

**Permanent Board
18 November 2017
Westerly Monthly Meeting**

17-75: Worship

The meeting opened with a period of waiting worship.

17-76: Welcome

We received the welcome of Westerly Friends Meeting with gratitude. Edward Baker, past member and clerk of Permanent Board, had long hoped that Permanent Board might meet at his home meeting of Westerly. Although his recent death meant he was not among us today, as we gathered into worship together, we deeply felt his loving invitation to us.

17-77: Roll Call

The clerk called the roll.

Present: Sarah Gant (Clerk), Rosemary Zimmermann (Interim Recording Clerk); Travis Belcher, Deana Chase, Susan Davies, Jeremiah Dickinson, Darcy Drayton, Hannah Zwirner Forsythe, Christopher Gant, Ian Harrington, Christopher McCandless, Jean McCandless, Gina Nortonsmith, Carole Rein, Sara Smith, Phil Stone, William Walkauskas, Donn Weinholtz, Mary Zwirner

Ex Officio: Noah Merrill (Secretary), Bob Murray (Finance Committee Clerk), Elizabeth Reuthe (Secretary Supervisor), Jackie Stillwell (Past Presiding Clerk), Shearman Taber (Treasurer), Fritz Weiss (Presiding Clerk)

Guests: Brian Drayton, Beth Hansen, Kurt Hansen, Tom Morton, Iris Morton, Kathleen Wooten

Regrets: Ben Guaraldi, Galen Hamann, Leanna Kantt, Rebecca Leuchak, Anna Radocchia, Becky Steele

Not Present: Kimberly Allen, Tom Jackson, Elizabeth Szatkowski

17-78: Presiding Clerk's Report

The Presiding Clerk gave his verbal report; his written report is attached.

17-79: Coordinating and Advisory

The Presiding Clerk shared concerns he has heard about the role of C&A. A perception exists that C&A has overreached its scope and is beginning to function as an executive committee. He

does not believe that this perception is accurate and believes it to be unhealthy. He asked for guidance from Permanent Board on the role of Coordinating and Advisory.

Friends broadly agreed that C&A has become both more visible and more active. C&A has certainly responded to pressure that Friends react more nimbly to a changing world. Perhaps this has led to the perception that C&A has become “executive.”

While some Friends do find the changing dynamics of C&A unsettling, others find them both welcome and necessary.

The Presiding Clerk welcomes continued feedback and discussion on this matter.

17-79.1: Moses Brown School Bylaws

Noting that Sessions has already approved this exact language as the charge for the “Committee on Nurturing Friends Education at Moses Brown School,” we heard proposed changes to Article 4.4 of the Moses Brown Bylaws as follows:

There shall be a Committee on Nurturing Friends Education at Moses Brown School. The purpose of this committee is to strengthen the Friends faith and practice of Moses Brown School. The work of this committee shall be concerned with nurturing the spiritual base of the school, fostering strong relationships between New England Yearly Meeting of Friends and Moses Brown School, helping the School explore and deepen its Quaker values and best practices in Friends Education, and such other matters as this committee and New England Yearly Meeting of Friends shall agree upon from time to time. The committee will consider concrete ways that it can support and share the developments in Friends education at Moses Brown School. The committee will support the school’s work to identify children of Quaker families and encourage them to apply. The committee will support the school’s efforts to ensure that current Moses Brown families, faculty, and staff, who are drawn to the Quaker aspect of the school, are given opportunities to deepen their connections to Friends faith and practice. The committee will support the Head of School in stewarding the School’s membership renewal process for the Friends Council on Education.

This committee will work with the Providence Friends Meeting Liaison and the Friends Coordinator to steward the process for nominating Friends to this committee, for approval by the New England Yearly Meeting Permanent Board; and will take a lead role in creating and vetting a list of Friends for potential service on the Board, and presenting that pool of potential members to the New England Yearly Meeting Permanent Board and the Nominating Committee for approval in accordance with Article II, Section 4.

This committee shall be the joint responsibility of the Board and New England Yearly Meeting. The committee will maintain an equal number of members appointed by New England Yearly Meeting and the Board of Moses Brown School, respectively. There will

be at least 12 regularly appointed members and two *ex-officio* members. At least six members will be nominated by this committee and appointed by the New England Yearly Meeting Permanent Board for staggered three-year terms not to exceed six consecutive years for any member, and one *ex-officio* position filled by either the Clerk of New England Yearly Meeting or the Clerk of the New England Yearly Meeting Permanent Board. At least six members will be appointed by the Board, no fewer of two of whom shall be current Board members, for staggered three-year terms not to exceed six consecutive years for any member, and will include the Head of School and the Director of Friends Education, with one *ex-officio* position filled by the Clerk of the Board. The Clerk of this committee shall be nominated by its members, working with the Providence Friends Meeting liaison and the Friends Coordinator, with the final approval by the New England Yearly Meeting Permanent Board. This committee shall meet at least five times per year.

The Permanent Board approved.

We then heard proposed changes to Article 4.3 of the Moses Brown Bylaws, as follows:

“There shall be a Nominating Committee of the Board. The members of the Nominating Committee, all of whom shall be current or former Board members and a majority of whom shall be Board members, shall be nominated by the Head of School, the Clerk of the Board, and the Friends Coordinator, and approved by the Board. At least two members of the Nominating Committee shall be Friends, one of whom shall also be a member of the Committee on Nurturing Friends Education. Additional members may be added in the same manner, at the discretion of the aforementioned panel. The size of the Nominating Committee shall not exceed 12 members.

At the annual meeting of the Board, or at such other time as may be required, the Nominating Committee shall present to the Board the nominations of the Board members, officers, members of committees and Clerks of the same. The Nominating Committee may nominate, and the Board may select, members of committees who are not members of the Board.”

The Permanent Board approved this change.

17-79.2: The pastor of Iglesia Evangélica Amigos de Worcester has died. This is a Friends Church associated with Evangelical Friends Church International (EFCI). The Secretary and Presiding Clerk reached out to that meeting to offer our condolences and prayers. The Clerk will continue the practice of reaching across the manmade divides in our faith.

17-80: Secretary’s Report

The Secretary gave his verbal report; his written report is attached. He noted that the Yearly Meeting is undergoing a time of change, and asked those present to reflect on their own

relationship with change, specifically by examining where we are in the “Eight Stages of Change” chart from *Leading Change in the Congregation*, by Gilbert Rendle.

He shared with us a draft income/expense report that breaks down the flow of our money by “class,” or program. Many donors, potential donors, and decision-makers have requested that we present our budget reports in this way. The Secretary invites further feedback on the utility of this sort of report. The purpose of a financial presentation is to empower decision-makers to make sound decisions. How can we do this better? The Secretary welcomes feedback.

17-80.1: Rhode Island “Registered Agent”

The state of RI has asked NEYM to file annual documentation related to our tax exemption. To comply with this, we need to appoint a RI Friend to serve as a “Registered Agent” of NEYM.

By action of the Permanent Board of New England Yearly Meeting of Friends, Rebecca Leuchak of Providence, Rhode Island is appointed as the Registered Agent of New England Yearly Meeting of Friends in the state of Rhode Island and Providence Plantations.

17-80.2: Childcare Policy Revisions

We heard proposed changes to the NEYM Childcare Policy; please see the attached proposal. The Board **approved** these changes, with one minor alteration; the second sentence of the third point under the heading “Childcare on Site for NEYM Sponsored Events” shall read “It is recommended that no fewer than two adults, or one adult and one teenaged assistant, be present at all times.”

17-81: Vassalboro Quarterly Meeting

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

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

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

17-82: Treasurer's Report

We heard the report from the Treasurer, Shearman Taber.

Last year PB granted permission for the treasurer to withdraw up to \$100,000 from the Quasi-Endowment. Such a withdrawal was not needed last year, but the Treasurer expects it may be needed this year as we continue to operate under a deficit budget. Permanent Board again grants this provisional authority to the Treasurer for FY-18.

We received this report with gratitude.

17-83: Memorial Minutes

We heard memorial minutes for Phyllis Fairweather Agard, John Albert Blanchard, and Paul Gardescu. Permanent Board received these minutes with gratitude; they are attached to the minutes.

17-84: Finance Committee Report

Internal Nominating of Finance Committee brings forward the name of Robert Murray as Clerk of Finance, and the name of Kathryn B. Olsen as Assistant Treasurer. The Board approved.

Finance Committee proposes that Permanent Board formally terminate the Peace Tax Fund and instruct the Treasurer and Finance Committee to implement this decision. There is no money in this fund and it has not been used for many years. The Board approved.

The Finance Committee further proposes that Permanent Board approve changing the name of the "Faith and Practice Revision Fund" to the "Faith and Practice Printing Fund." This name more accurately reflects the actual purpose of the fund. The Board approved.

17-84.1: Bank Authorization:

Permanent Board designates Shearman Taber, NEYM treasurer; Kathryn B. Olsen, NEYM assistant treasurer; Sarah Gant, Permanent Board clerk; and Noah Merrill, Yearly Meeting secretary, as alternate signers, individually, of all bank and brokerage accounts of New England Yearly Meeting of the Religious Society of Friends, except for those checks greater than \$5,000, which shall require the signatures of two signers from the list above. The Board approved.

17-85: Development Committee

We heard a detailed verbal report from Chris Gant, clerk of the Development Committee. In brief, giving is up overall, and Development is working on extensive plans for further growth. Highlights include work on planned giving, improvements in the database, and more intentional

donor outreach. The clerk of Development would welcome further questions and board engagement.

17-86: Fund for Sufferings

Suffering is an inevitable part of faithfulness. Recognizing this, concerned Friends have brought forward draft revised guidelines for a Fund for Sufferings. This fund would be used to financially support Friends, or the families of Friends, who are suffering for the Truth.

The meeting united around the desirability of such a fund. The specific details in the draft revised guidelines, however, sparked a lively discussion. A response to suffering must be quick and efficient, but also wisely discerned. Friends struggled to find the right balance between these two needs.

The Secretary, Treasurer, PB clerk, and M&C clerk, in consultation with the Accounts Manager, will take the draft revised guidelines back for further discernment. They will bring a new draft to the Permanent Board meeting in February.

17-87: Ad hoc Challenging White Supremacy Working Group

The CWS-WG brought their committee's renewed charge for the approval of Permanent Board. The Board approved this charge. We recognize that this is a very large charge and that we are only at the beginning steps of this work.

The CWS-WG has made a request for \$300 equalization money for their upcoming retreat in January. The Board approved, trusting the Treasurer and the Secretary to find the appropriate source of these funds.

17-88: Ad hoc Reparations Working Group

The RWG presented us with their charge and their membership slate: Suzanna Schell (Beacon Hill), Charles Simpson (Burlington), Erica Adams (West Falmouth) and Leslie Manning (Durham). The Board approved.

The RWG asked that PB name a member of the board to their group. The Board named Darcy Drayton (Souhegan).

17-89: Puente de Amigos

Puente asks PB to approve travel minutes to Cuba for five friends. All of these friends have gone through discernment with Puente, and four of these friends have been previously approved by Permanent Board.

This request is not technically in good order; such endorsements--even for repeat travelers--should move from Puente to quarterly meetings, and be brought to PB by the quarters. However, it is almost impossible for friends to adhere to this process given both how infrequently QMs meet and also the strict documentation required to obtain religious travel visas to Cuba. Changes to travel minute approval process are currently in discernment.

