

Proposed Agenda For Permanent Board Meeting  
May 20, 2023 Hartford Monthly Meeting and on Zoom  
(revised)

9 AM Worship

9:30 Welcome, Roll Call

Noticing Practice

Minutes of Previous Meeting

Presiding Clerk's Report

Sessions Update

Pentagon Spending Letter (approved by C and A)

General Secretary's Report

Transfer of Funds Request

Friends Camp Bank Resolution

Friends Camp Update

Friends Camp Visioning Report Phase 2

Proposed Budget FY 2024

PB Clerk Report

Bodine-Rustin Fund Recommendations

Nomination Approval

Lunch 12-1

Approval of Pentagon Spending Letter

Request from Puente for Approval of Travel

Review of Updates from Right Relationship Resource and

Indigenous Boarding Schools Research Groups

Review of Travel Minutes

Memorial Minutes

## **Reflections from the Noticing Patterns Working Group on the February 11, 2023 Permanent Board Meeting**

Honoring our charge from the Yearly Meeting to notice and name patterns, the Noticing Patterns Working Group has some reflections and queries to share on patterns that arose during the Permanent Board Meeting on February 11, 2023 and which have occurred over the longer history of NEYM.

We know that the naming of these patterns can be difficult to hear. We ask for a time of centered worship to hold this sharing and lean into what arises in each of us around these named patterns.

We noticed a pattern that has occurred frequently in Yearly Meeting business sessions where efficiency of the agenda is prioritized over Spirit-led discernment. We name the faithfulness of those Permanent Board members who called the Body back to grounded spiritual practice, although urgency of the agenda persisted as a pattern. We also noticed the frequent admonition of, “We hope you read our report...” and wonder if this is also indicative of the pattern of efficiency superseding Spirit-led discernment.

- What is the purpose of reports – to hear questions of those who understand the content and/or to be open to Spirit-led inquiry, wondering, and feedback?
- Are we clear about what we expect of one another in our work with each other?

We also noted the speed with which the Permanent Board was able to move on from consideration of stopping donations to Quaker organizations, including Friends United Meeting, due to a budget shortfall. After NEYM labored for 15 years over whether or not to contribute to FUM because of its personnel policy, we wonder:

- What message does this pattern hold for the many Queer Friends who left the Yearly Meeting over this issue?
- What does this pattern communicate to Christian Friends for whom FUM is a spiritual home and point of connection?
- Are our financial decisions based on spiritual discernment or the bottom line?
- How do our stated commitments to decolonization, racial justice, and the

climate, among others, fit into our budgetary decision making?

On multiple occasions, NPWG has called attention to the fact that the Yearly Meeting has no established process in place to hold conflict and repair harm. In the February meeting of the Permanent Board, we noticed another example of the impact of the absence of such a process.

Our resistance to hearing challenging ministry creates harm for both speakers and listeners. Too often, when there is challenging ministry, an effort arises to silence the minister, and many of those ministers have left our community.

We note this pattern playing out particularly with strong, outspoken women, such as Kay Brown, Rachel Carey Harper, Sharon Smith and Margaret Hart, all of whom chose to leave the Yearly Meeting. We see that the harmful pattern of attempting to silence outspoken and prophetic ministers is unfolding through the lack of Gospel order in the improvised process applied to Lisa Graustein. We are pained to see this pattern continuing into the next generation of women ministers.

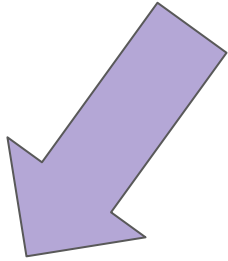
The lack of an established process for dealing with conflict and harm impacts not only those targeted by attempts to silence them but also has a destructive impact on everyone else who now wonders if they are safe to share their own powerful ministry or even to ask questions.

- What is Spirit inviting us to learn in seeing this pattern more clearly?
- What changes might faithfulness be calling us to make?

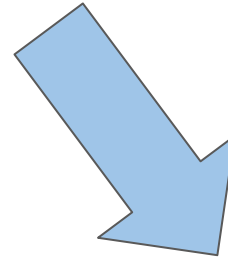
Again, we know that naming patterns can be difficult to hear. We ask for a time of centered worship to reflect on the patterns we have named and to sit with what arises. May Spirit hold us as we respond to the invitation to see more clearly and to listen together to where the Divine may be calling us.

Noticing Patterns  
Permanent Board  
Feb. 11, 2023

Noticing  
=  
pause, reflect, & lift up



Nurture faithfulness



Interrupt & respond to  
othering, erasure, &  
harm

For some people the noticing practice feels like a drink of water after years of thirst . . .

***What have been the unmet needs that are starting to be met by the noticing practice?***

For some people, the noticing practice feels like bringing something poisonous into our community. . .

***What is being lost or disrupted in the noticing process?***

***What have been the unmet needs that are starting to be met by the noticing practice?***

***What is being lost or disrupted in the noticing process?***

***What can we learn from the answers to these questions?***



Please respond in the chat:

**What comes up for you as you hear this?**

If you want to use the Noticing sentence prompts you can

I hear . . .

I feel . . .

I see . . .

I wonder . . .

I know . . .

## **Permanent Board & Noticing Patterns WG Debrief Report from February 13, 2023**

Members of NPWG, members of Permanent Board and New England Friends who attended a February 13 Debrief of the Noticing Patterns practice at the February 11 Permanent Board Meeting shared on a number of dynamics and patterns at play. Some of the recurring themes and questions that arose included: questions and differing views on transparency, questions about silence and power, wonderings about the both/and of NPWG ministry as the naming patterns of oppression and faithfulness.

Kristina Keefe-Perry supported the group by offering to track the conversation. However, when asked to identify the key themes, insights, or questions to bring back to all on Permanent Board, no one from Permanent Board in attendance at the Debrief on February 13 came forward to write a report or identified any reflections, learning or patterns to bring back. Hence there is not a fuller report to share.

in faith, Polly Attwood, Clerk, NPWG

**Minutes**  
**Permanent Board Meeting**  
**Held over Zoom Video Conference**  
**February 11, 2023**

**PB 23-1: Opening Worship**

Friends opened with a period of worship.

**PB 23-2: Clerk's Welcome and Introduction**

Leslie Manning, PB Clerk, noted this is a Zoom-only mtg; Kathleen Wooten is serving as Tech Host. The PB Clerk reminded Friends that we aspire to practice taking note of patterns of oppression and of faithfulness. Leslie also recalled the cards from YM Sessions several years ago showing Jan Woods list of gifts and characteristics that the Spirit uses to work through us. She stated that one card comes to mind as especially helpful to our practice of noticing: the gift of *"Exorcism- the ability to liberate from systemic oppression"*. Leslie urged PB Friends to lift up patterns into our awareness that will help us to be liberated from systemic oppression.

**PB 23-3: Roll Call**

The roll was recorded via the Zoom Attendees List

**Present on Zoom;**

Leslie Manning, PB Clerk; Susan Davies, PB Recording Clerk; Tom Brenner; Deana Chase; Darcy Drayton; Martin Forsythe; Christopher Gant; Beth Hansen; Newell Isbell Shinn; Carolyne Lamar Jordan; Frances Lightsom; Christopher McCandless; Jean McCandless; Carole Rein; John Reuthe; Aaron Sakulich, Martha Schwope; Liesa Stamm; Willa Taber; Eleanor Warnock; Diane Weinholtz; Donn Weinholtz; Morgan Wilson; Kathleen Wooten; Mary Zwirner

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

**Regrets-** Peter Bishop; David Coletta; Joyce Gibson; Roger Jasaitis; Meg Klepack; Bruce Neuman; Anna Radocchia; Nia Thomas

**Absent-** Kimberly Allen; Ian Harrington; Ed Mair; Bob O'Connor;

**Visitors:** Polly Attwood; Melody Brazo; Betsey Cazden; Marian Dalton; Melissa Foster; Sarah Gant; Kenneth Glover; Andrew Grant; Lisa Graustein; Mey Hasbrook; Janet Hough; Becky Jones; Kristina Keefe-Perry; LouAnne MacDonald; Frederick Martin; Phebe McCosker; Kathy Olsen; Robb Spivey; Jackie Stillwell; Carl Williams; Maille Wooten

**PB 23-4: Approval of the minutes from the PB meetings of November 5, 2022**

Minutes from the November 5, 2022 PB meeting were distributed in advance documents for review. No changes or edits were made.

### **Friends Approved**

#### **PB 23-5: Presiding Clerk's Report (Report appended)**

Rebecca Leuchak, YM Presiding Clerk, reported as described in her appended report. The 2023 Sessions Plenary presenters and Bible Half Hour speaker have been confirmed. The Presiding Clerk reported she is striving to offer sustainable and effective engagement with the Tribes that are responding to the NEYM Letter of Apology.

#### **PB 23-6: YM Secretary's Report #1 (Report appended)**

Noah Merrill, YM Secretary, spoke of his experience that discernment arises from abiding in the Spirit, listening through the chaos around us, to hear beyond the distractions, to hear the 'still small voice' of clarity, experience, freedom, and joy. He is praying that we orient our hearts towards that Voice. Noah called attention to several important items that are found in his appended report, including several actions for the approval of PB.

- Noah requested the approval of PB for NEYM to expend \$2,500 from the Mosher Book and Tract Fund, to cover the cost of publication and distribution of two manuscripts at FWCC. These publications address issues and concerns that arise at the end of life for Friends Meetings.

### **Friends Approved**

- Noah further conveyed Weare Monthly Meeting's request that PB take responsibility for disposition of the South Pittsfield meetinghouse; and that PB direct the YM Secretary, and other designated individuals, to investigate the best disposition of the meetinghouse, and to bring recommendations back to PB for approval.

### **Friends Approved**

#### **PB 23-7.1: YM Treasurer's Report (report appended) and Report on Restatement of Fund balances.**

Bob Murray, YM Treasurer, reported that he and Frederic Martin, YM Accounts Manager, have been working on a restatement of funds balances to correct errors from the past. He strongly encouraged Friends to read his appended report. The values of pooled funds are incorrect and must be corrected. The Finance Committee cannot do this without PBs assent. No money will go out, or come in, but the values will be journaled internally to be accurate.

- The YM Treasurer requested that PB approve correcting the pooled funds balances as recommended by Bob Murray and Frederick Martin.

### **Friends Approved**

## **PB 23-7.2: Treasurer's Discussion of Fiscal Year '22**

Bob Murray, YM Treasurer explained some of the reasons for a shortfall in FY 2022 as explained in the appended report. The YM Treasurer emphasized that the shortfall has resulted in YM reserves falling to about half of recommended, prudent levels. He stated that adequate reserves are important to create stability for staff and programs.

## **PB 23-8: Preliminary Budget presentation (letter from Finance Committee appended)**

Scott Drysdale, Clerk of the Finance Committee, Noah Merrill, YM Secretary, and Frederick Martin, Accounts Manager briefed Friends on the many factors, and the discernment processes influencing the preliminary budget, as described in appended documents. Of greatest consequence in the Finance Committee's recommendations was their suggestion to reduce the line item, "Support of other Organizations" to zero for one year. This recommended action, for PB's consideration, can balance the budget.

Friends raised many concerns about suspending donations to sister Quaker organizations. One Friend noted that the suggested budget remedy would result in a request for increased donations from NEYM monthly meetings, while at the same time recommending a one-year suspension of donations to major Quaker organizations. Other Friends reflected on what such a remedy would imply about YM's existing commitments and values.

The Finance Committee, hearing these concerns, stated they would offer a Listening Session for ongoing discernment of the budget.

## **PB 23-9: YM Secretary's Report #2 (Report appended)**

YM Secretary Noah Merrill directed PB's attention to the mid-year report from YM Program Director, Nia Thomas (appended). Noah expressed gratitude for Nia's contributions to nurturing the life of NEYM with creative and well-designed program offerings. Noah then briefed PB on the status of the Friends Camp Governance Review, as described in documents appended to these minutes.

### **PB 23-9.1 Governance Review update- phase 1 and 2**

NEYM shepherds the operation of Friends Camp (FC) as a separate, unincorporated organization. FC manages their property, resources, and staff under a governing board. Periodic review of the governance and operation of FC by YM is healthy. The appended reports are responsive to a 3-part review process affirmed by PB. Noah is reporting on Phase 1: Consult with involved Friends, under the leadership of Anna Hopkins Buller, to update FC Good Governance framework. The review resulted in a revision of parts of the appended framework.

The PB clerk then asked if Friends accepted the revisions in the updated Interim Governance document.

## **Friends Approved**

### **PB 23-9.2: Phase II-Friends Camp Visioning Charge (appended)**

The Phase II Charge directs that a visioning process be convened to answer questions related to FC's mission, purpose, programs, and governance, and to report back to PB in May 2023.

The PB clerk asked if Friends were ready to approve this charge.

## **Friends Approved**

### **PB 23-9.2: Approval of Names, Friends Camp Visioning workgroup (nomination document appended)**

Noah Merrill noted that the charge includes the need for 3-4 Friends with a concern for youth and brought forward the slate of nominations for the Friends Camp Visioning Working Group: Jessica Eller, Sam Gant, and Newell Isbell Shinn.

## **Friends Approved the slate of names**

### **PB 23-10: Noticing Patterns Report and Discussion (Slide presented appended)**

Polly Attwood, Clerk of the Noticing Patterns working group (NPwg) and NPwg member, Melody Brazo reminded PB of their full report brought to the November 2022 PB meeting. Their November report was followed by small group sharing of their impressions of the "noticing practice" among PB members and visitors. Melody and Polly noted that NPwg members are simply NEYM Friends called to this work but they are not experts, or uniquely qualified. They are Friends seeking to end systemic patterns of harm, whether harm is intentional or not. A slide presentation about the noticing practice included the following queries for PB:

- What have been the unmet needs that are starting to be met by the noticing practice?
- What is being lost or disrupted in the noticing process?
- What can we learn from the answers to these questions?

PB members were invited to respond in chat to "what's coming up for you", in response to these questions? Friends responded with observations and reflections.

The debrief of this PB mtg will be Monday 2/13/23 at 7:30 pm

### **PB 23-11: PB clerk update**

Leslie Manning, PB clerk read the following statement to the Permanent Board:

***Nominations Update to the Permanent Board by Leslie Manning, PB Clerk, and approved by Jackie Stillwell, Clerk of Nominating Committee, February 11, 2023 (as read to PB in the Clerk's verbal report)***

As we indicated in November 2023, there were significant concerns related to the raising of Lisa Graustein's name to appointment (by me as clerk) to the Right Relationship Resource Group, (RRRG) which is under our care.

Since our November meeting, Jackie Stillwell, as clerk of the YM nominating committee and I have met individually and together with those who held these concerns. We have also met with Lisa and a member of her support committee in response to what we initially heard. Jackie and I determined that these concerns had weight and merit and sought, by meeting with Lisa and her support committee to convey that to them. It now appears that some of you may have received a response prepared by Lisa and her care committee, unsolicited, that offers their perspective on our subsequent work.

Jackie and I met with Lisa and her care committee twice, and with her care committee without Lisa once, at her suggestion. We have also followed up with those who brought concerns forward, including some who had labored with Lisa to make her aware of those concerns. One Friend's concerns were allayed by learning that Lisa, although not a member of a monthly meeting, is worshipping with Three Rivers WG under the care of Fresh Pond and has a support, care and accountability committee that meets regularly. That concern was withdrawn.

