

**New England Yearly Meeting of the Religious Society of Friends
Permanent Board Minutes
November 23, 2013
Plainfield Monthly Meeting**

13-107 Intervisitation: Friends from Permanent Board had the opportunity to visit with Friends from Plainfield Meeting before our opening worship.

13-108 Opening Worship: During our opening worship, in the meeting room at Plainfield meeting, we heard a memorial minute for Andrew Towl.

13-109 Welcome: We were welcomed by our clerk, who spoke of the many ways God is with us, and by Rachel Walker Cogbill, clerk of Plainfield Meeting.

13-110 Roll Call: The Recording Clerk called the roll.

Present: Holly Baldwin, Travis Belcher, Deana Chase, Susan Davies, Jeremiah Dickinson, Sarah Gant, Ben Guaraldi, Jan Hoffman, Leanna Kantt, Allan Kohrman, Christopher McCandless, Jean McCandless, Bruce Neumann, Suzanna Schell, Becky Steele, Carolyn Stone, Donn Weinholtz, Fritz Weiss, Rosemary Zimmermann, Hannah Zwirner.

Regrets: Aimee Belanger, Justice Erikson, Galen Hamman, Nancy Isaacs, Sandy Isaacs, Mary Knowlton, Rebecca Leuchak, Rocky Malin, Elias Sanchez-Eppler, Karen Sanchez-Eppler, Patricia Shotwell, Sara Smith, Philip Stone, Hannah Zwirner.

Ex-officio: Edward Baker (Clerk of Personnel), Muriel Farrar (Gonic, co-clerk of Finance), Maria Lamberto (Co-clerk of Finance), Noah Baker Merrill (Yearly Meeting Secretary), Jacqueline Stillwell (Presiding Clerk),

Visitors: Wilmer Brandt (Plainfield), Charlie Cogbill (Plainfield), Carol Dawes (Plainfield), Buck Foster (Plainfield), Nat Shed (Friends Camp Director) LaVerne Shelton (Madison, WI), Rachel Walker-Cogbill (Plainfield), Carl Williams (Plainfield), Kathleen Wooten (Lawrence).

13-111 Minutes: Edits were offered for the minutes from our Sept. 28th meeting. With changes, the minutes were **approved**.

13-112 Memorial Minute: friends **approved** forwarding Andrew Towl's Memorial Minute to Sessions.

13-113 Joint Meeting: We reflected on the joint session with Ministry and Counsel at our Sept. 28 meeting. While Friends enjoyed meeting together, and opportunities for sharing through the day, it seemed that there was limited benefit to the shared agenda item (consideration of MM relationships). Friends are open to continuing to explore joint meetings, recognizing that more benefit may emerge as the practice becomes more familiar.

13-114 Monthly Meeting Relationships: Deana Chase, speaking for a working group which included Sara Smith and Bruce Neumann, presented their thoughts on visiting Monthly Meetings as part of our initiative to foster relationships. She presented a document which gives some advice about how to approach a visit, and some queries to use when engaging with MM Friends. We understand that answers to the queries are not the object, the queries are a vehicle towards our goal of listening, making connections, sharing ideas and inspiration. We are encouraged to bring available hand-outs to support the task of explaining the scope and relevance of NEYM, and to leave behind, hoping to encourage further discussion and awareness. Hand-outs include: A brochure with Deana's and Sarah's two images of ways to understand the YM, and a brochure about the Youth Programs. Deana also mentioned that she is exploring the idea of a "Yearly Meeting Passport" to encourage intervisitation. Anyone interested in visiting could bring their passport to a meeting and get a stamp showing that they had been there. Bruce spoke about a Google doc he has set up to help track intervisitation. The link will be widely distributed among PB, Structural Review, and Ministry and Counsel. Friends considering a visit are encouraged to look at it to help plan where to go, and to update the document as plans are made and visits accomplished. Some concern was raised about the required internet accessibility and spreadsheet skills. Noah said he hoped this work could be coordinated with staff, and that we could consider how staff support could be most useful. Friends endorsed the working group's plan.

We turned from looking at logistics to considering the context of asking MM's for increased donations. While Friends are clear about our role in the relationship-building which we hope will foster donations, it is less clear who is expected to discuss donations with the MM's, and at what point. We understand that conversations about money will be more effective if they grow out of a relationship. We are encouraged, in our visits, to express our thanks for the gifts that have been given: of Friends' service to their communities and to the YM, of spiritual presence in their communities, and for the financial contributions that have been given in the past. (Note that MM contributions are listed in the Directory.) The clerk clarified that PB's new role in this process is in the ongoing work of fostering YM/MM relationships, which we hope will be helpful to Finance Committee and staff, as they contact the MM's regarding their donations. PB Friends are welcome, as led, to assist Finance Committee by contacting MM's with whom they have developed a relationship.

One Friend encouraged us all to "Get out there and start visiting," not to wait for further refinements of visit planning. We will certainly learn from the work. Another Friend encouraged PB members to participate on their MM Finance committees, and be an advocate for YM donations.

13-115 Finance Committee: Maria Lamberto, for Finance Committee, introduced Muriel Farrar, who will be acting as co-clerk with Maria. We heard that the committee, now with 15 members, has established subcommittees for: Budgeting Process; Policies, Structures and Systems; and Education and Support. The

committee is also looking for an Assistant Treasurer, who can be a signatory for checks, so that bills can be paid in the Treasurer's absence.

13-116 Treasurer's Report: Ben Guaraldi reported that with the close of the fiscal year, Monthly Meeting giving matched the budget, and that individual giving, up 31% from expected, matched the challenge built into the budget. Due to an unexpected imbalance of income and expenses at Sessions, we still ended up with a deficit, smaller than it might have been. Noah and Ben are working toward greater transparency around Sessions financial planning as part of work toward transparency overall. While one Friend encouraged us not to plan on using reserves in future budgets, another pointed out that our finances are not in any sense "out of control;" there are a few key issues needing focused attention. Ben also assured us that while we have no intention or expectation of using any of the Legacy Gift, its presence provides a cushion against worse than expected end-of-year balances. Friends also raised the question (unanswered) of whether Sessions should break even, or whether it should be considered a ministry that NEYM supports.

Ben reported on the current state of Student Loans.

13-117 Student Loan: We considered how we are led to handle existing Student Loans. The last loans were made in 2009 and, while it has not been laid down, the Student Loan Committee has no members. While the Student Aid Revisioning Committee considers what, if any, role the YM will have in providing student aid in the future, we do have some responsibility to resolve existing loans, currently totaling \$76,846 among 23 borrowers. While integrity suggests that repayment is in the interest of both the borrowers and potential future uses for the money, Friends expressed concern for borrowers who might be in a difficult financial situation. We were reminded that there is an existing handbook, used by the Committee for many years, which gives advice and procedures for dealing with a variety of situations.

The clerk offered the following minute:

In the absence of a functioning student loan committee, we will appoint a conservator and a group of friends to carry this work until its logical conclusion (which may be affected by the recommendations of the Student Aid Re-visioning Committee).

We request that these administrators resume and maintain communication with borrowers, in conjunction with the accounts manager, the YM treasurer, and the previously established handbook.

We further request that the committee keep in mind the relationship with the borrowers, and helping them understand the spiritual implication of their loans. Communication with borrowers should include the message that we do not want repayment of the loan to result in undue financial hardship. If that appears to be the case, we will make other arrangements with this borrower, as appropriate.

We approved Allan Kohrman as Conservator, and Travis Belcher and Maria Lamberto as members of this ad-hoc committee, and approved the preceding minute as their charge.

Pending the discernment of the Student Aid Revisioning Committee and PB, we expect to make a recommendation to Sessions 2014 to lay down the Student Loan committee.

13-118 Worship: As we continued attending to business after lunch break, the clerk reminded us that we continue with worship as the underpinning of our work.

13-119 Personnel Policy Manual: On behalf of the personnel Committee, Edward Baker brought us a few changes to the new Personnel Policy Manual which had been posted for our consideration before our September meeting. Friends approved the new manual, with the changes presented. We understand that the manual will also be shown to legal counsel for approval, and that another section on discrimination in the workplace will be added.

13-120 Travel to Cuba: The clerk presented the names of eight friends desiring our blessing for travel to Cuba in February to participate in Cuba Yearly Meeting, and to visit with Hanover Meeting's sister meeting in Havana. These Friends are all from Hanover Meeting, except Jacqueline Stillwell from Monadnock.

Erica Brinton, Len Cadwallader, Mary Ann Cadwallader, Craig Putnam,
Paula Rossvall, Fritz Weiss, Penny Wright, Jacqueline Stillwell

Friends **approved** the clerk endorsing their Travel Minute.

13-121 Travel to Cuba: Friends **approved** the clerk endorsing a Travel Minute for Benigno Sanchez-Eppler, who will be returning to Cuba in January to teach at the Cuban Quaker Peace Institute. Benigno will also be bringing copies of works by Kelly, Bownas, and Penington which he and Susan Furry have translated into Spanish.

13-122 Yearly Meeting Secretary Report: Noah Baker Merrill reported on issues of concern and interest around and beyond the YM.
Noah and several other NE Friends attended the FCNL Annual Meeting last weekend, and note that our whole religious society seems in a time of change and transformation. If we are uncomfortable with change, we must remember that we are called to change our institutions to better serve God's work through our present and future religious society.
Beth Colleas, Religious Education Coordinator, has been the primary organizer of an event which will explore how we support new Meetings. This will occur on January 25 at Framingham Meeting.
Noah is busy with annual staff reviews, updating job descriptions, developing a shared work plan for the staff, and beginning work on the priorities budget. While

the YM secretary is responsible for the first draft, Noah will convene the clerks of several committees for input as he begins the process this year.

Delia Windwalker, who has several times previously served as NEYM administrative staff, will step in as Interim Office Manager during Jeff Hipp's paternity leave.

We heard that work on the new website continues, and is nearing completion. In order to allow time for troubleshooting and support for the rollout, formal launch will wait until Jeff's return. Even when the site is up, we can expect that it will continue to evolve as we grow into its full capabilities.

13-123 Youth Programs: Noah presented, for our consideration, a request from staff to consider the structure, purpose, and procedures of the Youth Programs committee. Since the staff restructure several years ago, the YM secretary is responsible for supervision of the Youth Programs staff, a task which previously was at the core of Youth Programs committee's work. Nia Thomas and Gretchen Baker-Smith (youth program coordinators) have suggested that the committee would serve a more important role at this point in maintaining oversight of the overall youth programs and policies. Currently the committee is inactive, and the charge of the committee is unclear. Noah pointed out that 34% of individual and MM giving goes to support Youth Programs which are an important part of our overall ministry. These programs could also be a significant source of liability if not monitored carefully, and require a strong group providing oversight. On behalf of the youth programs staff, he is requesting guidance for a reconsideration of the Purposes and Procedures for a Youth Programs/Ministries Committee. Nia Thomas has drawn up a first draft of such a document (attached) as a basis for further reflection. Jackie Stillwell and Susan Davies volunteered to provide such guidance, dialoguing with Youth Programs staff and others, with a goal of PB bringing a recommendation to Sessions 2014.

13-124 Sessions Fee Structure: Noting that it is the YM Secretary's responsibility to set the fee structure for Sessions, Noah presented a new concept he and the Treasurer have been seasoning. While the standard approach would be to make across the board increases to cover increased costs, Noah has expressed interest in a more transparent system that would at once show the true cost of sessions and allow Friends to pay what they are able. The new system would present four options to registrants:

- A recommended price prepared by adding a percentage to last year's costs.
- The true cost, which would incorporate staff salaries for the time they put into running sessions
- The average amount paid for a similar package (number of family members and other options) last year
- A blank space, allowing a Friend to enter what they are led and able to pay.