The Board approved Fritz Weiss, Leonard Cadwallader (Hanover MM); Roland Stern, Cynthia Ganung (Wellesley MM); and Diego Low (Framingham MM) to visit Cuba in February. These Friends will attend Cuba Yearly Meeting and visit with Havana Friends on the way. (February 10-19.). We authorized the clerk of PB to sign their travel minutes.

Puente asks board re-approval of Benigno Sanchez-Eppler's (Northampton) existing travel minute. Benigno plans to travel to Cuba to teach at Cuba Yearly Meeting's Peace Institute (January 2-17). During this time, Benigno will be giving a course on Barclay in Banes, Holguin, Puerto Padre, and Havana. The Board approved.

17-90: Internal Nominating Committee

We received the new slates from YM Nominating Committee and the Internal Nominating Committees of Finance Committee and of Permanent Board. The Board approved the following:

From Yearly Meeting Nominating Committee:

Scot Drysdale (Hanover): Finance Class of 2020
Eppchez (Northampton) RSEJ Class of 2020
Beth Morrill (Hartford: RSEJ Class of 2020
Scott Rhodewalt (Mt Toby): RSEJ Class of 2020
LVM Shelton (Plainfield): M&C Class of 2020

From Internal Nominating Committee, Finance Committee:


Robert "Bob" Murray (Beacon Hill): Clerk of Finance (2018, may re-up)
Kathy Olsen (Yarmouth Prep): Assistant Treasurer: 2018 (successive)

From Internal Nominating Committee, Permanent Board:

Travis Belcher (Monadnock): Clerks Nominating Committee: Class of 2021
James Golden (Hartford): Faith & Practice Revision Committee: Class Of 2020
Leslie Manning (Durham): Clerks Nominating Committee: Class of 2021
Maggie Nelson (North Shore): Friends Camp Nominating: Class of 2020

17-91: Worship

The meeting closed with a period of waiting worship.


Sarah B. Gant (Mar 20, 2023 11:31 EDT)

Sarah B. Gant

Attachments:

Presiding Clerk's Report

Secretary's Report

Childcare Policy (Final)

Memorial Minutes:

Phyllis Fairweather Agard

John Albert Blanchard

Paul Gardescu

Charge: Ad hoc Challenging White Supremacy Working Group

Charge: Ad hoc Reparations Working Group

*Presiding Clerk Report to Permanent Board
November 2017*

"The opposite of faith is not doubt, but certainty. Certainty is missing the point entirely. Faith includes noticing the mess, the emptiness and discomfort and letting it be there until some light returns." Anne Lamott

Dear Friends,

Since the September Permanent Board meeting in Burlington, the **Coordinating and Advisory Committee** has met once. C&A has several specific functions – to support the members of the committee who are committing substantial time and love to the Yearly Meeting, to shepherd the committee work of the yearly meeting, to supervise the YM Secretary, and to nurture and support Friends serving in leadership roles throughout the Yearly meeting. The work before C&A presently is

- The conclusion of the triennial review and revision of committee purposes and procedures which was begun last year,
- Reaching out and supporting quarterly meeting leadership,
- Receiving and responding to the Secretary's work plan and priorities,
- Supporting leadership transitions in several committees,
- Helping committees that are struggling.
- We also touch base on any pastoral care concerns that have come to us individually.

We are seeking to conduct our meetings in a way that is energizing and to counter the sense of burden and at times exhaustion that members of C&A sometimes feel.

I have heard from several Friends that they feel that C&A is functioning as an executive committee of the yearly meeting. This is not my experience. I have tried in each report I've made to M&C and to Permanent Board to report on the activities and concerns of C&A. *I welcome any questions, concerns and advice Friends might have.*

Sessions committee has chosen a theme for Sessions 2018.

"In fear and trembling, be bold in God's service."

We think the quote is from William Penn, from *Some Fruits of Solitude*, and the passage is preceded by *"It is as great Presumption to send our Passions upon God's Errands, as it is to palliate them with God's Name"* and includes *"let us then try what love will do"* followed a bit later in the by *"Love is the hardest Lesson in Christianity; but for that reason, it should be most our care to learn it."* When we were discerning the theme it was the whole passage that drew us.

As we spoke out of the silence to the idea of theme, we heard thoughts on sanctuary; the need for a call to Spirit-led action; to be brave (hence bold); to overcome fear and live in hope, knowing that God is our refuge and our strength (Psalm 46); that our souls long for God as the hart longs for flowing streams (Psalm 42); that our theme should embrace service (hence its inclusion) as a concrete expression of *humility in discipleship*, working out our salvation with fear

and trembling while knowing God is at work in us (Philippians 2:12); and we should be willing to embrace God-language in our theme.

We recognize that choosing William Penn as the source of our theme is also an invitation to consider our heritage of colonization.

Diane Randall has agreed to provide the Bible half-hours. I have invited three Friends to serve on a plenary panel to speak to this theme from their personal experience and to offer a workshop at sessions so that they are able to engage with the community more deeply through the week. I am waiting on their discernment.

Over the course of the past two school years, the Trustees Committee of the **Moses Brown School board** has been reviewing our corporate documents, governance policies etc., as is done once every five years. This includes the school by-laws. Article XI of the by-laws specifies that any material change that impacts how Friends are appointed to the Board (and other Quaker aspects of the school) needs to be approved by NEYM either through Sessions or through the Permanent Board.

If friends are interested, I can share links to both a clean version and a black-line version of the entire revised corporate bylaws.

With Article XI in mind, though, I want to call you attention to the following two articles (the complete text follows my report):

- Article 4.4 defines and describes the Committee on Nurturing Friends Education. NEYM has already seen and approved this language, and the committee's new role in leading the process of nominating Friends to MB's Board. This new role for the Committee is further referenced in Article II.3, and Article II.4.(I) and (ii).
- Additionally, Article 4.3 contains a reference to the role that the Committee on Nurturing Friends Education would play in proposing nominees to the Search-and-Screen Committee (in the case of a search for a new Head of School), in cases where NEYM is not able to produce such nominees within 30 days.

These are changes we have already approved last year in the revised purposes and procedures of the Nurturing Friends Education Committee. *I am asking Friends to approve these two articles for the MBS corporate documents.*

C&A has committed to working this year to help strengthen the **Quarterly meetings**. I have drafted a summary of the purpose of Quarters that includes feedback from current quarter leadership and material from the 1985 Faith and Practice to this Ministry and Counsel meeting. There is a conference call with Quarter leadership later this fall to review this document. I hope to send two Friends to each quarter and consider, with the quarter leadership and others, the specific challenges, current structure and possible ways of increasing the life of the quarter. As we did last year with YM committees, we are looking for Friends who can "shepherd" each quarter in the process. The Yearly Meeting includes eight quarterly meetings, each of which has a different structure and different challenges. Some are vital, some are rising and some are struggling. I have asked the Ministry and Counsel Committee can help with this project.

I encourage Friends to read the monthly NEYM newsletter. There is much to share. One of my hopes for this year is for M&C to find a way to actively hold the ministry and witness that Friends are engaged in in a deep spiritual ground.

Love

Fritz Weiss
Presiding clerk

From the May 2017 revised School Bylaws.

Article 4.3

1. Nominating Committee

There shall be a Nominating Committee of the Board. The members of the Nominating Committee, all of whom shall be current or former Board members and a majority of whom shall be Board members, shall be nominated by the Head of School, the Clerk of the Board, and the Friends Coordinator, and approved by the Board. At least two members of the Nominating Committee shall be Friends, one of whom shall also be a member of the Committee on Nurturing Friends Education. Additional members may be added in the same manner, at the discretion of the aforementioned panel. The size of the Nominating Committee shall not exceed 12 members.

At the annual meeting of the Board, or at such other time as may be required, the Nominating Committee shall present to the Board the nominations of the Board members, officers, members of committees and Clerks of the same. The Nominating Committee may nominate, and the Board may select, members of committees who are not members of the Board.

Article 4.4

1. Committee on Nurturing Friends Education at Moses Brown School

There shall be a Committee on Nurturing Friends Education at Moses Brown School. The purpose of this committee is to strengthen the Friends faith and practice of Moses Brown School. The work of this committee shall be concerned with nurturing the spiritual base of the school, fostering strong relationships between New England Yearly Meeting of Friends and Moses Brown School, helping the School explore and deepen its Quaker values and best practices in Friends Education, and such other matters as this committee and New England Yearly Meeting of Friends shall agree upon from time to time. The committee will consider concrete ways that it can support and share the developments in Friends education at Moses Brown School. The committee will support the school's work to identify children of Quaker families and encourage them to apply. The committee will support the school's efforts to ensure that current Moses Brown families, faculty, and staff,

who are drawn to the Quaker aspect of the school, are given opportunities to deepen their connections to Friends faith and practice. The committee will support the Head of School in stewarding the School's membership renewal process for the Friends Council on Education.

This committee will work with the Providence Friends Meeting Liaison and the Friends Coordinator to steward the process for nominating Friends to this committee, for approval by the New England Yearly Meeting Permanent Board; and will take a lead role in creating and vetting a list of Friends for potential service on the Board, and presenting that pool of potential members to the New England Yearly Meeting Permanent Board and the Nominating Committee for approval in accordance with Article II, Section 4.

This committee shall be the joint responsibility of the Board and New England Yearly Meeting. The committee will maintain an equal number of members appointed by New England Yearly Meeting and the Board of Moses Brown School, respectively. There will be at least 12 regularly appointed members and two *ex-officio* members. At least six members will be nominated by this committee and appointed by the New England Yearly Meeting Permanent Board for staggered three-year terms not to exceed six consecutive years for any member, and one *ex-officio* position filled by either the Clerk of New England Yearly Meeting or the Clerk of the New England Yearly Meeting Permanent Board. At least six members will be appointed by the Board, no fewer of two of whom shall be current Board members, for staggered three-year terms not to exceed six consecutive years for any member, and will include the Head of School and the Director of Friends Education, with one *ex-officio* position filled by the Clerk of the Board. The Clerk of this committee shall be nominated by its members, working with the Providence Friends Meeting liaison and the Friends Coordinator, with the final approval by the New England Yearly Meeting Permanent Board. This committee shall meet at least five times per year.

To: The Permanent Board of New England Yearly Meeting of Friends
From: Noah Merrill, Yearly Meeting Secretary
Re: Report in preparation for November 2017 meeting

Dear Friends,

I can't begin this report without giving thanks for the life and testimony of Edward Baker, whose mentorship, wisdom and faithful service have blessed and shaped my life, among so many others. I knew him as a good and useful man. In his humility, workmanlike dedication, patience and steadfast care, may we find renewed inspiration to carry forward God's work in the time we are given.

This report is longer than the one I wrote for our last meeting, with more detail. I welcome your suggestions on length, content, and focus. *What would be most helpful for you to read in my reports as you prepare for our meetings?*

In September, I described the following priorities for my work this year:

- 1) Strengthening our capacity to support local meetings, and to start new meetings, so that we might be more and more vibrant communities of deep hope and faithful living;
- 2) Connecting and encouraging those called to ministry and those who support them, as we reclaim and reimagine how we steward gifts in ministry;
- 3) Making more available and accessible ways of transmitting our tradition, spiritual practices and wisdom—this would include fostering our capabilities for religious education and spiritual nurture;
- 4) Helping us transform our spiritual relationship with money and ministry, that we might—in the words of John Woolman—“turn all we possess into the channel of Universal Love,” so that we might realign our hearts from scarcity to abundance in support of the ministries of New England Friends;
- 5) Keep focused on nurturing both the *institutional* dimensions of our work and the *organic* dimensions, so that the organizational tools and capabilities we are continuing to develop might help to strengthen the wider ecology of the Quaker movement in New England and beyond.