In each other case, we invited them into a mediated or facilitated conversation and these Friends were clear to say No. We honor those decisions. With regard to confidentiality, the nature of the concerns and care for the entire body of Friends, it is clear to both Jackie and me that the best way forward is not to appoint Lisa to the Right Relationship Resource Group. We have also heard from the clerk of that group that the group feels that Lisa can and has contributed to their efforts, so Lisa will be allowed to attend their meetings at the invitation of their clerk.

We further brought our concerns and discernment to Coordinating and Advisory, where we heard some additional concerns and a willingness to trust our discernment. Let us move forward in a deliberative manner to move toward resolution and, if possible, healing.

Over the next three months, Lisa has agreed to a series of guidelines involving her contact and engagement with other service within NEYM. She will remain a member of the NPWG. In three months, Jackie and I will meet with Lisa and her support committee to review this agreement.

I ask you all to hold this tenderly, that we may be led by Spirit in what is in the best interest of our beloved community and consistent with Divine will.

There was a prolonged period of discussion in response to the Clerk's remarks, which included the following reflections:

- feelings of distress and discomfort at hearing this announcement
- comments that publicly presenting this outcome of a nominations process has the effect of “shaming” Lisa, and that such an effect cannot be right
- distress expressed that Friends holding strong concerns over Lisa’s nomination were not willing to engage in dialogue about their concerns

- members of RRRG expressed support for Lisa’s involvement thus far, stating that the RRRG still welcomes her in their work
- a Friend noted that this important (but largely opaque) situation falls at, and illustrates, the “cutting edge” of the Noticing Patterns work
- Lisa Graustein noted that Friends have a tradition of “rebuke” to address Friends who are not in “good order”. This involves stating, from a place of loving Truth, the specific behaviors that constitute excursions from “good order”, and then stating how the Friend might be restored to full honoring and welcome in the community. Lisa stated she feels the current process has not done that and she invited PB to formally rebuke her.
- A Friend felt that YM lacks a well-functioning process to reconcile deeply conflicting views.

Jackie Stillwell, clerk of the Nominating Committee, stated that “two people’s concerns alone could not have created this outcome”. The concerns expressed resonated with concerns heard from others. She reviewed the 1<sup>st</sup> and 2<sup>nd</sup> reading process when bringing forward nominations. She stated that the transparency of 1<sup>st</sup> and 2<sup>nd</sup> readings, to hear affirmations *or* concerns in nominations, is a healthy process, but it can conflict with what seems like a kinder, more conventional confidentiality. Yet this is our agreed process, and it may seem messy and like a violation of confidence.

- A Friend offered two noticing’s: we as Friends do not like conflict or messiness, especially about individuals; and this Friend named a pattern of faithfulness in the care with which Leslie and Jackie had held the concerns.

### **General announcements from the clerk**

The Living Faith Gathering will be held on April 1 at the Friends School of Portland in Cumberland ME.

Max Carter will be offering a seminar on Life in Palestine and Israel Palestine Concerns- over Zoom, Feb 26 at 7 PM.

### **PB 23-12: Boarding School Involvement Scope of Work Report (report appended)**

Janet Hough and Andrew Grant verbally summarized their appended, written report concerning the charge to ascertain NEYM’s “...engagement with and support for Indian Boarding Schools, including involvement of individual Friends and meetings, and to present a plan, including an estimated budget, to the Permanent Board...”

Andrew and Janet expressed how they have been personally moved, and troubled, during their review of historical documents and monthly meeting minutes about Friends involvement in Indian Boarding Schools.

Friends expressed appreciation for the work.



Leslie Manning, PB clerk asked for Friends approval of this Scope of Work, explaining that the next step will likely involve a reconstituted working group and re-statement of their charge. Please send ideas about what should go into the new charge to conduct the research.

### **Friends Approved the Scope of Work**

#### **PB 23-13: YM Nominating Committee Report and approval of names**

**PB 23-13.1:** Jackie Stillwell presented two names for second reading and the approval of Permanent Board. The first reading of these names was via written communication from Jackie Stillwell to PB.

- **Ministry & Counsel clerk** – Carl Williams, Plainfield Friends Meeting to begin immediately
- **Permanent Board clerk** – Susan Davies, Vassalboro Friends Meeting, to begin September 2023

#### **Friends approved both names**

**PB 23-13.2:** Jackie then brought forward five names to serve on the new Meeting Accompaniment Group, clerked by Sarah Gant. These Friends are to begin serving immediately:

- Gretchen Baker-Smith (Westport)      **Friends approved**
- Hugh McArthur, (Hanover)              **Friends approved**
- Dorothy Grannell, (Portland)           **Friends approved**
- Morgan Wilson, (Framingham)         **Friends approved**
- Honor Woodrow, (Putney)                **Friends approved**

**PB 23-13.3:** Jackie then brought names for approval as Friends United Meeting Triennial representatives to the July 2023 meeting in Kenya; to begin immediately

- Donn Weinholtz (Hartford) – **Friends approved**
- Diane Weinholtz (Hartford) – **Friends approved**
- Hal Weaver (Wellesley) – **Friends approved**
- Stefan Walker (Northampton) – **Friends approved**
- Ruth Heath (Concord) - **Friends approved**

**PB 23-14:** The meeting closed following worship, at 3:25 pm

*Next PB mtg, May 20<sup>th</sup> and, if specially called, will be July 15, 2023*

Dear Friends –

I have sat in prayer for us all for a while now. And have taken time to reflect on how much I want to communicate with you, to listen deeply but also to speak. All the while mindful that what needs to be communicated should be succinct and clear. (If only we could sit around a campfire or around a kitchen table with cups of coffee and tea and look each other in the eye and speak heart to heart, soul to soul!)

You do not fully know me. I do not fully know you. Can we learn to embrace the unknowing and meet it with curiosity and love? Can we celebrate the things we share with each other and our discoveries of our differences? That of God within each and every one of us is our constant. Can we not lose sight of that and reaffirm it with every breath? We are in a time when trust among us seems thin, a time of grapevine communications, misunderstandings, assumptions and rumors. This all feels like the symptoms of disconnection from Spirit and I sense that we all are yearning to return to that connection with our own and others' divine natures, the place of grace and love that is the rock upon which we can courageously face any challenge, speak our truth, listen deeply to others, and work to make this world a better place. (See the news below about the Bayard Rustin Center for relevant continuation of these thoughts.)

I'll tell you that when times get tough, I pray and I also turn to poetry for I find much wisdom there. In fact for me, the truths of poetry do seem a form of prayer. So between prayer and poetry I try to find the message that is mine to share, that speaks to our condition in the New England Yearly Meeting community. I have been praying, but also reading a lot of poetry. (I will bring some of those poems that move me most deeply to share with you at Sessions in August.)

With that opening of heart, let me now, as committee clerk, update you on the work of Coordinating and Advisory since my last report for the Permanent Board meeting of February 11, 2023.

The Coordinating and Advisory Committee has continued to meet monthly with a busy agenda. I remind you of its purpose:

The Coordinating and Advisory Committee (C&A) shepherds the work of the Yearly Meeting in alignment with the core purpose and the priorities articulated by the Yearly Meeting, and advises and coordinates the various committees, quarterly meeting leadership, staff, and other initiatives within the Yearly Meeting. The members of this committee hold a particular responsibility to build a culture of inclusive and sustainable leadership development. (From: The NEYM.org page on Committees)

We started the fall with a working retreat and will again in early June meet over three days for Spirit-led discernment in the areas of the committee's responsibility. Recognizing the challenges of fiscal budgeting that we face, we are working on a way forward for the funding priorities process in its gathering of insights and perspectives to be more intentional and inclusive and informative, including next steps in discerning our corporate leadings in support of other organizations through financial donations. We are engaged in long range discernment about Annual Sessions plans, strengthening the Yearly Meeting's nominating process, and the on-going process of review of the purposes and

procedures for a number of committees and working and resource groups for alignment with our Yearly Meeting's priorities. We are supporting the efforts of the Antiracism Consultation Working Group, the efforts to clarify and strengthen pastoral care capacities within our Yearly Meeting, fund raising efforts, supporting local meetings and meeting leaders, caring for the transitions in NEYM staffing, encouraging next steps in BIPOC programming and leadership, establishment of the Rustin Bodine Fund, review of the Legacy Gift Fund and the Friends Camp.

I continue below with the fullness of my engagement in the service of holy Spirit, as your presiding clerk.

Shortly after our February Permanent Board meeting, several New England Friends and I attended the *Treaty of Amity - Joint Yearly Meetings Gathering*, an informal network of Friends across the continent engaged in work with Native people. This periodic gathering is a check-in and info sharing opportunity to hear what is going on in other parts of North America/Turtle Island. And NEYM Friends shared the initiatives and openings that have resulted from our work in right relationship and specifically the work of apology.

Late February, as I reflected back on my travels with Cuban Friends last year for their Annual Sessions of 2022, I tenderly held in the light this year's delegation of four Friends from Durham and Portland meetings in Maine, who represented NEYM at the gathering in Gibara, Cuba. I knew experientially some of the richness that their experience would bring, but it was at the *Living Faith Gathering* at the Portland Friends School that I was able to hear in detail about these travelers' time with our Cuban brothers and sisters. Speaking with the travelers and hearing their news filled me with joy at the blessings of the Spirit, yet also filled me with concern for the challenges Quakers there and all Cubans face at this time. I hope that our Maine Friends will bring their experiences with them to share with others at Sessions in August.

On a rather damp early spring Saturday at the Friends School of Portland, Friends brought their sunshine and joy of reunion to the Living Faith Gathering which was fully subscribed. The day was well planned and rich with corporate worship, workshops, singing, social time and great food. Coming from Providence MM and Southeast Quarter, I am grateful for the opportunity for me to spend time with Friends in the more northern parts of our Yearly Meeting and to learn of the life of the Spirit at work there.

In mid-March I co-facilitated a workshop on Towards Right Relationship with Paula Palmer attended by thirty-five people from across the U.S. and Canada. And my efforts toward right relationship have also involved supporting Southeast Quarter's collaboration with the Pocasset Pokanoket on information sharing and fund raising for the *Pocasset Pokanoket Land Trust's Indigenous Roots Forever Program* that serves marginalized BIPOC communities in Massachusetts, Rhode Island and Connecticut by teaching people how to grow their own medicine through herbs, fruits and vegetables. I know that many of you are also involved in your own Quarters and monthly meetings, some of you for a long time, in collaborations with Native friends of Turtle Island, building trust and relationship. I am grateful for your efforts. For all of us, perhaps one simple step to take is to find out where and when Powwows are happening in your local communities and simply attending in support and good faith.

I was heartened to be part of the Friends Camp Visioning Day, held at Wellesley Meeting. This gathering contributed to the Camp's process of updating and sharpening its mission. And affirmed the Yearly

Meeting connection to the activities of camp to a wider and current vision. This process is part of a periodic review under the care of NEYM's Permanent Board, on behalf of New England Quakers and Friends' reflections shared were moving and valuable in this important visioning process.

In early April, I offered a presentation at Friends Meeting at Cambridge on "What is our individual relationship to NEYM?" I spoke about the role envisioned for NEYM both at the monthly meeting level and for individuals and gave my perspective on the ways that NEYM provides for gathering and working together: at Annual Sessions, at Living Faith gatherings, in special Listening Sessions, in Intervisitation, in service on committees, and working groups, and resource groups. The hope was to familiarize more Friends with NEYM, those who may not be active or knowledgeable about our Yearly Meeting either at the committee level or as participants in Sessions.

Mid-month brought travel to be with Friends in Indiana for a rich multi-day event: *Rivers of Life Among Friends*, the first of planned annual Quaker Leadership conferences, organized and hosted by the Quaker Leadership Center at the Earlham School of Religion. This was my first visit to Earlham, a place so many of you know well and an institution where more than a few of you have studied! Seventeen Yearly Meetings across the continent were represented. And there was much opportunity to share on the news of our respective faith communities. I took the Sunday after the conference to worship with First Friends Church of Richmond, Indiana and to spend an afternoon with the Dean of the Earlham School of Religion, Gretchen Castle and her husband.

Back in New England, I have been attending the meetings of the Noticing Patterns Working Group with an effort to learn and grow and support the work of our Yearly Meeting in our own right relationship with each other. I am grateful for the members of that working group's faithful engagement with the charge that we as a corporate body asked them to take on. I recognize and celebrate the ways their heart-felt work has helped us to learn and to embrace ways to creatively seek to identify patterns we see within our Friends' community. There is much more work to be done for all of us. We need to support each other in love and care as we move forward, sometimes through challenging and uncomfortable places. We need to recognize that we all are works in progress – creations of the divine – with the ability and the willingness to grow. This ongoing work will inform me and the recording and reading clerks who will be with you in August at Sessions.

In coordination with the Right Relationship Resource Group and my advisory team, I continue in the efforts to build right relationship by being present and responsive to all opportunities for meaningful connection with Indigenous communities who have indicated an interest in getting to know one another. I have been working to support the monthly meetings and Quarters of New England in their work to build these connections locally. For details on those efforts, see the report from the Right Relationship Resource Group in your advanced documents. Most recently I attended, holding in prayer, the three-day gathering at Woolman Hill Retreat Center on the Pocumtuck Ridge on *Transforming the Culture of Power: Rites of Passage*, organized by Strong Oak Lefebvre, MSSA, Executive Director and co-founder of the *Visioning B.E.A.R. Circle Intertribal Coalition*. And earlier this week I traveled to the Wampanoag lands (Westport MA) to be present for the traditional creating of a mishoon (dugout canoe) and intertribal camp gathering. I have plans in the coming months for meetings with leaders of several different tribes and Indian organizations in New England.

My work continues on the Coordination Team and the Planning Team for NEYM Sessions 2023 and the working group for planning the Opening and Closing celebrations for this year's gathering with its

theme: *Be like a watered garden: Open to grace, loose the bonds of injustice*. And I am currently working with other Sessions planners to finalize the arrangements for our guest speakers: Anna Fritz, and Joseph and Jesse Bruchac, and Bible-half-hour presenter Emma Condori Mamani. Much more about Sessions 2023 will be in an invitational letter coming to your Email in-box soon!

In other Quaker circles I represent our Yearly Meeting by continuing to serve ex-officio on the Board of Trustees of Moses Brown School and on the Board's Nurturing Friends Education Committee. Friends may be interested to know of the creation of the new *Bayard Rustin Center for Peace and Belonging* there, culmination of an initiative coming out of the School's 2020 Diversity, Equity, and Inclusion strategic plan. The celebratory housewarming of the Bayard Rustin Center for Peace and Belonging on February 15<sup>th</sup> included a screening of selected excerpts from the documentary film: *Brother Outsider: The Life of Bayard Rustin* (2003) and musical performance of songs of peace by the student choir.

The Center is a space for reflection, listening and understanding that honors the memory of Bayard Rustin, Quaker peace activist and champion for equality. His clarity of purpose and fearlessness remind all of us that, in coming together, we must truly see and be seen by each other. He brought his full self to his work, and Moses Brown School's Rustin Center is intended as a place where all Moses Brown students, employees, and families can do the same. Based on the premise that the social fabric of a community is only as strong as the health of its members, the Rustin Center is a hub where folks can come together and harness their collective spirit for the common good. With thoughtful intention and purposeful action, the Rustin Center is a home where members of the community can:

- Find sanctuary to reflect, connect, and rejuvenate
- Build community through shared pursuits
- Develop empathy and critical thinking skills
- Practice active listening, conflict resolution, and discernment
- Cultivate integrity and sense of self

It is with the statement of these Friends' values clearly integrated into the educational activities of Moses Brown School that I end my account.

