuable work and that we are all part of one spiritual community. We also understand that individual acts of conscience can be the beginning point for creating awareness and challenging us to struggle together as a community to choose a just and moral way forward.

We are deeply concerned that this issue is dividing Meetings and making many Friends feel unwelcome or devalued. People involved in perpetrating any form of oppression would like to have the voices of the people they oppress and their allies go silent, but we can not be silent as long as harm continues to be done in our names as members of the wider Friends United Meeting community.

We ask that New England Yearly Meeting continue to support people and Meetings who feel morally unable to contribute financially to FUM as long as Friends United Meeting maintains a hiring policy that discriminates against LGBT people.

We call on New England Yearly Meeting's representatives to the FUM board to continue to advocate for this policy to be changed and all Friends involved in the management of FUM to prayerfully reconsider the policy which excludes so many of our dear and gifted Friends.

Putney Monthly Meeting Minute Approved 2/21/21

Putney Friends Meeting after many months of discernment has offered the following guidance for consideration by the New England Yearly Meeting (NEYM) regarding the withholding of Putney Friends Meeting funds from Friends United Meeting (FUM). Our concern is about Friends United Meeting's personnel policy and what we have discerned to be its unacceptably discriminatory position on Lesbian, gay, bisexual, transgender, and queer (LGBTQ) people.

We wondered what our goal should be. We realize we want to both DO GOOD and also AVOID DOING HARM. We recognize that sending financial contributions to FUM has done harm to LGBTQ people in FUM meetings abroad and it has done harm in our own meeting. We wish to take actions necessary to avoid being a perpetrator of harm whenever we can. We recognize that taking this stance does mean that possibly some good things are not going to happen – good things that are funded by FUM.

Though we struggled mightily to find a way to meet both goals, it became clear to us that we have to choose between two competing goods, and we have discerned that the way forward for us is not to do any more harm.

We advance the following recommendations:

5. We ask that New England Yearly Meeting eliminate the funding mechanism which offsets withheld contributions to Friends United Meeting in protest of the discriminatory policy. Our withholding should be actual withholding.
6. We ask that New England Yearly Meeting explore avenues for funds that would have gone to Friends United Meeting to be redirected to support for the needs of LGBTQ people everywhere.

South Starksboro Monthly Meeting Minute of February 2020

South Starksboro Friends Meeting supports all relationships that encourage the process of continuing revelation in seeking to live in the Light. We support the individual's right to engage in intimate relationships, regardless of public commitment, and support all unions and committed individuals under our care. To this end we want to ensure that our monetary contributions do not go through New England Yearly Meeting (NEYM) to support organizations which discriminate against LGBTQ people, or those in a non-heterosexual or unmarried relationship. For example, while we continue to support communication and dialogue with Friends United Meeting (FUM) we do not wish that any monies we send as a meeting to NEYM be used in support of FUM as long as they continue discriminatory hiring practices. Should any of our members wish to donate directly to FUM, they could, of course, continue to do so

Weare/Henniker Monthly Meeting Minute Approved 8/18/21

Over the course of three sessions this spring and early summer, Friends at Weare/Henniker Monthly Meeting have engaged in discussions related to the correspondence we have received from NEYM, which included:

- Midcoast Friends Meeting Minute, January 26, 2020
- Letter from Midcoast Friends Meeting Minute, April 18, 2021
- Correspondence from Bruce Neumann, NEYM Presiding Clerk, May 2021
- NEYM "Experience of Unity among Friends" Discussion Guide
- Letter of Introduction from NEYM Working Group, February 17, 2021
- Graphic Historical Chart of Quaker Traditions/Branches; Quaker Organizations (printouts from PPT slides)

From these various documents, we have discerned that, ultimately, NEYM wants to identify a means of achieving unity concerning the long-standing issue of FUM's personnel policy regarding LGBTQ persons. NEYM seeks help from its working group and from monthly meetings to explore means of achieving unity with the intent that those means could then be used to address the conflict as well as the consequences of an unresolved impasse on the various affected parties.