A key word I see shaping my work this year is **alignment**. I'm approaching my involvement in our shared work with questions about how we can more fully integrate our efforts to help our work be most fruitful: sharing what we're learning; coordinating and cooperating with one another; leveraging existing capabilities (like the newsletter and database) and finding ways to be better stewards of our time and money. I hope we can grow further in our mutual understanding of the full scope and richness of our service—ministries, programs, areas of work—through NEYM as an organization, and as one body of worshipping, ministering, witnessing Friends across our region and beyond.

Specific notes on some of my work since September:

- I am working with Ben Guaraldi, clerk of the Ad Hoc Long-Term Financial Planning Committee, on a draft document that integrates the Yearly Meeting's approved (2015) core purposes and priorities with our programmatic expenditures in a way that can inform both our budgeting and our programmatic decisions going forward. This has been challenging work as we try to create something that will serve all of the needs we have, but I think well worth it, and I think we're close to solid starting framework.

When this has been further seasoned by LTFPC, we hope to have a proposal for PB to review in February before input and comments are sought from New England Friends more widely. As a reminder, the goal is—after wide input and contributions from Friends across New England—to bring this “plan” to PB again in May, so that they it can be forwarded to Sessions for consideration and (God willing) approval of key elements to guide our planning, work and fundraising.

- Office Manager Sara Hubner is taking on more responsibility for creating and editing the monthly email newsletter, and we are working to solicit stories and features farther in advance. We are also continuing to look for ways to increase the number of subscribers, and always welcome suggestions for improvement as well as content contributions. In general, submissions should be sent by the first of the month in order to be included, but always feel free to send them to office@neym.org, as we are always collecting items for consideration.
- I want to celebrate Friends' continuing engagement to examine and dismantle the systems and structures of white supremacy, as well as what I hear as a growing desire among some Friends for us to articulate and lift up its opposite, the vision of the Reign of God and the vision of Gospel Order that we yearn for and seek to help bring into being both universally and specifically as related to racial justice.

Lisa Graustein (Beacon Hill) invited a group of Friends charged with carrying some aspect of this work on behalf of the Yearly Meeting to a day of worship and reflection on 10/14, to help us strengthen our communication and see our work as part of a wider whole. The Ministry & Counsel retreat last weekend began and ended with rich and challenging sharing and worship related to white supremacy and the underlying “spiritual malformation” Ruby Sales spoke of at Sessions 2017.

- Our fall Development appeal, a letter written by Young Friends and Young Adult Friends Coordinator Nia Thomas (Northampton) about how NEYM is focused on supporting the present and future of the Quaker movement, should be sent by the time we meet. I understand the Development Clerk will be providing a more detailed report on efforts coming out of an energizing retreat

for the Committee in early October. Sara Hubner and I are investing significant time in improving our database's ability to support this important work.

- With Coordinating & Advisory's help, I am working to develop a more effective and integrated plan to strengthen and steward relationships between local meetings (monthly and quarterly) and the yearly meeting as an organization, as well as gathering and sharing news to support the life of our meetings, so that there can be a better mutual awareness of the whole landscape of travel, communication and relationship among and within local meetings. I hope to be able to offer a more detailed report on these efforts at our meeting in February.

Relatedly, using our existing Salesforce database, we've:

- a. Created a system for tracking and reporting on visits to local meetings for a wide range of purposes. Your reports with any details of visits can now be emailed to visits@neym.org, and visits will be recorded and used to inform reports to Ministry and Counsel, pastoral care, staff travel and follow-up, and other efforts supporting local meetings.
 - b. Outlined an integrated process to identify (in the database) Friends with active travel minutes, to keep track of who is due to report back to Permanent Board, and to keep all of the relevant materials together so that we can better support ministers in their work.
 - c. Created functionality in the database so that we can identify Friends with specific skills or experience, to allow us to more easily call on those Friends to exercise those skills. We have an initial list of high-demand qualities (such as childcare, proofreading, racial justice resource people for local meetings, and pastoral care), and my hope is that we can begin using this and grow the list over time as needed. The goal is not to develop and maintain a comprehensive list of skills and gifts, but rather to have short, well-maintained current lists of people who can be relied upon to take on specific tasks that are often in demand. This would not be a self-serve list, but rather something that could be a support for referrals based on the needs in a given situation.
- Since Permanent Board met in September, I have visited and worshipped with Providence (RI), Wellesley (MA), Quaker City-Unity (NH) and Winthrop Center (ME) Meetings. In each, I've been blessed to see the diverse ways the Spirit is working, and how we are being stretched and challenged to live our faith in fresh ways.
 - The work of the Finance Committee (which met on 11/4) is (from my perspective) off to a good start for the year, and I am optimistic about

continuing to align and improve our accounting practices to make clearer, more transparent and more useful information available to decision-makers.

There are several related projects about which you'll hear more at this meeting and in the rest of this year, including a revision of the Finance policies overall, reviving the Fund for Sufferings, clarifying how we account for and manage Equalization funds, programmatic budgeting and reporting (a partial, in-progress programmatic report on major events is included in the advance documents), the establishment of a Group Exemption Number that would more smoothly extend NEYM's tax exemption to constituent local meetings, and our policy on designated operating reserves.

- With Beth Collea and Hilary Burgin, I met with our staff colleagues from New York Yearly Meeting at Powell House to review our work on the Shoemaker Fund-supported project, "Fostering Vibrant Multigenerational Meetings", including integrating and raising the visibility of this work so that it can more fully engage and benefit our meetings. We are learning a great deal about the work of and challenges to encouraging renewal and inclusion in meetings, and I hope to be able (with Hilary and Beth) to bring a more substantive report on this work to PB in February, to widen the circle of conversation and engagement arising from this collaboration with our sister yearly meeting.

As we enter the second year of this project, we have confirmed partnerships with Hartford and Wellesley Meetings to support the greater inclusion of young adults and families with young children. More on this to come.

- Sara Hubner and I are developing a request for proposals (RFP) for the redesign of neym.org. We don't yet know the timeline, but are moving forward expeditiously given our other commitments. The next step is to finalize the RFP and send out a request for letters of interest.
- Preparations have begun for the April 14, 2018 Living Faith gathering in Maine; site selection is active and ongoing. Elizabeth Hacala, our new Events Coordinator, is settling in well and in addition to preparing for Annual Sessions has taken the lead on these preparations, working with me and Lisa Graustein, who is continuing as clerk of the planning team. Hannah Forsythe will also be continuing; we remain in need of one or two strong members with relevant skills for this group.
- In service of alignment, I'm excited by conversations among members of Ministry & Counsel; various staff; the Nurturing Worship, Faith and Faithfulness program; and other New England Friends engaged in the ministry of adult religious education about how to promote and encourage dynamic opportunities to explore and live our Quaker faith. One quick highlight: This year, Friends sponsored by M&C will be offering a series of Zoom video calls shaped in response to strong feedback (in a recent online survey, more than

100 Friends from 23+ meetings responded) on topics related to nurturing the spiritual life of our local meetings. These will be hosted by experienced Friends, recorded and made available as resources to support our ongoing learning and growth.

- I'm aware of rising energy to give attention to how the youth and young adult retreat programs—and our wider youth and young adult ministries—can respond to changing dynamics and needs in our society and in our Quaker communities. I expect there will be more to share in the coming months. The Youth Ministries Committee and staff, people involved in the Young Adult Friends retreats, and others have raised hopes that NEYM give attention this year at how we can sustain and strengthen our wonderful traditions of youth ministry, think creatively about our program models, steward our limited resources of time and money, and connect more deeply and relevantly to the life of our local meetings. The timing of these emerging conversations is good as we align our work with our core purpose and priorities this year.
- In October, I helped lead the annual gathering of pastors from New York and New England Yearly Meetings. In part due to health and other last-minute conflicts, but also because of transitions in many of our pastoral meetings, we had no representation from New England pastors. I will be working with concerned Friends in the coming months to explore if there are ways these gatherings can be more supportive of the needs of those serving in pastoral roles in our yearly meeting. The spring event for pastoral meetings at Powell House is being planned, and will also explore new ways of engaging and supporting gifts in pastoral ministry in both traditional and emerging expressions in our yearly meeting.
- Exploring wider connections, I've been grateful to welcome Lorena Boswell as the new Resident Friend at Friends Meeting at Cambridge (MA) and to begin exploring opportunities for deepened collaboration with Nils Klinkenberg as he settles into his work as Director of Beacon Hill Friends House.
- I'm encouraged that conversations about new ways of supporting witness have continued since Sessions, from using our process for time-sensitive public statements, encouraging the creation of FCNL-organized local advocacy teams, featuring news of Friends witness in the email newsletter, reviving the Fund for Sufferings, and exploring how informal groups of Friends united with by common activities and concerns can interface with and receive appropriate support from the formal organization of NEYM, I believe we are taking steps toward a much more robust capacity for encourage Quaker witness in these times. If you have news of Friends witness, please email it to witness@neym.org; we'd love to help share it.

###



NEW ENGLAND
YEARLY MEETING
OF FRIENDS
QUAKERS

Childcare Policy

New England Yearly Meeting of Friends (NEYM) is committed to providing childcare during events sponsored by NEYM wherever feasible. This includes, but is not limited to, meetings of the Permanent Board, Ministry and Counsel Committee, and Sessions Committee.

Coordinating this work in accordance with the *NEYM Professional Expectations of paid and volunteer youth workers* as outlined in the NEYM Personnel Manual <http://neym.org/personnel/manual> will be the responsibility of the NEYM Events Coordinator and overseen by the NEYM Secretary. The Events Coordinator will coordinate with the clerk or other relevant party responsible for the event, who will be responsible for soliciting requests for childcare with sufficient advance notice to make needed arrangements.

Child care will be provided in accordance with the procedures outlined in the 2016 NEYM Child Safety Policy: <https://neym.org/child-safety-policy>

Childcare on site for NEYM sponsored events

- Childcare providers will be mature and responsible adults. Workers under eighteen will function as “assistants” under the direct supervision of an adult childcare provider. Providers will be compensated at the rate of \$15/hour, and expected to be available for the full period of the event and to comply with all NEYM policies and relevant directions.
- All providers will undergo a screening process, including a criminal background check which can be conducted by the NEYM Office Manager and at least one reference, which can be informal. If a local meeting hosting the event has already run background checks for providers, written notification of this to the Events Coordinator will be sufficient.
- Additional safeguards should be provided through careful monitoring and staffing. It is recommended that no fewer than two adults, or one adult and one young adult assistant, be present at all times. When this is not possible, there will be an individual assigned to randomly check in on all activities and children.

- Childcare space, whenever possible, should be in an area in clear sight of multiple people, with open doors or windows.

Childcare off site

In some cases, it will be more convenient for a parent to arrange childcare for their child or children at home or at another location. By advance agreement, NEYM will consider reimbursing these expenses at the rate of \$15/hour for roughly the period of time that the parent(s)/guardian(s) are attending the NEYM event.

In these situations, the parent(s)/guardian(s) will:

- Communicate these intentions with the Events Coordinator prior to the event,
- be responsible for making the child care arrangements, and
- submit a reimbursement form accompanied by any relevant documentation to the NEYM Accounts Manager within one month following the event (email accountsmanager@neym.org or by mail to the NEYM Office)

Questions or requests for further information should be directed to the Events Coordinator at events@neym.org.

