

Permanent Board Meeting
June 4, 2022
Proposed Agenda

9 a.m. Opening worship

9:30 Welcome, Introduction

Roll call

Minutes of April 2 for Approval

Noticing Patterns Debrief Report (info only)

Presiding Clerk's Report and C&A Recommendations

General Secretary's Report & Friends Camp Proposal

Budget Approval (2nd Reading)

Ministry Transition Team Report and Recommendations

Salem Quarter Report and Proposals

Travel Minutes

Connecticut Valley Quarter Minute

Nominating Committee Report

Right Relationship Report

Funds for Sufferings Update

Proposed Charge for Anti-Racism Consultation WG
(Criteria for Consultants working paper)

Cuba Delegation Report

Memorial Minutes from Quarters

Falmouth

Sandwich

Southeast

Permanent Board Meeting
Held over Zoom Video Conference
April 2, 2022
DRAFT 1

PB 22-15: Opening Worship

Friends opened with a period of worship.

PB 22-16: Clerk's Welcome

The PB Clerk welcomed all to the Spring Edition of Permanent Board 2022, recalling the sacramental nature of Spring: a time of listening for God's will for our community. The Clerk encouraged participation in the practice of Noticing, noting that the Noticing Patterns of Oppression and Faithfulness is a working group, but it is also a *practice*, that benefits from our practice of using the sentence stems:

"I feel..."; "I hear...."; "I see...."; "I know..."; "I wonder...";

PB 22-17: Roll Call

The recording clerk called the roll:

Leslie Manning, PB Clerk; Susan Davies, PB Recording Clerk; Kimberly Allen, Deana Chase, Darcy Drayton, Chris Gant, Beth Hansen, Ian Harrington, Frances Lightsom, Ed Mair (present part time), Christopher McCandless, Jean McCandless, Bob O'Connor, Carole Rein, John Reuthe, Aaron Sakulich, Martha Schwope, Sara Smith, Elizabeth Szatkowski, Will Taber, Donn Weinholtz, Morgan Wilson, Kathleen Wooten,

Ex-Officio: Scot Drysdale (Finance Clerk); Rebecca Leuchak (Rising Presiding Clerk); Noah Merrill (YM Secretary); Robert Murray (Treasurer); Bruce Neumann (Presiding Clerk); Elizabeth Reuthe (Secretary's Supervisor);

Regrets: Travis Belcher, Peter Bishop, Jeremiah Dickinson (M&C Clerk); Hannah Zwirner Forsythe, Martin Zwirner Forsythe, Joyce Gibson, Gina Nortonsmith, Anna Raddochia, Jackie Stillwell; Bill Walkauskas, Diane Weinholtz; Mary Zwirner

Visitors: Polly Attwood; Melody Brazo; Beth Collea; Paul Kerr (AFSC, At Large); Marion Dalton; Sarah Gant; Mey Hasbrook; Janet Hough; Becky Jones; Frederick Martin; LouAnn McDonald; Lucy Meadow; Beth Morrill; Kathy Olsen; Scott Rhodewalt; LVM Shelton; Nia Thomas; Peter Woodrow; Eleanor Warnock; Diana White John Wojtowicz;

PB 22-18: Approval of January 29, 2022 PB Minutes

The minutes from the January 29, 2022 meeting were distributed in advance documents for review.

FRIENDS APPROVED THE MINUTES

PB 22-19: Noticing Patterns of Oppression and Faithfulness working group (NPwg) report (report appended)

FRIENDS ACCEPTED THE NPwg REPORT OF THE FEB 7, 2022 PB DEBRIEF MEETING

PB 22-20: Presiding Clerk's Report (report appended)

In the Presiding Clerk's oral report he requested Sarah Gant share news of Yearly Meeting's involvement, with New York YM (NYYM) in a court case concerning religious freedom to worship and conduct business in Green Haven Correctional Facility. The Quaker meeting for worship was started in Green Haven Correctional Facility by Quaker members of an Alternatives to Violence program. Because the NY Department of Corrections was prohibiting inmates from conducting Meeting for Business for their small meeting NEYM recently joined an amicus brief with NYYM to petition for their religious freedom to do so. The case is likely to eventually go to the Supreme Court, with much excellent legal work having been done by lawyers from Our Yearly Meeting and NYYM.

The PB Clerk asked that PB hold these Friends in the Light as they faithfully uphold the witness of Friends. In the spirit of "noticing a pattern" a Friend expressed gratitude for this example of tremendous work preparing excellent reports that inspire PB.

PB 22-21: NEYM Secretary's report (report appended)

The PB Clerk warmly welcomed Noah back from his sabbatical.

Noah greeted us with words given to him by Rich Holshewa, a member of the southeast Vermont Abenaki community, when speaking about having a relationship to *place*. Rich said in the Abenaki language for the European phrase "I am grateful", is "*To be in the normal way*". Noah aligned his return to his work as NEYM Secretary with this sentiment. Sharing some of the wisdom gleaned from his time away he cautioned that we need to try to learn the wisdom of "Do Less".

The PB Clerk recused herself from discernment about a potential role for Permanent Board regarding a bequest left to Durham Friends Meeting, of which she is a member. The Presiding Clerk, Bruce Neuman clerked this item of business.

Noah Merrill explained that PB is the YM body authorized to deal with bequests. The Yearly Meeting Board of Managers (BoM) has asked that PB discern its potential role to see to disposition of a bequest left for Durham Friends Meeting (DFM). A member of Durham Friends left a generous bequest for DFM with the request that the BoM serve as trustees of the bequest. The BoM concluded they are not legally empowered to serve as trustees and suggested that DFM hold the funds directly.

The Yearly Meeting Secretary requests that PB approve to have the YM Secretary and NEYM General Counsel determine if and how to transfer the bequest for Durham's use. The request for approval is for the YM Secretary and YM General Counsel to prepare and execute an agreement to change the trustee from the BoM to DFM.

FRIENDS APPROVED

The YM Secretary expressed gratitude to Erik Phillbrook, Executive Director of the BoM, for faithful stewardship of this question.

PB 22-22: NEYM Treasurer's report (report appended)

Robert Murray, YM Treasurer, reported that the 1st Quarter “looks fine”. Revenues and expenses of YM vary from Quarter to Quarter. The Treasurer explained that some funds were previously approved to be released from reserves for support of volunteer leadership activities, and to support backfill for Secretary’s sabbatical. Additionally, the 2nd federal Paycheck Protection Program loan was forgiven thus freeing YM from this debt. Some of these funds will go to the Operating Division, and some will go into the Friends Camp budget.

PB 22-23: Update on Reserves (report appended)

Some years ago, there were concerns in YM about insufficient reserves. YM articulated the goal to have the reserve fund to hold ¼ of Yearly Meeting yearly expenses. Due to two significant positive infusions (forgiveness of the federal PPP loan, and a premium return of insurance expenses) the YM is now in the good position of having some excess reserves. YM proposes to use \$15k of the excess reserves for the Antiracism consultation. Additional “excess reserve” funds of approximately \$50k provide an opportunity to discern use of these funds.

A Friend expressed gratitude for clarity and simplicity of the reports and expressed appreciation for Catherine Clark who encouraged the Yearly Meeting to go with Friends Mutual Health, which this year, returned a sizable premium to the YM. The Treasurer expressed appreciation to Frederick Martin, Accounts Manager, who led the task of preparing the reports.

PB 22-24:PB Clerk’s pause for noticings

Polly Attwood, Clerk of the NPwg, posted the sentence stems in chat:

Core Sentence stems...

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

Several Friends expressed specific appreciations and calls for prayer.

PB 22-25: NEYM Finance Committee report (report appended)

Scott Drysdale, YM Finance Committee Clerk (FCC), presented the first reading of the proposed budget with the announcement that we have a balanced budget.

Proposed Budget, first reading: This is a first reading of the budget. It will be coming back for approval. The FCC reported that much of the budget is a carry-over of assumptions from last year. The appended report itemizes assets released to and from reserves and indicates proposed new expenditures such as honoraria for volunteer positions, support of ministry in local meetings, and a 3.6% COLA and small merit increase for most staff.

PB 22-26: Financial Contributions WG Report- Lucy Meadows, on behalf of Financial Contributions wg (report appended)

Reporting for the Financial Contributions working group (FCwg), Lucy Meadows explained that the Financial Contributions Working Group was formed by Permanent Board to “study the contributions we make as part of the annual operating budget.”

The FCwg provided suggested queries and detailed recommendations in their appended report.

During the discussion some Friends expressed concern that the proposed recommendations may result in a less transparent record, without the detail of contribution line items in the budget. Other Friends pointed out that the proposed new approach is helpful in that it disentangles the conundrum of allocation of funds *away* from the budget, and proposes that another body make the contribution decisions. It is also helpful in that it proposes regular, specific times to engage around the question of contributions. Queries raised during the discussion included:

- “What does it mean to be a member of these other organizations?”
- “How can Friends flexibly respond to needs in the world?”
- “What percent of our budget do we give away?”
- “Who do we feel called to give it to?”
- “Who are ‘we’ that are the people doing the giving? Are there Friends and neighbors close at hand who desperately need our help?”

The YM Secretary clarified important parts of the work—it is important to disentangle “the budget” from “**what really matters to us?**” If we did that work well it could add weight to why the budget looks like it does. The YM Secretary proposed that this year we carry over last year’s contributions but appoint another group to try to address these fundamental questions. YM has an opportunity at Sessions to invite Friends into spacious reflection on “What matters here?”. After that, PB could shepherd the more specific conversation through the coming year.

The PB clerk released the FCwg, at its request, with gratitude for its work.

FRIENDS AFFIRMED RELEASE OF THIS WORKING GROUP

The PB Clerk articulated a path forward for this work:

- Request that at Sessions the Presiding Clerk make an opportunity for a spacious discussion about some of the queries raised, e.g., “What does it mean to be Members of other organizations?”
- Further, PB might consider holding a consultation about our stewardship of contributions to other organizations.

The PB asked whether the PB affirmed this approach.

FRIENDS AGREED THAT PB SHOULD CONTINUE WORK ON THIS CONCERN AND REQUESTED THAT THE PRESIDING CLERK CONSIDER MAKING A SPACIOUS TIME FOR DEEP REFLECTION ON THE CONCERN FOR HOW WE USE OUR EXCESS RESERVES

Frederick Martin, the YM Accounts Manager articulated a technical concern: how to present something that disengages the budget conversation from the deeper contributions question—but there’s a technical question about what “the details of the budget, to be presented at Sessions, will look like”.

PB clerk affirmed this question is important and will be addressed after the PB clerk and the Presiding Clerk check in with key participants.

PB 22-27: Sessions Waiver Request- Proposal to support family participation in Sessions 2022 (proposal appended)

Nia Thomas, YM Quaker Practice & Leadership Facilitator, presented information about the proposal to waive fees for children and youth under the age of 18. Nia reported that Sessions planners, staff, and Coordinating and Advisory (C&A) have been consulted in drafting the proposal. Main points of the proposal:

- Waive any fee for youth through high school
- If this results in a big impact to the budget we currently have reserves to help
- The focus of this year’s sessions is intergenerational
- This year brings a significant youth ministry staff transition making strong youth participation especially important to encourage a successful year
- Can we afford it? Relatively speaking, this year minimizes the financial risk
- We’re already investing in a lot of new volunteer orientation
- Messaging transparency, equalization is important— this is a message of welcome to families
- This is an investment- if kids come 1x they are very likely to want to return.

FRIENDS ENTHUSIASTICALLY APPROVED THE 2022 SESSIONS FEE WAIVER FOR YOUTH

Reports from working groups and YM representatives to other organizations

PB 22-28 AFSC Report (report appended)

Peter Woodrow reported for the YM AFSC representatives. Peter acknowledged that there are some internal struggles in AFSC about “what the work is”. The representatives report, and AFSC’s current strategic plan proposal are appended.

Following the oral report, some Friends expressed confusion about the nature of the “internal struggles”. The PB Clerk stated that it is important to be aware- but not to fix; we are called to hold AFSC in the Light. NEYM holds a powerful concern for the work of AFSC and its loss of operations throughout New England.

One Friend expressed the fervent hope, as YM sends representatives out to other organizations, that they carry some of the faith and practice that we embody here in NEYM, into the other organizations. Some of the lack of trust regarding AFSC reflects a concern for the spiritual grounding of the work, and a concern for YM involvement in AFSC to release a revitalization of the Life of the Spirit in that work.

PB 22-29 Friends United Meeting YM Representatives (oral report only)

Kristina Keefe-Perry reported for the three YM representatives to Friends United Meeting (FUM) board from NEYM.

FUM Program highlights–

- Ramallah has a new head of school who is dynamic and effective;
- Shawn & Katrina McConaughy have returned to North America, handing over partnerships to African staff;
- The North American field office is organizing assistance to the African diaspora, helping them find Quaker worship that is more aligned with the African style they are used to

The FUM Executive Board has met twice since these YM representatives were appointed. The meetings are short to take in many time zones from all over the world. YM representatives charge is to convene a mtg of representatives from other YMs to FUM, to plan for wider intervisitation and to encourage conversation to help move the board to change the personnel policy. Both a letter from YM FUM Representatives, and a YM letter from Bruce Neuman, YM Presiding Clerk, were brought up at a recent FUM board mtg. These communications asked the FUM Executive Board to grapple with how to create a real dialogue. FUM replied promptly, indicating that they plan to bring this subject to an upcoming Executive Board meeting. They indicated they welcomed dialogue, and they offered someone who wants to visit NEYM. The YM Representatives have also been in dialogue with an African Friend who deeply understands the theological and FUM-cultural concerns. They are hoping to initiate an informal mtg with FUM reps from other yearly meetings, to “get to know them”

Friends expressed thanks to God for the indications of possible openings.

PB 22-30: Moses Brown including Nominations (report and slate of nominees appended)

The PB clerk asked for specific concerns about any of the nominees, asking if PB was ready to approve.

FRIENDS APPROVED THE NAMES OFFERED IN THE REPORT

PB 22-31: Renewal of the Moses Brown Ground Lease

The PB Clerk asked for PB’s assent to carry over consideration of The Moses Brown Ground Lease until it could be considered at the June 2022 meeting of Coordinating and Advisory.

FRIENDS APPROVED C&A ADDRESSING THE MOSES BROWN LEASE.

PB 22-32: Proposal to Permanent Board regarding The Freedmen's Fund (report appended)

Bob Murray, in his role as YM Treasurer, reported on a proposal regarding the Freedman’s Fund. He noted previous concerns about endowments disbursed from the Freedman’s Fund. A small, *ad hoc* group was formed (Joyce Gibson, Leslie Manning, Beth Morrill, and Robert Murray), to develop appropriate protocols for disbursement of the fund, and for transitions in those charged with disbursement. Their recommendations are appended.

FRIENDS APPROVED THE PROPOSAL BY THE *ad hoc* FREEDMAN’S FUND COMMITTEE

PB 22-33 Memorial Minutes (memorial minute appended)

Memorial Minute for Marjorie Hancock from Mt Toby Friends Meeting, CT Valley Quarter was submitted in advance docs

FRIENDS APPROVED THE MEMORIAL MINUTE TO SENT TO SESSIONS

22-14: Closing Worship

Friends closed with waiting worship

**Draft Report to Permanent Board
from the Noticing Patterns Debrief
April 16, 2022**

Attendees: Leslie Manning, Will Taber, Polly Attwood, Melody Brazo, Becky Jones, Rebecca Leuchak, Diana White, LVM Shelton, Bill Walkauskas, Kathleen Wooten.

Friends noticed that members of Permanent Board are beginning to take on the work of noticing and reporting patterns and not leaving it to members of the Noticing Patterns of Oppression and Faithfulness Working Group. Friends have different levels of comfort and ability with recognizing and naming their noticings. When someone raises an issue, they may be speaking for other people who may have sensed the same thing but are unable to articulate it or who may not be able to speak to it. There is a reluctance to raise up issues that may cause conflict, hurt someone's feelings, or wound someone. If we do not go into the deep and difficult questions, our noticings are not useful. When do we choose to stop and listen? When do we pause for teaching? When do we pause to go deeper in the Spirit? It may be that we need a "parking lot" to hold issues that are raised so that we can come back and reflect on them in more depth at a later date and with all on PB. Do we have a mode of dialog for conflict transformation? Mere discussion can polarize us. If we are to survive, we will have to learn to address conflict.

There were many responses to the report from the AFSC representatives. Friends noted that the report indicated there was a significant conflict within AFSC and that it was opaque about what had actually happened. Friends have a long history of writing minutes and reports that, while truthful, mask the issues and conflicts in such a way that someone who was not actually present is unable to determine what actually happened. Should representative reports focus on the content of the meetings and not on the process? How can the Permanent Board receive and consider a report when there is a wide disparity in the level of knowledge about the events being reported on? What is the effect on the body when only a small number of people present are aware of the back story? Does this dynamic serve to enhance the power and privilege of the people "in the know?" Some wondered how does each person discern whether and when to lift up a noticing or a discomfort with something being presented—letting something go by has implications as does speaking to it. This is not about whether a noticing is "right or wrong", but acknowledging all our choices of whether, when and how we notice have implications, and we can learn from reflecting on these choices.

At least two Quarterly Meetings are expected to bring minutes on the AFSC to Sessions this year. Should Permanent Board host an informational forum sometime before Sessions in order to help more people understand the concerns and context related to current dynamics within AFSC? What is the status of AFSC programs in New England? What is the status of the organization? What is the relationship of Friends to the AFSC?