We have noted that material related to one of the conversations suggested by the NEYM Working Group, concerning "identity", was withdrawn. With respect to the suggested conversation about "unity," since we are a very small meeting and do not have active committees, we did not have the opportunity to follow the structures for discussion suggested by the Discussion Guide (e.g., timed break-out sessions). We attempted to follow the spirit of the Working Group's guidance within a format that is more free-form and consistent with the size of our community. That said, we are pleased to report that our discussions were held in Good Order and Friends attended to the Light Within and were open to worshipful, respectful dialogue and patient listening. We have clarity about the process of seeking spiritual harmony (as opposed to secular consensus) as a primary objective of our meetings for worship and business.

We initiated our discernment process by attempting to better understand the complex history and current status of the

four major traditions/branches of Quakers (and their primary staffed support organizations such as FGC and FUM); the relationships of monthly, quarterly, and yearly meetings; and the roles of the many other Quaker organizations that have developed out of the leadings and ministries of Friends to address challenges in the community and the world. This discussion was helpful in leading us to a better understanding of both the diversity and commonalities of Quakers in theology and in practice.

In our second session, our discussion focused on attempting to understand how FUM leadership might embrace Friends' testimonies while holding fast to a policy that seems to be at odds with them. Weare/Henniker Meeting Friends are in unity with NEYM's statement in its February 17, 2021, letter concerning the belovedness of LGBTQ people in the sight of God. We listened carefully to descriptions of the possible justifications of the FUM policy, which appear to be that: (1) it may arise from a doctrinal interpretation of Old Testament scripture, and/or (2) it may be a pragmatic necessity for FUM meetings and organizations to carry out humanitarian and educational ministries in Africa and elsewhere in which patriarchal and homophobic cultures still predominate. We also learned, anecdotally, that some Friends in FUM leadership positions are personally in sympathy with LGBTQ people, which adds to the sense of paradox in FUM's position. Some Friends questioned why a discriminatory condition of employment such as this is in FUM's policy at all.

At the conclusion of our third session, some Friends felt that we do not know enough about the inner workings of FUM and the possible consequences of change to fully understand its perspective. While the frustration of Midcoast Friends Meeting speaks to some of us, there is no sense of the meeting at this time that our community is prepared to follow their path. In fact, we feel it is important to pay dues and remain members of NEYM and FUM if we want to have any say in changing policies.

Wellesley Monthly Meeting Minute Approved 4/9/2020

In 2008 Wellesley Friends Meeting wrote a Minute Against Discrimination; our community remains in unity with this Minute which states:

As Friends we believe that there is that of God in everyone. Early Friends' testimony of equality led them to reject discrimination based on gender, and in later years, on the basis of race. In this spirit, and after years of discussion, worship sharing, and discernment, Wellesley Friends Meeting approved two minutes: the first welcomed gays and lesbians to the Meeting and agreed to care for those who had been married under the care of other Meetings; the second affirmed that the Meeting will joyfully take under its care the marriage of couples cleared for marriage "regardless of gender."

Because of our strong witness against discrimination, we are deeply disturbed by the personnel policy of Friends United Meeting which discriminates against gays and lesbians.... It is our experience that God calls us to service regardless of our sexual orientation. The injustice and cruelty of this policy has shaken us and spiritually wounded many in our own community whom we hold dear.

Wellesley Friends Meeting is grateful for the work, care and love that led to the acceptance of a FUM withholding mechanism (Minute 2009-54) at the 2009 Sessions of the New Eng-

land Yearly Meeting (NEYM). The withholding mechanism acknowledges the role of individual conscience. It provides a tangible way to recognize that Friends United Meeting's personnel policy falls short of the Quaker revelation that there is that of God in every individual, including those who find love outside of marriage as defined by the FUM personnel policy.

The withholding mechanism accomplishes multiple purposes.

- It sends a clear message that the personnel policy is not acceptable to us.
- It allows those who cannot contribute to FUM in good conscience to continue to contribute to our monthly meeting and to NEYM.
- It allows those who wish to support FUM financially to continue to do so.
- It allows monthly meetings to stay in relationship with our Yearly Meeting.
- It avoids incurring further losses of Friends from our Meeting community.