Revised: 11/2/17

NEYM

FY17 OPERATING BUDGET VS. ACTUALS

October 2016 - September 2017

	TOTAL		
	ACTUAL	BUDGET	% OF BUDGET
INCOME			
4010 Individual Contributions	170,349.13	142,400.00	119.63 %
4020 Monthly Meeting Contributions	325,920.88	348,300.00	93.57 %
4030 Organizations Contributions	1.00		
4050 Interest and Dividend Income	10,461.80	6,000.00	174.36 %
4070 Books & Other Sales Income			
4072 Sales - Books	17,596.28	15,500.00	113.52 %
Total 4070 Books & Other Sales Income	17,596.28	15,500.00	113.52 %
4080 Retreat Program Fees	41,152.24	50,000.00	82.30 %
4085 Sessions Program Fees	183,694.50	210,000.00	87.47 %
4090 Change in Fair Market Value	110.57		
4099 Net Assets Released To/From	0.00		
Total Income	\$749,286.40	\$772,200.00	97.03 %
GROSS PROFIT	\$749,286.40	\$772,200.00	97.03 %
EXPENSES			
5000 Staff			
5010 Salaries & Wages	302,732.54	286,208.00	105.77 %
5020 Payroll Taxes	22,490.63	21,895.00	102.72 %
5030 Benefits			
5033 Health Benefits	38,792.91	39,720.00	97.67 %
5035 Retirements	30,976.55	28,621.00	108.23 %
5040 Disability	1,444.71	1,600.00	90.29 %
5045 Workers' Compensation	653.00	900.00	72.56 %
5050 Spiritual Retreats	492.50	1,200.00	41.04 %
5060 Staff Development	3,661.49	3,500.00	104.61 %
Total 5030 Benefits	76,021.16	75,541.00	100.64 %
Total 5000 Staff	401,244.33	383,644.00	104.59 %
5100 General & Administration			
5110 Administration			
5120 Bank Expense	6,583.51	5,700.00	115.50 %
5130 Contracted Services	28,061.03	6,000.00	467.68 %
5135 Accounting Services	2,700.00	2,700.00	100.00 %
5140 Legal Services	1,310.98	7,750.00	16.92 %
5150 Liability Insurance	4,027.00	3,000.00	134.23 %
5160 Payroll Service	4,797.46	2,000.00	239.87 %
5170 Recruiting Expense	90.00		
5180 Rent	9,350.00	9,350.00	100.00 %
5190 Misc. Expense	188.50		
Total 5110 Administration	57,108.48	36,500.00	156.46 %
5200 Office			
5210 Archives Office Expenses	170.78		
5220 Cleaning Services	264.00	265.00	99.62 %

	TOTAL		
	ACTUAL	BUDGET	% OF BUDGET
5230 Maint - Equip & Hardware	145.97	900.00	16.22 %
5240 Postage	2,582.74	3,500.00	73.79 %
5250 Office Equipment	269.51	3,250.00	8.29 %
5260 Office Supplies	1,760.95	2,500.00	70.44 %
5270 Printing & Copying	3,110.24	3,000.00	103.67 %
5280 Software & Updates	7,756.18	4,800.00	161.59 %
5290 Telephone	2,818.04	3,900.00	72.26 %
5295 Misc. Office		100.00	
Total 5200 Office	18,878.41	22,215.00	84.98 %
Total 5100 General & Administration	75,986.89	58,715.00	129.42 %
5300 Travel & Conferences			
5310 Travel - Committee	2,431.50	3,000.00	81.05 %
5320 Travel - Clerk	4,486.37	5,000.00	89.73 %
5330 Travel - Programs	2,572.71	3,500.00	73.51 %
5335 Travel - Representatives Travel	5,378.76	5,000.00	107.58 %
5350 Travel - Staff	17,547.49	17,500.00	100.27 %
5360 Travel - Ministries		400.00	
Total 5300 Travel & Conferences	32,416.83	34,400.00	94.23 %
6000 Programs			
6110 Sessions Room & Board	167,108.45	170,000.00	98.30 %
6112 Retreats - Room & Board			
6114 Room Rental	18,327.58	20,000.00	91.64 %
6150 Food Expense	18,792.39	18,000.00	104.40 %
Total 6112 Retreats - Room & Board	37,119.97	38,000.00	97.68 %
6125 Program Expenses			
6105 Honoraria - Speakers/Wkshp Ldrs	13,108.60	12,600.00	104.04 %
6115 Equipment Rental	4,590.48	6,000.00	76.51 %
6121 Supplies and Other Expenses	8,164.27	9,200.00	88.74 %
6165 Pre-Sessions Expense	564.67	1,100.00	51.33 %
Total 6125 Program Expenses	26,428.02	28,900.00	91.45 %
6130 Committee Expenses - General	20,223.62	25,755.00	78.52 %
6134 Childcare	600.00	2,000.00	30.00 %
6137 Committee Day Expenses		750.00	
Total 6130 Committee Expenses - General	20,823.62	28,505.00	73.05 %
6160 Program Support			
6163 Friends Camp	2,090.00	2,220.00	94.14 %
6167 Religious Education & Outreach	1,843.76	1,800.00	102.43 %
Total 6160 Program Support	3,933.76	4,020.00	97.85 %
Total 6000 Programs	255,413.82	269,425.00	94.80 %
6140 Books & Other Sales Expense			
6142 Books	6,972.84	7,000.00	99.61 %
6145 Other Items for Sale	1,438.92	600.00	239.82 %
6147 Consignment Sales	6,755.00	5,900.00	114.49 %
Total 6140 Books & Other Sales Expense	15,166.76	13,500.00	112.35 %
6200 Support of Other Organizations			
6310 FGC	13,075.00	13,075.00	100.00 %
6320 FUM	11,462.13	13,075.00	87.66 %

	TOTAL		
	ACTUAL	BUDGET	% OF BUDGET
6325 FWCC	13,075.00	13,075.00	100.00 %
6330 Friends' Organizations			
6328 Ramallah Friends School	100.00	100.00	100.00 %
6335 AFSC	300.00	300.00	100.00 %
6340 FCNL	750.00	750.00	100.00 %
6345 QEW	300.00	300.00	100.00 %
6350 Friends Peace Teams	100.00	100.00	100.00 %
6355 FWCC 3rd World Travel	500.00	500.00	100.00 %
6360 QUNO	200.00	200.00	100.00 %
6362 Quaker Voluntary Service	100.00	100.00	100.00 %
Total 6330 Friends' Organizations	2,350.00	2,350.00	100.00 %
6590 Ecumenical Organizations			
6592 State Councils of Churches	3,626.00	4,000.00	90.65 %
6594 Natl Council of Churches	150.00	150.00	100.00 %
6596 NE Ecumenical Network	150.00	150.00	100.00 %
6598 World Council of Churches	100.00	100.00	100.00 %
Total 6590 Ecumenical Organizations	4,026.00	4,400.00	91.50 %
Total 6200 Support of Other Organizations	43,988.13	45,975.00	95.68 %
6600 Publications			
6610 Yearly Meeting Minute Book	4,857.47	5,000.00	97.15 %
6620 New England Friend	2,001.33	8,000.00	25.02 %
Total 6600 Publications	6,858.80	13,000.00	52.76 %
Total Expenses	\$831,075.56	\$818,659.00	101.52 %
NET OPERATING INCOME	\$ -81,789.16	\$ -46,459.00	176.05 %
NET INCOME	\$ -81,789.16	\$ -46,459.00	176.05 %

Note

Classes 100 through 550 + 730: Operating, including Committees (300s), Retreats (400s), Sessions (500s), plus Equalization (730).

NEYM

FY17 OPERATING BUDGET VS. ACTUALS

October 2016 - September 2017

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4050 Interest and Dividend Income	10,461.80	6,000.00	174.36 %
4070 Books & Other Sales Income	17,596.28	15,500.00	113.52 %
4080 Retreat Program Fees	41,152.24	50,000.00	82.30 %
4085 Sessions Program Fees	183,694.50	210,000.00	87.47 %
4090 Change in Fair Market Value	110.57		
4099 Net Assets Released To/From	0.00		
Total Income	\$749,286.40	\$772,200.00	97.03 %
GROSS PROFIT	\$749,286.40	\$772,200.00	97.03 %
EXPENSES			
5000 Staff	401,244.33	383,644.00	104.59 %
5100 General & Administration	75,986.89	58,715.00	129.42 %
5300 Travel & Conferences	32,416.83	34,400.00	94.23 %
6000 Programs	255,413.82	269,425.00	94.80 %
6140 Books & Other Sales Expense	15,166.76	13,500.00	112.35 %
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Note

Classes 100 through 550 + 730: Operating, including Committees (300s), Retreats (400s), Sessions (500s), plus Equalization (730).

NEYM Major Programs + Equalization: DRAFT NOT FOR GENERAL USE

INCOME AND EXPENSE BY CLASS/PROGRAM

October 2016 - September 2017

	405 JYM RETREAT	410 JR H RETREAT	415 YOUNG FRIENDS	420 YAF	425 M&C RETREAT	430 PASTORS' RETREAT	500 SESSIONS	550 MID YEAR GATHERING	730 EQUALIZATION	TOTAL
INCOME										
4010 Individual Contributions									23,715.00	\$23,715.00
4020 Monthly Meeting Contributions									17,120.00	\$17,120.00
4070 Books & Other Sales Income							16,989.00	492.99		\$17,481.99
4080 Retreat Program Fees	6,127.00	3,230.00	15,858.00	3,710.85	2,545.00	961.86		8,719.53		\$41,152.24
4085 Sessions Program Fees							183,694.50			\$183,694.50
Total Income	\$6,127.00	\$3,230.00	\$15,858.00	\$3,710.85	\$2,545.00	\$961.86	\$200,683.50	\$9,212.52	\$40,835.00	\$283,163.73
GROSS PROFIT	\$6,127.00	\$3,230.00	\$15,858.00	\$3,710.85	\$2,545.00	\$961.86	\$200,683.50	\$9,212.52	\$40,835.00	\$283,163.73
EXPENSES										
5100 General & Administration										\$0.00
5110 Administration										\$0.00
5120 Bank Expense							3,352.15	372.16		\$3,724.31
5130 Contracted Services			150.00				6,020.00	20.00		\$6,190.00
Total 5110 Administration			150.00				9,372.15	392.16		\$9,914.31
5200 Office	59.64	53.52	60.13	72.86			3,094.01	528.90		\$3,869.06
Total 5100 General & Administration	59.64	53.52	210.13	72.86			12,466.16	921.06		\$13,783.37
5300 Travel & Conferences	710.10	1,020.19	873.45				994.42	589.82		\$4,187.98
6000 Programs										\$0.00
6110 Sessions Room & Board							167,108.45			\$167,108.45
6112 Retreats - Room & Board										\$0.00
6114 Room Rental	3,250.00	1,200.00	9,548.58	780.00	1,935.00	1,564.00		50.00		\$18,327.58
6150 Food Expense	2,567.18	2,005.99	4,727.36	1,985.32	310.54	359.72	1,190.50	5,591.92		\$18,738.53
Total 6112 Retreats - Room & Board	5,817.18	3,205.99	14,275.94	2,765.32	2,245.54	1,923.72	1,190.50	5,641.92		\$37,066.11
6125 Program Expenses										\$0.00
6105 Honoraria - Speakers/Wkshp Ldrs	850.00	1,000.00	2,968.50	931.30			6,050.00	1,308.80		\$13,108.60
6115 Equipment Rental							4,590.48			\$4,590.48
6121 Supplies and Other Expenses	405.06	334.73	1,888.79	179.03	165.00		4,058.51	714.76		\$7,745.88
6165 Pre-Sessions Expense							564.67			\$564.67
Total 6125 Program Expenses	1,255.06	1,334.73	4,857.29	1,110.33	165.00		15,263.66	2,023.56		\$26,009.63
6130 Committee Expenses - General										\$0.00
6134 Childcare						180.00				\$180.00
Total 6130 Committee Expenses - General						180.00				\$180.00
Total 6000 Programs	7,072.24	4,540.72	19,133.23	3,875.65	2,590.54	1,923.72	183,562.61	7,665.48		\$230,364.19
6140 Books & Other Sales Expense							14,781.91	384.85		\$15,166.76
Total Expenses	\$7,841.98	\$5,614.43	\$20,216.81	\$3,948.51	\$2,590.54	\$1,923.72	\$211,805.10	\$9,561.21	\$0.00	\$263,502.30
NET OPERATING INCOME	\$ -1,714.98	\$ -2,384.43	\$ -4,358.81	\$ -237.66	\$ -45.54	\$ -961.86	\$ -11,121.60	\$ -348.69	\$40,835.00	\$19,661.43
NET INCOME	\$ -1,714.98	\$ -2,384.43	\$ -4,358.81	\$ -237.66	\$ -45.54	\$ -961.86	\$ -11,121.60	\$ -348.69	\$40,835.00	\$19,661.43