We seem to be running into the "what happens next" wall. We have a Noticing Patterns of Oppression and Faithfulness Working Group but not a What Are We Going to Do About It Working Group. We need to find a way of dealing with the organizational and structural issues that our noticings raise. Change happens when things are surfaced and there is support around the noticing process, including pastoral care when needed. This support has to be in parallel with the noticings and not just be aftercare. We need to remember that we can talk to each other and that in doing so we will inevitably say the wrong thing. Connection is important to this work. We need to be able to reach out to individuals and not leave it to designated pastoral care providers. At the same time, we need to look at

ourselves and not reach out to people if our desire is to make ourselves feel better or to try to exonerate ourselves. We need to reach out in love, friendship, and concern for each other.

In our closing worship, Polly read from adrienne maree brown in Emergent Strategy: Shaping Change, Changing Worlds p. 8.

" . . . the strength of our movement --or faith community as Friends --is in the strength of our relationships, which [can] only be measured by their depth. Scaling up would mean going deeper, being more vulnerable and more empathetic. . . Another part of walking this path has been the practice of humility."

**Report to Permanent Board
From the Presiding Clerk
June 4, 2022**

I will not be with you for this meeting, but I'm happy to say I have good reason: my younger daughter is getting married this Saturday, and I will be at Tower Hill Botanical Gardens gearing up for the event later in the day.

I have sent separately, on behalf of Coordinating and Advisory, some recommendations about several Yearly Meeting Committees. You can email me in advance with questions, but others from C&A will be present at the meeting – particularly if the questions are ones others might have.

We have (finally!) just confirmed the Plenary speaker, this will be Emily Provance from New York Yearly Meeting. You may recall from my last report that the Theme and Speakers team had originally discerned to ask a group of young Friends, but we came to understand that, because of the challenges experienced by youth programs through the pandemic, there was not sufficient sense of community to support a few rising to speak. We maintained a sense that we wanted someone who could speak to both adults and children, and were drawn to Emily, who may be familiar to a number of you, through previous attendance at NEYM sessions, and by virtue of her blog <https://quakeremily.wordpress.com/>

At this time of year I am, as you might imagine, quite focused on the upcoming sessions. A few aspects of that focus:

- Clerks' Table – I had been waiting to gather a first meeting of the Clerk's table, until we had a full slate (we were waiting on a second Reading Clerk). Unfortunately, the same day I heard that Michelle Wright's name would be brought to this PB meeting for approval, we received a resignation from one of the Recording Clerks.
- Two years ago, I had the honor (!?) of presiding over our first Zoom Sessions Business meetings. This year I get to experience another learning curve as we hold our first Hybrid business meetings. I've had an initial conversation with David Coletta, and I'm hoping to attend a couple of Monthly Meeting Hybrid Business meetings to learn from how others are doing it. I expect that we will have a couple of practice sessions to iron out some of the kinks. Very much on my mind is how we, in general, and me in specific, help those on Zoom to feel they are truly a part of the body.
- Agenda: While I have not finalized the agenda, I will report that it is less challenging than last year. I am also optimistic that we will be able to spend more of our business time returning to the worship which is the foundation of our discernment.

And finally, I am also conscious that this will be my last sessions as clerk. These three years have been challenging in many ways, and yet deeply satisfying to serve this body of Friends, and myriad opportunities for spiritual growth. After some time off this fall, I will begin discernment on what I am called to next.

Bruce Neumann

To Bruce Neumann, Clerk of Coordinating and Advisory

The New England EarthQuakers Team, previously known as NEYM's Earthcare Ministry Committee, intends to continue with our goal to address climate and environmental justice. At our recent retreat, we decided to adopt this new name and a Team structure, and we have now adopted this statement of our mission:

Expressing our gratitude for the beauty of the sacred gift of life and acknowledging our spiritual and physical connection to it, we seek secure protection of the rights to pure water, clean air, a stable and just climate, and a healthy ecosystem for current and future generations, regardless of race, religion, ethnicity, gender or income.

We are currently investigating a project to bring this mission to each of the New England states through a Green Amendment to the constitution of each state. We are still gathering information about this project, and we welcome others to join us.

Gail Melix and Kim Stoner, co-clerks

Recommendations to PB
From Coordinating and Advisory
June 4, 2022

Part of Coordinating and Advisory's charge is to regularly consider the committees of the Yearly Meeting. Most often this takes the form of reviewing their Purpose, Procedure and Composition documents and, in consultation with the committee, making changes to some aspect of the structure or the work.

On occasion, this results in an awareness that either the work of a particular group is no longer needed, or the desired structure has changed

- About two years ago, activities of the Development Committee were put on hold, while Noah explored new models for development. The development committee has played an important role in changing the mindset of Friends in New England, from "Monthly Meetings are the primary source of income for the YM" to "while this is still true, everyone who loves and believes in the mission of the YM has a role in sustaining this organization as led and able." But it became clear that as Friends became used to the new mindset, much of the ongoing annual work of Development is best accomplished by staff, with regular input on approaches to this work from Friends with particular knowledge and experience. We have established an Ad-hoc Development Advisory group, which will be available as needed for consultation with staff. Note that this group does not require nominating.
- In recent years, as NEYM has engaged more deeply and widely with searching to understand our complicity in structural racism, and how we can work to undo that legacy, willingness of Friends to be involved in the work of the Racial, Social, and Economic Justice Committee has waned. Nominating has had an increasingly difficult time finding Friends willing to serve on this committee. At this point, only the clerk remains. We are recommending laying down this committee, noting that this does not in any way mean a retreat from the commitment to the work. Rather, we see it as part of a natural evolution to a fuller picture of how NEYM will grow in its understanding and ability to change how we speak, work, and act. Note that the one structural requirement of the committee, distribution of the Freedman's Fund, was addressed by Permanent Board at its last meeting.
- Over the past year, in a series of conversations with Earthcare Ministries committee, it became clear that "Committee" might not be the right descriptor for these Friends' approach to the work, and how they work together. The recent document "Forms of Service Map" was useful in this discernment, as these Friends recognized that "Team" was a better fit for their "self-forming group" which is "Not accountable to an outside group" who "Regularly bring together Friends working on a shared area of work for discussion and coordination" (quotes from the Forms of Service Map). The group is comfortable with this change, and we do not see it as an abrogation of our responsibility to work for the health of our planet, but the next step in the shape of that work.

To that end, Coordinating and Advisory would like to make the following recommendations:

1. That Permanent Board recommend to Sessions 2022 that we lay down the Development committee, giving thanks to those who have served, since the body was first named in 2004.
2. That Permanent Board recommend to Sessions 2022 that we lay down the Racial Social, and Economic Justice Committee, again with our thanks to those who have served over the many years, beginning with the Prejudice and Poverty Committee which took up its work, in the mid - 1960's we believe
3. That Permanent Board recommend to Sessions 20223 that we lay down the Earthcare ministries Committee, thanking both those who have served in the past, and those who carry on the work under a different banner.

On behalf of Coordinating and Advisory Committee,
Bruce Neumann

**Recommendation for Appointment
of Interim Friends Camp Director
May 25, 2022**

Background:

Camp Director Anna Hopkins Buller is eligible for a sabbatical per the NEYM personnel policy, starting in September 2023. Currently she plans, with support from the Camp Committee, to take a sabbatical from September 2023 through February 2024. Approving an acting camp director with plenty of advance notice allows for Anna and the prospective acting director to begin preparations, build skills specific to the role, and build trust with camp families and staff.

In support of this goal, the Camp Committee met the recommended candidate at its April 30, 2022 meeting, and following additional smaller group meetings and consultation, approved their endorsement of this recommendation to the Permanent Board for her selection. This process has also included consultation with the Yearly Meeting Secretary and the Clerk of the Permanent Board.

From the Friends Camp Governance Document (2016) on appointment of an Acting Camp Director:

“In some situations, an acting or temporary Camp Director may be needed to manage Friends Camp because of sabbatical, illness, resignation or dismissal. If a temporary Camp Director is needed for these reasons, the Camp Committee Clerk, Clerk of Permanent Board, and the Yearly Meeting Secretary will meet to appoint an acting Camp Director, who may begin work immediately. The appointment of a temporary Camp Director will be confirmed or rejected by the Permanent Board at its next scheduled meeting.”

Recommendation for Action:

Per the governance document excerpted below, the Yearly Meeting Secretary, Permanent Board Clerk, and Camp Committee Clerk (John Reuthe, Vassalboro) **recommend that the Permanent Board confirm the appointment of Mary Ollen as a future acting camp director**, to allow for continued planning and preparation for future sabbatical coverage for the Camp Director, with the exact timing of her service to be determined by Friends Camp as part of this ongoing process.

Mary Ollen Bio

Mary first came to Friends Camp in 2018 as the Head Cook. Though she had never been to camp before, she immediately felt a connection to the community and its values and came back to lead the kitchen in 2019 and 2021. In her role as Head Cook, Mary managed the kitchen team of

4-6 individuals each summer, providing feedback and coaching to team members. Mary has handled kitchen meal planning and ordering, balancing priorities including cost and waste reduction, health and safety, and rolling with the punches when things did not go as planned.

For 2022, Mary is excited to be taking on a new role. As a member of the Support Staff, she will learn more about the day-to-day operations of running camp and build deeper connections with the camp community. Mary is especially interested to learn more about ACA (American Camp Association) accreditation process, “zooming out” to see camp as a whole while sessions are happening, and communicating with camper parents. Mary is a quick learner and will be supporting Anna in some bookkeeping and administrative tasks this summer, as well. She will take on certain responsibilities such as leading the staff orientation camping trip and the camper Intersession between Rustin & Fell Sessions. Mary is looking forward to quiet moments in the pine grove and all the laughter that happens at mealtimes.

When not cooking for camp, Mary spent five years working on political campaigns and as a legislative staffer. Currently, Mary works in two schools in Massachusetts. She is a Residence Hall Assistant at Dana Hall School where she is responsible for fostering a caring dormitory environment for high schoolers. During the day, Mary is a Support Staff member at Beaver Country Day School where she assists in middle school classrooms and works closely with students. She also coaches field hockey and lacrosse. Mary is a 2018 graduate from Wellesley College with a degree in Political Science. She has enjoyed participating in multiple in-person youth retreats with NEYM this year and is interested to learn more about connections between Friends Camp and the wider communities of Friends in New England.



Mary lives in Wellesley, Massachusetts where she has occasionally attended worship with Friends at Wellesley Friends Meeting. When she’s not teaching or coaching, Mary enjoys working on ambitious knitting projects, taking long walks, and cooking meals for friends and family. Born and raised on Martha’s Vineyard, she has a dream of one day moving back home to start a camp for local kids.

News of Friends Foundation for the Aging grant received

Report to Permanent Board

May 2022

I am writing to share the happy news that the [Friends Foundation for the Aging](#) has funded a proposal from NEYM. The awarded funds (\$6,707) will support an initial year of part-time service for a New England based Aging Resources Consultation and Help (ARCH) Coordinator. This coordinator, working approximately 20 hours per month, will work in partnership with New York Yearly Meeting's thriving Aging Resources Consultation and Help (ARCH) Program, receiving direction and support from the ARCH Coordinator (Callie Janoff of Brooklyn Friends Meeting) as they develop a New England wing of the ARCH Network.

Through the facilitation of learning opportunities, workshops, and forums, the curation of resources, as well as direct visitation, accompaniment and referrals, the New England ARCH Coordinator will foster and equip a community of practice of Quakers in New England responding to both spiritual and logistical aging-related concerns in their local meetings and families.

ARCH's approach to this work is to invite communities as a whole (rather than a few individuals) into the service of mutual accompaniment and better understanding of aging-related concerns, lifting up the powerful ways God continues to work through us as we age and as we more fully live into multigenerational community. Building upon the solid foundation of NYYM's existing ARCH program, this partnership also makes good sense in practical terms; plugging into an existing program is a relatively "light lift" compared to the consequential impact we expect this program will have for our meetings as they journey with members and attenders in the aging process.

You may be wondering if this project, which requires outside funds to get going, is financially sustainable for NEYM. It is. Friends Foundation for the Aging intentionally seeks out collaborative partners that they can continue to work with over a period of years. FFA has supported the ARCH program since 2008 and anticipates that ARCH's expanded scope of engagement into New England will be successful and something that they will be able to offer supportive funding for in future years.

As of writing this, we are preparing to share the job announcement for the New England ARCH Coordinator soon via our June newsletter and at neym.org/jobs. Please help us spread the word about this opportunity to Friends you know who may be led to this ministry.

In service,
NiaDwynwen Thomas
Quaker Practice & Leadership Facilitator
nia@neym.org

New England Yearly Meeting
FY2023 Operating (Non-Camp) Budget Proposed
 version #3-B 3/18/2022 approved by Finance Committee 3-26-22

Category	FY2021		FY2022	Δ FY22 to FY23 Budgets	FY2023 Proposed Budget
	Actuals	Budget	Budget		
	<i>(italics = affected by pandemic)</i>				
Income					
4010 Individual Contributions					
4010 Individual Contributions Total	177,609.60	230,225	230,225	-	230,225
4020 Monthly Meeting Contributions				-	
4020 Monthly Meeting Contributions Total	328,749.03	373,000	373,000	-	373,000
4025 Unallocated Income	900.00			31,000	31,000
4030 Organizations Contributions	301.00	0	0	-	0
4050 Interest and Dividend Income	10,164.32	9,000	9,000	3,000	12,000
4070 Books & Other Sales Income		17,000	17,000	-	17,000
4080 Retreat Program Fees	7,346.61	47,000	47,000	-	47,000
4085 Sessions Program Fees	42,437.00	211,050	221,300	6,100	227,400
4090 Change in Fair Market Value	-365.72	0	0	-	0
4099 Net Assets Released To/From	2,090.00	0	15,000	15,000	30,000
Total Income	569,231.84	887,275	912,525	55,100	967,625
Expenses					
5000 Staff					
Total 5000 Staff	410,548	431,519	452,112	41,572	493,684
Total 5100 General & Administration	91,615	104,565	105,715	(12,100)	93,615
Total 5300 Travel & Conferences	2,770	35,300	35,300	-	35,300
Total 6000 Programs	18,576	270,010	285,680	(1,380)	284,300
Total 6140 Books & Other Sales Expense		14,500	14,500	-	14,500
Total 6200-6590 Support of Other Organizations	44,014	45,975	45,975	-	45,975
Total 6600 Publications	0	4,000	0	-	0
Total Expenses	567,523	905,869	939,282	28,092	967,374
Net Operating Income	1,709	-18,594	-26,757	27,008	251
Other Income					
9940 Other Income - Transfers from other funds	79,291.11				
Total Other Income	79,291.11				
Other Expenses					
9950 Other Expense - Transfer to other funds	77,202.00				
Total Other Expenses	77,202.00				
Net Other Income	2,089.11				
Net Income	3,798.09				

New England Yearly Meeting
FY2023 Operating (Non-Camp) Budget Proposed
 version #3-B 3/18/2022 approved by Finance Committee 3-26-22

Category	FY2021		FY2022	Δ FY22 to FY23 Budgets	FY2023 Proposed Budget	Notes
	Actuals	Budget	Budget			
Income	<i>(italics = affected by pandemic)</i>					
4010 Individual Contributions						
General Fund Contributions	155,669.60	204,225	204,225	-	204,225	
Equalization Contributions	21,940.00	26,000	26,000	-	26,000	
4010 Individual Contributions Total	177,609.60	230,225	230,225	-	230,225	
4020 Monthly Meeting Contributions						
General Fund Contributions	319,842.03	350,000	350,000	-	350,000	
Equalization Contributions	8,907.00	23,000	23,000	-	23,000	
4020 Monthly Meeting Contributions Total	328,749.03	373,000	373,000	-	373,000	
4025 Unallocated Income	900.00			31,000	31,000	1
4030 Organizations Contributions	301.00	0	0	-	0	
4050 Interest and Dividend Income	10,164.32	9,000	9,000	3,000	12,000	
4070 Books & Other Sales Income		17,000	17,000	-	17,000	
4080 Retreat Program Fees	7,346.61	47,000	47,000	-	47,000	
4085 Sessions Program Fees	42,437.00	211,050	221,300	6,100	227,400	
4090 Change in Fair Market Value	-365.72	0	0	-	0	
4099 Net Assets Released To/From	2,090.00	0	15,000	15,000	30,000	2, 3
Total Income	569,231.84	887,275	912,525	55,100	967,625	
Expenses						
5000 Staff						
Total 5000 Staff	410,548	431,519	452,112	41,572	493,684	4
5100 General & Administration						
5110 Administration						
5120 Bank Expense	4,488	7,000	7,000	-	7,000	
5130 Contracted Services	18,258	30,900	31,900	(9,900)	22,000	
5135 Accounting Services	2,500	2,500	2,500	(2,500)	0	
5140 Legal Services	2,500	2,500	2,500	-	2,500	
5145 Infrastructure	5,000	5,000	5,000	-	5,000	
5150 Liability Insurance	4,673	5,100	5,250	-	5,250	
5160 Payroll Service	5,582	5,200	5,200	300	5,500	
5170 Recruiting Expense		0	0	-	0	
5180 Rent	9,350	9,350	9,350	-	9,350	
5190 Misc. Expense	159	0	0	-	0	
Total 5110 Administration	52,509	67,550	68,700	(12,100)	56,600	
5200 Office						
5220 Archives Office Expenses		0	0	-	0	
5220 Cleaning Services	88	265	265	-	265	
5230 Maint - Equip & Hardware	343	1,250	1,250	-	1,250	
5240 Postage	4,693	3,750	3,750	-	3,750	
5250 Office Equipment	3,558	3,250	3,250	-	3,250	
5260 Office Supplies	1,094	2,500	2,500	-	2,500	
5270 Printing & Copying	8,632	14,500	14,500	-	14,500	
5280 Software & Updates	17,177	7,000	7,000	-	7,000	
5290 Telephone	3,492	4,500	4,500	-	4,500	
5295 Misc. Office	29	0	0	-	0	
Total 5200 Office	39,105	37,015	37,015	-	37,015	
Total 5100 General & Administration	91,615	104,565	105,715	(12,100)	93,615	
5300 Travel & Conferences						
5310 Travel - Committee	775	3,000	3,000	-	3,000	
5320 Travel - Clerk		4,500	4,500	-	4,500	

