

**New England Yearly Meeting of the Religious Society of Friends
Permanent Board Minutes
February 21, 2015
Providence Monthly Meeting**

15-01 Opening Worship: Permanent Board met in worship with NEYM Ministry and Counsel, whose meeting had been rescheduled because of snow the previous week.

15-02 Roll Call: The Recording Clerk called the roll:

Present: Virginia Bainbridge, Holly Baldwin, Travis Belcher, Deana Chase, Jacqui Clark, Susan Davies, Jeremiah Dickinson, Hannah Zwirner Forsythe, Christopher Gant, Sarah Gant, Ben Guaraldi, Galen Hamann, Ian Harrington, Jan Hoffman, Nancy Isaacs, Sandy Isaacs, Leanna Kantt, Allan Kohrman, Rebecca Leuchak, Jean McCandless, Bruce Neumann, Suzanna Schell, Sara Smith, Carolyn Stone, Philip Stone, Bill Walkauskas, Donn Weinholtz, Fritz Weiss, Rosemary Zimmermann.

Regrets: Aimee Belanger, Justice Erikson, Rocky Malin, Elias Sánchez-Eppler, Karen Sánchez-Eppler, Patricia Shotwell, Becky Steele, Elizabeth Szatkowski.

Ex-officio: Noah Baker Merrill (Putney, Yearly Meeting Secretary), Robert Murray (Beacon Hill, Clerk of Personnel), Jacqueline Stillwell (Monadnock, Presiding Clerk). Shearman Taber (Beacon Hill, Clerk of Finance).

Visitors: Edward Baker (Westerly, YM Sec Supervisor), Anne deMacy (Providence), Mike Hirtle (Providence), Christopher McCandless (Burlington), Stephen Schwartz (Providence), Kathleen Wooten (Amesbury) Elizabeth Zimmerman (Providence).

15-03 Minutes: We considered and approved the minutes from our November, 2014 meeting.

15-04 Internal nominating: Donn Weinholtz brought the name of Sarah Gant (Beacon Hill) as Permanent Board Clerk, to succeed Holly Baldwin in August, 2015. Friends **approved**, observing that Sarah is grounded, organized, articulate, and funny! Donn also brought the name of Jacqui Clark for Personnel Committee, class of 2017. Friends **approved**. Internal nominating also suggested a name for Recording Clerk, but as concerns were raised about their ability to align a previous commitment with a majority of PB meetings, that name was held over for further consideration.

15-05 Report Format: Bruce presented a template for reports to PB, which he and the clerk had drafted in response to receiving a number of reports which lacked basic information or clarity of purpose. A few suggestions were made. The template will be posted on the PB website, not as a formal guide, but as a reminder of essential qualities of a report.

15-06 Monthly Meeting Relationship: The clerk spoke about our commitment to visit meetings with the hope of building more robust relationships between PB/NEYM and Monthly Meetings. We have heard that this work is harder than expected, in part because many Monthly Meetings have their own schedules set well in advance, and can't readily make space to accommodate an intentional conversation led by a PB member. We also heard that Deana Chase, who had been clerking the ad-hoc group overseeing this project, has resigned. Holly asked for a volunteer to join this work, but none were led. The ad-hoc group, which includes Dulaney Bennet and Carol Savery-Frederick of Finance Committee, Bruce Neumann, Sarah Smith and Holly Baldwin of PB, together with Noah Baker Merrill and Kathleen Wooten, will meet by conference call and consider how to move forward in light of what we have learned. We hope they will be able to appoint a new clerk from within.

15-07 Yearly Meeting Secretary Report: Noah spoke of a growing awareness of the dynamic tension present between being conservative and being progressive, between waiting for God to sort things out, and “doing it ourselves” (attached).
FGC representatives: Noah shared a rising concern that we could be doing more to ensure that our FGC representatives are working more actively both in representing NEYM concerns in FGC governance and in reporting to our yearly meeting.

Priorities Process: Noah presented the current thinking regarding priorities for next year's budget, pointing out that the document will also go to Ministry and Counsel and Coordinating and Advisory (C&A), before being given to finance as a tool for discernment in preparing the 2016 budget. Comments focused mostly on supporting staff as a fundamental priority, one member of personnel committee reminding us that currently staff have to buy their own computers for NEYM work.

Release of Bloody Tenent: Following up on our previous authorization (PB Min 14-97) for Noah and the Archives Committee to explore auction or sale of NEYM's copy of Roger Williams' “The Bloody Tenant,” Noah reported that they have chosen to engage Sotheby's to auction the book. Friends **approved** Noah signing an agreement with Sotheby's, and transporting the book to their New York office.

15-08 Grants: Noah presented several grants for our consideration, following the policy of requesting PB approval for Grants over \$1000.

Grant for Outreach development: Noah asked for PB approval for an application Beth Collea would like to submit to the Obadiah Brown Benevolent Fund to support the evolution of establishing supports for MM outreach. Friends **approved**.

Joint grant with NYYM: Noah asked for pre-approval for submitting a joint grant proposal, with NYYM, to the Shoemaker fund. While the details have not been finalized, Noah and the General Secretary of NYYM hope for funding for multi-year staff positions to support “continuing to develop best practices in

supporting vibrant meetings.” Noah points out that the collaboration is based in part on sharing knowledge and experience between the YM’s. Friends **approved**. **Grant from Friends Foundation for the Aging:** Noah reported that this foundation approved a grant to the Aging committee, based only on a letter of intent to file a proposal. The grant of \$8K is intended to support exploration and development of a program, similar to the ARCH program in NYYM, to support MM’s in tending to their aging members. Friends asked whether there would be impact on staff time in administering the additional budget. Friends **approved accepting** the grant, if the administrative impact seems acceptable.

15-09 Mattapoisett Meeting: Noah read a letter from Mattapoisett Meeting requesting a few members of PB to help with discernment of an issue with their meetinghouse. Facing some expensive repairs, they have received an offer of a grant from the town, contingent on signing the property over to the town if and when the meeting should be laid down. Rebecca Leuchak, Ginny Bainbridge, and Shearman Taber offered to be involved. Friends **approved** these names to travel and assist with discernment in Mattapoisett.

15-10 Public Statements: Observing that we have no policy in place, Noah asked for input regarding the possibility of establishing a policy or mechanism to allow the YM Secretary and/or the Presiding Clerk to make public statements in time-sensitive cases where a Quaker voice might be sought and heard. Noah pointed out that there have been several times already in his tenure when he has been approached about signing on to a statement or about speaking for the YM. The advance documents for this meeting include NYYM’s policy for reference. One friend, a long-time member of Peace and Social Concerns, observed that there are many wasted opportunities for Friends to speak collectively and publicly. Friends were **in unity** with moving forward to create a mechanism. Ian Harrington, Sarah Gant, Hannah Zwirner Forsythe, Rosemary Zimmerman, and Galen Hamann offered to work with Noah to create a draft policy about public statements. Ian will convene this group.

15-11 Board of Mangers of Pooled Funds: Holly provided an update (see PB minute 14-108) on discussions with BOM about their divestment policy. Holly and Katherine Fisher (member of Young Adults Friends Climate Working Group) met with BOM in December. They approved updating their policy to align with their practice of not investing in fossil fuels, but as of the last BOM meeting, they have not settled on new language. They intend to work with Katherine on some specific wording. We expect to hear more in the future.

15-12 Minute from Earthcare Ministries: We considered a statement prepared jointly by several Quaker bodies in anticipation of the 2014 UN Climate summit (attached). Earthcare forwarded the statement with the request that we consider signing on behalf of NEYM. While some Friends voiced the opinion that this is an opportunity for our voice to be heard in the world (see 15-10 above), others felt the larger value is in the seasoning of a minute through monthly and

quarterly meetings. We found that we were not in unity with signing the statement, but **approved** forwarding the statement, along with Earthcare's letter introducing the statement, to Monthly Meetings. Holly will convey our sympathy for the statement, with our desire that the movement comes from Monthly Meetings.

15-13 Treasurer's Report: Ben reminded Friends that he will be resigning as of Sessions 2015, and we are still searching for his replacement. He reported that the books have been closed on fiscal year 2014, with a deficit of \$14,250, compared to the budgeted deficit of \$49K. Factors include increased income, and raising more in Sessions fees. Friends retroactively **approved** overspending of the Sessions budget and an overage of publications.

15-14 Long-term Financial Planning: Chris Gant, clerk of this committee, shared that while they are charged with a longer-term view of how NEYM might balance income and expenses, they have found it difficult to proceed without clearly discerned goals of the yearly meeting. Their sense is that long-term *financial* planning should be in support of *organizational* planning. They are requesting a change in their charge to include considering the vision and goals of the Yearly Meeting. They expect that working with Structural Review and Legacy Gift Committees, together with the reports from previous bodies who have considered the structure and condition of the YM, will inform this work. We understand that the product of this work will be a first iteration of what will likely be a longer discernment.

15-15 Presiding Clerk Report: Jackie reported for C&A that the need for long-term goals for the YM has come up in several situations, most notably from LTFPC (minute 15-14). C&A convened a meeting with the clerks of Structural review, Legacy Gift, and LTFPC, to develop a clearer sense of how these committees might share insight and consult on areas where their work coincides and overlaps. If discerning goals or vision does not "belong" with Financial Planning or Structural review, we acknowledge that this is where the need for a vision has come up most clearly. For C&A, Jackie presented a recommendation that we approve the following revised charge for LTFPC:

Grounded in the past discernment of the Yearly Meeting, and in collaboration with Structural Review and Legacy Gift Committees, the LTFPC will draft a vision of, and articulate specific priorities for, the work that we as a Yearly Meeting are called to do. The Committee will present the past discernment, the vision, and a long-term financial plan to enable the Yearly Meeting to accomplish that vision as well as bring our income and expenditures into balance.

C&A also requests that Structural Review appoint one of its members to LTFPC. Friends pointed out that this work at identifying goals should be on-going work, indeed we can only expect the work of LRFPC to bring a preliminary vision, upon

which they will make a first attempt at projecting a balance of income and expenses. Friends **approved** both C&A recommendations

Sessions: We heard that Peterson Toscano will be giving the Bible Half Hours, and that the Coffeehouse will be our Tuesday evening entertainment, instead of its usual late-night time. Afternoon Opportunities will continue, signups will be available in the spring. Because of a large event in the town of Castleton on Saturday, Friends will be encouraged to arrive on Friday night, leaving more time on Saturday for worship, fellowship, and play.

Memorial Minutes: Jackie presented the current thinking about presenting Memorial Minutes at sessions, developed thorough reflections by PB, M&C, Sessions, and the clerks table.

- All memorial minutes forwarded by PB will be printed in a booklet, with photos if possible
- A Memorial Meeting will be set aside, for which M&C would have oversight
- The printed memorial minutes will be made available to the clerks table, so that excerpts may be read, in the same manner as some Epistles are read.
- Minutes should receive minimal editing by PB, to ensure correctness and state YM participation if they were involved at the YM level.

Jackie also mentioned that Sessions Committee is considering devoting a portion of Sunday morning worship to memorial minutes.

15-16 Memorial Minute for John Kellam: Carolyn Stone reported for the group appointed in September to consider “how the minute might be presented [at Sessions] and what supports might be put in place for those who might be distressed” (PB Min 14-90). The group was in unity that the minute be shared at Sessions. They recommend that if it is read on the floor, there should be warnings, perhaps with a preamble explaining why we are sharing it, given that some people may have visceral responses. They also advise that there not be open worship afterwards, out of concern that responses might be reactionary, not grounded ministry. They would ask M&C to have a roster of Friends ready to help individuals with a difficult response. A few Friends voiced the opinion that we may be doing too much to protect survivors: if you face hard truth, transformation is possible.

Holly read the following Minute approved earlier in the day by Ministry and Counsel, offering their sense that John Kellam's Minute (attached) should be shared at the same time as other Memorial Minutes, and that the Minute should be accompanied by the Providence Minute Acknowledging Our failures and Committing Ourselves to Truth (attached).

M&C Minute 2015-02-06 Planning for Sessions 2016- Consideration of John Kellam's Memorial Minute

We are clear that the minute be shared at the same time as the rest of the memorial minutes, and that the minute be accompanied by the minute from Providence Meeting, to help give context. We see that while most memorial minutes are a witness to the life of a particular Friend, these minutes offer us the opportunity to share in the witness of a Meeting as well.

Friends **approved** sending both John Kellam's Memorial Minute and the accompanying minute from Providence Meeting to Sessions. Friends also **approved** forwarding the report from this Permanent Board ad-hoc group to Sessions Committee and Ministry and Counsel, who will have oversight of the Memorial Meeting. Jean McCandless and Carolyn Stone offered some oversight to the interaction of PB, M&C, and Sessions Committee in carrying out these decisions, and to make sure other recommendations in the ad-hoc group's report (attached) are included in discussions.

15-17 Personnel Committee: Bob Murray informed us that the Personnel Committee will be undertaking a review of the Personnel Policy Manual, hoping to ensure that the Manual is consistent with who we are and what we are doing. In particular they expect to consider open-ended staff appointments, where the current practice is year by year. Anyone with thoughts on this subject is encouraged to speak with Bob or other members of Personnel Committee.

15-18 Request from Camp Committee: We have received a request from the Camp Committee for assistance in forming a search committee for a new camp director, as Nat Shed expects to step down in the fall of 2016. Donn Weinholtz (Internal nominating), Bob Murray (Personnel), and Holly Baldwin (PB Clerk), will work together to find suitable and willing individuals. They welcome offers and ideas. A proposed Search Committee will come to PB for approval.

15-19 Finance Committee: Shearman Taber brought a proposed policy regarding Check Signers:

Four individuals should be authorized as signers of checks for the Yearly Meeting. The signers shall include:

- *Treasurer*
- *Yearly Meeting Secretary*
- *Assistant Treasurer,*
- *and the most appropriate person or persons of the following:*
 - *The Presiding Clerk of the Yearly Meeting,*
 - *The Clerk of Permanent Board,*
 - *A recent Treasurer of the Yearly Meeting,*
 - *In extreme circumstances, the holder of a position normally appointed by the Yearly Meeting in Sessions who has familiarity with its finances and is an active member of a monthly meeting which is part of New England Yearly Meeting.*

Finance Committee will nominate check signers for the Yearly Meeting's authorization. Check signers' authorizations must be renewed annually.

One of the functions of a signer is to verify that an expense is within the limits of the budget. To that end a signer should be familiar with the general spending patterns of the Yearly Meeting, and verify any unusual expense prior to signing a check.

In order to maintain ongoing oversight of the accounts of the Yearly Meeting, the primary individual responsible for writing the checks and entering them into the accounts shall not be an authorized signer of the checks. We recognize that in extreme circumstances a signer may also be writing a check. In such an event, the Clerk of Finance Committee and all other check signers must be notified as soon as possible.

Anyone responsible for bookkeeping (including the Accounts Manager) and anyone with the individual authority to allow budgetary overages (specifically the Clerk of the Finance Committee) cannot be an account signer.

Friends **approved** this policy.

15-20 Finance Committee: Shearman also presented a policy regarding Bank Transfers:

Bank transfers and other electronic transfers of funds must be authorized in writing by authorized check signers. Written documentation of authorization for transfers, including authorization by two check signers for transfers of over \$5,000, will be maintained to correspond with the policy for checks. Recurring transfers, such as payroll and health insurance, may continue once they are authorized until the end of the fiscal year.

Friends also **approved** this policy.

15-21 Travel minutes: The Clerk presented, for our consideration, a travel minute for Len Cadwallader, for travel among Latin American Friends. Friends **approved** the Clerk endorsing this minute. The Clerk also presented a minute for Reb McKenzie, for travel encouraging Earthcare Stewardship. Friends **approved** the clerk endorsing this minute.

15-22 Memorial Minutes: Friends settled into worship and heard memorial minutes for Hal Burnham and Richard Wood. On consideration, Friends **approved** forwarding both Memorial Minutes to Sessions.

15-23 Closing worship: Friends closed in worship, purposing to meet again May 9, 2015, at Storrs Friends Meeting.