Friends recognized that this system would eliminate the need for equalization, and the shame some have expressed in being required to ask for help. As well, it

encourages and relies on the integrity of each participant, in considering what they can and are led to pay. Noah reports that he has seen this system work well in other situations, and that this approach has been endorsed by both Sessions Committee and Ministry & Counsel. Not requiring our approval, Friends lent a general sense of endorsement to the experiment, one Friend noting: “this is a leap of faith, prepare to be amazed!”

13-125 Database Upgrade: Having informed us in September (13-97) that a working group was exploring possibilities for upgrading our databases, Noah brought their conclusion that the best option is to move forward with replacing the current databases with a new system. Note that we currently operate with two, one which maintains records for membership of monthly meetings and general data, another which is used during Sessions registration. While they had explored both modest upgrades to the current system, and having Castleton College handle registration for 2014 Sessions, the group concluded that both options involved a short-term expenditure of funds with no long-term gain. Further of concern to Friends is the realization that credit card information used in Sessions registration is stored on the Sessions database unencrypted; a liability if not illegal.

Their specific recommendation is to transfer our data to Salesforce, which stores data in an encrypted format online. Salesforce donates their services to non-profits, and FGC, which also uses this, will give us their version, which has been significantly modified to meet their needs, representing a more than \$38,000 in-kind gift. There would be additional cost associated with further modification of the software to customize the program for our needs.

We have received a \$10K grant from the Obadiah Brown Benevolent Fund to support this endeavor, but would likely need \$20K more for the customization. Friends **approved** spending these funds, requesting that Finance Committee spread the cost over 5 years of budgets.

13-126 Appreciation: We minuted our appreciation to Plainfield Meeting for hosting with abundance: four soups! We also learned that the meetinghouse was made available through a mortgage from Friends United Meeting.

13-127 Expression of Life: In a rare departure from business, we watched a short video entitled, “What Does George Fox Say?” which is at the same time a parody of a popular music video “What Does the Fox Say?” and a marvelous statement of the Quaker Faith. The video featured a group of New England Quakers, under the direction of Ben Guaraldi. Noah pointed out that in the midst of its humor and truth, it is another example of the ways the Quaker movement is growing and alive in this time.

13-128 Budget: Noah advised us that several updates and revisions to the budget will be coming to our attention in February as a proposed mid-year budget revision. He and Ben have chosen to present them together for clarity and efficiency. Issues

that will be addressed include a revised and approved Sessions budget, health care changes, and paternity leave.

13-129 Friends Camp: Nat Shed reported on the state of affairs with Friends Camp. We heard that they are changing the fee structure, which helps increase diversity, and that they are hoping to establish an endowment for capital expenses and camperships. Nat reports that he is very happy with the existence and the work of the ad-hoc committee on Good Governance of Friends Camp. He is looking into the possibility of transforming the lakeshore rental property into a boating area. Finally, hoping to forestall shock when the time comes, he informed us that he has been having preliminary thoughts about retirement.

13-130 Presiding Clerk Report: Eschewing details about specific YM issues, Jacqueline Stillwell reminded us that we are constantly confronted with opportunities for change, a state which makes us both excited and uncomfortable. We are encouraged to stay open, recognizing our tendency to get stuck, thinking we “know.”

13-131 Nominating: For Yearly Meeting Nominating Committee, Christopher McCandless presented the following names for our consideration:

- Sessions Committee: Laura Hoskins (Putney) Class of 2016
- Aging Committee: Mary Zwirner (Beacon Hill) Class of 2016
- Finance Committee: Carol Savery-Frederic (Hartford) Class of 2016
- FGC Committee: David Anick (Cambridge) Class of 2016

Friends **approved** these nominations

13-132 Closing Worship: As we entered closing worship, the clerk thanked us for using our love of NEYM to help guide the YM into the future.



Holly Baldwin, Clerk

Bruce Neumann, Recording clerk

New England Yearly Meeting of the Religious Society of Friends
Permanent Board Minutes Draft
September 28, 2013
Mount Toby Monthly Meeting

13-91 Opening Worship: Friends from Permanent Board gathered in worship with NEYM Ministry and Counsel at Mt. Toby meeting. Following the M & C practice, during worship we heard concerns raised for individual Monthly Meetings.

13-92 Welcome: The clerk of permanent Board welcomed the gathered group to this joint meeting, an experiment in collaboration for the stewardship of NEYM. Through such joint meetings, we hope to stay better informed about the work each other is doing. Nina Weyl, clerk of Mt. Toby also welcomed us.

13-93 Roll Call: The Recording clerk called the roll for Permanent Board, after which Ministry and Counsel members introduced themselves

Present: Holly Baldwin, Travis Belcher, Susan Davies, Jeremiah Dickinson, Justice Erikson, Ben Guaraldi, Galen Hamman, Jan Hoffman, Nancy Isaacs, Sandy Isaacs, Leanna Kantt, Mary Knowlton, Christopher McCandless, Jean McCandless, Bruce Neumann, Karen Sanchez-Eppler, Suzanna Schell, Sara Smith, Becky Steele, Philip Stone, Donn Weinholtz, Fritz Weiss, Rosemary Zimmermann, Hannah Zwirner.

Regrets: Aimee Belanger, Deana Chase, Sarah Gant, Allan Kohrman, Maria Lamberto (Clerk of Finance), Rebecca Leuchak, Rocky Malin, Elias Sanchez-Eppler, Patricia Shotwell, Carolyn Stone,

Ex-officio: Edward Baker (Clerk of Personnel), Noah Baker Merrill (Yearly Meeting Secretary), Jacqueline Stillwell (Presiding Clerk).

Visitors: Martin Blood-Forsyth (Beacon Hill), Michelle Brimage (Beacon Hill), Nancy Haines (Wellesley), C.J. Humphries (Hartford), Eric Wasilewski (Mt. Toby)

13-94 Monthly Meeting Sharing: Following another usual M& C practice, we spent a few minutes in small groups, sharing reflections about our Monthly Meetings.

13-95 Relationships with Monthly Meetings: The Permanent Board clerk introduced the subject of our taking on the shepherding of the relationships between the YM and the MM's. Recognizing that our financial crisis grows, in part, from a spiritual problem of insufficient awareness and understanding of the YM at the MM level, and that Finance Committee, traditionally charged with communicating with MM's about their contributions, is perhaps not well suited to the deeper charge of nurturing the relationship which will produce more robust donations, PB in August agreed to take on this responsibility. We are grateful for the presence of M&C at the outset of this consideration.

Jan Hoffman and Sarah Smith reported on their discernment, with Deana Chase, following their appointment at our August 8 meeting to begin consideration of this work. These Friends are concerned that the YM structure is not transparent - many Friends find the relationships difficult to understand. They presented charts demonstrating two ways of looking at our structure, one with overlapping concentric circles, the other with separate circles connected by a multitude of lines. While the first emphasizes our essential relationships with each other and with God, the other shows at the same time the multitude ways we connect and the potential for confusion. This group emphasized that our work will be about communication and building relationships. They asked an essential question: what are we communicating?

In considering this task, we were reminded to tell our stories, to share the life that we see and feel: share the life we see in MM's with the YM, share the life we see in the YM with MM's. We were reminded that in the Young Friends program we have a model which transcends boundaries, and brings in f(F)riends who are not based at a MM.

Returning to the question of how we approach this work, the clerk pointed out that we will need a group of Friends to bring a concrete plan to our November meeting, a plan which will include fundraising, but which will emphasize communication and relationship building. Friends reminded us not to focus only on the MM, but to also consider the Quarters, and perhaps the conferences to whichever we belong. Sarah Smith and Deana Chase will continue this work, and Bruce Neumann will act as a liaison with the Structural Review Committee, which is also planning Intervisitation. We **Approved** the clerk adding names to this group, possibly asking for help from Internal Nominating.

The clerk encouraged us to begin the work of communication while we wait for the program to take shape: visit meetings, introduce yourself as a member of PB, and see where the conversation leads. A number of Friends indicated they were willing to visit.

13-96 Minutes: The minutes from our 8/3/13 and 8/8/13 meetings were **Approved** with minor changes

13-97 Yearly Meeting Secretary Report: Noah began his report by sharing a song which has emerged repeatedly in his travels in and outside the YM, and which expresses a prayer which underlies his work: "Take my hands, take my heart, make me an instrument." We heard that he regularly gets expressions of support from other areas of the Quaker world. We also heard that despite our challenges, compared with many other yearly meetings we are in a strong position in momentum, in energy, and in individuals sharing their gifts. Briefly touching on a variety of issues, Noah told us that Sessions Committee had met at Castleton College, site of 2014 YM Sessions. Friends remain excited about the new venue, and work is moving forward. Much of Noah's work in the coming months will be related to the close of our fiscal year, followed by year-end staff evaluations. We heard that lawyers are continuing to work on the resolution of the state's unemployment insurance claim.

We heard that the NEYM copy of "The Bloody Tenent" has indeed been moved to a safe deposit box, and that Rocky Malin and the Archives Committee continue to explore the future of our archives.

A small group of volunteers, including Mark Baker, Suzanna Schell, and Jessica Hipp are working with Noah to explore improvements to our database. It is not clear yet whether this will mean upgrading functionality with our current software, or purchasing a new package.

In closing, Noah told us that he continues to visit and to listen around the YM, and to seek the right balance between the administrative and pastoral elements of his job.

13-98 Good Governance of Friends Camp: Jeremiah Dickinson summarized the Ad-hoc Committee's preliminary report (see advance docs for 9/28/13), covering several basic areas:

- While they are not clear on the exact nature, the group is recommending a more structured and explicit relationship with NEYM, which better defines our relationship without constraining the Camp Director.
- The group is recommending greater integration of the Camp budget with the NEYM budget. A budget developed by the Camp committee, but presented within the NEYM budget as is done with Sessions, would provide greater oversight and transparency.
- They are suggesting the development of a capital budget process to provide better long-term oversight and management of the Camp property.
- In the areas of insurance and risk management, the ad-hoc committee notes that work has begun on integrating the Camp insurance with NEYM's insurance. Also, per PB approval, the Camp has begun the process of accreditation of the American Camp Association.
- Recognizing that the Camp Committee functions much as a board, the ad-hoc committee is recommending strengthening the Camp Committee by ensuring that necessary skills are represented on the Committee. Each member would serve on a subcommittee and have a written list of responsibilities. Areas of concern are suggested as Personnel, Buildings and Grounds, Finance and Development, Health and Safety, Program and Evaluation

While Friends expressed concerns about consistently finding the skills necessary to run a business, we recognize that the Camp is fulfilling its mission of transforming lives. We understand that this group is not finished with its work, but endorse that the charge seems right, and that the committee is appropriately addressing the charge.

13-99 Student Aid Revisioning: After listening as the charge was read, we heard from Hannah Zwirner, one member of this ad-hoc group which also includes Aimee Belanger and Rebecca Leuchak. We understand that after an enthusiastic start, the work has lost momentum. It continues to feel like important work, but these

Friends would like some assistance. We heard a few of the ideas that had emerged, including that if you receive loan money from NEYM, you have a responsibility to the YM, perhaps some form of communication, a responsibility which would serve to maintain a feeling of connection and commitment. Perhaps Friends who receive loans could work some of it off, through helping at Sessions.

As the PB engaged with thinking about Student Aid, a number of Friends voiced the feeling that, because of the difficulties of administration and collection, we should move from loans to giving grants. One YAF observed that no amount is too small, and that the statement of support from a grant would be almost as important as the money.

Other Friends raised the concern about integrity for those who are not working at repaying their loans. We recognize that this is an issue to consider, but concern for current loan holders is not part of the charge for those re-visioning a student aid program.

Friends reaffirmed the charge from January 2013 (PB minute 13-06) and

Approved the following additions to the charge of the committee:

- That Young Friends and Young Adult Friends be invited to provide substantial input into this process
- That the committee strongly consider making a granting program rather than a loan program given the hard work of administering a loan program, the risks to integrity of the YM and the borrowers, that comes with such a program

Galen Hamman offered to participate with this ad-hoc committee, and Friends **Approved** the committee co-opting others who are not on PB. Justice Erikson and Leanna Kantt will bring this discussion to the next Young Friends gathering. The YM Treasurer will bring updated information about the status of existing loans to our November meeting. We will consider additional steps regarding unpaid loans, and the pastoral care of borrowers, following the Treasurer's report.