5330 Travel - Programs	60	3,700	3,700	-	3,700	
5335 Travel - Representatives Travel	150	6,700	6,700	-	6,700	
5350 Travel - Staff	1,785	17,000	17,000	-	17,000	
5360 Travel - Ministries		400	400	-	400	
Total 5300 Travel & Conferences	2,770	35,300	35,300	-	35,300	
6000 Programs						
6110 Sessions Room & Board		181,140	186,850	6,100	192,950	
6112 Retreats - Room & Board				-		
6114 Room Rental	575	20,000	17,530	(3,980)	13,550	
6150 Food Expense	434	18,000	17,430	(1,500)	15,930	
Total 6112 Retreats - Room & Board	1,009	38,000	34,960	(5,480)	29,480	
6125 Program Expenses						
6105 Honoraria - Speakers/Wkshp Ldrs	13,550	22,000	22,000	-	22,000	
6107 Honoraria - Volunteer Leadership			15,000	-	15,000	
6115 Equipment Rental		6,000	6,000	-	6,000	
6121 Supplies and Other Expenses	957	9,300	9,300	(2,000)	7,300	
6165 Pre-Sessions Expense		1,000	1,000	-	1,000	
Total 6125 Program Expenses	14,507	38,300	53,300	(2,000)	51,300	
6130 Committee Expenses - General	1,500	6,350	6,350	-	6,350	
6134 Childcare		2,000	2,000	-	2,000	
6137 Committee Day Expenses		0	0	-	0	
Total 6130 Committee Expenses - General	1,500	8,350	8,350	-	8,350	
6160 Program Support						
6163 Friends Camp	1,561	2,220	2,220	-	2,220	
6167 Religious Education & Outreach		2,000	0	-	0	
Total 6160 Program Support	1,561	4,220	2,220	-	2,220	
Total 6000 Programs	18,576	270,010	285,680	(1,380)	284,300	
6140 Books & Other Sales Expense						
6142 Books		14,500	14,500	-	14,500	
6147 Consignment Sales		0	0	-	0	
Total 6140 Books & Other Sales Expense		14,500	14,500	-	14,500	
6200 Support of Other Organizations						
Total 6200-6590 Support of Other Organizations	44,014	45,975	45,975	-	45,975	5
6600 Publications						
6610 Yearly Meeting Minute Book		0	0	-	0	
6620 New England Friend (Sessions Issue)		4,000	0	-	0	6
Total 6600 Publications	0	4,000	0	-	0	
Total Expenses	567,523	905,869	939,282	28,092	967,374	
Net Operating Income	1,709	-18,594	-26,757	27,008	251	
Other Income						
9940 Other Income - Transfers from other funds	79,291.11					
Total Other Income	79,291.11					
Other Expenses						
9950 Other Expense - Transfer to other funds	77,202.00					
Total Other Expenses	77,202.00					
Net Other Income	2,089.11					
Net Income	3,798.09					

Notes:

- 1 Friends Mutual Health Group distribution of surplus, second part of two; first received November 2021.
- 2 Funding the priority for support of monthly meetings and ministries, \$20,000 from unrestricted reserves; see note 4
- 3 Funding the Honoraria Supporting Volunteer Leadership is being phased in over three years; for FY2022 the full \$15,000 is coming from reserves, in FY2023 \$10,000 and in FY2024 \$5000 will come from reserves. The expense is being tracked in the new subcategory "Honoraria - Volunteer Leadership"
- 4 COLA increase of 6.3% + small merit increase. \$20,000 to address the priority for support of monthly meetings and ministers by increased support staff (PB 21-89); this increase can be used in either 5130 Contracted Services or 5000 Staff Salaries & Benefits.
- 5 If proposal of Financial Contributions Working Group is adopted by PB, budget will be presented to Sessions simply with this line. Amounts will remain flat between FY22-FY23
- 6 Publication of New England Friend Sessions Issue now tracked in 5270 Office: Printing & Copying.

Progress Report and Recommended Next Steps:

New England Yearly Meeting's Role in the Nurture of Ministry, Eldership, and the Spiritual Life of Local Meetings

When men and women come to this pass that they have nothing to rely on but the Lord, then they will meet together to wait upon the Lord: and this was the first ground and motive of our setting up meetings; and I would to God that that was the use that everyone would make of them, then they would be justly and properly used according to the institution of them at first; we should use them as poor desolate helpless people that are broken off from all their own confidence and trust and have nothing to rely upon but the mercy and goodness of God.

- Stephen Crisp, 1691

Introduction:

This report is offered with deep gratitude for and awareness of the cloud of faithful Friends, known and unknown, who have stewarded and nurtured the spiritual life of New England Friends for generations, who continue to do so, and to all who will come after us.

Rather than proposing a break or sudden departure from what has come before, we hope the report offered here can be seen as one more small step in our unfolding journey together with the Spirit.

We offer these recommendations with humble awareness of the foundation on which we stand: the faithful stewardship of ministry and spiritual life in which so many Friends have participated, and which is happening day in and day out in quiet conversations, relationships, and meetings for worship in communities across our region.

How we got here: Why this report?

In November 2020, the Permanent Board of New England Yearly Meeting of Friends approved a recommendation from the Working Group on Ministry & Spiritual Life¹ that the Yearly Meeting engage in a season of experimental discernment, during which the formal structure of the Committee on Ministry & Counsel would be *temporarily set aside* until August 2022. At that point, a progress report would be given to Annual Sessions, and recommendations for future steps would be considered.²

1. The short-term working group to examine Yearly Meeting Support for Ministry and Spiritual Life was created by the Permanent Board at the direction of the Yearly Meeting in Annual Sessions (Minute 2019-46), and in consultation with NEYM Ministry & Counsel, to “explore the Yearly Meeting's support for ministry and spiritual life and offer recommendations for structures, practices and leadership roles that would best serve the current needs of Friends.” For more information, see Appendix 1.

2. See further recommendations and reports from the Working Group on Ministry & Spiritual Life, 2020, at neym.org/nurturing-ministry-spiritual-life-experiment

The proposal envisioned a time of openness and learning, during which it was hoped the Spirit might offer further guidance on how the Yearly Meeting should proceed, and the Yearly Meeting in Sessions would have an opportunity for discernment and direction regarding next steps.

The hope was that this time would allow for the significant energy invested in maintaining an overburdened committee structure to be available instead for prayer, listening, and consultation. The proposal envisioned a series of three day-long, intentionally hosted gatherings focusing on the nurture of the spiritual life of meetings and on better understanding the recognition, nurture, and care of Friends called to various forms of ministry.

Initial reports and updates on this experiment were offered to Sessions in 2020 and again in 2021, and news of this experiment was shared with all local meetings. Friends from across the Yearly Meeting and beyond participated in these gatherings.

Ongoing listening and attention to the overall fruits of this experiment was held by an overlapping group of Friends with related responsibilities, including the interim clerk of Ministry & Counsel, the former clerk of the Working Group on Ministry & Spiritual Life, the Quaker Practice and Leadership Facilitator, the clerk of the Permanent Board, and the Yearly Meeting Secretary.

This latter group, for these purposes referred to as the “Ministry Transition Team,” was also charged with preparing a report and recommendations for next steps to the Permanent Board, and to Annual Sessions in August 2022.

This is our report.

Respectfully submitted,

Jeremiah Dickinson (Dover), Interim Clerk of Ministry & Counsel
Sarah Gant (Beacon Hill), clerk of Ministry and Spiritual Life Working Group,
Nia Thomas (Northampton), Quaker Practice and Leadership Facilitator
Leslie Manning (Durham), clerk of Permanent Board
Noah Merrill (Putney), Yearly Meeting Secretary

Report on Gatherings on Spiritual Life and Ministry

Since the spring of 2021 there have been three gatherings for spiritual life and ministry: “Tilling the Spiritual Soil of our Monthly Meetings,” “The Call and Challenges of Ministry,” and “Life in the Connections: Ministry and Our Meetings.”

The gatherings were planned, hosted, and evaluated by a team of hosts and elders which included several Friends with recent experience serving on NEYM Ministry & Counsel (see Appendix 1).

These were planned to be broadly accessible opportunities for engagement around factors nourishing spiritual life, the experience of ministry, and the nature of the relationship between the meeting and minister. In each, the first two via Zoom and the third in hybrid format, Friends with widely differing experiences of ministry worshiped, heard presentations from ministers and other speakers, and participated in small groups and workshops.

Friends who participated overwhelmingly expressed gratitude for the content of the gatherings and for the opportunity to engage with others around issues that feel vitally important and relevant to concerns they are carrying. Many Friends also expressed strong hopes that the conversations could be brought back to their local meetings.

Friends also spoke to the need for opportunities more specifically geared toward those among us who have an identified ministry—chances to “talk shop,” as it were. These were envisioned as opportunities where ministers could share experiences, nurture one another’s spiritual discipline and practice, and offer support and feedback around the consolations and desolations of the call to public ministry.

In all, 203 Friends participated in at least one of the three gatherings, reflecting the involvement of 40 meetings and worship groups that are part of New England Yearly Meeting of Friends, and an additional 18 Friends meetings affiliated with yearly meetings beyond New England.

Key Learning and Insights to Share

Any forms [for] the cultivation of the religious life are in themselves always subject to change ... they are scaffolding to be torn down and re-erected in new forms in accordance with the stage of growth of the [life] they seek to aid. To take them as an end in themselves is idolatry and blasphemy.

Without practice, without discipline, without continuous devotion, without failure, correction, re-dedication, re-orientation, [there is] no growth in the religious life ... which is not an episode, or an event, but a life.

- Douglas V. Steere, in *Prayer and Worship*, 1938

Through these gatherings, and in prayerful consultation, conversation, and observation, we have been consistently reminded of a small number of areas of possibility and yearning that the Yearly Meeting might seek to help Friends address.

The recommendations that will be offered below seek to respond in part—simply, humbly, and directly—to the longings we have heard, knowing that more learning will come in time, and trusting that further clarity will be given as the journey continues.

Here, then, are the desires we heard, in simple terms:

1. A desire of **local meetings to strengthen their capacity to provide spiritual tending and care** of individuals and of the corporate body of the meeting
2. A related desire for the **reliable presence of trusted Friends available to walk with local (monthly and quarterly) meetings and those in servant leadership roles in their meetings**
3. A yearning for **Friends called to ministry, and those led to nurture them, to meet** to learn, challenge, and encourage one another in their service
4. A desire for **substantive Quaker adult religious education within local meetings**, accessible in a variety of ways to Friends in diverse seasons of spiritual growth, widely available to all who choose to participate
5. A longing for **ongoing prayerful holding of the body of New England Friends as a whole**, and for an awareness of this ongoing holding on the part of the wider body

In addition to these longings, we also want to offer these reflections on the process and the approach we have discovered so far, and affirm considerations we pray will be held as this journey continues:

1. We are reminded that Friends are engaged in a process of prayerful experimentation, learning, and discovery, and that this needs time. Even as we continue to take steps forward into newness, and feel the Spirit urging us on, we encourage Friends to trust in the unfolding of God's time.
2. This is about shifting our *culture*—our ways of *seeing* and *being*—even more than giving the needed attention to reforming structure and practice. It's about learning as we go, allowing imperfection, and trying new things.
3. We've come to understand that ministry expressed through personal faithfulness in service to the community as a whole is vital to the life of the Body, and we need to find more ways to validate and support those heeding calls to ministry. We see a need to affirm and seek the wisdom Friends' tradition has to offer about the growth and development of a vocation to ministry in a person's life and the life of a meeting. The response to a call to ministry is not a one-time event, but an ongoing spiritual discipline that leads to—and requires—growth and change.
4. There is a particular need now to encourage and attend to the faithful exercise of gifts of preaching (vocal ministry) and teaching (spiritual formation and religious education).
5. Looking ahead, it's important to give attention to the whole "ecology" of the Quaker movement—local meetings, individuals, quarterly meetings, the yearly meeting. The

responsibility of the Yearly Meeting in this time of exploration is to ask what direct role *the Yearly Meeting as such* can helpfully play. And yet, much of what is needed must arise from and be rooted in local and quarterly meetings.

6. The Yearly Meeting can encourage, nurture, and reflect back important themes and insights, and can directly offer some things. It is important that the Yearly Meeting play an intentionally limited role, responding to and encouraging Friends rooted locally as they grow into God's leading for their community. Then, the new growth can flourish, and be relevant to and sustained in each local context.
7. Rather than seeing the Yearly Meeting as the primary actor in nurturing spiritual life and ministry, we might envision the Yearly Meeting as the mycorrhizal network of fungal filaments in the soil of the forest floor that connects, senses, responds, upholds, and tends the diverse life forms in the forest—in the Yearly Meeting's case, the local meetings and persons in whom the Spirit is living, active, teaching, and seeking expression today.
8. There is a cultural, worldly pressure and temptation to privilege *doing over being*, *activity over prayerful presence*. While action is needed in some places, we are reminded that sustained, prayerful attention and availability is also necessary. We are called to abide in the dynamic tension between holding and doing, knowing that at the heart of our faith is paradox.

Recommendations for Permanent Board and Sessions Approval

Next steps in the Yearly Meeting's nurture of the ministry and spiritual life of Friends:

1. **Gather a small body of Friends to accompany local meetings**
 - a. Meeting together regularly, this body would work closely with the Yearly Meeting Secretary, Presiding Clerk, M&C Clerk and others as relevant to bring sustained and prayerful accompaniment to local meetings, with particular attention to walking alongside Friends serving their meetings in leadership roles (meeting clerks, and clerks and members of ministry & counsel or pastoral care)
 - b. While this may at times involve specific resources or intervention, far more significant is the encouragement and affirmation of the gifts of the meeting and those in servant leadership roles to nurture a culture of spiritual accompaniment and gratitude for the Spirit's work in the local meeting.
 - c. A detailed, proposed charge for this group, and a description of the responsibilities for the clerk of this group, is included in Appendix 2.
2. **Hold a "meeting for listening" for the Life in local meetings**
 - a. Plan and host an annual, day-long gathering in the late spring for Friends across New England, to reflect on the life of our local meetings, and to prayerfully consider how the Yearly Meeting's programmatic priorities and activities might faithfully support the spiritual life of local meetings in the coming year.

- b. Insights and reflections from the gathering would substantively inform both programmatic offerings by the YM in the coming year(s), as well as flow into the annual Funding Priorities Process for the YM, to be further developed by C&A and approved by Permanent Board and Sessions.
 - c. This gathering would be planned and hosted as a partnership between the Quaker Practice and Leadership Facilitator and the clerk of Ministry & Counsel.
 - d. Friends participating would share in prayer and worship together, with an emphasis on the life of Friends meetings in our region.
 - e. Those participating would consider reflections on state of society reports, statistical reports, and other news and information regarding the vitality and experience of local worshipping communities.
 - f. At the gathering, Friends would offer reports and updates about activities supporting local meetings in the past year, as well as plans and intentions looking ahead.
 - g. Listening from this gathering (coupled with insights shared by the body of Friends to accompany local meetings (see 1, above) and other opportunities) would further inform the subsequent preparation of the NEYM State of Society report.
 - h. The meeting would involve a variety of modalities for sharing and reflection, including some more directed and specific, and some more open and expansive.
3. As a regular part of Permanent Board meetings, and at Annual Sessions, **host opportunities for the wider body of Friends in New England to learn about and celebrate Friends active in public ministry**
 4. **Offer regular opportunities for prayerful holding of the wider body of Friends in New England, for those led, and invite Friends to this discipline**
 - a. The clerk of Ministry & Counsel would work with the Presiding Clerk to invite Friends with a concern for prayer and eldership to hold the Yearly Meeting in prayer, both from their own homes and through simple in-person opportunities as this is possible, and as led.
 - b. This would involve inviting Friends to serve in this way, helping Friends know this is happening and how they can participate, encouraging opportunities for prayerful holding at particular times, and sharing prayer requests in a more consistent way.
 5. **The Yearly Meeting recognizes the expressed desire for opportunities for Friends serving in ministry and eldership to gather as led for “shop talk,” mentoring, mutual accountability, and learning**

- a. *In contrast with previous recommendations, these opportunities would not be initiated or formally organized by the Yearly Meeting. What follows is offered as an affirmation and reflection on what we have heard in our listening and discernment.*
 - b. Guidance we have heard from experienced ministers and elders that we feel is valuable to reflect to the wider body, and those who might consider hosting or attending such opportunities:
 - i. Opportunities need to be sufficiently focused and clear in scope to allow for deeper sharing and development of common language among Friends called to similar kinds of service (e.g., vocal ministry, eldership, pastoral counseling, prison ministry, witness). This allows for differences in experience to be acknowledged without forcing a “one-size-fits-all” approach.
 - ii. Opportunities should give attention to both creating conditions for trust and intimacy (relatively small size, space for sensitive sharing) and the need for prayerful holding, eldership, humility, and grounding through oversight.
 - iii. Friends offering invitations to such opportunities should be clear and explicit about the focus, format, and purpose, to help Friends understand if a particular opportunity might be nourishing or appropriate for them.
 - iv. It is hoped they will take a variety of shapes, at the leading of concerned Friends, or as hosted by local meetings and quarters.
 - v. We foresee the emphasis of these opportunities to be on personal faithfulness, on the journey of ministry and personal spiritual formation in Friends tradition as a long-term spiritual discipline, and on mutual encouragement, accompaniment, and accountability.
 - c. As resources allow, and consistent with the criteria outlined here, the Yearly Meeting may consider light support for these activities through promotion, staff consultation, or funding for dependent care or travel expenses.
 - d. The goal would be to nurture a culture and ongoing practice of these kinds of gatherings of Friends called to ministry, eldership, and oversight in a variety of forms and rhythms
6. **Increase awareness of (and as able, increase capacity to offer) formal programming to support adult religious education, spiritual formation, and training in Quaker practices and disciplines**

- a. Focus on developing capacity for religious education and spiritual formation *within local meetings*, possibly through peer circles and encouraging engagement by Friends active in their local meetings with wider networks of religious educator
 - b. Lift up the existing tools, opportunities, and capacities the YM has developed in recent years for the nurture of spiritual life and service (e.g., the staff role of Quaker Practice and Leadership Facilitator, the calendar of programming opportunities and partnerships both in-person and online)
 - c. Focus on increasing awareness, participation, and access to existing programming, including the Nurturing Faithfulness program and related opportunities; and shorter-term opportunities such as best practices in nominating; clerking and recording clerk workshops; faithful stewardship programming, and more
7. **The Yearly Meeting consider a searching review with attention to purpose, care, and oversight for quarterly meetings**

- a. We recognize and affirm that the Yearly Meeting, through Faith & Practice, has **delegated to the quarterly meetings essential responsibilities for care and oversight of local meetings** (including both the establishment and the laying down of monthly meetings) **and for the nurture and oversight of ministry** (including the recording of gifts in ministry and endorsing travel minutes).