Holly Baldwin, clerk

Bruce Neumann, recording clerk

**New England Yearly Meeting of the Religious Society of Friends
Permanent Board Minutes
November 15, 2014
Monadnock Quaker Meeting**

14-100 Opening Worship: Friends from Permanent Board gathered for worship at Monadnock Quaker Meeting.

14-101 Roll Call: The Recording Clerk called the roll:

Present: Virginia Bainbridge, Holly Baldwin, Travis Belcher, Deana Chase, Jacqui Clark, Susan Davies, Jeremiah Dickinson, Justice Erikson, Hannah Zwirner Forsythe, Christopher Gant, Sarah Gant, Ben Guaraldi, Galen Hamann, Ian Harrington, Jan Hoffman, Nancy Isaacs, Sandy Isaacs, Leanna Kantt, Rebecca Leuchak, Jean McCandless, Bruce Neumann, Suzanna Schell, Sara Smith, Becky Steele, Philip Stone, Bill Walkauskas, Donn Weinholtz, Fritz Weiss, Rosemary Zimmermann.

Regrets: Aimee Belanger, Allan Kohrman, Rocky Malin, Elias Sánchez-Eppler, Karen Sánchez-Eppler, Patricia Shotwell, Carolyn Stone, Elizabeth Szatkowski.

Ex-officio: Noah Baker Merrill (Putney, Yearly Meeting Secretary), Robert Murray (Beacon Hill, Clerk of Personnel), Jacqueline Stillwell (Monadnock, Presiding Clerk). Shearman Taber (Beacon Hill, Clerk of Finance).

Visitors: Chris Andres (Putney), Edward Baker (Westerly, YM Sec Supervisor), Katherine Fisher (Beacon Hill), Betsy Kantt (Fresh Pond), Nancy Lloyd (Monadnock), Christopher McCandless (Burlington), Kathleen Wooten (Amesbury).

14-102 Minutes: We considered the minutes from our September meeting. With minor changes, the minutes were **approved**.

14-103 Yearly Meeting Secretary Report: Noah spoke with a sense of relief, that after two years of great change, including starting a new job himself, overseeing major website and database changes, and some staff reorganization, he feels like he's getting out of the business of "putting out fires" and able to consider how to "help the water flow more freely."

With some sense of disbelief he reports that, with termination of the state unemployment claim (PB min.14-50), we are finished with the closure of the New England Friends Home. The one small piece of work is to close the account with the MA State Department of Unemployment.

We heard that the staff transitions (PB min.14-94) are going well, and that the entire staff had a retreat this fall. Beth Collea (Religious Education and Outreach Coordinator) is working on a pilot project to develop Outreach strategies and materials. She expects to engage 3 meetings in this project.

Growing out of a concern for how young adult friends are supported and integrated with Monthly Meetings, Noah and Nia Thomas (Young Friends/Young

Adult Friends Coordinator) are planning a consultation on “Engaging Young Adults.” This will be a time of listening, not decision making, and is not just for YAFs, but for all who are concerned with the nurture of gifts.

The clerk thanked Noah and requested that our appreciation of all the staff be communicated.

14-104 The Future of the Student Loan Fund: Ian Harrington spoke for the working group appointed at our September Meeting to continue discernment about the Student Loan fund. He described their preliminary proposal (see reference documents) which would be to give \$2000 grants to members of monthly meetings, or children of members, working towards a college degree. Grants would be awarded on an annual basis for all who qualify, as long as the funds are available. While the applicants need not be members of a meeting in NEYM, they should have sufficient relationship in New England to receive a recommendation from the clerk of that meeting.

Reflecting on the proposal, Friends expressed some concern about limiting the grants to degree programs only, cautioning that this may be unintended classism at work.

Others spoke about the membership requirement, some reminding us that membership can be a complicated matter for a young adult, others reiterating that membership is a key element of being a committed Quaker.

We also heard concerns about exhausting this pool of money in a few years – “what does it say to spend down this fund without a vision for the future?”

Friends wondered if it would be possible to refresh this pool for future students’ benefit.

The Ad-hoc group will take our input into consideration for a revised proposal, which the clerk hopes will also include suggestions on how a granting committee would be formed, and will be accompanied by suggestions on how to consider current outstanding loans.

14-105 Presiding Clerk Report: Jackie shared, from Sessions Committee, that next year’s theme will be “Living into Covenant Community,” with exploration of such questions as “How do I contribute to community? How am I a member of my Covenant Community? How are we faithful together?” The plenary, rather than being a single speaker, will be a panel, speaking about covenant community. We heard that Lisa Graustein has agreed to clerk the Structural Review Committee, taking over that responsibility from Janet Hough.

Jackie informed us that the Yearly Meeting Supervisor transition is taking place, from Fritz Weiss to Edward Baker, as Fritz has been named Rising Clerk of the Yearly Meeting.

We also heard that C&A has been considering how we might institute a process for defining non-financial goals. They hope to bring a recommendation to a future PB Meeting (See also 14-112, below).

The clerk’s table has been considering how we might hear memorial minutes.

Recent years have shown some tension between accomplishing agenda and making space to hear memorial minutes and celebrate the lives they represent.

Jackie brought us the question: “Are we listening to memorial minutes at Sessions to hear and reflect on a life well lived, or are we having a mini-memorial meeting?” A few Friends reflected on the value for business meeting of sharing the gifts God has bestowed upon our community. Other felt that the short time allowed is not enough for reflection, and suggested that we gain a broader sense of the sweep of history during a meeting appointed solely for hearing memorial minutes. Still others suggested allowing the clerk’s table the freedom to choose a few minutes to be read during business meeting, and others to be shared during a memorial meeting. All minutes forwarded by PB would be printed in a memorial minute book, but not all would be heard. We understand that M&C and Sessions committee have also been considering this question, which ultimately is not PB’s responsibility to decide.

14-106 Personnel Committee: Bob Murray presented a request from Personnel Committee, that we form an ad-hoc committee to seek funding sources of \$6000 for Executive Coaching for the YM Secretary. The coaching was suggested by the Search Committee on recommending Noah for the position, and although Permanent Board appointed Friends to seek funding at that time, this work has not been done.

Friends expressed dismay that this support had not yet been fulfilled, and wondered if there was a way to use existing NEYM funds.

While we have the authority to spend from Board-designated funds and from the Revolving accounts, the Treasurer recommended that we authorize overspending of the staff development (currently \$2000) line in our budget.

Friends **approved** authorizing the Treasurer to overspend line 5060 Staff Development by \$6000, and by implication the line 5000 staff budget and the overall budget. We direct the YM Secretary and the YM Secretary Supervisor to use these funds during FY2015 for executive coaching or similar support for the Yearly Meeting Secretary.

14-107 Memorial Minutes: During worship after lunch, we heard memorial minutes for Beth Cheadle and Jean Kinney. In considering whether to forward these minutes, we returned briefly to the previous discussion regarding how Memorial minutes are presented at Sessions. We **approved** forwarding both minutes, with no guidance on whether to read them.

14-108 Request from the Pooled Funds: We considered a request from the Board of Managers of the Pooled Funds (BOM), to offer input on their policies regarding investments in industries related to fossil fuel production. (See related docs). We understand that they have a practice, but not a policy, of *not* investing in refining, extraction/production, or transportation of fossil fuels. They point out, however that drawing a line on what they can and cannot invest in is challenging, as fossil fuels are widely integrated into our lives. The BOM also provided a link to the [Global Investor Statement on Climate Change](#) for our consideration.

Katherine Fisher, a member of Young Adult Friends Climate Working Group (YAFCWG), suggested three possible responses to the BOM request:

- Sign on to the Global Investor Statement, which does not give specifics.
- Write a statement of policy, based on our recent practice. We are already divested from producers of fossil fuel, and have been for some time. After formalizing this, we should have a celebration and a press release! Other organizations have been in the news for less significant divestment than we currently practice.
- Consider a policy which would divest even further, e.g. from businesses whose technologies help the fossil fuel industry.

Recognizing that we have no official oversight of BOM, Friends were generally encouraging, at a minimum, to make the practice into policy. We found ourselves less encouraging about signing the Investor Statement which, while recommending divestment, seems to have a financial rather than a spiritual perspective.

Friends were interested in exploring further refinements to the policy, wondering if we might make the policy more aspirational.

Holly Baldwin and Ian Harrington offered to meet with YAFCWG and the BOM, perhaps drawing in other interested friends, to continue this exploration.

14-109 Proposal for funding Faith and Practice: Jan Hoffman, clerk of Faith and Practice Revision Committee, brought our attention to a joint request from F&P and Publishing and Communications Committee(Pub/Comm), for permission to apply for a grant from Obadiah Brown Benevolent fund. PB policy stipulates that applications for grants in excess of \$1000 should be approved by PB. F&P and Pub/Comm intend to request a grant for \$9148 to help replenish the F&P Board Designated fund (PB minute 14-52) and to fund a large-print version of the interim Faith and Practice Friends **approved** this grant proposal.

14-110 Treasurer's report: Ben Guaraldi began his report with good news: an expected deficit of \$49k ended up only \$14K. He noted that the proceeds from the Alice Needham fund, split in recent memory between Cambridge Friends School(CFS) and the Meeting School (TMS), was given entirely to CFS this year, with the closure of TMS. This will continue to be our practice, until the Treasurer receives different direction from Permanent Board. Jacqueline Stillwell and Jean McCandless offered to consider whether this money might be split with the Friends School of Portland.

14-111 Finance Committee Request: Shearman Taber presented a minute from the Finance Committee, requesting that PB undertake a compilation of Yearly meeting policies and procedures, including methods for tracking changes and making them widely available. On several occasions we have become aware that we rely to heavily on all-too-fallible institutional memory. Jan Hoffman, Shearman Taber, and Becky Steele offered to work with the YM Secretary and the NEYM Office Manger on this project. We refrained from setting a timetable.

14-112 Development Committee: Sara Smith spoke with enthusiasm about the Development Committee retreat with Jennie Isbell. Among other things they saw that both money and lack of money can be a burden, and that people don't tend to support an unmet need, they support a *plan* to meet that need. The Development Committee is hoping to get 100% of NEYM Committee members to contribute. They are also considering putting together a program: "Healing your relationship with money."

14-113 Long term Financial Planning: Ben Guaraldi spoke on behalf of this group which was established at our last meeting (PB Minute 14-89). The current makeup of the group is: Ginny Bainbridge (PB), Becky Steele (PB), Ralph Gentile (Finance), Shearman Taber (Finance), Deana Chase (M&C), Brad Bussiere-Nichols (M&C), Sara Smith (Development), Chris Gant (Personnel), Holly Baldwin (PB Clerk, ex officio), Ben Guaraldi (Treasurer, ex officio and convenor), Noah Baker Merrill (YM Sec, ex officio). To date they have met only by phone, but they have set a meeting schedule, noting with irony that they have only a short period of time to wrestle with long-term goals. We have requested that an initial report be ready by the Jan 31. Committee Day. They hope to set targets for individual and MM giving, consider acceptable deficit levels, establish goals, and create metrics for how we (NEYM) are doing against those goals. Of particular concern to this Committee is that the YM has not named spiritual/practical goals, which would provide a context and reference for financial goals. They expect to wrestle with this, and will name their assumptions as part of their report.

14-114 Strengthening Relationships with MM: Deana Chase reported that a number of Friends are working to arrange dates to visit MM's to shepherd a conversation about the Yearly meeting, what it does, and how that MM sees its relationship with the YM. Kathleen Wooten, NEYM Events Coordinator, is helping to coordinate this work. Pointing out that there were a number of meetings, on an initial list, which had not yet been assigned Deana drew out offers from PB Friends to engage in this work. We were reminded that this will be on-going work: we intend to visit many more meetings, and we recognize that building relationships requires much more than showing up once.

14-115 Internal Nominating: Donn Weinholtz shared that Internal Nominating has extended invitations to individuals for both clerk and recording clerk for Permanent Board. These Friends are discerning way forward. Donn presented the following names for our consideration:

- Elizabeth Szatkowski (Portland), Personnel Committee, class of 2017
- Brad Bussiere-Nichols (Portland) Friends Camp Nominating
- Mary Knowlton (Orono) Friends Camp Nominating

Friends **approved** these names, as well as allowing C&A to approve one final name for Friends Camp Nominating.

14-116 Yearly Meeting Nominating: Christopher McCandless presented a number of names for Yearly Meeting Committees, pointing out that both Youth Ministries and Legacy Gift are newly formed committees, being populated in their entirety:

- Aging Committee
 - Lori Martin (New Haven), 2017
- Archives Committee
 - Clarence Burley (Worcester) 2016
- Earthcare Committee
 - Neil Blanchard (Framingham) 2015
 - Paul Klinkman (Smithfield) 2016
 - David Legg (Worcester) 2017
- Finance
 - Roland Stern (Wellesley) 2015
- Peace and Social Concerns
 - Philip Mayer (Smithfield) 2017
 - Diane Dicranian (Farmington) 2017
 - James Varner (Orono) 2017
- Youth Ministries
 - Nina Fischer (Fresh Pond) 2015
 - Susan Bainbridge (New London) 2016
 - Douglas Lippincott (Framingham) 2016
 - Michael Anderson (New haven) 2017
 - Adam Kohrman (Beacon Hill) 21017
 - Mary Knowlton (Orono) 2017
- Legacy Gift
 - Eleanor Cappa (Monadnock) 2015
 - Suzanna Schell (Beacon Hill) 2015
 - Sarah Gant (Beacon Hill) 2016
 - Jonah McKenna-Moss (Beacon Hill) 2016
 - Jean McCandless (Burlington) 2017
 - Pat Wallace (New Haven) 2017
 - Dorothy Zug (Monadnock) 2017

Friends **approved** these names.

14-117 Letters of Introduction: The clerk advised us that she had received two letters of introduction for Benigno Sanchez-Eppler's travel to Cuba. Friends **approved** the clerk endorsing these letters.

14-118 Closing worship: Observing that we have been encountering many challenges from our past mistakes, ways we haven't done well in the past, the clerk expressed hope that we are moving into the future that God intends for us. We closed in worship, intending to meet again on February 21, 2015.

Holly Baldwin, clerk

Bruce Neumann, recording clerk

Internal Nominating Committee Report to Permanent Board Feb 2015

Clerk: Holly Baldwin 2012 – 2015

Recording Clerk : Bruce Neumann 2012-2015

(Sarah Gant -2015-2018)

2015	2016	2017	2018	2019
Aimee Belanger Ben Guaraldi Galen Hamman Jan Hoffman Rebecca Leuchak Patsy Shotwell Rosemary Zimmerman	#Sarah Gant #Sandy Isaacs Bruce Neumann Elias Sanchez-Eppler Fritz Weiss Nancy Isaacs Elizabeth Szakowski	Holly Baldwin #Suzanna Schell Sara Smith Karen Sanchez-Eppler Travis Belcher Hannah Zwirner	Susan Davies # Donn Weinholtz Jean McCandless Rebecca Steele Jeremiah Dickinson Rocky Malin Leanna Kantt Justice Erikson	Jackie Clark Ian Harrington Chris Gant Ginny Bainbridge Bill Walkauskas Philip Stone #Deanna Chase #Carolyn Stone #Allan Kohrman

in second term (can't be reappointed)

* filling out term – can be reappointed 2 entire terms

Sub Committee	2015	2016	2017	2018
Clerks Nominating	Christopher McCandless Rosemary Zimmerman	Allan Kohrman Ben Guaraldi	Fran Brokaw +Benigno Sanchez- Eppler	
Personnel	+Judith Shea (re-signed -vacancy) Carolyn Stone	Rebecca Leuchak Jan Hoffman Bob Murray Edward Baker	Chris Gant Jackie Clark Elizabeth Szakowski	
Internal Nominating	Donn Weinholtz Sarah Sue Pennell	Patsy Shotwell Carolyn Stone	Susan Davies	# Donn Weinholtz + # Sarah Sue Pennell
YM Nominating at Large	Nancy Isaacs Connie Kincaid-Brown	Rhoda Mowry Virginia Bainbridge Eileen Cummings (resigned-vacancy)	+ Sara Sue Pennell Richard Ristow Leslie Umans	
NEYM Secretary Supervisor		Edward Baker		

Bold = Submitted for Permanent Board Approval

+ = not on Permanent Board

in second term (can't be reappointed)

Friends Camp Nominating: Brad Bussiere-Nichols, Mary Knowlton (2015 – 2016)

**Report (or Request, or Proposal) to Permanent Board
From the Ad-hoc Committee on Report Format
December 25, 2014**

(Header) Please include basic information in the header both for the current reader and anyone who is looking back at this document months or years later.