13-100 Structural Review Committee: Janet Hough reported on the work of the Structural Review Committee. In meetings this spring and summer, they spent time feeling their way into the charge and establishing a sense of themselves as a group. At Sessions they began a process of exploring Friends' understanding of the Yearly Meeting, of their relationship with it, and of their vision for Quakers in New England, through a series of queries for discussion. Lisa Graustein met with Young Friends at Sessions for a program exploring the same questions. Structural Review is planning a program of intervisitation to continue exploring both Friends' understandings of the YM, and where there is life and where Friends struggle. At their next meeting in November they will be considering their work and goals for the coming year.

As previously noted (minute 13-95), it will be useful to maintain communication with Permanent Board, both for scheduling intervisitation, and for sharing points of interest and concern.

While some concern was raised about the scope of what the committee has been asked to consider, Friends were comfortable with the charge, and with the

committee's ability to discern both priorities and timeline, through the process of their work.

The clerk of Faith and Practice Revision made a plea for PB to spend time considering PB's role and authority, as that committee works on the chapter about structure.

13-101 Treasurer's Report: Ben Guaraldi began his report by listing three pieces of bad news: we have a deficit for our 2013 budget (as we had expected, and in fact budgeted); we are behind in MM giving; and we have exceeded the travel budget, beyond the increase we approved in August.

He followed this with three pieces of good news: individual giving is considerably beyond expectations ("Way out of Control!"); he is confident that PB will turn around MM giving; and despite the travel budget overage, we are under budget overall.

13-102 Finance Committee: On behalf of Finance Committee, Jeremiah Dickinson followed up on an item from the Treasurer's Report. In August (minute 13-65) PB had approved an increase in the travel budget of \$6300. Recent claims suggest that the fiscal year total may be approximately \$1000 more than that. Acknowledging that there is no Finance Committee recommendation on this, since the committee has not met since this overage became apparent, PB was left to discern appropriate action. While concerns were raised about the extra expenditure, Friends felt that, having offered reimbursement, integrity requires us to follow through. We also heard that overall, YM expenses are lower than budgeted. Some Friends voiced concern that the Treasurer does not have authority to adjust the details of the budget, within its overall limits. Friends **Approved** giving the Treasurer authority to approve travel expenses up to \$2000 over the previous limit, and requested Finance Committee to review the travel reimbursement policy: how it is written, and administered. We also ask them to review the portions of our overall finance policy which determine how adjustments are made and how overages are handled, with the goal of giving the Treasurer and the Yearly Meeting Secretary some flexibility to make adjustments between lines while staying in budget.

Jeremiah also informed us that the Finance Committee is exploring how the budget is presented, acknowledging that some Friends find the current format confusing. They expect to present next year's budget in "Narrative" format. We heard that the Friends Home bank account has been closed, and that the money is being held in reserve until we are sure there will be no more expenses related to the home closure.

Jeremiah also reported that, per PB request, the committee had explored staff development funding beyond the current \$2000, in order to provide professional coaching for the YM secretary. Given our deficit budget, and the timing of this request (after the budget had been approved), Finance Committee is uncomfortable with adding to our deficit. They recommend seeking funds through grants or other sources.

13-103 Development: Nancy Haines, clerk of the Development Committee, thanked Friends for stepping up with individual contributions. At a Development Committee meeting in December, they will be discussing the character and message of printed materials made possible with the increase of their budget this year.

13-104 Internal Nominating: Donn Weinholtz presented the Internal Nominating report:

- Personnel Committee: Karen Sanchez-Eppler (Northampton), Class of 2017
- Personnel Committee: Fritz Weiss (Hanover), Class of 2017
- Internal Nominating: Susan Davies (Vassalboro), Class of 2017
- Yearly Meeting Nominating: Sarah Sue Pennel, (Cambridge), Class of 2017
- Clerks's Nominating: Benigno Sanchez-Eppler (Northampton), Class of 2017

13-105 Personnel Committee: For the Personnel Committee, Edward Baker spoke about the revised Personnel Policy Manual the Committee has been working on (see advance docs), noting that while the Personnel Committee makes recommendations, it is the Permanent Board which approves our policies. We are assured that the new manual contains no significant policy changes, rather it is an update and reorganization; updating the understanding about office hours in light of current electronically facilitated norms, removing references to the NEFH, moving hiring procedures to appendices at the end. While the Committee had hoped that PB would approve the manual, some Friends voiced the desire to have more time to review it. We had earlier (minute 13-82) approved posting it at <http://www.neym.org/PerCom/PCManual.html>, and using it as a working draft.

13-106 Closing Worship: Friends closed in worship purposing to meet again, God willing, on November 23 at Plainfield Monthly Meeting.

Holly Baldwin, clerk

Bruce Neumann, recording clerk

PB Ad hoc visitation group

Sara, Bruce and Deana met 10/19 to envision Permanent Board members visiting Monthly Meetings. We talked about “how” and “what” we are communicating. We recognize that many Monthly Meetings wonder, “what is the YM doing for us?”, and that our task through intervisitation is to answer that unspoken question.

We reminded ourselves that we are not to try to do the work of Structural Review or Development Committee. We all agree that it is important for us to meet other Quakers, to connect, listen, share ideas and inspirations be models and examples. But what do we have to tell them about NEYM? We came to realize that we have no “elevator speech” (where you explain who you are and what you do in the time it takes you to get to your floor). We have no brochure; no short, common understanding of who we are and what we do.

We know the desired outcome is that individuals and Monthly Meetings will know or learn what NEYM is and does and that this will increase donations. We don’t think it’s effective to just show up and saying “give us money. We see the need for PB members to establish a relationship with Monthly Meetings which then allows a request for \$\$ to seem reasonable.

So we propose the following:

PURPOSE: Permanent Board members visitation to Monthly Meetings is for us to listen, make connections and nurture our relationships. Listen, communicate, integrate.

We suggest that some sort of handouts (such as the charts presented last meeting) will help keep our visit in their minds and possibly stimulate discussion after we leave.

We drew up the following plan for your consideration:

How to visit Monthly Meetings

Call ahead. “I’m from Permanent Board, I want to find a mutually convenient time for John and I to come and talk to you about Yearly Meeting. I’d like...” (an hour, ½ hour after worship or a time slot at business meeting...we leave this up to you.)

Bruce will create an on line sign up calendar so our visits will not overlap and we can assure that each Meeting has had a visitation. (This could be discrete or on the NEYM website that so other individuals or committees would know which MM has not been visited)

Take with you copies of the brochure we created, Beth Colea has a brochure from Religious Ed and our Youth programs have informational materials, perhaps take a map of NEYM, a Faith and Practice or a minute book.

Some Queries:

What do you know of the work of NEYM?

How many places do you find yourself in these “maps”?

What is your Monthly Meeting working on?

What would you like to know about the on-going work in NEYM?

Where do you feel called to serve?

What do you need from NEYM?

What do you want me to tell Permanent Board about our visit today?

Do your clearness committees for membership discuss that you are asking to join NEYM and its affiliates when you become a member of the Monthly Meeting?

(Please add more)

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Shared with Permanent Board by the Visitation/monthly meeting outreach group

Vassalboro Quarterly Meeting

November 1-2, 2013

Beth Collea, visitor
RE Coordinator, NEYM

As a Quarter, Vassalboro Friends are entering an intentional year of transition looking and listening for ways and structures to hold the Life as it rises among them. Their Quarterly Ministry & Counsel was laid down during the Jubilee year, perhaps three years ago, as was their Gifts and Leadings Committee. They keenly felt the lack of Ministry & Counsel's role hearing and holding the joys and concerns from the monthly meetings. The Gifts and Leadings Committee performed the nominating functions for the body and without it, new leadership was not being named and lifted up.

An informal group of concern for Leadership and Ministry & Counsel began about a year ago. This year of transition was the fruit of that prayerful process. In addition to these concerns, I knew that some of their smaller meetings were struggling with low attendance and low energy.

I arrived on Friday evening at Holman House, on the campus of U. Maine—Farmington, where Farmington Friends worship. I shared an informal supper with about 11 other Friends. Then we had a time of fellowship, singing and games.

Susan Davies and Janet Hough had been named as the co-clerks of Ministry & Counsel for this transition year. On Saturday morning, they held an open M&C meeting to hear the joys and concerns from the monthly meetings. Friends were asked to respond to three questions.

1. What has Life in my monthly meeting?
2. How is the Spirit moving in my monthly meeting?
3. What concerns have been laid upon your heart and into the collective care of your monthly meeting?

Responses are summarized below:

Acadia--

Carole Beal noted that during the government shut down, very negative rhetoric arose in their community. Sixteen Friends wrote a letter to the local newspaper raising up the many ways that the federal government offers vital services like weather information, search and rescue for boaters, etc. Acadia Meeting received much positive feedback from the town.

Linda Uberseder spoke of their Peace Award to a high school senior to acknowledge peaceful conflict resolution, respect for diversity, and promoting peace in the world. A \$500 cash award is given. This year they asked not just teachers but fellow students to name possible recipients. They have been deeply moved by the good work the youth are doing!

Belfast—

They are now 26 years old as a meeting and have felt a surge of energy in the last few months. Visitors have come from other Yearly Meetings. They have added Worship Sharing one Sunday a month.

They need to find new space. They have had a couple of families come to Meeting and there is literally no space for a First Day School. They have moved 5 times in the last 3 years and must look again for new space.

Cobscook—

Friends are very engaged in both the life of the meeting and the life of the community. Their roles flow together seamlessly. The International Bay of Fundy Marathon was an example of Quakers playing key roles in a community event.

Farmington—

[Their space and their presence in the community seemed much improved from what they described to me a couple of years ago when I visited them mid-week in a home. They have a prominent location with lovely space in the middle of town and are surrounded by the University. I was impressed by their attractive sign which they were allowed to hang on the same signpost with the Holman House sign. I recall the discussions about temporary signs.]

Mark Rains gave voice to questions around supporting members at a distance and discerning the status of folks who have been inactive for a long time.

I felt they seemed to be at a time of taking stock and one Friend pondered aloud if they would become a worship group again instead of a monthly meeting. One of their members, Shirley Hagar, participated in a first-rate program on Saturday afternoon for the Quarter on connecting and deep listening and reconciliation with the Wabanaki people. What feels like inactivity in a ministry can be frustrating, but underneath the surface there is a lot of Life. Just what path the meeting will take from here remains to be seen.

Midcoast—

Midcoast Friends have been led to begin a bold Outreach Program. They will hire a part-time Outreach Coordinator for 2 years. They express a sense of stewardship for both their lovely meetinghouse and their Quaker message. They want to be able to welcome the public into their meetinghouse, especially during the week, and to take their Quaker perspective out into the world. Their report explicitly mentioned reaching out to families with young children.

The Obadiah Brown Fund awarded them a grant as partial support for this out-of-the-box initiative.

Narrimissic Valley—

They are focusing on “internal work” to build up their meeting with readings to enrich themselves and guide them toward “spirit-centered work.” They report that this builds “trust and openness.”

Orono Meeting—

They are putting up posters to announce their presence. Two children come occasionally and Friends are exploring hiring a university student to help with First Day School.

Vassalboro—

Dick Kelly raised up the importance of taking our ways of respecting everyone even into secular groups. He balanced a call to discernment with the need for decision-making and taking action.

Susan Davies named the concern for an aging monthly meeting. Pastoral care gives an intimate understanding of the challenges that older Friends face each day. As a meeting ages, there are fewer and fewer Friends able to do the work.