The relative vibrancy and capacities of quarterly meetings vary. Several efforts in recent decades have sought to re-enliven the activity of quarterly meetings, often with significant short-term successes. The subject of the challenges quarterly meetings face in fulfilling their responsibilities to nurture meetings and ministers (and indeed the relevance of these bodies) is a common topic of concern throughout the Yearly Meeting.

Recent processes of engagement with quarters have not included the consideration of action *by the Yearly Meeting itself* to revise the assigned functions and geography of quarterly meetings as described in Faith & Practice, or to provide more sustained, consistent, and robust support, integrated with the ongoing work of the staff and volunteer leadership of the Yearly Meeting, to those serving on behalf of quarterly meetings in carrying out their work on behalf of Friends.

- b. We recommend that the Permanent Board be charged, as time and energy allow, with undertaking a review of the function of quarterly meetings historically and at present, in consultation with the clerks of the eight quarterly meetings (and with quarterly meeting ministry & counsel bodies or relevant equivalents, where applicable).

The purpose of this review should be to explore and, as led, recommend to the Yearly Meeting changes to the charge, composition, structure and function of quarterly meetings in New England Yearly Meeting, to more fruitfully nurture the life of local meetings (monthly meetings, preparative meetings, and worship

groups) and Friends serving in ministry. These changes, if approved by the Yearly Meeting, would be incorporated in Faith & Practice consistent with the process for revision of Faith & Practice.

Proposed process for the Yearly Meeting moving forward

Continuing the experiment for three more years: We recommend that, in approving the recommendations above, the Yearly Meeting approve that this experiment continue for three years, until Sessions 2025.

During this time, the formal structure of the committee on Ministry & Counsel would continue to be temporarily set aside, while the steps recommended above are put into place and further discernment can continue. The description of roles and responsibilities for the clerk of Ministry & Counsel would be revised consistent with these recommendations, and provided to the Nominating Committee to support their work and the Friend serving to guide their work.

Oversight of the experiment: During this time, the experiment will continue under the oversight of the Permanent Board, with specific responsibility delegated to a “Ministry & Spiritual Life Listening Group” consisting of the Clerk of the local meeting accompaniment group, the clerk of the Permanent Board, the Yearly Meeting Secretary, the Quaker Practice and Leadership Facilitator, and the clerk of Ministry & Counsel. The Presiding Clerk would also be invited to participate as led. This group will replace the current constellation of the “Ministry Transition Team.”

Ongoing Discernment, Listening, and Reporting: This Ministry & Spiritual Life Listening Group will regularly reflect on learning and developments, and offer opportunities for wider listening with Friends throughout the Yearly Meeting. These Friends will ensure reports both to Permanent Board and to Sessions in an ongoing way, annually to Sessions and to Permanent Board at least every six months. This group will also seek opportunities to share learning and reflections with a wider audience throughout the Yearly Meeting, and to solicit ongoing insights and feedback.

Further Recommendations on Next Steps: This group, in consultation, discernment, and ongoing prayerful listening across the Yearly Meeting, will be responsible for bringing to Sessions in 2025 a report on the experience and learning of the previous three years (2022–2025) and recommendations for next steps.

###

Appendices

Appendix 1. Background on the origins of the Ministry & Spiritual Life Working Group, the review of how the Yearly Meeting nurtures ministry and spiritual life, and the subsequent Gatherings on Spiritual Life and Ministry:

In 2017, at the direction of Annual Sessions, the Permanent Board established the Clerking Practices and Structures Working Group to make recommendations for how service and leadership on behalf of the Yearly Meeting could be more fruitful and sustainable.

In 2018, this Working Group brought several recommendations to Sessions, including specifically that the scope and structure of Ministry & Counsel and the role of the clerk of Ministry & Counsel be reviewed, with the goal of bringing recommendations for how the work of nurturing ministry and the spiritual life of local meetings, long the charge of the NEYM committee on Ministry & Counsel, might be more fruitfully and sustainably accomplished and held.

In 2019, at the direction of Annual Sessions, in consultation with the committee on Ministry & Counsel, Permanent Board created and charged a new working group, the Working Group on Ministry & Spiritual Life. This group engaged in an extensive review of previous material relating to the functions and responsibilities of Ministry & Counsel and preceding bodies in the life of Friends, examined the longstanding challenges Friends had faced in faithfully carrying out the broad charge of Ministry & Counsel, and conducted a process of consultation, including individual conversations, inviting insights from meetings, and small listening sessions with a diverse constellation of Friends with relevant experience, perspectives, and gifts.

While the Working Group initially developed several proposals for change to address the concerns raised in their charge, discernment following these consultations yielded a surprising and clear direction. Rather than trying to rush to “fix” the challenges that had plagued Ministry & Counsel, there was a sense that God was inviting the Yearly Meeting to restrain other potential new proposals and projects for a time, to create space for new life to arise.

The emergence of the COVID-19 pandemic in early 2020 resulted in a pause of several months in the Working Group’s process, as many Friends’ attention was fully focused on offering pastoral care and accompaniment to Friends and meetings, and to responding to the effects of the pandemic on their own lives and the lives of their communities. In summer 2020, that work resumed, leading to the recommendations approved by the Permanent Board in November 2020.

Between the fall of 2020 and the spring of 2022, a group of hosts and elders served faithfully, generously, and fruitfully to offer three Gatherings on Spiritual Life and Ministry, welcoming Friends from across New England and beyond. The Friends serving in this way were: Janet Hough (Cobscook), Jen Higgins-Newman (Beacon Hill), Jennifer Hogue (Cambridge), Marty Grundy (Wellesley), Nia Thomas (Northampton), Richard Lindo (Framingham), and Jeremiah Dickinson (Dover). David Coletta (Three Rivers/Fresh Pond), Elizabeth Hacala (NEYM Events Coordinator), and Ryan Higgins-Newman (Beacon Hill) provided invaluable technical support. Many other Friends shared their gifts, skills, and insights to make these opportunities possible.

Appendix 2. Proposed Purposes, Procedures, and Composition of Meeting Accompaniment Group

Meeting together regularly, this body would work closely with the Yearly Meeting Secretary, Presiding Clerk, and others to bring sustained and prayerful accompaniment to local meetings, with particular attention to walking alongside Friends serving their meetings in leadership roles (clerks, clerks of ministry & counsel, etc.).

In support of this charge, Friends serving as part of this body would:

1. Regularly read and reflect on State of Society reports
2. Pay attention to news shared in local meeting newsletters
3. Consider reports of Friends traveling and visiting (as well as visiting meetings themselves)
4. Participate regularly in monthly local meeting leader calls, and contribute insights to planning for these calls
5. Call or email to check in with clerks of meetings on the life of the meeting overall;
6. Meet and consult with the NEYM Presiding Clerk and Secretary (and the clerks of the relevant quarterly meetings, and others as appropriate) to support ongoing care and attention to the life of local meetings
7. As needed or requested, provide specific support and presence with meetings (and quarterly meetings) in times of crisis or need for particular accompaniment
8. Ensure appropriate integration and information-sharing within the group and with relevant partners (Secretary, Presiding Clerk, relevant staff), in ways that are consistent and timely, and that maintain appropriate confidentiality and care
9. Curate and moderate the “pastoral care” email list maintained by the Yearly Meeting, including promoting subscriptions, clarifying the scope of and guidelines for what information will be shared, and considering how to strengthen the attention to prayer and care that this medium might provide
10. Insights from this body would form an important stream informing the writing of the annual NEYM State of Society report

Role: Accompaniment and “walking with” local meetings—not “fixing” issues that may arise. As needed/requested by Friends serving in local meetings, these Friends might assist with referrals to other Friends (especially other local meetings with relevant experience), or resources related to a wide range of potential considerations. These might include, but not be limited to training and content for “pastoral care” accompaniment by and within local meetings, help with conflicts and challenges, support for young families, welcoming, fostering openness to change, and care of ministry.

This body would not try to fix challenges in local meetings, but would pay attention to how to increase capacity of the meetings themselves to respond to the challenges they may encounter. This group would always work in partnership with quarterly meetings, where possible and appropriate, and support the efforts and strengthening of quarterly meetings as they in turn seek to support local meetings.

Composition: 5 to 7 Friends, nominated by the NEYM Nominating Committee, with a clerk also nominated by the NEYM Nominating Committee, approved by the Yearly Meeting. Explicit encouragement for local meetings (and quarterly meetings) to suggest Friends with the relevant gifts, and reflecting the diversities of context across our region, for consideration by the Nominating Committee to serve as part of this group. The clerk of this group would also serve (initially, for the duration of this experiment) as a member of the Coordinating & Advisory Committee.

Term of Service: Appointed with the prospect/possibility of a five-year term. The practice would be reviewed (and considered for change or continuation) in three years (report and recommendations to Sessions 2025). Given the importance of ongoing trusting relationships, context, and experience in this work, the intention is that eventually Friends would be appointed for staggered five-year terms. This is consistent with what has been learned from the work of some other bodies (Permanent Board, Finance Committee, Archives Committee) where longevity of relationship and experience with the particular work has been found helpful.

Gifts and experience needed: Spiritual and emotional maturity, gifts in oversight, pastoral care, and accompaniment, conflict resolution, prayerful holding, boundary-setting, communication, and administration. Capacity for holding sensitive matters in confidence, with consultation in trusted relationships as needed. Experience (past or present) serving in leadership roles in their own local meeting. Experience walking with those in servant leadership roles, mentoring, being a non-anxious presence. Joy in connection with Friends, love for and commitment to the nurture of local meetings as the foundation of Friends' life together.

Appendix 3. Graphic Reflecting Current and Proposed Support of Ministry and Spiritual Life



NEW ENGLAND
YEARLY MEETING
OF FRIENDS
QUAKERS

Yearly Meeting Support For Ministry & Spiritual Life

Connecting Friends in Similar Service [Current]

Friends with relevant gifts and experience partner with staff to host "peer circle" events and opportunities for Friends serving in roles such as:

- Clerking (and recording)
- Eldership
- Nominating: Naming & nurturing gifts
- Financial stewardship
- Ministry support & oversight
- Faithfulness groups
- Pastoral care
- Pastoral ministry
- Local meeting servant leadership

The Quaker Practice and Leadership Facilitator curates and regularly updates relevant resources (e.g. examples from local meetings, guidance from Faith & Practice) through neym.org

Offer Workshops, Trainings [Current]

The Quaker Practice and Leadership Facilitator (in consultation with the Clerk of Ministry & Counsel and other relevant partners) ensures consistent, high-quality programmatic offerings in key areas, both as discrete events and as part of larger gatherings (Living Faith, Annual Sessions).

In inviting presenters/leaders, emphasize skill-building, mentoring pairs (more experienced+less experienced), growing into leadership, new and diverse voices and perspectives

Host annual "meeting for listening for the Life in our local meetings"[Proposed]

Each spring, host an open gathering to:

- worship together
- Reflect on local and quarterly meeting state of society reports, inform writing of state of society for Yearly Meeting
- Reflect on programmatic work and efforts to nurture spiritual life of local meetings in the past year
- Share upcoming opportunities to nurture ministry and spiritual life
- celebrate how Friends are experimenting, building capacity, and being faithful
- Listen to inform programmatic offerings in the coming year

Spiritual Formation, Religious Education [Current]

- Explore and ensure continuing support for future offerings of the *Nurturing Faithfulness* program
- Strengthen awareness of existing spiritual formation and religious education opportunities; nurture capacity in local meetings

Care for Worship, Eldership, and Ministry at Annual Sessions

As part of the Sessions planning process, a worship coordinator provides primary attention to arrangements for care of worship, elders for speakers, "sacred space", and memorial meetings at Annual Sessions, in partnership with Clerk of Ministry & Counsel, and in consultation with the Sessions Planning Clerk, Events Coordinator, Secretary, Presiding Clerk, and others with relevant responsibilities at Sessions. Recruit Friends with needed gifts and experience for particular service. Celebrate the fruits of Friends' service in ministry at both Permanent Board and Annual Sessions.

Provide Accompaniment for Local Meetings [Proposed]

Appoint a small body of nominated Friends, and a clerk for this group, to walk alongside local meetings, and to encourage and support Friends in servant leadership roles with local meetings. Secretary and Presiding Clerk, along with others as relevant, partner with this group to ensure appropriate attention and care for local meetings, nurturing resilience and the thriving of local communities.

Resource Groups to Support Yearly-Meeting-Wide Discernment [Current]

As needed, Permanent Board appoints "resource groups" to carry forward, support, and shepherd MM and QM discernment. RGs under the care of the Permanent Board, with integration, partnership, and support from relevant staff and volunteer leadership

Invite Regular Opportunities to Hold the Yearly Meeting in Prayer [Proposed]

The Clerk of Ministry & Counsel would invite and encourage Friends, both generally and particularly, to pray for the whole body of New England Friends, both through sharing prayer requests and through invitations to gather for worship as led to hold the Yearly Meeting in the Light

Encourage Opportunities for "shop talk", mutual sharing, and encouragement among Friends called to ministry [Proposed]

- Prioritize opportunities for Friends active in similar kinds of ministry, with prayerful eldership and oversight
- Focus on nurturing trust and intimacy, mutual accountability, personal faithfulness, humility, and gratitude
- Affirm that responding to—and growth in—a vocation of ministry is a spiritual discipline
- May take various forms, including invitation by Friends under concern and conversations hosted by monthly and quarterly meetings
- Nurture a culture and ongoing practice of these kinds of gatherings of Friends called to ministry, eldership, and oversight

Existing; Proposed

Dear Faithful Friends of the Permanent Board who carry forward business on behalf of the Body of Friends of New England Yearly Meeting when we are not in Session:

Good Day! I am writing to you as the outgoing Clerk of Salem Quarterly Meeting. I have been serving in that capacity for more than Four years now - having extended my term an extra year because we have been unable to find someone to serve in that capacity. In fact, over the last few years participation in committees and in the life of the Quarter has waned. At a listening session held January 22, 2022, Friends learned that the terms of the current officers would be up in Spring of 2022. With the exception of the Treasurer, who is serving an additional term, no one has stepped forward into leadership of the Quarter. Those gathered participated in a brainstorming activity. After reflecting on our activity and discussion grounded in worship we were clear to proceed in developing a proposal that outlines a period of Sabbath for the Quarter. This proposal was brought to our spring gathering of business and approved on May 22, 2022. Complete minutes of that meeting can be found [HERE](#).

There are two items from that meeting which need to come before the Permanent Board for ultimate approval:

First is a proposal which stipulates that grant funds that are held and distributed by Salem Quarter will be administered by the NEYM Legacy Gift Fund as part of the Futures Fund, for a period of Two Years. The full text of the minutes are below. Because the Legacy Gift Committee was created and is overseen by the Yearly Meeting - there is a sense that these proposals need ultimate approval from The Permanent Board (on the Body's behalf).

From the Legacy Committee Meeting on May 7, 2022:

2022-05-07_2: Kristina Keefe-Perry brought forward a proposal from Salem Quarter. **The proposal was for LGC to administer Salem Quarter's Grant Funds while the Quarter takes a 1-2 year sabbatical.** Details of the proposal included that Legacy would use the interest that Salem normally distributes to reinvigorate the Future Fund; Legacy would use its current Future Fund application and procedures; Legacy would give a priority to applications from Salem Quarter; Legacy would have the assistance of Salem

Quarter's Treasurer as needed (John Robinson); and Legacy would return any funds not distributed at the end of Salem's sabbatical. The first funds to be distributed would be for a Fall 2022 cycle (FY 2023). Salem Quarter meets 5-22-22, in time for Legacy and Salem Quarter to bring a proposal to Permanent Board when it meets on June 4th, and thence to Annual Sessions if all are in agreement.