(Purpose) The Ad-hoc Committee on Report formatting would like to submit a template for report writing to ensure that future reports contain essential information, are clearly laid out for the reader, and will make sense to those not familiar with the background.

(Background) We have from time to time received reports, which were unclear what action was requested, assumed the reader was familiar with some background information, or failed to have clear information in the header,

(Policy) If there is a PB or YM policy which affects this report/request, please name the policy, where it can be found, and a summary of the policy.

(Action) If you are requesting a decision or policy statement from PB, please state it clearly. **Consider putting the heart of the request in Boldface.** If this is just an interim report, that would be stated in (purpose), but at the conclusion of the report you may wish to indicate your expectations of future reports/requests for action.

(Attachments) If you are attaching any supporting materials, please name them.

(Signature) Please identify the writer of the report if it is one person, and the whole group who were involved in discernment. If it is a large, on-going group, the report can be submitted by an individual “on behalf of xxxxx”

To: NEYM Permanent Board, meeting on 2/21/2015
From: Noah Merrill, Yearly Meeting Secretary

Dear Friends,

Along with the snow, the first weeks of 2015 have brought a “blizzard” of energizing work. What follows are some highlights and key matters for your attention.

Long term planning: Focus to guide finances, structure and ministries

In the last two months I have seen what I believe are hopeful signs for the overall health and work of our yearly meeting in an increasingly shared recognition of the need to affirm clear priorities for our ministries. My hope is that the Permanent Board will be able to provide guidance as we seek to further integrate our financial, structural and programmatic efforts to follow the Life at work among Friends in New England. You will see relevant reports and proposals in the advance documents.

Friends General Conference Spiritual Deepening Consultation

With several other Friends from our yearly meeting (Debbie Humphries, Jackie Stillwell, Fritz Weiss, Honor Woodrow, Holly Baldwin, Steve Chase, Sadie Forsythe, Jonathan Vogel-Borne), I attended a weekend consultation to support FGC’s efforts to develop a “spiritual deepening” program. This program, which FGC hopes to pilot this spring, offers significant promise in providing online tools and opportunities for learning for newcomers and local meetings.

The weekend did further highlight an awareness I have held for some time. I am increasingly concerned that we as NEYM be more intentional in selecting, preparing, and communicating our needs and priorities to Friends we send as representatives to FGC. FGC is an association of liberal, primarily unprogrammed yearly meetings in the U.S. and Canada. There is currently little ongoing communication between our yearly meeting and the governance of FGC, despite our significant financial support, the strong involvement in FGC of many Friends from New England, and the important role of FGC in the wider communities of Friends in North America. I believe NEYM has many gifts to share, and that there are possibilities for mutual collaboration between NEYM and the organization of FGC if we can improve communication and shared understanding.

Priorities Process for FY2016

The Priorities Process for the coming budget year has begun. As many Friends are aware, this process (in contrast to the Long Term Financial Planning Committee’s work) is intended to provide an incremental budgeting tool to guide the Finance Committee in evaluating the relative importance of relatively minor adjustments to the annual operating budget. A copy of the most recent draft can be found in the PB advance documents for this meeting. I look forward to any feedback or input Permanent Board may offer to inform this process.

Professional Development for NEYM Secretary

Consistent with the direction of Permanent Board and with support from Coordinating & Advisory, in the week prior to our meeting I am scheduled to attend a weeklong denominational leadership seminar sponsored by Duke Divinity School. The preparation for this short course included a survey assessing perceptions and effectiveness of my

leadership. This survey has been completed by 25 Friends in a variety of roles in NEYM, including direct reports, supervisors, and others familiar with my work. I look forward to the executive coaching sessions that will be a part of the program. My supervisor and I see this as a first step in continued professional development supporting my work with NEYM. Our next step is to engage an ongoing executive coach, as agreed.

Policy on Time-Sensitive Public Statements

In the last two years, several cases (e.g. the Boston Marathon bombing) have arisen in which I have been called upon to make a public statement or support a course of advocacy on behalf of New England Friends. The Yearly Meeting Secretary's current job description does affirm my responsibility to represent the Yearly Meeting as appropriate, but no further guidance is given. Coordinating & Advisory has hesitated to take such action, recognizing that NEYM has no policy on who has authority to speak for the yearly meeting in cases such as this, and what process should be followed. The result of this is that at times NEYM is unable to offer testimony, or take specific actions such as signing on to letters to public officials, in a timely manner even in cases where Friends' historical discernment and witness is clear.

Having heard from many Friends a desire that NEYM Quakers' voice might be clearer and more influential in relation to the challenges in our wider world, I have consulted with other yearly meetings to learn what process or policy, if any, is in place to facilitate timely statements of this kind. The advance documents for this meeting contain a tested policy and background information from New York Yearly Meeting, which empowers the clerk and general secretary to make statements or take such time-sensitive action as they are led in the interest of Friends. I am not asking for action by Permanent Board at this meeting, but hope that Friends will begin to consider this matter and seek how we are led to proceed.

Outreach – a growing ministry

As of January 2015, with funding from OBBF and Salem Quarterly Meeting, NEYM Religious Education & Outreach Coordinator Beth Collea has launched our Quaker Outreach Pilot Project. An update from Beth on developments so far can be found in the advance documents for this meeting.

Report from the Consultation on Young Adult Ministries

Despite a snowstorm, the Consultation on Young Adult Ministries took place as planned at Moses Brown School in Providence on January 24. More than half of the nearly 70 registered participants were able to attend, roughly half of these under 35 and half over 35. Young Friends and Young Adult Friends Coordinator Nia Thomas, working with me and the leadership team for the Consultation, is preparing a report on lessons learned to inform our on-going discernment of how we can welcome, support, and encourage participation by younger adults in all aspects and levels of our faith community. When finalized, the report will be circulated to all local and quarterly meetings, YM committee clerks, and to Ministry & Counsel and Permanent Board. I hope we will find ways to incorporate insights gleaned from this event into our overall planning regarding priorities and the ministry of the yearly meeting.

Archives

Following the circulation of the draft Request for Proposals (RFP) for a new home for the NEYM Archives to all monthly and quarterly meetings with requests for input, the Archives Committee finalized the RFP and staff distributed it to 12 prospective host institutions. We have begun to receive clarifying questions, and there has been strong interest from several parties. The Committee has laid out what they believe is an ambitious but achievable timeline for the receipt and consideration of proposals, and hopes God willing to bring their two best options to Permanent Board for seasoning in May prior to the preparation of Advance Documents and the agenda for NEYM Sessions 2015.

Auction of “The Bloody Tenent of Persecution, For Cause of Conscience”

The Archives Committee has reviewed the offers we have received from several auction houses, and has minuted its approval for us to proceed with selling the book through Sotheby’s. I concur with this recommendation, and have notified Sotheby’s of our intention to proceed with the sale. The next step is to sign a contract and hand deliver the book to Sotheby’s in New York City so that the cataloguing and advertising process can begin. After consulting with the clerk of Permanent Board, and given the value of the book to be auctioned, I am requesting that Permanent Board explicitly minute its authorization for me to hand deliver and sign the auction consignment contract with Sotheby’s on behalf of the Yearly Meeting. I will keep the Permanent Board informed of developments.

We Need a Treasurer

With six months until our current Treasurer concludes his service, we are still without a rising Treasurer or Assistant Treasurer. Finance Committee has been working on this for more than a year without success. This essential volunteer leadership role has been pivotal in our work since I began serving as Secretary, and I am concerned that without a well-qualified Friend who is a good fit in this role, and who has sufficient time to learn the complicated tasks the position requires, the weight of these significant responsibilities could fall through the cracks, further burdening overextended staff and losing the important oversight and reporting functions the Treasurer provides. I hope we will make supporting Finance Committee in identifying someone to serve in this position a priority.

Coordination of grant proposals and funding

As we discussed at the last PB meeting, our current policy on grants is under review by the Policy Subcommittee of the Finance Committee. The current policy dates from the early 1990s, prior to the creation of a more integrated staffing structure that could support better coordination among the various constituencies of NEYM. For the time being, we have asked that all bodies of the yearly meeting interested in applying for grant funding inform the yearly meeting secretary, to ensure adequate communication and oversight.

Until that policy is changed, we are endeavouring to abide by the current policy:

***PB 8/3/91 #15** Yearly Meeting committees, individual committee members, or yearly Meeting staff wishing to apply for a grant in support of the ongoing work of a Yearly Meeting committee or of a Yearly Meeting staff person, or to apply for a grant to initiate new work of such a committee or Yearly meeting staff person, should prepare the grant*

application in consultation with the Yearly Meeting Finance Committee. Any application for a grant of \$1000 or more must have the approval of the Yearly meeting in session or of the Permanent Board, and carry a written endorsement by the Clerk of the Yearly Meeting or by the Clerk of the Permanent Board before it is submitted. These restrictions shall not apply to the committees of the Yearly Meeting which are authorized from time to time to make general appeals directly to members of the Yearly Meeting. If any grant application involves the hiring of or contracting with additional personnel, approval and written endorsement by the clerk of the Personnel committee must be obtained.

Several grant proposals are currently in varying stages of development:

- FWCC Committee of NEYM has submitted a proposal to Obadiah Brown's Benevolent Fund (OBBF) to continue the work of disseminating the *jugar llenos de fe / Faith and Play* curriculum among Latin American Friends. Because our current policy on grants permits FWCC Committee to fundraise independently, their proposal does not need to be approved by Permanent Board. As requested, they have included me in the process for informational purposes.
- In keeping with our policy, I have worked with Beth Collea to develop a proposal to OBBF to support graphic design and printing for outreach materials and a conference on "outreach and vital meetings" to be held in New England in the spring of 2016. After consulting with Finance Committee and incorporating suggested changes, I am bringing the proposal to Permanent Board for your discernment and approval so that it can be submitted by OBBF's April 2015 deadline.
- The NEYM Committee on Aging has submitted a letter of intent to the Friends Foundation for the Aging, expressing their interest in submitting a proposal for funding to continue exploration and development of a program modelled on the ARCH (Aging Resources, Consultation and Help) Program currently in place in both New York and Philadelphia Yearly Meetings. This program supports visits to local meetings by trained volunteers providing counsel and accompaniment, both to meetings supporting their eldest members and to the elder Friends themselves. Because Aging Committee is not authorized to raise funds independently, under the current policy any proposal they submit would need to be developed in consultation with Finance Committee and will need approval by the Permanent Board. As of the submission of the letter of intent, the Committee on Aging committed to involving me throughout the process of developing this proposal.

It will be important as this work moves forward for there to be consultation and discernment beyond the Committee on Aging regarding the development of a new ministry of this kind, to ensure appropriate oversight and coordination with the work of the Yearly Meeting as a whole.

Late-breaking Note: As of this writing on 2/13/2015, I have just received word from the Friends Foundation for the Aging that they intend to grant \$8,000 to NEYM to support development of this ministry based solely on the Letter of Intent, without our submitting a formal grant proposal.

- Finally, I am in active consultation at the invitation of the general secretary of New York Yearly Meeting, Christopher Sammond, about the possibility of a joint proposal from our two yearly meetings seeking to share learning and develop best practices on fostering vibrant local meetings through meeting the needs of Friends throughout the cycle of our lives. A further brief concept paper for this emerging prospect is included in the advanced documents. With the support of the clerks of Finance and Personnel Committees and my supervisor, I am requesting that Permanent Board provide advance approval for me to work in consultation with Finance, Personnel and Coordinating & Advisory to develop this proposal and, provided that it seems viable with further exploration, to submit an application to the Shoemaker Fund by their April 15, 2015 deadline.

Request from Mattapoisett Monthly Meeting for guidance on property decision

I have been contacted by Deena Kinsky, the clerk of Mattapoisett Meeting asking for guidance with a property matter. Mattapoisett Friends are seeking funds to renovate their historic meetinghouse. The Town of Mattapoisett has offered to provide the needed funds, slightly less than \$80,000. In exchange, the town is asking that in the event the meeting is laid down, the meetinghouse property would pass to the Town. Since Faith & Practice specifies that all property of local meetings reverts to the Yearly Meeting upon dissolution of a monthly meeting, the clerk of Mattapoisett reached out for input and guidance. Recognizing that the yearly meeting secretary's job description includes managing property matters on behalf of the yearly meeting, and that the Permanent Board has been given authority by Sessions for governance matters relating to the management or sale of real estate, I believe Permanent Board could usefully be involved in this conversation in some way. I am therefore requesting that Permanent Board appoint one or two Friends to join me in meeting with Mattapoisett Friends to support them in their discernment in the next couple of months, providing counsel both on whether to accept this offer and how they might finance the needed renovations.

###

FY2016 - Budget Modification Priorities

Item	Cost	Pri.
Childcare	3,500	1
Close Worcester Office	(7,000)	
Committee Budgets	7,000	3
CPA Review of Books	10,000	4
Office Equip. -A	2,000	2
Office Equip. -B	1,000	4
Conradance	600	2
Professional Training	6,000	3
RE Coord. to Full Time	10,000	3
Staff COLA (1.6%)	5,120	1
YF Presenters	1,500	
YF-RP Training	1,500	2
Program Supplies	1,000	2
Travel	4,000	1
Total	46,220	

Priority	1	2	3	4	5
Cost	12,620	5,100	23,000	11,000	0
Cumulative Cost	12,620	17,720	40,720	51,720	51,720

	FY15	Changes	FY16
Income			
Individuals	125,000	2,500	127,500
Meetings	320,000	6,400	326,400
Other Income	291,500		291,500
Total Income	736,500	8,900	745,400
Expenses			
Priority Items		17,720	17,720
FY2015	780,924		780,924
Total Exp.	780,924	17,720	798,644
Net Income	(44,424)	(8,820)	(53,244)

Include Priority 1 to:	2
Percent Increase in Contributions:	2

A Guide to the FY2016 Annual Priorities Budget Process

Purpose of the Annual Priorities Budget Process:

The purpose of this process is to provide the Finance Committee with the benefit of guidance informed by wider consultation in the preparation of the FY2016 budget. It is intended as an incremental budgeting tool to assist with annual adjustments, rather than a mechanism for broader planning and vision.

Process:

The proposed changes from the FY2016 operating budget are listed with the anticipated dollar amount involved in the change. Each item is given a priority in the range from 1 (Highest) to 5 (Lowest). The Yearly Meeting Secretary presents the list to various committees and other groups which are then asked to review the list and make suggestions about changes in the priorities.

The Finance Committee then looks at the overall budget, reviews the various lines and determines what we can reasonably expect as income and what we expect the costs for the "non-discretionary" expenses will be. An example of a non-discretionary item would be the cost of insurance, which is needed and the amount set outside the Yearly Meeting. That review results in a preliminary draft budget which the Committee can use to determine how much more expenses can be increased. The Committee can then add the items from the Priorities process, beginning with the highest priority items, until the available funds are fully committed.

Tables:

Upper Left: Lists items under consideration, their cost (savings), and tentative priority ranking

Lower Left: Shows the total cost for all of the items listed at each priority level. The bottom line shows the cumulative cost assuming all of the higher priority items are also implemented. Thus cumulative cost for "Priority Level 2" would include all of the Priority 1 & 2 items

Upper Right: Shows the effects of the various changes on a very stripped down version of the budget. The changes in Income reflect a 2% increase in both Contribution categories. Under Expenses the "Priority Items" show the cumulative cost to cover the included priority displayed in the Upper Left.

List of Items¹:

Childcare: To provide childcare at NEYM events including M&C, PB, Sessions, and Committee Days

~~**Close Worcester Office:** To close the Worcester office and have all staff work from home~~

Committee Budgets: Expected increase in the budget total for all committees.

CPA Review of Books: Hire a CPA to review the books and recommend improvements to our accounting processes and procedures.

