

## Permanent Board Minutes

2021-12-11

### 21-109: Opening Worship

Friends opened with a period of worship.

### 21-110: Roll Call

The recording clerk called the roll: (43 listed in participants)

Present: Leslie Manning, Permanent Board Clerk (PB Clerk), Susan Davies, Permanent Board Recording Clerk (PB Recording Clerk), Peter Bishop, Darcy Drayton, Hannah Zwirner Forsythe, Martin Zwirner Forsythe, Chris Gant, Joyce Taylor Gibson, Beth Hansen, Ian Harrington, Frances Lightsom, Ed Mair, Christopher McCandless, Jean McCandless, Gina Nortonsmith, Bob O'Connor, Anna Raddochia, Carole Rein, John Reuthe, Aaron Sakulich, Martha Schwope, Sara Smith, Elizabeth Szatkowski, Will Taber, Bill Walkauskas, Diane Weinholtz, Donn Weinholtz, Morgan Wilson, Kathleen Wooten, Tom Vargo, Mary Zwirner;

Regrets or absent: Kimberly Allen, Travis Belcher, Deana Chase, Gina Nortonsmith

Ex-Officio: Jeremiah Dickinson (Ministry and Counsel Clerk), Scot Drysdale (Finance Clerk), Sarah Gant (Acting Secretary for Governance and Pastoral Care), Rebecca Leuchak (Sessions Clerk, Rising Clerk), Robert Murray (Treasurer), Bruce Neumann (Presiding Clerk), Nia Thomas (Acting Secretary for Programs and Administration), Elizabeth Reuthe (Secretary's Supervisor).

Visitors: Melody Brazo, Marion Dalton, Mey Hasbrook, Janet Hough, Becky Jones, Chris Jorgenson, Louanne MacDonald, Frederick Martin, LVM Shelton, Jackie Stillwell, Carolyn Stone, Pamela Therrien, Diana White, Honor Woodrow, John Wojtowicz, Kathy Olsen.

### 21-111: Approval of November 6, 2021 Minutes

**FRIENDS APPROVED the minutes of November 6, 2021.**

**21-112: Report from Presiding Clerk, including a Sessions update** YM Clerk, Bruce Neuman reported that Sessions Planning is proceeding, with the hope and desire for in-person Sessions, but recognizing there have been positive aspects of virtual attendance via Zoom. Two years of planning Zoom-only sessions was draining for staff and, in the interim, YM has lost some of the usual momentum for planning based heavily on the previous year. The YM Clerk's report reflected the question: "What would NEYM Sessions look like if it were planned around [youth]— those who hold the future of our Society?"

The YM Clerk reported that he has been meeting with the Right Relationship Resource Group (RRR Group), supporting planning for distribution of the Letter of Apology. The

intention of the letter of apology is to begin “*to work toward right relationship with you and all of Creation,*” so the approach is to constantly reflect on how Friends' words and actions will be heard. We expect, then, after gathering information, to send the Apology with a cover letter which suggests that we would like to present the Apology in person, if a given tribe is interested and willing.

The RRR Group has developed a spreadsheet to track outreach to the tribes, and a list of Friends who are willing to personally present the Apology. If you wish to join the delegation then contact those on the RRR Group or see the YM website for how to participate. The YM Clerk expects to be ready to send out letters early in 2022.

Friends expressed appreciation to the Clerk and the RRR Group, understanding this is a complex undertaking that must be accomplished with great sensitivity.

### **21-113: Acting Secretaries' Report, including request for PB approval of transfer of funds to the Infrastructure Fund**

Nia Thomas, Acting Secretary for Programs and Administration summarized the request: In minute [PB 20-11](#), at the recommendation of the Finance Committee, the Permanent Board created a new revolving fund to allow money to be set aside for larger infrastructure projects. Annual contributions to this fund are now included in the annual operating budget of the Yearly Meeting. The process for authorization is that the Yearly Meeting Secretary should bring a proposal to the Permanent Board for use of these funds, identifying the intended infrastructure purpose.

In the spring of 2021 PB approved moving \$20,000 into the Infrastructure Fund budget (for needed website, database, and internal data-tracking work). Since being initiated, despite working closely with consultants, there have been cost overruns. There is no “off the shelf” software to accommodate the complicated Sessions equalization options. The necessary work will be implemented in time for Sessions, but the transfer of additional funds is required to complete the projects. Ultimately these updates will enable a more nimble and efficient tool for tracking, freeing a lot of staff time. During the period of clarifying questions much support for the request was offered, as well as concern to try to avoid cost overruns through more accurate projection of project costs, and to try to understand why they happen.

Kathleen Wooten, Bob O'Connor, and Frederick Martin offered to do a “look-back” to better understand the contractual process that resulted in the overrun. **FRIENDS APPROVED the expenditure**

### **21-114: Treasurer's report (appended)**

Robert Murray, YM Treasurer, presented the YM financial reports for Fiscal Year 2021 (October 1, 2020, to September 30, 2021).

The Sessions '21 actual vs operating budgets were considerably lower (better) than projected making this “a good year” and we ended the year with a small surplus. One

example: the YM received almost \$10,000 from Friends Mutual Health Group due to their operating surplus for 2018 FMHG (insurance refund), which was transferred into the Infrastructure fund.

The Treasurer stated he thought last year might be financially bad but support from the federal government enabled YM to proceed without lowering our reserves. Previously, YM reserves had been below the recommended 20%. Now YM is in a good position with reserves above that figure, at 29%.

**Friends accepted the report with gratitude and appreciation for its clarity and timeliness**

#### **21-115: Request for approval of Funding Guidelines (appended)**

Robert Murray, YM Treasurer presented the Grant funding Guidelines for approval, reminding Friends these are guidelines, not laws. If/When exceptions present themselves at that time YM can think about why we need to make the exception, and whether the Guidelines need to be updated to incorporate the exception. PB clerk expressed appreciation to staff for their help assembling and managing the financial reports.

**Friends Approved**

#### **21-116: Puente de Amigos Committee**

Carolyn Stone, representing the Puente de Amigos committee reported that Cuba opened its borders December 15 creating an opportunity for NEYM Friends to visit. Cuba Friends are in desperate situations, suffering from lack of food, fuel, and pandemic hardships. The Puente committee met with joy to quickly discern that a trip was doable for February 17-19, 2021. The Committee requests approval for a 10-day trip to include travelers: Mary Hopkins, Christel Jorgenson, Rebecca Leuchak, and Noah Merrill. It is customary for Friends who are traveling to Cuba to be asked to pay for as much of their travel as possible, after which to ask for support from their monthly meeting. There is also a Puente support fund to which Friends can contribute to support travel to Cuba. The PB Clerk asked for approval of the delegation. **Friends Approved**

#### **21-117: Israel-Palestine WG (report appended)**

Chris Jorgenson reported for the Israel-Palestine (I-P) working group. Members of the working group include Leslie Manning, Mimi Marstaller (Durham), Chris Jorgenson (Cambridge), Molly Cornell (West Falmouth), and Skip Schiel (Cambridge). Working group activities include developing the I-P resource page on the NEYM website; connecting people who share the I-P concern by maintaining a list of active people; sponsoring a YM-wide book group reading of "The Lemon Tree" by Sandy Tolan; engaging with MMs about requesting speakers.

**Friends accepted the report**

## **21-118: Noticing Patterns of Oppression and Faithfulness (report and appendices appended)**

Melody Brazo reported for the Noticing Patterns of Oppression and Faithfulness working group (NPwg). The power of systems of Empire are incredibly strong NPwg understands its charge but it is hard work. While the NPwg members have been invited by YM to hold the concern for noticing patterns of oppression and faithfulness we invite everyone to become part of this work. We have noticed that it is easier to notice patterns of *oppression*, than patterns of *faithfulness*. In the culture in which most of us live it is considered smart to “notice the flaws.” It is much more difficult to see faithfulness when it is being practiced. Perfectionism gets in the way of noticing faithfulness. Faithfulness is not perfect. The NPwg has provided a written report and appendices describing the work of the working group (appended).

We in NPwg are not experts, we have a variety of members, with a variety of experience. The NPwg itself has work to do about how to support each other. We ask that you not think of us as the experts who are swooping in to show everyone how to do it.

Things that NPwg has noticed: The YM has no ongoing space for care of people who have been harmed. NPwg lifts up the incidences of harm—but there is no clear place to go for healing and caretaking when that happens.

The PB Clerk expressed thanks to NPwg

### **Friends accepted the report**

#### **21-119: Report from Nominating Committee**

Jackie Stillwell, Clerk of YM Nominating Committee (YM NC) reported that today’s report constitutes a trial of offering a 1st reading via email, due to practical and time constraints. PB members have received a first reading of names by email. Those names are being presented today for a second reading.

The YM NC brings forward the following names.

Second reading, for approval:

For Legacy Gift committee: Megan Christopher, class of 2024

### **Friends approved**

For Legacy Gift committee: Karen Reixach from NYYM , now worshipping at Keene (NH), class of 2024

### **Friends approved**

For Faith and Practice Revision Committee, Margaret Hawthorne (Monadnock)

YM NC noted that she is a member of a meeting with another person already on Faith and Practice RC and F&P RC felt that is not a significant concern.

### **Friends approved**

Resignations: Karen Sanchez-Eppler resigning from Integrated Nominating Committee

Jackie Stillwell noted that YM NC now has four immediate openings and four more will be up in August.

Following the report a member of NPwg lifted up YM NC's faithfulness by trying something different, following through, and keeping PB informed.

### **21-120: Update on recent Call to Ministry Gathering**

Jeremiah Dickinson, YM Ministry and Counsel Clerk (M and C Clerk), reported on two YM sponsored gatherings, on May 8 and November 13, for the upbuilding of ministry and faithfulness. These gatherings over Zoom were well attended with moving messages received from the sponsored panel. Fruitful small group conversations enabled participants to share and expand upon their experience of what was offered by the ministers who participated on the opening panel. Jeremiah expressed appreciation for the excellent support from Nia and Yearly Meeting staff. The next gathering will be April 9th, in hopes of being able to have in-person, and also Zoom participation. The expectation is for gathering in the Portland, ME, area with the theme, "What is the relationship between monthly meetings and the minister?"

Regarding the role and function of Ministry and Counsel in NEYM, YM set aside the traditional form of M&C for this two-year experiment. Now we ask: "How is this working for you? What has been lost, what has been gained? How is the spiritual condition of the YM being held now?"

The M and C Clerk noted there will be a report from the Ministry Transition Team in January.

A NPwg working group member requested that there be a dedicated time for a group of people to come together to respond to the above questions. The M and C Clerk responded favorably to the suggestion.

Additionally, NPwg members stated a need for trauma-informed care under the pastoral care function of the YM, to address trauma both from feeling invisible, and as an impact of the "Gotcha" type of criticizing messaging that occurs in the YM. Other Friends noted that beyond a formal, designated Ministry and Counsel of our tradition, many people have been, and continue to hold the YM in an attentive, organic way.

## **21-121- Announcements and closing comments**

The PB clerk reported on the departure of the head of Moses Brown school—one third of the search committee is Quaker on the MB committee. PB expects a report in January.

### New business

The PB clerk reported that a report from the FGC committee is appended to these minutes. NEYM has only one person serving. There are many immediate opportunities for service on the FGC committee.

Sarah Smith reported for Concord Friends Meeting that a new program is offered on “Quaker Basics.” This is an online course that has attracted new inquiries from the general public.

In closing comments prior to worship, a concern was voiced by one Friend expressing that they feel othered by the term “the Dominant Culture,” as used by NPwg. In this Friend’s experience, the NPwg exhibits behaviors that result in suppression of conflict, and that the NPwg attempts to control the narrative. This Friend feels that this is an act of the Empire. Another Friend expressed unity with the comment.

## **21-122: Closing Worship**

Friends closed with an extended period of silent worship.

*leslie Manning*

[leslie Manning \(Mar 25, 2022 15:15 EDT\)](#)

Leslie Manning, clerk of Permanent Board

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

**21-95: Opening Worship**

Friends opened with a period of worship.

**21-96: Roll Call**

The recording clerk called the roll:

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

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

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

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

**21-97: Approval of September 26, 2021 Minutes**

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

**21-98: Permanent Board Clerk's Welcome**

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

practice unsettling as familiar patterns are disrupted. We ask that you continue to choose to show up, and to be present, as this practice is exercised.

**21-99: Presiding Clerk's Report (Call for Questions) (report appended)**

The Yearly Meeting (YM) Presiding Clerk did not present an oral report. The written report to Permanent Board is appended to these minutes. The Permanent Board Clerk called for questions on the written report; none were raised.

**21-100: Acting Secretaries Report (Call for Questions) (report appended)**

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

**21-101:** Anna Hopkins Buller, Friends Camp Director, was invited to report on the 2021 Camp year. Anna expressed gratitude for the Yearly Meeting support that enabled Camp to be open during the COVID pandemic. The 2021 Camp Session was very successful. Camp had a very important impact on children who had been isolated from each other during the school year due to the pandemic. The support from YM was essential to the successful summer session. Camp is now registering campers for the 2022 Camp season.

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

**21-102: Treasurer's Report and Proposal for Grant Guidelines (first reading)**

Robert Murray, Yearly Meeting Treasurer, reported that as the 2021 fiscal year ends, preliminary numbers indicate that the Operating Budget "broke even" and reserves look good. This is good news for a Treasurer. The budget over the next two years will not be helped by the US government loans the YM received this year.

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

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

Scot Drysdale, Finance Committee Clerk, stated that the Finance Committee has read the draft Guidelines and recommends approval.



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

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

Leslie Manning, PB clerk summarized the current question brought forward from the work of the ad hoc antiracism work group. In July 2021 PB approved, in concept, the recommendation of the workgroup for a Yearly Meeting consultation to bring in voices that have been missing in racial dialogue and healing in the Yearly Meeting thus far (e.g., Black Indigenous-People of Color (BIPOC), youth, Friends Camp, Decolonizing Quakers, BlackQuaker Project). The purpose of the consultation is to assist the Yearly Meeting in determining how to engage in the transformation needed at every level of the institution, and to live faithfully into becoming an antiracist faith community. The workgroup advises that the Yearly Meeting will likely require professional facilitation expertise from beyond the Yearly Meeting. The suggested cost estimate to secure such expertise is \$12,000 to \$15,000.

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

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

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

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

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

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

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

**21-105: Noticing Patterns of Oppression and Faithfulness wg, (oral report)**

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

**21-106: PB Clerk's oral report and Request for Name Change for Rustin Fund**

Leslie Manning, PB Clerk announced plans for upcoming meetings: December 11, 2021; January 29, 2022; April 2, 2022; and June 4, 2022. An additional tentative date for a meeting on July 16, 2022 will be added if needed.

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

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

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

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

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

Name change of Bayard Rustin Fund to Bodine-Rustin Fund.

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

**FRIENDS APPROVED**

**21-107: Yearly Meeting Nominating Committee Report**

Jackie Stillwell, Clerk of the Nominating Committee (YM-NC), reminded the Permanent Board that YM-NC is experimenting with a change in practice. In order for members of the Permanent Board to reflect on nominations and respond to the Nominating Committee with affirmations or concerns, names will be brought for a First reading, and then for a Second reading for final approval. In bringing names forward YM-NC describes the needs of the work and what gifts and abilities the nominee brings to meet those needs.

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

*Second reading, for approval:*

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

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

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

**21-108: Closing Worship**

Friends closed with a period of worship.