Winthrop Center Friends Church—

Friends felt Maggie Edmondson’s sabbatical was a time of deepening and transformation for both the Friends and for Maggie. Ann Dodd-Collins reported that they knew there were gifts among the Friends and that these would emerge as Friends stepped up to lead worship in Maggie’s absence. As the gifts did come forward, they learned about themselves and felt God’s presence among them.

All the while, Maggie was being guided along a parallel path! They feel they are on a new path together. Ann spoke of a deepening trust. They have grown into a comfort with not knowing how things will work out. This experience has given them new confidence to go into the unknown places together.

I was delighted to hear that Belfast and Orono have had families visit! I used this opportunity to give them their copies of *Sparkling Still* from the Quaker Youth Education Committee. I gave Orono Meeting a Bill Kreidler Curriculum called *Teaching Conflict Resolution through Children’s Literature* which is fun, easy to teach and very worthwhile—a good fit for a new teacher and a new First Day School which we hope they have soon.

There was no report from Eggemongin Reach Monthly Meeting or North Fairfield Meeting.

Memorial Minute for Andy Towl
for Friends Meeting at Cambridge and New England Yearly Meeting
June, 2013

We remember with gratitude the long, good life of Andrew Renwick Towl (1910 – 2012). As a Friend said at his memorial, “If some Friends show us who God is, Andy showed us the gentleness, reticence, and courtesy of God.”

Andy grew up on a farm in Nebraska, where his father, a surveyor who became mayor of Omaha, designed a farm to demonstrate how to preserve topsoil during Missouri River flooding. Andy never lost his connection to the fields he plowed with horse teams as a child, and fondly recalled lying in the fields at night, listening to the corn grow. Though life took him to many decades of work as Harvard Business School's first Director of Case Development, to training professors from around the world in the case method he helped to develop, and to visiting some 37 countries in the process, he carried from this childhood a simple dignity, courtly kindness and quiet wisdom that touched everyone who met him.

Andy graduated in 1928 with a bachelor's degree from Muskingum College in New Concord, Ohio, which awarded him an honorary doctorate in 1952. He taught college in Nebraska for a couple of years before going to Columbia University in New York, from which he graduated in 1932 with a master's degree. Recruited to Harvard Business School as a research assistant, he graduated with a master's in business administration in 1936. He worked in banking for eight years in Philadelphia, and then returned to work until his retirement at the Harvard Business School where, in addition to his role as director of Case Development, he created and ran the Intercollegiate Case Clearing House, which became an important publisher and was honored by regional, national and international case writing associations as well as a Harvard endowment in his name.

While in Philadelphia, Andy discovered Friends. Joining a group for young adult Quakers, he met and courted Merrillie McAfee. Merrillie, who had grown up in Boulder, Colo., on the Front Range of the Rocky Mountains, wrote in a card that her children later prized, “Finally, I've met a man to match my mountains.” Merrillie and Andy married in 1938, moved to the Boston area for Andy's new job at HBS, became active in Friends Meeting at Cambridge, and settled in Lexington, MA, where they raised their four sons, Bruce, Ralph, Roy and Ken.

Except when work took him out of the country, Andy spent as much time as possible with his family. “He was an immensely patient person,” said his son, Ken. “He spent Saturdays with us doing chores around the house or making toys from nuts and bolts and hardware down in the basement.” Neighbors remember that the Towls' door was always open and that the household was full of love, good energy, hospitality and grace. In his neighborhood, as at his workplace and at FMC, Andy showed great interest in and care for young people, generously taking many under his wing. Many remember him as “like a father to me” or “like a second father to all three of us.”

Andy and Merrillie's devotion to each other was legendary. When Merrillie died after 51 years of marriage, Andy put her wedding ring on his baby finger and wore it, along with his own, until his death. Friends often noticed a beautiful photograph that he, a skilled photographer, had taken of Merrillie in their Lexington kitchen, with a beam of light coming through the window and lighting up her features in a way reminiscent of the Dutch masters. When asked about the photo, Andy would respond, “She was the light.” As one Friend said of Andy and Merrillie, “Light, gentleness, kindness suffused their lives.”

Andy and Merrillie were faithful, creative and generous members of FMC and New England Yearly Meeting. Andy once said of his work at HBS that his primary task was to facilitate the work of others, and this was true of his presence in the meeting and yearly meeting. At FMC, he served as presiding clerk, and later supported Merrillie in her work as presiding clerk. He and Merrillie were known for their hospitality to new attenders, with many a warm invitation home to Sunday lunch. Andy's last of many committees at FMC, in his 90's, was Personnel, where he helped to see the meeting through some very difficult times. And one of his last support groups was a loving circle around Kenyan Friend Elphas Wambani, in which Andy expressed consistent

concern for Elphas's wellbeing once he returned from Episcopal Divinity School to his ministries among Kenyan Friends. In the Yearly Meeting, he served for more than 25 years on the Board of Managers.

Andy and Merrilie were instrumental in the founding of the Cambridge Friends School, and Andy was active on the CFS board and at CFS events into his late 90's. As the school wrote at the time of his death, "he inspired the Quaker vision of this school for all of its 50 years."

One of Andy's consistent concerns at FMC was the size of the meeting; he worried when he felt that we had grown too large to be an effective meeting community, and was one of the big encouragers of the group that split off to form the now thriving Fresh Pond Meeting. He also carried a concern for us each to contribute our fair share, whatever that might be, and for us to nurture the next generations of Friends. He was a dependable visitor to Friends in hospitals and nursing homes, and he frequently was the person chosen to introduce FMC memorial meetings to those unfamiliar with Quaker worship and ways.

Andy lived a life consistent with the Quaker Testimonies without drawing attention to himself. Perhaps the most moving of the many examples of this was when a member of our community sexually abused a meeting child. Andy was one of faithful friends who visited this Friend regularly in prison, and, when he got out, helped him find welcome at the Brookhaven worship group, where there are no children; Andy, along with other members of FMC, drove him to Sunday worship there for many years, and stayed in touch when the Friend moved away. Thus Andy practiced the Friends commitment to honoring in that of God in every person, and taught us how to be faithful to our Testimonies as Friends.

With his interest in what we were doing, thinking, learning and attempting, Andy was a mentor to many. We prized his "most gentle and non-controlling mentorship." At HBS, he mentored many a new dean. In a Quaker context, "Andy was the only person who ever eldered me, and it couldn't have been a better person." He was judicious without being judgmental. "When you are in an argument," he was known to say, "remember that you could always be wrong."

Andy often offered his mentorship in writing, and how grateful we are for Andy's ministry of notes! If you had a family event, a new challenge at Meeting or at work, or, for Quakers, a message you had given in worship, you would receive a (usually handwritten) note from Andy engaging you, encouraging you, guiding you, and bidding you "Onward." Sometimes he even included one of his poems, for his creative work included poetry as well as photography. So many of us treasure the notes that Andy wrote to us over the years! As a man Andy befriended while in India said, "I used to wait for those letters... it took me days to reflect on what he wrote. So rich. I saved them all."

When Andy finally moved out of the home he and Merrilie had shared, he chose Cadbury Commons because it was within walking distance of the Meeting and around the corner from the Friends School. He became known at Cadbury Commons for moving from table to table in the dining room, checking in on people, seeing how they were doing: "He had everyone in that building under his wing." When tension arose between two residents, Andy might help out: "Let's wait and see how it all goes," he would say. A woman whose husband went to Cadbury Commons with Parkinson's remembers that "having Andy down the hall made it all right." Perhaps what helped Andy keep this grounding and compassionate presence was more than half a century of worship and Quaker life.

In his last decade, Andy was preparing for the next transition. He described his experience during that epoch as "moving beyond words." For those who visited, there were long and comfortable periods of silence. He seemed to be living in a state of worship, spiraling into infinity. As part of his year-end message to family and friends in 2010, Andy wrote, "I sense more and more the infinity of BEING — and how that essence goes on beyond what words can define."

Andy is survived by sons Bruce (with granddaughter Merrilee and grandson Russell with fiancée Emily), Ralph (with grandson Nathanael, wife Tennyson, and great-grandson Lang), Roy, and Ken (with partner Lynda Brawn).

We feel the blessing of Andy's many decades among us.

Report from Finance Committee 11-23-2013

Finance Committee met in September 2013 at a Friend's home and again in October 2013 during Committee Day. Muriel Farrar and Maria Lamberto were chosen to serve as co-clerks for this year. We have met with Noah and Ben via GoToMeeting and plan to continue this practice so we can keep each other informed as issues arise.

As the committee is now almost at full-strength with 15 members, we agreed to form sub-committees to work on priorities we identified for this year during the periods between full-committee members. The sub-committees include emphasis on: Policies, Structures, and Systems; Education and Support; and Budgeting Process.

We are looking for an Assistant Treasurer. Is there someone in your congregation who would be interested in a position as "understudy" to the Treasurer? The individual would also be listed as a signer on our bank accounts so we do not experience undue delay in paying our bills when the Treasurer is not available.

NEYM Treasurer's Report to Permanent Board for 11/23/2013

Prepared by Ben Guaraldi

If you have looked at the Profit and Loss statement, I bet you're thinking what I'm thinking: Wow! Monthly meeting contributions matched our budget—many came in at the last moment—and individual contributions beat our budget by 31%! We practically met the \$38,094 challenge in our FY2013 budget on individual giving alone. The financial planning group was hoping to achieve these individual giving numbers by FY2017, and we're already there! Now we just have to keep it up.

Despite the fact that our income in these two areas did exceedingly well, we still ended the year with a loss of \$29,631. Our expenses were less than we budgeted—some line items were higher than expected, but these were balanced by line items that were lower than expected. However, our expectation for Sessions Program Fees was too high by \$18,000, or 10%. We'll endeavor to estimate these better in future budgets.

You may notice that our FY2013 deficit is larger than what was indicated in the Development Appeal. That is because in our initial estimate we included unrealized gain in fair market value that we would normally book directly to our reserves in our Operating Income. This money is still on the Balance Sheet, but is no longer considered Operating Income.

Our Balance Sheet looks good. We have \$2,263,462 in assets, of which \$1,893,644 is in the board-designated and permanently restricted funds of which we are stewards. We have \$257,920 in our bank accounts.

Our working capital is \$193,382 and our quasi-endowment is \$109,835, and together our reserves stand at \$303,217, which is 40% or 5 months of our annual budget. The fact that we are spending down our reserves with deficit budgets would be more concerning if we didn't have a sizable potential source of capital in the Legacy Gift.

A report on student loans is also included. As of 2009, when our last loans were made, we had 24 loans on the books with remaining principals totaling \$123,557. Since then, 9 have been paid in full and one has been written off due to the bankruptcy of the borrower. Of the 14 outstanding loans, 6 have made payments in the past two years and 5 more are likely to resume payment in FY2014 if some labor is invested to seek those payments. After correspondence with the borrowers, the Student Loan Discernment group recommended that 3 loans that were over 10 years old be forgiven. One loan is in an unclear state. The average outstanding amount is \$5,489, though the loans range widely in size, from \$889 to \$11,500.

If we were to make annual grants based on the \$55,000 currently available in the Student Loan Fund, we would be able to grant approximately \$2,000 total per year. If we were to recover the outstanding loans we would have \$145,000 available and would be able to grant approximately \$5,000 total per year.