Office Equipment (A&B): Two possible levels of support to enable the YM to purchase computers and peripherals which are currently provided by staff. This item might become a regular budgeted amount to place in a revolving account.

Contradance: Restore the contradance event to the Sessions program

Professional Development & Training: Provide technical skills training needed by staff to better perform their duties

RE Coord. to Full Time: Increase RE Coordinator's paid time from 4 to 5 days a week

Staff Cost-of-Living Allowance: In keeping with the NEYM Personnel Policy, adjust all staff salaries by the increase in the cost of living according to the Boston Consumer Price Index

~~**Young Friends Presenters:** To pay honoraria for expert presenters to lead programming at YF Retreats~~

Young Friends RP Training: Provide for formal training for Resource People at YF Retreats

Program Supplies: Increase funds available for materials in support of NEYM programs

Travel: To fully fund the Travel Budget line item to bring it in line with the FY2014 actual spending, according to a general YM policy to reimburse individuals for costs related to doing the work of the YM.

¹ Items shown with ~~strike through~~ indicate those initially proposed but removed based on previous input.

Next Steps in Quaker Outreach among New England Friends

Request for Funding from the

Obadiah Brown Benevolent Fund

Expanding our Comprehensive Approach to Quaker Outreach

Contact: Beth Collea, Religious Education & Outreach Coordinator, NEYM
recoord@neym.org - 781-784-3471

Background

New England Yearly Meeting of Friends continues to work at the growing edges of Quaker outreach. Building on successes in recent years, we are intentionally challenging ourselves to extend our scope, widen our welcome and strengthen our skills for integrating newcomers into our communities. We know that a warm welcome is only the first half of our outreach task. We must also guide newcomers toward their own experience of the Light. We are imagining and crafting fresh ways to encourage their personal journeys in the Friends tradition. The Quaker Outreach Pilot Project, begun in June 2014 through the support of OBBF, has kindled a lively conversation about growing and sharing Quakerism more broadly and more effectively. New materials have been created and field-tested in response to this new thinking.

Next Steps

From this experience comes a fresh clarity about how to proceed and what help is next needed at the local and regional levels. We are now led to undertake two concrete steps in this unfolding work.

Graphic Design Services for Outreach Publications

A new generation of Quaker outreach materials is taking shape, inviting us to pursue a greater level of quality and appeal in their design than we have previously been able to support. Some of these materials are geared toward interfacing with the public outside the meetinghouse. Local meetings are stepping into secular venues like fairs, farmers' markets and town celebrations with more excitement and confidence to share the Quaker way. The new materials convey an upbeat intentionality about welcoming newcomers onto the Quaker path. They are practical and interactive rather than solely explanatory. Each piece is customized with contact information for the local meeting.

The *Children Are Welcome Here* coloring pages and the *Spiritual Practice Rack Cards* are recent examples. They have been field-tested and produced in small batches, and are ready to be reproduced in an even more attractive way for an increasingly-sophisticated public audience. Funding for the services of a graphic design consultant (anticipated at roughly 12 hours/week from June through August 2015) will quickly render the content with more professional and accessible style. Greater technical expertise will allow us to produce high-quality "turnkey" electronic & print materials that

can be offered by the yearly meeting but are customizable at the local level. Other inreach/outreach materials would be developed and produced as well.

Hosting a Major Gathering on Quaker Outreach in Spring 2016

NEYM is hosting two gatherings on Quaker Outreach. *Emerging Practices in Quaker Outreach* will be held April 4, 2015 at Dover Friends Meeting and will primarily focus on building on the lessons from the ongoing work within New England. In the Spring of 2016, we hope to gather Friends at the forefront of Quaker outreach work across North America for a weekend round table featuring short, substantive TED-style talks on various aspects of Quaker Outreach work. Our goal is to enliven, equip and empower local efforts to open Quakerism to seekers, both through this weekend and in the resources and relationships it fosters.

While support for this gathering is envisioned to come from several sources, NEYM requests funds from OBBF to rent Woolman Hill Quaker Center and support travel for three Friends from beyond New England who will share their extensive work in Quaker outreach. Current exploration is underway with C. Wess Daniels (Camas Friends Church (WA)); Brent Bill, New Meetings Project Coordinator for FGC and several others.

Thank you for your consideration of this request.

Beth Collea
Religious Education and Outreach Coordinator
New England Yearly Meeting of Friends

Budget: Next Steps in Quaker Outreach

	OBBF	NEYM*	Total
Graphic Design "Upgrade" for Print Outreach Materials			
Printing			
"One Yearly Meeting" poster for local meetings	\$ 750	\$ 1,000	\$ 1,750
"Who We Are, What We Do" NEYM info cards (revision & reprint)	\$ 750	\$ 1,000	\$ 1,750
Spiritual Practice Outreach/RE Cards	\$ 500		\$ 500
"Seeker's Guide" booklets for new attender education	\$ 500		\$ 500
Layout & Design contract work for all projects			
Layout services (~\$20/hour)	\$ 800	\$ 1,000	\$ 1,800
Design services (~\$60/hour)	\$ 1,200	\$ 1,000	\$ 2,200
NEYM Staff Time**			
Project management & content generation		\$ 2,040	\$ 2,040
Subtotal	\$ 4,500	\$ 6,040	\$ 10,540
Conference on Outreach & Vibrant Meetings - Spring 2016			
Facility rental (Woolman Hill)	\$ 1,500		\$ 1,500
Expenses for Presenters/Facilitators (totals for 3)			
Travel	\$ 2,000		\$ 2,000
Housing & Food	\$ 600		\$ 600
Honoraria (\$500.00/person)	\$ 1,500		\$ 1,500
NEYM Staff Time**			
Event Logistical Support		\$ 1,400	\$ 1,400
Program Planning & Publicity		\$ 1,600	\$ 1,600
Video production & editing for "TED Talks"	\$ 1,000		\$ 1,000
Subtotal	\$ 6,600	\$ 3,000	\$ 9,600
Totals	\$ 11,100	\$ 9,040	\$ 20,140
Total Requested from OBBF	\$ 11,100		

*=NEYM contribution includes value of staff time and expected contribution from Development & Printing/Publishing funds

**=based on NEYM average salary equivalent=\$20/hour

Request for Permanent Board pre-approval for application to the Thomas H. and Mary Williams Shoemaker Fund in partnership with New York Yearly Meeting

An invitation to collaborate in expanding ministry and learning

At a recent event we attended together, the general secretary of New York Yearly Meeting (NYYM) approached me with a suggestion that we jointly apply for support from the Shoemaker Fund, a major Philadelphia-based Quaker foundation. The invitation was to consider whether we might each request support for a multi-year staff position and other expenses focused on continuing to develop best practices in supporting vibrant meetings by engaging Friends and newcomers throughout the cycle of Friends' lives.

New York Yearly Meeting hopes to focus on support for young children and their parents; our recent consultations suggest that we might focus on encouraging the engagement of young adults in our local meetings. Together, we might request additional funding to share what each yearly meeting is learning, and to produce and disseminate materials that could make these discoveries and practices more accessible to Friends in our yearly meetings and throughout the Society.

NYYM has been a previous recipient of Shoemaker support; NEYM has not. I have been exploring ways in which NEYM might develop a relationship with the Shoemaker Fund, which is among the most significantly endowed Quaker foundations, and this cooperative effort seems like it may be an important opportunity. Shoemaker is especially interested in "making and keeping Quakers", in initiatives that foster vibrant local meetings, and in collaborations with the opportunity for impact beyond the immediate goals of the project through sharing best practices and lessons learned with the wider RSoF. They also have a policy of favouring proposals involving collaboration between Quaker organizations.

Two yearly meetings well suited for collaborative partnership

NYYM and NEYM are well suited to this kind of collaboration, with much in common culturally, theologically and territorially. We are both dually affiliated (FUM-FGC) united yearly meetings, and both have a small number of pastoral meetings in addition to a larger number of unprogrammed meetings dispersed across a considerable geographic and theological range.

For many years, our two yearly meetings have collaborated in offering annual retreats for pastors and pastoral meetings, and in recent years we have cooperated to organize a series of gatherings on spirit-led eldership. Our asymmetries also offer opportunities for collaboration. NYYM has a position of Young Adult Field Secretary, focusing on connecting and supporting young adults in local meetings. We do not. NEYM has a Religious Education and Outreach Coordinator, focusing on support for first day schools, all-ages religious education, finding and engaging with young families, and outreach in local communities through the ministry of the meeting. NYYM does not. Each yearly meeting brings extensive experience to the table, and we would each have much to gain from such a collaboration and exchange of knowledge and skill.

Addressing staff work overload; responding to current & emerging needs

I am further motivated to explore this possibility by the recognition that financial support to explore new ways of engaging young adults could alleviate existing work overload on our current staff. In the process of conducting performance appraisals in the last two years, it has become clear that the current responsibilities placed on the YF/YAF Coordinator are unsustainable. This is particularly evident during the months of November-January, when back-to-back retreats and increased need for pastoral care for 75+ teenagers and a similar number of younger adults result in conditions ripe for burnout. Since our present financial constraints make expansion of the annual operating budget unrealistic in the short term, multi-year grant funding could provide us with space to evaluate and imagine the future of our work in support of young adults as part of our ongoing efforts to affirm priorities and focus for the ministries of our yearly meeting. If this grant were received, my hope would be to focus the work of the YF-YAF Coordinator on support for Young Friends (high-school aged youth) and their families, deepening and strengthening our ministry to teenagers in new and life-giving ways.

An additional possible avenue to explore

Finally, you may be aware that Quaker Voluntary Service (of which I am a co-founder) is launching a new service house in Boston in partnership with Friends Meeting at Cambridge in 2015. QVS is also piloting a second-year service program called the QVS Alumni Fellows program, which would place a volunteer for a year in a leadership development role with a Quaker organization. I hope we might explore whether NEYM could be one of the pilot organizations, which so far include only Friends' organizations in Philadelphia. With a commitment to multi-year support from the Shoemaker Fund, NEYM could benefit from the annual presence of a recent QVS Alum who is feeling called to leadership for the future of Friends, and the QVS Alumni Fellow could make a significant impact on the growing ministry of Friends in New England. If the job description of this Fellow were focused on engaging young adults with local meetings and outreach to young adults in Boston (the city with the highest percentage of young adults in the country), I believe it could be a win-win situation for all involved.

Request of Permanent Board

With these considerations in mind, and with the endorsement of the clerks of both Finance and Personnel Committees, **I request that Permanent Board consider giving pre-approval for me to work with NYYM, and in consultation with NEYM's Finance, Personnel and Coordinating & Advisory Committees (and others as appropriate) to prepare a proposal to the Shoemaker Fund for their April 15, 2015 deadline.**

Respectfully Submitted,

Noah Baker Merrill
Yearly Meeting Secretary
ymsec@neym.org
617-615-6396

Minute clarifying the role of the clerk and general secretary in representing NYYM

The following proposed minute was given a first reading at Summer Sessions 2014 and will be brought forward for approval at Fall Sessions 2014 on Sunday, November 16.

MINUTE

The NYYM clerk and general secretary are expected to represent the Yearly Meeting.

Between sessions, when the occasion for giving the Yearly Meeting a public voice seems urgent and appropriate, the clerk and general secretary are expected to represent the Yearly Meeting's known stands, along with the testimonies of the wider body of the Religious Society of Friends.

Such occasions could include, but would not be limited to, joining with other organizations in joint statements or actions, signing onto *amicus curiae* briefs, signing petitions and letters of concern as an organization, sending letters of concern to other yearly meetings affected by wars, terrorism and natural disasters, and making time-critical comments to public officials.

The clerk and general secretary should confer with each other and be in accord before taking action. If one or the other is not available to confer, the clerk or general secretary should confer with the assistant clerk and/or associate secretary.

Whenever possible, they should anchor their comments in our faith as Friends, articulating how our speaking out is linked to our testimonies, our *Faith and Practice*, and past minutes approved by the Yearly Meeting, and they should use the resources of the Yearly Meeting's committee members and individuals known to share deeply the relevant concern. If necessary the clerk may call a special meeting of the Liaison Committee to aid in their discernment.

Furthermore, these Friends can ask an individual member to speak for the yearly meeting in a specific instance in which the individual can draw on her or his expertise in the relevant area of concern.

At the next session, the clerk and general Secretary are expected to report on such statements and actions they have taken in the interim between sessions. Their actions and joint statements with other bodies should be archived in the NYYM office. When either or both are instructed by a minute of the yearly meeting in session, they are expected to report how they have carried out the task. This follow up may be done in writing to the relevant committees and individuals or, if appropriate, by reporting at the next session.

This minute is intended to clarify, consolidate and reiterate policies and processes based on precedents and current review by the Liaison Committee.

HISTORY

In the wake of 9/11 in the midst of the national mobilization for war, many Friends, and the wider community of faith leaders, called upon the clerk to speak on behalf of the Yearly Meeting. Given how that disaster impacted us and our communities directly, Friends wanted some means for us to have a public voice in the wider body of Friends and in the world at large. Due to the length of time between our sessions, the Liaison Committee affirmed to the body its understanding that the clerk, if led after careful discernment, should speak on our behalf (minute 2002-12-22).

When we derived the job description for the general secretary, we chose to likewise include the duty of that person to speak on behalf of the Yearly Meeting. Subsequent to those actions, we saw the need to allow the clerk and general secretary to call on Friends with expertise in areas they lacked to serve in this capacity (minute 2008-11-06).

For the last ten years or so, the clerk and the general secretary have exercised this charge several times, whenever possible conferring with each other about a specific action before speaking out or signing onto a letter or petition. When it has not been possible due to one or the other being absent, the assistant clerk and associate secretary have been consulted prior to taking action. In the last few years, our clerks have been mindful to report those actions taken on behalf of the yearly meeting at a subsequent yearly meeting session.

Our current clerk reviewed the original affirming minute, and found it somewhat ambiguous and limited in scope, despite its application over the past years. The original minute only allowed for the clerk named at that time to speak for the Yearly Meeting to issues arising out of 9/11, and not to act, such as signing *amicus curiae* briefs or signing on as an organization to letters and petitions. The job description for the general secretary, framed less than two years later, asks that the general secretary “When necessary and appropriate, interpret the Religious Society of Friends to the wider community in statements and actions, including speaking to the press...”

Due to these ambiguities, our clerk brought this concern to the Liaison Committee, which recommended that the clerk and general secretary write a minute clarifying this practice, so that it could be brought to a session of the Yearly Meeting for consideration. In the same time period, the Priorities Working Group has heard a clear and consistent call for the yearly meeting to exercise a public voice on concerns vital to Friends.

List of interim actions taken by the Yearly Meeting clerk and general secretary since 2010.

August 2010 - Issued a joint statement with American Friends Service Committee (AFSC), "A Call to Understanding and Peace," in response to the proposed Islamic Center in Lower Manhattan. It was sent by AFSC to the White House in September, in response to a request for statements on the proposed mass burning of the Qur'an in Florida.

March, 2011- Sent letter of sympathy and support to Japan Yearly Meeting after the earthquake and tsunami.

Summer 2011 - Signed a letter from Food & Water Watch to New York governor Andrew Cuomo urging rejection of the recommendations from the Department of Environmental Conservation to allow hydraulic fracturing outside the watersheds for New York City and Syracuse.

Summer 2011 - Signed a letter from a group of human rights defenders to the World Council of Churches thanking them for taking up the conscientious objection to paying taxes for war.

Summer 2011 - Signed a letter from heads of U.S.-based religious institutions and faith-based organizations to US President Barack Obama opposing prospective federal budget cuts affecting the poor and most vulnerable in our country.

October 2011 - signed a statement from Occupy Faith NYC in support of Occupy Wall Street

November 2011 - signed an Interfaith Network letter to Janet Napolitano, secretary of Homeland Security

December 2011 - signed an Occupy Faith letter to Governor Cuomo urging the extension of the "millionaires tax"

June 2012 - subscribed to New Yorkers Against Fracking coalition's endorsement of a ban on hydraulic fracturing in NY.