The sunset of the FUM withholding mechanism could have posed an existential crisis in Wellesley Meeting. This issue had already caused a schism in our community. Instead, our threshing sessions and small group discernment have highlighted our deep love for the Wellesley Meeting community and for each other, as well as our shared desire to respect the diverse witnesses held within our Meeting. Through hard work and tender engagement with each other, we have arrived at a unity that we know to be true: we all disagree with the personnel policy. We express that disagreement differently. We honor our differences with love for one another.

Withholding has, at times, been misunderstood. It is not intended as financial leverage, but rather as a witness of faith and conscience. We wish to draw a clear distinction:

- The ability to withhold honors the witness of those who cannot in good faith support an organization that has a harmful policy.
- We do not believe in using money as a tool of coercion.

We took faith during the era of the FUM withholding mechanism that there was a commitment by NEYM to hold the FUM personnel policy in the Light and work unceasingly to reach a broader unity on that of God in all Friends, gay and straight. NEYM has not engaged enough in this difficult work. With the non-renewal of the Withholding mechanism, we fear that it will be assumed that NEYM is comfortable with the policy as it stands and we will lose the fundamental Truth that our LGBTQ siblings are created and loved as they are, and God does not expect or want them to be other than they were created to be.

We at Wellesley Friends Meeting are united in supporting vigorous engagement with FUM about the personnel policy. We pray for a wider understanding throughout New England of the importance of a means to tangibly bear witness against the policy. We seek a way to accommodate this tangible witness, insufficient as it is. To that end, we request that the Yearly Meeting continue the FUM Withholding mechanism, with the only end date being when FUM removes from their personnel policy the expectation that "sexual intercourse should be confined to marriage, with marriage understood to be between one man and one woman."

There is strength in our diversity, and deep love and integrity in our shared will to honor our differences. As a Meeting we unite with this minute as an expression of God's love.

Westport Monthly Meeting Minute Approved 6/27/2021

Westport Monthly Meeting recognizes that discernment around the Yearly Meeting's position on the FUM personnel policy has, at times, been contentious and divisive. Friends process for discerning a way forward is a process of Truth-seeking. It is inner work we do with openness to divine guidance to be moved to a new understanding and revelation to the Truth. So it is that our corporate process of business, our seeking a way forward, is a Truth-seeking process. As we have prayerfully considered how to move forward as a meeting and as a yearly meeting, we are clear that the path to unity is through listening and being willing to change if that is what we are called to do. We commit to bringing this awareness to NEYM Sessions with humility and an intent to hold the discernment process in prayer.

Worcester Monthly Meeting Open Letter to the Presiding Clerk

February 23, 2020

Worcester Friends have met on several occasions this year to prayerfully and deeply consider the issue of New England Yearly Meeting's financial contribution to Friends United Meeting. Eleven years ago, our Meeting chose to engage

in NEYM's option of withholding donations to FUM, as we did not feel comfortable financially supporting an organization with a personnel policy that discriminates against LGBT people and unmarried people in relationship. We continue to feel this same discomfort. Our work to promote social justice in our home community includes initiatives supporting LGBT people, some of whom are asylum seekers fleeing the pervasive and even legislated homophobia in their home countries. We cannot, in good conscience, contribute to a Quaker organization with policies that are harmful to individual human beings based on whom they love.

NEYM's withholding policy gave opportunity for Meetings to decline to direct funds to FUM based on differences of principle. With the imminent sundowning of the withholding option, we respectfully request NEYM to consider the following option that transforms withholding to an opportunity for positive social change.