After a period of detailed questions and discussion, the Legacy Gift Committee agreed they were **fully in support of this proposal, should Salem Quarter wish to proceed**. The Legacy Gift Committee is a committee of the Yearly Meeting, and Salem quarter is a body of the Yearly Meeting, and Salem Quarter has asked us for this service, which we fully support.

Additionally, the proposal is fully in alignment with the work that we are doing and our load is not that heavy at the moment. This could also benefit and expand thinking about the future possibilities for the Legacy Gift Committee as we prepare and plan for our report that is due to Sessions in 2024. Specifically, should this proposal be approved by Sessions, it may serve as an experiment to see if LGF might help manage other funds that exist around the Yearly Meeting in monthly and quarterly meetings that are challenged to manage them. This announcement of temporarily being able to reinvigorate the Future Fund, may serve as a longer term beneficial example and invitation to inspire others to donate to the Future Fund.

We see only good order and benefit to our approving this well-crafted proposal.

And from the Salem Quarter Minutes on May 22, 2022:

A Proposal for Temporary Allocation of Salem Quarter Funds to the NEYM Legacy Futures Fund

Salem Quarter Funds

Salem Quarter is blessed with funds available to support emerging and established ministries. Currently, Salem Quarter's funding guidelines lean strongly toward making grants that arise from, and are supported by, the meetings of the Quarter and which nourish and encourage a vital spiritual condition in those meetings, including strong bonds between

them. Each spring and fall the Quarter issues a call for proposals centered on three funding priorities (below). The available amount of funds is determined by the performance of the NEYM Pooled "Fund #8," which is held for Salem Quarter. Four times a year earnings are released to the Quarter by the NEYM Treasurer - and most of that money is made available as grants.

When completed proposals are received, a committee reviews these grants based on the criteria below, their connection to the Quarter, and how well they support outreach / inreach ministry -- recommending proposals for funding, or not. The recommendations are sent to the Meeting for Worship for Business - for final approval. Funds are not distributed without the Quarter coming to unity. The Quarter, as a gathered body, has final say about funds disbursement.

NEYM Legacy Gift Committee:

The Legacy Gift Committee was appointed by Annual Sessions in 2014 to develop procedures and oversee the disbursement of monies from the funds created with the proceeds of the sale of the New England Friends Home. The purpose of the Legacy Gift Funds is to support the ministries of New England Yearly Meeting Friends, both within and beyond our region. There are two Funds: The NEYM Witness and Ministry Fund and the Future Fund. Currently the Future Fund is not active. The Legacy Gift Committee fulfilled its charge for this fund by granting all of the funds deposited in it. The last round of grants from the Future Fund was November 9, 2020. The Future Fund sought to strengthen spirit-led witness through the funding of public and released ministry, supporting current NEYM priorities such as anti-racism, Native American concerns (including apologizing for harm by Quakers to Native Americans), climate change, and other areas of focus that Friends felt called to. Details about both funds and the application process can be found here (<https://neym.org/committees/legacy-gift>).

Salem Quarter Sabbath

Salem Quarterly Meeting is considering a period of Sabbath rest from business for a period of 1-2 years, beginning after their meeting in Spring 2022. This means that they may not gather for discernment about the distribution of funds. Since these are an important source of ministry support in the Quarter - it would be advantageous to find a different way to

disperse them. The following proposal aims to provide a possible method of funding ministry by working with the NEYM Legacy Gift Fund to oversee the dispersal. Any scheme for funds distribution must, ultimately, be approved by the Quarter as a whole at their gathering for worship for business on May 22d, in the afternoon.

Proposal

If Salem Quarter discerns to enter a period of Sabbath rest during which it refrains from business, **the Quarter will designate that the Salem Quarter Grant funds (interest earned on principal) be distributed via the Legacy Gift Committee. Salem Quarter funds would be designated especially to refresh and restart the Legacy Future Fund - which would distribute them according to Legacy Fund Guidelines (as laid out in the Futures Fund) with a preference given to applicants from the 13 meetings and worship groups in the Salem Quarter region. Salem Quarter treasurer John Robinson, who has agreed to serve during the Sabbath, will serve as an ex-officio member on the Legacy Committee for the purpose advising them as to the amount of funds available and in other ways, as needed.**

Process:

If the Quarter is in unity with this short term re-assignment of Salem Quarter Funds the process could look like this:

- NEYM Treasurer notifies Salem Quarter treasurer (John Robinson) of the distribution from the NEYM Pooled funds for SQ Fund (#8).
- John Robinson communicates to Legacy Gift Committee Clerks the amount of funds available for the Legacy Futures Fund. (This figure is the released distribution from the Pooled Funds less any money used for Sabbath Programming).
- The Legacy Gift Committee releases the request for proposal on their cycle / timeline, using their application and interview process until the funds are dispersed. A preference is given to applicants from Salem Quarter. If money from the first year is left over it will be rolled over into the next year of grants. If, in Summer of 2024, there is still money that has not been distributed - that money will returned to the NEYM Pooled Fund #8 to accrue for the use of Salem Quarter.

- The distribution of the Buffam Breed Boyce funds for suffering will NOT be overseen by Legacy. These funds will be distributed by the Salem Quarter treasurer in consultation with the clerk of the Meeting making the request, on behalf of a Friend in the Quarter.

The Second matter needing approval from the Permanent Board is a request from Salem Quarter that essential functions of the quarter be overseen by The Permanent Board while SQM is in its period of Sabbath.

Here is the full request:

The Clerk of the Permanent Board of Yearly Meeting has agreed that the Permanent Board will consider assuming oversight and facilitate the following areas of business, including publicizing them to Monthly Meetings Salem Quarter. The Permanent Board will actively encourage and invite members of Salem Quarterly Meeting to participate with the work of the Permanent Board as it pertains to any Salem Quarterly Meeting business that comes to the Permanent Board. Specifically, in the event that any request for the recording of a gift in the ministry comes to the Permanent Board, we ask that they explicitly invite the involvement of members of Salem Quarterly Meeting monthly meetings in any discernment process that emerges.

- (1) receiving and endorsing travel minutes that come from Monthly Meetings for travel beyond the Quarter,
- (2) lifting up and laying down meetings in the Quarter,
- (3) discerning the Recording of Gifts of Ministry brought by a Monthly Meeting in the Quarter,

In the event that it becomes necessary to discern any of these essential pieces of business Salem Quarter is asking the Permanent Board to assume oversight of that discernment and take care to publicize to Meetings in Salem Quarter that the discernment is happening. Since members of Salem Quarter already sit on The Permanent Board there is much overlap and we hope that it will be easy to ask PB Reps to do the work of outreach and publicity.

I hope to be available for any questions or clarifications at the Meeting on June 4, 2022.

Fourth Month, 24, 2022

Ralph Gentile, Clerk
Lawrence/Andover Monthly Meeting of
Salem Quarterly Meeting of the
New England Yearly Meeting

To Friends Everywhere,

Kathleen Wooten is a member of the Lawrence/Andover Monthly Meeting of the New England Yearly Meeting. Kathleen travels in the Quaker tradition of gospel ministry. She holds a concern for fostering wider community and deeper relationships among meetings and between Friends. In her travels, Kathleen is frequently led to visit in what early Friends called "Opportunities" - occasions of unprogrammed worship outside the regular gatherings of Friends at Meeting for Worship. Kathleen seeks to discover and encourage the Life that calls to us within our covenant communities.

We, Friends of the Lawrence Monthly Meeting, support Kathleen's travels in worship and fellowship. She is a comfort and joy to her home meeting, and to the many Friends she visits throughout much of the country. We commend Kathleen to your Christian care and Friendship.

Signed at the direction of and on behalf of Lawrence Monthly Meeting,



Ralph Gentile, clerk
Lawrence/Andover Monthly Meeting

Fresh Pond Monthly Meeting

of the

Religious Society of Friends

5 Cadbury Road, Cambridge, MASSACHUSETTS 02140

March 6, 2022

Dear Friends,

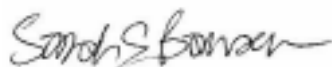
Greetings from the Friends at Fresh Pond Meeting. We commend to your care our dear friend Callid Keefe-Perry, a member in good standing of our meeting. We hope that you will welcome Callid as he undertakes a service of ministry among you.

Callid has a long-standing leading to serve in public ministry and to work within and beyond the Religious Society of Friends as an educator, facilitator, and preacher. Among Friends he is called to the work of remembering and reclaiming the theological insights of Friends, from the early days of the movement to the present. He is also drawn to the work of encouraging individuals and communities to deepen in their explorations of what is meant by “ministry,” “leadings,” “support of ministry,” and “spiritual accountability.” Callid’s call to ministry extends beyond the Religious Society of Friends. He encourages seminary students and others to explore the particulars of how they are being called into service by the Divine.

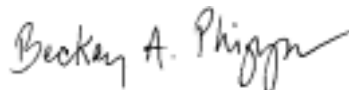
He has been called to preach, teach, and facilitate in a variety of spaces, both among Friends and with others. This work happens in congregations, for other national denominational gatherings, and at seminaries and divinity schools. His service has included teaching about healthy and faithful change in systems and organizations, the potential of creative practices and the arts for spiritual deepening, communal discernment in the manner of Friends, developing a trauma-sensitive and healing-centered culture in communal life, and the importance and viability of personal religious commitments leading to public service for the common good.

Callid is a valued and active member of Fresh Pond Monthly Meeting. He is recording clerk for Salem Quarterly Meeting and is active in New England Yearly Meeting. He is Assistant Professor of Contextual Education and Public Theology at the Boston College School for Theology and Ministry. We hope his work with you will be an opportunity to grow in the Light together. We are eager to learn how you experienced Callid’s time with you and how the Spirit has been moving in your midst.

In Peace and Friendship,



Sarah Bansen, Presiding Co-Clerk



Beckey A. Phipps, Presiding Co-Clerk

REPORT FROM THE CARE AND ACCOUNTABILITY COMMITTEE for CALLID KEEFE-PERRY

For more than two years, this Care and Accountability Committee has had joint care of the ministries of both Callid Keefe-Perry and Robert Dove McClellan. The other members of the Committee are: Beckey Phipps, Mary Hopkins, Will Taber and Susan Zeichner. As the committee's focus alternates between Callid and Robert, both have had the experience of exercising care and receiving care within the same committee context.

We have walked with Callid Keefe-Perry as he sought to achieve and maintain a balance between his work with the Religious Society of Friends and academic work "as a theologian, religious educator and consultant," all the while mindful of his family relationships and the need for personal self-care.

He has undertaken a number of large projects for Friends, often in service to the Yearly Meeting and in particular with Ministry and Counsel, teaching, facilitating and developing resources and materials for a broad range of topics, to "re-envision" Friends' spiritual practices. Throughout, his academic work emphasized the relationship of faith and education, supporting seminarians in vocational discernment and carrying a concern for the well-being of minority students, including LGBTQ people.

During much of this time Callid concentrated on finishing his PhD with our explicit support; to the delight of us all, he successfully completed his dissertation and was awarded the degree. We were privileged to participate in his life in great detail as he dealt with the intricacies of balancing, adjusting and readjusting energy and commitments as he, appropriately, needed to immerse himself in the work of the dissertation. He carefully and deliberately laid down many responsibilities, including some to our monthly meeting, to focus on his dissertation. There have been frequent opportunities for discernment, and Callid reached clarity about when the response to an invitation was "no," or when he reached the end of his true calling to participate in a piece of ongoing work. Much useful work has no clear end, and it can be difficult to know when each of us has gone as far as our Guide has led us.

We have accompanied Callid as he navigated the challenges of academic life, while maintaining his integrity as a Friend. Perhaps the most important thing was for him to re-recognize that within and outside of his academic work his true and enduring call is to live faithful to Divine leading. He sees his entire life to be Quaker ministry. This sets him apart from many of his academic colleagues. This in turn has added to his call to help others discern their gift and potential call to ministry and the need for more accessible tools for sustaining such ministry.

Callid has shown himself to be malleable and "teachable" with the Committee, exhibiting vulnerability and seeking clarity on a host of personal and professional decisions. He does not shy away from complex or difficult issues. Walking with him provided teachable moments for us as well. His struggles and questions, while particular to him, mirror to some degree many of the things we each of us have faced or are facing in our own lives. It seems right to continue this relationship as Callid moves into a new phase of full-time teaching at BU's School of Theology. We have seen Callid grow in intuition, and become more emotionally engaged in his teaching, and his mentoring of individuals among Friends and beyond. This experience has been brought into more focus and identified as growth in eldership. We wait with loving attention to see how he will continue to live into his artistic/poetic nature, and into renewed and broadened activity among Friends.

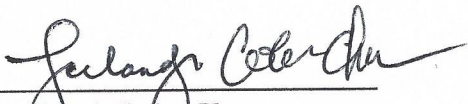
Beckey Phipps, Mary Hopkins, Robert Dove-McClellan, Susan Zeichner, Will Taber
February 2021

Connecticut Valley Quarterly Meeting
Of the New England Yearly Meeting of the Religious Society of Friends

MINUTE

At the Connecticut Valley Quarterly Meeting's Meeting for Business on May 1, 2022, the following minute was adopted:

We Quakers, meeting as Connecticut Valley Quarterly Meeting, on May 1, 2022, are concerned about the situation in Ukraine and the risk of nuclear war. Our Peace Testimony is that war is never the answer. We urge support for nuclear disarmament, diplomacy and humanitarian aid for the people of Ukraine and Russia. We call upon our Congressional delegation to seek an end to the war through diplomacy.



Leeland Cole-Chu
Clerk

Copies to:

Hon. Elizabeth Warren, 1550 Main Street, Suite 406, Springfield, MA 01103
Hon. Edward J. Markey, 1550 Main Street 4th Floor, Springfield, MA 01103
Hon. Richard Blumenthal, 90 State House Square, 10th Floor, Hartford, CT 06103
Hon. Chris Murphy, 120 Huyslope Avenue, Suite 401, Hartford, CT 06106
Hon. Richard Neal, 300 State Street, Suite 200, Springfield, MA 01105
Hon. James P. McGovern, 94 Pleasant Street, Northampton, MA 01060
Hon. Jahana Hayes, 108 Bank Street 2nd Floor, Waterbury, CT 06702
Hon. John B. Larson, 221 Main Street, 2nd Floor, Hartford, CT 06106
Hon. Rosa L. DeLauro, 59 Elm Street, New Haven, CT 06510
Hon. Joe Courtney, 55 Main Street, Suite 250, Norwich, CT 06360
Leslie Manning, Clerk of the Permanent Board, NEYM, pbclerk@neym.org
Noah Baker Merrill, Secretary, NEYM, ymsec@neym.org
Hartford Meeting: Liesa Stamm, Clerk, 144 Quaker Lane South, W. Hartford, CT 06119-1636
Litchfield Hills Meeting: Jeff Van Wagenen, Clerk, 1516 Straits Tpke., Middlebury, CT 06762-1804
Mount Toby Meeting: Susan Conger, Clerk, 194 Long Plain Road, Leverett, MA 01054-9507
New Haven Meeting: Attn: Kim Stoner, 223 East Grand Avenue, New Haven, CT 06513
New London Meeting: Joan Warren, Co-Clerk, P.O. Box 709, New London, CT 06320
Northampton Meeting: Attn: Susan Vargo, Clerk, 43 Center Street, Northampton, MA 01060-3063
Storrs Meeting: Joe Pandolfo, Acting Clerk, 57 Hunting Lodge Road, Storrs, CT 06268
South Berkshire Meeting: June Wink, Clerk, 280 State Road, P.O. Box 726, Great Barrington, MA 01230-0726

NEYM Nominating Committee Report to Permanent Board
4 June 2022

The Nominating Committee has met monthly (Feb 10, March 15, April 14, May 1, May 27) and had many sub-committee meetings. As a newly integrated nominating committee creating something new is challenging work. We have been finetuning Airtable to better communicate between nominators, and to store information for future nominators. For each opening, we have begun a practice of describing the responsibilities for the position, the current situation and the gifts needed; this helps in our discernment as well as that of the person invited to serve. In March we facilitated a successful and well-attended zoom consultation for monthly meetings on Best Practices in Nominating.

The chart below is a draft in preparation for August annual sessions and reflects some of the many opportunities to serve NEYM. Nominating Committee’s immediate focus is on Clerk’s Table Recording Clerk, Assistant Treasurer, Sessions Theme & Speakers, and representative committee membership – FGC, FUM, FWCC. Depending on how things unfold, former Recording Clerks may be asked to consider serving temporarily for this year’s sessions.

Second Reading:

Clerk’s Table Reading Clerk – Michelle Wright, Putney Meeting to begin immediately.

Michelle is the recent past clerk of Putney Meeting. She offers tender, clear vocal ministry and is a very good listener. She has demonstrated a strong ability to hold and practically care for the life of her meeting. She has a lovely voice and is deeply grounded and insightful. She has participated in NEYM business meetings. Michelle is currently finishing up a nursing program.

Nominating Committee has received affirmations; we have not heard any concerns.

Respectfully,
Jacqueline Stillwell, Clerk, NEYM Nominating Committee

Draft for August sessions; names in italics need approval; bold indicates second term of service.