OVER

August 2012 - signed an Interfaith Resolution Concerning the Dangers of High-Volume Hydraulic Fracturing in advance of an interfaith service “Blessing of the Waters” held on September 6 at Cooperstown.

November, 2012- signed onto a statement from Britain Yearly Meeting and AFSC calling for the end of the use of force in Gaza.

December, 2012- signed on at the request of the NYYM COPW Committee as official co-sponsors of the next International Conference of War Tax Resisters and Peace Tax Campaigns

December, 2012- signed onto a letter from FCNL for The Climate Summit 2013 coalition, of which FCNL is a charter member, supporting President Obama in following through on his commitment in hosting a national summit on climate change. The President was particularly looking for religious groups to show support for this initiative.

January, 2013- signed onto letter to Governor Cuomo from many organizations applauding his commitment to address climate change after hurricane Sandy, and challenging his ongoing support for hydrofracking as being inconsistent with that stance, due to its large impact of greenhouse gas emissions.

February 2014 -Signed an amicus curiae brief filed on behalf of Philadelphia Yearly Meeting and New York Yearly Meeting by the Religious Liberty Clinic of the Stanford Law School on the appeal of a case regarding an Orthodox Jewish community in Teaneck, New Jersey.

September 2014 - Signed a shared statement by Quaker groups titled “Facing the Challenge of Climate Change.”

February 4, 2015

Dear Friends on the NEYM Permanent Board,

The Statement below was jointly developed by Quaker Earthcare Witness, the Quaker United Nations Office, and Friends Committee on National Legislation for their presence at events during the UN Climate Summit in September 2014. It was circulated among Friends internationally, and quite a few Meetings have added their names as signatories.

The original Joint Statement was slightly different. There have been some amendments addressing three concerns that came up in the fall as Meetings looked at the document to see whether they were comfortable to sign on. First, the Statement is no longer time-bound to the UN Climate Summit in September 2014. Second, it now more clearly expresses Friends' care for the entire living planet, not just for humans. A third concern was that some Friends felt the text did not express the seriousness of the situation we are in; to be truthful we should more strongly acknowledge the grave dangers we face from climate change. In making the changes that they did, the authors of the Statement did not feel that more urgent language could be added while holding to the core message that Quaker organizations and Meetings had already upheld and signed.

The Earthcare Ministry committee forwards the Statement for consideration by the Yearly Meeting. Most of us on the committee believe that stronger text about the danger from climate is warranted, but we are sending it "as is" for the two reasons that 1) there was not sufficient time for discernment in preparing a different text, and 2) we do agree that it is helpful to have a Statement that Friends globally have endorsed. We should weigh that consideration in determining whether to write our own Statement from scratch. There can be no alterations of the text of the current Statement if NEYM wants to sign on to the list of Meetings. The authors have stated: "If you do not wish to sign, but wish to use this material as a base for a Meeting-specific Statement, you are most welcome, but please take off the signatures. "

A Statement written by the Earthcare Ministry committee would probably be quite different. It might say that this moment may be our very last chance to avoid catastrophe on a global scale, or to reduce the magnitude of the coming catastrophe. It might emphasize the need for both individual and systemic changes, including changes to our economic system. It might reduce the emphasis on urging our leaders to initiate sufficient change and encourage us in various kinds of Spirit-led activism.

Blessings,
Ruah Swennerfelt
Clerk, New England Yearly Meeting Earthcare Ministry Committee

Facing the Challenge of Climate Change--A shared statement by Quaker groups

January 2015

“It would go a long way to caution and direct people in their use of the world, that they were better studied and knowing in the Creation of it. For how could [they] find the confidence to abuse it, while they should see the great Creator stare them in the face, in all and every part of it?” --William Penn, 1693

As Quakers, we are called to work for the peaceable Kingdom of God on the whole Earth, in right sharing with all peoples. (*Kabarak Call to Peace and Eco-Justice*, 2012, p.1) We recognize a moral duty to cherish Creation for future generations.

We call on our leaders to make the radical decisions needed to create a fair, sufficient and effective international climate change agreement.

As Quakers, we understand anthropogenic climate change (climate change due to human activities) to be a symptom of a greater challenge: how to live sustainably and justly on this Earth.

- We recognize that the current rise of greenhouse gas emissions is leading to an unprecedented rate of increase in global average surface temperature of extreme detriment to the Earth’s ecosystems and species, including human beings.
- We recognize that catastrophic global climate change is not inevitable if we choose to act urgently.
- We recognize a personal and collective responsibility to ensure that the poorest and most vulnerable peoples now, and all our future generations, do not suffer as a consequence of our actions. We see this as a call to conscience.
- We recognize the connections between climate change and global economic injustice as well as unprecedented levels of consumption, and question assumptions of unlimited material growth on a planet with limited natural resources.
- We recognize that most greenhouse gas emissions are created by fossil fuel combustion. We recognize that our increasing population continues to pursue fossil fuel-dependent economic growth. We recognize that the Earth holds more fossil fuel reserves than are safe to burn, and that the vast majority of fossil fuel reserves must remain in the ground if we are to prevent the catastrophic consequences of climate change. We therefore question profoundly the continued investment in, and subsidizing of, fossil fuel extraction.

We seek to nurture a global human society that prioritizes the well-being of people over profit, and lives in right relationship with our Earth; a peaceful world with fulfilling employment, clean air and water, renewable energy, and healthy thriving communities and ecosystems.

As members of this beautiful human family, we seek meaningful commitments from our leaders and ourselves, to address climate change for our shared future, the Earth and all species, and the generations to come. We see this Earth as a stunning gift that supports life.

It is our only home. Let us care for it together.

Quaker Earthcare Witness (QEW)

Quaker United Nations Office (QUNO)

Friends Committee on National Legislation (FCNL)

Friends World Committee for Consultation (FWCC)

Westtown Monthly Meeting, Pennsylvania, USA

Quaker Council for European Affairs (QCEA)

American Friends Service Committee (AFSC)

Princeton Friends Meeting, New Jersey, USA

Canadian Friends Service Committee (CFSC)

Northampton Friends Meeting, Mass., USA

Woodbrooke Quaker Study Centre, UK

Cookeville Monthly Meeting; USA
FWCC-Asia West Pacific Section
Quakers in Aotearoa New Zealand
Croton Valley Meeting, N.Y., USA
Netherlands Yearly Meeting
Newtown Monthly Meeting, USA
New York Yearly Meeting, USA
Memphis Friends Meeting, USA
Miami Friends Meeting, USA
Quakers in Australia
EcoQuakers Ireland
Living Witness, UK
Quakers in Britain

Please contact Lindsey Cook at <lfcook [at] quno.ch">[http://mailto:lfcook@quno.ch](mailto:lfcook@quno.ch) (link sends e-mail) (link is external)> if you need more information, or wish to add your Quaker group.

[To see an updated list of sign-ons, as well as other developments related to this statement, go to the website of Quaker Earthcare Witness <http://www.quakerearthcare.org/article/dec-2014-facing-challenge-climate-change-shared-statement-quaker-groups> (link is external)>.]

NEYM Treasurer's Report to Permanent Board for 2/21/2015

Prepared by Ben Guaraldi

The books are closed! Hallelujah!

The deficit was only \$14,759! Hallelujah again!

(For those who are less immersed in the books of NEYM than I am, the books being closed means that no transactions can be made in fiscal year 2014, which was 10/1/13 to 9/30/14. Generally we have the books closed in November, but several other obligations delayed this milestone this year. Also recall that our budget had a deficit of \$49,004, so the fact that our deficit was only \$14,254 is wonderful.)

I'll point out several items from the FY14 operating report. Income was 5% higher than budgeted. (Another hallelujah!) Three expense categories were also higher than budgeted: Travel, Programs, and Publications. Considering these in turn:

- The overage in Travel was approved by Permanent Board.
- The overage in Programs was not approved due to a miscommunication between the Clerk of Finance Committee and me. (I thought he had approved the paying of the Castleton invoice, which was higher than budgeted due to us having higher-than-2013 attendance, but I cannot find written record of that.)
- The overage in Publications was a violation of our current policy that I knowingly undertook in order to clarify the books. The way the invoices had been paid, several contractors who did work on our publications were paid out of the Contracted Services line. I moved their payments to the relevant publication line to give us a clear sense of the true cost of creating these publications in 2014. By policy, these overages should have been approved by the Permanent Board. They were not.

I also include a report of the first quarter of FY15. It's too early to really be able to tell anything yet.

Work with the Long Term Financial Planning Committee proceeds apace. I imagine our representatives will be reporting on that, so I won't cover it here.

I am happy to report a grace-filled meeting with myself, the clerks of the FGC and FWCC committees, and a representative from the FUM committee (which does not currently have a clerk). We were clear that the 1982 formula for dividing benevolences between the three organizations no longer has life in it. The path forward on this is not yet clear. I hope that Friends from these committees will continue to meet and discern a new way for us to contribute to these organizations in time for that new way to be approved by Permanent Board and Sessions and used in the FY16 budget.

Please feel free to ask me any questions in person or by email to treasurer@neym.org.

NEYM Operating Activities for FY2014

October 1, 2013 to September 30, 2014

(final)

	Actual	Total Budget	over Budget	% of Budget
Income				
4010 Individual Contributions	134,764	110,000	24,764	123%
4020 Monthly Meeting Contributions	306,912	310,000	(3,088)	99%
4030 Organizations Contributions	943	-	943	∞
4050 Interest and Dividend Income	22,110	33,500	(11,390)	66%
4070 Books and other Items	17,094	20,000	(2,906)	85%
4080 Retreat Program Fees	46,143	53,370	(7,227)	86%
4085 Sessions Program Fees	208,553	176,970	31,583	118%
Total Income	736,520	703,840	32,680	105%
Expenses				
5000 Staff				
5010 Salaries & Wages	258,847	263,712	(4,865)	98%
5020 Payroll Taxes	18,911	20,098	(1,187)	94%
5033 Health Benefits	53,514	53,385	129	100%
5035 Retirements	23,969	23,984	(15)	100%
5040 Disability	1,219	900	319	135%
5045 Workers' Compensation	700	900	(200)	78%
5060 Staff Development	3,115	4,000	(885)	78%
5050 Spiritual Retreats	710	1,200	(490)	59%
Total 5000 Staff	360,984	368,179	(7,195)	98%
5100 General & Administration				
5120 Bank Expense	7,988	5,000	2,988	160%
5130 Contracted Services	15,026	8,200	6,826	183%
5140 Legal Services	2,173	10,000	(7,827)	22%
5150 Liability Insurance	2,738	4,000	(1,262)	68%
5160 Payroll Service	1,715	2,500	(785)	69%
5170 Recruiting Expense	80	500	(420)	16%
5180 Rent	9,350	9,350	-	100%
5190 Misc. Expense	105	-	105	∞
5220 Cleaning Services	264	265	(1)	100%
5230 Maint - Equip & Hardware	237	1,250	(1,013)	19%
5240 Postage	3,653	2,500	1,153	146%
5250 Office Equipment	509	1,250	(741)	41%
5260 Office Supplies	2,541	2,250	291	113%
5270 Printing & Copying	3,117	4,500	(1,383)	69%
5280 Software & Updates	3,497	1,500	1,997	233%
5290 Telephone	3,416	4,000	(584)	85%
Total 5100 General & Administration	56,409	57,065	(656)	99%

NEYM Operating Activities for FY2014

October 1, 2013 to September 30, 2014

(final)

	Actual	Total Budget	over Budget	% of Budget
5300 Travel & Conferences			-	
5310 Travel - Committee	3,752	2,300	1,452	163%
5320 Travel - Clerk	4,634	5,000	(366)	93%
5330 Travel - Programs	2,923	3,000	(77)	97%
5335 Travel - Representatives Travel	4,967	4,500	467	110%
5350 Travel - Staff	15,757	14,000	1,757	113%
Total 5300 Travel & Conferences	32,033	28,800	3,233	111%
6000 Programs				
6110 Sessions Room & Board	150,142	144,000	6,142	104%
6112 Retreats Room & Board	37,191	30,000	7,191	124%
6125 Program Expenses	22,588	25,900	(3,312)	87%
6130 Committee Expenses - General	17,606	23,451	(5,845)	75%
Total 6000 Programs	227,528	223,351	4,177	102%
6140 Books and Other	13,151	17,200	(4,049)	76%
6200 Benevolence	46,920	48,749	(1,829)	96%
6600 Publications				
6610 Yearly Meeting Minute Book	5,932	4,000	1,932	148%
6620 New England Friend	8,064	5,000	3,064	161%
6630 Other newsletters	258	500	(242)	52%
Total 6600 Publications	14,254	9,500	4,754	150%
Total Expenses	751,279	752,844	(1,565)	100%
Net Operating Income	(14,759)	(49,004)	34,245	30%

Statement of Financial Position
as of September 30, 2014

ASSETS		9-30-2014	9-30-2013	Change
Bank Accounts \$174,500	1000 Checking	110,654	191,466	(80,812)
	1020 Money Markets	38,577	7,151	31,426
	1050 Certificates of Deposit	25,269	59,303	(34,034)
	1200 Accounts Receivable	63,066	70,519	(7,453)
	1075 Pooled Funds	2,033,687	1,931,455	102,232
	1100 Accrued Receivables	(124)	(124)	-
	1150 Prepaid Expenses	3,250	3,693	(443)
	TOTAL ASSETS	\$ 2,274,380	\$ 2,263,462	\$ 10,918
LIABILITIES AND EQUITY		9-30-2014	9-30-2013	Change
Liabilities \$5,197	2010 Accrued Liabilities	3,150	1,465	1,685
	2150 Health Insurance Premium	(355)	(1,050)	695
	2155 Sect 125 Employee Withh.	2,402	2,325	77
	3500 Working Capital	134,268	193,382	(59,114)
Board Designated \$1,422,159	3620 Faith and Practice Revision	35,859	40,957	(5,098)
	3630 World Conference Travel	-	-	-
	3650 Quasi-Endowment	140,324	109,835	30,489
	3680 NEFH Legacy Gift Fund	1,245,975	1,222,453	23,522
Revolving Accounts \$204,710	3705 Archives	16,985	9,441	7,544
	3712 FUM Intervisitation	1,141	1,125	16
	3713 FUM Earmarked Donations	112	-	112
	3714 Peace Tax Fund	-	7,360	(7,360)
	3715 Peacemaker	1,784	1,784	-
	3720 Prejudice and Poverty	8,808	7,262	1,546
	3725 Puente de Amigos	4,352	3,290	1,062
	3730 Sufferings	4,939	4,939	-
	3755 Student Loan	154,526	144,895	9,631
	3760 Young Friends Travel	3,111	3,111	-
	3775 Continuing Projects	8,949	20,118	(11,169)
Permanently Restricted Funds \$522,806	3802 Endowment Fund	50,818	46,872	3,946
	3804 Alice Needham	17,634	16,561	1,073
	3806 Amy S. Hayden	58,107	54,568	3,539
	3808 Anna M. Brown	35,299	33,124	2,175
	3810 Freedmen's	130,089	127,177	2,912
	3812 FUM Foreign Missions	47,527	44,634	2,893
	3814 FUM Home & Foreign	6,654	6,249	405
	3816 FUM Ramallah	60,096	56,437	3,659
	3818 Hanson/Hill	-	25,724	(25,724)
	3824 Mosher Book & Tract	70,309	65,633	4,676
	3826 Phillips/Purington/Hawkes	25,598	24,040	1,558
	3828 Pittsfield/Varney	7,984	7,468	516
	3830 Susan B. Kirby	8,358	7,844	514
3832 West Falmouth Prep Mtg	4,333	4,069	264	
	3900 Retained Earnings	-	-	-
	Net Operating Income	(14,759)	(29,631)	14,872
	Total Equity	\$ 2,269,183	\$ 2,260,722	\$ 8,461
	TOTAL LIABILITIES AND EQUITY	\$ 2,274,380	\$ 2,263,462	\$ 10,918

NEYM Operating Activities for FY2015 YTD

October 1, 2014 to December 31, 2014

(numbers subject to change)