I began this report to the Permanent Board, with a message from my heart. I know that you too have your message and share with me that urge to speak to our condition. Let us make time and space for productive and Spirit affirming exchange. From a place of hope and faith that we are in this committed, lovely, challenging, friendly, frustrating, enormous, sometimes seemingly overwhelming endeavor of nurturing our beloved community. From the conviction that it is not our will, but the will of the Spirit that is the true guide. I pray that we can live into this challenge with joy in taking up the work and gratitude for what Spirit has given us and for what Spirit is asking of us.

I hope you will join me in this work. I hope that you and I can sit down around that campfire or kitchen table and talk. I hope you may find time and space to attend our Annual gathering in August. Moving forward in all ways possible, may we find the space and time to do the heart to heart and soul to soul work we very much need to do.

In Love and Light,

Rebecca Leuchak  
Presiding Clerk  
New England Yearly Meeting

14 March 2023

Dear members of Congress,

As faith-based organizations, we watch the United States' rapidly growing military budget with great concern. The country is sprinting towards a trillion-dollar budget for weapons and war — propping up an expensive and harmful militarized foreign policy while people struggle to meet their basic needs. We cannot continue down this morally bankrupt path. **We urge members of Congress to dramatically cut militarized spending in the Fiscal Year 2024 budget — both to facilitate reinvestment in the wellbeing of our communities, and to curtail the harms of our militarized foreign policy.**

People and organizations on both sides of the political aisle have argued that cuts to bloated and unaccountable Pentagon spending are possible and desirable — to cut waste, to fight corruption, to reinvest in human wellbeing, and to challenge our militarized foreign policy. President Biden's National Security Strategy recognizes the importance of investment in our communities, saying that “the most impactful public investments are the ones we make in our people,” including affordable health and child care, job training, and education. As the chorus of people and organizations questioning the United States' absurd military budget grows, our faith groups write once again to make the *moral* case for cutting spending on weapons and war.

Our faiths lay out the moral imperatives of caring for the common good, building sustainable peace, and being good stewards of our resources. The current U.S. budget does not address the urgent threats facing our communities. The budget's emphasis on military strength is in direct opposition to these moral duties. The sky-high war budget siphons resources away from investments in healthcare, housing, and education. War spending crowds out investment in peacebuilding and diplomacy, resulting in the loss of critical opportunities for nonviolent conflict prevention and transformation. And the constant waste, fraud, and abuse at the Pentagon and by corporate war contractors siphons taxpayer dollars away from our communities and into the pockets of corporations.

As budget negotiations begin for Fiscal Year 2024, our faith organizations urge you to cut spending on weapons and war, and to instead focus our national spending on human wellbeing.

Sincerely,

**National & International Faith-Based Organizations**

Adorers of the Blood of Christ, US Region JPIC Office

Adrian Dominican Sisters

Alliance of Baptists

American Friends Service Committee

Benedictine Oblate  
Church of the Brethren, Office of Peacebuilding and Policy  
Community Peacemaker Teams  
Congregation of Our Lady of Charity of the Good Shepherd, U.S. Provinces  
Fellowship of Reconciliation (FOR-USA)  
Friends Committee on National Legislation  
Grey Nuns of the Sacred Heart  
Hindus for Human Rights  
Intercommunity Peace & Justice Center  
InterReligious Task Force on Central America  
Leadership Team of the Felician Sisters of North America  
Maryknoll Office for Global Concerns  
Medical Mission Sisters - Justice Office  
Mennonite Central Committee U.S.  
Moravian Church Northern Province  
National Advocacy Center of the Sisters of the Good Shepherd  
National Council of Churches  
NETWORK Lobby for Catholic Social Justice  
Office of Peace, Justice, and Ecological Integrity, Sisters of Charity of Saint Elizabeth  
Pax Christi USA  
Presbyterian Church (USA)  
Presbyterian Peace Fellowship  
Presentation Sisters Union - USA Unit  
School Sisters of Notre Dame  
Sisters of Charity of Nazareth Congregational Leadership  
Sisters of Charity of Nazareth Western Province Leadership  
Sisters of Charity, BVM  
Sisters of Mercy of the Americas Justice Team  
Sisters of St. Francis of Assisi  
Sisters of St. Francis of Philadelphia  
Sisters of the Holy Cross  
Society of Helpers  
Sojourners  
The United Methodist Church - General Board of Church and Society  
U.S. Federation of the Sisters of St. Joseph  
Unitarian Universalists for Social Justice  
United Church of Christ, Justice and Local Church Ministries

## **State & Local Faith-Based Organizations**

Benedictine Sisters of Chicago

Bristol Friends Meeting

Dominican Sisters of Houston

Dominican Sisters - Grand Rapids (MI)

Dominican Sisters in Committed Collaboration

Franciscan Peace Center, Clinton, Iowa

Madison Meeting of the Religious Society of Friends (Quakers)

North Carolina Council of Churches

Northern Yearly Meeting of the Religious Society of Friends

Oxford (Ohio) Friends (Quaker) Meeting

Partnership for Earth Spirituality

Pax Christi Metro DC-Baltimore

PECSC Committee, Berkeley Friends Church

Pennsylvania Council of Churches

Provincial Council Clerics of St. Viator

School Sisters of Notre Dame, Central Pacific Province

Sister of Francis Rochester MN

Sisters of St. Joseph of Carondelet Albany

Sisters of St. Joseph

Sisters of St. Joseph of Baden, PA

Sisters of St. Joseph of Carondelet, LA



To: The Permanent Board of New England Yearly Meeting of Friends  
From: Noah Merrill, Yearly Meeting Secretary, Putney (VT) Friends Meeting  
Re: Report in preparation for PB meeting on May 20, 2023

Dear Friends,

In prayer and preparation for our meeting together, I'm feeling led to begin my report with words I have shared as part of my written reports to this body and to Annual Sessions in the past year.

From the report offered to Permanent Board just after I returned from sabbatical in 2022:

*...I'm holding in prayer how we journey together as a covenant community. Alongside our physical separations, I've sensed a weakening in our commitment to Friends' disciplines of discernment, to practices of gospel order in our relationships, and to how we nurture trust with one another as siblings in faith. I fear this may erode our witness to the wholeness of God's Love. Let us watch for pressure and temptation to fracture and form factions, to hold grudges, to nurture resentment. Let us take care with the reputations of others, avoiding gossip and assumptions, which can be so corrosive to the life of a spiritual community. Those who have come before us testify that "community" is not a goal but a spiritual discipline, a process, and a fruit of the Spirit...*

*...I'm praying for the orientation of our vision, the direction in which we are looking together. In our yearning and striving to be set free from captivity and addiction to systems, structures, and patterns of injustice and evil, may we continually seek to reorient our hearts and our corporate attention toward the Pattern that sets us free, and the vocation that we are being set free for: to participate in and share the workings of a humble, self-giving, liberating Love; to abide in and invite others to encounter for themselves the peace and healing that the world cannot give.*

And from my annual report to 2022 Sessions:

*In this time of polarization, may we protect—and if needed, excavate—the*

*space to disagree with one another about things that matter deeply, trusting we can be brought into the essential Unity of the Ground and Spring.*

*In brokenheartedness, may we seek and abide in the Peace that comes, not from our own strength or virtue, but from the boundless grace and mercy of God, which is never earned yet always available to us, even when we reject or forget it.*

*When we feel the world coming apart, may we surrender—moment by moment—to the steady and relentless Love Who holds us fast.*

### **For Friend Leslie Manning**

I want to invite Friends to share with me in gratitude for the service of Leslie Manning who has served as Clerk of the Permanent Board in these past years, and who will conclude her service in this way at Annual Sessions this summer. In my experience, Leslie has brought her gifts to this service in a sacrificial way, giving far more of herself than could ever have been asked. She held us and sought to serve in turbulent and stormy times, when the bottom fell out and the way was not clear. Much of her work was publicly visible, much of it was not. While being open to counsel and listening to others' perspectives, she has sought to serve faithfully as she was led by her Guide. Leslie lives as a witness to the fullness of God's Love, which is not always safe, or always gentle, but always with us, always good.

I am praying that, following Sessions, she will enjoy a meaningful and deep rest from Yearly Meeting service, even as she embarks on a new adventure in [ministry and eldership with the School of the Spirit](#). I pray that Leslie will return to us and to her service to her meeting at Durham rejuvenated, with many stories of God's faithfulness in the lives of those who participate in this program to share. Thank you, dear Friend, for your faithful and diligent service on behalf of your beloved Yearly Meeting in this way. Your labor is not—and has not been—in vain.

### **After my mother's death**

Some of you know that my mother died, suddenly and unexpectedly, in March, just after I had helped her to move from her home in Texas to a new home on the shores of Lake Erie in Ohio. I am deeply grateful for the expressions of care and condolence, and for the prayers and messages I have received in recent weeks. I fell ill with what became a protracted respiratory infection just after she died, and your words of care, comfort, and sharing of your own journeys with grief and suffering were a balm during a long recovery in April and early May.

### **For the Friends World Committee for Consultation**

I am grateful for having had the opportunity to share a keynote message as part of the March 2023 meeting of the FWCC Section of the Americas, held in Greensboro, North Carolina and online, with the theme of “Becoming the Quakers the World Needs.” And I give thanks for the service and presence of many Friends from our region who helped make that gathering possible, both in North Carolina and elsewhere.

The text of the message I felt led to offer, in both English and Spanish, is available online and for download [here](#). Audio recordings will be available soon.

### **At the ESR Quaker Leadership Conference**

With Rebecca Leuchak, I participated in the first Quaker Leadership Conference, sponsored by the Quaker Leadership Center, a new project funded by a grant from the Lilly Endowment, focusing on preparing, nurturing, and equipping leadership for service in Friends meetings and beyond. It was a challenging and encouraging time, and the opportunities to connect and reconnect with Friends in servant leadership roles from meetings across North America was a balm to my soul. These are challenging and often discouraging times, and yet we could feel that the Holy Spirit is at work in the midst of the wreckage and rage: gifting those called to nurture the life and ministry of Friends—across all our diversities—with yearning, with fellowship, with a shared grief that does not become poisoned by resentment, with encouragement, with bravery, and with a deep hope.

## **Toward the Meeting for Listening**

I am grateful for the service of Ministry & Counsel Clerk Carl Williams (Plainfield), the Clerk of the Meeting Accompaniment Group Sarah Gant (Beacon Hill), and Program Director Nia Thomas (Northampton) for their efforts in leading preparations for the first-ever “Meeting for Listening: The Spiritual Life in Our Local Meetings.”

Part of the recommendations on the nurture of ministry and spiritual life approved by Sessions in 2022, I am hopeful that the Meeting for Listening both returns us in some sense to ancient practices (as gatherings with a similar purpose were held before Yearly Meeting Sessions for more than 200 years in our history) and opens new possibilities for an annual opportunity for uncrowded attention to the spiritual health and thriving of local Friends Meetings. You can learn more and register [here](#).

## **On sabbatical coverage for the Friends Camp Director**

In recent months, with the affirmation of the Permanent Board, I have worked with the Friends Camp Director, Clerks of the Permanent Board and Friends Camp Committee, and others in preparation for an approaching sabbatical and parental leave for the Friends Camp Director. Those plans are now in place, and nearing implementation as we head into summer.

Below is a summary of current plans as they have developed, prepared and submitted by Friends Camp Director Anna Hopkins Buller. I add my endorsement of this plan, and appreciation for the care, consultation, and creativity that has gone into its creation. I have enjoyed getting to know both Danny and Evelyn (see below), and look forward to supporting their service and success in any way I can in the coming months.

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**2023 Friends Camp Director Coverage Plan**  
*Shared with Friends Camp Committee April 2023*  
*and NEYM Permanent Board May 2023*

Friends Camp leadership have been preparing for my sabbatical now for over a year, scheduled to begin on September 1. Christian and I feel blessed to have big plans over my sabbatical time – I am expecting a baby with a late August due date. This expected arrival date means I will need some coverage over the summer season.

I have worked with Natalie (FC Committee Clerk), the New England Yearly Meeting Secretary (Noah Merrill), and the New England Yearly Meeting Permanent Board Clerk (Leslie Manning) to arrange an Acting Director when I am gone while camp is in session (Daniel Raeder).

Danny first worked at Friends Camp in 2013 as a camp counselor. Since then, he has filled different roles, including co-creating the Rising Leader (counselor-in-training) program. Danny is a full-time elementary school teacher with a graduate degree in education, a graduate of Guilford College, and a former Quaker youth group leader. Danny will be present at camp all summer, serving as a support for staff and campers. When I leave prior to Rustin Session, Danny will be Acting Director at camp and have the full authority of the Camp Director during that time (during Rustin and Fell Sessions). If necessary, Danny will be available to step in as Acting Director earlier in the summer and will be available when I need to travel out-of-state for doctor's appointments.

Our wonderful Assistant Director Evelyn will be available to support the camp community all summer and will take over as Acting Director in the fall and winter while I am on leave. This will be Evelyn's 3<sup>rd</sup> summer as Assistant Director and 5<sup>th</sup> summer on staff. While I am technically eligible for a 6 month sabbatical beginning in September and a 3 month parental leave (parental leave + added sick and vacation time), I plan to reserve some of the sabbatical for a future year and return to work in February. I plan to work part-time in February – May, increasing my hours throughout the spring, and return to full time during Summer of 2024 (with a baby in tow). In the meantime, Evelyn will work full-time next year (September 2023- August 2024) to make sure that we are fully prepared for the summer.

I have spent significant time working with both Evelyn and Danny as we prepare for them to take on new roles, and I believe they will bring some

wonderful new energy to camp as Acting Directors at different times. I see this as an opportunity to grow leadership within camp staff and the Camp Committee. Please feel free to reach out to me if you have any questions about this coverage plan. I feel enormously grateful to the Friends Camp Committee and New England Yearly Meeting for their support through this time as we work together to adapt the Camp Director role into one possible for someone who is pregnant or the parent of a young child.

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### **Request for action: re-designation of funds invested as Quasi-Endowment**

Over the years, it has periodically been necessary for the Yearly Meeting to rebalance the distribution of our assets between cash and liquid assets and those invested in less accessible ways. This allows us to both ensure the Yearly Meeting is able to pay its immediate bills, and to ensure some of our reserves are invested in a way that might grow the financial value of our assets in support of our mission.

This is one such time. As we look ahead to the summer, with the support of the Clerk of Finance Committee and Accounts Manager, I am requesting that Permanent Board approve the following proposed minute:

*In order to ensure sufficient cash flow and liquidity in the Yearly Meeting's bank accounts, the Permanent Board approves authorizing the Yearly Meeting Treasurer or/or the Yearly Meeting Secretary to withdraw funds from the Quasi-Endowment, up to a limit of \$20,000, and to transfer these funds to the operating bank accounts of the Yearly Meeting. Funds withdrawn would be considered undesignated.*

To clarify, this is *not* a requested authorization to spend *any* additional funds beyond the approved budget for this year. It is simply giving the Treasurer and/or Secretary permission to move some of our reserve funds from investments into cash, if and when we assess that this would be prudent to ensure sufficient cash flows until Sessions.