Note

- 1) Amounts shown as net income deficits reflect amount funded through other income streams (individual/household giving, meeting contributions, etc.)
- 2) Monies shown in "Equalization/Class 730" include gifts restricted by the donors for this purpose, as well as payments for Sessions in excess of the "Traditional Fee", and have been acknowledged as tax-deductible to the donor.
- 3) This report does not include staff time or other indirect costs needed to conduct these programs.
- 4) This report includes only expenses directly related to these major programs, and excludes significant areas of other work. It should not be taken as comprehensive.

Phyllis Fairweather Agard

September 14, 1920 – August 5, 2016

Phyllis Agard died at home on August 5, 2016, shortly before her 96th birthday. A memorial meeting was held at Mount Toby on January 7, 2017.

Phyllis was born in West Hartford, Connecticut, on September 14, 1920, the daughter of Harold Davis Fairweather and Maude Agard Fairweather. She graduated from Hall High School in West Hartford, and earned a certificate in drafting and interior design from Pratt Institute in New York City. She grew up in a Methodist-Episcopal church in West Hartford, but found the structures and teachings there of little relevance.

She and Robert Mason Agard were second cousins and met at a family wedding in their teens. They courted from the time Phyllis was sixteen and married in 1942. During World War II, Phyllis and Bob lived in Washington, D.C. where Bob worked for the Library of Congress and Phyllis as a “Millie the Mapper” drafting bomb targets for the War Department. After the war the couple moved to Ripon, Wisconsin. Bob was the Ripon College librarian and Phyllis assisted with the resettlement of refugees from Europe, the beginning of a lifelong commitment to helping orient newcomers to the United States.

In 1949 Bob took a new job as librarian at Earlham College in Richmond, Indiana. Here Phyllis volunteered at the state mental hospital, playing her accordion and singing with patients. She was influential in the establishment of a new and much-needed program to connect with patients' families. In Richmond, Phyllis and Bob continued their work with refugees, helping resettle more World War II refugees and then refugees from the Hungarian uprising of 1956. During the late 1950's, they hosted weekly dinner and English conversation sessions for a group of young Hungarian refugees in their home.

It was also in Richmond that Phyllis and Bob became involved with Quakers. They began attending West Richmond Friends Meeting (programmed) as the closest thing in Indiana to the New England Congregational Church of Bob's youth. Over time, though, they found themselves more comfortable with the unprogrammed group that met on campus. Later, in 1981, Phyllis wrote a “Spiritual Autobiography” for Mount Toby's Ministry & Worship Committee that expressed what drew her to Friends at that time:

It seemed to me that Friends were more likely than people in other denominations I had known to have the sort of integrity where the things they said they believed, and the things they really did believe, and the things they did were all of a piece. I was sure the reason was the silent meeting. You can't go to meeting week after week and sit alone with your thoughts without sooner or later coming face to face with you as you really are. And if you don't like what you see, you don't have very many choices. You can leave and go to a church

where ceremony and music and speaking will keep you diverted. You can look the other way and learn to live with it. Or you can go to work and try to change things (i.e., yourself).

In 1961 Bob accepted a job at the UMass Amherst library, and the family joined the Middle Connecticut Valley Monthly Meeting of Friends (the precursor of Mt. Toby). Phyllis served on many Meeting committees, most notably, perhaps, as convener of the Religious Education Committee during the turbulent 1960's when she had three daughters in the active and politically focused Young Friends group.

In 1968, the family moved to Bennington, Vermont, where Phyllis continued her involvement in mental health, working as a volunteer paraprofessional at the Bennington Day Treatment Center. She also worked to remodel low-income housing operated by the local Council of Churches, and was eventually appointed to supervise maintenance and renovations. During their years in Vermont, Bob and Phyllis were members of the Bennington Friends' Meeting. They continued to be active on committees and were co-clerks for many years.

In 1981, after Bob's retirement, the couple returned to Amherst and the beloved Lincoln Avenue house they had purchased in 1961. They served as co-clerks of Mt. Toby and worked extensively with Cambodian refugee resettlement. They welcomed Chamnan Koy (Tan) into the family as a fifth daughter. In addition to her work with Mt. Toby's Refugee Resettlement Committee over many decades, Phyllis's most lasting impact on Mt. Toby may well be her creation of the Mt. Toby Handbook. When she and Bob became co-clerks, she found it frustratingly difficult to find out what our policies and previous decisions were, so she went through all our back minutes and compiled the Meeting's decisions into a Handbook, which she continued to update for the next 20 years.

Phyllis was also active in New England Yearly Meeting. She served on the Prejudice & Poverty Committee, Mosher Book & Tract Committee, and the Committee on Aging. She served on Permanent Board for 10 years. Phyllis was always practical, interested in getting things done, and with little interest in abstract, theoretical discussions. In the "Spiritual Autobiography" mentioned above she sums up her underlying approach to religion:

I don't see myself as a very "spiritual" person - whatever that may be. I'm sure there are people who would see me as agnostic, if not outright atheistic, because my concept of god doesn't agree with theirs, or because there are some matters I haven't felt I needed to come to a decision on. I can't distinguish between spiritual, emotional, mental, and social development - they are so intertwined that they are forever inseparable, and growth in any one area feeds the others. And physical conditions affect them all, and are in turn affected by them. I do the best I can at the time (or try to) and wait to see what comes next.

After Bob's death in 2003, Phyllis sold the Lincoln Avenue house to her daughter Sukey and her husband, and designed her own apartment to be built onto the back of the house. She continued to attend meeting for worship regularly and was a calm presence among us for the subsequent 13 years. She left this world as she had wished, in her own home in her own bed. She is survived by her five daughters: Anne Agard, Ellen Agard, Jennette Agard, Susan Agard Krause and Chamnan Koy Tan. We are grateful for her steady guiding hand for so many years.

Approved by Mount Toby Monthly Meeting: July 9, 2017

Approved by Connecticut Valley Quarter: October 17, 2017

MEMORIAL MINUTE OF FRAMINGHAM FRIENDS MEETING

John Albert Blanchard

October 15, 1930 – March 21, 2017

Approved by Framingham Friends Monthly Meeting, September 17, 2017

Approved by Salem Quarterly Meeting, October 22, 2017

*Though I play at the edges of knowing,
truly I know
our part is not knowing,
but looking, and touching, and loving,
which is the way I walked on,
softly,
through the pale-pink morning light.*

Mary Oliver

Born on October 15, 1930 in Erie, PA, John Albert Blanchard was the youngest of three children of Roy Osborne and Mary Eleanor (Hoke) Blanchard. At his Memorial Meeting on May 20, 2017, his sister Dorothy Wiggins remembered him as independent-minded from an early age. He was not one to stand passively by in the face of a perceived injustice, whether vigorously protesting as a very young boy his sister's impeding his will or as an adult refusing to acquiesce to racial, social or economic injustices. It was John's meditation practice to start the day quietly with his tea and by reading one of his favorite poets. It was also how he lived his life until the end: gently entering each day, taking time to listen carefully and to deeply appreciate what lessons could be learned.

After graduating from Penn State with a major in Horticulture, John became a conscientious objector during the Korean War and did his alternative service at a boys' home in Georgia. After two challenging years there, he resumed his plan to pursue a Divinity degree which he did at Vanderbilt University. This then led him to further language training at Cornell University in preparation for doing overseas missionary work for the Methodist Church. At Cornell he met and married Mary Alice Kesler and, following the training, together they went to Sarawak on the island of Borneo where they developed an agricultural ministry in a remote rural area, work that was both life-changing and frustrating. While there, their two oldest children, Neil and Nathan were born. John ultimately came to feel that the Church was insufficiently sensitive to the cultural and agricultural realities of the local population and he became ever more aware of the ways in which the local people were being exploited by the larger rubber companies. After four years, John and Mary opted not to renew their commitment and returned to the United States.

They first returned to Ithaca, NY where their third child, Katherine, was born. Then, John took a small Methodist parish in Columbia Falls, ME where he hoped to devote his energies as a pastor to addressing the economic and social needs of the community. The need to instead devote his energies to fundraising and recruiting new members of the congregation however led to his decision to step down as pastor so he could be freed to do what he really felt called to do. He and Mary built and started a laundromat in nearby Machias which allowed him to feel a more direct part of the community. While there, he nurtured his passion for cooperative economic systems and sustainable agriculture, visions that remained at the forefront of his work for the rest of his life.

After four years in Machias, the family moved to Framingham, MA to live at an ecumenical communal house but soon found that the house did not suit their needs. They searched for another spiritual home, first attending the local Methodist Church, then the Roman Catholic Oblate Center in Natick before settling in at Framingham Preparative Meeting in 1972. In 1984, John joined Framingham Friends Meeting as a member.

John was devoted to living a life congruent with his deeply held values; he was never driven by personal economic gain. Once settled in at Framingham Meeting, for a period he worked with the New England Regional Office of the American Friends Service Committee on developing economic alternatives for displaced workers. His energies were later devoted to learning as much as he could about sustainable living and renewable energy and he sought to bring these values fully into his own life. He was drawn to the example of the worker-owned cooperatives of Mondragon, Spain and shared this story as widely as he could, visiting the town later in life with Lani. He was involved in the fight against corporations having the same legal status as people, was active early on in promoting single payer health care, was a steady presence on Natick Common witnessing for peace, and was active in supporting workers' rights. He continued to be involved in promoting sustainable agriculture and was the farmer for a year at Stearns Farm (Community-supported Agriculture) and was an active member of the Northeast Organic Farmers Association. As a strong promoter of renewable energy, John led the way at Framingham Meeting in using, first, an electric bike, then, an electric car.

John had a rich bass voice and loved to sing. He was a member for more than twenty years of the Broadmoor Chamber Singers in Natick where he met his second wife, Lani Vance Eggert, whom he married in 1995. His family circle then expanded beyond his own children to include Lani's children, Heather Eggert Honekamp and Don Warren Eggert, whom he warmly embraced and who in turn embraced him.