# Yearly Meeting Secretaries' Report to Permanent Board

December 2021

## For approval: Transfer to Infrastructure Fund

### **Background** (including information from previous reports and minutes):

In minute [PB 20-11](#), at the recommendation of the Finance Committee, the Permanent Board created a new revolving fund to allow money to be set aside for larger infrastructure projects. Annual contributions to this fund are now included in the annual operating budget of the Yearly Meeting. The process for authorization is that the Yearly Meeting Secretary should bring a proposal to the Permanent Board for use of these funds, identifying the intended infrastructure purpose.

In minute [PB 21-5](#), Permanent Board transferred \$20,000 from the unrestricted reserves into the Infrastructure Fund and authorized the Secretary to use the Infrastructure Fund to support rebuilding the online registration system for Sessions, and to establish and integrate a new credit card payment processor and payment gateway for NEYM.

This approval was made because, for several years, it had been clear that we needed to overhaul and rebuild the custom-built system that the Yearly Meeting uses to manage online registration for Annual Sessions. Seven years ago this system was built at short notice and on a limited budget. While it has served us well, the current system requires costly annual updates and creates duplication of records, which results in substantial use of staff time for checking and cleanup each year. Both of these issues result in a significant ongoing financial cost. The rebuilt system is being designed to be easier to update, to reduce ongoing costs year-to-year, and to free staff from tedious, hugely time-consuming data management tasks which are not the best use of their time and skills.

During initial conversations with our database consultant and website developer, it became clear that it made sense to pair the Sessions registration rebuild with updating our online credit card processing system (which, like the Sessions registration, integrates with our database and website) in order to increase the security of our systems, reduce redundancy (since the payment process, website, and database work together), allow for a more flexible online donation webpage, and further reduce long-term costs spent on updates.

At the time of the initial Board approval of a transfer of \$20,000, the project was just beginning and negotiations with our database and website consultants were still ongoing. It was not initially clear how complex updating and converting our online credit card processing system would be. Since that initial transfer, we have discovered that a) the credit card process system conversion took more time and resources than originally anticipated due to unforeseen

complexities and b) the high-end estimate from both consultants for the second phase of the project (the Sessions registration rebuild) had increased significantly.

In early November, facing the challenge of being mid-way through a significant project and facing increased costs, the co-Acting Secretaries, Office Manager, Accounts Manager, and Events Coordinator closely reviewed the proposed Scope of Work documents from both consultants, asked detailed follow-up questions, double-checked for any possible redundancies, and negotiated a number of changes to bring down the estimated costs. Still, at the end of an exhaustive review and firm negotiating, we found ourselves facing the same dilemma: either to walk away from a Board-approved and long-needed infrastructure project after tens of thousands of dollars had already been invested and consultants had been oriented to the complex and time-sensitive job, or to sign off on contracts which will most likely incur a project cost increase in the \$15,000-\$25,000 range. After consulting with the Permanent Board Clerk, Treasurer, and co-Acting Secretary, as well as the staff involved in and impacted by the project, the decision was made to not halt the project even though it will cost significantly more than originally anticipated.

***At this time, the Co-Acting Secretaries request a transfer for \$25,000 from the unrestricted reserves into the Infrastructure Fund for the purposes of completing the Sessions registration/payment integration project, to which we are already committed.*** Such a transfer will maintain the unrestricted reserves at a level above what we seek to maintain by policy (25% of annual operating expenses).

We know that \$25,000 is not an insignificant amount of money and do not make this request lightly or without considerable discernment. Although in some ways NEYM may seem like a small organization, the events we run and data we manage are both vastly complex and core to our functioning. We think of NEYM as running on God's grace and people power—and that is very true!—but effective tools (increasingly, complex computer-based ones) are also essential to supporting the many people who serve to carry out our mission day in and out.

## **Informational Updates**

### **Health and Safety Decisions Regarding In-Person NEYM Events**

Nia and Sarah continue to regularly check-in on health and safety decisions regarding in-person NEYM events. Early this fall, we outlined a plan to thoughtfully and incrementally move forward with smaller in-person gatherings, as we work towards the goal of being able to gather a large group of Friends this summer. All public facing NEYM sponsored in-person events must have a written safety plan (detailing the requirements for participation, layers of prevention, and contingency scenario outlines), approved by both co-secretaries. Following these events, event leaders report back to confirm the plan was executed and share any suggestions for future gatherings' plans.

With the rest of the world, we await information about the Omicron variant, which may impact event decisions and safety plans in coming months. We will not hesitate to require additional layers of prevention (such as PCR tests *in addition to* masking, symptoms surveys, Safety Coordinators, socially distanced meals, and vaccination requirements), if that is what will make our events responsible and safe. We welcome resource suggestions from Friends with relevant public health expertise.

## Forms of Service Mapping

Sometimes, we get confused! Are we all 100% clear on the differences between a “Working Group” and a “Resource Group”? It *can* be confusing, and all the more so if we are not consistent and accurate in the language that we are using! To help keep us all in good, clear order, Nia and Sarah have been working on a chart, the “Forms of Service Map,” which we intend to bring to the 29 January Permanent Board meeting. This is, obviously, a teaser. Get ready! The chart outlines each form of service within NEYM (Standing Committee, Working Group, etc.), why it exists, how members are called to service and naming how long they serve, what the group's foundational documents are (Purpose Procedure and Composition or Charge, etc.) and who it reports to, when and how.

## Sessions Planning

Coordinating and Advisory, the Sessions Coordinating Team, and staff are working with the NEYM stated goal to have in-person Sessions this year. In this “peek behind the curtain” service period as one of the co-Acting Secretaries of NEYM, a few things strike me/Sarah powerfully. Here, I mention two:

1.) Sessions planning begins each year just a few weeks after Sessions ends each year! With our small but mighty staff and core of highly skilled and dedicated volunteers, with sweat and a whole lot of grace, Sessions happens year after year. We are all blessed by the gathering of the Body, a loaves and fishes miracle, it seems to me.

2.) The above is challenging enough when so much is known about the gathering site and its resources, about where people and things go, about protocols and staffing. To keep something rolling, learning and shifting a bit based on new knowledge and experience from year to year, is a far easier task than starting something from “stopped” with many unknowns and unknowables. This year, we are restarting from a pretty “stopped” place.

I have been reflecting of late on images I carry in my heart of London bombed out after World War II, of Rotterdam destroyed. I have been to these places in recent years. And, I have pondered how people—tired, frightened, mourning—managed to open their doors or return to their communities

to rebuild from the ashes. How did they find, and hold onto, a thread of hope to restart? How did they find strength together through commitment and service?

I am in no way suggesting that what is before us in rebuilding Sessions is that, but those images do inform me. We are tired. We are mourning. And yet, so much is yet required of us. We are going to need a whole lot of volunteers—more than usual—to restart Sessions. A whole lot. And yet, I have hope that in that call to service together, we will find each other more deeply, strengthen each other more profoundly, and build a new community, a stronger community, a re-imagined community. I have rolled up my sleeves, tired as I am. I am looking forward to being a wee small part of what we will be becoming as we remember the past, honor the past and live into the present. Please join me in this act of faith!

Respectfully submitted,

Sarah Gant, Acting Secretary for Governance & Pastoral Care  
[sarahgant@neym.org](mailto:sarahgant@neym.org)

Nia Thomas, Acting Secretary for Programs & Administration  
[nia@neym.org](mailto:nia@neym.org)

**Report to Permanent Board  
From the Presiding Clerk  
December 11, 2021**

Two primary things (below) have been occupying my thoughts in this relatively quiet season of the Presiding Clerk's work. In addition, I check in regularly with Nia and Sarah, and we have monthly meetings of the coordinating and advisory committee. There are a few things coming up there which will likely appear on the PB agenda, but not yet!

**Sessions Planning:** The Sessions coordination team has met several times this fall, exploring some fundamental questions about how we will go about planning next summer's sessions. We are at once deeply desirous of having in-person sessions, aware that we will need to include a zoom component, and conscious that there are limits to our energy and abilities. Two years of planning zoom-only sessions was draining for staff and, in the interim, we have lost some of our usual momentum for planning based heavily on the previous year. In addition, our feeling is that so much in the world and in ourselves has changed, that we most likely do not want to duplicate what we have done before.

Youth programs, both during-the-year retreats and sessions intensive involvement, have traditionally been based greatly on the joy of presence and the intimacy of personal contact. Both young folk and staff have struggled with the loss of that component. If we are indeed able to meet in-person, this will be an opportunity to begin rebuilding the experience which has been so central to the development of so many Friends' spiritual lives. At a recent Fresh Pond session wrestling with how to begin re-gathering someone offered the observation: "since the kids are the future of Quakerism, perhaps we should structure how we re-gather around them." What would NEYM Sessions look like if it was planned around those who hold the future of our Society?

The Theme and Speakers Team has been named, it consists of Rebecca Leuchak (ex-officio), Bruce Neumann (ex-officio) Daron Barnard (Worcester), Honor Woodrow (Putney), Gail Melix (Sandwich), and Jen Higgins-Newman (Beacon Hill). This group will have me for the first time shortly before the PB meeting, and I assume will have nothing to report, this early in the process.

I'll add that, while I cannot imagine having put off any of the significant business which was before us last year, I recognize that business sessions were challenging at best, and painful for some. Where the clerk is to some degree beholden to the agenda which is submitted, I am aware that there is a line between business which challenges us spiritually in a constructive way, and business which can seem overwhelming. I of course hope to find that line next summer.

**Right Relationship Resource Group:** I have been meeting with, and clerking, this group as we take on the charge of distributing the letter of Apology. Friends will recall that Sessions accepted these folks' offer(s) to help with this. Before its approval, I had more or less imagined that distribution would be finding addresses and stuffing envelopes. But as we considered how to move forward, the Friends on this group who have been engaged with Native American relations longer than I, pointed out how easy it is to "center our own experience." Public announcement of the approval is easily subject to this - where we easily move from humility and awareness of the scope of wrongdoing, to: "hey look what we did!" For this reason, we have intentionally shied away from posting the apology on social media.



The intention of the letter of apology is to begin “to work toward right relationship with you and all of Creation,” so our approach is to constantly reflect on how our words and actions will be heard. We expect, then, after gathering information, to send the apology with a cover letter which suggests that we would like to present the apology in person, if a given tribe is interested and willing. We expect to form teams of Friends, consisting of some blend of local people and NEYM leadership, to visit those tribes who are interested. We expect that these teams, or delegations, will meet together to learn more about the tribe they expect to visit, learn from more experienced Friends what language and gestures will be well-received, and to pray together. To that end, we have been gathering contact information for tribes, finding a few Quakers around New England that are already in communication with Native Americans and can encourage a particular tribe to consider our apology, and identifying people around New England who would like to be part of teams. I expect that we will be ready to send out letters early in 2022.

I continue to feel that our individual and collective work on this has been a great example of Quakers digging in to a subject. Not so many years ago, we learned about the doctrine of discovery, and while it has taken some time, I think we have lived into some understanding of its effect on society in general and the ways many of us are prone to seeing things. Our work on the Letter of Apology grows on that understanding, in one specific way. In a draft cover letter to Native Americans, I note the transformation from widespread discomfort with the Letter at Sessions 2020, to a unity based on an understanding that this is work we need to do. And this shift, I believe, was due in great part to the work which happened at monthly meetings. This model – hearing something at Sessions which we are not yet ready to approve, laboring at the MM, and revisiting at the following Sessions - can be kept in mind for any subject that Friends need time and small-group focus to fully understand.

Bruce

December 3, 2021

Dear Friends,

I am pleased to present the financial reports for Fiscal Year 2021 (October 1, 2020 to September 30, 2021). These reports may be found in the Advanced Documents for the December 11, 2021 Permanent Board meeting and on the Yearly Meeting's website in the section Who We Are/How We're Doing/Financial Statements.

The Budget vs. Actual Summary shows that we ended the year with a small surplus, which is a significant fact for operating during a pandemic for a second year. On the expense side, spending on Travel & Conferences, Programs and Books & Other Sales Expense was less than 10% of the budget lines. Likewise, income from Sessions Program Fees, Retreat Program Fees, and Books & Other Sales Income was 20% or less of those budget lines.

The FY2021 budgets for Individual Contributions and Monthly Meeting Contributions were made at a level the Finance Committee considered necessary to support the work to which the Yearly Meeting had committed. The Individual Contributions came in at 77% of budget, while the Monthly Meeting Contributions were 88% of budget. In a very stressful year, I was grateful we received these levels of support.

Lower expenses and lower income balanced each other, resulting in a small surplus.

The All Activities reports shows the activity in all our funds, including the revolving accounts, continuing projects, permanently restricted funds, and board designated funds. Please pay special attention the bottom of the report, where you will see Transfers In and Out. In the Transfers In you will see the forgiveness of two 1<sup>st</sup> Draw PPP loans, received from the federal government to help us sustain operations. We received a partial return of premiums from the Friends Mutual Health Group due to their operating surplus for 2018. We moved the small remaining balance of the closed Student Loan Fund into unrestricted reserves.

In the Transfer Out section you will see the Yearly Meeting's support of the Nurturing Faithfulness Program, support for Friends Camp to cover their deficit in FY20, and a transfer to the Infrastructure Fund to pay for the contracted services for the Sessions registration system.

The Balance Sheet report shows assets, liabilities and equity. This report demonstrates that the Yearly Meeting remains in good overall financial position.

The Committees report shows that in a year of Zoom committee meetings, most committees did not spend any funds.

The Continuing Projects report shows small projects outside the operating budget that tend to last more than one year. Some were funded by grants from the Legacy Gift Committee or the Obadiah Brown Fund. Others were funded by outside granting organizations like the Shoemaker

Fund. All these projects need to be tracked separately, so we use the donor-tracking features of QuickBooks to do that.

The board designated funds, revolving accounts, and permanently restricted funds are shown individually in the next two reports. Please note that Permanent Board changed the practice of returning unused spendable amounts of permanently restricted funds to the principal at the end of the fiscal year. Now committees responsible for using those funds can plan their use over a longer period without regard to the fiscal year boundaries.

Finally, the Operating Reserves report shows that, as of the end of the fiscal year, the sum of Working Capital plus the Quasi-Endowment was 29% of expense budget, meeting the Finance Committee's policy "to have an operating reserve equal to one quarter of the annual budget (3 months) at the beginning of each fiscal year."

Our challenge now in FY2022 will be to conduct the Yearly Meeting's business in a time of continuing pandemic—but without any new loan support from the federal government. (The forgiveness of the last PPP loan will appear on the FY2022 Q1 report.) I believe we can do this successfully: working together as we have done in the past.

I thank you for the opportunity to be of service.

Robert Murray, Treasurer

**NEYM**  
**FY2021 Operating Budget vs Actuals: Summary**  
**October 2020 - September 2021**

	<b>Actual</b>	<b>Budget</b>	<b>% of Budget</b>
<b>Income</b>			
4010 Individual Contributions	177,609.60	230,225.00	77.15%
4020 Monthly Meeting Contributions	328,749.03	373,000.00	88.14%
4025 Unallocated Income	900.00		
4030 Organizations Contributions	301.00		
4050 Interest and Dividend Income	10,164.32	9,000.00	112.94%
4070 Books & Other Sales Income	a	17,000.00	0.00%
4080 Retreat Program Fees	7,346.61 a	47,000.00	15.63%
4085 Sessions Program Fees	42,437.00 a	211,050.00	20.11%
4090 Change in Fair Market Value	(365.72)		
4099 Net Assets Released To/From	2,090.00 b		
<b>Total Income</b>	<b>569,231.84</b>	<b>887,275.00</b>	<b>64.16%</b>
<b>Expenses</b>			
5000 Staff	410,547.52	431,519.00	95.14%
5100 General & Administration	91,614.83	104,565.00	87.62%
5300 Travel & Conferences	2,769.73 a	35,300.00	7.85%
6000 Programs	18,576.44 a	270,009.76	6.88%
6140 Books & Other Sales Expense	a	14,500.00	0.00%
6200 Support of Other Organizations	44,014.34	45,975.00	95.74%
6600 Publications	c	4,000.00	0.00%
<b>Total Expenses</b>	<b>567,522.86</b>	<b>905,868.76</b>	<b>62.65%</b>
<b>Net Operating Income</b>	<b>1,708.98</b>	<b>(18,593.76)</b>	

**Notes**

- a. Reduction caused by changes in operations related to the COVID-19 pandemic.
- b. Released from Archives Revolving Account, for support of Outreach Archivist
- c. Publications formerly printed are now online.