I can speak to this in my oral report, and am happy to answer further questions regarding this request or other matters when we meet, or as always by email at [noah@neym.org](mailto:noah@neym.org).

Supplemental Bank Resolution, Proposed May 2023  
New England Yearly Meeting, DBA Friends Camp

As an addition to the bank resolution minute adopted by New England Yearly Meeting at its annual sessions in August 2022, Evelyn Kirby (Friends Camp Acting Director) will be authorized, individually, as a signer on all Bangor Savings Bank Accounts from June 1, 2023 to February 28, 2024.

## Friends Camp Director's Report NEYM Sessions – 2023

I am writing this report exactly 1 month before the first counselors arrive at camp. Before Sessions this year, more than 400 campers and 50 staff will have arrived to camp. Each day I start work with a prayer that our summer season is safe, healthy, and restorative for all those in attendance and that the joy we generate together can ripple beyond camp to our larger communities. For all in our camp community, I pray for the courage to create connections across difference, support each other at camp through physical jobs as well as through friendship and mentorship, and to learn more about ourselves through listening to our inner teacher.

Preparing for this season has included some extra tasks for me, as my husband and I are expecting our first child in August. Throughout this process of preparation, I have felt extremely grateful for the support of the Friends Camp Committee, NEYM Staff, and the leaders who will step into new roles in my planned absence towards the end of our summer season. I am reminded that creating a wider web of leadership helps us create a resilient institution and that new voices of leadership bring richness and creativity.

Overall, our camp preparations are as busy as ever! We will welcome staff members from across the United States, Ireland, Norway, Jamaica, and Turkey. This summer we will also be accredited by the American Camp Association with an in-person visit – their most recent visit was in 2017! As part of a continuous process of living in community together, our staff and campers have been working on ways to increase our intentional inclusivity. This has meant hosting trainings on gender and sexuality at camp, a staff-led affinity table for Black campers and staff who wanted to lunch together, and intentionality around hosting an international community at camp. Projects on our property this year have included repairs and renovations to bathroom floors, removing a few large trees, new roofs on camper cabins, preparations for a major Health Hut renovation, and of course the work of managing almost 80 acres and more than 30 buildings.

This year New England Yearly Meeting began work on a governance review for Friends Camp, as is prescribed in our governance document approved by Permanent Board in 2016. The first of its kind, this review affirmed the importance of camp as an outward facing ministry to New England Yearly Meeting and the importance of Spirit and Friends as the “fire at the center” of Friends Camp. The report also affirmed the institutional strength of camp and the requirements of operating a youth camp in today’s world, recognizing an ongoing need for investment in the camp property and in equitably compensating staff. I am particularly grateful to the work of Nia Thomas and the working group who so eloquently put into words the vitality of Friends Camp and its relationship to wider Friends. As always, I am so grateful for the support of Friends throughout New England who make camp possible. Wishing all a wonderful summer!

With gratitude, Anna Hopkins Buller (Friends Camp Director)



May 20, 2023

**Friends Camp Visioning:**  
*Reflections on purpose, program theory, and meaningful integration with NEYM into the future*

**Submitted by:** The Friends Camp Visioning Working Group (Jessica Eller, Sam Gant, Newell Isbell Shinn, and NiaDwynwen Thomas)

**Background**

Friends Camp, founded by New England Friends in 1953, is a seasonal summer camp in South China, Maine serving up to 450 youth each season and employing over 50 staff members. Friends Camp is a part of New England Yearly Meeting, maintaining largely separate finances and staff but entwined with respect to governance, organization, and mission. A periodic review of Friends Camp's Good Governance document is underway in the hope of answering unresolved questions related to Camp's purpose, program, and governance. Such a review is suggested in the Governance document itself, and this is the first of its kind since the document was approved in 2016. In November of 2022, the Permanent Board approved a three phase approach to this review. In the first phase of this process, straightforward edits and updates to the document were recommended<sup>1</sup> in areas where no significant questions or concerns exist. In addition, current "big picture" questions and inconsistencies related to the document were distilled.

This report reflects the culmination of the second phase, a facilitated listening and reflection process engaging a significant number of stakeholders bringing together a variety of perspectives from individuals involved with Camp as well as the wider Yearly Meeting. The focus of this listening was on the "how" and "why" of Friends Camp's program and how Camp builds upon the overall purpose and priorities of NEYM. It is our hope that the programmatic clarity and vision in this report will lay the foundation for addressing outstanding questions related to the revision of the Good Governance document as well as areas of attention that Camp and the wider Yearly Meeting can commit to in order to better align practices with this vision.

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<sup>1</sup> These recommendations were made by the Camp Director and Yearly Meeting Secretary in consultation with the Friends Camp Committee Clerk, Permanent Board Clerk, and Friends Camp

We wholeheartedly affirm the important role that Friends Camp plays in the ministry of the Society of Friends in New England, and seek to name “why” and “how” Friends Camp has been and can continue to be deeply meaningful to the lives of so many.

### **Listening Process**

Our listening process consisted of three components: a survey, a day-long visioning session, and conversations with individuals as needed.

The survey used an appreciative inquiry approach and consisted of open ended questions asking respondents what they appreciated most about Friends Camp and other Quaker youth ministries as well as about their wishes for Camp’s future including its future in relation to the wider Yearly Meeting. One hundred and eight individuals and households were invited to take the survey and this sample included current and former campers, camp staff, camper parents, and Camp Committee members as well as members of the Permanent Board, current and former participants, parents of participants, volunteers and staff from NEYM’s youth retreat programs. We received forty responses to the survey, and, because many respondents held multiple perspectives, we received at least five responses representing each of the perspective categories above.

A smaller number of individuals (thirty-five) holding the above perspectives were invited to participate in a day-long in-person Visioning Day held March 18th at Wellesley Friends Meeting. Twenty-six of these individuals were able to accept the invitation. This day together consisted of a number of small group exercises and large group discussions aimed at surfacing the “why” behind camp, hopes for Camps’ future, as well as hoped for long-term outcomes from Friends Camp as well as all of NEYM’s youth ministries. Visioning Day was also a place to name lingering questions related to the above as well as areas of tension.

The report below reflects the distilled takeaways from this listening process as understood by the Friends Camp Visioning Working Group. In order to better check our understanding, this report has been shared with Visioning Day participants for comment ahead of submission to the Permanent Board advance documents. If you wish to share any comments or questions ahead of the May 20th Permanent Board meeting, please contact the Working Group via Nia Thomas at [Nia@neym.org](mailto:Nia@neym.org).

### **Narrative summary of what was shared in the survey responses:**

Camp works for Quaker and non-Quaker folk as well, and its essential magic is recognized as stemming from its Quakerness. The camp culture of acceptance, kindness, joy, playfulness, simplicity, and spiritual depth is strong and vital and highly aligned with the culture of Yearly Meeting youth ministries. Families and campers alike recognize these spaces as counter-cultural in their focus on *being* rather than achieving, as places to discover, strengthen, and reinforce a sense of self that is grounded in community, nature, and spiritual life.

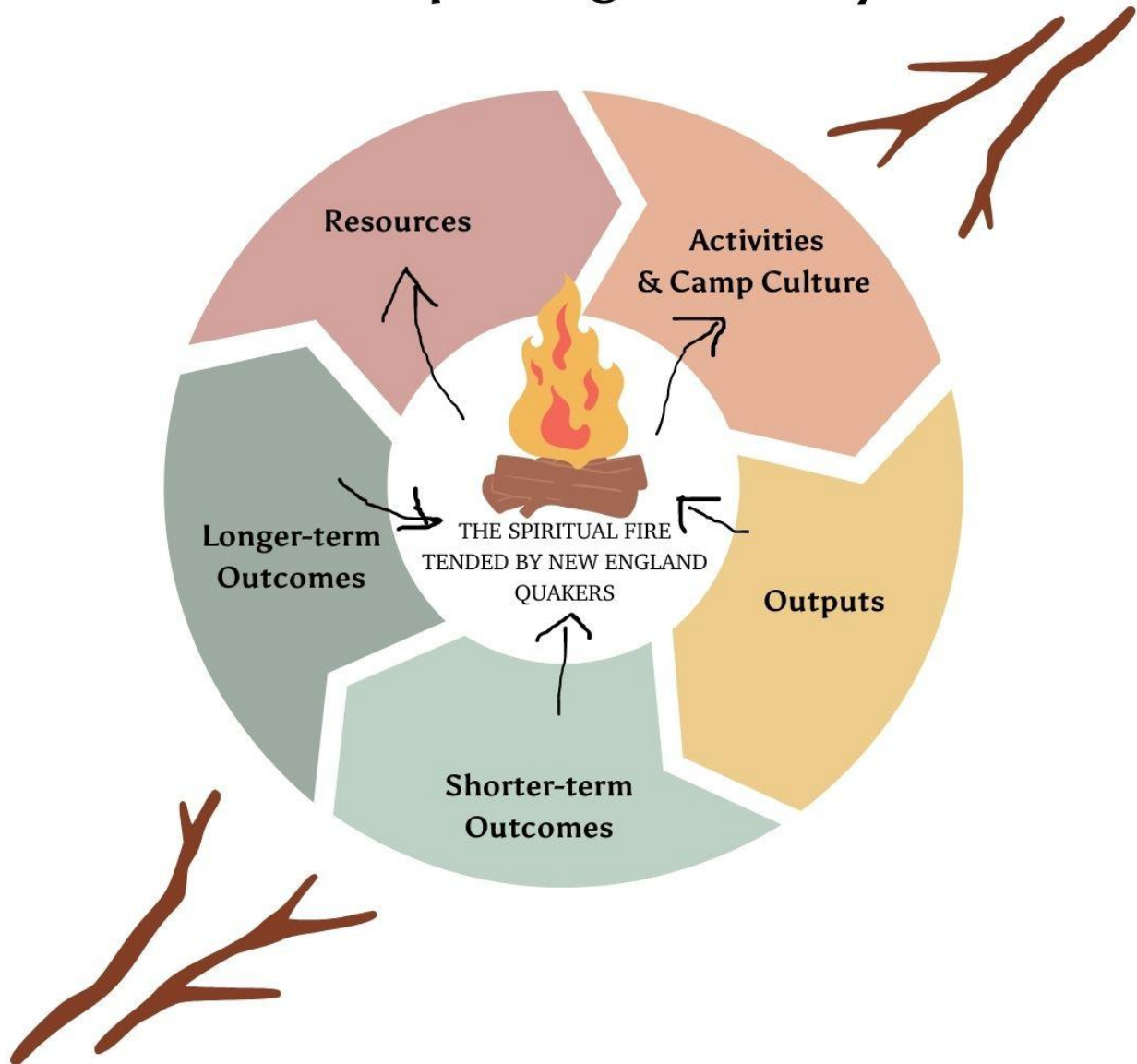
Camp is distinct from NEYM weekend retreats in two key dimensions. It provides a longer and more immersive experience further “away” from daily life, and the majority of participants do not identify as Quaker. The three areas of dynamic tension around the future of camp appear to be the diversity of who attends and works at camp, maintaining availability and openness of camp in a time of full enrollment, and how the work of camp is financially sustained.

### **Program Theory Narrative**

Program theory is our articulation of the “what” and the “why” of Friends Camp. It is a series of causal linkages between the inputs, activities, outputs, and outcomes of the Camp experience; it expresses how Friends Camp impacts campers, staffers, parents, NEYM, and the world at large. Our intention is to not only depict the current reality of Friends Camp, but also to put forth an “adjacent possible” future, *a hope we can grow towards* regarding the role we believe Camp can play in the future of NEYM.

Program theory is often depicted in a linear fashion (your *inputs* are carrots, lentils, and broth, your *activities* are chopping and boiling, your *output* is a steaming bowl of stew, and your *outcome* is a happy, well-nourished person). The Working Group members choose to depict a cyclical program theory instead of a linear one, because many of the most important outcomes of Friends Camp (love for all God’s creatures, self-confidence, silliness, worship, joy, more faithful and loving humans in the world) are also inputs that are instrumental to making the program what it is. In this conceptualization, Friends Camp itself helps nurture and grow the elements that it needs to thrive, and is built around the spiritual flame tended by the New England Yearly Meeting.

# Friends Camp's Program Theory



As you can see in the diagram above and the more detailed program theory chart in the appendix, Camp uses the resources of money, grounds and facilities by China Lake, organizational support, administrative tools and, importantly, people to offer a unique program unlike other summer camps. Friends Camp is notable for its simplicity, focus on inclusive, youth-centered, and joyful community building, and Quaker practices such as morning worship,

evening vespers, before meal silent grace, and worship-sharing-like closing camp fires. The campers and camp staff who receive this program leave camp filled with affirmation, connection, curiosity, and care as well as with growing knowledge about friendship across differences, community building, Quaker faith and practice, and how life is different when not only spent with others but fully embracing them, and in a rhythm that includes play, rest, and worship—away from screens, surrounded by community, and in nature.

Because Friends Camp is a transformative experience for many, the impact goes beyond the short term. As a result of Camp being a place where many feel truly seen and known, Camp marks the beginning of many powerful, decades-long friendships and mentorships. For many, the powerful memory of the experience of camp is something that can be drawn from and used as a guide and motivation for building community and loving connection in other contexts. And, for some campers, camp staff, and camper parents, time spent at camp is the beginning of, or an important stepping stone in, their spiritual journey on the Quaker path; a place where aspects of Quaker faith are lived and experienced and where meaningful connections are made and next faithful steps are identified. As we will discuss below, this particular outcome is one where both Friends Camp and the wider Yearly Meeting can choose to grow in our intentionality and consistency of commitment.

### **Unpacking the Campfire Metaphor**

*“At a closing campfire for the Middle School session, an adult Quaker said: ‘As I look around this circle, I see and feel the Spirit shining brightly in each and every one of you.’ Something turned in response to this simple affirmation of faith. Wandering eyes & fidgeting hands became still; smiles grew on upturned faces. Grace seemed to visit these young people as they were reminded that they were part of a greater Quaker truth.” -Anonymous survey respondent*

Camp emerged as a leading of Friends in New England, who were fueled by Spirit and sustained by Friends’ practices and community. The spiritual fire that New England Friends have tended for centuries, is the same flame that spiritually fuels the compelling, transforming warmth of Friends Camp.

When we think of this critical spiritual fire that connects NEYM and Friends Camp, the metaphor of the cherished closing campfires that end each session at camp comes to mind. NEYM was the initial fire builder for Friends Camp, bringing logs (Quaker practices) as well as the spark (Quaker faith, the Divine spark felt within) that were necessary to light the fire. Each summer, Friends Camp adds new sticks with each camper and staff member, experiencing the way Spirit is at work through the experience of camp. These “sticks” make the flame and light of the Spirit grow brighter, higher, and spread farther, not only by feeding the spiritual fire that burns at Friends Camp but by sending little lights back out into the world. Each heart aflame has the potential to serve as a spark to others.

With that thinking, NEYM would glow less brightly without Friends Camp, and Friends Camp wouldn't have the foundational hardwood to keep its spiritual fire burning long into the night without a continued and dynamic relationship with NEYM. In this way, Friends Camp and NEYM tend the same spiritual flame. We must remember that fires do not burn endlessly without consistent and skillful tending.