John served Framingham Friends Meeting on multiple committees including Peace and Social Concerns, of which he was co-clerk for two years, First Day School, Ministry and Counsel and Nominating. He was also active on New England Yearly Meeting committees, serving on Peace and Social Concerns for six years, for two of which he served as clerk and co-clerk, and the Racial, Social, and Economic Justice Committee for three years.

At his memorial meeting, there were many messages highlighting John's gentleness, sincerity and passion for peace and racial, social and economic justice. We at Framingham Friends celebrate his undying spirit and remain inspired by the clarity of vision and purpose with which he lived his life.

When you respect the truth of the world, the truth of the world will work through you.

Framingham Friends Meeting nestles into a glorious landscape of trees, shrubs and open spaces created for and with us by our dear Friend Paul Gardescu. The vital natural environment and the simple building have brought gatherings and retreats from all over New England. Paul's stewardship of the physical setting was equally reflected in the community that he cultivated for over fifty years. We, in turn, have cherished him.

Born Paul George Gardescu in 1928 to Ionel Ion Stephan Gardescu and Pauline Scanlon, he visited his ancestral Romania several times. By his side was his wife, Betty Howlett Gardescu, whom he married at Friends Meeting at Cambridge in 1962. The couple has been a mainstay of our monthly meeting, sitting together on their customary bench without fail for decades, providing the fundamentals for potlucks and building improvements, and adding their terse wisdom with a few wry words when occasions warranted.

They started attending Framingham Preparative Meeting in December 1965. In 1979, Paul transferred membership along with others from Friends Meeting in Cambridge. He served as clerk from 1972-75, and again from 1999 to 2002. He wrote the history of our building, Schoolhouse No. 7, and built delicate architectural models of the structure. There are touches of Paul everywhere. He designed and supervised construction of the addition, the space for the lift, the paving of the parking area, and he served on the committee for the kitchen addition. The seedlings he planted have matured, the Memorial Circle Garden has become our burial ground, and the witch-hazel tree, which blooms in February snow, has grown to accompany our worship.

Paul's contributions to New England Yearly Meeting date back over forty years. From 1965-70 he served on the New England Friends Home Committee, including terms as recording clerk and committee clerk; from 1980-91 he was on the Finance Committee, serving as clerk from 1986-90; from 1991-2001 he was on Permanent Board; and from 2007-09 he was on the Committee on Aging.

Paul had four children: Sana, born in 1955 by his first wife Ruth; Sarah, born in 1963; Jon, born in 1964; and Stephen, born in 1966. When Stephen died suddenly in 1989, the members of our Meeting gathered around Paul and Betty with care. Paul himself broke our silence; in the first meeting for worship after the tragedy, he rose to tell the story of how Anansi, the Spider of African myth,

brought death into the world. “But, I give you something to help you with the grief,” he said. “I give you community.”

Paul understood the art of placement, and how things could thrive together. His career in landscape architecture went back sixty years. At his memorial meeting, colleagues from Sasaki Associates shared how Paul had inspired them personally and guided them professionally for decades. He retired early and turned his attention to hand planting around the meetinghouse and digging with the Wayland Archeological Group. We heard stories from many who were often amused, sometimes puzzled, and ultimately informed by his relentlessly incisive vision.

We came to appreciate Paul’s way of stewardship. It was to honor the earth, to notice what existed that could be nurtured, celebrated, perpetuated and shared, and to allow it to flourish as it would. With people too, when he saw a need he responded with simple presence. From the early years of the Meeting, he accepted our disparate personalities. Margaret Welsh and Penelope Turton, our matriarchs, depended on him. Many of us were inspired by him. Some were healed. In the end, he was dignified and generous through the diminishments of Alzheimer’s disease, sustained by Betty’s care for him as the man of accomplishment she knew and loved.

For years they arrived at Meeting early each week. He found a flower, stem or “weed” to arrange in his small handmade vase at the top of our stairs, and then took his place to set the roots of the worship that greeted us as we entered. That quiet presence didn’t impose itself; it simply respected the truth of the world. Paul Gardescu’s place is empty now, but we feel his legacy. It continues to accompany us in spirit and nourish us in the environment.

Approved: 17 September 2017, Framingham Friends Monthly Meeting

Approved: 22 October 2017, Salem Quarterly Meeting

Nominations from the Finance Committee November 18, 2017

(Header) Nominations for Finance Committee Clerk and Assistant Treasurer

(Purpose) The Finance Committee forwards the names of Robert Murray for Finance Committee Clerk and Kathy Olsen as Assistant Treasurer.

(Background) As stated in the Purposes and Procedures of the Finance Committee, revised 2017, “[t]he Finance Committee names an internal nominating committee with the responsibility for naming the Clerk, Recording Clerk, Treasurer and Assistant Treasurer. Finance Committee and the Yearly Meeting at Annual Sessions or at Permanent Board approve these appointments.”

At their meeting on November 4, 2017, the Finance Committee approved sending the names of Robert Murray for Finance Committee Clerk and Kathy Olsen as Assistant Treasurer to Permanent Board for approval.

(Action) The Finance Committee asks for approval of Robert Murray as the new Finance Committee Clerk and Kathy Olsen as the Assistant Treasurer.

(Signature) Robert Murray, Finance Committee Acting Clerk, on behalf of the Finance Committee

**Proposal to Permanent Board
From the Finance Committee
November 18, 2017**

(Header) Proposal to close Peace Tax Fund.

(Purpose) The Finance Committee recommends that Permanent Board approve formally closing the Peace Tax Fund.

(Background) The Peace Tax Fund was established by Sessions in 1979. Any member or regular attender of an NEYM monthly meeting who withheld payment of taxes to the federal government because of conscience could donate the money withheld to the New England Friends Peace Tax Fund. During the 1990's, the Peace Tax Fund was used very little, and concerns arose about its administration. The Committee on Sufferings, which previously oversaw the Peace Tax Fund's administration, was laid down as a separate committee, becoming part of Peace and Social Concerns.

The Fund was renewed by Sessions 2002 (see PB minutes 11/16/2002 and Section 10.3 of the Finance Handbook draft 2012), with a new bank account, and was open until 2014, with about nine people using it in the early 2000's but only one by 2013. The separate bank account was closed sometime prior to 2011. The last deposit was returned to its donor in December of 2014.

Since then the Fund has existed only as theoretical policy, not as a viable means of supporting Friends' witness. Reactivating the Fund would require a substantial effort on the part of the Yearly Meeting including a reexamination of the potential liability being assumed by staff and officers of the Yearly Meeting. A few Friends are still witnessing to their beliefs by not paying federal taxes, but several other organizations continue to maintain similar funds which are being used by those Friends.

(Action) Finance Committee proposes that Permanent Board formally terminate the Peace Tax Fund and instruct the Treasurer and Finance Committee to implement this decision.

(Signature) Robert Murray, Finance Committee Acting Clerk, on behalf of the Finance Committee

**Proposal to Permanent Board
From the Finance Committee
November 18, 2017**

(Header) Proposal to Change the Name of the “Faith and Practice Revision Fund” to the “Faith and Practice Printing Fund.”

(Purpose) The Finance Committee recommends that Permanent Board approve changing the name of the “Faith and Practice Revision Fund” to the “Faith and Practice Printing Fund.”

(Background) The Faith and Practice Revision Fund is a board-designated fund. Board-Designated Funds are unrestricted funds whose use has been designated by Sessions or Permanent Board for designated purposes.

The purpose of the Faith and Practice Revision Fund is to fund the printing of the New England Yearly Meeting Faith and Practice. In the past the book has been printed in fairly large quantities and which are then sold over a period of years. The proceeds from those sales are returned to the Fund to finance the next printing.

The present name of this fund is a bit misleading, as it is not related to the currently ongoing revision process, but to the printing of the actual book. The Faith and Practice Revision Committee has its own committee budget. In order to avoid confusion, we propose that the name of the fund be change to clearly indicate its purpose.

(Action) The Finance Committee proposes that Permanent Board approve changing the name of the “Faith and Practice Revision Fund” to the “Faith and Practice Printing Fund.

(Signature) Robert Murray, Finance Committee Acting Clerk, on behalf of the Finance Committee

Proposed Framework for the Fund for Sufferings

revised 11/7/ 2017

Purpose:

The Fund for Sufferings exists to support the Yearly Meeting to provide financially for the needs of Friends who suffer as a result of their witness to Truth.

Criteria for Use:

The Fund for Sufferings is available to support Friends who suffer as a result of their faithful witness, and is intended to respond to urgent needs precipitated by witness. This Fund is not to be used for releasing ministers or for other ongoing expenses, except where needed to ensure continuity of support (for example, legal expenses for a prolonged period, where available).

Eligibility and Use of the Fund:

The Fund for Sufferings will be available to members in good standing of the Religious Society of Friends active in New England, but may be extended to others (for example, people of other faiths participating in a Quaker-led activity) based on the discernment and discretion of the Clerk of the Permanent Board, and on a case-by-case basis. Support should not be presumed, and is not guaranteed, so timely consultation with the Clerk of the Permanent Board is strongly suggested.

Examples of time-sensitive expenses that might receive support from the Fund for Sufferings include but are not necessarily limited to: legal expenses resulting from nonviolent direct action and holy obedience/civil disobedience, including bail and expenses related to arrest, property damage/loss and incarceration; legal proceedings or financial penalties related to conscientious objection to military service or war tax refusal; and medical expenses resulting from injuries sustained or illness contracted in the course of public witness.

Application:

Requests including any relevant documentation may be made to sufferings@neym.org.

Requests may be submitted by the potential recipient directly, and may also be made on behalf of that person(s) by their local meeting or by another person aware of the need. In some cases, the Clerk of the Permanent Board may approach potential recipients without receiving a request.

Distribution:

Funds will be disbursed upon approval by the Clerk of the Permanent Board, who may consult as needed with Friends closely connected to the witness or concerns in response to which the need arises. If the Permanent Board Clerk is unavailable, the Presiding Clerk or Yearly Meeting Secretary may authorize disbursements. Disbursements will under normal circumstances take 1

to 2 weeks for the checks to be issued. To ensure a more rapid response, arrangements may be made prior to activities which might result in need of these funds.

Review and Replenishment:

Annually, the Permanent Board should conduct a review of the activity of the Fund and determine whether current funds are adequate to the present and anticipated needs to support New England Friends' witness. Replenishment of the Fund by transfer of other unrestricted NEYM-administered funds and/or by wider appeal for contributions will be coordinated with the Yearly Meeting Secretary, who will ensure coordination with other financial stewardship and fundraising efforts.

Reporting and Accountability:

The Clerk of the Permanent Board will report with general information on all recent disbursements (excluding any legally- or pastorally-sensitive information) at the next meeting of the Permanent Board, and annually to Sessions.

Accounting:

A new revolving account in the NEYM Operating Division books called "Sufferings-Unrestricted" will be created, and the current revolving account will be renamed "Sufferings-Restricted." The same policies and procedures for distribution will apply to both, with the exception that restricted funds may be used only for this purpose, while designated funds may be repurposed by decision of the Permanent Board. Having two accounts will allow NEYM to solicit, manage and disburse both board-designated funds (such as allocations from the Legacy Funds) and donor-restricted funds (such as those currently in the original Sufferings Fund) without creating the possibility for confusion of the status of funds in each account. The current Sufferings Fund balance (\$4939.32 as of 11/7/2017) is understood to be donor-restricted.

Questions for clarification and input from the Permanent Board:

1. Are the processes for approval, distribution, and reporting as described in this proposal clear and appropriate? Is there enough detail, and are the details right?
2. Are the criteria for support clear and appropriate? Narrow enough to be clear, but wide enough to address the perceived need? Should there be further limits?
3. Does the plan for administering this fund allow the Yearly Meeting to be responsive to urgent needs as they arise, while ensuring good oversight, administration and accountability?