	YTD Actual	Total Budget	over Budget	% of Budget
Income				
4010 Individual Contributions	29,020	125,000	(95,980)	23%
4020 Monthly Meeting Contributions	98,935	320,000	(221,065)	31%
4030 Organizations Contributions	1	-	1	∞
4050 Interest and Dividend Income	562	11,000	(10,438)	5%
4070 Books and other Items	152	15,500	(15,348)	1%
4080 Retreat Program Fees	24,990	50,000	(25,010)	50%
4085 Sessions Program Fees	-	190,000	(190,000)	0%
4099 Net Assets Released To/From	-	25,000	(25,000)	0%
Total Income	153,660	736,500	(582,840)	21%
Expenses				
5000 Staff				
5010 Salaries & Wages	68,875	273,482	(204,607)	25%
5020 Payroll Taxes	5,008	20,904	(15,896)	24%
5033 Health Benefits	10,883	52,855	(41,972)	21%
5035 Retirements	8,542	24,429	(15,887)	35%
5040 Disability	505	900	(395)	56%
5045 Workers' Compensation	697	900	(203)	77%
5060 Staff Development	599	2,000	(1,401)	30%
5050 Spiritual Retreats	100	1,200	(1,100)	8%
Total 5000 Staff	95,208	376,670	(281,462)	25%
5100 General & Administration				
5120 Bank Expense	795	5,100	(4,305)	16%
5130 Contracted Services	-	6,000	(6,000)	0%
5140 Legal Services	170	10,000	(9,830)	2%
5150 Liability Insurance	2,510	3,000	(490)	84%
5160 Payroll Service	411	2,000	(1,589)	21%
5170 Recruiting Expense	-	-	-	
5180 Rent	4,675	9,350	(4,675)	50%
5190 Misc. Expense	1,017	-	1,017	∞
5220 Cleaning Services	88	265	(177)	33%
5230 Maint - Equip & Hardware	351	1,250	(899)	28%
5240 Postage	1,090	3,000	(1,910)	36%
5250 Office Equipment	-	2,000	(2,000)	0%
5260 Office Supplies	1,200	2,500	(1,300)	48%
5270 Printing & Copying	1,207	2,000	(793)	60%
5280 Software & Updates	789	2,800	(2,011)	28%
5290 Telephone	950	4,500	(3,550)	21%
5295 Misc. Office	-	600	(600)	21%
Total 5100 General & Administration	15,253	54,365	(39,112)	28%

NEYM Operating Activities for FY2015 YTD

October 1, 2014 to December 31, 2014

(numbers subject to change)

	YTD Actual	Total Budget	over Budget	% of Budget
5300 Travel & Conferences			-	
5310 Travel - Committee	943	2,600	(1,657)	36%
5320 Travel - Clerk	-	5,000	(5,000)	0%
5330 Travel - Programs	499	4,600	(4,101)	11%
5335 Travel - Representatives Travel	1,815	7,000	(5,185)	26%
5350 Travel - Staff	3,647	14,000	(10,353)	26%
Total 5300 Travel & Conferences	6,904	33,200	(26,296)	21%
6000 Programs				
6110 Sessions Room & Board	-	160,000	(160,000)	0%
6112 Retreats Room & Board	19,306	30,000	(10,694)	64%
6125 Program Expenses	5,746	26,400	(20,654)	22%
6130 Committee Expenses - General	4,141	26,940	(22,799)	15%
Total 6000 Programs	29,192	243,340	(214,148)	12%
6140 Books and Other	-	15,000	(14,800)	0%
6200 Benevolence	-	48,749	(48,749)	0%
6600 Publications				
6610 Yearly Meeting Minute Book	2,480	4,000	(1,520)	62%
6620 New England Friend	3,722	5,100	(1,378)	73%
6630 Other newsletters	1,000	500	500	200%
Total 6600 Publications	7,202	9,600	(2,398)	75%
Total Expenses	153,759	780,924	(627,165)	20%
Net Operating Income	(100)	(44,424)	44,324	0%

Statement of Financial Position
as of December 31, 2014

ASSETS		12-31-2014	9-30-2014	Change		
Bank Accounts \$137,640	1000 Checking	137,478	110,654	26,824		
	1020 Money Markets	161	38,577	(38,416)		
	1050 Certificates of Deposit	0	25,269	(25,269)		
	1200 Accounts Receivable	62,306	63,066	(760)		
	1075 Pooled Funds	2,033,687	2,033,687	0		
	1100 Accrued Receivables	(124)	(124)	0		
	1110 Due to/from Friends Camp	8,072	0	8,072		
	1150 Prepaid Expenses	2,650	3,250	(600)		
	TOTAL ASSETS	\$ 2,244,231	\$2,274,380	\$ (30,149)		
LIABILITIES AND EQUITY		9-30-2014	9-30-2014	Change		
Liabilities \$5,283	2010 Accrued Liabilities	4	3,150	(3,146)		
	2150 Health Insurance Premium	1,371	(355)	1,726		
	2155 Sect 125 Employee Withh.	3,909	2,402	1,507		
	3500 Working Capital	93,939	134,268	(40,329)		
Board Designated \$1,447,729	3620 Faith and Practice Revision	35,859	35,859	0		
	3630 World Conference Travel	0	0	0		
	3650 Quasi-Endowment	165,895	140,324	25,571		
	3680 NEFH Legacy Gift Fund	1,245,975	1,245,975	0		
Revolving Accounts \$204,710	3705 Archives	16,985	16,985	0		
	3712 FUM Intervisitation	1,141	1,141	0		
	3713 FUM Earmarked Donations	112	112	0		
	3714 Peace Tax Fund	0	0	0		
	3715 Peacemaker	1,784	1,784	0		
	3720 Prejudice and Poverty	8,808	8,808	0		
	3725 Puente de Amigos	4,352	4,352	0		
	3730 Sufferings	4,939	4,939	0		
	3755 Student Loan	154,526	154,526	0		
	3760 Young Friends Travel	3,111	3,111	0		
	3775 Continuing Projects	8,949	8,949	0	Available	
Permanently Restricted Funds \$522,806	3802 Endowment Fund	50,818	50,818	0	1,993	Permanently Restricted Funds Available \$28,307
	3804 Alice Needham	17,634	17,634	0	846	
	3806 Amy S. Hayden	58,107	58,107	0	2,788	
	3808 Anna M. Brown	35,299	35,299	0	1,693	
	3810 Freedmen's	130,089	130,089	0	10,000	
	3812 FUM Foreign Missions	47,527	47,527	0	2,281	
	3814 FUM Home & Foreign	6,654	6,654	0	319	
	3816 FUM Ramallah	60,096	60,096	0	2,884	
	3824 Mosher Book & Tract	70,309	70,309	0	3,289	
	3826 Phillips/Purinton/Hawkes	25,598	25,598	0	1,228	
	3828 Pittsfield/Varney	7,984	7,984	0	376	
3830 Susan B. Kirby	8,358	8,358	0	401		
3832 West Falmouth Prep Mtg	4,333	4,333	0	208		
	3900 Retained Earnings	0	0	0		
	Net Operating Income	(30,235)	(14,759)	(15,476)		
	Total Equity	\$ 2,238,948	\$2,269,183	\$ (30,235)		
	TOTAL LIABILITIES AND EQUITY	\$ 2,244,231	\$2,274,380	\$ (30,149)		

Long-Term Financial Planning Committee

Report to NEYM Permanent Board in preparation for 21 February 2015 PB meeting at Providence

The Long Term Financial Planning Committee (LTFPC) was created by Permanent Board in response to the following minute from our August 2014 Sessions:

2014-57 The presiding clerk read the following minute on long-term planning and financial sustainability:

Yearly Meeting Sessions asks Permanent Board, in consultation with Finance, Personnel, Development, and Coordinating and Advisory Committees, to prepare and maintain a five-year financial plan for the Yearly Meeting that will bring our income and expenditures into balance. We also ask Finance Committee to prepare our annual budgets in the context of this five-year plan.
Friends approved.

LTFPC has met three times over the last five months, by telephone (twice) and in person (once). As we indicated to Permanent Board during the November PB meeting at Monadnock, we have become convinced that, in the absence of clear organizational priorities and a compelling statement of the work that New England Yearly Meeting is called to do, it is difficult, if not impossible, for our committee to construct a long-term financial plan. *Financial planning* must support *organizational planning*. LTFPC believes that New England Yearly Meeting needs an agreed statement of vision, purpose, priorities, and goals before a meaningful financial plan can be created to help accomplish those goals.

Since the November meeting of the Permanent Board, we have expressed these sentiments to Coordinating and Advisory Committee. LTFPC is willing, and feels able, to take on the task of creating a comprehensive plan for the Yearly Meeting, in consultation with the committees that have engaged in similar analysis and reflection in recent years (for example, Structural Review Committee and Legacy Gift Committee), assuming Permanent Board agrees that this process of review, assessment, and articulation of New England Yearly Meeting's goals is a critical next step in our Committee's, and indeed our *collective*, process. LTFPC has already begun some early-stage conversations with Structural Review and Legacy Gift.

Once the Yearly Meeting has reached unity around its "big picture" goals, LTFPC can devise revenue and expense targets, and can recommend specific means of achieving them and of monitoring progress toward achievement of our agreed goals.

Last fall, LTFPC asked the Yearly Meeting Secretary to summarize his impressions of what NEYM needs and wants, based on the many visits, conversations, and committee meetings in which he has participated since beginning his service to us two years ago. In response, the Secretary created a draft document that LTFPC believes can and should serve as the starting point for our committee's work; this document reflects not only the Secretary's personal impressions from his travels and conversations throughout NEYM, but also references the documented work of a number of committees chartered by the Yearly Meeting/Permanent Board, for a variety of reasons, over the past twenty-five plus years.

We respectfully ask Permanent Board to amend and expand LTFPC's charter accordingly, and to charge Coordinating and Advisory Committee with determining productive ways to link the work of LTFPC with that of the Structural Review and Legacy Gift Committees.

Christopher Gant, Clerk
on behalf of NEYM Long-Term Financial Planning Committee

Submitted 14 February 2015

“We need a plan”:

Reflection on a possible focus for ministry supporting Friends in New England

Prepared to inform the work of the Long Term Financial Planning Committee by Noah Baker Merrill, Yearly Meeting Secretary, 12/5/2014

Background: Some Notes on How We Got Here

In the fall of 2014, the clerk of our Development Committee affirmed to the Permanent Board what many have raised in different language:

“People don’t fund unmet needs. They fund the plan to meet those needs.”

We do not currently have such a plan. For several years New England Friends have recognized a need to set clear priorities to encourage the life and ministry of our yearly meeting¹. Since the 1990s, yearly meeting has charged several groups to address aspects of the sense that changes in priorities, focus, structure and function were necessary in order for Friends to grow and thrive in our region.

These efforts have included among others the Ad Hoc Committee on the Financial Health of Yearly Meeting (mid-90s), the Long Range Planning Committees (circa 1981 and 1999-2001), the Procedural Review Committee (early 2000s), the staff planning & restructuring process (mid-2000s), the Structural Review Committee (2012-present), and the Legacy Gift Discernment Committee (2012-2014). All of these processes have included in their work significant consultation with stakeholders, including a wide range of Friends active at various levels throughout the Quaker communities of New England.

These groups wrote reports, and identified many strikingly similar needs. Even many of what might be read as differences in the work of these groups seem to me to simply reflect different ways of categorizing concerns, rather than substantive departures in what was heard and reported. These include (in broad brushstrokes) an emphasis on youth ministry, outreach & witness, religious education for adults, pastoral care, help addressing the negative impacts of poorly-managed conflict in meetings, and more inclusive and connected communities. They expressed concerns about our structure being too unwieldy, not fully accountable, and inefficient². They raised the widely held perception of the yearly

¹ “The Ad Hoc Procedural Review Committee, appointed in 2003 by Permanent Board brought their concern that a clear mission or vision for the Yearly Meeting is needed. They asked, ‘what are we called to do as a Yearly Meeting, and how do we best serve the members and meetings in New England?’...The committee is confident that appropriate staffing and committee structures can be developed once the needs of the Yearly Meeting are clearly identified.” (Minutes of Sessions 2005)

² “Two years of corporate discernment about how to use the Legacy Gift has undammed a torrent of dreams...Our hope is that this potent seed, this legacy, a “gift from the past to ensure the future” – coupled with our evolving learning about fiscal responsibility, stewardship, and accountability; and who we intend to

meeting structure and work as disconnected from the life of local meetings³, which in turn were often disconnected from one another⁴. They noted that we face cultural challenges that tend to make leadership, change and innovation difficult. They raised the need for us to clearly define priorities for our work that would create meaningful progress toward increased vitality, growth, and effectiveness, and they asserted a deeply felt sense that Friends still had many gifts to offer the world, if we could only find ways to live into those strengths and share them more fully.

Beginning around 2009, the Priorities Budget Process was established to support a more consultative tool that would inform the creation of the annual operating budget. A key part of this work was solicitation of input from local meetings as part of “Funding Our Vision Days” hosted by Finance Committee. Beginning in late 2013, recognizing the need for an even more transparent, consultative and comprehensive approach to how NEYM stewards and utilizes resources to encourage the Quaker movement in New England, an effort was made by the YM Secretary and Treasurer to expand the Priorities Process to enable us to discern longer-term priorities for our ministries. Feedback on this experience further affirmed the need for a process of setting priorities for the work of the yearly meeting overall that would be creative, inclusive and would lead to effective steps forward. Also in 2013, Coordinating & Advisory Committee, with support from Permanent Board, initiated an ad hoc process of consultation between Personnel, Development and Finance Committees in order to help us plan with a longer perspective than the next fiscal year, and to begin to develop a mechanism and shared approach to align resources with ministry.

Following affirmation of this direction by both Sessions and Permanent Board, several Friends including members of this committee have voiced the hope that as part of its charge to plan for financial sustainability, the Long Term Financial Planning Committee will acknowledge the need to continue to carry forward this work of setting vision and priorities.

Over these years, many Friends have listened, and many have spoken. Many reports have been written, and abundant dreams have been lifted up. **Now we need a plan.** And to create a plan, we need to take another step in identifying—even provisionally—what we hope to accomplish in our shared work and ministry together on behalf of Friends in New England.

be as managers, employers...will lead us to the longed-for stability, sustainability and, indeed, vibrant growth of our Religious Society.” (Legacy Gift Discernment report to PB, 2/2014)

³ “We would remind Friends that one of our findings, based on interviews and dialogue on this subject, is the widespread view that most Friends in New England either don’t know what the Yearly Meeting is or how it is run. There is also a sense that it is run by a group of insiders. We are concerned that the setting of goals, allocation of resources and coordination of collaboration be more transparent to all.” (report to PB from Staff Planning Committee, 1/2009)

⁴ “...we are aware that some meetings are not included...and feel hungry for spiritual nourishment.” (Long Range Planning Committee report to Sessions 8/1981)

This report does not seek to simply *summarize* the findings of these many sources, but also to go beyond to *distill* and *synthesize*—both from the several formal processes mentioned above and from my own widespread consultation in both formal and informal venues across the yearly meeting since I began serving as Secretary in 2012 and prior—a sense of what might be seen as a key focus for the ministry of NEYM in the coming years.

Written in response to requests from the committee, these reflections are my own sense of one way we could proceed. They are intended to be a rough sketch in broad brushstrokes, as a contribution to seed our work and discernment together. I am not offering them as a finished product, or something that I hope the committee will approve at this time. I have tried to keep this brief while outlining the kinds of elements I have heard might be useful to include in a simple articulation of a next step toward an emerging plan and vision. I hope they will be useful, and look forward to engaging more deeply in these conversations as we proceed with this important work.

Vision

As a simple statement of a vision (the condition in the world to which we hope our work will lead) I think a general sense of what Friends are hoping for might be something like the following:

We envision a growing network of vibrant transformative local communities in the Friends tradition across New England.

Some unpacking may be helpful here. In this context, by “growing” I mean to include recognition of both spiritual and numerical growth. Spiritual growth and development, we have repeatedly heard affirmed, should be our primary concern, and the foundation for our work. The inclusion of numerical growth reflects an aspiration that, on a system-wide level in New England, both *local meeting membership* and the *number of local meetings* will increase over time. This recognizes that the specific context of all local meetings or regions need not and likely will not reflect both of these aspects at any one time, but part of our intention is to help encourage these two kinds of numerical growth overall, alongside spiritual development and transformation.