**NEYM**  
**FY2021 Operating Budget vs Actuals**  
**October 2020 - September 2021**

	<b>Actual</b>	<b>Budget</b>	<b>% of Budget</b>
<b>Income</b>			
4010 Individual Contributions			
General Fund	155,669.60	204,225.00	76.22%
Equalization	21,940.00	26,000.00	84.38%
<b>Total 4010 Individual Contributions</b>	<b>177,609.60</b>	<b>230,225.00</b>	<b>77.15%</b>
4020 Monthly Meeting Contributions			
General Fund	319,842.03	350,000.00	91.38%
Equalization	8,907.00	23,000.00	38.73%
<b>Total 4020 Monthly Meeting Contributions</b>	<b>328,749.03</b>	<b>373,000.00</b>	<b>88.14%</b>
4025 Unallocated Income	900.00		
4030 Organizations Contributions	301.00		
4050 Interest and Dividend Income	10,164.32	9,000.00	112.94%
4070 Books & Other Sales Income	a	17,000.00	0.00%
4080 Retreat Program Fees	7,346.61 a	47,000.00	15.63%
4085 Sessions Program Fees	42,437.00 a	211,050.00	20.11%
4090 Change in Fair Market Value	(365.72)		
4099 Net Assets Released To/From	2,090.00		
<b>Total Income</b>	<b>569,231.84</b>	<b>887,275.00</b>	<b>64.16%</b>
<b>Expenses</b>			
5000 Staff			
5010 Salaries & Wages	314,729.99	328,196.00	95.90%
5020 Payroll Taxes	23,543.20	25,107.00	93.77%
5030 Benefits			
5033 Health Benefits	36,148.59	37,566.00	96.23%
5035 Retirements	32,090.05	32,820.00	97.78%
5040 Disability	1,258.00	1,600.00	78.63%
5045 Workers' Compensation	655.00	780.00	83.97%
5050 Spiritual Retreats	1,199.70	1,200.00	99.98%
5060 Staff Development	922.99	4,250.00	21.72%
<b>Total 5030 Benefits</b>	<b>72,274.33</b>	<b>78,216.00</b>	<b>92.40%</b>
<b>Total 5000 Staff</b>	<b>410,547.52</b>	<b>431,519.00</b>	<b>95.14%</b>
5100 General & Administration			
5110 Administration			
5120 Bank Expense	4,487.86	7,000.00	64.11%
5130 Contracted Services	18,257.50	30,900.00	59.09%

5135 Accounting Services	2,500.00	2,500.00	100.00%
5140 Legal Services	2,500.00	2,500.00	100.00%
5145 Infrastructure	5,000.00	5,000.00	100.00%
5150 Liability Insurance	4,673.01	5,100.00	91.63%
5160 Payroll Service	5,581.61	5,200.00	107.34%
5180 Rent	9,350.00	9,350.00	100.00%
5190 Misc. Expense	159.37		
<b>Total 5110 Administration</b>	<b>52,509.35</b>	<b>67,550.00</b>	<b>77.73%</b>
5200 Office			
5220 Cleaning Services	88.00	265.00	33.21%
5230 Maint - Equip & Hardware	343.00	1,250.00	27.44%
5240 Postage	4,692.74	3,750.00	125.14%
5250 Office Equipment	3,558.22	3,250.00	109.48%
5260 Office Supplies	1,093.86	2,500.00	43.75%
5270 Printing & Copying	8,632.47	14,500.00	59.53%
5280 Software & Updates	17,177.06	7,000.00	245.39%
5290 Telephone	3,491.50	4,500.00	77.59%
5295 Misc. Office	28.63		
<b>Total 5200 Office</b>	<b>39,105.48</b>	<b>37,015.00</b>	<b>105.65%</b>
<b>Total 5100 General &amp; Administration</b>	<b>91,614.83</b>	<b>104,565.00</b>	<b>87.62%</b>
5300 Travel & Conferences			
5310 Travel - Committee	774.88 a	3,000.00	25.83%
5320 Travel - Clerk	a	4,500.00	0.00%
5330 Travel - Programs	60.00 a	3,700.00	1.62%
5335 Travel - Representatives Travel	150.00 a	6,700.00	2.24%
5350 Travel - Staff	1,784.85 a	17,000.00	10.50%
5360 Travel - Ministries	a	400.00	0.00%
<b>Total 5300 Travel &amp; Conferences</b>	<b>2,769.73</b>	<b>35,300.00</b>	<b>7.85%</b>
6000 Programs			
6110 Sessions Room & Board		181,139.76	0.00%
6112 Retreats - Room & Board			
6114 Room Rental	575.00 a	20,000.00	2.88%
6150 Food Expense	433.81 a	18,000.00	2.41%
<b>Total 6112 Retreats - Room &amp; Board</b>	<b>1,008.81</b>	<b>38,000.00</b>	<b>2.65%</b>
6125 Program Expenses			
6105 Honoraria - Speakers/Wkshp Ldrs	13,550.00 a	22,000.00	61.59%
6115 Equipment Rental	a	6,000.00	0.00%
6121 Supplies and Other Expenses	956.63 a	9,300.00	10.29%
6165 Pre-Sessions Expense	a	1,000.00	0.00%
<b>Total 6125 Program Expenses</b>	<b>14,506.63</b>	<b>38,300.00</b>	<b>37.88%</b>
6130 Committee Expenses - General	1,500.00	6,350.00	23.62%
6134 Childcare		2,000.00	0.00%
<b>Total 6130 Committee Expenses - General</b>	<b>1,500.00</b>	<b>8,350.00</b>	<b>17.96%</b>

6160 Program Support				
6163 Friends Camp	1,561.00	b	2,220.00	70.32%
6167 Religious Education & Outreach			2,000.00	0.00%
<b>Total 6160 Program Support</b>	<b>1,561.00</b>		<b>4,220.00</b>	<b>36.99%</b>
<b>Total 6000 Programs</b>	<b>18,576.44</b>		<b>270,009.76</b>	<b>6.88%</b>
6140 Books & Other Sales Expense				
6142 Books			14,500.00	0.00%
<b>Total 6140 Books &amp; Other Sales Expense</b>	<b>0.00</b>		<b>14,500.00</b>	<b>0.00%</b>
6200 Support of Other Organizations				
6310 FGC	13,075.00		13,075.00	100.00%
6320 FUM	11,016.36		13,075.00	84.26%
6325 FWCC	13,075.00		13,075.00	100.00%
6330 Friends' Organizations				
6328 Ramallah Friends School	100.00		100.00	100.00%
6335 AFSC	300.00		300.00	100.00%
6340 FCNL	750.00		750.00	100.00%
6345 QEW	300.00		300.00	100.00%
6350 Friends Peace Teams	100.00		100.00	100.00%
6355 FWCC 3rd World Travel	500.00		500.00	100.00%
6360 QUNO	200.00		200.00	100.00%
6362 Quaker Voluntary Service	100.00		100.00	100.00%
<b>Total 6330 Friends' Organizations</b>	<b>2,350.00</b>		<b>2,350.00</b>	<b>100.00%</b>
6575 Other Organizations	925.98			
6590 Ecumenical Organizations				
6592 State Councils of Churches	3,172.00	c	4,000.00	79.30%
6594 Natl Council of Churches	150.00		150.00	100.00%
6596 NE Ecumenical Network	150.00		150.00	100.00%
6598 World Council of Churches	100.00		100.00	100.00%
<b>Total 6590 Ecumenical Organizations</b>	<b>3,572.00</b>		<b>4,400.00</b>	<b>81.18%</b>
<b>Total 6200 Support of Other Organizations</b>	<b>44,014.34</b>		<b>45,975.00</b>	<b>95.74%</b>
6600 Publications				
6620 New England Friend		d	4,000.00	0.00%
<b>Total 6600 Publications</b>	<b>0.00</b>		<b>4,000.00</b>	<b>0.00%</b>
<b>Total Expenses</b>	<b>567,522.86</b>		<b>905,868.76</b>	<b>62.65%</b>
<b>Net Operating Income</b>	<b>1,708.98</b>		<b>(18,593.76)</b>	

## Notes

- Reduction caused by changes in operations related to the COVID-19 pandemic.
- Annual accreditation fee for Friends Camp to the American Camp Association.
- Line 6592 is lower than the budgeted amount due to a lack of clarity about where to send the money for the state council of Connecticut.
- The New England Friend is no longer printed.

## Statement of Activities - All Funds

### Fiscal Year 2021

	Operating Funds	Non- Operating Funds	Total
<b>Income</b>			
4010 Individual Contributions	177,609.60	640.00	178,249.60
4020 Monthly Meeting Contributions	328,749.03	1,685.88	330,434.91
4025 Unallocated Income	900.00	0.00	900.00
4030 Organizations Contributions	301.00	15,000.00	15,301.00
4050 Interest and Dividend Income	10,164.32	67,164.53	77,328.85
4070 Books & Other Sales Income		0.00	0.00
4080 Retreat Program Fees	7,346.61	10,900.00	18,246.61
4085 Sessions Program Fees	42,437.00	0.00	42,437.00
4090 Change in Fair Market Value	(365.72)	111,809.60	111,443.88
4099 Net Assets Released To/From	2,090.00	67,631.00	69,721.00
<b>Total Income</b>	<b>569,231.84</b>	<b>274,831.01</b>	<b>844,062.85</b>
<b>Expenses</b>			
5000 Staff	410,547.52	0.00	410,547.52
5100 General & Administration	91,614.83	26,954.81	118,569.64
5300 Travel & Conferences	2,769.73	0.00	2,769.73
6000 Programs	18,576.44	2,298.40	20,874.84
6140 Books & Other Sales Expense		0.00	0.00
6200 Support of Other Organizations and Individuals	44,014.34	123,901.95 <sup>1</sup>	167,916.29
6600 Publications		3,000.00	3,000.00
<b>Total Expenses</b>	<b>567,522.86</b>	<b>156,155.16</b>	<b>723,678.02</b>
<b>Net Operating Income</b>	<b>1,708.98</b>	<b>118,675.85</b>	<b>120,384.83</b>
<b>Other Income (Transfers)</b>			
<b>9940 Other Income - Transfer in</b>			
Return of Friends Mutual Health Group surplus	9,721.00		
PPP 1st Draw loan forgiveness	58,798.25		
PPP 1st Draw loan forgiveness EIDL grant	9,000.00		
Closure of Student Loan Fund	1,771.86 <sup>4</sup>	Martha Miles Gordon bequest (to Q-E Fund) 48,245.00	
<b>9940 Other Income - Transfer in</b>	<b>79,291.11</b>	<b>48,245.00</b>	<b>127,536.11</b>
<b>9950 Other Expense - Transfer out</b>			
Transfer of FMHG surplus to 708 Infrastructure Fund	9,721.00	West Falmouth Fund Income 194.50 <sup>2</sup>	
Unrestricted reserves to Nurturing Faithfulness Program	30,000.00	Quasi-Endowment Income 7,943.40 <sup>3</sup>	
Unrestricted reserves to Infrastructure Fund	20,000.00	Endowment Income 2,304.04 <sup>3</sup>	
Unrestricted reserves to Friends Camp	17,481.00	Student Loan Fund Closure 1,771.86 <sup>4</sup>	
<b>9950 Other Expense - Transfer out</b>	<b>77,202.00</b>	<b>12,213.80</b>	<b>89,415.80</b>
<b>Net Other Income</b>	<b>2,089.11</b>	<b>36,031.20</b>	<b>38,120.31</b>
<b>Net Income</b>	<b>3,798.09</b>	<b>154,707.05</b>	<b>158,505.14</b>

#### Notes

1. Support of Individuals totalled \$61,192.93.
2. Transferred to 4020 Monthly Meeting Contributions.
3. Transferred to 4050 Interest and Dividend Income.
4. Transferred to unrestricted reserves



**NEYM**  
**Statement of Position (Balance Sheet)**  
As of September 30, 2021

	As of Sep 30, 2021	As of Sep 30, 2020	Change
<b>ASSETS</b>			
Current Assets			
Bank Accounts			
1000 Checking Accounts			
1010 Santander Checking	250,407.52	255,137.81	(4,730.29)
1015 Everence Fed Credit Union Checking	12,993.83	12,993.83	
<b>Total 1000 Checking Accounts</b>	<b>263,401.35</b>	<b>268,131.64</b>	<b>(4,730.29)</b>
1020 Money Market Accounts			
1024 Bangor Savings Bank MMA (PPP loans)	157,036.49	50,759.85	106,276.64
1029 Everence Fed Credit Union SHARE Savings	32,126.35	32,106.27	20.08
<b>Total 1020 Money Market Accounts</b>	<b>189,162.84</b>	<b>82,866.12</b>	<b>106,296.72</b>
<b>Total Bank Accounts</b>	<b>452,564.19</b>	<b>350,997.76</b>	<b>101,566.43</b>
<b>Total Accounts Receivable</b>			
Other Current Assets			
1075 Pooled Funds	1,991,215.88	1,879,807.91	111,407.97
1100 Accrued Receivables	(123.96)	(123.96)	
1110 Due to/from Friends Camp			
1112 Camp Disability	22.91		22.91
1113 Camp Health Ins	673.76		673.76
1114 Camp - Retirement	574.88	(539.66)	1,114.54
1115 Camp Loan		39,941.77	(39,941.77)
<b>Total 1110 Due to/from Friends Camp</b>	<b>1,271.55</b>	<b>39,402.11</b>	<b>(38,130.56)</b>
1150 Prepaid Expenses	382.40	(8,562.62)	8,945.02
<b>Total Other Current Assets</b>	<b>1,992,745.87</b>	<b>1,910,523.44</b>	<b>82,222.43</b>
<b>Total Current Assets</b>	<b>2,445,310.06</b>	<b>2,261,521.20</b>	<b>183,788.86</b>
<b>TOTAL ASSETS</b>	<b>2,445,310.06</b>	<b>2,261,521.20</b>	<b>183,788.86</b>

**LIABILITIES AND EQUITY****Liabilities**

## Current Liabilities

2005 Credit Card Elan St Marys	3,195.78	4,320.61	(1,124.83)
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## Other Current Liabilities

2010 Accrued Liabilities	76.60	50.00	26.60
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2110 Federal Taxes		(0.36)	0.36
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2120 State Taxes		0.36	(0.36)
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2150 Health Insurance Premium	393.44	392.52	0.92
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2155 Sect 125 Employee Withholding	1,496.53	4,638.33	(3,141.80)
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2160 403B Retirement	(201.84)	125.20	(327.04)
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2170 BSB SBA PPP loan		114,400.00	(114,400.00)
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2171 BSB SBA PPP loan 2nd Draw	144,249.87		144,249.87
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**Total Other Current Liabilities**