We are deeply moved to support anti-homophobia work. Recognizing that FUM's international work largely takes place in Africa, it feels relevant to create an option to support LGBT people on that continent. We propose, therefore, that NEYM consider reinstatement of a revised form of the withholding option, specifically an option for Meetings to redirect those funds which would be donated to FUM to an alternate organization working for the benefit of LGBT people in Africa. One such organization, which we put forth as a potential recipient of NEYM redirected funds, is Friends Ugandan Safe Transport Fund. FUST, a grassroots project of Olympia (WA) Monthly Meeting, supports people working underground in Africa to provide safe passage of LGBT people out of Uganda, where they would be at risk of harm or death based on their sexual orientation. Over the past 6 years FUST has enabled about 2000 individuals to leave Uganda safely. The work of FUST is supported by donations from individuals as well as more than 30 Friends Meetings from around the globe and other Friends and religious organizations.

We recognize that NEYM is led to continue its relationship with FUM for historical, theological, and social reasons. We also recognize that continuing to be part of FUM provides an opportunity for ongoing dialogue and growth for all of us. We recognize the deep commitment of FUM to humanitarian work, and know that some in NEYM would like to financially support FUM. Our proposal would allow for parallel donation of monies to FUM or FUST, or both, based on the clearness of each Meeting. The option remains, certainly, for individuals to provide contributions in addition or in parallel to the collective decision of their Meeting.

We understand that other Meetings are currently wrestling with the question of financial support to FUM, and collectively ask that NEYM consider this or other options that allow a new way forward.

Treasurer's Report

As I approach the end of my first year as Treasurer, I am pleased to report that the financial condition of the Yearly Meeting is strong. With great care by our leadership and some assistance from forgivable loans made by the federal government, we have been able to keep operations of the Operating Division going uninterrupted during the pandemic. These same loans have enabled the Friends Camp division to come through 2020 despite not being able to have any campers. Thankfully, Camp is operating again in 2021.

Working with a new job description, my role has moved from being partly transactional to being totally oversight. This has made the time requirement of the job fit into that expected of an "active volunteer" rather than that of a part-time worker.

My particular focus this year has been on two areas. First, I am looking at the Pooled Funds held by the Yearly Meeting and the way that the income from each fund is used. In May, I proposed to the Permanent Board that fund income be no longer required to be spent in the year in which it is credited to the fund. This would allow income to be saved over a period of years for a large project, or for funds to be committed to a project that spanned a fiscal-year boundary.

I am also going back to the original donation documents for several funds to determine whether the spending authority for each fund (usually a Yearly Meeting committee or officer) still makes sense. That work is ongoing and I expect to bring a report to Permanent Board in the fall with my recommendations.

The second focus is working with Accounts Manager Frederick Martin to look at the way that the calculations for the available and unavailable amounts for each pooled fund were calculated over the years. It appears that some recalculation will be required to make the principal and spendable balances follow a consistent set of rules over the long term. We intend to bring a recalculation proposal for the Pooled Funds to Permanent Board in the fall of 2021 or winter of 2022.

The final statements for fiscal year 2020 are on the NEYM website, and I invite you to examine them and bring any questions you may have to me. I also invite you join us at Permanent Board meetings, where I periodically discuss quarterly financial statements and the year-end reports.

In my service to the Yearly Meeting, I work mostly closely with the Yearly Meeting Secretary, the Accounts Manager, the clerk of the Finance Committee, and the Coordinating and Advisory Committee (of which I am a member). I assist, guide,

and learn from the various committees of the Yearly Meeting. I welcome questions or suggestions about my work.

—ROBERT MURRAY

Finance Committee Commentary on the Proposed FY 2022 Budget

While the Yearly Meeting has weathered the challenges of the past 18 months in strong and stable financial condition to date, this remains a time of great uncertainty. We do not have a lot of confidence in our ability to project post-COVID expenses or post-COVID contributions, so much of the FY 2022 budget is similar to the FY 2021 proposed budget, adjusted for known and projected changes. We hope that we will have more confidence in the budgeted figures next year.

Bottom line: Our proposed budget has a \$27,000 deficit. We are not happy about this, but we note that as of March 31 our reserves were about \$63,000 more than the amount that our policy requires (25% of expenses). The reserves are expected to increase by \$78,000 when the second-round PPP Loan is forgiven. About \$50,000 of the reserves have been committed by the Permanent Board to be used for software improvements and for another offering of Nurturing Faithfulness. The proposed budget commits another \$15,000 of reserves. If all goes as expected our reserves will end up being about \$50,000 above what our policy requires.