“Vibrant” is intended to include and transcend internal vitality, to acknowledge that we yearn for our meetings to **shine** in the wider world, influencing their surrounding communities and amplifying Friends’ witness in many areas of society. Beth Collea, our Religious Education & Outreach Coordinator, frequently says that good ministry is the best outreach. How can the gifts of our meetings help the Light we experience to spread?

By “transformative”, I intend to convey that it is through engaging in the corporate practices of discernment, worship, prayer and seeking to live faithfully together that we grow more fully into lives that reflect the Light. Inviting someone to live as a Friend is asking that person to join a movement with an authentic practice of transformation and growth that has much to offer the world. At its best, seeking to live in the Life and Power in the tradition of Friends *changes us*.

Finally, “local” seems important to include, because it recognizes that **strengthening NEYM as an organization is not the primary goal of our work**. As this committee gathers, we are not asked to plan simply to support the structure of committees or staff. Spiritual formation and transformation in Friends’ experience happens primarily through life-changing connections at the local level. While contemporary expressions of how Friends gather may change over time, these person-to-person connections remain central to our understanding of how the Spirit works in relationship. **In all of our work, let us seek to use as a guideline whether the steps we are taking will strengthen or weaken our communities of practice at the local level.**

Ministry Focus

Identifying any area of focus will mean making difficult choices. While we would not be laying down all of our other work as a yearly meeting, we *would* be clearly communicating the need to focus our resources on the work of supporting local meetings. This would sometimes mean we would have to say no to other needs. While the specifics here would need to be worked out in practice over time, this focus might indeed require discontinuing some work or adding new resources, potentially including staff time. Some portions of our work that aren’t mentioned here might continue but be approached differently, through a consideration of how these areas of ministry could be more fully leveraged in our work to encourage vibrant local meetings.

Strategy

Given the articulation of the vision above, it would follow that in order to achieve this vision we focus our efforts in the near term on the intensive support of our local meetings.

With this in mind, through establishing an *evaluation baseline* we would begin to identify **realistic goals** for what progress we believe we will be able to accomplish in a given timeframe. Without a baseline of some kind (however tentative) that work is premature, but establishing a baseline would be a necessary part of next steps forward.

Our *strategy* to accomplish these goals—the way we will go about trying to support local meetings, based on our sense of what is most likely to make the most difference—could be **to increase Friends’ understanding and demonstrated capacity in the following areas⁵**:

⁵ “Possible priorities discerned thus far:

- a. Increase support for the needs of monthly meetings, especially newcomer orientation, pastoral care, quality of worship, and conflict resolution. Renew current meetings and found new meetings.
- b. Strengthen training for adults in Quaker faith and practice.
- c. Provide more opportunities for us to gather as Friends, for fellowship, discernment, worship, spiritual nourishment, and connection on issues of shared concern.
- d. Build and support a culture of outreach.
- e. Develop Friends’ capacity to engage in visible and effective witness.
- f. Sustain and grow our vibrant youth ministries, including retreats and pastoral care for youth and families.”

- **pastoral care** (e.g.: care for the grieving, responding to mental & emotional health issues, support for aging and life transitions)
- **quality of worship** (preparing for, caring for, leading, and deepening worship)
- **conflict transformation** (helping foster constructive conflict, heal relationships, and ameliorate the negative impacts of conflicts within our local meetings)
- **ministry**⁶ (including naming gifts, care/oversight of ministry and preparing leadership)
- **creating a culture of *welcome & witness*** (supporting outreach/witness⁷, inclusion and community-building)
- **spiritual nurture**^{8,9} (eldering, accompaniment, formation, Quaker theology & experience)
- **Quaker practice** (clerking, recording, administration, finances)

Methods/Approaches

Recognizing that a diverse toolkit will be necessary to support the specific needs of local meetings, we plan to build on existing capacities and strengthen new ones in the following methods:

(Priorities Process Report for FY2015, 3/2014)

⁶ “We heard concerns about how the YM can get the kind of leadership it needs at all levels. We note that a misinterpretation of our testimony on equality sometimes prevents us from dealing directly and practically with leadership issues, and sometimes we undermine our own leaders. We see leadership issues arising in connection with YM staff, volunteers working on YM programs, and leadership in the local meetings. We need to find ways to season leaders at the monthly meeting and quarterly meeting levels—this means to draw out, to develop, and sometimes to release Friends to service. In doing this, we need to encourage emerging leadership among Young Adult Friends. We should also be prepared to prevent experienced elders from moving into the background prematurely.” (Long Range Planning Committee report to NEYM Sessions, 8/2001)

⁷ “Many members in the YM spoke of the need for Quakers in New England to witness more actively in the world. In order to witness, we must know that to which we are witnessing. Do our values and actions flow from our faith? Is our faith the foundation for the “why” of all that we say and do? Why should we take outreach seriously?...because we are led by the Spirit to share what we have found.” (Long Range Planning Report to Sessions, 8/2001)

⁸ “We have heard how important spiritual formation and growth is to Friends...Our working group conducted telephone interviews with Friends from six quarterly meetings, and their responses reinforced comments we heard from many other sources during the past two years...Friends spoke in many ways of a hunger for a spiritual life that produces tangible results. There is a sense that we need to become better and better practitioners of Quaker spirituality. We need to gain experience and skill in waiting on the Lord, and in exploring and in articulating our faith in vocal witness and in other service.” (Long Range Planning Committee report to NEYM Sessions, 8/2001)

⁹ “As our youth travel throughout other YMs, it has become increasingly clear that they are unable to explain their beliefs and spiritually support their values to others. As adults, we need to not simply live out our values, but we must actively articulate our faith with each other and our youth. The YM needs to encourage and foster such faith discussions among adults and youth at all levels of the YM. Much talk in meetings about beliefs and practices occurs informally among adults, and conversations across the generations are both harder to structure and too rare.” (Long Range Planning Committee report to NEYM Sessions, 8/2001)

- **networking**—through online meetings and in-person, in groups and using the “buddy system”—Friends serving in parallel/corresponding roles in local meetings (e.g.: MM clerks, treasurers, M&C members), learning from one another
- **organizing and providing resources** (speakers, programs, logistics) for regional gatherings, including quarterly meetings
- **hosting workshops and trainings** (both at retreat centers like Woolman Hill and on-site at local meetings, partnering with quarterly meetings)
- **producing high quality topical curricula & brief accessible resources** (print and electronic)
- **sharing news & information about Quaker events and work** through the NEYM website, calendar, print, and through email updates & social media
- **coordinating & connecting traveling ministers and resource people**
- **sharing examples & case studies** of innovation and successful strategies across the network of meetings – learning and improving our practice

Guiding Principles

As we work to support our local meetings, I suggest that we keep before us the following principles that have been lifted up and affirmed as useful in recent years. We might look at developing queries to be considered in developing and delivering programs in the areas above, to ensure that they are informed by and consistent with the principles below.

- **One Yearly Meeting:** There are many ways we are NEYM, including: a People of faith, a network of local meetings, an annual gathering, a structure for service and an organization providing programs & services. Everyone engaged in the Quaker movement in NEYM—from lifelong members to people whose children attend a Friends’ school or who are drawn to witness alongside Friends—is in some way involved with New England Yearly Meeting of Friends.
- **Transformation:** The tradition we are inviting people to strengthen is about *transformation* through encounter with God, facilitated by participation in spiritual community. We share together on a journey into deeper relationship with God and with one another. How does our work help meetings encourage changed lives?
- **Wholeness:** An essential aspect of our work, as we strengthen and clarify the “value proposition” that Friends have to offer in the world, is to remove barriers and welcome the full participation of people who are seeking to make an informed and led commitment to be a part of that movement, especially focusing on removing barriers in regard to race/ethnicity, age, sexual/gender identity, and class/cultural experience/occupational background. Actionable work in supporting inclusion of and participation by young adults in local meetings is an example of “low-hanging fruit” in this area.
- **Doing What Works:** All of our efforts at discernment and consultation may ultimately prove fruitless if we do not free one another to do our best work. This will mean bringing the best tools of our minds, hands, financial resources and wider connections to bear to

support our discernment of needs. To do less is not faithfulness. We need to be honest with one another about our limitations, to ask what gifts and skills are needed to do the work that needs to be done, and then to seek to do that work together effectively. This will mean building a culture of accountability and evaluation, both celebrating & sharing successes/best practices and learning from the opportunities to improve which failures present. When we are able to hold one another accountable, we will do better work together, to the benefit of all.

- **Accessibility:** We are driven to increase the transparency of what we do and to communicate it, to remove both any reality of and any perception of a lack of openness or access to meaningful participation by all members of the NEYM community.

Assessment & Evaluation

As a starting place for our work in building a culture of assessment, several measurable statistics have been suggested as **indicators** for the efficacy and progress of our work as we go forward:

- increase in monthly meeting membership, especially among young adults
- increase in monthly meeting financial contribution to NEYM annual operating budget (or overall income in support of operating budget)
- number of Friends active in public ministry in New England¹⁰
- attendance at Annual Sessions
- attendance at quarterly meetings and/or other regional events
- attendance at weekly meetings for worship
- attendance at monthly meeting meetings for business
- visibility in media (print/blog/online media mentions, visits to NEYM website, Facebook Shares/Likes, Twitter followers)

In addition, it may also be wise for us to develop a simple and consistent **qualitative survey tool** that could be used to establish a baseline and perform periodic assessments of progress in less numerically straightforward areas, possibly including *measures of perception in the strategic areas* and/or *demonstrated examples of effectiveness*.

One key caveat for evaluation purposes is that *NEYM practices for record-keeping and reporting of statistical information are inconsistently applied across our local meetings*, meaning that information currently being gathered on membership, attendance at meeting, etc. is not highly reliable. In welcoming a move toward more intensive use of data to strengthen our effectiveness, consistency, transparency and accountability, we should recognize that new attention to these details will require new resources. While this improvement does seem possible, and would surely be valuable, 68 local faith

¹⁰ Some Quaker accounts say that the two queries included in the first annual state of society reports were “How does the Truth prosper among you?” and “How many Friends imprisoned for the Truth have died...” Perhaps today’s equivalent would be recognizing those whose meetings are supporting them in public ministry?

communities (~90 if you include worship groups) that are accustomed to significant autonomy do not easily or swiftly adopt new practices, so it will require an intentional effort.

Another important consideration is that these measurements likely will not register changes immediately in response to increased focus in our work, both because of the time needed by the local meetings to experience the benefits of new approaches and because reporting will lag behind change in experience. It will be important for us to balance the urgency of evaluation with patience in the process.

Finally, we might be wise to recognize that in looking for indicators we are not seeking to collect comprehensive information, but rather to identify perhaps two or three data points that if we monitor them closely could give us a helpful *dashboard* to reflect a general trend in a given direction and help guide, assess, and perform course corrections for our ongoing efforts.

Hopes Going Forward

As I have said above, I offer these reflections to seed our conversations and work in hopes that we can proceed forward together. Again, they are not in any way intended to describe or include all of the various work done by Friends throughout NEYM, but rather to affirm the vital need for us to leverage our resources and undertake very specific and focused efforts if we hope to see growth, change and renewal of the Quaker way in New England. I look forward to our further conversations as we continue in this exciting project. Thank you all, Friends, for your willingness to help our New England Quaker community take these next steps on our 355-year journey of seeking to be faithful.

**Presiding Clerk/Coordinating and Advisory
Report to Permanent Board
21 February 2015**

Memorial Minutes

How do we best share memorial minutes during our time together at sessions?

We experience a tension between our desire to spend more time with memorial minutes and the limits of all that we wish to accomplish in our limited time together. Several bodies of Friends (Permanent Board, Ministry & Counsel, Sessions committee, Clerk's Table), as well as individuals, have reflected on this question over the past months. The current thinking is:

- o Memorial minutes approved by Permanent Board should be printed in a booklet for Sessions. If possible, include a photo if the family is in agreement. **Staff** prepares the booklet.
- o Have a Memorial Meeting of an hour (or 1 1/2 hours) during which memorial minutes could be shared and there could be worship. **Ministry and Counsel** would have care of the planning and oversight for this Memorial Meeting. Sessions committee will be mindful of what is scheduled after this Memorial Meeting.
- o The booklet of memorial minutes will be submitted to the **Clerks Table**, from which some excerpts could be read in the manner of reading yearly meeting epistles that are sent to NEYM.
- o Each memorial minute from a quarterly meeting could be printed in the booklet as it is forwarded with minimal **editing by PB** to add any missing information about the connection of the individual with yearly meeting service.

Coordinating Committee work

One of the charges of Coordinating & Advisory committee is to coordinate the work of Yearly Meeting committees. Over the past year we have heard from multiple committees a need for a long-term vision for the yearly meeting to be articulated so that their work could be grounded in, and supportive of that vision.

Coordinating and Advisory recognizes that the articulation of a YM vision is an essential step in moving forward together as a YM.

C&A recently convened a meeting with the clerks of Structural Review, Legacy Gift and Long Term Financial Planning committees to develop a clearer sense of how the 3 committees might work together going forward, and how to avoid confusion and duplication in our work. Each of these three committees has been charged with carrying forward critical aspects of the work of NEYM, and their ability to do so has been limited by a lack of clear articulation of a vision for where the YM wants their work to go.

Each of these committees has separately recognized the importance of the YM affirming a clear direction and priorities for our work in order to provide guidance on what structure might best serve this direction (Structural Review), how we might manage our financial resources (Long Term Financial Planning), and the guidelines for distribution of grants funded by income and principal of the former New England Friends Home investments (Legacy Gift).

To ensure that all three committees are communicating well and aligning their work toward shared goals C&A proposes that Permanent Board take the following actions:

- **Appoint a member of Structural Review to Long Term Financial Planning.** LTFP committee now has representatives from M&C, Finance, Personnel, and Development Committees, in addition to the Clerk of PB, YM Secretary and Treasurer. This would help improve communication, coordination and discernment by ensuring Structural Review had a consistent seat at the table.
- Revise the charge of Long Term Financial Planning committee to include drafting a vision of the work that we as a yearly meeting are called to do based on the past discernment of the yearly meeting. This will guide committee work and, with the approval of Permanent Board, be presented to YM annual sessions in 2015.

Proposed revised charge for Financial Long Term Planning committee:

Grounded in the past discernment of the Yearly Meeting, and in collaboration with Structural Review and Legacy Gift Committees, the LTFPC will draft a vision of, and articulate specific priorities for, the work that we as a Yearly Meeting are called to do. The Committee will present the past discernment, the vision, and a long-term financial plan to enable the Yearly Meeting to accomplish that vision as well as bring our income and expenditures into balance.

- **Charge** the clerks of Long Term Financial Planning and Structural Review, in consultation with the clerks of Legacy Gift and Development, to:
 - Actively communicate with one another to coordinate the work of their committees, and to seek support from C&A as needed
 - Collaboratively review the document prepared by the YM Secretary for LTFPC, improve upon it,
 - Share it with the wider YM, and
 - Use it as a working document to ground and guide their respective committee's work.
- Bring to Sessions for consideration (and approval), a set of integrated, specific and concrete priorities with which we can align the work of the yearly meeting committees and staff going forward. This will be accompanied by proposed action steps, under the care

of respective committees, to advance this work on behalf of Friends
in New England.

With God's abundant love,

Jacqueline Stillwell,
presiding clerk

On behalf of Coordinating and Advisory: Holly Baldwin (PB clerk), Ben Guaraldi
(treasurer), Debbie Humphries (M&C clerk), Noah Merrill (YM secretary),
Shearman Taber (Finance committee clerk), Fritz Weiss (rising presiding clerk),
Edward Baker (supervisor of YM secretary)

Ad hoc committee to season John Kellam's Memorial Minute and the Minute of Acknowledgment

January 11, 2015

Present: Betsy Zimmerman, Katherine Fisher, Dan Lederer, Diane DiCranian, Carolyn Stone, convener

Carolyn shared the content of a meeting that she had with Allison Randall and Jeremiah Dickinson in which they considered whether and how to share these minutes at Sessions. They felt that the minutes should be made public, but we need to take care that people who might be triggered by the mention of child sexual abuse are able to avoid the minutes if they choose to. We want to share the minutes because it is important to acknowledge that our leaders can be abusers, that even people who make important contributions to our community can also be terribly destructive. This intent can be expressed in a "preamble" to the minutes.