### **Camp as a Ministry of New England Friends**

As we hope the spiritual fire metaphor makes clear, Camp began as, and continues to be, a vital ministry of New England Yearly Meeting. Camp is thriving in great part because it has been blessed with amazingly devoted and skillful servant leaders and countless families and individuals who have poured time, love, and resources into strengthening Camp. In its eighth decade, Camp is a mature and sturdy ministry, and from a financial and operations standpoint, Friends Camp could certainly exist without NEYM. While this is true, we also fervently believe that if Friends Camp and NEYM were to significantly diminish their relationship that over time the vitality, clarity, uniqueness, and depth of Camp's practices, values, and experience would fade. Similarly, we believe that NEYM would lose a vital and precious connection to youth across New England, diverse perspectives present at camp, and the garden of leadership that Friends Camp provides.

### **Recommendations, to inform Phase III decision-makers:**

1. Empower Friends Camp to sustain itself financially and invest in its long-term physical property and buildings. In alignment with the overall financial stewardship of NEYM,

find ways to support Friends Camp in benefiting from fundraising opportunities. Identify practical ways that Friends Camp and NEYM can act in a coordinated fashion as both embark on new development efforts.

2. In light of Camp's current size, complexity, organizational ability, and liability exposure, seek counsel on the most appropriate relationship between Friends Camp and NEYM in regards to legal status, liability, and operations.
3. Prioritize tending to the on-going spiritual and programmatic relationship between Friends Camp and the wider Yearly Meeting in order to ensure consistent, integrated, age appropriate, and invitational programming in spiritual development and Quaker practice. Saying that Friends Camp is a ministry of our Yearly Meeting is not enough to make it so. Commit to regularly bringing together camp leadership and Yearly Meeting leadership, especially those serving in youth ministry contexts in both the Yearly Meeting and local meetings in New England, to tend the spiritual fire at camp.
4. Ensure that Friends Camp can be a potential entry point or stepping stone for those called to the Quaker path. Offer more navigational assistance that meets these individuals and families where they are in their spiritual journey. For those interested in exploring Quakerism further, build bridges between Friends Camp and wider participation among Friends. These bridges can only be built from "both sides" beginning both at Camp and also in our Yearly Meeting programs and local meetings where we hope to effectively and intentionally receive and nurture Quaker-curious seekers of all ages and backgrounds. These efforts will, by necessity, be experimental and emergent and will require on-going commitment, communication, and attention. Another component of ensuring that Camp can serve as an entry point into the Quaker faith, is maintaining the presence of Friends at Camp, thus making it possible for those at Camp to build personal connections and worship with Quakers. Continue to prioritize the presence of those grounded in Quaker faith and practice at Camp. While campers and staff of any or no faith background bring richness and spiritual wisdom to Camp, exposure to Quakers and Quakerism is an essential part of both the Camp experience and the potential role Camp can play for

Quaker-curious seekers. In regards to composition of the camp population, it is currently true that all Quaker campers whose families have identified that they want to go to camp by the fall are able to enroll in camp. This past summer, about 17% of campers were members or attenders at Quaker Meetings. 15% of staff grew up Quaker, and an additional 13% identify as “Quaker-ish” (exploring the Quaker path). Beyond Quaker campers and counselors, seek ways to include individuals with a depth of understanding of Quaker faith and the spiritual development of children and youth, as well as gifts of teaching and spiritual nurture. Seek ways for New England Friends with a call to youth ministry to participate in the spiritual life at camp including outside of the typical role of counselor.

Friends Camp is an abundant blessing for our Yearly Meeting. While this maturing ministry may be ready for some changes regarding its financial and legal connection to NEYM, it is critical to keep Quakerism at the heart of camp at this juncture, something that will only happen via intentional and consistent relationship.

### **Queries**

1. How do we keep the spiritual fire of Quakerism flowing to camp? How do we keep the warmth and energy of camp flowing back to other parts of the Yearly Meeting?
2. When you imagine bridges being built between camp and the wider Yearly Meeting (including local meetings), what do you see? What does increased intentional outreach to Quaker-curious campers, camp staff, and camper families look like?
3. How do we offer an inviting and clearly marked path into deeper involvement with Quakerism for those who are seeking next steps without alienating or signaling a diminished care for those who are disinterested in Quaker practice outside of their participation at Friends Camp? We note that these questions are connected for a number of Friends to parallel conversations about our relationship to Friends schools in our region.
4. How do we give camp the autonomy it seeks to function effectively while maintaining meaningful points of integration and coordination?



5. In what ways should camp look different in the future than it does today? (More campers per summer or roughly the same amount? Similar mix of Quaker and non-Quaker attendees? More program options and activities, or maintain current offerings?)

Appendix: Friends Camp Logic Model (non-circular version with full text)

*The spiritual fire tended by New England Quakers leads to...*

Resources	Activities & Camp Culture
<p><b>Funding</b></p> <ul style="list-style-type: none"> <li>● Camper fees - 81%</li> <li>● Donations - 11%</li> <li>● Grants (Federal, e.g.. PPP, and nonprofit, e.g. Obadiah Brown Benevolent Fund) - Varies significantly year-to-year. Standard 1 - 2% (but a lot more in Covid years).</li> <li>● Rental income - 4%</li> <li>● Merchandise sales- 2%</li> <li>● Interest on investments- 1%</li> <li>● Yearly Meeting funds for accreditation fee- &lt;.5%</li> </ul> <p><b>People</b></p> <ul style="list-style-type: none"> <li>● Year-round Camp Director</li> <li>● Assistant Director(s)</li> <li>● Seasonal staff (counselors, cooks, nurse, maintenance, seasonal leadership, etc)</li> <li>● Willing participants and parents</li> <li>● Camp Committee members and other volunteers</li> <li>● Of all these groups: a significant proportion who are grounded in Quaker faith and practice and bring that grounding into their participation with camp</li> </ul> <p><b>Space (grounds and facilities)</b></p> <ul style="list-style-type: none"> <li>● Lake-front property</li> <li>● Wooded area</li> <li>● Indoor and outdoor recreational areas</li> <li>● Cabins appropriate for campers &amp; staff</li> </ul> <p><b>Organizational Support from NEYM</b></p> <ul style="list-style-type: none"> <li>● Administration of employee benefits</li> <li>● Non-profit status</li> <li>● Legal</li> </ul> <p><b>Tools</b></p> <ul style="list-style-type: none"> <li>● Communication systems</li> <li>● Registration management program</li> </ul>	<p><b>Activities:</b></p> <ul style="list-style-type: none"> <li>● Daily worship, vespers, and business meeting</li> <li>● Shared meals, including grace</li> <li>● Chores done by all</li> <li>● Swimming &amp; boating</li> <li>● Hiking</li> <li>● Singing &amp; campfires</li> <li>● Outdoor non-competitive games</li> <li>● Highly varied but simple morning programs</li> <li>● Silly community building experiences and celebrations (special day, watermelon sacrifice, love wars, variety show, ice cream gutter, the Were Porky)</li> <li>● Opportunities for informal conversation, connection and play</li> <li>● Many rituals that encourage a sense of connection and community</li> </ul> <p><b>Culture/Norms:</b></p> <ul style="list-style-type: none"> <li>● Acceptance &amp; affirmation for all; active inclusivity</li> <li>● Radical presence; disconnection from social media</li> <li>● Simplicity and minimal frills</li> <li>● Acts of service to others</li> </ul>



### Outputs (from 2022)

- 444 camper sessions provided
- 400 campers participating
- 317 families sending campers
- 53 staff trained & serving



Shorter-Term Outcomes	Longer-Term Outcomes
<p><b>Attitude shifts:</b></p> <ul style="list-style-type: none"> <li>● Appreciation for community, a sense that contributing to community is worth the effort</li> <li>● Increased self-confidence and self-acceptance</li> <li>● Increased acceptance of others including those with different identities and backgrounds</li> <li>● For some campers, parents, staff: Increased curiosity about Quakerism and desire to incorporate Quaker practices into their own lives or participate in other Quaker activities (such as visiting local meetings, youth retreats)</li> <li>● Deeper connection to the natural world; increased comfort with both the vibrancy and stillness of nature</li> <li>● Creating new friendships and reinforcing existing ones</li> <li>● Increased discovery of joy in the everyday</li> </ul> <p><b>Improved knowledge about:</b></p> <ul style="list-style-type: none"> <li>● How to build community, act respectfully and responsibly, and contribute to community health.</li> <li>● Self sufficiency, young people learning how to live and act independently from their parents</li> <li>● Resiliency in unfamiliar environments</li> <li>● Quaker faith and practice</li> </ul> <p><b>Increased capacities:</b></p> <ul style="list-style-type: none"> <li>● Ability to build caring friendships across difference</li> <li>● Increased independence (showering, doing chores)</li> <li>● Increased ability to talk about personal spiritual experience</li> </ul>	<p><b>Impact for individuals:</b></p> <ul style="list-style-type: none"> <li>● Recreating aspects of camp or norms they experienced at camp in non-camp aspects of their life</li> <li>● Deep relationships with staff and campers that may continue for decades</li> <li>● Individual empowerment, campers and staff grow and develop from the mentorship they receive at Camp</li> <li>● Long-term connection with their Inner Teacher and seeking the Light in themselves and others.</li> <li>● For some campers, parents, staff: Increased participation in Quaker meetings and activities, incorporation of Quaker practices into their own lives, and/or identifying with the Quaker faith. For some of these people this includes service and leadership among Friends.</li> </ul> <p><b>Culture shift:</b></p> <ul style="list-style-type: none"> <li>● Communal ability to see each person's inherent worth and unlearn harmful cultural norms accordingly, and feel connected to a larger sense of purpose for doing this.</li> <li>● Increased comfort with simplicity, time spent outdoors, and contemplative silence</li> <li>● Increased awareness of the importance of spirituality to individual wholeness.</li> </ul>

## Budget Explanation

At the February Permanent Board meeting the Treasurer reported that our Operating Reserves had dropped to under 13% of the annual expense budget. That is about half of the 25% that is our policy. In dollar figures, our reserve balance dropped from \$226,000 to \$120,000. Many factors contributed to this, as was explained at the last meeting.

One of these factors was that income from the Annual Sessions fees were about half of what had been budgeted, primarily because in-person attendance dropped by almost half from the usual pre-COVID attendance. Session expenses were also under budget, but because of fixed costs that do not vary with attendance the fee income was down by \$104,000 while session expenses were down by about \$55,000.

The Finance Committee presented a balanced budget at the February meeting of the Permanent Board. We cut \$62,500 from expenses in many areas. But to balance the budget we also cut the line for donations to other organizations from \$46,000 to \$0, suggesting that this should be for one year. Members of the Finance Committee were unhappy with this decision, but the members of the Permanent Board were even unhappier. We held a listening session in the hope that we would get other suggestions of how to balance the budget, but it was very sparsely attended.

The Budget Subcommittee of the Finance Committee met to consider the concern. The Subcommittee came up with the idea that by increasing the estimated income from Sessions we could put \$6,000 or so into the line for donations to other organizations. However, the full committee did not accept that recommendation.

We are concerned that the reserves at the end of this fiscal year may be substantially under \$120,000. The current year's budget spends \$30,000 from what were thought to be excess reserves at the time that the budget was approved, so even if this year's budget is accurate our reserves will drop to \$90,000. The current year's budget projections for Sessions were based on a pre-COVID attendance. While the staff will work hard to reduce expenses for Sessions, if this year's attendance is like last year's attendance, we can expect to again lose money on Sessions.

Increased giving could solve the problem, but last year the meeting contributions came in \$40,000 less than was budgeted, and there is no indication that they will increase significantly this year. Individual contributions came in \$53,000 under budget last year. We hope that funding appeals will help increase the amount that individuals contribute this year, but we cannot be confident that this this year will be significantly better than last year.

The conclusion is that our reserves may be well under \$90,000 at the end of this fiscal year. While there are Permanent Board designated funds like the Legacy Gift Fund that could be re-purposed to pay salaries and other expenses if our reserves fall below 0 this would be an undesirable emergency action.

Going into next fiscal year we have a great deal of uncertainty. Sessions expenses and income are uncertain. At this point we do not know where Sessions will be held next year or what we will be charged for the facilities. We do not know if we will get back to pre-COVID attendance levels or if hybrid sessions mean that the in-person attendance will remain substantially lower than we are used to. We will know more about these questions next year than we do now.

Furthermore, a break-even budget will not increase our reserves back to the level that our policy states. We should be building reserves.

While budgeting a few thousand dollars for contributions to other organizations could be done if Yearly Meeting decides that it is important enough, the question was raised, "Is there integrity in donating money that we do not have?" It was also observed that until a working group recommends to the Yearly Meeting which groups we should support and what part of our donations should go to each we do not even know who we would be giving to.

In the end, the Finance Committee adopted the following minute:

*Our sense is to not to add any money into the line item of contributions to other organizations. We hope to invite more education and discussion into this decision. We would like to provide a better narrative regarding sessions, deficit budgets, and other factors that may not have been presented. We feel we cannot recommend a change to increase that line with integrity, based on our financial responsibilities and current deficit procedures. This is named as a one year sabbatical, and we remind Friends that change can always be discerned in future budgets. We will bring to the permanent board the same suggested budget brought in February 2023.*

**New England Yearly Meeting**  
**FY2024 Operating (Non-Camp) Budget Proposed - Summary**  
 version #6 - January 28th, 2023 - approved by Finance Committee 1/28/2023

Category	FY2022	FY2022	FY2023	Δ FY23 to FY24 Budgets	FY2024 Proposed Budget
	Actuals	Budget	Budget		
<b>Income</b>					
4010 Individual Contributions Total	176,749	230,225	230,225	(7,225)	223,000
4020 Monthly Meeting Contributions Total	330,575	373,000	373,000	(31,000)	342,000
4025 Unallocated Income			31,000	(31,000)	0
4030 Organizations Contributions		0	0	-	0
4050 Interest and Dividend Income	11,749	9,000	12,000	-	12,000
4070 Books & Other Sales Income	10,650	17,000	17,000	(6,500)	10,500
4080 Retreat Program Fees	13,185	47,000	47,000	(9,500)	37,500
4085 Sessions Program Fees	117,821	221,300	227,400	22,075	249,475
4090 Change in Fair Market Value	-816	0	0	-	0
4099 Net Assets Released To/From	52,967	15,000	30,000	(25,000)	5,000
<b>Total Income</b>	<b>712,879</b>	<b>912,525</b>	<b>967,625</b>	<b>(88,150)</b>	<b>879,475</b>
<b>Expenses</b>					
Total 5000 Staff	486,606	452,112	493,684	10,158	503,842
Total 5100 General & Administration	106,159	105,715	93,615	(6,166)	87,449
Total 5300 Travel & Conferences	12,362	35,300	35,300	(13,000)	22,300
Total 6000 Programs	189,116	285,680	284,300	(28,288)	256,012
Total 6140 Books & Other Sales Expense	7,585	14,500	14,500	(6,500)	8,000
Total 6200-6590 Support of Other Organizations	42,890	45,975	45,975	(45,975)	0
<b>Total Expenses</b>	<b>844,719</b>	<b>939,282</b>	<b>967,374</b>	<b>(89,771)</b>	<b>877,603</b>
<b>Net Operating Income</b>	<b>(131,840)</b>	<b>-26,757</b>	<b>251</b>	<b>1,621</b>	<b>1,872</b>
<b>Other Income</b>					
9940 Other Income - Transfers from other funds	184,870				
<b>Total Other Income</b>	<b>184,870</b>				
<b>Other Expenses</b>					
9950 Other Expense - Transfer to other funds	74,707				
<b>Total Other Expenses</b>	<b>74,707</b>				
<b>Net Other Income</b>	<b>110,163</b>				
<b>Net Income</b>	<b>(21,677)</b>				