Permanent Board (50)

2023

Bishop, Peter (Mtoby)
Forsythe, Martin (Bhill)
Mair, Edward (Ames)
McCandless, Jean (Burl)
Taber, Will (Fpon)
Warnock, Eleanor (NHam)

2026

2024

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

2027

2025

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

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

Shinn, Newell Isbell (MToby)
Drayton, Darcy (Souh)

Archives & Historical Records (6)

2023

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

2024

Maxine Schmidt (Nham)

2025

Board of Managers of Investments & Permanent Funds (10)

2023

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

2024

Philbrook, Erik (Well)*

2025

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

2026

Wernette, Tim (Win)

2027

Mathew Hackman (Prov)
David Eastman (Han)
John Ridgeway (Mt Toby)

Clerk's Table

Leuchak, Rebecca (Prov), Presiding

Kohrman, Adam (Bhil), Reading
Michelle Wright (Put), Reading

Bishop, Peter (NHam), Recording

Faith & Practice Revision (16)

Armstrong, Douglas (Mon)
Athearn, Marion (WPor)
Cogbill, Rachel (Plain)
Edmondson, Maggie (Wint)
Edwards, Eric (WFal)
Godway, Eleanor (Hart)

Grace, Eden (Bhil)
Hawthorn, Margaret (Mon)
Hilles, Carolyn (Bhil)
McCosker, Phebe* (Han)
Reilly, Susan (Port)

Finance (10)

2023

Forsythe, Hannah (Bhil)
Stern, Roland (Well)

2024

Maurer, Philip (Nham)
Sprogell, Sarah (Durh)
Wooten, Kathleen (Lawr)

2025

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

2026

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

2027

Treasurer 2023

Bob Murray

Assistant Treasurer

Friends Camp Nominating (4)

2023

Hannah Baker

2024

Hilary Burgin

2025

Kristina Keefe-Perry

Representative to Friends General Conference Central Committee (12)

2023

2024

Hilles-Pilant, Carolyn (BHil)

2025

Friends United Meeting (11 Tri Reps, 8 appointed)

2022 (Triennial Reps)

Blood, Peter (Mtob)

Collea, Beth (Dov)

Fogarty, Maggie (Dov)

Olsen, Kathryn (Sand)

Weiss, Fritz (Port)

FUM General Board Representatives (3)

Martin, Frederick (BHill)

Keefe-Perry, Kristina (Fpon)

Smith, Jennifer (Conc)

Friends World Committee Representatives (5)

2023

Leuchak, Rebecca (Prov)

2024

Williams, Carl (Pfld)

Hopkins, Mary (Fpon)

2025

Legacy Gift Committee (9)

2023

Gant, Sarah (Bhill)

Rockwood, Susan (Mid)*

2024

Link, Mary (Mt Toby)*

Reixach, Karen (Keen)

2025

Christopher, Megan (Well)

Martin, Lori (NHav)

Ministry and Counsel in transition

2023

2024

2025

Nominating (15)

2023

McDonald, LouAnne (Hart)

2024

Stillwell, Jacqueline (Mon)*

Weiss, Conor (Han)

Taber, Will (FPond)

Goldberger, Judy (BHill)

Woodrow, Honor (Put)

2025

Beth Morrell (Hart)

Anna Lindo (Fram)

Sara Smith (Con)

Puente de Amigos (9)

2023

Lopez, Felice (Fram)

McManamy, Martha (Prov)*

Toomey, Marybeth (Well)

2024

Fogerty, Margaret (Dov)

Stone, Carolyn (Well)*

Kinsky, Deena (Matt)

2025

Mary Hopkins (Fpon)

Richard Lindo ()

Maxine Schmidt (NHAm)

Sessions

Clerk

2024

Phil Veatch (Fpon)

Theme and Speakers Team (5)
2023

Supervisor to the YM Secretary
Elizabeth Reuthe

Youth Ministries
2023

West, Kim (Camb)
Matchette, Abigail (Bur)
Sanchez-Eppler, Karen (Nham)

2024

Eller, Jessica (Port)
Heath, Harriet (Acad)

2025

Janet Dawson ()

Representatives to Other Friends Organizations

American Friends Service Committee Corp. (4)

2023

Rhodewalt, Scott (Nkin)

2024

Steele, Rebecca (Port)
Woodrow, Peter (Port)*

Mark Barker (Con)

Friends Committee on National Legislation (6)

2023

Drysdale, Robert Scot (Han)
Weidner, Holly (Vass)

2024

Cazden, Betsy (Prov)

2025

James Grace(BHill)

Friends Peace Teams Project (3)

Claggett-Borne, Minga (Cam)

Quaker Earthcare Witness (1)

Haines, Christopher (Fpon)

Report from the Naming Committee to Permanent Board
June 4, 2022

The Naming Committee would like to bring forward to Permanent Board the following names for consideration to serve on the NEYM Nominating Committee as members of the class of 2025:

Beth Morrill (Hartford Meeting)

Anna Lindo (Framingham Meeting)

Sara Smith (Concord Meeting)

These individuals are being brought forward today as a first reading. A second reading will take place in July (optional) or at Annual Sessions in August.

The Committee notes that Yearly Meeting's Nominating Committee has five immediate openings and three more will open up in August. Note that this count does not include Fritz Weiss (class of 2024), who we understand is stepping back.

Right Relationship Resource Group
Report on our work in 2021-2022 toward making the Apology to Native Americans
June 4, 2022

This report to Permanent Board is to update everyone on our process and progress in the task of delivering the Apology to Native Americans. No decision is requested.

At many moments this year, we have felt the hand of grace hold us as new revelations came to us about our relationship with our Indigenous neighbors. We became aware of the depth of pain our Indigenous brothers and sisters were experiencing. It opened before us as a vast ocean which we barely touched with our toes, aware of how deep and vast it was, stretching back over the centuries. Our hearts were broken open again and again. We feel this apology in our souls.

We came back again and again as we met almost monthly to how to present this small step of the apology. We struggled each time, to imagine how this would feel to them, a task that was so new to us in our White privilege that we caught ourselves up short. What held us up? Was it so hard to give up our White privilege? (yes, it was) We found ourselves, again and again, realizing we were centering ourselves, what we were doing, and by baby steps stretching ourselves to see this from a different perspective. How would it feel to be carrying that pain and offered an apology?

As we took concrete, albeit, baby steps, more of this was opened to us. We set about building a data base of Indigenous communities, becoming aware that some use the word tribe and others reject it. Our goal was to find what they called themselves, address them by that name, know who their leaders were. In the end, we realized that trying to include all the names was fraught with potential errors, hidden enmities. It was less than perfect, could not be perfect. We decided to refer to all of them by the umbrella term of Algonquian people. We will send letters to all of the ones we have identified. We realized we were not ethnologists or any other kind of expert. Finally, we realized that we were the ones called to this moment, because we were here, right now. There is no one else to pass this to.

We spent a long time planning an introductory cover letter for the apology. Again, we had to de-center ourselves, strip away extraneous thoughts, redirect ourselves to our true goal. We realized we could only offer to give this apology. Only if they were willing to receive us was it going to work. This was not something you could impose. We asked humbly for them to name how to present it, knowing that any ideas we offered would again seek to center us.

At this point we realized how cold and distant it would be to just receive this in the mail. We thought of how when different groups want to meet, they send emissaries to negotiate how to meet. We ask people in the Yearly Meeting who had established some kind of relationship to come forward and then open a dialogue about what would work to present the apology. Many people came forward, though some groups may not be represented. In that process we uncovered the reality that this was not a good time for some groups to engage with this. We

put a pause to distributing it so we could assess how to handle this. We struggled to understand if we were disempowering the Indigenous people by interpreting for them how to proceed. We realized we needed to reach out to gkisedtanamoogk and build on that relationship to help us know how to proceed. We hope at this time to finally find ourselves ready to send out the cover letter and apology to those ready to receive it and to work through the situation that does not seem ready, listening to the voices of our Indigenous neighbors first.

We ask for you to continue to hold us in the Light as we take these small steps toward Right Relationship. This is a journey that has no end.

Sara Smith

Correspondence clerk

Right Relationship Resource Group- Suzanna Schell, Andy Grant, Don Campbell, Kim West,
Bruce Neuman, ex officio

Report from Permanent Board Clerk for June 4, 2022

I

Dear Friends,

I want to extend my deep gratitude and appreciation to you all for your faithful service to our beloved community and welcome you to our first blended, or hybrid, Meeting. We have received regrets from several, including our Presiding Clerk, who is attending his daughter's wedding and is unable to be with us in what might have been his final Board meeting before his service concludes at the end of Annual Sessions.

May we continue to hold him and all who serve on the Clerks Table in the Light as they prepare for us to meet together in Castleton VT and over Zoom this August. I have been blessed to work with Bruce, and have been moved by his deep caring and careful stewardship of our yearly meeting. It is a challenge at the best of times to serve as our presiding clerk, and in these times, even more so. Yet, he has learned, stretched, grown, encouraged and responded with grace and willingness to the many opportunities presented to us over the last three years and we are grateful to him.

And, we say farewell to several longtime members of this Board, who have served their terms faithfully. Our deep appreciation to

Hannah Forsythe

Travis Belcher

Sara Smith

Elizabeth Szatkowski

Gina Nortonsmith

Bill Walkauskas

for their service. Thank you, Friends.

I wish to report to you that, in consultation with the General Secretary and the Presiding Clerk, we have made \$4,217 available to Jay O'Hara of Portland Meeting from the Funds for Sufferings for court related costs resulting from his on-going witness against coal-generated power. You can read more here:

<https://www.nocoalnogas.org/blog/judge-sentences-climate-activists-with-intent-to-deter-effective-action-encourages-symbolic-action>

In addition, we are submitting the proposed charge for the Anti-racism Consultation Working Group for your review and approval. We are also providing a working paper for the criteria we will be using as we interview and engage a consultant. The members of the working group are

Melody Brazo, Becky Jones, Kristina Keefe-Perry, LVM Shelton and Morgan Wilson, with Noah Merrill, Nia Thomas and I in support. Please continue to hold us in the Light and in your care as we move forward.

There are many other good things percolating within and beyond our yearly meeting, dear Friends. May we take the time to savor them, share them and uphold them in the coming months.

Unless there is an urgent, and as yet unseen need, we will not gather again until after annual sessions, purposing to meet again, Spirit willing, on September 17th, 2022. And, Spirit willing is most possible when we show willingness to be used by Spirit. May we be well used.

Respectfully submitted,

Leslie Manning, Clerk

Charge for Antiracism Consultation Working Group under the care of the Permanent Board

Purpose

Consistent with PB Minute 21-104, to serve as the planning group for a Permanent Board-approved consultative process, facilitated by an external consultant.

The intended outcome of the consultative process is **to bring to the Permanent Board a framework and recommendations**—a “roadmap”—**for how the Yearly Meeting can concretely:** 1) bring the perspectives and insights offered by antiracist theory and practice into the Yearly Meeting’s discernment and action *as an institution*, and 2) support and encourage *local Friends meetings* (monthly and quarterly) across our region, as they are led, to bring the perspectives and insights offered by antiracist theory and practice into their discernment and actions *as worshipping communities*, and into the discernment and actions of Friends *as a regional corporate body*.

The working group will be responsible for assisting with planning; for implementation and oversight of this consultative process, including consultant search and recommendation of final candidate for PB affirmation; for design; for participant selection/invitation process; and for evaluation to inform preparation of a final report and concrete recommendations to the Permanent Board.

Composition

5-6 Friends, including at least one serving as prayer support, the Clerk of the Permanent Board, the Yearly Meeting Secretary, and the Quaker Practice and Leadership Facilitator.

Gifts, qualities, experience needed include: spiritual maturity; willingness to acknowledge ambiguity and paradox; some familiarity with aspects of New England Yearly Meeting’s institutional, programmatic, and relational antiracism efforts to date; capacity for “outside the box” thinking; commitment to prioritizing the life, experience, and needs of local meetings; ability to think in terms of complex organizational and relational systems; and commitment to continuing prayerful exploration and engagement with how NEYM may be called to grow and change in terms of priorities, attention, and action.

Those appointed to the working group are: Melody Brazo (Fresh Pond), Nia Thomas (Northampton), LVM Shelton (Plainfield), Morgan Wilson (Framingham), Becky Jones (Northampton, as a prayerful presence), Noah Merrill (Putney), and Kristina Keefe-Perry (Fresh Pond/Three Rivers).

Leslie Manning, the Clerk of the Permanent Board, will clerk the Antiracism Consultation Working Group.

Responsibilities

- Develop criteria—gifts, skills, experience, qualities, approach—for selection of external consultant, to advise and guide the Yearly Meeting in a process of reflection, learning, and self-examination relating to antiracism
- The external consultant recommended by the working group should bring a framework and approach that, while not necessarily explicitly “Quaker”, is clearly consistent with the faith and theological commitments of Friends
- Research options, including soliciting recommendations from trusted Quaker and ecumenical partners outside NEYM direct networks
- Prepare a proposal for PB’s approval, including:
 - process and criteria for selection of consultant
 - proposed budget
 - committed and possible funding sources (including grants)
 - scope of process
 - plans for coordination (and integration if helpful) with the Yearly Meeting’s existing commitments, programs, and activities.

Supervision

The working group reports to, and is under the care and oversight of, the Permanent Board. Clarifications or modifications of charge, recommended by this working group or by the Permanent Board, may be approved by the Permanent Board. Consistent with NEYM policy, the consultant would be formally engaged by, and would report to, the Yearly Meeting Secretary.

Reporting

Initial presentation of proposal, and then at least every six months, more frequently if requested by PB; interim updates and consultation with Coordinating & Advisory Committee as needed.

Measures of success

- Proposal for process approved by Permanent Board
- Consultation process held
- Evaluation/report/recommendations presented to PB
- Next steps for the Yearly Meeting identified

Projected timeline

- TBD

Process for laying down

Permanent Board to lay down following completion of process and evaluation.

Criteria for Selection of Anti-Racism Consultant

From the charge: “Develop criteria—gifts, skills, experience, qualities, approach—for selection of external consultant, to advise and guide the Yearly Meeting in a process of reflection, learning, and self-examination relating to antiracism”

- Experience in doing this work in a religious setting (mentioned multiple times)
- Not bringing a product but helping us engage in a process of transforming our practices (mentioned multiple times)
- Conflict transformation (not conflict resolution)
- Understanding that this work will surface trauma and readiness to handle this trauma
- Understanding anti-racism work as spiritual work
- Experience with community-driven change
- Understanding the diffuse and bottom-up nature of our organization (part trainer and part coach)
- Demonstrated understanding of the structure and history of systemic racism in the United States
- Ability to adapt to particular challenges that we think working with Friends may present
- Capacity to help us use a variety of kinds of language that don't exclude people or present barriers to participation
- The ability to engage youth as well as adults
- An emphasis on long-term change, not short-term outcomes



Puente de Amigos
Cuba Yearly Meeting and New England Yearly Meeting
February 2022
Watercolor by Carlos Rafael Carralero Aguilera

On February 14th 2022, Mary Hopkins (Fresh Pond Meeting), Christel Jorgenson (Friends Meeting at Cambridge), and Rebecca Leuchak (Providence Meeting) traveled from Boston, through Montreal, to bring love and greetings to Cuban Friends and to represent New England Friends at the 2022 Cuba Yearly Meeting (CYM) Sessions. The last NEYM delegation to Cuba Yearly Meeting had been in February 2020, shortly before Covid shut down travel. With restrictions eased in November 2021, Cuban Friends decided to plan in person Sessions February 17-19, 2022, and we were invited.

This year's theme for CYM Sessions was taken from Acts 2:44-45 (NIV): "All the believers were together and had everything in common. They sold property and possessions to give to anyone who had need." About 40 people were present at the gathering in Gibara, with attendance restricted by Covid caution to three people per meeting (pastor, clerk, and a clerk of a pastoral/ministry committee), as well as the directiva (board) and officers of the yearly meeting and the musical/praise group "Hijos de La Luz".



Attendees of Cuba Yearly Meeting in Gibara, February 17-19, 2022

Friends in Cuba shared with us the trials that individuals and families have experienced during this global health crisis, challenges which have been compounded in Cuba by the already difficult situation. Many Cuban Friends have experienced loss of family and friends. At this time in particular, being together in the Spirit was a time of strengthening and bonding, reconnecting the web of relationships.

Our one-week visit was broken into three parts: a short stay in the residence at the Friends Church in Puerto Padre, attendance at Cuba Yearly Meeting Sessions in Gibara, and then a return to Puerto Padre with day excursions to visit other monthly meetings. We enjoyed worship and fellowship with Friends in Puerto Padre, Floro Pérez, Delicias, Gibara, and Holguín. These are programmed meetings with very devoted pastors and in each visit we were warmly welcomed, worship together was joyful, and filled with song and love of, and for, the Holy Spirit.



Iglesia of Puerto Padre



Iglesia of Gibara



Iglesia of Holguín

Each of us carried two fifty-pound suitcases filled with medical supplies, tools and materials for construction projects, Covid-related personal protection equipment, arts supplies, and reading material for first day school classes – and there was more donated to go with the next group. We also couriered packets of valentines and videos and written messages from sister meetings. We spent a morning in Puerto Padre dividing up supplies for each meeting and worship group, which were delivered at Sessions, received with much gratitude – however far we felt from filling the vast need.

Sessions opened joyously, the first time Friends from all the meetings were reunited after an almost two-year period of isolation. After a brief greeting from Yearly Meeting clerk, Jorge Luis Peña, the first morning was the time for workshops: Finance was led by Odalis Hernández Cruz. Chris Jorgenson, with Rebecca Leuchak's assistance, facilitated a workshop on silent worship using a Spanish translation of Mo Willems' book "Waiting Is Not Easy". Chris and Rebecca 'played' the story, the connection to "waiting worship" was made, and a moving time of connection (with yarn connecting us as a physical metaphor), messages, and singing followed.