Background on Fund for Suffering

Nov. 11, 2017

The Legacy Gift Committee proposed to Permanent Board that a \$25,000 grant from the Legacy Gift Funds be made to supplement the funds available for aiding Friends who are encountering hardships due to their Witnessing to the wider world.

Below are the minutes and other documentation related to the establishment and administration of the fund (in reverse chronological order), followed by a partial summary of the support provided by the Fund. A separate document shows the accounting of the fund over the years it was active.

FinCom Handbook (Oct. 2013)

4.5.6 Suffering

[An overseer appointed by Peace & Social Concerns] Contributory fund established by Sessions in 1978 “to lend spiritual and material support to Friends who may suffer because of their faithfulness to our peace testimonies,” who “act boldly and positively for peace.” Any Monthly Meeting may recommend to the Committee on Sufferings the names of any members or attenders “who are in need of financial help because of their witness.” When the Committee on Sufferings was laid down in 1994, oversight of this Fund was transferred to P&SC. This account earns interest. This Fund has been inactive for many years. P&SC has tried to enlarge the use of this Fund, making a grant of \$3,000 in 1999 for more general peace work. In 2001, Sessions considered whether to formally approve this expanded concept or not (**Sessions Minute 01-58**). Friends approved retaining the original meaning.

Sessions Minute 2001-58 (2001 Minute Book)

58. Susan Furry give us a history of how the Funding for Sufferings began. It had its roots in 1977, following several conferences, retreats, and a workshop which focused on how we might promote our peace testimony and support Friends doing peace work. It was given the name "Fund for Sufferings" from the British committee of that name, which arose to support Friends who were persecuted for acting on their beliefs during Quakerism's early years. In 1978, minute 55 established our Fund for Sufferings to support “Friends who may suffer for their faithfulness to our testimonies.” The Fund has since then distributed over \$9000 for various needs. In the past few years, the fund has not been used: no one has come to the committee for help. Susan has noted the stirrings of action in this year's Sessions, however, and anticipates that this fund will be needed once again.

We then considered whether the \$5322 now in the Fund for Sufferings might be used for supporting the work of those living out Quaker testimonies, even if they had not suffered for this work (such as supporting work in Africa and Iraq). Shall we expand the original narrow meaning of the word “sufferings”? Shall we focus on relieving the consequences of acting on our Quaker beliefs, as originally stated, or shall we use the fund to underwrite our good works? Friends approved retaining the original meaning.

Sessions Minute 1978-55 (1978 Minute Book)

78-55 The Spirit is moving many of us to try to remove the seeds of war that are within us, and to act boldly and positively for peace. New England Yearly Meeting wishes to lend spiritual and material

support to Friends who may suffer because of their faithfulness to our testimonies.

1. In order to provide effective support, the Peace and Social Concerns committee shall keep track of the peacemaking activities of Friends in New England and present a report summarizing these activities at each Yearly Meeting. The committee shall keep in touch with Friends who are at risk or are suffering because of their witness and keep New England Friends informed.
2. The Yearly Meeting establishes a Committee on Sufferings composed of two representatives selected by Peace and Social Concerns Committee, two representatives selected by the Meeting on Ministry and Counsel, two representatives selected by the Finance Committee, and the Presiding Clerk of the Yearly Meeting. The committee chooses its own clerk. The names of persons serving on the Committee on Sufferings are to be printed in the minute book
3. The Fund for Sufferings is established as a permanent fund under the care of New England Yearly Meeting. The Treasure is authorized to receive contributions earmarked for the Committee on Sufferings and to disburse these funds as the Committee on Suffering directs. The unused funds will accumulate from year to year. The Committee on Sufferings is authorized to solicit contributions from yearly meeting members to establish a moderate working balance and to meet specific needs which exceed the funds already available.
4. Any monthly meeting may recommend to the Committee on Sufferings the names of any members or attenders who were part of the meeting community who are in need of financial help because of their witness. In exceptional cases, New England Yearly Meeting Peace and Social Concerns Committee may make recommendations. The Committee on Sufferings considers each recommendation and authorize grants of money from the Fund for Sufferings. The committee shall make an annual report to the Yearly Meeting.

Presented by the Peace and Social Concerns Committee.

Support has been given:

- 1999 – to a member for his work behalf of lifting the UN sanctions against Iraq, and for his speaking, writing, and organizing for greater education on Iraq/US issues.
- 1991 – to help with legal fees in an attempt to leave the US Navy as a conscientious objector.
- 1989 – to pay for rent while [an individual] was in jail for witnessing for peace and for criminal justice reform.
- 1984 – to address needs which arose from See you peace witness.
- 1983 - For legal assistance to support a navy semen seeking a conscientious objector discharge from the Navy.
- 1983 - To provide needed financial support for legal assistance for friends who were arrested for their demonstration activities against Draper laboratories.

Fund for Sufferings – Account Summary

Fiscal Year	Beginning Balance	Income	Expenses	Ending Balance
1979	0	235	0	235
1980	235	2,425	1,375	1,285
1981	1,285	1,196	3,025	(544)
1982	(544)	854	91	219
1983	219	3,215	1,500	1,934
1984	1,934	1,185	467	2,652
1985	2,652	500	250	2,901
1986	2,901	615	0	3,516
1987	3,516	493	1,425	2,584
1988	2,584	467	0	3,051
1989	3,051	541	800	2,792
1990	2,792	328	0	3,120
1991	3,120	3,468	1,396	5,192
1992	5,192	541	0	5,733
1993	5,733	195	0	5,928
1994	5,928	388	0	6,316
1995	6,316	285	0	6,601
1996	6,601	346	0	6,947
1997	6,947	361	0	7,308
1998	7,308	416	0	7,724
1999	7,724	312	3,000	5,036
2000	5,036	292	0	5,328
2001	5,328	277	0	5,605
2002	5,605	194	1,500	4,299
2003	4,299	243	0	4,542
2004	4,542	87	0	4,629
2005	4,629	140	0	4,769
2006	4,769	170	0	4,939
2007	4,939	0	0	4,939
	No activity since 2006			
Totals		19,768	14,829	4,939

Income and Expense data from reports in the Minute Books
 \$4 added to FY1997 Income to account for a balance discrepancy from FY1996 report which was carried forward.

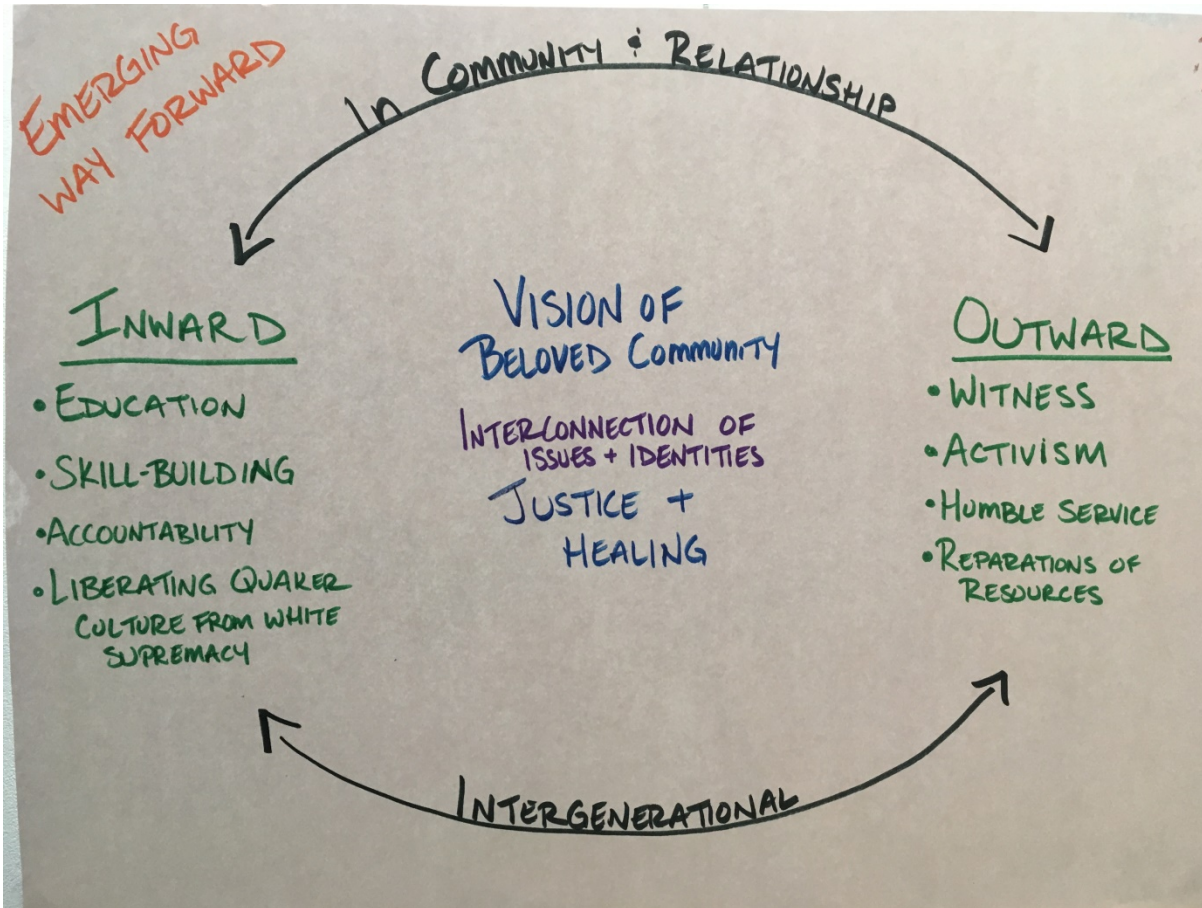
Draft Proposal for the Renewal of the Permanent Board Charge to the ad hoc Working Group on Challenging White Supremacy

For November, 2017, through New England Yearly Meeting Sessions 2018

- **Sessions 2018:** CWS WG commits to take under its care (with the Presiding Clerk and PB Clerk) the program and content relative to our charge, to be brought to 2018 NEYM Sessions.
- **Accountability:** CWS WG will strive toward a more rigorous collaboration and explicit accountability interchange with more Friends of Color concerning its own work, with the intention to amplify the voices, needs, and experiences of Friends of Color in NEYM, and in our national culture. We want to be mindful of the patterns of racism that we can replicate if we challenge white supremacy without training and skills for holding a healthy group process. We have already experienced the ways in which such unsupported spaces allow white people to say and do things that are harmful to people of color, the ways that white people can shun and exclude other white people, and the ways that we fail to offer opportunities for growth to people of color because we are so focused on whiteness and white people. In the coming months, we seek to offer some initial guidance and support for Friends seeking to do this work so that our gathered spaces support all Friends and actively work to change these deeper patterns of hurt and exclusion.
- **Networking:** CWS WG will continue to gather and communicate the ways monthly meetings and individuals are engaged in interrupting white supremacist thinking and behaviors, promoting racial healing, and taking direct action to address systemic racism. Example CWS activities:
 - Articles in the NEYM newsletter
 - Articles in the RSEJ Crier
 - Direct outreach and informational letters to monthly and quarterly meeting clerks
 - Communicate and promote wider awareness and use of materials such as those developed by the Committee for Racial, Social and Economic Justice and others within and beyond the wider Quaker fellowship.
- **Direct Assistance:** CWS WG will support monthly meetings in their engagement with racial healing and interrupting white supremacy, for example:
 - CWS WG plans to create and share several succinct communicative pieces for use of monthly meetings that have little experience in racial dialogue to forestall the risk of verbal violence, and to illustrate models of thoughtful engagement and response. This stems from a desire both to be present to Friends who identify as white, wherever they are along the continuum of awareness, and also to be deeply mindful of the risk of hurt to Friends of Color from unskilled communication.
 - Begin development of a CWS “Circuit Riders” initiative consisting of pairs of trained individuals drawn from among & beyond the CWS WG, who are available to assist monthly meetings to initiate and progress in constructive dialogue and action.
 - Design a training session for Spring 2018 for NEYM Friends interested in spearheading or sustaining engagement, e.g., such as direct visits to meetings via

Circuit Rider program, or as individuals engaged in other types of direct action and support.