## New England Yearly Meeting

### FY2024 Operating (Non-Camp) Budget Proposed

version #6 - January 28th, 2023 - approved by Finance Committee 1/28/2023

Category	FY2022	FY2022	FY2023	Δ FY23 to FY24	FY2024	Notes
	Actuals	Budget	Budget	Budgets	Proposed Budget	
<b>Income</b>						
4010 Individual Contributions						
General Fund Contributions	151,232	204,225	204,225	(6,225)	198,000	
Equalization Contributions	25,517	26,000	26,000	(1,000)	25,000	2
4010 Individual Contributions Total	176,749	230,225	230,225	(7,225)	223,000	
4020 Monthly Meeting Contributions						
General Fund Contributions	322,214	350,000	350,000	(17,000)	333,000	1
Equalization Contributions	8,361	23,000	23,000	(14,000)	9,000	
4020 Monthly Meeting Contributions Total	330,575	373,000	373,000	(31,000)	342,000	
4025 Unallocated Income			31,000	(31,000)	0	
4030 Organizations Contributions		0	0	-	0	
4050 Interest and Dividend Income	11,749	9,000	12,000	-	12,000	
4070 Books & Other Sales Income	10,650	17,000	17,000	(6,500)	10,500	
4080 Retreat Program Fees	13,185	47,000	47,000	(9,500)	37,500	
4085 Sessions Program Fees	117,821	221,300	227,400	22,075	249,475	2
4090 Change in Fair Market Value	-816	0	0	-	0	
4099 Net Assets Released To/From	52,967	15,000	30,000	(25,000)	5,000	3
<b>Total Income</b>	<b>712,879</b>	<b>912,525</b>	<b>967,625</b>	<b>(88,150)</b>	<b>879,475</b>	
<b>Expenses</b>						
5000 Staff						
5010 Salaries & Wages	381,651	349,425	378,053	2,935	380,988	4
5020 Payroll Taxes	28,118	25,201	27,392	1,754	29,146	
5030 Benefits						
5033 Health Benefits	38,772	36,873	45,123	4,076	49,199	4
5035 Retirements	35,743	32,943	35,806	2,293	38,099	
5040 Disability	1,092	1,500	1,100	-	1,100	
5045 Workers' Compensation	757	720	760	-	760	
5050 Spiritual Retreats	100	1,200	1,200	-	1,200	
5060 Staff Development	373	4,250	4,250	(1,000)	3,250	
5070 Sabbatical & Paid Leave				100	100	
Total 5030 Benefits	76,837	77,486	88,239	5,469	93,708	
Total 5000 Staff	486,606	452,112	493,684	10,158	503,842	4
5100 General & Administration						
5110 Administration						
5120 Bank Expense	6,369	7,000	7,000	-	7,000	
5130 Contracted Services	26,013	31,900	22,000	(4,000)	18,000	
5135 Accounting Services	2,500	2,500	0	-	0	
5140 Legal Services	2,500	2,500	2,500	-	2,500	
5145 Infrastructure	5,000	5,000	5,000	(5,000)	0	
5150 Liability Insurance	5,423	5,250	5,250	-	5,250	
5160 Payroll Service	6,288	5,200	5,500	-	5,500	
5170 Recruiting Expense	205	0	0	-	0	
5180 Rent	9,350	9,350	9,350	-	9,350	
5190 Misc. Expense	251	0	0	-	0	
Total 5110 Administration	63,899	68,700	56,600	(9,000)	47,600	
5200 Office						
5220 Archives Office Expenses		0	0	-	0	
5220 Cleaning Services	242	265	265	34	299	
5230 Maint - Equip & Hardware	73	1,250	1,250	(750)	500	
5240 Postage	3,585	3,750	3,750	-	3,750	
5250 Office Equipment	2,574	3,250	3,250	(1,750)	1,500	
5260 Office Supplies	1,595	2,500	2,500	(900)	1,600	
5270 Printing & Copying	9,184	14,500	14,500	(5,000)	9,500	
5280 Software & Updates	21,231	7,000	7,000	12,000	19,000	
5290 Telephone	3,540	4,500	4,500	(800)	3,700	
5295 Misc. Office	235	0	0	-	0	
Total 5200 Office	42,260	37,015	37,015	2,834	39,849	
Total 5100 General & Administration	106,159	105,715	93,615	(6,166)	87,449	

Category	FY2022 Actuals	FY2022 Budget	FY2023 Budget	Δ FY23 to FY24	FY2024 Proposed Budget	Notes
<b>5300 Travel &amp; Conferences</b>						
5310 Travel - Committee		3,000	3,000	(1,600)	1,400	
5320 Travel - Clerk		4,500	4,500	(2,000)	2,500	
5330 Travel - Programs	3,175	3,700	3,700	(600)	3,100	
5335 Travel - Representatives Travel	2,060	6,700	6,700	(4,700)	2,000	
5350 Travel - Staff	7,128	17,000	17,000	(4,100)	12,900	
5360 Travel - Ministries		400	400	-	400	
<b>Total 5300 Travel &amp; Conferences</b>	<b>12,362</b>	<b>35,300</b>	<b>35,300</b>	<b>(13,000)</b>	<b>22,300</b>	
<b>6000 Programs</b>						
6110 Sessions Room & Board	126,044	186,850	192,950	(23,508)	169,442	2
6112 Retreats - Room & Board				-		
6114 Room Rental	8,575	17,530	13,550	(3,550)	10,000	
6150 Food Expense	8,835	17,430	15,930	(5,930)	10,000	
<b>Total 6112 Retreats - Room &amp; Board</b>	<b>17,410</b>	<b>34,960</b>	<b>29,480</b>	<b>(9,480)</b>	<b>20,000</b>	
6125 Program Expenses				-		
6105 Honoraria - Speakers/Wkshp Ldrs	15,930	22,000	22,000	2,000	24,000	
6107 Honoraria - Volunteer Leadership	8,250	15,000	15,000	-	15,000	3
6115 Equipment Rental	6,545	6,000	6,000	500	6,500	
6121 Supplies and Other Expenses	8,893	9,300	7,300	1,700	9,000	
6165 Pre-Sessions Expense	1,100	1,000	1,000	500	1,500	
<b>Total 6125 Program Expenses</b>	<b>40,718</b>	<b>53,300</b>	<b>51,300</b>	<b>4,700</b>	<b>56,000</b>	
6130 Committee Expenses - General	1,965	6,350	6,350	-	6,350	
6134 Childcare	210	2,000	2,000	-	2,000	
6137 Committee Day Expenses		0	0	-	0	
<b>Total 6130 Committee Expenses - General</b>	<b>2,175</b>	<b>8,350</b>	<b>8,350</b>	<b>-</b>	<b>8,350</b>	
6160 Program Support				-		
6163 Friends Camp	2,769	2,220	2,220	-	2,220	
6167 Religious Education & Outreach		0	0	-	0	
<b>Total 6160 Program Support</b>	<b>2,769</b>	<b>2,220</b>	<b>2,220</b>	<b>-</b>	<b>2,220</b>	
<b>Total 6000 Programs</b>	<b>189,116</b>	<b>285,680</b>	<b>284,300</b>	<b>(28,288)</b>	<b>256,012</b>	
6140 Books & Other Sales Expense		0	0	-	0	
6142 Books	3,311	14,500	14,500	(6,500)	8,000	
6145 Other Items for Sale	620	0	0	-	0	
6147 Consignment Sales	3,654	0	0	-	0	
<b>Total 6140 Books &amp; Other Sales Expense</b>	<b>7,585</b>	<b>14,500</b>	<b>14,500</b>	<b>(6,500)</b>	<b>8,000</b>	
<b>Total 6200-6590 Support of Other Organizations</b>	<b>42,890</b>	<b>45,975</b>	<b>45,975</b>	<b>(45,975)</b>	<b>0</b>	5
<b>Total Expenses</b>	<b>844,719</b>	<b>939,282</b>	<b>967,374</b>	<b>(89,771)</b>	<b>877,603</b>	
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<b>Net Income</b>	<b>(21,677)</b>					

**Notes:**

The Sessions portion of this budget reflects steps under consideration to both reduce expenses and increase income for Sessions 2023 and 2024.

- FY23 Meeting contributions expected: \$325,600 for general fund, based on pledges so far. \$3K net increase over last year.
- Sessions fees based on 5% increase 2022-23 and 6% increase 2023-24, and attendance of 455 adults and 100 kids/youth at Castleton. Does not include online attenders (80?) at approx \$11K income at same rate increase.
- Funding the Honoraria Supporting Volunteer Leadership is being phased in over three years; in FY2024 \$5000 will come from reserves. The expense is being tracked in the new subcategory "Honoraria - Volunteer Leadership"
- Staff expense calculated with COLA of 6.1%, annual change in CPI for New England as of December 2022. Staff expense budget has increased \$97.5K over FY2020 budget. Of that increase:
  - 49% is due to cost-of-living-adjustment consistent with yearly meeting personnel policy (COLA: 2.22% FY21, 0.5% FY22, 6.3% FY23, 6.1% FY24)
  - 24% is due to merit raises and other shifts in compensation reflecting scope of responsibilities
  - 17% is due to changes in benefits, mostly health care premiums consistent with yearly meeting personnel policy
  - 9% due to other reasons such as overtime hours by hourly program staff around Sessions & retreats, payroll tax for raises, etc
 Budgeted annual staff hours have stayed the same from FY2020-2024, at 12,104, or 5.8 FTEs; which is down from FY19 at 12,672 hours or 6.1 FTEs, not counting FY19 Shoemaker-funded positions.
- Following the 2022 plan of the Financial Contributions Working Group, Support of Other Organizations is presented with only a total line.



## Update from the Permanent Board Clerk

There are several pending matters that I want to bring to your attention, since it is not likely that we will meet again before Sessions.

The Israel-Palestine Resource Group, under the care of the Permanent Board, is partnering with FCNL to submit a proposal for a workshop at Sessions. This RG is set up to be reviewed in 2024.

The Antiracism Consultation Group has been unsuccessful in finding an outside consultant to work with the Yearly Meeting. We will be meeting later this month to consider what recommendation, if any, we can bring back to the Board. Please continue to hold us in the Light.

I have asked numerous Friends to consider serving on the second phase of the Financial Contributions group, with two willing to serve. It is likely that we will submit a proposal for a workshop/listening session before making any recommendation in September.

After consultation with Jackie Stillwell and Lisa Graustein's support committee, **I am now clear to bring Lisa's name forward to serve as a member of the Right Relationship Resource Group and will be asking for approval from the Board.**

The Purpose, Procedure and Composition review of this Board is overdue and the clerk of Coordinating and Advisory is aware of it, and trying to fit it in with all the other responsibilities of that group.

The Nominating Committee, which is named by the Naming Committee, is in need of additional members. If you have any suggestions, please let Beth Hansen, clerk of the Naming Committee know. Beth is at [dancingneedle@gmail.com](mailto:dancingneedle@gmail.com).

It has been a challenging and inspiring time to serve with you as clerk of this body, and I am deeply grateful for all the prayers, wisdom and eldering I have received in support of that service. I am deeply grateful to my home meeting of Durham and the members of my support committee, Janet Hough and Marian Dalton. I will remain on the Board to serve out my term as a member next year.

Thank you.

Dear Leslie,

As you know, the Legacy Gift Committee met today and received a report from the sub-committee charged with considering recommendations from Friends in New England Yearly Meeting of worthy groups to receive donations from the Bodine-Rustin Fund. The Legacy Gift Committee approved the sub-committee's discernment and we recommend to Permanent Board that the funds be distributed as outlined below. (Here [is an unrestricted \(anyone can view\) link](#) to the full text of the sub-committee's report.)

It is our hope that through our new process of vetting these organizations, recommending the disbursement of the Bodine-Rustin funds to them, and announcing the decision widely, we will raise awareness in Friends across our Yearly Meeting--resulting in even more support for these groups (both in direct donations to these organizations and through support of the Bodine-Rustin Fund).

**Summary of Recommendations:**

<b>Uganda Safe Transport</b>	Funding Recommended:	\$1,500
<b>GALCK+</b>	Funding Recommended:	\$797.4
<b>Trans Asylum</b>	Funding Recommended:	\$750.
<b>Out CT</b>	Funding Recommended:	\$500.
<b>Worcester LGBT Asylum Task Force</b>	Funding Recommended:	\$500.
<b>CASP (Putney)</b>	Funding Recommended:	\$500.
<b>NEK Rainbow Coalition</b>	Funding Recommended:	<u>\$500</u>

**Total: \$5,047.40**

Faithfully,  
Susan Rockwood & Mary Link, co-clerks, Legacy Gift Committee

## **Bodine-Rustin Funds**

### **May 2023 Recommendations for Funding from the Bodine-Rustin Sub-Committee**

**The committee:** Megan Christopher & Mary Link from Legacy Gift Committee, and Kristina Keefe-Perry NEYM FUM rep appointed by the NEYM Presiding Clerk. Lori Martin on Legacy Gift was also part of the sub-committee, but not present for the discernment meeting on 5/12/2023.

This is the **initial round of distributions** from the newly formed Bodine-Rustin Fund established by NEYM.

**Total funds available** for distribution this year: **\$5,047.40**

**We received 7 recommendations** from meetings and individuals across NEYM to support the organizations listed below. The sub-committee divided up the organizations among us, researched about them online, via email, or phone conversations, with the goals of making sure they were legitimate entities, and learning more about their purpose/focus, the scope and magnitude of their work, and the size of their budget so we could gage the degree of need and potential impact our level of funding might have. And get contact info and where/how to send funds if awarded.

We understand the process going forward is 1. Consideration of these recommendations by the Legacy Gift Committee. 2. Legacy Gift then makes a recommendation to the NEYM Permanent Board. And 3. Permanent Board makes the final determination, instructs the Office on making funding payments, and announces the distribution of these funds on the NEYM website and in its newsletter.

**Here are our sub-committee summaries and recommendations:**

#### **1. Friends Uganda Safe Transport (reviewed by Kristina)**

Effective and making a difference. New legislation in Uganda passed on May 2, 2023 allows for life sentences in prison for taking part in homosexual acts. This is a well established organization with a great track record of helping people escape life threatening situations in Uganda (and now life imprisonment) for being who they are. Founded by Quakers. Several of the other groups we contacted also affirmed the critical work of Uganda Safe Transport. They have very little overhead, so funds go directly to fill the needs and a little goes a long way.