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

NEYM Operating Budget vs. Actuals FY2013

October 2012 - September 2013

	Actual	Budget	over Budget	% of Budget
Income				
4010 Individual Contributions	126,718	97,000	29,718	131%
4020 Monthly Meeting Contributions	309,535	310,000	(465)	100%
<i>Challenge</i>	-	38,094	(38,094)	0%
4030 Organizations Contributions	2,248	-	2,248	∞
4050 Interest and Dividend Income	10,587	12,000	(1,413)	88%
4070 Books and other Items	15,554	20,000	(4,446)	78%
4077 Consulting Fee Contribution	35	-	35	∞
4080 Retreat Program Fees	48,995	53,370	(4,375)	92%
4085 Sessions Program Fees	155,634	173,500	(17,866)	90%
Total Income	669,306	703,964	(34,658)	95%
Expenses				
4000 Reconciliation Discrepancies	36	-	36	∞
5000 Staff	336,476	335,150	1,326	100%
5110 Administration	24,867	27,050	(2,183)	92%
5200 Office	16,664	17,015	(351)	98%
5300 Travel & Conferences	28,298	21,000	7,298	135%
6000 Programs	221,184	230,300	(9,116)	96%
6140 Books and Other	13,293	16,700	(3,407)	80%
6200 Benevolence	47,879	48,749	(870)	98%
6600 Publications	10,240	8,000	2,240	128%
Total Expenses	698,937	703,964	(5,027)	99%
Net Operating Income	(29,631)	-	(29,631)	

NEYM Operating Budget vs. Actuals FY2013

October 2012 - September 2013

	Actual	Budget	over Budget	% of Budget
Detailed Expenses				
4000 Reconciliation Discrepancies	36	-	36	∞
5010 Salaries & Wages	240,931	245,550	(4,619)	98%
5020 Payroll Taxes	16,274	14,400	1,874	113%
5033 Health Benefits	46,997	40,550	6,447	116%
5035 Retirements	21,986	23,400	(1,414)	94%
5040 Disability	923	1,200	(277)	77%
5045 Workers' Compensation	686	850	(164)	81%
5060 Staff Development	60	-	60	∞
5050 Spiritual Retreats	618	1,200	(582)	51%
5120 Bank Expense	5,070	4,500	570	113%
5130 Contracted Services	6,000	5,200	800	115%
5140 Legal Services	267	1,000	(733)	27%
5150 Liability Insurance	2,554	4,000	(1,446)	64%
5160 Payroll Service	1,585	2,500	(915)	63%
5170 Recruiting Expense	-	500	(500)	0%
5180 Rent	9,350	9,350	-	100%
5190 Misc. Expense	40	-	40	∞
5220 Cleaning Services	220	265	(45)	83%
5230 Maint - Equip & Hardware	823	1,250	(428)	66%
5240 Postage	3,037	2,500	537	121%
5250 Office Equipment	1,659	1,250	409	133%
5260 Office Supplies	2,340	2,250	90	104%
5270 Printing & Copying	1,994	4,000	(2,006)	50%
5280 Software & Updates	2,136	1,500	636	142%
5290 Telephone	4,456	4,000	456	111%
5310 Travel - Committee	2,218	2,000	218	111%
5320 Travel - Clerk	4,836	3,000	1,836	161%
5330 Travel - Programs	2,663	1,000	1,663	266%
5335 Travel - Representatives Travel	4,407	3,500	907	126%
5350 Travel - Staff	14,174	11,000	3,174	129%
5360 Travel - Ministries	-	500	(500)	0%
6105 Honoraria	13,360	9,600	3,760	139%
6110 Sessions Room & Board	153,233	163,000	(9,767)	94%
6112 Retreats - Room & Board	33,372	30,000	3,372	111%
6125 Program Expenses	11,193	13,800	(2,607)	81%
6130 Committee Expenses - General	10,026	13,900	(3,874)	72%
6142 Books	4,885	6,500	(1,615)	75%
6145 Other Items for Sale	1,793	700	1,093	256%
6147 Consignment Sales	6,615	9,500	(2,885)	70%
6310 FGC	17,608	17,608	-	100%
6320 FUM	16,496	16,635	(139)	99%
6325 FWCC	7,206	7,206	-	100%
6328 Ramallah Friends School	100	100	-	100%
6335 AFSC	300	300	-	100%
6340 FCNL	750	750	-	100%
6345 QEW	300	300	-	100%
6350 Friends Peace Teams	100	100	-	100%
6355 FWCC 3rd World Travel	500	500	-	100%
6360 QUNO	200	200	-	100%
6592 State Council of Churches	3,919	4,000	(81)	98%
6594 NE Council of Churches	150	150	-	100%
6596 NECL	150	150	-	100%
6598 World Council of Churches	100	100	-	100%
6610 Yearly Meeting Minute Book	3,755	2,500	1,255	150%
6620 New England Friend	6,584	5,000	1,584	132%
6630 Other newsletters	(99)	500	(599)	-20%
Total Expenses	698,937	703,964	(5,027)	99%
Net Operating Income	(29,631)	-	(29,631)	

NEYM Balance Sheet

As of September 30, 2013

ASSETS			Total	LIABILITIES AND EQUITY			Total
Checking	1005 TD Bank Checking	188,824		Liabilities	2010 Accrued Liabilities	1,465	
	1010 Checking Northampton Coop	2,442			2110 Federal Taxes	-	
	1040 Petty Cash	200	191,466		2120 State Taxes	-	
Money Markets	1022 TD Bank MM #1	2,546			2150 Health Insurance Premium	(1,050)	
	1025 Money Market Northampton Coop	1,054			2155 Sect 125 Employee Withh.	2,325	
	1027 Commonwealth Brokerage	3,552	7,152		2160 403B Retirement	-	2,740
CDs	1051 TD Bank MM #2 CD	5,321		3500 Working Capital	193,382	193,382	
	1052 CD'S Northampton Coop	53,983	59,304	3620 Faith & Practice Revision	40,957		
	Accounts Receivable	1210 SLOAAR Principal Interest	11,160		3630 World Conference Travel	-	
1215 SLOA Principal Non Interest		55,474		3650 Quasi-Endowment	109,835		
1220 SLOA Interest Receivable		3,893		3680 NEFH Fund	1,222,453	1,373,245	
1275 Accounts Receivable		(8)	70,519	3705 Archives	9,441		
1075 Pooled Funds		1,931,455		3712 FUM Intervisitation	1,125		
	1100 Accrued Receivable	(124)		Revolving Accounts	3714 Peace Tax Fund	7,360	
	1150 Prepaid Expenses	3,693	1,935,024		3715 Peaceworker	1,784	
TOTAL ASSETS		2,263,462	2,263,462		3720 Prejudice & Poverty	7,262	
					3725 Puente de Amigos	3,290	
					3730 Suffering	4,939	
					3755 Student Loan	144,895	
					3760 Young Friends Travel	3,111	
					3775 Continuing Projects	20,118	203,325
					3802 Endowment Fund	46,872	
					3804 Alice Needham	16,561	
				Permanently Restricted Funds	3806 Amy S. Hayden	54,568	
					3808 Anna M. Brown	33,124	
					3810 Freedmen's	127,177	
					3812 FUM Foreign Missions	44,634	
					3814 FUM Home & Foreign	6,249	
					3816 FUM Ramallah	56,437	
					3818 Hanson/Hill	25,724	
					3820 J. G. Green	-	
					3822 L & M Binford	-	
					3824 Mosher Book & Tract	65,633	
					3826 Phillips/Purington/Hawkes	24,040	
					3828 Pittsfield/Varney	7,468	
					3830 Susan B. Kirby	7,844	
					3832 West Falmouth Prep Mtg	4,069	520,400
				Net Income	(29,631)	(29,631)	
				Total Equity	2,260,722	2,260,722	
				TOTAL LIABILITIES AND EQUITY	2,263,462	2,263,462	

Student Loans

	Original Loan	Interest Charged	Payments							Outstanding Loan
			FY2008	FY2009	FY2010	FY2011	FY2012	FY2013	Total	
A	12,000	-	-	-	500	-	-	-	500	11,500
B	12,000	243	150	-	2,000	-	5,000	5,093	12,243	-
C	11,570	1,944	531	787	822	678	660	-	3,478	10,036
D	8,850	-	-	-	8,850	-	-	-	8,850	-
E	6,595	2,348	1,363	600	450	250	300	5,980	8,943	-
F	6,000	578	-	-	-	-	-	525	525	6,053
G	6,000	-	-	-	-	-	-	-	-	6,000
H	6,000	-	-	-	-	-	-	-	-	6,000
I	6,000	255	-	-	-	-	-	800	800	5,455
J	6,000	1,390	-	1,125	375	-	-	1,000	2,500	4,890
K	5,402	1,180	-	-	-	-	-	-	-	6,582
L	4,775	-	2,370	2,405	-	-	-	-	4,775	-
M	4,737	1,348	1,000	5,085	-	-	-	-	6,085	-
N	4,307	2,288	-	1,200	-	700	-	-	1,900	4,695
O	3,932	2,018	-	-	-	-	1,000	-	1,000	4,950
P	3,470	783	180	180	-	-	bankruptcy*	-	360	-
Q	3,300	-	-	1,300	1,000	1,000	-	-	3,300	-
R	3,000	300	-	-	-	-	-	-	-	3,300
S	2,467	739	-	1,200	2,006	-	-	-	3,206	-
T	2,406	1,036	1,400	600	658	300	484	-	3,442	-
U	2,000	825	-	-	-	-	-	100	100	2,725
V	1,905	1,866	-	-	-	-	-	-	-	3,771
W	510	479	100	-	-	-	-	-	100	889
X	331	210	-	-	541	-	-	-	541	-
24	123,557	19,830	7,094	14,482	17,202	2,928	7,444	13,498	62,648	76,846

Notes:

* We were ordered by bankruptcy court to write off Loan P in FY2012, for a loss of \$3,110.

* Loans A, G, H, N, O, and R seem likely begin or resume repayment in FY2014 if communicated with.

* Loans K, U, V are over 10 years old, and the Student Loan Discernment group recommended that they be forgiven.

* Loan W is in an unclear state.

Student Loans

	Original Loan	Interest Charged	Payments							Outstanding Loan
			FY2008	FY2009	FY2010	FY2011	FY2012	FY2013	Total	
A	12,000	-	-	-	500	-	-	-	500	11,500
B	12,000	243	150	-	2,000	-	5,000	5,093	12,243	-
C	11,570	1,944	531	787	822	678	660	-	3,478	10,036
D	8,850	-	-	-	8,850	-	-	-	8,850	-
E	6,595	2,348	1,363	600	450	250	300	5,980	8,943	-
F	6,000	578	-	-	-	-	-	525	525	6,053
G	6,000	-	-	-	-	-	-	-	-	6,000
H	6,000	-	-	-	-	-	-	-	-	6,000
I	6,000	255	-	-	-	-	-	800	800	5,455
J	6,000	1,390	-	1,125	375	-	-	1,000	2,500	4,890
K	5,402	1,180	-	-	-	-	-	-	-	6,582
L	4,775	-	2,370	2,405	-	-	-	-	4,775	-
M	4,737	1,348	1,000	5,085	-	-	-	-	6,085	-
N	4,307	2,288	-	1,200	-	700	-	-	1,900	4,695
O	3,932	2,018	-	-	-	-	1,000	-	1,000	4,950
P	3,470	783	180	180	-	-	bankruptcy*	-	360	-
Q	3,300	-	-	1,300	1,000	1,000	-	-	3,300	-
R	3,000	300	-	-	-	-	-	-	-	3,300
S	2,467	739	-	1,200	2,006	-	-	-	3,206	-
T	2,406	1,036	1,400	600	658	300	484	-	3,442	-
U	2,000	825	-	-	-	-	-	100	100	2,725
V	1,905	1,866	-	-	-	-	-	-	-	3,771
W	510	479	100	-	-	-	-	-	100	889
X	331	210	-	-	541	-	-	-	541	-
24	123,557	19,830	7,094	14,482	17,202	2,928	7,444	13,498	62,648	76,846

Notes:

* We were ordered by bankruptcy court to write off Loan P in FY2012, for a loss of \$3,110.

* Loans A, G, H, N, O, and R seem likely begin or resume repayment in FY2014 if communicated with.

* Loans K, U, V are over 10 years old, and the Student Loan Discernment group recommended that they be forgiven.

* Loan W is in an unclear state.

Personal Statement for Puente de Amigos' Clearness Committee of Discernment
for Sojourners to Cuba from Hanover Monthly Meeting.
from Erica Brinton

I feel moved to visit Cuba and Cuba Yearly Meeting in February 2014 as part of the group
from Hanover Monthly Meeting , under the auspices of New England Yearly Meeting.