CWS WG plans a committee retreat in late January or early February of 2018 to more fully develop a vision for NEYM as it carries this work forward. To help inform this vision, Lisa Graustein developed the graphic below as an expression of where we found ourselves as a yearly meeting at the close of Sessions 2017. The committee retreat will provide the time, space and opportunity to embrace our vision and charge together, and to make concrete plans to move forward.



Report
Ad hoc Reparations Working Group
Permanent Board: 18 November 2017

The ad hoc working group on Reparations met on Saturday, October 28 in Cambridge, with hospitality provided by Suzanna Schell (Beacon Hill) and Cornerstone CoHousing Community. Also present were Charles Simpson (Burlington), Erica Adams (West Falmouth) and Leslie Manning (Durham). We were held in the Light by Maggie Edmondson (Winthrop Center) who was unable to attend in person.

Each of us brought some experience with Indigenous People and Friends' concerns; Charles with tribes in New York state and in Mexico; Suzanna as co-clerk of the Legacy Gift Committee and professional experience working with tribal members on a watershed project; Leslie and Maggie with the DeColonizing Faith planning team of the Maine Wabanaki Reach program and Erica with indigenous women in Chiapas, Mexico and contact with the Wampanoag in Mashpee, MA.

We met to consider the scope and charge from the Permanent Board of what reparations entails and how best to move forward. Based upon NEYM's repudiation of the Doctrine of Discovery, the subsequent work of the Racial, Social and Economic Justice Committee (Minute 52 project) and the request to the Legacy Gift Committee for funding for the Wampanoag Language Reclamation Project, we took up this inquiry with worship, discussion and deep personal connection to the issues of reparation, restoration, support and ally-ship.

In 2013, the Yearly Meeting committed to further explore the results of repudiation, stating:

We as New England Yearly Meeting repudiate the Doctrine of Discovery. We are beginning a journey to consider the moral and spiritual implications of how we benefit from and have been harmed by the doctrine as individuals and meetings. The workings of this doctrine are invisible to most of us. Our first work is to remove the logs from our eyes so that we may see. We need to learn more, find ways to seek forgiveness and ask how the Spirit might lead us. We have heard powerful testimonies to how these issues have affected our lives. We encourage consultation with Indigenous

Peoples to restore the health of ourselves and our planet. We recognize that this is our work to do. On this path, respectfully traveled in love, our goal is true healing so the Light of God can be answered in everyone. Our intention is to walk toward being in right relationship with the whole human family and the planet. (2013-52)

We also took up the questions referred to us by the current clerk of Permanent Board,

Is this about New England Friends Home specifically? Or, does what Legacy brought to us beg the larger, unnamed and unmet call of the 2013-52 minute? How is this work a companion piece to the work of Permanent Board's ad hoc Challenging White Supremacy Working Group?

To whom might we name our culpability? To whom might we make amends? Not only who is the "whom," but **what does that "whom" want?** What might a, in the scheme of things, symbolic act of amends and/or reparations look like? What might reconciliation look like? Is there even a place for some partnership going forward?

We offer the following recommendations:

That the work of this group be to convene consultations, in four regions of the Yearly Meeting, to hear from F/friends engaged in this work, local resource people and from Native People about what would best serve them. These listening sessions would then be followed by a discernment period with the working group, any members of the Permanent Board who are available and willing to attend and our sister working group on Challenging White Supremacy.

Local resource people may include Shirley Hagar and Beth Clifford of the Wabanaki Concerns Subcommittee of the Friends Committee on Maine Public Policy, Ambassador Maulian Dana of the Penobscot Nation, Rachel Carey Harper of NEYM's RSEJ committee, John Van Dyke Wilmerding of Putney Friends, Mother Bear of the Wampanoag and (not local) Paula Palmer of Boulder Meeting, who offered workshops last spring in New England.

The proposed locations for these consultations would be consistent with the Four Directions and *might possibly* include Indian Island, Penobscot Nation, ME;

Wampanoag Cultural Center, Mashpee, MA; Mashantucket and Pequot Museum, Ledyard CT and Abenaki Tribal Headquarters in VT. In other words, we would request that we go to sites in which Native People would feel more welcome and included.

We will also seek to consult with Friends from around this continent and others engaged in this work with Indigenous People.

That, over the course of the next two years, and no later than August 2019, this group would conclude its work and make specific recommendations to the Permanent Board which may include, but not be limited to, the opportunities for partnership and/or support of language, cultural, economic development and natural resources and specific actions individuals and meetings can take to promote healing and reconciliation.

We also ask that the Permanent Board name one current board member to serve with us and act as liaison to the board and that one additional member be named, preferably from one of the Quarters not currently represented in this group (Connecticut Valley, Dover, Rhode Island-Smithfield). All of the current members of the group wish to continue serving in this capacity.

Respectfully submitted,
Leslie Manning, Clerk

November 6, 2017

Dear Sarah Gant and Permanent Board,

The Puente de Amigos Committee met Saturday, November 4, 2017.

We have three matters for Permanent Board's consideration at their November 18 meeting:

The 1st concerns Puente's joyful discernment and approval of letters of introduction/travel in the ministry for Fritz Weiss, Leonard Cadwallader (Hanover MM), Roland Stern, Cynthia Ganung (Wellesley MM), Diego Low (Framingham MM) to visit Cuba in February to attend Cuba Yearly Meeting and visit with Havana Friends on the way. (February 10-19.)

We had received approval from Cuba's *Mesa Directiva* for the February trip to Cuba Yearly Meeting and for a service team trip to Puerto Padre under Wellesley MM care in April. But Wellesley has decided for various reasons to postpone indefinitely their April service team trip to Puerto Padre to work on the *Colegio Wilmington* building. Instead, three of their members - Cynthia Ganung, Roland Stern, and Diego Low (a member of Framingham) have asked to join Len and Fritz.

The Puente clearness committee was energized by the strength and depth of the February delegation's leadings, as well as the delegation's alignment of personalities.

Fritz Weiss travels with a leading to support Cuba's Yearly Meeting leaders and process by his presence.

Both Len and Fritz wish to further connect and worship with Hanover's Sister Meeting in Havana. Len also looks forward to finding out more about CYM's on-going interest in teaching the Alternatives to Violence Project (AVP) curriculum in their communities.

Cynthia Ganung and Roland Stern in their long and tireless involvement with Puente welcome their first chance to worship in Havana and hope also to be able to talk with leaders from Puerto Padre about a future service project there.

Diego Low is new to Puente's work, but brings a deep understanding of Latin America from his work with LA immigrants and the Spanish ability that requires. Everyone present at the Puente meeting, November 4 was moved by the depth of spirit in the statement of his leading.

Puente recommends Permanent Board endorse the travel of those named above as representatives of NE Yearly Meeting.

In the case, of Fritz and Len, I've asked them to seek a standing letter for Travel in the Ministry from Hanover Monthly Meeting that will then have to be approved by the Quarter after your endorsement. (Penny Wright, Northwest Quarter's (NQM) clerk, has agreed to bring the minute for Fritz and Len to Quarterly Meeting for their approval, December 2.)

Sarah, you should receive the Monthly Meeting Clerks' letters for each of these delegates with a self-addressed envelope if mailed or addresses if emailed so that you can return each of the letters you endorse and sign directly.

Please indicate Permanent Board's endorsement of their travel as representatives of New England Yearly Meeting to Cuba Yearly Meeting, sign each of their Monthly Meeting Clerks' letters, date them and send them back to the delegates.

The 2nd matter is Puente's approval of Benigno Sanchez-Eppler's standing letter from Northampton MM to travel to Cuba to teach at Cuba Yearly Meeting's Peace Institute (January 2-17). During this time, Benigno will be giving a course on Barclay in Banes, Holguin, Puerto Padre, and Havana.

He has received funding from Amherst College for one or two interns to continue Karen Sanchez-Eppler's work on the Cuba Yearly Meeting's archives. They will be scanning some of the archives. Their visas will be educational, but Benigno will need a religious visa as specified above.

We expect you may hear further from Benigno but ask you to bring Puente's approval for his travel and his request before Permanent Board for its endorsement.

The 3rd matter concerns simplifying the process for qualified representatives of NEYM with worthy leadings to travel to Cuba under the auspices of New England Yearly Meeting. Perhaps you will be simplifying the process necessary to Travel in the Ministry. In the meantime, we'd like to request that the Permanent Board Clerk be able to sign Letters of Introduction and Minutes to Travel in the Ministry between Permanent Board Meetings, reporting on their action whenever the Board meets.

En paz y fe,

Mary Ann & Len Cadwallader, Co-Clerks of Puente de Amigos

Internal Nominating Committee Report to Permanent Board Nov, 2017

Clerk: Sarah Gant -2015-2019

Recording Clerk : Rebecca Steele: 2015-2019

2018	2019	2020	2021	2022
Susan Davies # Donn Weinholtz Jean McCandless Rebecca Steele #JeremiaDickinson RockyMalin Leanna Kantt Sarah Gant	Ian Harrington Chris Gant #Philip Stone #Deana Chase WilliamWaulkauskas	# Ben Guaraldi #GalenHamman #Rosemary Zimmermann Anna Radocchia Tom Jackson Carole Rein	Kimberly Allen Rebecca Leuchak Christopher McCandless Mary Zwirner	GinaNortonSmith Darcy Drayton #Hannah Forsythe Sara Smith Elizabeth Szatkowski

in second term (can't be reappointed)

* filling out term – can be reappointed 2 entire terms

Sub Committee	2018	2019	2020	2021
Clerks Nominating	+Marion Athern +Leslie Manning	+Greg Williams +Rachel Walker Cogbill	+Edward Mair +# Fran Brokaw	
Personnel	+Neil Blanchard Maureen Lopes	Travis Belcher +Carl Williams Dwight Lopes	Chris Gant Dulany Bennett Elizabeth Szatkowski	
Internal Nominating	# Donn Weinholtz + # Sarah Sue Pennell	# Carolyn Stone	+Minga Claggett-Borne +Allan Kehrman	
YM Nominating at Large YM Nominating Clerk	+Marian Baker		+LouAnne McDonald +Margaret Marshall + Karen Sargeant	
Student Scholarship Granting Committee	+Allan Kehrman +Rebecca Leuchak Justice Erickson Ian Harrington			
Friends Camp Nominating		+Amy Lee Viera	+Katherine Zager + Maggie Nelson	
NEYM Secretary Supervisor			+Elizabeth Reuthe	
Faith and Practice Revision			+RachelWalker Cogbill + James Golden	

Bold = Submitted for Permanent Board Approval **+** = not on Permanent Board **#** = in second term







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Final Audit Report

2023-03-20

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