We have some comments on specific items:

Contributions: Based on their best insights from their development work, the Secretary and Accounts Manager have made suggested contribution budget amounts. The budgeted amounts for monthly meeting contributions is an aspirational number. It is about \$34,000 more than we currently are getting. It is an estimate of what a planned effort to ask monthly meetings to increase their contributions could raise. It is not certain that this effort will be successful, as it would rely of course on the leading and capacity of monthly meetings, but this reflects a level we believe is needed, and hope to reach in partnership with local meetings going forward.

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

“Supporting Ministry” Priority: \$20,000 was added to the “staff salaries” line to address this priority. The plan is to free up some of the Secretary’s time so that he can spend more time working with monthly meetings and supporting Friends serving in ministry. This will likely be accomplished by shifting some of his administrative tasks to part-time staff currently

working for NEYM (thus increasing their number of hours) or by hiring temporary staff to carry out certain functions.

“Support for Leadership” Priority: A committee appointed by the Permanent Board recommended a \$3,000 honorarium for each of five particularly time-consuming, energy-intensive leadership positions (Presiding Clerk, Permanent Board Clerk, Nominating Committee Clerk, Ministry and Counsel Clerk, and Treasurer). The Permanent Board has approved this, and it will be discussed at Sessions.

This was proposed as an experimental program to be evaluated in a few years, but we chose to plan as if it will continue indefinitely. We have added \$15,000 to the Honoraria line in the budget. Because this is a large, unexpected expense we plan to phase it in. We will take \$15,000 from reserves in this fiscal year to offset the expense. We plan to take \$10,000 from reserves in FY 2023 and \$5,000 in FY 2024 to offset part of the expense. After that, these honoraria will be fully funded in the regular budget.

The committee also recommended that money be available for buying laptops, printers, or other equipment needed by people in leadership positions. The office equipment line has been underspent on a regular basis, so we think that there is enough money allocated to this line to buy this equipment.

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

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

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

NOTE: The budget will be presented to the Permanent Board in September; it is presented on the following pages solely for information.

New England Yearly Meeting						
FY2022 Operating (Non-Camp) Budget Proposal						
version 4-10-2021 approved by Finance Committee						
Category	FY2020		FY2021	Δ FY21 to FY22 Budgets	FY2022 Proposed Budget	Notes
	Actuals	Budget	Budget			
<i>(italics = affected by pandemic)</i>						
Income						
4010 Individual Contributions						
General Fund Contributions	165,252	194,500	204,225	-	204,225	
Equalization Contributions	31,109	21,000	26,000	-	26,000	
4010 Individual Contributions Total	196,361	215,500	230,225	-	230,225	
4020 Monthly Meeting Contributions						
General Fund Contributions	317,721	350,000	350,000	-	350,000	
Equalization Contributions	16,361	27,000	23,000	-	23,000	
4020 Monthly Meeting Contributions Total	334,082	377,000	373,000	-	373,000	
4030 Organizations Contributions	1	0	0	-	0	
4050 Interest and Dividend Income	9,487	9,000	9,000	-	9,000	
Total 4070 Books & Other Sales Income	1,143	17,000	17,000	-	17,000	
4080 Retreat Program Fees	17,172	50,000	47,000	-	47,000	
4085 Sessions Program Fees	47,145	201,000	211,050	10,250	221,300	
4090 Change in Fair Market Value	-724	0	0	-	0	
4099 Net Assets Released To/From	1,815	0	0	15,000	15,000	1
Total Income	606,482	869,500	887,275	25,250	912,525	
Expenses						
5000 Staff						
Total 5000 Staff	402,514	406,231	431,519	20,593	452,112	2
5100 General & Administration						
5110 Administration						
5120 Bank Expense	5,296	6,000	7,000	-	7,000	
5130 Contracted Services	30,830	31,896	30,900	1,000	31,900	2
5135 Accounting Services	4,000	4,000	2,500	-	2,500	
5140 Legal Services	5,262	5,250	2,500	-	2,500	
5145 Infrastructure			5,000	-	5,000	
5150 Liability Insurance	5,240	4,000	5,100	150	5,250	
5160 Payroll Service	5,266	4,500	5,200	-	5,200	
5170 Recruiting Expense		0	0	-	0	
5180 Rent	9,350	9,350	9,350	-	9,350	
5190 Misc. Expense	634	0	0	-	0	
Total 5110 Administration	65,878	64,996	67,550	1,150	68,700	
5200 Office						
5220 Archives Office Expenses		0	0	-	0	
5220 Cleaning Services	265	265	265	-	265	
5230 Maint - Equip & Hardware	0	1,250	1,250	-	1,250	
5240 Postage	5,226	3,750	3,750	-	3,750	
5250 Office Equipment	1,043	3,250	3,250	-	3,250	
5260 Office Supplies	921	2,000	2,500	-	2,500	
5270 Printing & Copying	5,402	14,500	14,500	-	14,500	
5280 Software & Updates	12,609	7,000	7,000	-	7,000	
5290 Telephone	3,502	4,500	4,500	-	4,500	
5295 Misc. Office	174	0	0	-	0	
Total 5200 Office	29,142	36,515	37,015	-	37,015	
Total 5100 General & Administration	95,020	101,511	104,565	1,150	105,715	