<b>146,014.60</b>	<b>119,606.05</b>	<b>26,408.55</b>
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**Total Current Liabilities**

<b>149,210.38</b>	<b>123,926.66</b>	<b>25,283.72</b>
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**Total Liabilities**

<b>149,210.38</b>	<b>123,926.66</b>	<b>25,283.72</b>
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**Equity**

3500 Working Capital	(8,372.27)	26,101.71	(34,473.98)
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Total 3600 Board Designated Funds	1,440,066.45	1,340,053.04	100,013.41
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Total 3700 Revolving Accounts	171,355.69	130,843.31	40,512.38
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Total 3800 Permanently Restricted Funds	691,340.83	647,159.57	44,181.26
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3900 Retained Earnings (goes to 3500 Working Capital)			
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Net Income	1,708.98	(6,563.09)	8,272.07
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**Total Equity**

<b>2,296,099.68</b>	<b>2,137,594.54</b>	<b>158,505.14</b>
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**TOTAL LIABILITIES AND EQUITY**

<b>2,445,310.06</b>	<b>2,261,521.20</b>	<b>183,788.86</b>
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**FY2021 Meeting Contributions**

*Note: Report does not include meetings that gave zero.*

		<b>General Fund</b>	<b>Equalization</b>	<b>Total</b>
<b>Connecticut Valley Quarterly Meeting</b>				
The Quarter				
Hartford Monthly Meeting	Connecticut Valley Quarterly Meeting	19,712.00		19,712.00
Litchfield Hills Monthly Meeting	Connecticut Valley Quarterly Meeting	600.00		600.00
Middletown Monthly Meeting	Connecticut Valley Quarterly Meeting	250.00		250.00
Mount Toby Monthly Meeting	Connecticut Valley Quarterly Meeting	26,575.00		26,575.00
New Haven Friends Meeting	Connecticut Valley Quarterly Meeting	8,715.00		8,715.00
New London Friends Meeting	Connecticut Valley Quarterly Meeting	400.00		400.00
Northampton Friends Meeting	Connecticut Valley Quarterly Meeting	6,500.00	500.00	7,000.00
Storrs Friends Meeting	Connecticut Valley Quarterly Meeting	5,000.00		5,000.00
	<b>Quarter Total</b>	<b>67,752.00</b>	<b>500.00</b>	<b>68,252.00</b>
<b>Dover Quarterly Meeting</b>				
The Quarter				
Concord Monthly Meeting	Dover Quarterly Meeting	6,384.96	300.00	6,684.96
Dover Monthly Meeting	Dover Quarterly Meeting	5,300.00		5,300.00
Gonic Monthly Meeting	Dover Quarterly Meeting	688.80		688.80
North Sandwich Friends Meeting	Dover Quarterly Meeting	300.00		300.00
Weare Monthly Meeting	Dover Quarterly Meeting	1,200.00		1,200.00
West Epping Preparative Meeting	Gonic Monthly Meeting	1,000.00		1,000.00
	<b>Quarter Total</b>	<b>14,873.76</b>	<b>300.00</b>	<b>15,173.76</b>
<b>Falmouth Quarterly Meeting</b>				
The Quarter				
Brunswick Friends Meeting	Falmouth Quarterly Meeting	1,084.12		1,084.12
Durham Monthly Meeting	Falmouth Quarterly Meeting	5,400.00		5,400.00
Portland Friends Meeting	Falmouth Quarterly Meeting	16,000.00		16,000.00
Southern Maine Friends Meeting	Falmouth Quarterly Meeting	400.00	25.00	425.00
Windham Friends Meeting	Falmouth Quarterly Meeting	120.00		120.00
	<b>Quarter Total</b>	<b>23,004.12</b>	<b>25.00</b>	<b>23,029.12</b>

**Northwest Quarterly Meeting**

The Quarter				
Bennington Monthly Meeting	Northwest Quarterly Meeting	2,000.00		2,000.00
Burlington Monthly Meeting	Northwest Quarterly Meeting	4,750.00	850.00	5,600.00
Hanover Friends Meeting	Northwest Quarterly Meeting	21,918.00		21,918.00
Middlebury Friends Meeting	Northwest Quarterly Meeting	3,200.00	400.00	3,600.00
Monadnock Quaker Meeting	Northwest Quarterly Meeting	4,640.00	200.00	4,840.00
Northeast Kingdom Quaker Meeting	Northwest Quarterly Meeting	492.54		492.54
Plainfield Monthly Meeting	Northwest Quarterly Meeting	2,000.00		2,000.00
Putney Friends Meeting	Northwest Quarterly Meeting	7,200.00		7,200.00
South Starksboro Monthly Meeting	Northwest Quarterly Meeting	350.00		350.00
Wilderness Friends Meeting	Northwest Quarterly Meeting	288.00		288.00
<b>Quarter Total</b>		<b>46,838.54</b>	<b>1,450.00</b>	<b>48,288.54</b>

**Salem Quarterly Meeting**

The Quarter				
Amesbury Monthly Meeting	Salem Quarterly Meeting	2,300.00		2,300.00
Beacon Hill Friends Meeting	Salem Quarterly Meeting	10,237.00	1,357.00	11,594.00
Framingham Friends Meeting	Salem Quarterly Meeting	10,000.00	800.00	10,800.00
Fresh Pond Monthly Meeting	Salem Quarterly Meeting	10,600.00	200.00	10,800.00
Friends Meeting at Cambridge	Salem Quarterly Meeting	52,002.65	1,000.00	53,002.65
North Shore Friends Meeting	Salem Quarterly Meeting	3,200.00	100.00	3,300.00
Wellesley Monthly Meeting	Salem Quarterly Meeting	18,546.93		18,546.93
<b>Quarter Total</b>		<b>106,886.58</b>	<b>3,457.00</b>	<b>110,343.58</b>

**Sandwich Quarterly Meeting**

The Quarter			225.00	225.00
East Sandwich Preparative Meeting	Sandwich Monthly Meeting	295.53		295.53
West Falmouth Preparative Meeting	Sandwich Monthly Meeting	5,494.50		5,494.50
Yarmouth Preparative Meeting	Sandwich Monthly Meeting		2,000.00	2,000.00
Allen's Neck Monthly Meeting	Sandwich Quarterly Meeting	2,460.00		2,460.00
Dartmouth at Smith Neck Monthly Meeting	Sandwich Quarterly Meeting	1,500.00		1,500.00
New Bedford Monthly Meeting	Sandwich Quarterly Meeting	1,000.00		1,000.00
Sandwich Monthly Meeting	Sandwich Quarterly Meeting	100.00	200.00	300.00
Westport Monthly Meeting	Sandwich Quarterly Meeting	6,000.00		6,000.00
<b>Quarter Total</b>		<b>16,850.03</b>	<b>2,425.00</b>	<b>19,275.03</b>

**Southeast Quarterly Meeting**

The Quarter				
Providence Monthly Meeting	Southeast Quarterly Meeting	18,560.00	500.00	19,060.00
Westerly Monthly Meeting	Southeast Quarterly Meeting	5,400.00		5,400.00
Worcester Friends Meeting	Southeast Quarterly Meeting	6,527.00		6,527.00
<b>Quarter Total</b>		<b>30,487.00</b>	<b>500.00</b>	<b>30,987.00</b>

**Vassalboro Quarterly Meeting**

The Quarter

Acadia Monthly Meeting	Vassalboro Quarterly Meeting	1,300.00		1,300.00
Belfast Area Friends Meeting	Vassalboro Quarterly Meeting	200.00		200.00
Cobscook Monthly Meeting	Vassalboro Quarterly Meeting	300.00		300.00
Eggemoggin Reach Monthly Mtg	Vassalboro Quarterly Meeting	100.00	50.00	150.00
Farmington Monthly Meeting	Vassalboro Quarterly Meeting	1,200.00		1,200.00
Narramissic Valley Monthly Meeting	Vassalboro Quarterly Meeting	600.00		600.00
Orono Monthly Meeting	Vassalboro Quarterly Meeting	250.00		250.00
Vassalboro Friends Meeting	Vassalboro Quarterly Meeting	7,000.00		7,000.00
Winthrop Center Friends Church	Vassalboro Quarterly Meeting	2,400.00		2,400.00
	<b>Quarter Total</b>	<b>13,350.00</b>	<b>50.00</b>	<b>13,400.00</b>
<b>Total All Quarters</b>		<b>320,042.03</b>	<b>8,707.00</b>	<b>328,749.03</b>

## FY2021 Committee Budgets vs Actuals

October 2020 - September 2021

	Actual	Budget
315 C&A		500.00
320 F&P Rev		1,050.00
325 FGC		100.00
328 Finance		100.00
330 FUM		100.00
335 FWCC		100.00
340 M&C		100.00
350 Puente	1,500.00	1,500.00
355 RSE&J		1,500.00
360 Youth Ministries (was YP)		500.00
370 Earthcare Ministry Comm		100.00
390 Other Cmttes*		700.00
<b>TOTAL</b>	<b>1,500.00</b>	<b>6,350.00</b>

### Note

\* 390 "Other Committees" includes Permanent Board and the Nominating Committees. This report excludes expense sub-account 6134 Childcare (which is visible in full budget-vs-actual report; 6134 budgets \$1240 in class 100 and \$760 for class 550 Mid-Year Gathering).

## Continuing Projects

Project	Stone of Hope	Cultural Audits FGC & NEYM	RSEJ Book Project 2017	SAGE Grant	FWCC-NE Godly Play 2016	Quakers Advocating Justice for Palestine	Quaker Outreach 2015 grant	OBBF Youth Retreat Handbook	Partners in Spirit Program	Nurturing Faith & Faithfulness
<b>Beg. Balance (Oct. 1st, 2020)</b>	918.00	355.00	250.62	4,146.96	194.53	1,050.16	4,022.96	1,527.50	3,432.66	3,000.00
<b>Income</b>										
4030 Organizations Contributions										
4080 Retreat Program Fees										
4099 Net Assets Released To/From										
<b>Total Income</b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Expenses</b>										
5120 Bank Expense										
5240 Postage									240.40	
5270 Printing & Copying									360.33	
6105 Honoraria - Speakers/Wkshp Ldrs									1,750.00	
6121 Supplies and Other Expenses						182.28			36.99	
6450 Support for Individuals/Family										
<b>Total Expenses</b>	0.00	0.00	0.00	0.00	0.00	182.28	0.00	0.00	2,387.72	0.00
<b>Net of Income and Expenses FY2021</b>	0.00	0.00	0.00	0.00	0.00	(182.28)	0.00	0.00	(2,387.72)	0.00
<b>Ending Balance (Sept 30, 2021)</b>	918.00	355.00	250.62	4,146.96	194.53	867.88	4,022.96	1,527.50	1,044.94	3,000.00

## Continuing Projects

Project	Anti-Racism Educator via Putney Mtg	Shoemaker Fund Grant	Archives Transition Processing	Nurturing Faithfulness Program 2021-22	Continuing Projects Totals	Printing of Interim Faith & Practice*
<b>Beg. Balance (Oct. 1st, 2020)</b>	0.00	23,825.13	2,495.00	0.00	45,218.52	1,423.60
<b>Income</b>						
4030 Organizations Contributions	15,000.00				15,000.00	
4080 Retreat Program Fees				10,900.00	10,900.00	
4099 Net Assets Released To/From				30,000.00	30,000.00	
<b>Total Income</b>	<b>15,000.00</b>	<b>0.00</b>	<b>0.00</b>	<b>40,900.00</b>	<b>55,900.00</b>	<b>0.00</b>
<b>Expenses</b>					0.00	
5120 Bank Expense				344.08	344.08	
5240 Postage					240.40	
5270 Printing & Copying					360.33	
6105 Honoraria - Speakers/Wkshp Ldrs	225.00				1,975.00	
6121 Supplies and Other Expenses				104.13	323.40	
6450 Support for Individuals/Family	14,025.00				14,025.00	
<b>Total Expenses</b>	<b>14,250.00</b>	<b>0.00</b>	<b>0.00</b>	<b>448.21</b>	<b>17,268.21</b>	<b>0.00</b>
<b>Net of Income and Expenses FY2021</b>	<b>750.00</b>	<b>0.00</b>	<b>0.00</b>	<b>40,451.79</b>	<b>38,631.79</b>	<b>0.00</b>
<b>Ending Balance (Sept 30, 2021)</b>	<b>750.00</b>	<b>23,825.13</b>	<b>2,495.00</b>	<b>40,451.79</b>	<b>83,850.31</b>	<b>1,423.60</b>

### Note

\* The "Printing of Interim Faith & Practice" fund predates Continuing Projects, and is held in a separate fund, thus not included the Continuing Projects total. This practice will be amended in FY22.



## Board-Designated and Revolving Funds

Capital	Balance Sep 30, 2020	Interest and Dividends	Change in Fair Market Value	Other Income	Expenses	Net Change	Balance Sep 30, 2021
3500 Working Capital	26,101.71			69,570.11	104,044.09	(34,473.98)	(8,372.27)
3900 Retained Earnings + Net Income	(6,563.09)			8,272.07		8,272.07	1,708.98
<b>Total (9/30/2021 = Working Capital Oct 1 FY2022)<sup>1</sup></b>	<b>19,538.62</b>	<b>0.00</b>	<b>0.00</b>	<b>77,842.18</b>	<b>104,044.09</b>	<b>(26,201.91)</b>	<b>(6,663.29)</b>
<b>3600 Board Designated Funds</b>							
3620 Faith & Practice Revision	61,387.86	2,186.20	3,638.18	0.00	0.00	5,824.38	67,212.24
3630 World Conference Travel	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3650 Quasi-Endowment (Investments)	212,461.38	7,566.38	12,591.66	48,245.00	7,943.40	60,459.64	272,921.02
3681 NEYM Future Fund	49,209.30	0.00	0.00	0.00	49,209.30	(49,209.30)	0.00
3682 NEYM Ministry Fund	1,016,994.50	34,321.82	57,116.87	0.00	8,500.00	82,938.69	1,099,933.19
<b>Total 3600 Board Designated Funds</b>	<b>1,340,053.04</b>	<b>44,074.40</b>	<b>73,346.71</b>	<b>48,245.00</b>	<b>65,652.70</b>	<b>100,013.41</b>	<b>1,440,066.45</b>
<b>3700 Revolving Accounts</b>							
3705 Archives	5,024.60	0.00	0.00	(2,090.00)	0.00	(2,090.00)	2,934.60
3707 Accounting Services	14,700.00	0.00	0.00	2,500.00	0.00	2,500.00	17,200.00
3708 Infrastructure	0.00	0.00	0.00	34,721.00	8,100.00	26,621.00	26,621.00
3709 Legal Services	16,242.29	0.00	0.00	2,500.00	17,910.00	(15,410.00)	832.29
3710 Equalization	0.00	0.00	0.00	21,940.00	21,940.00	0.00	0.00
3711 Equalization - Restricted	0.00	0.00	0.00	8,907.00	8,907.00	0.00	0.00
3712 FUM Intervisitation	1,243.27	0.00	0.00	15.88	0.00	15.88	1,259.15
3713 FUM Earmarked Donations (per 2009-54)	441.81	0.00	0.00	270.00	711.81	(441.81)	0.00
3715 Peacemaker	1,784.36	0.00	0.00	0.00	0.00	0.00	1,784.36
3720 Prejudice & Poverty	3,053.47	0.00	0.00	0.00	2,000.00	(2,000.00)	1,053.47
3725 Puente de Amigos	13,546.52	0.00	0.00	2,040.00	5,233.99	(3,193.99)	10,352.53
3730 Sufferings - Restricted	(124.38)	0.00	0.00	0.00	0.00	0.00	0.00
3732 Sufferings - Unrestricted	25,000.00	0.00	0.00	0.00	2,500.00	(2,500.00)	22,375.62
3755 Student Loan	1,620.49	42.79	108.58	0.00	1,771.86	(1,620.49)	0.00
3760 Young Friends Travel	3,092.36	0.00	0.00	0.00	0.00	0.00	3,092.36
3775 Continuing Projects	45,218.52	0.00	0.00	55,900.00	17,268.21	38,631.79	83,850.31
<b>Total 3700 Revolving Accounts</b>	<b>130,843.31</b>	<b>42.79</b>	<b>108.58</b>	<b>126,703.88</b>	<b>86,342.87</b>	<b>40,512.38</b>	<b>171,355.69</b>

Notes

1. The current year Operating Net Income, shown on the Balance Sheet and the Statement of Activities, is transferred to Working Capital at the start of the next fiscal year. It is being shown here to provide a clearer view of the state of the Yearly Meeting Operating Reserves at the beginning of the new fiscal year.
2. Income to Working Capital included the balance from the closure of the Student Loan Fund; the forgiven EIDL loan; and part of the PPP 1st Draw loan forgiveness, which was a liability in FY2020.  
A portion of the PPP 1st Draw loan forgiveness went to Friends Camp, as we forgave A/R 1115 Camp Loan.
3. Expenses from Working Capital included \$30,000 transferred to the Nurturing Faithfulness Program; \$17,481 transferred to Camp, and \$20,000 transferred to the Infrastructure Fund.