**Funding Recommended: \$1,500**

#### **2. GALCK+ (reviewed by Mary)**

Suggested by JJ Smith (before we had a suggestion form)

galck+

PO Box 13005-00100

Nairobi, KE

+254 20 242 6060

[www.galck.org](http://www.galck.org)

**Vincent Mosweta He/Him**

**Finance Officer**

+254 727 804 760

Vincent Mosweta <[vmosweta@galck.org](mailto:vmosweta@galck.org)>

galck + <[info@galck.org](mailto:info@galck.org)>

Gay And Lesbian Coalition Of Kenya (GALCK) is the national umbrella body for lesbian, gay, bisexual and queer-led (LGBQ) organizations in Kenya. A large organization, GALCK works on systemic levels including education about rights, advocacy & litigation. Established in 2006, the coalition began with an initial membership of 4 organizations and has expanded to 16 in 2014 representing LGBQ voices from across Kenya.

Mary checked out their website <https://www.galck.org/about/> and emailed with Finance Officer, Vincent Mosweta to get financial information and learn how to send funds. Vincent sent info for either a bank transfer or via PayPal, which Mary will send directly to Leslie and Frederick. This is a big organization in Kenya with the equivalent of \$1 million budget, working on many levels for systemic change.

**Funding Recommended: \$797.40**

### **3. Trans Asylum Seekers** (reviewed by Kristina)

Recommended by Mt Toby Meeting. Kristina talked with Lynette Arnold from Mt Toby, who serves as a volunteer with the group. They are an abolitionist mutual aid collective that supports trans asylum seekers. They use the model of mutual aid, doing fundraisers, to get basic needs met for Asylum seekers, like helping get green cards, funding rent, surgical transition and gender affirming med care, etc. Everything is bilingual and done in partnership with asylum seekers. The depth of relationships that have developed has been deeply moving to Lynette. They have very little overhead, so funds go directly to fill the needs and a little goes a long way.

Any amount is helpful – a current need is \$1000 for a woman to get her green card.

There are more specific asks on web link:

<https://linktr.ee/transasylumsupport?fbclid=IwAR0jMY-8SwXBZ4-AliTs-LhGZ8lktKn25oARVwyTsN8NEI41ZZ08Rhg2zPQ>

**Funding Recommended: \$750.**

### **4. Out CT** (reviewed by Megan)

Megan talked with Barbara Dakota member of Westerly MM and also Cecil Carter, head of the organization. Barbara's granddaughter, a YAF, has also been involved with the organization. They run on a shoe string. Their goal is to support youth to feel comfort and safe. They organize parties, outreach, annual dances, service projects, and work with CT College on internships. They focus is on the Trans community, hosting the Pride New London parade. They have done fashion shows to raise \$, engaged local sponsors, have a nice looking webpage especially for a small org. There is a high suicide rate for gay youth and this support is life saving – perhaps differently than for those seeking asylum, but life saving none the less.

**Funding Recommended: \$500.**

### **5. Worcester LGBT Asylum Task Force** (review by Megan)

This one was recommended before the form was made, so took a bit of digging as we had very little info to start with. Megan contacted Worcester Meeting and spoke with the Clerk (who did not know about the Bodine-Rustin Fund). The Meeting works with/is part of the Worcester LGBT Asylum Task Force, donates to them, and currently has two unrelated adults and a baby living at the meetinghouse. The meeting provides the housing but does not incur or provide for other financial

expenses – that is all through the Task Force which arranges for housing and provides small stipends.

**Funding Recommended: \$500.**

**6. CASP** (Review was to be by Lori – but not as Lori was not present for our meeting, we based our recommendation on the info submitted by Putney Friends.)

CASP was recommended by Putney Friends Meeting, which has provided financial support to CASP for the past three years and several members of the meeting, contribute to and volunteer with CASP.

The Community Asylum Seekers Project (CASP) is a small non profit organization located in southern Vermont. Its mission is to cultivate a supportive community for those seeking asylum in the U.S., while offering basic needs and accompanying them on their journey towards building a life in this country.

Currently CASP accompanies 20 people seeking asylum in the U.S. All of these people are fleeing violence in their countries of origin. Violence against the LGBTQIA+ population is the driving concern for at least 25% of the population we serve, in addition to several other asylum seekers to whom we provide indirect support.

In addition to direct accompaniment of asylum seekers (including housing, legal aid, medical and mental healthcare, financial support, and community orientation), CASP is a founder of the Vermont Asylum Assistance Project (VAAP), a pro bono resource center currently providing immigration legal services to LGBTQ and other asylum seekers.

In our own community, we are collaborating with partner organizations to facilitate a “Pride without Borders” event this Spring aimed at bringing together LGBTQ asylum seekers and refugees with the local LGBTQ community.

Contact:

Kate Paarlberg Kvam, Executive Director

[kate@caspyt.org](mailto:kate@caspyt.org)

CASP PO Box 1355

Brattleboro, VT 05302-1355

802-579-1509

**Funding Recommended: \$500.**

**7. NEK Rainbow Coalition** (review by Mary)

Suggested by Northeast Kingdom Friends Meeting (and approved by meeting for business).

Contacts: Kitty Ufford-Chase NEK Friends Meeting (who sent the application)

Shannon Kane: shannon@nekrc.net 802-995-3098, 108 Third St. Apt.2, Newport, VT 05855.

Shannon is member of NEK Rainbow Coalition Coordinating Team and the Team Lead for finances.

From the application: The Northeast Kingdom of VT (the three most northeast counties in the state: Orleans, Essex, and Caledonia) is the most rural, low-income and economically depressed area in the state. LGBTQIA+ folks are regularly harassed and discriminated against in this region. So, NEK Friends were thrilled when LGBTQIA+ folks in this region decided to come together last year and form the NEK Rainbow Coalition to (as their facebook page puts it) create “a safe, welcoming space for our LGBTQIA+ and BIPOC communities along with our allies.” They have been meeting

every other week with around 15-18 people showing up each time. Their meeting dates/times are published in the weekly paper and LGBTQIA+ folks are finding them. Through movie nights and meetings, they are building community together with some allies, including NEK Quakers. Now, they have decided to organize a first ever public, family friend PRIDE parade and celebration this June 25, 2023 in Newport, VT. That takes guts in this area—and financial resources. They are requesting \$500 from the Bodine-Rustin Fund of NEYM to support them as they organize themselves to “go public” this June.

Our contact with them: Mary emailed with Rick Ufford-Chase, Kitty's husband and the Director of Newport City Downtown Development. NEK Rainbow Coalition is a new group, created late last summer. The organization is brand new and has no budget. They meet at a local church in downtown Newport twice a month and pass a hat at each meeting to help defray expenses for the church. They have just secured a fiscal sponsor (Orleans County Restorative Justice Center) for the June 25th event, so will now be able to receive tax-deductible gifts or donations from sister tax-deductible non-profits.

The Pride event and Parade on June 25th is the only major activity on the books. We are planning a parade (Representative Becca Balint, our new Congressional Representative, has agreed to come and serve as our parade marshall), followed by an afternoon of activities, speeches, music, and performance in the City's Gardner Park.

We expect the budget to be relatively modest - almost certainly well under \$5,000. Our intention is to raise that money from supportive businesses and organizations, donations from local residents in advance of the event and on the day of the event, and by charging a modest amount for tabling and food truck vendors.

A Bodine-Rustin gift of \$500 would make a substantial impact for this group and this project. They have a few other commitments of \$100 or so dollars so far.

**Funding Recommended: \$500.**

**Summary of Recommendations:**

<b>Uganda Safe</b>	Funding Recommended:	\$1,500
<b>GALCK+</b>	Funding Recommended:	\$797.40
<b>Trans Asylum</b>	Funding Recommended:	\$750.
<b>Out CT</b>	Funding Recommended:	\$500.
<b>Worcester LGBT Asylum Task Force</b>	Funding Recommended:	\$500.
<b>CASP (Putney)</b>	Funding Recommended:	\$500.
<b>NEK Rainbow Coalition</b>	Funding Recommended:	<u>\$500</u>
<b>Total:</b>		<b>\$5,047.40</b>

## Puente de Amigos Request for Travel to Cuba

Here are excerpts from our committee minutes in which we approved the clearness committee reports for both Benigno and Em and Bob:

Len reported that the Clearness Committee appointed by the Puente Committee (which included Macci, Len and Mary Ann) has found Benigno clear to travel to Cuba at the end of this month. They enthusiastically support this trip, noting that Benigno “has a particular insight into the situation in Cuba.” Benigno is encouraged to report back to the Committee following his trip on the current state of Cuban Friends and how Puente might best help with respect to financial support. The Committee **approved** accepting this report. The co-clerks will send a copy of this approval to Permanent Board in anticipation of their approval.

Em and Bob met online with Deena Kinsky and Mary Beth Toomey who had been approved as their clearness committee for Puente. Deena reports verbally in the meeting that she and Mary Beth have found them both clear to travel. In a written report received after the meeting, she notes that “we are confident that the training will be extremely helpful to our Cuban Friends, and that everyone involved will benefit from the shared information as well as the fellowship.” The committee **approved** accepting Deena’s verbal report in anticipation of receiving the written report. The co-clerks will plan to submit this approval to Permanent Board in anticipation of their approval of this trip. (Planned for September, 2023)

Requested by Richard Lindo, Clerk

### **2023.23 Travel Minute for Benigno Sánchez-Eppler**

Northampton Meeting unites with the recommendation from Benigno Sánchez-Eppler's ministry support committee, and approves his travel in the ministry to Cuba in June 2023, or as way opens. The details of his traveling in the ministry are included in the on-going travel minute approved by the meeting 2019-72 (October 13), and subsequently endorsed by the Quarterly and Yearly Meetings.

**Friends approved**

**April 9, 2023**





Providence Monthly Meeting of Friends (Quakers)  
99 Morris Avenue  
Providence, Rhode Island 02906

March 12, 2023

To Friends in Cuba Yearly Meeting,

We are pleased to provide a travel minute for Em McManamy, a member of Providence Monthly Meeting (PMM) who is supported by Puente de Amigos of New England Yearly Meeting (NEYM) and the Providence Monthly Meeting. Em will co-facilitate a series of AVP (Alternatives to Violence Project) workshops to members of the Cuban Religious Society of Friends (Quakers) beginning in September 2023.

Em McManamy has been an active member of our monthly meeting since she transferred from Amesbury Monthly Meeting where she served as Presiding Clerk. She was also Clerk of the NEYM Puente de Amigos Committee. Em has completed a discernment process through Providence Monthly Meeting and has been found clear to travel to Cuba for this purpose.

Em McManamy brings many gifts to the Cuban Quakers. She is an education professional who has extensive knowledge of optimal teaching practices for adults. She led a variety of AVP workshops in Massachusetts and Rhode Island with a focus on what it takes to build more peaceful home, work and community environments. Em demonstrates strong organizing and motivational qualities, models deep listening skills and consistently calls upon her faith to act in accordance with Quaker principles. She is excited about this opportunity to work with the Quaker community in Cuba and looks forward to reporting on the success of this mission.

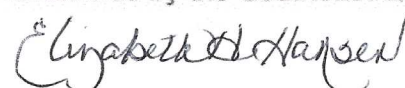
We ask that you welcome Em McManamy, who brings with her our community's love and care for you. We look forward to getting to know you better through her and hope we can make a stronger bridge of friendship from Providence to Cuba.

In the Light.

Approved by Providence Monthly Meeting, March 12, 2023

 Victoria B. Ekk, clerk

Endorsed by the Southeast Quarterly Meeting, March 26, 2023

 Elizabeth H. Hansen, clerk

Endorsed by Permanent Board of New England Yearly Meeting, May 20, 2023

Leslie A. Manning, clerk



Providence Monthly Meeting of Friends (Quakers)  
99 Morris Avenue  
Providence, Rhode Island 02906

March 12, 2023

To Friends in Cuba Yearly Meeting,

We are pleased to provide a travel minute for Robert (Bob) Watt Jr., a member of Providence Monthly Meeting supported by Puente de Amigos of New England Yearly Meeting (NEYM) and the Providence Monthly Meeting (PMM). Bob will co-facilitate a series of Alternative to Violence (AVP) workshops to members of the Cuban Religious Society of Friends (Quakers) beginning in September 2023.

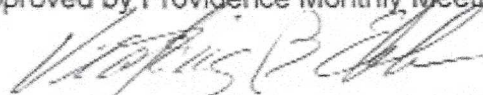
Bob Watt has been an active member of our monthly meeting where he has served in the Peace and Social Action Committee, and several ad hoc groups focused on promoting anti-nuclear legislation. He has also provided legal advice on matters of equity and social justice. To discern a leading to travel to Cuba to facilitate workshops, Bob met with a clearness committee and submitted a request for approval to the PMM Ministry and Counsel Committee.

Robert Watt brings many gifts to the Cuban Quakers. As an attorney, he has assisted underrepresented people including Native Americans and neighborhood groups, providing counsel, most often pro bono. Bob has also facilitated a variety of workshops for both Quakers and other audiences. This past January, Bob traveled to Cuba and met many members of the Cuban Quaker community in Havana. He returned from this trip with a leading to assist the Cuban Religious Society of Friends. He is enthusiastic to put his faith into action as he reaches out to the Quaker community in Cuba and looks forward to reporting on the success of this mission.

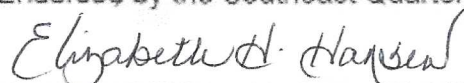
We ask that you welcome Bob Watt who brings with him our community's love and care for you and hope we can make a stronger bridge of friendship from Providence to Cuba.

In the Light.

Approved by Providence Monthly Meeting, March 12, 2023

 Victoria B. Ekk, clerk

Endorsed by the Southeast Quarterly Meeting, March 26, 2023

 Elizabeth H. Hansen, clerk

Endorsed by Permanent Board of New England Yearly Meeting, May 20, 2023

Leslie A. Manning, clerk

To: Permanent Board  
From: Right Relationship Resource Group  
Report on Activities since January 2023

**Members:** Gordon Bugbee (Beacon Hill), Emily Neumann (Friends Meeting at Cambridge), Sara Smith (Concord), Kim West (Friends Meeting at Cambridge), Don Cambell (Mt. Toby), Minga Claggett-Borne (Friends Meeting at Cambridge), Suzanna Schell, clerk (Beacon Hill), Rebecca Leuchek, presiding clerk, NEYM (Providence),  
Currently on hiatus: Andrew Grant (Mt. Toby)

### **A Concern:**

As a body, we find ourselves deeply troubled that our Friend Lisa Graustein has not been approved to serve as an official member of the RRRG. When we resumed our work in September after Sessions, Lisa regularly attended our meetings and made important contributions to our work. Since January, Lisa has stepped away from attendance until concerns around her appointment are resolved. We miss her faithful and perceptive voice.

We learned at the January Permanent Board meeting that some Friends have concerns about her service but we aren't told what criteria is being used to find her unfit to serve on the RRRG. These unnamed concerns are interfering with our ability to carry out our work and have caused one member to step away until the question of her appointment is resolved.

We are not unmindful of the complexities and sensitivities of our Yearly Meeting nominating process, but we find ourselves torn between our commitment to the Yearly Meeting and especially to our Indigenous neighbors whom we seek to engage, and the feeling of things being out of order within our body of Friends.

How can we as Friends continue our work towards Right Relationship beyond our Quaker circle when we are not in Right Relationship with ourselves?

### **Work Since January:**

Most recently we supported Southeast Quarterly Meeting in welcoming the Chiefs of the Allied Tribes to their March 19 meeting, which was also attended by many from around NEYM thanks to Zoom. Here is a link for more information about the meeting.