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

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

Notes:

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

Nominating Slate

Permanent Board (50)

2022

Belcher, Travis (Mon)
 Drayton, Darcy (Wear)
 Forsythe, Hannah (Bhill)
 Nortonsmith, Gina (Nham)
 Smith, Sara (Con)
 Szatkowski, Elizabeth (Port)

2023

Bishop, Peter (Mtoby)
 Forsythe, Martin (Bhill)
 Mair, Edward (Ames)
 McCandless, Jean (Burl)
 Taber, Will (Fpon)
 Vargo, Thomas (Nham)

2024

Chase, Deana (West)
 Gant, Christopher (Bhill)
 Harrington, Ian (Cam)
 Manning, Leslie (Durh)*
 Reuthe, John (Vass)
 Schwope, Martha (Well)

2025

Hanson, Beth (Wrly)
 Lightsom, Fran (WFal)
 O'Connor, Bob (Vass)
 Radocchia, Anna (Benn)
 Rein, Carole (Nshor)
 Weinholtz, Donn (Hart)
 Weinholtz, Diane (Hart)
 Wilson, Morgan (Fram)
 Wooten, Kathleen (Fpon)

2026

Allen, Kimberly (Durh)
Davies, Susan (Vass)
Gibson, Joyce (Durh)
McCandless, Christopher (Burl)
Sakulich, Aaron (Worc)
Zwirner, Mary (Bhill)

Archives & Historical Records (6)

2022

Cazden, Elizabeth (Prov)
 Doyle, Thomas (Mtob)

2023

Quirk, Brian (Law)
 Forsythe, Carol (Put)*
 Crosby, Eileen (Mt Toby)

2024

Maxine Schmidt (Nham)

Board of Managers of Investments & Permanent Funds (10)

2022

Hackman, Matthew (Prov)
 Malin, Kathy (Smith)*
 Tierney, Joseph (Cam)
Chicos, Roberta (Cam)

2023

Harrington, Ian (Cam)
 Mair, Edward (Ames)

2024

Philbrook, Erik (Well)*¹

2025

McKnight, Jeanne (Well)
 Taber, Shearman (Nham)

2026

Wernette, Tim (Win)

Earthcare Ministry (15)²

2022

Marshall, Margaret (Nar)
 Melix, Gail (ESan)*

2023

MacKenzie, Reb (QCU)
 Wallis, Timmon (Nham)

2024

¹ Eric is being brought forward as co-clerk of the Board of Managers

² New members are not being appointed to this committee because it is currently under review.