I am a birthright Friend; I grew up, lived at and attended George School, which is under the
care of Philadelphia Yearly Meeting.

I have been a member of Hanover Monthly Meeting since 1972 and served as Clerk from 1990-1993.

Over the years I have served on 6 Meeting committees:

Ministry and Counsel

Pastoral Care

Nominating

Welcoming

Library

House.

I am a nurse by profession; I worked at the Dartmouth-Hitchcock Medical Center
in Lebanon, NH for 26 years and, more recently, at Kendal at Hanover for 10 years.

I am now retired.

In 1988 I travelled to Peru for 3 weeks with 2 friends. In 2003 I was in South Africa for 3 weeks
on a 2 week singing tour with Village Harmony.

Since song and dance are 2 of my deep loves, I look forward to sharing these gifts in Cuba.

Erica Brinton
31 Hazen St.
Norwich, VT 05055

Fritz Weiss

I was clerk of Hanover Friends Meeting when we decided that we would accept the invitation to become Sister meetings Havana Friends Meeting. With this decision I began receiving remarkable e-mails from Kirenia Criado from Havana; which I sometimes was able to translate and sometimes was not. What was clear to me was that this decision was an exciting step for Hanover; and that we would grow spiritually as a community as we grew into this relationship. I looked forward to Kirenia's messages, and labored at understanding her ministry.

It was also clear to me that I would visit Cuba when the opportunity arose. We first began considering sending a delegation in 2012; possibly for the 2013 annual sessions. I started learning Spanish that August and have continued through the present. I am not comfortable with words like "leading" or "called." I find sometimes we use them to say we deeply desire to do something; at other times to say we feel obligated to do something. These words imply that there are times when we are guided and times when we are not; I believe god guides us todos dias. I deeply desire to travel to Cuba, to meet with friends in their own homes and to worship with friends in their own meetings. I deeply desire to bring back to Hanover the experience of being gathered together with Cuban Friends as one body who know and love each other.

Paula Rossvall

I have been attending Quaker Meeting since 1983. The first meeting I attended was the Amesbury Worship group when I was pregnant with my first child. I was active in taking care of the children in Amesbury shortly after my daughter was born, I also was clerk of Peace and Social Concerns and Nominating Committee after Amesbury became a monthly meeting.

After moving to Vermont and worshipping in Hanover I once again became a member of the First Day School Committee and also began to staff JYM at yearly meeting. I really do love being with children. I have been a pediatric occupational therapist for the past thirty-seven years.

My husband and I have traveled as tourists to Spain and Portugal in 1977 and have made many short trips into Montreal, Canada. I have not had the experience of living and being immersed in a foreign culture and country. When I have traveled I have been respectful and often apologetic for not being able to speak the language.

I have admired and enjoyed the people who have come to NEYM from Cuba when they visited the JYM group I staff. I have also regretted not being able to fully understand and talk with the different Cuban visitors through the years. I am now slowly going through the Pimsleur Spanish 1 program.

I would like the opportunity to visit Cuba Yearly Meeting and Havana Monthly Meeting because I selfishly think it would lead to further my spiritual growth. I would love to visit their youth programs. Hopefully connecting with some of the Cuban Quakers (if I can speed up my study of Spanish) will be beneficial to them as well as we would be sharing that of God within ourselves with each other. One of my favorite quotes from the cover of Friends Journal Nov. 1994 "If someone pays attention to me that struggles know God, my search intensifies. The questing Spirit grows bold enough to claim its path. If someone believes with me and reminds me of God's tenderness I live more thoroughly and bravely in sacred time."

Hanover Friends Meeting

43 Lebanon Street
Hanover, NH 03755

November 10, 2013

Dear Friends in Cuba Yearly Meeting, and also our Friends in our sister meeting in Havana,

On this day, Sunday November 10, 2013, as we members and attenders of Hanover Monthly Meeting gather in our Meeting for Business, our minds and hearts are with you, the Quakers of Cuba. We reach out to you with love, and anticipation of making real with you, the name we share: the Religious Society of Friends. It is with excitement and real joy that today we forward to New England Yearly Meeting Puente de Amigos Committee, the names of seven Friends in our Meeting to travel to Cuba to meet with you in Gibara in February for the annual sessions of Cuba Yearly Meeting, and then to travel to Havana to be with Friends there with whom we have established a mutual sister Meeting relationship.

This group of sojourners includes:

Erica Brinton
Len Cadwallader co-leader
Mary Ann Cadwallader co-leader
Craig Putnam
Paula Rossvall
Fritz Weiss
Penny Wright

They will be joined by Jackie Stillwell, presiding clerk of New England Yearly Meeting, member of Monadnock Monthly Meeting.

These Friends come to you with a broad range of life experiences, including nursing, teaching, farming, community development, Quaker intervisitation, occupational therapy, massage, and so much more. These seven sojourners have met for many weeks in preparation, deepening their knowledge of Cuba and Cuban Quakers, and the Spanish language. We celebrate the shared history we have, with both parallels and divergences; we are eager to learn from our differences and to strengthen our bridge of friendship and understanding.

Hanover Friends Meeting sends these sojourners to you as representatives of all of us in this Meeting, that they might convey in their open hearts the Light in which we hold you, and that they might be our listening ears and our open minds, so that we might know you better and learn from you.

We ask that you welcome these Friends into your fellowship and worship, and we sincerely look forward to the time we might again welcome some of you to worship with us in Hanover Meeting.

With love and peace,
Craig Putnam presiding clerk, Hanover Monthly Meeting, Religious Society of Friends

Hanover Friends Meeting

Meeting for Business Minutes regarding Sojourners to Cuba

MfB October 13, 2013

Min. 13.179

The meeting approved the report from M&C, following the conclusion of clearness committees within our meeting and NEYM, approving our delegation, which will visit Cuba Yearly Meeting and Havana Monthly Meeting in February 2014. The recommendation goes with our prayers for the deepening of our Spiritual connection with CYM and of our sister relationship with Havana Monthly meeting. The delegates are: Fritz Weiss, Paula Rossvall, Len Cadwallader, Mary Ann Cadwallader, Erica Brinton, Penny Wright, and Shawn Donovan.

MfB November 10, 2013

Minute 13.195.

Shawn Donovan's withdrawal from the group of sojourners traveling to Cuba Yearly Meeting was accepted, in view of Shawn's commitment to seeing through the opening of Hartford Dismas House in February.

Minute 13.196.

We accepted and celebrated the discernment that has led to Craig Putnam joining our sojourners to Friends Yearly Meeting in Cuba. His passport arrived by urgent delivery at his house, as it was not used since 1971. He did need a new photograph.

Minute 13.197.

The group of delegates to Cuba Yearly Meeting has been amended to: Fritz Weiss, Paula Rossvall, Len Cadwallader, Mary Ann Cadwallader, Erica Brinton, Penny Wright, and Craig Putnam.

Sept. 12, 2013

Dear Friends,

I write to share my thoughts about traveling to visit our sister yearly meeting in Cuba in February 2014. I have been blessed to travel four times to visit my sister monthly meeting in Gibara, and welcome this opportunity to support Hanover Friends in building their sister relationship with Havana Meeting. I am nearly fluent in Spanish.

In what ways am I led to travel at this time? Essentially I am led to be present among Friends witnessing to Spirit in whatever ways are asked of me. I hope that I might serve Hanover Friends in sharing my gifts and experience of cultural sensitivity and group process as travelers. In my own spiritual journey I am learning to support other leadership and not be in charge. This is true in my current work situation in a big way, and I see an opportunity to continue to stretch in this direction in being a member of the Hanover group.

I am excited about the opportunity to be present at Cuba annual sessions; twice before I have been able to be there during this time period to know how Spirit is moving with them. I am also excited about the opportunity to support Cuba Yearly Meeting in strengthening the relationship with Havana Meeting, not by doing, but by being a prayerful presence.

In my role as a member of Monadnock Meeting, I am thrilled to continue our sister relationship, and in my role as NEYM presiding clerk to reconnect with Odalys, CYM presiding clerk, and continue the strong bridge of love between our yearly meetings.

Thank you for all your work in building and maintaining this bridge of love with our Cuban Friends.

In God's abundant love,
Jacqueline Stillwell

August 28, 2013

Personal Statement of Len Cadwallader to Puente de Amigos to travel to Cuba in February, 2014.

My leading to visit with Cuban Friends in 2014 grows out of the profoundly moving, even life-changing, experience I had as a member of the 2012 NEYM delegation. It was on that trip that I was blessed to meet many Spanish-speaking Quakers whose ability to express their faith in both words and action inspired me and illumined my own spiritual path. I felt truly blessed to have been given the opportunity to live, worship, and work with our Cuban sisters and brothers, then to share my experiences with New England Friends upon my return.

The spiritual foundation for my leading may be found in earlier episodes of my life. I had studied Spanish in high school and college, and did my alternative service as a conscientious objector in Guatemala with the American Friends Service Committee.

In the early 1980's I heard the General Secretary of the FWCC-Americas Section, Gordon Browne, speak movingly of his encounters with Cuban Friends who had had their faith tested and tempered in the crucible of the 50+ years of socialist rule under the Castro regime. Upon hearing him speak, it came to me that my faith had never been similarly tested and that it would serve me well to meet and come to know some of these individuals.

Then in 2011, Mary Ann and I had the blessing of providing hospitality to two Cuban Quakers who had come to this country to attend Sessions of NEYM. Since then we have hosted other Cuban Quakers in our home and have helped other members of NEYM to make Spanish-speaking guests at Sessions feel comfortable and at home.

Surely, we have much to learn from one another and it is my prayer that I might be given the chance to do even more to build the bridge of love by joining the NEYM delegation going to Cuba in 2014.

Mary Ann Cadwallader Personal Statement Aug. 30, 2013

Dear Friends at Puente de Amigos,

Our group of Sojourners awaits your visit and clearness session. Each of us is preparing a statement of what leads us to choose to go to Cuba this February. We plan to attend Cuba Yearly Meeting and then go to Havana and meet with Friends there to talk in person about the opportunities and expectations of our commitment to become sister-meetings.

Len and I are preparing the group for their work in Cuba. Our group's fund-raising and preparations will further Hanover Monthly Meeting's knowledge of Cuban Friends, as well as, deepen the meeting's commitment to becoming a sister meeting with Havana Monthly Meeting. We still have a lot to learn about Havana Monthly Meeting and about their hopes for our sister-meeting relationship. In this, we are blessed that Puente exists; facilitating visitation and translation and holding the history of New England Yearly Meeting's involvement with Cuba Yearly Meeting.

My statement:

I went to Cuba with my husband, Len, in February 2012. We were invited to join a service project sponsored by Wellesley and Fresh Pond Meetings. Our visit was a first step in establishing a sister-meeting relationship between Hanover Monthly Meeting and Havana Monthly Meeting. We met and became known by many Cuban Friends in the Oriente, where all of the monthly meetings but Havana's are located. I was moved by Cuban Friends' service to the community, their faithfulness and enthusiasm when attending meeting and church activities, their welcome of us.... This trip confirmed our interest in pursuing the sister-meeting relationship with Havana begun in 2012, which Puente de Amigos and Cuba Yearly Meeting are helping Hanover Monthly Meeting to realize.

My leading has been to facilitate this relationship by preparing the group from Hanover and the way for a visit to CYM and Havana in 2014. Because of my experience in Cuba, I feel a sister-meeting relationship with Havana has the potential to open our whole meeting to an appreciation and acceptance of different approaches to Quakerism by better knowing, by loving Friends from another culture and Quaker discipline.

I look forward to deepening friendships begun in Holguin and Puerto Padre in 2012 and the friendships started by hosting Yearly Meeting visitors these past three years. In helping to organize Hanover's trip to Cuba, I've also become closer to Friends involved in Puente and in Yearly Meeting. I look forward to strengthening and growing these relationships as well.