The Cuba Yearly Meeting Sessions were filled with a sense of worship, as monthly meetings took turns leading and sharing a message. Two workshops (on Unity and on Service) expanded on the Sessions theme, "United Serving the Lord". Meetings for business dealt with the challenge that Covid restrictions and economic pressure has presented to the community. While virtual gatherings were conducted during lock-down, many Friends, especially the oldest and youngest and those without cell phones, were unable to access them. News for the last two years from the monthly meetings, committee reports, and

statistical and financial reports were presented. The body discussed the challenges of ongoing building projects at several meetings, how to support the Yearly Meeting financially, progress on Faith and Practice revision, and how to restart the Peace Institute. The Yearly Meeting received with gratitude the donation of Ramón González Longoria's personal library, to be housed in Holguín. The fund to support pastors was announced.

The part played by us New England visitors (who were the only foreign visitors) included a greeting and message about love and community from Rebecca, an evening session led by Mary to support the grieving of losses, as well as the presentation of copies of the Pendle Hill pamphlet #51 *Adoración* by John Woolman, translated into Spanish by Susan Furry and Benigno Sánchez-Eppler. We also presented a certificate marking the 30 years of Puente de Amigos friendship between our early meetings (and received one in return from CYM for us). Donations of cash and materials from NEYM and FUM were reported, some FWCC Section of the America certificates presented.

Music and hymn singing carried us in divine light and love through these three days. After the closing celebration of Sessions, we boarded the Yearly Meeting's van and headed back to Puerto Padre. In the next day and a half we were able to worship with and get to know Friends at Floro Pérez, where Rebecca is beginning the sister relationship with Providence, and at Delicias, where Mary connected to the Fresh Pond/Framingham sister congregation. We were housed in Puerto Padre in the dormitory at the church, where construction continues as funds and availability of materials allows.



Friends at Floro Perez



Friends at Delicias

Our last day before departure we made a visit to the church in Holguín (which is in its own construction project of dormitories), got our Covid tests and results, and took a short walk around the town. Our time with Cuban Friends was brief but exceedingly rich with sharing. We spent many hours connecting in worship, in song, in prayer, in conversations, in travel over rutted roads from meetinghouse to meetinghouse. Our return home was greatly facilitated by Cuban Friends who helped us with the hurdles of Covid testing and navigating airport protocol.

While the preparations felt pressed for time, we were amazed and grateful for the generosity of donations that poured in from our monthly meetings, Quarterly meetings, the Yearly Meeting, the Legacy Gift Fund and the Obadiah Brown Benevolent Fund, and many, many individual Friends in our communities. This could not have happened without your help. Your support, we acknowledge with much gratitude, had very great impact. Thank you!



Don and Marita, Mary, Christel, Rebecca with members of the band

“Hijos de la Luz”

Adrian Cortes Morales (guitarist)

Carlos Rafael Carralero Aguilera (keyboardist and artist)

Jesus Pena (guitar, singer)

(Not present: Jose Carlos Becerra Quevedo (flute))

Anne Harwood Memorial Minute 8.1.21

Anne was a nurturer. She woke every morning filled with thoughts of what the world needed and settled into a plan for what small things she could do that day to help. From her profession as social worker she knew that some things required talking out. Other times she sensed that a distracting bit of fun or a big celebratory event was called for. With great courage she pursued what she believed was the best path forward. She applied her skills to her marriages, her daughters and grandchildren, a tiny twig of a white oak, a small sapling of a start-up school, and to the entire Portland Friends Meeting.

Anne was born on September 18, 1947, in Boston, Massachusetts. She grew up in nearby Chestnut Hill as the second of six siblings born to Anna Wheeler Snow and Bartlett Harwood, Jr. Anne spent sixty-five summers on North Haven Island, Maine. It was there that she first learned to love the natural world. Summer meant gardening, painting and, best of all, sailing – all life-long pursuits. After graduating from Vassar College, she moved with her first husband to California. She studied painting and color theory at Rudolf Shaeffer School of Design in San Francisco. When her two daughters Molly and Rose were born, she took much satisfaction and joy in motherhood. After her divorce she earned a second bachelor's degree in social work at Sonoma State University. In 1995 Anne and the girls moved to Portland and then Falmouth, Maine. She completed her master's in social work at the University of New England. She worked in support of Portland's homeless population.

Although Anne did not begin life as a Quaker, when she discovered Portland Friends Meeting, she knew she had found her spiritual home. As well as a religious society, she found two partners there. She first met Sydney McDowell when they both volunteered to serve on a support committee for a Meeting Member. Both social workers, Anne and Sydney started Harwood & McDowell, Collaborative Mediation. Sydney and Anne decided on a white oak leaf as a motif on their stationery and business cards. The white oak is a tree that needs "mothering," to be sheltered from bright sun in its early years.

Soon Anne found a white oak to plant in her yard in Falmouth, and her soon-to-be marriage partner Tom Foote provided the slightly larger grey birches from his farm in Hiram to shade it. Tom and Anne shared a love of nature and a concern for the environment. Like many Quakers, activism was part of their spiritual practice. Many may remember Anne passing out a book entitled Peak Oil and selling us on ways to avoid its use. She was one of the first to own a Prius, but soon there were several in the parking lot every Sunday. At our last in-person worship with Anne, she commented on the quarantine that kept her sequestered at Oceanview, "I hope this pandemic will soon be over and that our civil liberties will be restored." The last part was a surprise to dutiful mask wearers, but they certainly shared her hope.

Anne was very excited to care for the new Friends School of Portland. The school's founder describes Anne as "encouraging of the whole endeavor in her gentle, thoughtful, quiet, calm and focused way." Her granddaughter Bella was in the first Pre-School class. Soon a second granddaughter Julia was old enough to attend. Anne's daughter Rose managed the fundraising campaign that helped to build the new school. Anne courageously served as Treasurer, Assistant Clerk and finally Clerk of the Board, without much past experience in these roles. Her keen intelligence and her trust that she would learn from others were responsible for her success. The former Head of School, Jenny Rowe, remembers Anne as "both supportive and direct, the exact qualities necessary for that role." Anne was a big supporter of the School Auction, taking a cue from the Head to put her name down on any items

which had no bidders. A Friend remembers her delight when she bid strategically and successfully on a sailboat!

Because at that time her ride home was over an hour, Anne was invited to stay over after Board Meetings at the Falmouth home of a Portland Friends Member. They had long conversations about the growing Friends School, and Anne invited her hostess on a guided tour. In her will this member made a generous bequest to the School, and Anne hoped that she had helped in part to bring about this wonderful gift.

Never one to be idle, almost as soon as Anne retired from the Friends School Board, she became Co-Clerk of Portland Friends Meeting. One of the most valuable skills she brought with her was the ability to elder. She could carefully and caringly describe her observations and how they had affected her personally. Then she would ever so gently engage in a conversation that would inevitably result in an *aha!* moment and the beginning of a plan going forward. Many Members and attenders have mentioned their gratitude for her guidance.

One spring Sunday Anne decided we needed some fun. She announced that "Tortilla Flats is selling their property to the builder of an elder residence. One of the special attractions is that the occupants will be allowed to have pets. The builder has asked if their cats and dogs could be buried in our cemetery." The news was met with a wall of silence, as good Quakers struggled to frame their objections in a loving way. There was a communal sigh of relief and laughter when Anne broke the suspense by adding, "Happy April Fool's Day."

Then Anne was diagnosed with Parkinson's, but none of the usual medicines seemed to help her. She was re-diagnosed with Multiple System Atrophy, a disease that progresses quickly and with no known treatments. Despite the crippling of her body, she continued to live as fully as possible. She met friends for lunch at the Grill. She attended the birthday gatherings of the many women in the Meeting who were born in 1947, even when she needed to be transported in a wheelchair. She sailed and then captained her boat even when it was required that she be carried aboard. She rejoiced when her daughter Molly moved back to Maine with grandson Charlie. She regaled everyone with stories of granddaughter Anna who seems to have inherited her grandmother's determination.

Anne continued painting as long as she could hold a brush and learned how to play bridge, even when her hands could no longer hold the cards. She managed to come to Meeting as often as possible. She invited the entire Meeting to her next-to-last birthday party at Gilsland Farm. Later she was grateful for a group of Quakers who came to her apartment to sing and pray.

Near the end of her life, Anne wrote by dictation, "My spirit is strong but my body is failing. Loving people is a good antidote to whatever else you have going on. Loving is what I try to do. Loving is the answer."

Falmouth Quarter, April 16,2022

Arthur Jablow Fink, 74, Peaks Island, Maine, passed on April 21, 2021.

With his beloved family by his side, he bid farewell in his island home with a fire in the fireplace and candles lit. The family's dear friend and Chaplain, Jean Berman, led a simple, collaborative experience honoring Arthur in the sacred time of his spirit crossing over.

Arthur was born and grew up in Manhattan. He attended the Friends Seminary high school. While a student there he volunteered to work on the campus of Friends World College on Long Island as it prepared to open. There he met a group of remarkable and wise Friends who were creating this college. These experiences inspired him to attend Swarthmore College, where he studied physics. He received a master's degree in computer science from Harvard and was a doctoral candidate in artificial intelligence.

When Arthur realized that his doctoral work at Harvard was largely going to serve the military he left Harvard and went to work at AFSC in Boston. At AFSC Arthur worked in Public Relations, hosting his own radio broadcast and discovering a passion for broadcasting journalism. Along with a small group of Friends, he researched and published reports documenting the military industrial involvement in education, particularly at Harvard. Arthur's academic and press credentials allowed him to attend conferences on weapon development where he challenged those developing and funding weapons. He was arrested and jailed several times for his anti-war work. One Friend's inspiration to attend Law School was his conviction that Arthur and another Friend, Sukie Rice, would continue to need representation in court.

He had a long career as an international expert in software development and usability. His work was groundbreaking and durable, particularly for the attention to how the user would engage with the software. Arthur was one of the pioneers in 'user friendly' programming. He presented widely around the world.

He traveled extensively for work and had a special place in his heart for his cherished Amsterdam and the Netherlands.

Arthur was both a scientist and an artist. He had a passion and a gift for dance photography that took him throughout New England into New York. He was the resident dance photographer at the Bates Dance Festival for over 12 years. Arthur described dance as his "spiritual gift" which taught him "at a very deep soul level." His portfolio of photographs of dancers captured the dancers' experience as they created their performances. A posthumous show, "Dancing in the Light" at the Spiegel Gallery at Maine Jewish Museum displayed some of these remarkable images.

In 2013, Arthur was invited to join a group traveling to Auschwitz as the photographer. The group created a visual, musical and dramatic performance from the journals of Etty Hillesum, who had been interned in the camps as a young woman. His colleagues ultimately performed at the Etty Hillesum Congress in Belgium. An exhibit at the Maine Jewish Museum and at Portland Friends Meetinghouse showed some of Arthur's photographs from that trip, capturing the sense that the trees were still impacted by the pain and the cruelty that had happened at the camp. Arthur planned other presentations of the work with a focus on bringing hope and light as we consider dark historical events.

Arthur's first child, Sarah, died as an infant. He carried the grief of this death for the rest of his life and he shared the understanding he gained that each life, no matter how long or short, was whole and was a gift. He brought this experience and wisdom to volunteer for years photographing babies and supporting families whose children had very short lives, died at birth or were stillborn. Arthur was instrumental in supporting Friends who had a short lived son to hold a memorial meeting at Portland Friends Meeting. This inspired other older Friends to also honor their own short lived child.

He celebrated the community of Peaks Island, and often served as the unofficial island photographer, photographing the parades and events for the community to enjoy. Teaching photography courses was a treasured part of his photographic career.

Arthur served on the board of Creative Portland, the Historic Preservation Commission of Portland, and as president of the board of the Merriconeag Waldorf School in Freeport, during which he oversaw the first Capital Campaign to design and build what is now the Maine Coast Waldorf School in Freeport. Before moving to Portland, Arthur served on the board of Pine Hill, the Waldorf School in Wilton, N.H. Arthur also served on the board of Abbey of Hope, a group fostering interfaith dialogue, and was an engaged participant in the Northfield Conference - a multi-age, multi-faith, multi-gender Spiritual Conference held every summer at Northfield-Mt. Herman School in Mass.

For 20 years, Arthur was involved with PechaKucha Portland, a branch of an international story-telling forum begun in Tokyo, which offers opportunities for people to share their passion about ideas and experiences. He served on its board of directors and frequently spoke and mentored other presenters, sharing his expertise in consulting and coaching.

He had over fifty years of cherished involvement with the Quaker community in New England, serving as the recording clerk for the yearly meeting and on several Yearly Meeting committees, including the current committee for revision of Faith & Practice. Arthur first joined Friends at Fifteenth Street Meeting in high school, and later was a member of Friends Meeting in Cambridge, Monadnock Meeting and Portland Friends Meeting. At Portland, Arthur facilitated a two year long process which led Portland to approve same gender marriages. Portland Friends knew Arthur as a gifted recording clerk, able to capture the deep sense of a meeting. Arthur was admired for his ability to write using precise and eloquent language. This gift started early as a game he and his mother (an editor herself) would play together. With *The Elements of Style* by Strunk and White at hand, they would practice boiling down texts by removing words unnecessary to communicate intent, an art he cultivated life long.

During the pandemic years, Arthur treasured attending Meeting for Worship on Zoom at Pendle Hill, London and Amsterdam Friends Meetings. During this time Arthur hosted a "query group" where he would bring a query exploring the intersection of creativity and faithfulness to a group followed by a period of worship sharing.

Always the thought-provoking questioner in any meeting or conference, he encouraged compassion, exploration and soulful artistic expression in discernment. At his memorial service a person shared their conviction that Arthur's super power was asking questions that focused attention in unexpected ways and at times changed peoples' lives.

Arthur liked to tell stories and excelled at it. He often began with personal memories and experiences then gracefully transitioned to universal truths. Through combining personal and universal, his stories touched others' hearts and minds deeply.

Arthur was diagnosed with pancreatic cancer on his seventy-fourth birthday and died seven and a half weeks later. He was remarkably centered, generous and at peace during this period. He died confident that death was not an end, but a transition.

An outside Memorial Meeting was held on Saturday, October 9, 2021, at the Lions Club on Peaks Island, honoring Arthur's life and legacy, and the pure joy he shared so freely.

Arthur was predeceased by his mother, Selma Jablow Fink, his second mother, Sona Holman Fink, his father, Karl Fink, his infant daughter Sarah.

Arthur is survived by his beloved wife Aaiyn Foster, his second daughter, Alyssa Foster Tabbutt, his son-in-law Kenneth Curry, his grandchildren, Jackson George, Lola Rose, Homer James, and Ophelia Grace of South Lake Tahoe, California, his stepsons Austin, and Jonathan Chick and their families and by his much loved sister, Janet Rose Fink.

Arthur had a private Green Burial at Portland Friends Meeting Cemetery on April 24, 2021.

Hanover Meeting, March 5, 2022

Falmouth Quarter, April 16, 2022

Memorial Minute for Jeanne Theis Whitaker
September 2, 1926 – October 25, 2021

Providence Friends Meeting has lost the gentle and gracious presence of Jeanne Theis Whitaker, who made our meeting her spiritual home for 45 years. She was faithful in attending worship every Sunday, always dressed in simple and functional clothing in the colors she loved - soft mauve, purple, teal, and light gray – the colors of the sky. Hers was a deeply calm and ever steady being. And though she rarely spoke out of the silence, when she did rise to her feet to share a message, Friends present felt anticipation for the great light that she would share with all of us. She spoke slowly and thoughtfully, quietly in a kind of awe, but always with precise articulation, a trait, one might say, of a woman who had spent her career studying and teaching French poetry with its creative exploration of the music of language. And also, on a more basic level, she developed those habits of careful enunciation while gently guiding beginning students of French in accurate pronunciation. Ever the teacher, the guide, in listening to her, it always seemed as if, for Jeanne, the very breath and sounding of the words gave physical presence to the message imparted.

She truly loved the children of our Meeting, where Jeanne raised her two sons and taught in our first day school. She was a steadfast and active member of our Peace and Social Justice Committee, sharing the message of Dr. Martin Luther King, Jr. with Friends both in the context of social justice action and in those rare but very weighty messages in silent worship on Sundays.

People often said how strong Jeanne was for such a gentle person. But there's another good word to describe her, and that's "practical." She was someone who understood the importance of doing things repeatedly so you can do them well. Lovers of language learning know this and so do good cooks and Jeanne was both.

She was celebrated in our Meeting community for her famous culinary skills, evidenced when preparing delicious baguettes and scrumptious chocolate cakes for potluck Sundays. And she was particularly proud of her work in organizing and running the Meeting's annual yard sale. In these many ways, she served our community with joy and energy.

She brought the qualities of courage, moral fortitude, and passion to her commitment to our Friends' community and the wider world, putting her faith into action by trying to make that world a better place. Beyond our Monthly Meeting, Jeanne was instrumental in creating the American Friends Service Committee's Providence office for Southeastern New England. She was active in demonstrations against the war in Vietnam and participated in draft counseling. For many years she was active in the Fellowship for Reconciliation. And Jeanne participated in a Nonviolence Study Group in the 1970s along with other members of the Meeting. All who knew her truly saw in Jeanne a Friend who let her life speak.

Jeanne's friendships in the Meeting were many. In her later years when she had moved from Providence to live at Kendal Longwood, she reminisced with tender fondness about so many Friends from Providence Meeting, both young and old. She spoke in particularly loving tones of the women in our Meeting and the children. But of course, she was warm and gracious with all. With Jeanne, as one Friend shared, you immediately sensed that there was behind those kind eyes and quiet reticence a rich and extensive past and interior life. As she got to know you better, like a blossom she began to open up and share the life lived.