The first warning about the content should be in the Advance Documents. We would ask that the Presiding Clerk choose a specific time for reading the minutes so it can be mentioned in the daily news at Sessions. Lastly, members of M&C can offer a handout to people as they enter to advise them of the content to be shared.

We also recommended clerk request there be no spoken messages in the following worship. Our feeling was that the rawness of emotion that the minute might arouse would not be worshipful. We want to avoid having visceral feelings shared in a time that should be worship. We do not want to muzzle people. We recommend that there be an opportunity right after the session in which people will be invited to share their responses to the minutes. One suggestion was that this meeting take place in the same room where the session was held.

In general the whole committee felt these were good recommendations. They are in line with the desires of John Kellam's daughters, their peers, and of Providence Meeting who want the truth to be told. John Kellam's contributions to the Yearly Meeting would have made it likely that his minute would be read. As we strive to be a safe, worshipping community, we need to understand how complex we are.

We noted that it is up to the Presiding Clerk to decide which Memorial Minutes to read aloud. Even if the minutes are not read, they should appear with the other printed minutes, with their "preamble."

The committee asks that M&C identify people who are qualified to counsel in this area so that they can be available if needed at Sessions.

We will also ask Sessions Committee to offer a workshop to share resources for Meetings on preventing abuse in Meetings and on responding when abuse is revealed.

We closed with brief worship. Carolyn will write up our recommendations and distribute them for comment.

**Report from Personnel Committee to the Permanent Board
2/21/2015**

The Personnel Committee has begun a review of the NEYM Personnel Manual. This process will take several meetings to complete, and we will present our recommendations to a future meeting of Permanent Board. One area that we will be examining is the existing policy of giving our staff one-year appointments. What might be the positive and negative effects for our staff members, finances, and organization of offering open-ended appointments? As this would be a major change to our practice, we would like to hear from members of Permanent Board who have thoughts on this question to help us better consider this topic. Could Friends communicate with Bob Murray, clerk of the Personnel Committee, or talk to a member of the committee before March 15? Thank you.

2014-69/Policy Regarding Check Signers

Friends **approved** recommending the following policy for nominating and authorizing check signers to the Permanent Board:

Four individuals should be authorized as signers of checks for the Yearly Meeting. The signers shall include:

- Treasurer
- Yearly Meeting Secretary
- Assistant Treasurer,

and the most appropriate person or persons of the following:

- the Presiding Clerk of the Yearly Meeting,
- the Clerk of Permanent Board,
- a recent Treasurer of the Yearly Meeting,
- in extreme circumstances, the holder of a position normally appointed by the Yearly Meeting in Sessions who has familiarity with its finances and is an active member of a monthly meeting which is part of New England Yearly Meeting.

Finance Committee will nominate check signers for the the Yearly Meeting's authorization. Check signers' authorizations must be renewed annually.

One of the functions of a signer is to verify that an expense is within the limits of the budget. To that end a signer should be familiar with the general spending patterns of the Yearly Meeting, and verify any unusual expense prior to signing a check.

In order to maintain ongoing oversight of the accounts of the Yearly Meeting, the primary individual responsible for writing the checks and entering them into the accounts shall not be an authorized signer of the checks. We recognize that in extreme circumstances a signer may also be writing a check. In such an event, the Clerk of Finance Committee and all other check signers must be notified as soon as possible.

Anyone responsible for bookkeeping (including the Accounts Manager) and anyone with the individual authority to allow budgetary overages (specifically the Clerk of the Finance Committee) cannot be an account signer.

2014-70/Policy Regarding Bank Transfers

Friends **approved** recommending to Permanent Board that the Board establish a policy for how bank transfers and electronic transfers are made from Yearly Meeting accounts and **approved** recommending the following policy to Permanent Board:

Bank transfers and other electronic transfers of funds must be authorized in writing by authorized check signers. Written documentation of authorization for transfers, including authorization by two check signers for transfers of over \$5,000, will be maintained to correspond with the policy for checks. Recurring transfers, such as payroll and health insurance, may continue once they are authorized until the end of the fiscal year.

Hanover Friends Meeting

43 Lebanon Street
Hanover, NH 03755

November 17, 2014

Greetings to Friends,

Please welcome our member Leonard Cadwallader into your worship and fellowship.

Leonard has followed leadings over many years to make connections with Spanish-speaking Friends in various parts of Latin America. Most recently this has been expressed with Friends in Cuba, having become involved with the activities of New England Yearly Meeting's Puente de Amigos Committee. Leonard, and his wife, Mary Ann, hosted the two Cuban representatives to the sessions of New England Yearly Meeting in 2011. The Cadwalladers then joined a delegation from Wellesley Friends Meeting traveling to Cuba in 2012. That trip was conducted under the guidance and with the prayerful support of the Puente de Amigos Committee of New England Yearly Meeting. Leonard has continued to participate in Puente de Amigos activities and in 2014 was appointed the committee's clerk. Over this same period of time, our monthly meeting was formalizing a sister meeting relationship with a Cuban church and in February, 2014, Leonard co-led a delegation to visit its sister meeting and attend the sessions of Cuba Yearly Meeting.

Leonard wishes to travel among, worship with, and listen to the stories of Friends whose roots grow from the diverse cultures of the Caribbean, Central and South America. We can learn much from Latin American Friends about gospel-centered ministry, outreach, and new ways to create a church family. We look forward to the openings, known and unknown, that will grow from this travel.

Leonard has met with a clearness committee of our meeting which found unity with him on the clarity of his spiritual leading to attend the Friends World Committee for Consultation – Section of the Americas gathering in Mexico in March, 2015. The Committee's recommendation for Leonard's travel was approved by Hanover Friends Meeting at its meeting for business on November 9, 2014. With God's guidance, Leonard's aspirations to return to Guatemala and Cuba in 2015 may also be realized.

We rejoice in this opportunity to send you our love, and strengthen our connections with the wider Quaker community. When Leonard returns, we will be eager to learn from him of your activities and concerns. We look forward to welcoming any of you to worship with us.

Yours in peace,

Craig Putnam, clerk, Hanover Friends Meeting

Approved with Love and Blessings for safe travel on December 7, 2014

Constance Kincaid-Brown, clerk, Northwest Quarterly Meeting

Quaker City Unity Friends Meeting

Jenny Wright, co-clerk: 168A Quaker City Road, Unity, NH 03603; 603-543-0910
Rebecca MacKenzie, co-clerk: 7 Glenwood Drive, Claremont, NH 03743; 603-504-2851;
reb178@myfairpoint.net

July 20th, 2014

Dear Friends,

Loving greetings from Friends of Quaker City Unity Friends Meeting in New England Yearly Meeting (NEYM). We commend to your loving care Friend Rebecca MacKenzie, who is a member of Quaker City Unity Friends Meeting, and will be traveling in the ministry this next year visiting with Friends.

Rebecca currently serves as co-clerk of Quaker City Unity Friends Meeting and is a member of the Ministry and Oversight Committee of NEYM's Northwest Quarter. She also serves on NEYM's Earthcare Ministry Committee. Rebecca is active in local and regional efforts to create a spiritual response to Earthcare stewardship and social justice issues. To this end she offers programs in New England and New York with the goal of creating a human presence on Earth that is spiritually-centered, environmentally resilient and sustainable, and socially just.

Rebecca has shared with the meeting her leading to travel in the ministry among meetings which are seeking to deepen their spiritually-centered practice of Earthcare stewardship and social justice. After careful consideration the meeting has found unity to approve this minute of travel.

We hold Rebecca in our prayers and trust that God will richly bless your time together.

On behalf of Quaker City Unity Friends Meeting,

Jenny Wright, co-clerk

Quaker City Unity Friends Meeting, New England Yearly Meeting

*Endorsed by Northwest Quarter at Business Meeting on September 7, 2014 with gratitude for the Ministry Rebecca has been given.
Constance Kincaid Brown
Presiding Clerk - Northwest Quarter Meeting*

Harold Nichols Burnham, Jr. March 21, 1927 – July 31, 2013
Portland Friends Meeting, Portland, ME

When Harold Nichols Burnham, Jr., died in August 2013 his family, students, patients, and friends were left to mourn our loss and to celebrate his life. At Portland Friends Meeting, we no longer have this Friend in weekly worship, but we are left with a powerful example of a Quaker life.

Harold (Hal) Burnham was born in 1927 and raised in Portland, Maine where he attended Oak Street Friends Meeting. After the death of his father from tuberculosis when Hal was four years old, his mother led their family. The strength of his mother and the absence of a father were significant influences on Hal, as were the family ideals of honesty, courtesy, and obedience instilled in him and his younger brother.

While obedience was important, as a Quaker, it was an issue of to whom one should be obedient. In high school, Hal refused to participate in a scrap metal drive to provide metal for military armaments. After graduating from Bowdoin College, he refused to carry a draft card or submit to the physical exam required by the Selective Service. As a result, Hal was arrested and sentenced to 18 months in a maximum security prison in Springfield, Missouri, which interrupted his teaching duties at the Scattergood School. Knowing that many of his co-conscientious objectors were considered ex-convicts, he refused to sign a statement for early release from prison because it required that he promise to not associate with any known ex-convict. Hal's integrity may have made his life more difficult, but he remained true to his ideals and to the messages of some of his heroes: Jesus, Mahatma Gandhi, George Fox, John Woolman, Bayard Rustin and later, Martin Luther King, Jr. as well as T. Canby Jones and Gilbert Kilpack.

One of Hal's gifts that we will miss is his vocal ministry. His vigilant examination of his life to discern God's message led to deep understanding, deeply shared. One example of Hal's ministry is a message that he gave reflecting on his experience as a young man on a late fall walk in the woods. He was wrestling with how he might dare to put his life in the hands of something as invisible as the power of prayer. Hal loved to hike, ski, and fish. He felt confident about his relationship with the beloved, physical, visible world around him. His hike brought him to a puddle that stretched across the path. As he paused to determine whether to go through or around, he observed the crisp, colored beauty of the fallen leaves that lay under the water. He decided that the obstacle was wide enough, and his boots sturdy enough, to slog through the water. He was astonished when he brought his foot down. Instead of sinking into a liquid surface, he met a crystal clear sheet of ice. He was, unexpectedly, held by the invisible. From time to time Hal would return to this experience to encourage trust in the Presence.

Hal embraced prayer and witnessed its power, even though he professed occasional doubt. In 1947 Hal attended the Friends World Committee for Consultation in Oxford, England. The gathering was struggling with the wording of an epistle and tensions were high. An older attender near Hal prayed aloud "Oh God, we are in a fix. We ask You to guide us." Profound silence fell over the entire gathering, and the way became clear. This event led Hal to embrace prayer for help when Portland Friends Meeting formed from the merging of Oak Street Friends Church and Forest Avenue Friends Meeting. The joining

was difficult, but encouraged by Olive Taply and Calvin Wolcott, Hal prayed for help in guiding the worship of this new community. Through the summer, the worship grew as did Hal's confidence in asking God for help.

Hal did not see his faith as an easy path, and felt that it was hard work to be a good Christian and a Quaker. He struggled to model Jesus and be good, faithful, and courageous. Over time, he came to believe that by living in a way that showed love for others, he was doing the most loving thing possible for God. After graduation from the University of Pennsylvania School of Medicine, Hal's work as a doctor of family medicine was a form of ministry for him, as was his work at the Mercy Hospital Chemical Dependency Program.

At the time of his death, Hal was still regularly attending Portland Friends Meeting, recording the weather on Sebago Lake where he lived with his wife Phyllis, and enjoying his son Jonathan and daughter Margo and their families. New England Yearly Meeting and Portland Friends Meeting miss this deep Friend. How Harold Burnham wished to be remembered is best stated in his own words, "What is said about me after my death I hope will be truth. What I would like the truth to be is that my life has brought others some measure of physical comfort, emotional hope, and the confidence to commit themselves to more reliance on divine love in this life."

Forwarded to Falmouth Quarterly Meeting, November 2, 2014

Sarah Cushman, co-clerk
Portland Friends Meeting

Forwarded to New England Yearly Meeting, January 25, 2015

Dorothy Grannell, clerk
Falmouth Quarterly Meeting

Richard Reeve Wood, Jr.
March 30, 1932 - June 5, 2010

Richard Reeve Wood Jr. was born March 30, 1932, to Richard R. and Nancy Morris Wood in Moorestown, New Jersey. He grew up surrounded and seasoned by Philadelphia Friends. He attended Moorestown Friends School and received a B.A. in English from Haverford College while it was still an all male school. He loved playing soccer at Haverford or anywhere else he could round up a game!

Richard's fascination with farms, farm animals and aesthetics of the land grew ever more important when he began working summers on a Quaker farm along the Delaware River. As a Conscientious Objector he served two years at the Earlham College dairy farm.

Following his stint at Earlham, Richard married Elizabeth Hoag. They bought the Goddard farm, a small farm in Brunswick, Maine, which had been bequeathed to Durham Monthly Meeting. There they had four children: Rebecca, Gilbert, Anna and Susan. They also built a Jersey herd of some note. After their divorce Richard continued to farm and provide hospitality to folks from various walks of life who were passing by. His was a compelling and welcoming presence and he connected easily with all sorts of people.

Richard loved cows and spent much of his time as he worked in the barn thinking and dreaming of the emerging contemporary small farm movement. He was ahead of his time, like Wendell Berry whose writings inspired him. Later he was given an opportunity, when hired by the Maine Department of Agriculture as coordinator for the *Agriculture Viability Program*, to travel and write on behalf of the small farm movement in Maine. Richard was a gifted writer and published articles in *Small Farm Journal*, *Maine Times*, *Times Record*. There was a memorable piece in the *Boston Globe* reporting on Richard's visit to war torn Nicaragua as part of an Oxfam delegation.

Richard was a beloved and active member of Durham Friends Meeting, serving in various capacities including Monthly Meeting Clerk, Trustee, on Ministry and Counsel, and occasionally giving the message. He was Clerk of Falmouth Quarterly Meeting for a time.

One First Day at Durham Friends Meeting, Richard and Susan McIntire rose in the midst of silent worship and he declared, "Before God, my family and friends, I, Richard, take thee Susan to be my wife. With divine assistance and help from my friends, I will be unto thee a loving and faithful husband." Susan responded in kind. The clerk read the marriage certificate aloud and invited each of us there to sign as witnesses. Those present witnessed a traditional Quaker wedding, and Richard and Susan went on to have a real Quaker marriage.

Richard and Susan eventually sold the Brunswick farm, moved to Western New York in 1990, and bought another farm. This one had Holsteins and draft horses. Here they continued raising their children Reeve and Isaac. They were assisted in this new venture by local farm folks including those in the nearby Amish community.

In 2000 Richard was diagnosed with Parkinson's disease, which he managed with characteristic grace and optimism. Richard and Susan returned to Maine in 2003 to be closer to family and friends.

Those of us who are privileged to have known him and listened to his deep penetrating voice, marveled at the almost effortless way he established close rapport with others. His Quaker roots and seasoning were embedded in his presence. He was profoundly steady and comfortable. Children loved him. He loved dogs. He wrote mystery stories. He loved his family. For many of us he was a compassionate listener. There are myriad tender memories of cups of tea with him at the kitchen table.

Richard Wood

No Hallmark Angels,
they asphyxiate me.
Send me one like
Richard Wood in
floppy rubber boots.
His large hands
cracked and gnarled
from washing cow's
udders on winter days.

This cold Maine morning
The barn smells of burnt
rushes. A holstein heifer
is down dead in her stall.
He backed the old John
Deere into the barn and
dragged the carcass past
the restless herd, breath
rising like incense smoke.

He kicked a heap of snow.
"At least she'll freeze out here
in the dooryard till I can think
of some place to put her".
Inside we had a dirty mug of
tea and were as close as
those cows in the barn.

pbcc (1995)









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Final Audit Report

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