I bring my experience as past clerk of HMM and as a member and clerk of many of its committees, my active spiritual life, what I've learned as an educator, the practice of trying to live a life informed by the Divine to the listening and sharing that lies ahead in Cuba.

Mary Ann Cadwallader

September 19, 2013

Monadnock Quaker Meeting

3 Davidson Road



Jaffrey, NH 03425

To Havana Monthly Meeting

Dear Friends,

Jacqueline Stillwell, a member in good standing in this Meeting of the Society of Friends, has expressed the desire to travel to Cuba with a group of Friends from Hanover Monthly Meetings on their first ever intervisitation to their sister meeting, Havana Meeting. Jacqueline, fluent in Spanish, has visited Cuba a number of times joining Friends in Gibara, Monadnock's sister meeting, and also visiting all the other Cuban meetings including the Yearly Meeting and she could give welcome guidance and support to the Hanover Friends.

She has been found clear for this travel by a Clearness Committee at Monadnock. We commend our Friend to your loving care. The Meeting minuted this letter at a Meeting for Worship for Business on September 15, 2013.

Peace,

Nancy Isaacs,

Clerk, Monadnock Quaker Meeting

Statement of Calling to Attend Cuba Yearly Meeting – 2-2014
Penelope Wright

I had not been thinking much about going to Cuba, despite living a bit vicariously through the experiences of some New England Friends who have visited there. But when I heard that way was opening for a group of Friends to go to Cuba Yearly Meeting on behalf of NEYM, I felt a tug in my heart to go. As I sat with the possibility, the tug grew stronger and then I realized that much of my travels over the years among those Quakers who are affiliated with Friends General Conference were in preparation for an experience such as this. While there is a wide diversity of theology among these Friends, there is a decided leaning toward more universalism than Christo-centric, biblical based theology. I have found that as I have deepened and grown in my own spiritual understandings I have been able to re-claim a childhood relationship with Jesus. No longer do I believe the “red words” of the Bible to be exclusively written for me, but as wisdom that serves to guide my life – sacred and mundane. As this relationship has blossomed, room for listening to those who have other understandings of the teachings of the Bible has also grown. I am more able to hear where others are in their beliefs, even when that listening has not been reciprocal, perhaps especially when it is not reciprocal.

Another understanding about myself is that I have acquired a fairly extensive knowledge of the practices and faith of early Friends. How those practices formed their lives and whether they continue to serve us today has become a deep question for me. While some of that understanding has been gained through independent study, attendance at the School of the Spirit for Spiritual Nurtures and my service as a yearly meeting clerk (Southern Appalachian Yearly Meeting and Association have also contributed to my growing body of knowledge about Friends. Serving on that yearly meeting’s Faith and Practice Revision Committee and as a participant and clerk of several committees of FGC’s Central Committee and a member of Hanover’s Ministry & Counsel and clerk of First Day School further deepened my life.

One way I have applied my knowledge of early Friends is to lead adult “Exploring Quakerism” series within my meetings. While a text is used as a basis for the classes, it is mostly a springboard for the members to share how the readings relate to each one’s experience of being a Quaker.

These two aspects of me as a Quaker have led me to clarity that I can faithfully serve as a representative of NEYM. By bringing my listening presence to Friends in Cuba I hope to be able to help them learn more about early Quaker beliefs and practices. I am striving to learn Spanish sufficiently well to have more than “how are you? Hablo usted Englese?” exchanges.

TO: NEYM Permanent Board
CC: NEYM Board of Managers
FROM: NEYM YAF Climate Working Group
RE: Fossil Fuel Divestment
DATE: November 4, 2013

Dear Friends,

We have spent the last year following our leadings, listening to each other and worshipping together as we have sought greater faithfulness in our concern for a habitable planet. This letter doesn't contain any earth-shaking new ideas, but seeks clarity in something that we understand NEYM is already doing so that what light we may have is not hidden under a bushel.

We have heard among New England Friends a desire to make sure our investments are not complicit in climate catastrophe. We understand, through an email conversation dated November 19, 2012 with Mike Shade of the de Burlo Group in response to a query by the Clerk of The Board of Managers, that the NEYM Pooled Fund does not have direct financial investment in fossil fuel companies. If this is the case, what great joy! Yet we hope that we also are free of investments in other companies that directly support the fossil fuel industry.

We ask the Permanent Board three things to follow up on this understanding:

- 1) We ask that the Permanent Board and the Board of Managers clarify whether this lack of investments in fossil fuel companies is a matter of policy or mere happenstance.
- 2) We ask that if these investment choices are not a matter of policy, that the Permanent Board and the Board of Managers seek unity to approve a policy that prohibits investments in the extraction, production and distribution of fossil fuels.
- 3) We ask that if indeed there is already policy prohibiting NEYM Pooled Funds from being invested in fossil fuels that the Permanent Board draft and approve a public statement declaring that to be the case.

We feel a profound joy that the Yearly Meeting is not currently invested in fossil fuel companies, which are so oppositional to the world and lives that Friends dream of. As a Yearly Meeting without investment in fossil fuels, we may be in a unique position to encourage other Yearly Meetings in their struggle. And what a joy it would be to proclaim our moral clarity and unity with our brothers and sisters in other traditions who are doing the same.

Let us not hide this living witness under a bushel. Let it shine to the world.

In Light & Love,

Katherine Fisher
Emily Neumann
Jay O'Hara

Northampton Friends Meeting

Traveling Minute for Benigno Sánchez-Eppler

November 10, 2013

Dear Friends of Cuba Yearly Meeting:

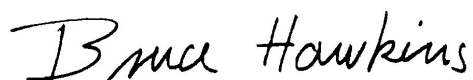
Please welcome Benigno again as you always have. The Spirit has made him free to respond to your request and return to teach at the Cuban Quaker Peace Institute during its sessions of January 2014. In the many Travel Minutes we have sent you before, we have told you of his faithful work for Northampton Friends Meeting, New England Yearly Meeting, and the Friends World Committee for Consultation. This time we would like to highlight that his ministry of translation with Susan Furry continues, and that their work is now available at www.raicescuaqueras.org. Benigno intends to take to Cuba Yearly Meeting copies of their translations of Thomas Kelly, Samuel Bownas and Isaac Penington for use in the courses he will be teaching. We regret that Cuban Friends cannot have full and easy access to [raicescuaqueras.org](http://www.raicescuaqueras.org), but we want you to know that Benigno and Susan always think of you as key recipients of the translations that the Spirit sends you through them.

Benigno has met with a clearness committee of our meeting, who found unity with him on the clarity of his spiritual leading to teach at the Cuban Quaker Peace Institute during January 2014. They recommended the following minute, which was approved by Northampton Friends Meeting at its meeting for business on November 10 2013.

Northampton Friends Meeting unites with the call of our beloved member Benigno Sánchez-Eppler (born Benigno Ramón Sánchez Ulloa) to travel in the ministry to Cuba with a concern for teaching at the Cuban Quaker Peace Institute. We have ourselves experienced Benigno's love and teaching gifts and we commend him to our sisters and brothers in Cuba.

We rejoice in this opportunity to send you our love. We are confident that you will welcome Benigno as you always have, and we look forward to receiving news of you through him on his return.

Yours in the Spirit,



Bruce Hawkins, Clerk, on behalf of Northampton Friends Meeting

NEW ENGLAND YEARLY MEETING OF FRIENDS

The Religious Society of Friends in New England

Witnessing to the power of God in our lives... Spirit led to faithful action

November 11, 2013

Dear Friends of the Permanent Board:

As you probably know, in the past few years NEYM has made changes in our staffing structure. There are now year-long employees coordinating the JYM, JHYM, YF and YAF programs (Gretchen & Nia) who are directly supervised by the Yearly Meeting Secretary (Noah). With these significant changes, the Youth Programs Committee (which, prior to the staff re-structuring, provided direct supervision of our youth coordinators) has struggled to adequately shift to meet the needs of our youth programs. There is currently not a functioning committee providing oversight for our (otherwise thriving) youth programs. This puts our staff, our youth, and our Yearly Meeting as a whole at risk.

After consulting with members of the standing Youth Programs Committee & Nominating Committee and reflecting deeply amongst ourselves, we have put together some thoughts on what a more useful approach to this oversight work may be. In the attached document, you'll see our sketch of what an updated committee could look like.

We know that Youth Programs Committee is not the only committee in NEYM that is likely overdue for a re-envisioning and that there is a Structural Review Committee tasked with discerning a way forward with many parts of our Yearly Meeting's work, but we felt clear that the oversight of our retreat programs for children cannot wait. Therefore, we ask for your guidance in the way forward in this process. We hope that you will be able to discern the next steps to take in finding a way for our youth programs to remain vital sanctuaries for our youth.

In faith & service,

Noah Baker Merrill, Gretchen Baker-Smith & Nia Thomas

Suggestions to inform re-visioning of NEYM Youth Programs/Ministries Committee

Drafted by Nia Thomas with feedback from Gretchen Baker-Smith, Kevin Lee & Noah Baker Merrill

Purposes of a Youth Ministries Committee:

- To help ensure the continued vitality and relevance of NEYM's youth programs. To look at the "big picture" of the programs within the context of Friends in New England's changing needs and NEYM's resources.
- To oversee the YM level youth programs. Ultimately, there are some decisions that should not rest solely on the shoulders of each program's coordinator and would benefit from the grounded input of a small group of trusted parents & Friends. Therefore, the oversight of the committee needs to include regularly reviewing long term trends (for example, numbers of participants, their demographic make up, their needs, etc), clarification of policies and protocols (particularly in regards to child safety issues), and reviewing reports of serious incidents.
- To nurture the spiritual growth and leadership of children and youth within NEYM on a programmatic level. This means seeking ways to listen for the spiritual needs of the youth of NEYM and working with coordinators to help NEYM youth programs better serve these needs.
- To offer advice and perspective to the coordinators as needed on broad and/or long term issues (not day-to-day decisions). To best fill this function, the committee would benefit by reflecting NEYM's gender, age, theological, and economic diversity.
- To advocate for youth and youth workers. This could mean advocating for the specific needs of the youth programs (like space needs at Sessions, budgeting requirements, etc). This could also mean advocating for training and leadership development opportunities for coordinators and volunteer staff in NEYM youth programs.
- To serve as an additional ear for ideas and concerns about the youth programs from parents and other constituents. Concerns about staff should be directed to the YM Secretary.

How this committee could work (Procedures):

It's important that this committee works differently than a support committee or a staff supervisor. Each coordinator should have a support committee, the aim of which is to support the coordinator, personally, spiritually, and professionally. Alternatively, the Youth Programs/Ministries Committee is there to serve as support for the **programs** of the Yearly Meeting.

This committee can best do this work if they regularly review certain indicators of the health of the programs such as participation levels, scholarships needs, participant evaluations, parent evaluations, and enduring take-aways of former participants (for

example, what Young Friends from 10 years ago still feel like they have received from the YF program). The committee should also regularly be seeking feedback from parents, meetings, and youth directly.

The clerk of the committee should meet at least annually with the YM secretary, the clerk of Ministry & Counsel, and the clerk of the personnel committee to discuss the health of the youth programs and any changing needs of the coordinators or the YM as a whole.

Considerations for nominating & forming this committee

- It is helpful to have longer term memory of the Youth Programs, so having some committee members stay for longer terms of 5 or 6 years to add continuity might be helpful
- It is helpful to have a committee that can actively engage with Sessions Committee and Finance committee, as their work impacts Youth Programs
- Friends on the committee should have some first hand experiences of the programs as staff, parents, visitors or previous participants
- Committee members need to understand the importance of confidentiality in some of this work
- Members should be grounded in Friends understanding of ministry
- A good sense of humour is always helpful
- Members should have an understanding of child development (physical, emotional, spiritual and psychological)

Background: Request to PB for Sessions Registration Capital Expenditure

Friends are aware that thanks to a generous grant from the Obadiah Brown Benevolent Fund, we are currently in the process of reviewing and upgrading the NEYM database and related tools to better meet the data management and communications needs of Friends in New England. While our initial plan for database improvement was to delay a capital investment in the toolset used to manage Sessions registration until it was more financially convenient, recent developments have made clear the wisdom in moving forward with implementing a new registration system as soon as possible.