## Permanently Restricted Funds

Fund	Balance Sep 30, 2020	Unavailable FY2021	Available FY2021*	Expenses	Interest & Dividends	Change in Fair Market Value	Unavailable Sept 30, 2021	Remaining Available Sept 30, 2021	Balance Sept 30, 2021	Available FY2022
3802 Endowment Fund	61,624.93	59,320.89	2,304.04	2,304.04	2,194.66	3,652.24	65,167.79	0.00	<b>65,167.79</b>	2,441.07
3804 Alice Needham	21,172.04	20,380.46	791.58	791.58	754.00	1,254.77	22,389.23	0.00	<b>22,389.23</b>	838.66
3806 Amy S. Hayden	69,763.73	67,155.39	2,608.34	2,608.35	2,484.50	4,134.59	73,774.47	0.00	<b>73,774.47</b>	2,763.46
3808 Anna M. Brown	44,611.36	42,943.43	1,667.93	1,667.93	1,588.76	2,643.92	47,176.11	0.00	<b>47,176.11</b>	1,767.13
3810 Freedmen's	158,480.88	152,607.26	5,873.62	0.00	5,643.98	9,392.46	167,643.71	5,873.61	<b>173,517.32</b>	12,212.17
3812 FUM Foreign Missions	57,061.96	54,928.52	2,133.44	2,133.44	2,032.16	3,381.81	60,342.49	0.00	<b>60,342.49</b>	2,260.33
3814 FUM Home & Foreign	7,989.13	7,690.43	298.70	298.70	284.52	473.48	8,448.43	0.00	<b>8,448.43</b>	316.46
3816 FUM Ramallah	72,151.46	69,453.85	2,697.61	2,697.61	2,569.54	4,276.10	76,299.49	0.00	<b>76,299.49</b>	2,858.05
3824 Mosher Book & Tract	96,576.37	92,946.28	3,630.09	3,000.00	3,439.36	5,723.67	102,109.31	630.09	<b>102,739.40</b>	4,494.65
3826 Phillips/Purington/Hawkes	30,732.57	29,583.54	1,149.03	1,149.04	1,094.48	1,821.39	32,499.40	0.00	<b>32,499.40</b>	1,217.37
3828 Pittsfield/Varney	11,757.81	11,332.54	425.27	0.00	418.74	696.83	12,448.10	425.28	<b>12,873.38</b>	892.05
3830 Susan B. Kirby	10,035.18	9,659.98	375.20	375.20	357.38	594.74	10,612.10	0.00	<b>10,612.10</b>	397.51
3832 West Falmouth Prep Mtg	5,202.15	5,007.65	194.50	194.50	185.26	308.31	5,501.22	0.00	<b>5,501.22</b>	206.07
<b>Total 3800 Permanently Restricted Funds</b>	<b>647,159.57</b>	<b>623,010.22</b>	<b>24,149.35</b>	<b>17,220.39</b>	<b>23,047.34</b>	<b>38,354.31</b>	<b>684,411.85</b>	<b>6,928.98</b>	<b>691,340.83</b>	<b>32,664.98</b>

\* Available amounts for FY2021 were 4% of 3-year average of total values FY18-FY20

\*\* Available amounts for FY2022 are 4% of 3-year average of total values FY19-FY21 plus any remaining Available from FY2021

## Operating Reserves<sup>1</sup>

Capital	Balance Sep 30, 2020	Interest and Dividends	Change in Fair Market Value	Other Income	Expenses	Net Change	Balance Sep 30, 2021
3500 Working Capital	26,101.71	0.00	0.00	69,570.11	104,044.09	(34,473.98)	(8,372.27)
3900 Retained Earnings + Net Income	(6,563.09)	0.00	0.00	8,272.07	0.00	8,272.07	1,708.98
<b>Total (9/30/2021 = Working Capital Oct 1 FY2022)</b>	<b>19,538.62</b>	<b>0.00</b>	<b>0.00</b>	<b>77,842.18</b>	<b>104,044.09</b>	<b>(26,201.91)</b>	<b>(6,663.29)</b>
<b>3600 Board Designated Funds</b>							
3650 Quasi-Endowment (Investments)	212,461.38	7,566.38	12,591.66	48,245.00	7,943.40	60,459.64	272,921.02
<b>Total Operating Reserves</b>	<b>232,000.00</b>	<b>7,566.38</b>	<b>12,591.66</b>	<b>126,087.18</b>	<b>111,987.49</b>	<b>34,257.73</b>	<b>266,257.73</b>
<b>Total Expense Budget 2021</b>							<b>905,868.76</b>
<b>Total Operating Reserves as Percent of Expense Budget<sup>2</sup></b>							<b>29.39%</b>

### Notes

1. Operating Reserves are composed of Working Capital plus Quasi-Endowment.
2. Per Section 2.3.1 of the Financial Handbook, "It is the Finance Committee's policy to have an operating reserve equal to one quarter of the annual budget (3 months) at the beginning of each fiscal year." The reserve amount for FY21 therefore adheres to this policy.

## **Proposed Grant Funding Guidelines for Yearly Meeting Committees**

For second review by Permanent Board, December 11, 2021

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

1. Only certain committees are authorized by the Yearly Meeting to make grants. Those committees are listed in the Finance Committee Handbook, which can be found on the Yearly Meeting website.
2. Committees making grants should have the following information listed on their webpage: purpose of the grants, eligibility, funding limits (if any), application requirements, deadlines, oversight requirements (if any), and reporting requirements. A statement of non-discriminatory practices of the grant-making committee should be included in the grant information.
3. Some committees are authorized to support outside organizations. Unrestricted gifts to an outside organization from an authorized committee do not require a budget or reporting. Otherwise, support of outside organizations is done through the NEYM annual operating budget, approved annually by Sessions.
4. Ideally, all grant applications should be reviewed and approved by the entire committee. Time-sensitive grant applications that arrive between committee meetings may need an alternative process, but in this case, approvals should be done by at least three people, one being the committee clerk (or co-clerk). The entire committee should still be informed and invited to participate.
5. All grant requests should include a budget.
6. A 1099-NEC tax form needs to be issued to any individual grantee receiving living expense funds in excess of \$600 (2021 amount). This does not include funds received for purchasing materials and services. For grants to individuals of \$1000 or more, or where a 1099 tax form would need to be issued per above, it is expected that financial oversight will be done by an oversight committee and administered by the treasurer of a monthly or quarterly meeting. Plans for financial oversight of grants should be part of the grant application, and supporting letters from the proposed oversight committee and meeting, or other entity providing the fiscal oversight, should be included with the grant application.)
7. At the discretion of the grant-making committee, some grants to individuals where no 1099 tax form would be required, like travel grants, may be exempted from the requirement for financial oversight. In this case, the check(s) would be issued directly to the grantee, who is then responsible for financial reporting.

8. Grants to groups within NEYM (other than monthly meetings) need financial oversight as explained above.
9. Grants for specific designated projects to monthly meetings, or organizations outside NEYM, should not need a financial oversight body. The meeting or outside organization acts as its own oversight body.
10. While the NEYM Accounts Manager is responsible for sending checks (signed by a designated signer) for grants, the NEYM Accounts Manager or Treasurer should not be asked to provide financial oversight or administration for any grant. (The Accounts Manager and Treasurer are available to guide monthly meeting treasurers in how to issue 1099 tax forms.)
11. All grant recipients should be required to submit annual reports on the progress of funded projects for the duration of time for which the project is funded, and a final report at the end of the time for which the project is funded. Failure to submit required reports should result in a cessation of grants to that individual or organization.
12. Any changes to funded projects that require a major change in the submitted budget should receive approval of the oversight body, as well as the NEYM grant-making committee. Grant recipients should be informed of any requirements for approval of project/budget changes when they receive their grant.
13. The guidelines above are not intended to place unreasonable burdens on either the grant-making committee or the grant recipient. While it is expected that most grants will follow these guidelines, there will be occasions where a different granting, oversight or reporting process may be more beneficial to reach the goal of the particular grant project.
14. Funds used for pastoral care purposes, such as the Fund for Sufferings, are considered to be gifts, not grants. The use of these funds is usually confidential, and no report back to a committee, or the committee clerk, is expected. Since the recipient is not receiving the gift because of any service or ministry they are performing, the gift does not need to be reported on form 1099.



Sara Hubner <office@neym.org>

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## Request from Puente de Amigos Committee (for AD's for 12/11)

1 message

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Leslie Manning, NEYM Permanent Board <pbclerk@neym.org>

Fri, Dec 3, 2021 at 4:23 PM

To: Sara Hubner <office@neym.org>, NiaDwynwen Thomas <nia@neym.org>, Sarah Gant <sarahgant@neym.org>, Susan Davies <spdbbh@gmail.com>, Susan Davies <spdbh@zwi.net>

Dear Leslie,

The Puente Committee met on November 23 to consider sending a delegation to the meeting of Cuba Yearly Meeting in February 2022. We were encouraged to do this with the full support and encouragement of Cuba Yearly meeting. (See text of email below.) We held our virtual meeting on JitZi so that we could include Jorge Luis Pena, president of CYM and Kenya Casenova. They informed us that CYM will meet in person on February 17-19 with reduced numbers to allow for social distancing and due to the expense of travel. We were joyfully invited to join them.

Puente decide to go ahead with sending a delegation though time is short. We have travelers, pending their clearness with Puente. That meeting will happen Tuesday evening, December 7. The travelers are Mary Hopkins, Christel Jorgenson and Rebecca Leuchak. We are very excited about this, though it will take fast work and coordination.

**Here is what we ask of Permanent Board. Puente would like to report at you December 11 meeting that these Friends are clear to go as far as we are concerned, and we will shepherd the effort. We ask Permanent Board to approve the trip, pending approval of the travelers' monthly meetings. Usually we go to Permanent Board last, but we cannot do that this time due to time constraints. We understand that Permanent Board has in the past approved a trip to Cuba without specific dates.** We anticipate that this will be a week long trip. Friends may have to fly out of Montreal or Toronto. Of course, it is possible that this new variant or some other circumstance will disrupt these plans. We choose to proceed in faith.

It is very exciting to think of sending Friends to Cuba as they are in such desperate times—in terms of their economy and the pandemic. We are so pleased that we can bring our spiritual and financial support. We have assurances from them that they welcome visitors despite their situation.

In Faith and Service,

Carolyn Stone, co-clerk Puente de Amigos Committee.

[Formal invitation from Kenya Casenova on behalf of Cuba Yearly Meeting](#)

[We thank you \(to NEYM\) for the funds to keep the communication both ways. We appreciate a lot the funds that have been sent for the Yearly Meeting, especially now that the economic situation of the country is so difficult. We decided to reduce the capacity of the yearly meeting \(this year\) because of the epidemic situation, and the economic situation of the Yearly Meeting. So, this time will be 40 friends less than last year.](#)

[This meeting will have less reports and more projections and time for planning.](#)

[There is no limit for the visitors because these are opportunities to exchange spiritual experiences and to strengthen our bridges. A visit of a group from New England in February for a week or two will be a shot of joy, energy and will encourage us to go forward keeping the faith and hope. A group of 2 or 3 would be good, but if a group of 5 or 6 come would be great. We welcome all the Friends that come. We know it is a little hard to organize life and schedules in only 2 months, but we trust God and we know that Friends will be led to come and share messages and spiritual blessings with all.](#)

[Love and Peace.](#)

[Kenya](#)

[For Cuba Yearly Meeting](#)

Leslie Manning

Clerk, Permanent Board

New England Yearly Meeting

207 319-0342

**Upcoming Meetings**

**December 11**  
**January 29**  
**April 2**

**via Zoom**



## **How We Fare: Israel-Palestine Working Group under Care of Permanent Board (IPWG)**

Since being inaugurated on March 6, 2020 (a few days before the Covid Crisis hit the world) and inspired, facilitated, and lovingly guided by Leslie Manning, we've mainly concentrated on providing resources about Palestine-Israel to NEYM's dedicated website.

<https://neym.org/israel-palestine-resources-engagement>

Our mission or objective is to encourage monthly and quarterly meetings to “live into” or act—do something—in response to NEYM's 2017 and 2019 minutes which call on meetings to work for a just peace.

To a large extent we've been guided by a communication plan devised by Noah Baker and YM staff. It delineates key components of our work and enables accountability to the YM staff and our wider community

Our plans include:

- Continue to supply resources to the YM Palestine-Israel website.
- Generate an email list of people in NEYM concerned/active on Israel-Palestine issues.
- Organize a NEYM-wide book discussion group about Sandy Tolan's seminal book, *The Lemon Tree*. This book portrays the two key narratives about the region, Jews entering Israel as they escape the holocaust, and Israel forcibly removing Palestinians from their homes in 1948 and 1967 to—among other reasons—generate security and open space for Jews.
- In other ways engage with monthly and quarterly meetings, perhaps visitations.
- Bring Jennifer Bing, AFSC Chicago staff person and one of the most active AFSC staff, to New England for a workshop, possibly this summer when sessions move back to Vermont.
- Coordinate with the pre-existing group, Quakers Advocating Justice in Palestine (QAJP). In particular, consider cosponsoring a series of talks, online and in person, by Jeff Halper, a leading Jewish Israeli activist, about his most recent books about the one state solution and Israel's high tech surveillance industry.

- Coordinate with other Quaker Palestine-Israel activist groups around the country, notably the Quaker Israel-Palestine Network (QPIN).
- Bring attention to the Ramallah Friends School in the West Bank, part of Friends United Meeting. We feel the school and its vital historic and ongoing connections with New England Quakers can foster more lively actions about the region.
- Use the developing QAJF Memorial Fund to encourage Friends to visit the region—feet on the ground can open eyes and hearts.

We expect to robustly continue our work over the remaining two years of our mandate.

Our members include Leslie Manning, Mimi Marstaller (Durham), Chris Jorgenson (Cambridge), Molly Cornell (West Falmouth), and Skip Schiel (Cambridge). Scott Rhodewalt (Northeast Kingdom) was a founding member but has resigned from our working group.