Finance (15)

2022

2025

Drysdale, Robert Scot (Han)*
Olsen, Kathryn (ESan)

Treasurer: Robert Murray (B Hill)**Friends General Conference (15)**

2022

Friends United Meeting (12 Tri Reps, 9 appointed)

2022 (Triennial Reps)

Blood, Peter (Mtob)
Collea, Beth (Dov)
Fogarty, Maggie (Dov)

2023

Forsythe, Hannah (B Hill)
Stern, Roland (Well)
Savery-Frederick, Carol (Hart)

2026

Keith, Doug (Hart)
Corindia, Thomas (Han)

2024

Maurer, Philip (Nham)
Sprogell, Sarah (Durh)

FUM General Board Representatives (3)

Martin, Frederick (B Hill)

Keefe-Perry, Kristina (Fpon)

Friends World Committee Representatives (7)

2022

Hal Weaver (Well)

2023

Leuchak, Rebecca (Prov)

2024

Williams, Carl (Pfld)
Goldberger, Judy (B Hill)
Hopkins, Mary (Fpon)

Legacy Gift Committee (9)

2022

Jensen, Craig (Mon)
Evans, Kristna (Durh)

2023

Gant, Sarah (B Hill)
Rockwood, Susan (Mid)*

2024

Link, Mary (Mt Toby)***Ministry and Counsel At-Large³**

2022

Keefe-Perry, Callid (Fpon)
Olsen, Kathryn (Sand)
Dulin, Anna (Vass)

2023

Dickinson, Jeremiah (Dov)*

2024

³ New members are not being appointed to this committee because it is currently under review.

boldface = new appointment | **boldface italic** = re-appointment | *clerk

Puente de Amigos (9)

2022	2023	2024
Hopkins, Mary	Lopez, Felice (Fram)	<i>Fogerty, Margaret (Dov)</i>
Lindo, Richard (Fram)	McManamy, Martha (Ames)*	Stone, Carolyn (Well)*
Kay, Bruce (Stor)	Toomey, Marybeth (Well)	Kinsky, Deena (Matt)
Smith, Theresa (Mon)		

Racial, Social, and Economic Justice (12)³

2022	2023	2024
Blanchard, Neil (Fram)	Morrill, Beth (Hart)*	
Dicranian, Diane (Mide)		
Shoop, Nur (Dov)		

Sessions Committee³

2022	2023	2024
Leuchak, Rebecca (Prov)*		

Youth Ministries (9)

2022	2023	2024
Dawson, Janet (Fram)*	West, Kim (Camb)	
Weiss, Fritz (Han)	Matchette, Abigail (Bur)	
	Sanchez-Eppler, Karen (Nham)	

Representatives to Other Friends Organizations**American Friends Service Committee Corp. (4)**

2022	2023	2024
	Rhodewalt, Scott (Nkin)	Steele, Rebecca (Port)
		<i>Woodrow, Peter (Port) *</i>

Friends Committee on National Legislation (6)

2022	2023	2024
Weinholtz, Donn (Hart)	Drysdale, Robert Scot (Han)	Cazden, Betsy (Prov)
	Weidner, Holly (Vass)	

Friends Peace Teams Project (3)

Claggett-Borne, Minga (Cam)

Quaker Earthcare Witness (1)

Haines, Christopher (Fpon)

Nominating (15)

These Friends currently serve on Nominating, Internal Nominating and Clerks Table Nominating, and pending Sessions approval of the new Purpose, Procedure and Composition for Nominating Committee, would constitute the newly consolidated Nominating Committee. Membership of the Nominating committees is under the care of Permanent Board and has already been approved.

2022	2023	2024
Evans, Kristna (Dur)	McDonald, LouAnne (Hart)	Stillwell, Jacqueline (Mon)*
Hough, Janet (Cob)	Mair, Edward (Ame)	Weiss, Conor (Han)
Gant, Sarah (Bhill)	Sanchez-Eppler, Karen (Nham)	Taber, Will (Fpon)
Fisher, Katherine (Bhill)		Goldberger, Judith (Bhill)
Radocchia, Anna (Benn)		Weiss, Fritz (Han)
Vargo, Susan (Nham)		Woodrow, Honor (Fram)

boldface = new appointment | **boldface italic** = re-appointment | *clerk