Jeanne's life story was indeed dramatic. She was born in 1926 in the former French African colony of Cameroon. Her parents, Edouard Theis and Mildred Dagar, were Protestant missionaries. They went on to have seven more daughters, so Jeanne became the older sister that the younger ones went to with their worries and enthusiasms. The family lived in Africa for six more years, then moved to France, where they settled in a little mountain town called Le Chambon-sur-Lignon. Her father started a school there in 1938, the Collège Cévenol, and during World War II he and the other local pastor organized the townspeople to hide thousands of Jews from the Nazis. These acts of heroism form a quite well-known chapter in the war-time history of France, and her parents were recognized as Righteous Among the Nations by the State of Israel, an honorific used to describe non-Jews who risked their lives during the Holocaust to save Jews from extermination by the Nazis. In 2010, Jeanne donated her pacifist father's papers to the Swarthmore College Peace Collection. This upbringing and her pride in her family's pacifist legacy was the strong foundation for Jeanne's life-long commitment to social justice.

At the beginning of the war, Jeanne's parents sent her and five of her younger sisters to stay with American families. Jeanne went to live with the family of her pen pal, Trudy Enders, in Swarthmore, Pennsylvania. Trudy and Jeanne remained friends for almost ninety years, including the last decade they both spent at Kendal Longwood.

At the early age of fifteen, Jeanne began her studies in French Literature at Swarthmore College and later became a professor there, meeting and marrying C. Sylvester (Syl) Whitaker. He was a student when they fell in love, and the affair was doubly bold because he was also Black. Jeanne gave up tenure at Swarthmore for the sake of Syl's career move to the University of California Los Angeles where he taught Political Science and served in University administration. They moved to Los Angeles but soon after he asked for a divorce. Jeanne gathered up her two sons, returned to the East coast, and took substitute teaching jobs to get by. Through the support of a former Swarthmore dean who had become president of Wheaton College in Massachusetts, she was hired as an assistant professor in a tenure track position at Wheaton, rising to the rank of full professor of French Literature.

Although after their divorce her ex-spouse had all but disappeared from the family's life, she kept in close touch with his relatives, and they loved her. Every year she would drive her two boys to Pittsburgh, where they lived, to visit the extended family. These trips were very important to her and to her sons because they kept the boys in touch with their Black identity. Jeanne also wanted to make sure they were connected to their French heritage as well. In addition to frequent short visits to France with the boys in tow, she took a sabbatical from Wheaton so the three of them could live there for a year and get to know her very large extended family.

Through all the challenges, Jeanne had always been a practical woman. She was clear-eyed and level-headed, and that became especially valuable as she juggled an academic career with home life and parenting her energetic and talented sons. In her later years, when she retired from Wheaton, she had a clear plan: move to Providence to be near the Friends Meeting. Downsizing, she brought her very large personal library of French literature books in to the Providence Friends Meeting, where they were set out on many tables in the social room in hopes that some might find a home. She later found another generous way of distributing them by offering them for free to graduate students in the French Department at Brown University

She could be a great source of support for others, and particularly to women. She identified her

feminist convictions with her start of teaching at Wheaton. She loved encouraging female students and colleagues, and was excited to serve as a delegate to the World Conference on Women in Nairobi in 1985. Jeanne was a great supporter of the women in her family life, her daughter-in-law, and her granddaughter, and was thrilled in her last year of life to become the great-grandmother to a baby girl.

Ever the pragmatist, after a decade of life in Providence, she started worrying about having to drive so much, because she had a condition that made her hands shake. She visited her life-long friend Trudy at Kendal and decided that would be a good place for her. When she suffered a series of falls that left her unable to walk on her own, she accepted a move to Kendal's assisted living wing without complaint. In a second bout with pneumonia, the first having put her in the hospital, she made it clear that she never wanted to go back to a hospital again. She and those she loved knew what was coming. At her bedside or via Zoom, her family and friends were able to say their goodbyes and to give her the death she wanted.

We who knew Jeanne Whitaker might close with these words:

What a gentle spirit but strong-willed person. For Providence Monthly Meeting, Jeanne still stands as a beacon of the moral beloved community. In her long life spanning continents and cultures, she lives on with us today, a Friend who truly understood and followed George Fox's admonishment to Quakers, written in 1656:

Be patterns and examples in all countries, places, islands, nations wherever you come: that your carriage and life may preach among all sorts of people, and to them; then you will come to walk cheerfully over the world, answering that of God in everyone whereby in them you may be a blessing, and make the witness of God in them to bless you.

She walked in the Light and she brought light into all of our lives. She would tell us that we can still carry that light within us even now that she's gone.

Memorial Minute for James (Jim) Warren Gould (May 14, 1924–March 13, 2021)

James Warren Gould, beloved member of Sandwich Monthly Meeting died peacefully on the morning of March 13, 2021 at the age of 96. Jim was raised in an environment of peace and love. His father, Douglas was a World War I veteran, who after the war, spoke openly about his contention that all wars are ugly and wrong. Jim's mother, Elsa became the Head of the Women's International League for Peace and Freedom.

Jim served in the Army in World War II and was promoted to being an interpreter when officers discovered his language skills. During the War, Jim became a pacifist and dedicated the rest of his life to peacemaking. After earning his Master's in International Relations, Jim pursued a career in the Foreign Service, having assignments in the Dutch East Indies and China. He later earned a doctorate in his field and went on to teach at Scripps College for 34 years. Though a very humble man, Jim did share his sense of accomplishment from having the opportunity to inspire hundreds of graduate students over the years. From those of us who knew and spent time with Jim, we can only begin to imagine how much better the world is because of him.

In addition to teaching, Jim worked with countless diplomats for peace, in and outside of the United Nations. From 1990-1995, Jim was President of the United Nations Association of Cape Cod. In 2010, he was presented the Ambassador of Peace Award for his life-long commitment to the United Nation's efforts for world peace and justice. In 2017, the Peace Abbey in Millis, MA presented Jim the International Courage of Conscience Award. Jim was also a great contributor to documenting the history of Cape Cod. He was well known locally as someone who answered questions from all who sought him out.

In midlife, Jim found his spiritual home in the Quaker faith. Jim often spoke about his love for the members of Sandwich Monthly Meeting and for other Quakers. He encouraged Friends to take an active part in peace and social justice work. Right up to the end of his life, Jim could be seen standing outside the Falmouth Village Green protesting war and violence.

Just as Jim had felt the United Nations could have done more to foster peace, he felt that Quakers needed to become more involved in addressing racism. In his efforts here, Jim found it difficult for Quakers to talk peacefully and productively about racial justice. During the last 16 years of his life, Jim shared his sadness about this issue. He communicated his fervent hopes and prayers for a more involved process of reconciliation among his beloved Friends. As Jim used to say at times, "Let's see what love can do." While we grieve the loss of our beloved friend, none of us will ever forget Jim Gould's inspiring life lived in service, peace, and love.

Approved at E. Sandwich Preparative Meeting on January 23, 2022

Approved at Sandwich Monthly Meeting on February 6, 2022

Accepted at Sandwich Quarterly Meeting on April 23, 2022

Memorial Minute Draft for Susan Sayer-Crew

If one believes that nature is inherently positive, sometimes impulsive, and brutally honest, then Susan Sayer was a Force of Nature. At her Memorial Meeting, a former roommate from Cornell recalled Susan as a vibrant young woman who infused spice into her life- both literally (with the different flavors she added to their popcorn) and figuratively. She had a *joie de vivre* that could not be ignored.

Susan was born in Oswego, New York on September 1, 1961 and died October 30, 2021. It was at Cornell that Susan met her husband, Jeff Crew. Jeff and Susan were married by a Justice of the Peace in Philadelphia on July 23, 1995. After graduating from Cornell she moved to the Philadelphia area where she was active in the Providence Meeting of Media, Pennsylvania. She advocated for open space in the greater Philadelphia area.

As a member of the Westerly Friends Meeting, Susan frequently coordinated meals at the WARM center. One attender remembers her upbeat and direct welcome when she met him at the WARM shelter and said " Now you are on Team Susan!" One of her aides remembers making mountains of broccoli slaw for 50 people under Susan's tutelage. With her aides and the Ministry and Counsel Committee, Susan made cookies for those in our meeting who felt isolated in the initial phases of the COVID-19 pandemic. Recipients of the gift knew they were receiving not just cookies, but Susan's love and care.

Susan dealt with debilitating MS for about 15 years, but she spent little time talking about her ailments and chose to practice daily gratitude. From her wheelchair she raised her son, Daniel, and kept her home in order. A few weeks before her death, Daniel was engaged to Soveig Persson. Susan was pleased. She was aided in her endeavors by her characteristic organization and razor-sharp mind, lifelong traits as confirmed by her brothers, elementary school classmates, friends from her distant past, and co-workers at Swarthmore College who attended her Memorial Meeting. She recognized her diminishment directly and was constantly making accommodations in order to accomplish her "Great List" of important things to do and see in her life. Everywhere she went, Susan connected with people. Friends from near and far and from all different parts of her life came to visit her on her 60th birthday.

Once at a Meeting for Worship, Susan shared the perspective that MS slows one's thoughts and provides time and space to reflect on and refine what one says. While that may be true, those who knew her never felt that Susan's mind was slowing. She served as co-clerk of "Ministry and Counsel". Susan taught our First Day School young Friends about our testimonies using the acronym SPICES for Simplicity, Peace, Integrity, Community, Equality and Service. Having been a facilities planner at Swarthmore College, she understood the optimum use of space and brought this experience to her role on our Building and Grounds Committee. Working on an historical building with little ADA accommodations was challenging and she often shared her frustration and anger with the committee. In the last days of her life, she willed a restricted gift to make the front entrance of our meeting house handicap accessible. This gift will benefit countless Friends in the years to come.

Toward the end of her life, Susan had a tough time relinquishing control. While planning her own

Memorial Meeting, she stopped and said, "The sad part is I won't be there." But her spirit was indeed there. The room was filled with music, laughter, fond memories, and heartfelt emotion from those whose lives had been touched by Susan. During the Memorial, one Friend shared that, when he thought of Susan, he was reminded of the poem "Miracles" by Walt Whitman, which seemed to capture her outlook:

*"Why, who makes much of a miracle?
As to me, I know of nothing else but miracles....
To me, every hour of the light and dark is a miracle,
Every cubic inch of space is a miracle,
Every square yard of the surface of the earth is spread with the same,
Every foot of the interior swarms with the same;
Every spear of grass - the frames the limbs, organs of men and women, and all that
Concerns them,
All these to me are unspeakably perfect miracles."*

It is a gift to see the world through such eyes and it was a gift to know and learn from our Friend, Susan Sayer Crew.

Memorial Minute
Edward Anthony Robinson
1940 – 2020

Ed Robinson (79) passed away on April 20, 2020, after a short illness caused by cancer. Ed died peacefully surrounded by family in the home of his beloved niece, Jessica Sobey, in South Portland. The music of Pavarotti played as the sunlit room dimmed and he took his last breath. Prior to his death, Ed wanted people to know he was filled with love and joy and that his life had been blessed. He cherished all who had a chance to speak with him or send messages in his final days, and he sent deep affection to others he knew would only learn later of his swift passing.

The eldest of the six children of Edward Anthony Robinson and Maud Eva (nee McSweeney) Robinson, Ed was born on September 12, 1940 in the Bronx, NY. The family later moved to nearby Yonkers, where Ed spent much of his childhood. Aspiring to the priesthood, Ed attended Glenclyffe Seminary and High School in Garrison, NY. After graduation, Ed went on to the novitiate in Milton, MA, for investiture into the Capuchin Franciscan Order. In 1963 he received a B.A. in Philosophy from St. Anthony Friary in Hudson, NH, and later an M.S. in Theology from St. Mary Immaculate Friary in Garrison, NY. In 1966 Ed was ordained to the Catholic priesthood at Sacred Heart Church in Yonkers, NY. He spent most of his priesthood ministering in the western Pacific islands of Guam and Saipan.

In the later 1970s Ed changed course, choosing to pursue a secular life, first in California and later in Maine. Ed loved to fall in love and was blessed with marriages to three special women, all of whom can vouch for his charm and tenderness as well as his more impossible contours. Ed and his third wife, Carol Schoneberg, enjoyed attending Meeting for Worship together, but once again, Ed returned to his status as a single man towards the end of his life.

In Cape Elizabeth and throughout Greater Portland, Ed worked for decades as a landscape gardener, arborist, and creator of “beautiful vistas.” He was a keeper of bees, as well as a botanist, scholar of philosophy and religion, pontificator of politics, flower distributor, opera lover, Friend, and friend to many humans and to all animals, including the woodchuck who is a permanent resident at PFM, perhaps due to Ed’s friendship. Ed taught horticulture and philosophy at Southern Maine Community College, where he was a mentor to many of his students. Although he left the priesthood, he never abandoned his spirituality or religious studies. Two Friends have noted that they had many deep conversations with Ed about spirituality, having a common interest in college teaching of religion and philosophy. These Friends noted that Ed was an avid listener, genuinely interested in their publications, poetry and art; they shared a rare spiritual intimacy with Ed. Another Friend noted how rich was Ed’s sharing during Adult Religious Education classes.

Ed readily found a home at Portland Friends Meeting, and he took on the care of the cemetery and gardens at the Meetinghouse, spending many Sunday afternoons talking with

Friends and making plans for improving the grounds. Ed also served on the cemetery committee for many years. His messages during silent worship often connected with the wonder of nature and the Divine that surround us.

In his own words, Ed was “happy as a lark” when gardening, a kind of work that allowed him to daydream, one of his primary passions. A true Franciscan, Ed loved the natural world more than its human-made-and-financed-counterpart. As “Ye Faithful Gardener,” both the name of his business and the ethos he exuded, Ed found beauty wherever he looked, and he shared that passion with all those he met throughout his life.

He would listen to anyone who had a story to tell, and he had a story for anyone willing to listen. While many facts of Ed’s life are known, much more remains obscured in what his family and friends have come to know as “Edlore”. As his nephew Jonathan has written, “his antics were infamous, his joy infectious, his stubbornness infuriating, and his stories legendary.” His indelible laugh and his sense of wonder mean his absence leaves a great void, which is impossible to fill, except through our memories of Ed. One Friend recalled going to a free rehearsal session of the Portland Symphony Orchestra with Ed and talking about the experience over a glass of red wine at the Press Herald Hotel afterwards. Ed’s enthusiasm for classical music was so great that when the Friend left the conversation for a few minutes, Ed immediately continued talking with others who were at a nearby table. That was Ed, indeed!

Ed Robinson is survived by his five younger siblings: Liz Smith, Richard Robinson, Meg Robinson (Bob Neff), Marty Robinson, and John Robinson (Eva); as well as by his cousin, Sandy MacDonald; foster daughter, April Crocket, and her family; five nieces and nine nephews; as well as many grandnieces, grandnephews, and countless cousins.

Ed was given the “green burial” he desired on Wednesday, April 22, 2020, in the Portland Friends Meeting cemetery. He chose the site with family and Friends just the day before he died, a profound experience for all who were present. He loved the dirt, and to the dirt he was returned – on Earth Day. And on what would have been his 80th birthday, September 12, 2020, Ed’s family held a memorial service for him at Portland Friends Meeting, outside by the cemetery he had long cared for.

Memorial Minute
For
Linda J. Lyman

Linda J Lyman left this world on January 8, 2022 at the Gosnell Memorial Hospice House in Scarborough, Maine. She lived independently until the day she entered the Gosnell House on her own volition. She chose her path to the end, directing when she should be medicated, and died a few days after entering Gosnell House as she had lived—on her own terms with intent and deliberation.

Linda was born on September 25, 1934. She grew up attending Lake Forest Friends Meeting in Lake Forest, Ill. She attended many other Meetings over the years, Bellingham, WA being the last before finding her way to southern Maine and our tiny Meeting.

Over the years she worked at the Pendle Hill Study and Retreat Center, then served as Friend in Residence at Woodbrooke Quaker Study Center. She held a position on the board of Friends Publishing Corporation for nine years, which publishes *Friend's Journal*.

In her lifetime, she garnered a variety of amazing experiences. She marched with Martin Luther King, Jr in the 1960's, striving to enact change with non-violent protests.

She worked with Elizabeth Kubler-Ross, the world-renowned author of "On Death and Dying", a work that pioneered the five stages of grief and death. This work affected Linda's decisions regarding her own end-of-life choices.

Yet it was her experiences in the natural world that elevated her soul and brought her peace. While working as a family mental

health therapist, she would take clients on extended forays into the woods, her favorite being the Boundary Waters of Minnesota. She led people on canoe trips, hiking and learning the ways of nature.

Linda met her life partner, Marty (Meredith) Walton in 1989 and they shared more than 30 years together, leading a rich life of Quakerism and beyond, with family, friends, and in the outdoor world.

They lived in Kennebunk for nearly 10 years, found our tiny meeting and immediately joined our Quaker community. Linda served as our Clerk for 6 years until Marty's health began to decline. Linda was also involved with various town councils involving dogs on the beach, building a coalition between homeowners and dog people. She also worked monitoring the river and beaches with water sampling for contamination.

When she and Marty moved to Springvale, Maine, they began a relationship with the Unitarian/Universalist church of Springvale, while continuing to be involved in our Southern Maine Friends Meeting. Serving the community has always factored into Linda's life.

When Marty became seriously ill, Linda helped her through her end-of-life care with dignity and choice, never leaving her side until the very end.

She lived alone for another 1 ½ years, immersing herself in the woods and creatures around her home, feeding a wide array of birds and critters. Her final days in Springvale were involved in orchestrating their care and feeding.

Her legacy and contributions, both to our Meeting and her extended community will be remembered and revered, as she will be.

Falmouth Quarter, April 16,2022