## ***Noticing Patterns of Oppression and Faithfulness Working Group***

***Report to Permanent Board – December 11, 2021***

***May I meet you where you are,***

***May I never lose my center.***

***May I meet you where you are,***

***May we never lose our center.***

***Reaching back for truth, bringing forth the healing,***

***Healing for the future born of living from the heart right now.***

***~ ~ Niyonu Spann, prayer/chant used in Beyond Diversity 101 workshops***

This report fulfills the Noticing Patterns of Oppression and Faithfulness Working Group's (NPWG) commitment to report on its ministry over the last year, including the noticing practice during Sessions 2021. Coming out of our October 2021 retreat, NPWG is ever clearer that noticing patterns of oppression and faithfulness is a ministry, one that calls forth and develops people's capacity to see God in others, a motion that is inherently God at work among us. As a practice, the act of *noticing patterns* is **one part** of a journey in transformation that NPWG feels God calling NEYM into more and more (see more below under "Living into Our Charge"). As also stated in NPWG 2020 report to Permanent Board, "*ongoing revelation and the transformation that results from it has been at the heart of Quakerism from its earliest beginnings.*"

In this report, NPWG articulates our evolving understanding of NEYM's hope that it become an institution where Revolutionary Love is practiced and where no aspects of systemic racism, classism, sexism, ableism, homophobia, transphobia, and other elitisms can find a home. To that end, this report will:

- review our charge
- give a brief summary of our ministry and activities over the past year
- articulate how we are living into our ministry, including our understanding of the role of NPWG in the transformative process NEYM has undertaken
- lift up some learnings from this past year
- outline some of the specific endeavors we see before us for the coming year.

### **The NPWG's ORIGINAL CHARGE continues to have life for NPWG:**

... "*to identify people to observe, name, and reflect back to NEYM members and constituents long-standing patterns and practices that result in our complicity in oppression, patterns that to differing degrees are seen and unseen by and across the body of NEYM.*" (YM Minute 2018-53).

NPWG reaffirms and embraces our commitment to what we visioned for this ministry as stated in our report to Permanent Board in 2020:

- "We see ourselves and the yearly meeting, of which we are part, on a journey of faithfulness and transformation that will not end at a single destination. As one among us has said so clearly, "*The journey in some ways is simple, 'Thy Will be done,' and also more nuanced and context-specific. No list/formula/recipe works in every situation.*"

- Going forward, NPWG intends to extend opportunities to learn about and witness the noticing ministry to people throughout the yearly meeting and to accompany Friends as they join in a “paradigm shift” (see NPWG report to Permanent Board, Oct 31, 2020).
- Our hope is that a loving practice of noticing patterns of oppression *and* faithfulness will become an active and persistent feature of the life of all of NEYM’s meetings, committees, and programs. To make that vision manifest, NPWG continues to seek and develop a wider circle of people who can engage with and facilitate groups in all parts of NEYM, inviting in those who are ready to join us now. We also want to create ways for many to grow their capacity to support this outreach and inreach work.

### **BRIEF SUMMARY OF NPWG’s MINISTRY and ACTIVITIES (2021)**

Over the past year, NPWG has offered three workshops to Friends across twenty plus NEYM Monthly Meetings and including visitors from four Yearly Meetings and Friends Committee for National Legislation. (see Appendix A for more specifics). NPWG also shared the principles and core elements of the noticing practice with Northern Yearly Meeting as part of their annual sessions and with Friends General Conference. Members of NPWG sat with and supported the use of the Noticing practice and lens at meetings of Sessions Planning Committee, Sessions Coordinating Team, Clerks Table before and during Annual Sessions, and Morning Meeting/Pastoral Care during Sessions. NPWG encouraged and collaborated with NEYM YM Secretary to create and implement a new stipended position for Annual Sessions—BIPOC Opportunities Coordinator—to support Friends of Color attending Annual Sessions.

Beginning in December 2020 and at the invitation of the Clerk of Permanent Board, three or more members of NPWG have been present at Permanent Board Meetings and have brought the practice of noticing patterns of oppression and faithfulness to those meetings. We have also engaged in post-meeting debriefs, for mutual reflection and learning with Permanent Board members as they choose to attend. This has been a fruitful space for continued learning and supports our engaging the practice together at Permanent Board meetings.

A more detailed listing of NPWG activities for 2021 can be found in Appendix A.

### **LIVING INTO OUR CHARGE FOR THE COMING YEAR**

NPWG is more and more aware that as a ministry and as a motion of Love working in and through NEYM, the actual work of noticing patterns must grow as a practice that more and more Friends take up. As a tool and lens that all can learn and draw on, the noticing practice supports faithfulness and magnifies revolutionary love among us.

However, continuing to notice patterns of oppression and faithfulness is but *one thread in the fabric of blessed community*. Noticing has the power to reveal cultural ways of being and seeing that enliven the process of surrendering to Divine Will and embracing corporate practices of spirituality we all yearn for.

We need to recover the trust that has been eroded by the excesses of individualism. We need to renew the deep and living faith that holds us when we stumble and struggle, and brings us all into greater alignment with the transcendent truth that we are members one of another.

As one part of the journey in transformation, the practice of noticing patterns of oppression and faithfulness must become integral throughout monthly meetings, quarterly meetings, committees and working groups. Can we live into speaking truth aloud and listening “underneath the words”? Can we really hear without retreating into the armour of our egos and our privilege? Can we cultivate a stamina for staying with the discomfort that truth can bring long enough to open to the deeper learning and change that we seek?

NPWG continues to value being a working group that can be flexible to the needs of NEYM as we carry out this practice and ministry. We continue to seek support from the wider circle of Friends interested in actively learning and living into the noticing practice, and we also seek support from NEYM staff where useful and appropriate. While we continue to have faith and hold a vision that someday this working group will notice its way out of existence (as spoken in our last year’s report to Permanent Board), NPWG is also more and more aware of the both/and of transformation. Transformation is always present and can arise in and work on any and all in a moment. AND transformation is still very much emerging individually and collectively across NEYM. Thus, this journey requires both individual commitment and the presence, support and anchoring of each individual’s faith community to sustain and deepen the process.

#### **THINGS WE LEARNED IN THE PAST YEAR**

**We need to tend to each other’s conditions, to build trust amongst ourselves in order to carry this work faithfully.** After Sessions, three members of NPWG discerned to step back from serving on the working group. Thus we currently have twelve members, including two elders from Permanent Board who meet with NPWG and hold the noticing practice in prayer. The current group has not ever met in person as a whole owing to the covid pandemic. We are realizing we need to take more time for deepening together in order to support our individual and collective growth and capacity to carry out this ministry.

**We are better able to notice and name patterns of faithfulness and oppression when we do not work alone.** Working in pairs and/or as a team spreads the weight of noticing more evenly, allowing more eyes and ears to focus on the business at hand.

**We must live *in* the empire simultaneously while rejecting its devices of polarization and marginalization.** Sessions 2021 and Business Meetings in particular challenged and stretched us. Messages in the noticing box revealed the wounding people were experiencing on the floor of business, some of which we shared in the closing business meeting (See Appendix B). Some of us on the noticing working group also felt the personal impact of the painful sharing around various items lifted up on the floor of the business meeting in the first days of Sessions. We were grateful to have so many attending as noticers so that, as some people needed to step away for selfcare, others were able to step in. In addition, some of us learned that we need to better assess our own conditions so that we can step away BEFORE we are no longer useful in the work.

**Although some of us have individual gifts related to pastoral care, pastoral care is not part of NPWG’s charge.** During Sessions, we of NPWG sought to be faithful in holding and respecting the pain we were hearing, which stretched us in ways we had not anticipated—emotionally and spiritually. The need for

more intensive and pervasive pastoral care is one outcome of the faithfulness of Clerks Table, with support of NPWG members, in the design of the Sessions agenda. We have learned again how much a diversity of gifts is needed in each segment of our corporate life and are humbled.

We ask Permanent Board/NEYM leadership to be attentive to the gap created by NEYM no longer having an active M&C. As NEYM leans further into this journey of transformation, and takes up the noticing practice more and more, there is a need for care for each other, and a need to embody structures that ensure that care can be provided.

**Also, the following is of note.** Invited by the YM Secretary and Sessions Planning, two NPWG members who also have experience and gifts of pastoral care, brought the Noticing Practice to the pastoral care morning meetings—a group that meets to support Sessions and includes

people with various responsibilities across Sessions. While the two NPWG Friends focused on bringing the noticing lens to this group's ministry and care for Sessions, these two people also felt the weight of the pastoral needs arising at Sessions, which were often connected to patterns of oppression and faithfulness reverberating through and among those gathered.

**The work of noticing patterns will surface pain and trauma for some.** This is not a reason to avoid the work, but rather an important reason to offer *trauma-informed care* to the body of NEYM. NPWG wants to affirm that this structure was not in place for Sessions 2021. We noticed the pain caused by the lack of practice and process specifically focused on addressing the pain surfaced by both the business items and the subsequent noticings brought to the floor.

**All in NEYM yearn to cultivate patterns of faithfulness that call us toward becoming a more beloved community.** NPWG seeks to join with others as we listen, feel, hear, know and wonder about patterns of oppression that are antithetical to living faithfully, that call us away from God and Revolutionary Love as named in our 2020 report. We have a deep faith that all in NEYM yearn to cultivate patterns of faithfulness that call individuals, Monthly Meetings, Quarterly Meetings, and all structures of the Yearly Meeting toward becoming more open to transformation.

**It seems easier for many of us to notice patterns of oppression than to notice patterns of faithfulness.** In the dominant culture people who notice problems may be viewed as smart and insightful. But it is not enough to call out what is wrong, where we have gotten off track and lost our way. God calls us to lift up examples of faithfulness so that we can encourage each other to move towards love.

#### **LOOKING TOWARD THE COMING YEAR...**

**Workshops:** NPWG is in the process of strengthening our capacity for offering workshops on the basic practice and for moving beyond noticing to responding and making change in light of patterns noticed. We also have a desire to offer a workshop on facilitation, for building our own capacity for offering workshops more widely and to draw in Friends across NEYM who can help teach and spread the noticing practice. We are listening for where we hear the Spirit calling us in this aspect of our ministry.

**Sustaining NPWG:** We continue to develop an ever-widening circle of Friends interested in actively learning and promoting the work, and continue to collaborate with NEYM staff where useful and appropriate.

As we stated in our 2020 report, keeping the Working Group small enough to stay flexible and responsive to what unfolds, and being able to meet regularly and coordinate these efforts, seems best for sustaining the NPWG charge and ministry. Another way to say this is, we seek to embody the both/and here—a smaller working group that can coordinate the Noticing Practice ministry while also developing a wider, maybe ever-widening circle of Friends who can support NEYM living into this practice. This wider group might be similar to the Sessions Teams, Friends being available to take on specific tasks in support of the Noticing Ministry though not having to attend every NPWG meeting.

A related area of discernment for NPWG is to identify the gifts and skills needed to serve on the working group itself. We also wonder about terms for serving on NPWG such that Friends can bring their gifts and skills for a clear period of time. We could then share these criteria with the Clerk of Permanent Board, who nominates Friends to serve on working groups under the care of Permanent Board.

Collaboration with various Friends in leadership (Clerks' Table, Permanent Board, Coordinating and Advising, Sessions Coordinating and Planning) is integral to developing NEYM's understanding and capacity to take up and live into the Noticing Practice. Although Friends were not fully invited to engage the noticing practice on the floor of Business at Sessions 2021, we encourage Friends to take up noticing patterns as they arise in Sessions Business going forward. The working group notes Permanent Board's faithful embracing of this practice as integral to its work. NPWG invites all in NEYM to live into a commitment to fostering the noticing practice as the faithful practice of the whole.

One other aspect of sustaining the NPWG is the presence of elders. NPWG is deeply grateful for the two elders from Permanent Board who sit with the NPWG, pray for each and all of us and this ministry, and reflect back their sense of how it is growing and staying faithful. As a group, we are wondering whether we need an additional elder or two, Friends from outside of Permanent Board and who bring added dimensions of experience with the noticing practice and an informed ability to hold NPWG as it works together, to support those noticing to stay faithful to the practice individually and collectively.

#### **LASTLY, REQUESTS BEYOND NEYM...**

NPWG has received two requests since Sessions 2021, one from FGC Central Committee and one from Northern Yearly Meeting, to facilitate workshops to support their taking up the practice of Noticing Patterns of Oppression and Faithfulness. At this point, the clerk has discerned that NPWG does not have the capacity to offer these workshops. And, we hope way can open in the future for NPWG to be able to support Friends in their yearly meetings and other Quaker spaces to learn from NEYM's experiment.

## APPENDIX A - NPWG ACTIVITIES 2021

### ACROSS NEW ENGLAND YEARLY MEETING

**December 2020 to the Present** -- At the request of the Clerk of Permanent Board, Members of NPWG attend Permanent Board meetings and bring the lens and practice of Noticing Patterns of Oppression and Faithfulness to PB meetings. Following each board meeting, members of NPWG and PB have held space for debriefing and strengthening this noticing practice as integral to Permanent Board's work, understanding it to be a practice in ministry that all can learn and grow into.

**February, 13 & 20 2021** -- Three members of NPWG co-facilitated a two-part noticing workshop for 50 Friends across 20 Monthly Meetings. The workshop met for three hours each day.

- NOTE: NPWG is aware that some who have attended these workshops have used materials shared to continue to deepen their learning and support others in their monthly meetings to learn and engage in this practice.

**February 27** -- A NPWG Friend led a follow up workshop for young people in JHYM, and requested by JHYM staff to follow up on the workshop that that same Friend and one other from NPWG co-led with JHYM during Sessions 2020.

**March 13, 2021** -- Moving Beyond Noticing Workshop -- 60 Friends attended this workshop from 24 Monthly Meetings in New England. Also represented were Friends from New York YM, Philadelphia YM, Lake Erie YM, Baltimore YM and Friends Committee on National Legislation. This workshop introduced a framework and exercise for surfacing underlying assumptions that shape, reinforce, and perpetuate patterns of oppression and faithfulness.

**July 2021** -- Workshop Support for Sessions Home Group facilitators - members of NPWG, together with additional Friends with noticing knowledge and experience, supported NEYM staff in offering two workshops -- one focused on core facilitation practices that support the building of trust and care and one focused on interrupting microaggressions in a workshop setting.

**May 2021 -- Present** -- Several members of NPWG served at the request of PB Clerk on the Antiracism Workgroup of Permanent Board, a working group that came out of the May 15 Permanent Board meeting where Challenging White Supremacy working group shared its vision for NEYM becoming antiracist faith community and also reported its work was done, and requested being laid down. The Antiracism Workgroup was formed from members of PB, CWS and NPs.

### BUILDING TOWARD AND DURING NEYM'S ANNUAL SESSIONS 2021

#### Sessions Planning Committee

- One member of NPWG consistently attended meetings beginning in Fall 2020, and later in Spring 2021, two more Friends from NPWG sat with Sessions Planning Committee and offered perspectives and questions.

#### Sessions Coordinating Team:

- Starting in late March various members of NPWG (again at least two each time) attended some of this team's regular meetings and brought the noticing lens and practice to their planning and logistical work in support of Sessions.

#### BIPOC Opportunities Coordinator

- NPWG brought forward the need for a BIPOC coordinator role to support BIPOC Friends at Sessions, a longtime identified need and recommendation coming out of Sessions 2020. While a space where BIPOC Friends meet has been part of Sessions in the past, without a person to hold and coordinate that space, this space and the needs it seeks to meet have not been well supported. Meeting on zoom for 2020 due to the pandemic revealed even more need for a person in this coordinator role.