First, the registration system we have used in the past would at some point need to be significantly retooled to work with our new website and general database, and rather than undertaking that work with our current system now and needing to invest in an upgrade again in the near future, we believe it would make more sense to do this work once, creating a new registration system that is designed to integrate with our overall toolset for data management and communications. Given that ongoing maintenance of the existing system is an ongoing expense, there is a cost to waiting as well.

Second, we had hoped to work with our new Sessions hosts at Castleton College to allow for a transitional year, using their in-house system for registration. We have since found that the cost would be prohibitive in that we would incur significant cost in 2014 and would still need to invest in our own system in future years, or incur similar costs each year at Castleton. This no longer seems like a prudent option.

Most importantly, we recently learned that the current registration system has at least one flaw that is of grave concern: it stores credit card information in clear text, in an unencrypted format. While we are unsure if this is technically illegal, it certainly is not a good or a secure practice for digital management of the valuable and private financial information of Friends.

While we have not yet pursued quotes for this work, we believe that \$20,000 should be sufficient to do the time-sensitive web development and database customization required to have a working registration system in time for Sessions 2014 – one that will integrate fully with our overall improvements to NEYM's data infrastructure.

Therefore, we seek Permanent Board's authorization of a one-time capital expenditure of up to \$20,000, if needed, to implement a new Sessions registration system for 2014.

Respectfully submitted,

Noah Baker Merrill, Secretary
Ben Guaraldi, Treasurer

Background on Options for Sessions 2014 Fee Schedule

We request Permanent Board input and seasoning as the Yearly Meeting Secretary determines Sessions Fees for Annual Sessions in 2014.

In considering the schedule of fees for this year, we have been holding two options:

- A. Having a schedule of Sessions fees much like previous years, with the fee for a full-time adult being somewhere between \$520 and \$560, and then other fees based on that with equalization available to all attendees. This would be a significant increase over previous years (last year the comparable fee was \$495), and would not substantively address underlying concerns about cost and transparency
- B. Instead, presenting each registrant with four options, based on their package (i.e., two adults, 1 young friend, 2 children without beds):
 - 1. A recommended price, which would be the same as option A.
 - 2. The true cost of Sessions, which would incorporate the salaries of staff for the time they put into running Sessions. (The true cost of a full-time adult for Sessions 2014 is approximately \$695.)
 - 3. The average amount paid by an attendee with the same package for the previous year's Sessions. (For Sessions 2013, a full-time adult paid on average approximately \$425 when accounting for equalization received.)
 - 4. A blank, where the registrant could enter another number.

We believe option B would be more transparent, continuing our work of inviting Friends to understand and share in supporting the life of our faith community. We hope it would provide more information while simultaneously reducing the shame and hesitation many Friends experience in asking for financial help. It would simplify registration, eliminating the need to process Equalization requests and make decisions on a case-by-case basis. Finally, we believe this approach would encourage personal integrity and promote a spirituality of practical abundance, modeling our values for each other and the world. A system like this one is already employed by Friends Camp, Friends Journal, and other Quaker organizations, with consistently positive outcomes.

Whichever approach we implement, we intend to ask for additional gifts for equalization as well as gifts to the operating budget of the Yearly Meeting. We would also continue to request that Monthly Meetings be asked for any support they could offer.

Respectfully submitted,

Noah Baker Merrill, Secretary
Ben Guaraldi, Treasurer

Friends Camp

New England Yearly Meeting of Friends

Director's 2013 Summer/Fall Report

Summer of 2013 Overview

The counselors and most of the campers enjoyed a wonderful summer at Friends Camp. We had many warm but rainy days in June and July, and in August we had many more hot and sunny days. Overall, it was a good, but not a great, summer for outdoor activities, field trips, and hiking adventures. We had twenty-one creative and energetic counselors, as well as three returning counselors who worked for part of the summer during the Fox and Fell teenage sessions. We were very happy to have nine certified lifeguards, two Wilderness First Aid staff, a part-time camp nurse, and a part-time volunteer physician.

Fall Group Rentals and Projects

In September, we had two weddings, two group retreats (Vassalboro Quarterly Meeting's Fall Gathering & Waterville Hospice - Ray of Hope Camp), and we hosted hundreds of guests during the Common Ground Fair weekend. In October, we had 38 people from the Kennebec County Alternative Sentencing Program working on maintenance projects. Projects completed during this five day work program included building a new woodshed for the Big Bird Dining Hall, major improvements to the waterfront path, painting the Old Crow cabin, painting all of the benches and picnic tables, painting the Big Bird bathrooms, painting the front of the Meeting House, fixing the Aviary Hall screens, taking in the docks, clearing branches and bushes from the camp roads and from around cabin roofs.

Camperships

In 2013, we continue to have strong commitment to ensuring that families with limited and low incomes will still be able to send their children to Friends Camp. This year, we gave a total of \$26,900 to 63 youth who need these campership funds to attend Friends Camp. The camperships were given in three categories: the Friends Camp Campership Fund (\$13,640), the Codman Fund (\$4,260), and the One Child at a Time Fund (\$6,000). The Codman Fund is for teens who attend the Codman Academy Charter School in Dorchester, Massachusetts. The One Child at a Time is for young children who have a parent who is incarcerated. Eighteen percent of the youth campers received a campership. Friends Camp also gives all families the option to pay the camp tuition voluntarily, at three levels: Full (36% of the families), Medium (26% of the families), and Basic (38% of the families).

West View Cottage

The West View cottage was rented for only three weeks this summer. We took in just \$3,494 in rental income and fees, and we had expenses of \$5,094. Most of the West View cottage expenses are for the long-term loan and for the property taxes to the Town of China.

CampMinder

This was the first summer using the new CampMinder on-line registrations and health forms. Over the summer we learned more about how the CampMinder software works. Features that we found that are very helpful are the numerous reports that can be created, the use of group e-mails to families, access to health forms, development of cabin lists, and simple billing for camper tuition and fees. The full and effective use of this new software program will take a few more years to learn and implement to meet the camp's unique needs. Two of the concerns are that process of faxing back the medical forms is difficult and the new online registration is very hard for families that do not have access to the internet or parents who are not comfortable with computers.

Camper and Parent Evaluations

My annual review of the camper and parent evaluations is always heartwarming and inspiring, with hundreds of positive comments. Two of the most helpful facts are the percentage of campers who are interested in returning next summer and the hundreds of comments about the ways we can improve Friends Camp. This summer, camper evaluations show a high percentage of campers who are planning on returning next summer.

- Jones Session – Campers wishing to return 74%, not sure 19%, not returning 7%.
- Dyer Session – Campers wishing to return 82%, not sure 15%, not returning 3%.
- Fox Session – Campers wishing to return 69%, not sure 7%, not returning 1%, not returning because they are too old 21%.
- Fell Session – Campers wishing to return 71%, not sure 15%, not returning 2%, not returning because they are too old 13%.
- All Four Sessions – Campers wishing to return 74%, not sure 14%, not returning 3%, not returning because they are too old 9%.

From this year's evaluation reports, we can expect that between 250 and 300 campers will return to Friends Camp in 2014. One of the tasks for this coming

season will be to recruit between 60 and 110 campers who will be first-time campers in 2014 or to invite campers who attended Friends Camp in 2012 and were not able to come last summer to return in 2014.

The remarks below are the recommendations that campers / parents have listed on their 2013 evaluations. This is a long list of very helpful ideas.

- Wall clocks in youth cabins
- Better and more food
- More food options for vegetarians
- More free or unstructured time
- Fix the waterfront hill/path (Done October 2013)
- Better and more snacks
- Ladders for all of the bunk beds
- A few more kayaks
- Shorter health screening lines during check-in
- Problems with the new on-line registration
- Early bedtime for Jones campers (8 PM)
- Bigger cabins
- More swings
- Offer ice cream bowls as an alternative to the 40 ft Sunday
- "Knock-out" basketball games more inclusive
- Remove bugs from the cabins
- More Mac & Cheese pancakes
- More tie-dying
- More skill-based activities
- General building and cabin upgrades
- Group camper cabin photos
- Making campers send home letters
- Make a bigger swimming area
- Crack down on teasing and bullying
- More minority campers
- Break up cliques
- Rest hour outside on hot days
- More fans in Big Bird, Aviary and bathrooms
- Longer rest hour
- No trivia questions before meals
- Less singing during evening program

- Longer waterfront time
- More camper leadership/Clerk roles
- More morning sleep-in days for teens
- Campers to be able visit cabins & shower after breakfast
- Letting campers pick the songs for the dance
- Letting teen campers go barefoot (except during meals)
- More time for showering
- Campers being able to take showers at night.

Head Lice

This past summer we had several campers and one counselor who had head lice. Head lice are very difficult to eradicate, and it is embarrassing for the campers and staff who are affected. Cleaning the clothing and sleeping bags of the campers and counselors from affected cabins is time-consuming and expensive. In 2013, we spent over \$900 on extra laundry costs, and we also spent many hours of staff time on the in-camp eradication of the head lice.

Waterfront

Last summer we did not have a working septic system for the bath house, and we also had a major problem with water runoff that caused a muddy mess at the waterfront. Because of the new septic system hook-up and the installation of a new drainage system, we now have working toilets and a much drier waterfront area. This summer's frequent rain storms provided a very good test of our new drainage system. I am pleased to report that the three holding basins and the two new underground drains worked perfectly.

2013 Camper Census

The overall camper census for 2013 totaled 345 campers. This total is five less campers than last year. The most interesting aspect of camper registrations this year was the high number of registrations between January and March. For our 61st summer in 2014, we hope to have between 345 and 360 enrolled campers.

Session 2013	Boys	Girls	Total
Jones Week One	25	38	63
Jones Week Two	20	32	52
Jones Both Weeks	(16)	(17)	(33)
Dyer Camp	36	43	79
Fox Camp	71	42	113
Fell Camp	49	46	95
Baxter Trip - Fox	10	2	12
Baxter Trip - Fell	6	4	10
TOTAL	162	183	345

2014 Draft Schedule and Rates (Note no change in camp tuition from 2013 to 2014)

Session	Dates	Ages	Three Level Tuition
Jones Camp Week One	June 22 – June 28	7-12	\$520/\$490/\$445
Jones Camp Week Two	June 29 – July 5	7-12	\$520/\$490/\$445
Jones Both Weeks	June 22 – July 5	7-12	\$900/\$840/\$780
Dyer Camp	July 6 – July 19	10-13	\$900/\$840/\$780
Fox Camp	July 20 – Aug. 2	13-17*	\$900/\$840/\$780
Fell Camp	August 3 – Aug. 16	13-17*	\$900/\$830/\$780
Fox Camp Adventure Hike	July 20 – August 2	13-17	\$80
Fell Camp Adventure Hike	August 3 – August 16	13-17	\$80
Teen Camp ** <i>Sexuality, Spirituality & Relationships</i>	May 23 – May 26	14 -17	\$195/\$155/\$115**
*With permission 12 year olds with an older sibling attending Friends Camp can sign up for the Fox Session and or the Fell Session.		** \$45 discount for youth who are signed up for the Fox or the Fell camp.	

Fall 2013

Before end of calendar year I will be working on the following projects and tasks: CampMinder changes and improvements, developing a new web site, inviting talented people to join the Camp Committee, working with the Ad hoc Governance Committee, developing a marketing plan to increase the numbers of campers in the Jones and Dyer sessions, and writing grants and appeals for the campership funds.

In the Light,

Nat Shed, Director

October 17, 2013









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Final Audit Report

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