- Three NPWG members, including Clerk of NPWG, collaborated with the YM Secretary to implement this position and support the selection of a person with needed gifts to serve in this role. NPWG also encouraged that this person, and anyone in this role going forward, have a support group. Such a group was formed. Out of this came the first ever pre-Sessions gathering for BIPOC Friends on the Friday before Sessions began, followed by other opportunities to meet and connect during Sessions.
- This position will continue to be funded and staffed for Sessions 2022, with the same person serving and the same elders continuing in support.

#### Clerks' Table

- NEYM's presiding clerk met multiple times with NPWG to test and receive noticing feedback as part of planning for Sessions Business.
- Two members of NPWG sat with Clerks Table from April through July, bringing the noticing lens to Clerks Table as they prepared for Sessions.
- Two different members of NPWG sat with and brought the Noticing lens and practice to Clerks Table in July (overlapping with the above two NPWG people) and during Sessions 2021.

#### Pastoral Care/Morning Meeting

- At the request of YM Secretary, two NPWG members joined the daily morning meetings during Sessions. Those attending those morning meetings expressed appreciation for having NPWG Friends present and the ways the noticing lens supported the group's faithfulness in its care of Sessions, including mitigating and responding to patterns of oppression during Sessions.

### **BEYOND NEW ENGLAND YEARLY MEETING**

**March 2021** -- Follow up noticing workshop for FGC Staff. Members of NPWG served in assistant and elder roles at this follow up workshop.

**May, 27 2021** -- Northern Yearly Meeting Annual Sessions Panel: Two members of NPWG presented (with two others present as praying elders) on a panel along with Friends from FGC all of whom shared about the journey of developing and using the noticing practice.

**April 24 and May 22, 2021** -- FGC Workshop for Workshop Facilitators: Invited by FGC workshop coordinators, four members of NPWG were part of two panels (one on each of these days) focused on increasing awareness about ways to create anti-racist workshop spaces including sharing knowledge and experience with removing bias and decentering whiteness in a workshop space, approaches to planning a workshop using an 'equity lens', and ways to respond to racial wounding when it happens during workshops.

## **APPENDIX B - NPWG SHARING\* -- Thursday, August 1, 2021 -- Meeting for Business- Annual Sessions**

\*As the Noticing Patterns Working Group indicated when we brought this sharing to Sessions Business, we have amplified portions of the document to provide some more detail and nuance to our observations and as part of bringing a fuller report to the Permanent Board.

All members of the Noticing Patterns of Oppression Working Group feel gratitude for the engagement of the body of NEYM Friends in our work. Our hearts overflow because of the tender and faithful listening and vulnerability that Friends have given one to another.

Forty-four emails from thirty-five Friends expressing concerns or inquiries have been received as of Thursday, 12 August.

### **Themes of Faithfulness include the following:**

*NEYM Friends faithfully engaged the Noticing Patterns email box by lifting up patterns of oppression and faithfulness. Examples include:*

- A wondering about gkisedtanamoogk's pronouns (thing/it) prompted some searching reflection and exchanges both around native spirituality and relationships, and on whether and when we honor the pronouns people name for themselves
- Emails lifted up the dynamic of centering some people over others, such as:
  - the both/and of the Clerk's caring response to one Friend's deep and long sharing in Business while other Friends who shared deeply did not receive the same care and respect.
  - the YM's response around LGBTQIA+ identities but comparative lack of response to identities of color.

*NEYM Friends sought to shape a Sessions that reflected openness to learning and growth. Examples include:*

- The faithfulness of the body in trying a new way of approaching business at Sessions
- The Pastoral Care team faithful response to calls they received.
- All the invited speakers were deeply aligned with the NEYM's commitments and were also accessible in their sharing.
- In the absence of a Ministry and Counsel to hold the body in prayer, Friends were asked and faithfully stepped up to, holding Friends in prayer during Business, Bible Half Hour, and Evening Programs.
- Arising awareness that the reliance on print-heavy ways of transmitting information leave some people out, including a Friend who recorded one pre-Sessions document in order to make it more accessible to neuro-divergent Friends.

*NEYM Friends faithfulness in Meetings for Business. Examples include:*

- Opening space to hear multiple items of business before discerning on specific items invited Friends to make connections across different concerns.
- The Presiding Clerk's responsiveness to noticings shared with him, such as:
  - correcting the gap between stated intention to be transparent in lifting up Friends' gifts when nominated to service but then not doing that with the nomination of the rising clerk and recording clerk.
  - acknowledging and apologizing for the inconsistent treatment of friends bringing prepared messages

- Hearing about the faithful ministries of Friends across New England as integral to Business
  - Dover Meeting's clarity about offering Sanctuary in their building
  - One Friend's witness to the power of travel in the ministry with a minute from NEYM which allows entry into homophobic yearly meetings and opening way for both affirming conversations and sensitive listening to friends who are LGBTQIA+ and their families
  - Mt. Toby's deepening work toward being in right relationship with Indigenous Peoples.
- The Faith & Practice Revision Committee using the noticing practice to identify patterns of othering students with disabilities which led to a language change in the Spiritual Practices section to be inclusive and respectful. At the same time, one Friend felt this section still othered teachers.
- The Friends who brought the Letter of Apology embracing a noticing from the floor that revealed a white dominant pattern of claiming possession of the land that thus erases native peoples' longstanding presence on this land. The wording was changed to read ". . . the Algonquin peoples of the Northeast whose homeland we live within and benefit from," instead of saying, ". . . who continue among us."
- A wondering in the noticing box about the ever-present press of time followed by a question about how deep into the Spirit Friends might go if we abandoned the press of time; if we sat together in this kind of deep worship throughout Sessions and invested less into strictly scheduled agendas and activities and commitments and our busy-ness of business?

**Themes of oppression include the following:**

*NEYM Friends hold groups of people in prayer and in their hearts. The noticings that arise express a polarity that holds between a preferred group and another group. Examples include:*

- Friends in FUM, Cuban Friends, or more fundamentalist Friends are placed in opposition to LGBTQIA+ Friends
- African Friends are placed in opposition to North American LGBTQ+ Friends
- Israeli people and authorities are placed in opposition to Palestinian youth

*NEYM Friends notice language forms that impact groups negatively. Examples include:*

- saying "call a spade-a-spade"
- use of 'dark' or darkness to mean evil or other negatives
- using 'Congressmen' rather than 'Congresspeople'
- ignoring or mis-using personal pronouns
- Who gets excluded when we use "we"

*NEYM Friends are concerned about insensitivity to the needs of, or the poor accommodation of, neurodivergence and families. Examples include:*

- divergent learning styles
- divergent mental or emotional health
- the lack of youth programming had a real and negative impact on parents' participation in Sessions this summer (parents of children under the age of 15 averaged only 4-5% of those in attendance at business meetings)

NEYM Friends are concerned about expectations and rules of engagement being unevenly applied by the Clerk in Meeting for Business. Examples include:

- first-time attenders not feeling welcome and/or safe to speak in Business
- some Friends admonished for reading their message while other Friends are allowed to

*NEYM Friends are concerned about inappropriate uses to which beliefs, values, or practices of certain groups, traditions, or cultures are put.* Examples include:

- commodifying Indigenous American spirituality
- equating abbreviated gestures with the fullness of American Sign Language.
- a Friend's work was used without citation and without inviting that Friend to lead it.

\* \*

In *The Book of Delights* by Ross Gay, there is a wondering we might hold:

*“What if we joined our sorrows, I'm saying. I'm saying: What if that is joy?”*

Challenging the Culture of Domination in which we live is hard. Yet letting go of this culture's reactions, leanings, and suppressed values within each of us is harder still. For the Culture of Domination is also us.

This week, those gathered at NEYM Annual Sessions 2021 wrestle with forms of witness and truth speaking, we find ourselves in much pain and grief. We each feel the pain of our long-standing wounds. And, we feel the pain of being complicit in a culture that uses wounding to control its members. Finally, as we come to feel the diverse and many ways intersecting forms of privilege—including the privilege—or perhaps curse—of not having heretofore faced squarely how privilege has distorted perception of ourselves and others, we grieve.

And grief is not a cradle language for those privileged in race, wealth, education, or social position. Can we learn to share our pain and suffering, rather than keeping it invisible and unspoken? Can we learn not to scapegoat what shames us? Can we share our emotional and material burdens with one another as easily as we share our abundant gifts?

Moreover, can we let go of perfectionism and concern with appearances and face each other in humility and love? Can we let go of quarrels about the nature of a goal none of us sees clearly and do the next right thing that the inner teacher that abides in each of us dictates? Can we enter a process of healing as our most teachable selves?

Can we be a diverse community that employs all of itself in the search for Truth?

This week we have begun journeys toward reconciliation—with the earth, with fellow Quakers, with peoples living among us, and each of us with parts of ourselves. Can we continue, one step at a time, in faith?

For there is power in faith.

## APPENDIX A - NPWG ACTIVITIES 2021

### ACROSS NEW ENGLAND YEARLY MEETING

**December 2020 to the Present** -- At the request of the Clerk of Permanent Board, Members of NPWG attend Permanent Board meetings and bring the lens and practice of Noticing Patterns of Oppression and Faithfulness to PB meetings. Following each board meeting, members of NPWG and PB have held space for debriefing and strengthening this noticing practice as integral to Permanent Board's work, understanding it to be a practice in ministry that all can learn and grow into.

**February, 13 & 20 2021** -- Three members of NPWG co-facilitated a two-part noticing workshop for 50 Friends across 20 Monthly Meetings. The workshop met for three hours each day.

- NOTE: NPWG is aware that some who have attended these workshops have used materials shared to continue to deepen their learning and support others in their monthly meetings to learn and engage in this practice.

**February 27** -- A NPWG Friend led a follow up workshop for young people in JHYM, and requested by JHYM staff to follow up on the workshop that that same Friend and one other from NPWG co-led with JHYM during Sessions 2020.

**March 13, 2021** -- Moving Beyond Noticing Workshop -- 60 Friends attended this workshop from 24 Monthly Meetings in New England. Also represented were Friends from New York YM, Philadelphia YM, Lake Erie YM, Baltimore YM and Friends Committee on National Legislation. This workshop introduced a framework and exercise for surfacing underlying assumptions that shape, reinforce, and perpetuate patterns of oppression and faithfulness.

**July 2021** -- Workshop Support for Sessions Home Group facilitators - members of NPWG, together with additional Friends with noticing knowledge and experience, supported NEYM staff in offering two workshops -- one focused on core facilitation practices that support the building of trust and care and one focused on interrupting microaggressions in a workshop setting.

**May 2021 -- Present** -- Several members of NPWG served at the request of PB Clerk on the Antiracism Workgroup of Permanent Board, a working group that came out of the May 15 Permanent Board meeting where Challenging White Supremacy working group shared its vision for NEYM becoming antiracist faith community and also reported its work was done, and requested being laid down. The Antiracism Workgroup was formed from members of PB, CWS and NPs.

### BUILDING TOWARD AND DURING NEYM'S ANNUAL SESSIONS 2021

#### Sessions Planning Committee

- One member of NPWG consistently attended meetings beginning in Fall 2020, and later in Spring 2021, two more Friends from NPWG sat with Sessions Planning Committee and offered perspectives and questions.

#### Sessions Coordinating Team:

- Starting in late March various members of NPWG (again at least two each time) attended some of this team's regular meetings and brought the noticing lens and practice to their planning and logistical work in support of Sessions.

#### BIPOC Opportunities Coordinator

- NPWG brought forward the need for a BIPOC coordinator role to support BIPOC Friends at Sessions, a longtime identified need and recommendation coming out of Sessions 2020. While a space where BIPOC Friends meet has been part of Sessions in the past, without a person to hold and coordinate that space, this space and the needs it seeks to meet have not been well supported. Meeting on zoom for 2020 due to the pandemic revealed even more need for a person in this coordinator role.

- Three NPWG members, including Clerk of NPWG, collaborated with the YM Secretary to implement this position and support the selection of a person with needed gifts to serve in this role. NPWG also encouraged that this person, and anyone in this role going forward, have a support group. Such a group was formed. Out of this came the first ever pre-Sessions gathering for BIPOC Friends on the Friday before Sessions began, followed by other opportunities to meet and connect during Sessions.
- This position will continue to be funded and staffed for Sessions 2022, with the same person serving and the same elders continuing in support.

#### Clerks' Table

- NEYM's presiding clerk met multiple times with NPWG to test and receive noticing feedback as part of planning for Sessions Business.
- Two members of NPWG sat with Clerks Table from April through July, bringing the noticing lens to Clerks Table as they prepared for Sessions.
- Two different members of NPWG sat with and brought the Noticing lens and practice to Clerks Table in July (overlapping with the above two NPWG people) and during Sessions 2021.

#### Pastoral Care/Morning Meeting

- At the request of YM Secretary, two NPWG members joined the daily morning meetings during Sessions. Those attending those morning meetings expressed appreciation for having NPWG Friends present and the ways the noticing lens supported the group's faithfulness in its care of Sessions, including mitigating and responding to patterns of oppression during Sessions.

### **BEYOND NEW ENGLAND YEARLY MEETING**

**March 2021** -- Follow up noticing workshop for FGC Staff. Members of NPWG served in assistant and elder roles at this follow up workshop.

**May, 27 2021** -- Northern Yearly Meeting Annual Sessions Panel: Two members of NPWG presented (with two others present as praying elders) on a panel along with Friends from FGC all of whom shared about the journey of developing and using the noticing practice.

**April 24 and May 22, 2021** -- FGC Workshop for Workshop Facilitators: Invited by FGC workshop coordinators, four members of NPWG were part of two panels (one on each of these days) focused on increasing awareness about ways to create anti-racist workshop spaces including sharing knowledge and experience with removing bias and decentering whiteness in a workshop space, approaches to planning a workshop using an 'equity lens', and ways to respond to racial wounding when it happens during workshops.

## **APPENDIX B - NPWG SHARING\* -- Thursday, August 1, 2021 -- Meeting for Business- Annual Sessions**

\*As the Noticing Patterns Working Group indicated when we brought this sharing to Sessions Business, we have amplified portions of the document to provide some more detail and nuance to our observations and as part of bringing a fuller report to the Permanent Board.

All members of the Noticing Patterns of Oppression Working Group feel gratitude for the engagement of the body of NEYM Friends in our work. Our hearts overflow because of the tender and faithful listening and vulnerability that Friends have given one to another.

Forty-four emails from thirty-five Friends expressing concerns or inquiries have been received as of Thursday, 12 August.

### **Themes of Faithfulness include the following:**

*NEYM Friends faithfully engaged the Noticing Patterns email box by lifting up patterns of oppression and faithfulness. Examples include:*

- A wondering about gkisedtanamoogk's pronouns (thing/it) prompted some searching reflection and exchanges both around native spirituality and relationships, and on whether and when we honor the pronouns people name for themselves
- Emails lifted up the dynamic of centering some people over others, such as:
  - the both/and of the Clerk's caring response to one Friend's deep and long sharing in Business while other Friends who shared deeply did not receive the same care and respect.
  - the YM's response around LGBTQIA+ identities but comparative lack of response to identities of color.

*NEYM Friends sought to shape a Sessions that reflected openness to learning and growth. Examples include:*

- The faithfulness of the body in trying a new way of approaching business at Sessions
- The Pastoral Care team faithful response to calls they received.
- All the invited speakers were deeply aligned with the NEYM's commitments and were also accessible in their sharing.
- In the absence of a Ministry and Counsel to hold the body in prayer, Friends were asked and faithfully stepped up to, holding Friends in prayer during Business, Bible Half Hour, and Evening Programs.
- Arising awareness that the reliance on print-heavy ways of transmitting information leave some people out, including a Friend who recorded one pre-Sessions document in order to make it more accessible to neuro-divergent Friends.

*NEYM Friends faithfulness in Meetings for Business. Examples include:*

- Opening space to hear multiple items of business before discerning on specific items invited Friends to make connections across different concerns.
- The Presiding Clerk's responsiveness to noticings shared with him, such as:
  - correcting the gap between stated intention to be transparent in lifting up Friends' gifts when nominated to service but then not doing that with the nomination of the rising clerk and recording clerk.
  - acknowledging and apologizing for the inconsistent treatment of friends bringing prepared messages

- Hearing about the faithful ministries of Friends across New England as integral to Business
  - Dover Meeting's clarity about offering Sanctuary in their building
  - One Friend's witness to the power of travel in the ministry with a minute from NEYM which allows entry into homophobic yearly meetings and opening way for both affirming conversations and sensitive listening to friends who are LGBTQIA+ and their families
  - Mt. Toby's deepening work toward being in right relationship with Indigenous Peoples.
- The Faith & Practice Revision Committee using the noticing practice to identify patterns of othering students with disabilities which led to a language change in the Spiritual Practices section to be inclusive and respectful. At the same time, one Friend felt this section still othered teachers.
- The Friends who brought the Letter of Apology embracing a noticing from the floor that revealed a white dominant pattern of claiming possession of the land that thus erases native peoples' longstanding presence on this land. The wording was changed to read ". . . the Algonquin peoples of the Northeast whose homeland we live within and benefit from," instead of saying, ". . . who continue among us."
- A wondering in the noticing box about the ever-present press of time followed by a question about how deep into the Spirit Friends might go if we abandoned the press of time; if we sat together in this kind of deep worship throughout Sessions and invested less into strictly scheduled agendas and activities and commitments and our busy-ness of business?

**Themes of oppression include the following:**

*NEYM Friends hold groups of people in prayer and in their hearts. The noticings that arise express a polarity that holds between a preferred group and another group. Examples include:*

- Friends in FUM, Cuban Friends, or more fundamentalist Friends are placed in opposition to LGBTQIA+ Friends
- African Friends are placed in opposition to North American LGBTQ+ Friends
- Israeli people and authorities are placed in opposition to Palestinian youth

*NEYM Friends notice language forms that impact groups negatively. Examples include:*

- saying "call a spade-a-spade"
- use of 'dark' or darkness to mean evil or other negatives
- using 'Congressmen' rather than 'Congresspeople'
- ignoring or mis-using personal pronouns
- Who gets excluded when we use "we"

*NEYM Friends are concerned about insensitivity to the needs of, or the poor accommodation of, neurodivergence and families. Examples include:*

- divergent learning styles
- divergent mental or emotional health
- the lack of youth programming had a real and negative impact on parents' participation in Sessions this summer (parents of children under the age of 15 averaged only 4-5% of those in attendance at business meetings)



NEYM Friends are concerned about expectations and rules of engagement being unevenly applied by the Clerk in Meeting for Business. Examples include:

- first-time attenders not feeling welcome and/or safe to speak in Business
- some Friends admonished for reading their message while other Friends are allowed to

*NEYM Friends are concerned about inappropriate uses to which beliefs, values, or practices of certain groups, traditions, or cultures are put.* Examples include:

- commodifying Indigenous American spirituality
- equating abbreviated gestures with the fullness of American Sign Language.
- a Friend's work was used without citation and without inviting that Friend to lead it.

\* \*

In *The Book of Delights* by Ross Gay, there is a wondering we might hold:

*“What if we joined our sorrows, I'm saying. I'm saying: What if that is joy?”*

Challenging the Culture of Domination in which we live is hard. Yet letting go of this culture's reactions, leanings, and suppressed values within each of us is harder still. For the Culture of Domination is also us.

This week, those gathered at NEYM Annual Sessions 2021 wrestle with forms of witness and truth speaking, we find ourselves in much pain and grief. We each feel the pain of our long-standing wounds. And, we feel the pain of being complicit in a culture that uses wounding to control its members. Finally, as we come to feel the diverse and many ways intersecting forms of privilege—including the privilege—or perhaps curse—of not having heretofore faced squarely how privilege has distorted perception of ourselves and others, we grieve.

And grief is not a cradle language for those privileged in race, wealth, education, or social position. Can we learn to share our pain and suffering, rather than keeping it invisible and unspoken? Can we learn not to scapegoat what shames us? Can we share our emotional and material burdens with one another as easily as we share our abundant gifts?

Moreover, can we let go of perfectionism and concern with appearances and face each other in humility and love? Can we let go of quarrels about the nature of a goal none of us sees clearly and do the next right thing that the inner teacher that abides in each of us dictates? Can we enter a process of healing as our most teachable selves?

Can we be a diverse community that employs all of itself in the search for Truth?

This week we have begun journeys toward reconciliation—with the earth, with fellow Quakers, with peoples living among us, and each of us with parts of ourselves. Can we continue, one step at a time, in faith?

For there is power in faith.

NEYM Nominating Committee Report to Permanent Board  
11 December 2021

The Nominating Committee met on 29 November. Our next meeting will be 10 January. We are in discernment about the Sessions Committee Clerk and hope to email the first reading to PB members later in December or early January.

In reflecting on the delay that could result from first and second readings of nominations when combined with the scheduled meeting times of our committee and the Permanent Board, we offer the following names for first reading prior to the PB meeting. This time between first and second readings is necessary so that concerns which arise can be addressed appropriately. Please respond immediately to the nominations below with affirmations or concerns to [nominating@neym.org](mailto:nominating@neym.org). Our hope is that second reading could happen at the December 11<sup>th</sup> meeting of Permanent Board, so that these Friends can begin service sooner than February.

*First reading:*

**Legacy Gift committee - Megan Christopher, Wellesley Meeting, class of 2024.**

The purpose of the Legacy Gift committee is to develop procedures and oversee the disbursement of monies to support the ministries of NEYM Friends, both within and beyond our region. The qualities desired of Friends serving on this committee are: experience in grant writing and awarding; openness to exploring what ministry and supporting ministry means in the Friends context; time to do the work of meeting with applicants; able to help the group make decisions about competing priorities; share a bold vision of the possibilities of what these funds could support; supporting meeting in caring for ministry.

Megan is actively engaged in conversations about what is meant by nurturing ministry. She is a deep listener and a careful questioner. Megan serves on the support committee for the Clerk of NEYM Ministry and Counsel. Professionally she works as a judge in Massachusetts.

**Legacy Gift committee - Karen Reixach, Keene Monthly Meeting, class of 2024.**

Karen has recently moved to Keene from New York Yearly Meeting. She comes highly recommended from NYYM, and brings extensive experience from NYYM including:

- o Clerk, Witness Coordinating Committee, New York Yearly Meeting (NYYM)
- o Member, Care and Accountability Committee for the Ministry of Mary Kay Glazer
- o Clerk, Review Committee for proposals to allocate. \$20,000 of surplus, Farmington-Scipio Regional Meeting, NYYM
- o Planner, County Department of Social Services, involved preparing requests for proposals, reviewing applications for funding
- o Reviewer of proposals for one funding cycle for US Department of Justice subset of youth services grants
- o Graduate, School of the Spirit, and clerk of capital campaign
- o AVP facilitator, Attica Prison, Cayuga Medium Security Prison
- o NYYM Committee on Conflict Transformation

**Faith and Practice Revision - Margaret Hawthorn, Monadnock Meeting**

The Faith and Practice Revision 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.

Margaret has depths of experience as a Friend that will contribute to the work of the committee. When contacted, Margaret said she saw this “as an opportunity to give back from some of my Earlham School of Religion experience - not as an expert on Quakerism but as a confident writer and sometimes interpreter or translator of ideas.”

*Resignations:*

Bruce Kay (Storrs) from Puente committee

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

**Report to Permanent Board  
From the Representative to Friends General Conference  
November 30, 2021**

First, thank you to the Board and its Nominating Committee for my appointment to this role. Special thanks to Jackie Stillwell for her time and attention to my interest in serving.

The Central Committee met via zoom over two three-day weekends in October (10/15-17 & 10/20-31) preceded by a blizzard of reports and minutes to read. (Those weekends framed the fall retreat in Rhode Island of the Faith & Practice Revision Committee-- so for me, October was intensely Quaker!) Familiar as I am with FGC, figuring out the inner workings of Central and Executive Committees and their full committee structure is ongoing for me. Attendance was @160—notably lower than in past years, we were told, though the reasons are not clear. Zoom fatigue?

I have elected not to take on committee service at FGC beyond the Executive Committee until I am more fully immersed in the organization. I have told the Finance Committee that I will attend their January meeting as an interested visitor. My main goal at this point is to find out how I can strengthen the communication between FGC and NEYM and NEYM and FGC. At the Executive Director's request, I have asked the NEYM office to its newsletter to three persons at FGC in order to better inform them of what topics are alive in our yearly meeting. I am gradually also adding other newsletters in the yearly meeting to that mailing list. I have had a concern for some time that FGC newsletters are not going out to every meeting in our yearly meeting, as the FUM newsletter does. After a couple of tries at it, I've yet to learn how to facilitate this, but it is a goal. I believe that NEYM meetings would benefit by being alerted to online and other programming opportunities and resources at FGC in areas of spiritual nurture, anti-racism, youth ministry and education, and other projects that are being carried out energetically through Friends General Conference.

**A few selected items from the Central Committee meeting agenda:**

**The Campaign (“Gathering Together for a New Century of Service”)**

FGC is in the quiet phase of a their Gathering Together capital campaign, focusing on FGC's financial sustainability, something it has been laboring to define since 2017, and their five program priorities. Their goal is \$2.4 million in gifts and pledges with half pledged during the quiet phase. The Campaign Committee gave no details but shared their impression that the quiet phase is “going well”, with many donors resonating with the priorities developed by the Central Committee and the organization's commitment to them. The five priorities are:

- 1) Nurturing spiritual vitality: **The FGC Gathering**
- 2) Moving toward wholeness: **The Ministry on Racism**
- 3) Supporting Meetings: **Connecting & Communicating**
- 4) Empowering multigenerational community and leadership: **Young Adult & Youth Ministries**
- 5) Feeding spiritual hunger: **Religious Education & Spiritual Deepening**

## The Gathering

Altogether, 1063 people attended the 2021 Gathering, the highest attendance since 2017. 243 First Time Attenders joined and 59 First Timers from 2020 returned. There was concern about the youth decline in virtual gathering—only ten high schoolers participated, possibly due to zoom fatigue and the more open travel opportunities last summer. FGC is recognizing the power of virtual attendance in bringing in people who could not have come otherwise and also in the significance of the pay-as-led model, which was cited as important by a third attending. Indeed, a fundraising effort was needed mid-Gathering to make up for the revenue underpaid through pay-as-led. According to the Gathering Coordinator there is much to look forward to and lots of opportunity for transformation in 2022, which is scheduled to be held as a hybrid model July 3-9, at Radford University in Radford, Virginia. (Obviously, since the Central Committee met there has been concern about the Omicron variant so who knows.) As FGC envisions the next Gathering, they considered what they'd learned about inclusion and accessibility that they could carry forward into the future. Over some objection, a part-time staff conference position was added in order to assist in offering the hybrid format of the next Gathering as well as other FGC events; staff was reporting overwork and strain due to the demands created by online gathering.

The 2023 Gathering will be hosted by Pacific Yearly Meeting at Western Monmouth University in Monmouth, Oregon. My husband and I are planning to attend both of these Gatherings.

## Institutional Assessment on Systemic Racism; Implementation Committee

Background, from the website: In October 2016, the governing body of Friends General Conference approved an institutional assessment on systemic racism to identify and address structural oppression within FGC as an institution and among FGC-affiliated Monthly Meetings and Yearly Meetings. This page (<https://www.fgcquaker.org/deepen/help-your-meeting-challenge-racism/becoming-anti-racist-faith-community>) was created to assemble all of the resources, updates, reports about the Institutional Assessment and the Anti-Racism Implementation Group that have been distributed to Friends and meetings united in the important work of confronting racism and white supremacy. [Friends are also encouraged to explore FGC's Help Your Meeting Challenge Racism webpage](#), which houses resources and event opportunities for Friends of Color and Friends engaged in anti-racism.

There is a lot of energy at FGC about this organizational priority. A full morning at Central Committee was devoted to a workshop on how to interact with others in a way that permits Friends to offer, accept and acknowledge negative feedback in service of becoming an anti-racist faith community. New England is well-represented on the Institutional Assessment Implementation Committee: Eppchez Yes, though not residing in New England, officially maintains connection both with a local meeting and NEYM. A name presented by nominating committee for the Implementation Committee and approved by the body was Emma Turcotte, “from Beacon Hill Friends Meeting” (Emma served with QVS some years back.) Incidentally, as far as I could tell, only one other New England Friend was at the Central Committee meeting-- someone identifying as from Wellesley Friends Meeting whose name I can't presently locate. I hope to find ways to encourage more New England Friends to become involved in FGC. Most yearly meetings had multiple representatives there. I was impressed to see nine Friends from Baltimore Yearly Meeting in

attendance, for example. Northern Yearly Meeting had to turn away Friends who wished to be on their FGC Committee because their slate was full.

### **FGC Finances**

There is a familiar tension in FGC between Friends who want to build a sustainable fiscal model for the organization and those who believe the Spirit is leading it to override those concerns to support immediate concerns. There were several challenges to the definition of sustainability that was approved by a recent Central Committee. Out of concern for fiscal sustainability, several Friends stood aside during the approval of the added short-term, part-time position to designed to support hybrid conferences and gatherings. The request for funding for a consultant to review the organization's structure and volunteer model was not approved. By the close of the meetings, Finance Committee was down to down to three Friends and had no clerk.

### **Executive Director's words:**

Executive Director Barry Crossno began his opening talk by saying that the two most important things we can do as Friends are forgive mistakes and choose relationship and community. He encouraged the organization to embrace a form of sabbath—letting something rest while carrying out others, in order to carry out our work in alignment with our most urgent priorities without straining the budget and FGC staff; “aspiration and capacity need to be aligned.” (In committee reports, clerks noted what projects were being laid aside for the time being.)

We don't always live up to it, he said, but we have an affirming theology that has the potential to welcome religious refugees whose churches teach homophobic, racist, and inequitable messages. He believes the liberal branch of the Religious Society of Friends needs to go beyond sharing information and become more invitational, moving into ethical outreach and visibility. As you can imagine, some lively discussion rose up among Friends about how to do ethical outreach in a way that does not amount to an advertising campaign and lifting up our own sharing with others of our spiritual experience as Friends.

### **In closing,**

I am looking forward to deepening my involvement with and understanding of FGC's full scope of work. I wish to become increasingly attuned to resonances between our yearly meeting and the life of Friends General Conference. I ask your help in better knowing how to bring NEYM's work and needs to the attention of FGC, and how to facilitate robust sharing of what Friends General Conference offers our meeting communities. Please share any ideas with me, and let me know how to make reports useful. My next meeting is that of the Executive Committee on January 29.

Faithfully,

Carolyn Hilles-Pilant,  
Beacon Hill Friends Meeting, Salem Quarter  
NEYM representative to Friends General Conference