<https://www.pocassetlandtrust.org/quaker-community-shows-historic-support-for-new-england-tribes/>

We have also facilitated a dialogue between Worcester Meeting and the Pocasset /Pocanoket Land Trust for possible use of office and/or meeting space at the Worcester Meetinghouse. In addition, a number of RRRG members have been attending weekly Quaker Indigenous Boarding Schools (QIBS) meetings facilitated by Andrew Grant, which bring together Friends from around the US and Canada to share their research and learnings as we uncover more about our history and complicity in cultural genocide and erasure.

We are working on several new resources for monthly meetings which we expect to have available soon:

### **1. Reparations and Restorative Actions**

What's the difference and what are some Restorative Actions that Monthly Meetings and individual Friends can take? Lisa Graustein made this presentation to the RRRG in January and we are considering a possible workshop at Sessions.

### **2. Some principles or reminders when engaging with Indigenous Communities**

To White Friends who are biological and spiritual descendants of European settlers

**Visitation:** Members of the RRRG are available to come to your monthly meeting. Email us at [rightrelations@neym.org](mailto:rightrelations@neym.org) to schedule a visit or a Zoom meeting.

Finally, we are eager to learn how meetings are **engaging with our Indigenous neighbors?** We'd love to hear from you. Please contact us at [rightrelations@neym.org](mailto:rightrelations@neym.org).

We look forward to engaging with Friends at Sessions in August.

**Report to Permanent Board from the Indigenous Boarding Schools (IBS) Research Group  
May 20, 2023**

- 1. Working Group membership** — Since February, we have co-opted four additional Friends to the working group: Gordon Bugbee, Emily Neumann, Evan McManamy and Andy Grannell have joined Andrew Grant, Betsy Cazden and Janet Hough. While sufficient for now, we look forward to welcoming engagement with Friends with indigenous perspectives, when and as appropriate.
- 2. Focus of our Work since February** Andrew spent three weeks at Haverford College, reading records held there at the Quaker and Special Collections Archives. These included records of the Associated Executive Committee of Friends for Indian Affairs (AECFIA), in which NEYM-Gurneyite participated, and personal papers of Enoch Hoag, a New England Friend who moved to Iowa and became an early Superintendent of the Central Superintendency (now Kansas and Oklahoma) in what was then known as Indian Territory. There were some letters, general agency accounts and reports from New England Friends, but we have not yet located class lists or detailed records of the schools under the collective care of Orthodox Friends or the particular care of New England Yearly Meeting. Janet spent three days with Andrew looking through records at Haverford. As clerk of the working group, she helps keep the group grounded and focused, while being open to what arises. Gordon's earlier reading of the digitized reports from Quakers who served on the Federal Indian Commission, and other published materials, has brought useful insight in considering the yearly meeting minute books for the President Grant era. Emily has joined in reading the early printed minute books, and helping organize an inventory of what we have found. Evan has focused on transcribing handwritten minutes. Andy Grannell had previously digitized NEYM minute books from 1945 onwards. From these, he has extracted Indian Affairs committee reports. Betsy continues to focus consideration of possible Wilburite involvement with indigenous individuals and communities.
- 3. Going forward** – In sharing our research questions, processes and findings with the yearly meeting, and in further refining our focus for reporting and interpreting what we have found, we see a need to include indigenous participation, as well as to continue to build relationships with the wider web of Quaker yearly meetings and institutions. We welcome input from the Right Relationships Working Group as well as from interested individuals in the wider yearly meeting.
- 4. Visibility** — We will be working to make sure that our research questions, process and findings are visible both within and without the yearly meeting, and in ways that

respectfully include indigenous perspectives.

## **Updated plan of work**

### **GATHERING PHASE (March - July 2023)**

- Inventory primary texts from NEYM sources, starting with NEYM minutes and committee reports
- Tabulate relevant financial records; consider intangible assets as well ● Be alert for names and tribal identities of children enrolled in schools under the care of NEYM, as well as children from the NEYM region who were taken to Quaker boarding schools and children sent from NEYM managed schools to other boarding schools, such as the Carlisle Indian Industrial School.
- Identify key New England Quaker individuals who were teachers or who were involved in other aspects of the boarding school initiative

### **REPORTING PHASE, ROUND ONE (July and September 2023)**

- Report to NEYM Sessions 2023, followed by ongoing regular reporting to Permanent Board.
- Work with others (Paula Palmer and other yearly meetings) to report of relevant findings to the U.S. Department of the Interior and to the National Native American Boarding Schools Healing Coalition (NABS), possibly as a lead up up to Orange Shirt Day, 30 September, 2023, a day in honor of the Indigenous children who were sent to residential schools and forced to assimilate into the dominant culture, and to remember the children who perished.

### **<<https://www.orangeshirtday.org/about-us.html>>) INTERPRETATION PHASE**

- Consider publication of the findings; especially how relevant and sensitive information is conveyed to tribal partners — following a trauma-informed practice.
- Develop stories/narratives to move NEYM toward acknowledgment and repair.

### **EXPANDED RESEARCH**

- Involve Monthly and Quarterly meetings in filling out information — personal biographies, artifacts, family stories — from the boarding school era.
- Use lists of NEYM Friends involved in this work to seek out correspondence, journals, artifacts, etc. to further illuminate the experience of Friends, and additional detailed information about the schools and students.



Photo: Uxbridge MA Meetinghouse, upstairs gallery. (K Wooten)

"Sympathized deeply and livingly with the seed in the Monthly Meeting at Uxbridge. Found great relief in watering the thirsty." - Job Scott, Quaker Minister, November 1790. He had just turned 40, and had two years of life left.

April 25, 2023

Dear Friends

This year has been one of joy, and learning, and recovery. I continue to feel the gift of being called to travel among Friends in our long tradition of Gospel Ministry. I have been deeply

humbled by the lessons I have witnessed and overwhelmed by the love for our communities that I have clearly felt.

This past year has seemed in some ways a rebuilding time for me. My shape of call and experience of God had begun to change before our 2020 pandemic meeting closures began. In this current time, I find myself in a new local meeting community, with more varied avenues of connection, and daily spiritual practices that have settled into a rhythm of both comfort and deep grounding.

Ministry has taken in the forms of deep listening and walking with change in many ways and places. Navigating new technology and right-sized faithful actions and witness in my small but vital meeting in Lawrence Massachusetts has been a deep gift. Such Joy is present, and yet I also experience my local cities' struggle with economic issues, climate concerns, troubling shifts in the education of our young people, and continued violence in our streets and homes. I also spent the most concerning years of the pandemic shutdowns walking with Friends Meeting at Cambridge. While that began as paid employment for me, there were unexpected gifts of learning and community for me to uncover in that time as well. I've moved on from that work as I learned that it was no longer my charge to continue. That discernment was also great learning for me.

Friends in New England continue to be a clear community of practice of this call. After over ten years of engagement and travel, I still find myself in weekly prayer and conversations with the leadership and members of our local meetings and worship groups. I am fortunate to be connected with a quiet and strong network of Friends who are eager to explore together how we might support our communities in faithful living in such uncertain times. Seeking the Good News of the gospel message together, in tangible and lived-out experiences among us, is where my spiritual compass points me in these times of gathering.

My times in communal worship among Friends continue to be an exercise in finding balance, slowing down, and being present in many ways. My most clear experience of the Divine among us is simply found in "showing up" in our weekly First-day and midweek worship spaces. In the past few years I've sensed (and hopefully, faithfully delivered) messages in worship to share more often than in previous years. Those words have served to encourage others, and I am pleasantly surprised to hear related, opening messages of teaching and service often shared among us as I travel. To be a humble participant in this co-creating of a meeting for learning so often is still surprising and freshly invigorating for me.

I have begun to attend in-person larger gatherings again as time and space has allowed. These experiences, filled with talks and workshops and "doing things" often seem too loud, too busy, and too overwhelming to me at first landing. However, it has become my practice to simply seek out quiet Opportunities over meals, in slow walks, in sitting in random places and hallways to ask "how is the Spirit with you and your community these days?" I carry the things I learn. My support folks have suggested my recent model is that of a bee - flitting in circular paths from



place to place, dropping some pollen, picking some up to carry further and nourish the garden of Friends as a whole.

This next year seems to be one of refining that ministry rhythm of going out and returning home. I am employed half time for a Quaker organization, and continue to parent a teen with my spouse in her last year of high school. I am grateful for the love and support for my family that my local meeting community provides. The wider community of fellow travelers I am connected with is also a deep blessing to me.

I continue to carry a travel minute, discerned by the Lawrence Meeting, and endorsed by the NEYM Permanent Board. This is still a living ministry laid upon me at this time.

In faith and service,  
Kathleen Wooten

To: Leslie Manning, NEYM Permanent Board

From: Gerald Sazama

Subject : Report on my travel ministry

Date: April 25, 2023

My travel ministry went through four phases.

The first phase was 2010–2016 with a minute to travel with a concern from Storrs Friends Meeting. This was endorsed by the Connecticut Valley Quarter and NEYM Permanent Board. I requested a clearness committee from Storrs Friends in May 2010, and continued to travel with this minute until 2017. There were a total of approximately 17 visits with this minute. Appendices 1 and 2 are correspondence with Storrs Friends on this travel. Appendix 3 is a report to a NEYM Ministry and Counsel committee.

Phase 2 involved a 2017 request to the Ministry and Counsel Committee of Storrs Friends Meeting for a clearness committee to Travel in Ministry. This request involved significant resistance from some members of that committee. In my view, a reason for their eventual denial was the claim of some members that Quakers do not have ministers.

Phase 3 was a 2015–2019 following a leading as a member of the NEYM Ministry and Counsel Committee related to support gifts of ministry. Part of that time was as Co-convenor with Beth Groton of the Ministry and Counsel Working Group on Gifts in Ministry. In general, this involved working with individuals and meetings on the discernment of leadings and meeting support for those leadings. This varied from contact with individuals and meetings to regional workshops on gifts of ministry.

Phase 4 was 2019–2023, a gradual laying down for various reasons my attention devoted to gifts of ministry. First, there was a loss of concern for travel within the NEYM Ministry and Counsel Committee. Next, there was the effects of Covid, and the apparent laying down of the NEYM Ministry and Counsel Committee. Then there was a leading to devote the extra available energy to working on the Peace testimony, largely as an associate member of the Veterans for Peace. Finally, I recently had my 86<sup>th</sup> birthday, and God is blessing me with more energy loss and more physical challenges. However, life is very good within this new reality. This is with support from family, friends, and meeting, and new spiritual opening to love of the Divine.

## Appendix #1

**From:** gerald.sazama@uconn.edu

**Subject:** SFM Request for a Clearness Committee on Gifts of Ministry

**Date:** May 24, 2010 2:16:43 PM EDT

**To:** brucekay42@gmail.com, joelpan@sbcglobal.net,  
susannamthomas@gmail.com, nancymcdowell@charter.net, MBreen@nerac.com,  
nickonbb@cs.com, adplatt@att.net

Dear Members of Ministry and Counsel,

This a formal request for a clearness committee to help me and the meeting to discern whether I have gifts in Quaker ministry, and if yes how to best articulate and use them.

Please, would you help me test a leading to visit other monthly meetings in the Yearly Meeting with a ministry. Also, if there is discernment of ministry, would it be best articulated by traveling with a minute or recorded ministry?

This process will involve discernment for both me and the meeting, because for most of us this is new territory.

In any case, if the discernment process could begin with a clearness committee for me over the summer, they could report their progress to the whole committee in fall. This would lay the ground work to discern how to proceed from that point.

The following sources from Faith and Practice may be helpful:

Part I, Chapter 2 A Brief History of Friends in New England, especially pages 30-35 and 49. Known by Those Who Are Obedient, pages 68-69.

Travel Minutes and Letters of Introduction, page 265.

Recording Gifts of Ministry, pages 246-247.

This request is the next step in the process stimulated by my participation in the School of the Spirit, sojourning at Pendle Hill, and attendance at the recent Woolman Hill retreat on Minsters and Elders. The availability of these activities and the Traveling Ministries program of Friends General Conference (FGC) demonstrate a movement among contemporary liberal Friends to revive Quaker ministry in order to help renew our personal and community vitality in the Life of the Spirit. The following is a link to the FGC Ministries web site: <http://fgcquaker.org/traveling/home>

May we be in the Light,

Jerry

Gerald Sazama

**Appendix #2 Schedule of Visits with Travel Minute  
Report to Storrs Friends Meeting Ministry and Worship Committee  
By Gerald Sazama, August 2017**

<b>Date</b>	<b>Meeting</b>	<b>Program</b>	<b>Elder</b>
12/5/10	Storrs	Quaker Spirituality	the Meeting
10/23/11	New London	Quaker Spirituality	None
2/26/12	New Haven	Quaker Spirituality	Howard Roberts
3/4/12	Middletown	Intervisitation with follow-up	None
4/1/12	South Berkshire	Quaker Spirituality	Danielle Lafflower
4/22/12 & 4/29/12	Center for Learning in Retirement	Secular version Wisdom Spirituality	Nick Roosevelt
11/4/12	Hartford	Quaker Spirituality	Howard Roberts
11/18/12	North Hampton	Quaker Spirituality	Danielle Lafflower
2/24/13	Dartmouth, Smith Neck	Programed Meeting Adult Message	None
3/2/13	Framingham	Quaker Spirituality Afternoon Workshop	Tom Stadler
4/10/13	Arrupe House Jesuit Community, Mk,WI	Quaker Spirituality Ecumenical Version	Warren Sazama
9/15/13	Cambridge	Quaker Spirituality	Arthur VanLear
2/2/14	Smithfield	Visit	Arthur VanLear
10/5/14	Smithfield	Quaker Spirituality	Abigail Adams
3/15/15	Wellsley	Quaker Spirituality	None
8/17	Dover	Quaker Spirituality Retreat	Nick Roosevelt

*Original travel support committee:* Earl Dojan, Danielle Lafflower, Howard Roberts and Nicholaes Roosevelt *Current travel support committee:* Nicholaes Roosevelt, Arthur Vanlear and Abigail Adams

Appendix #3

June 30, 2012

Dear Traveling Ministers and Friends in Intervisitation,

This is a report on my travel with a concern since fall of 2011. The Storrs Friends Meeting approved a minute for me to travel with a concern on “Quaker Spirituality: Hope for Troubled Times.” This subject is explored in a participatory workshop. My leading is to help more Friends be aware of our Quaker roots, and see this as a way for us to grow spirituality in response to the challenges of our present times. In May 2012, the Connecticut Valley Quarterly Meeting and the Permanent Board endorsed the travel minute.

So far I have visited four meetings in the Connecticut Valley Quarter with this concern, New London, New Haven, South Berkshire and Middletown. At the first three of these meetings there were workshops before/after worship. Also, I did a “secular” version of this workshop for a group of retired University of Connecticut faculty and community people.

The workshop was initially developed as a presentation to the Storrs Friends Meeting, as part of my and my meeting’s clearness process for the minute. This process initially felt long and bureaucratic. My request was sent to our Ministry and Counsel committee in May 2010, the presentation was in December 2010, and the Meeting approved the minute in March 2011. Then there was the whole process of working with Ministry and Counsel Committees of meetings in my Quarter, which explored an invitation from them to me to visit to their meetings with this concern. However, I now know this process had a deep spiritual effect on me, and on the quality of my workshop, and believe it was beneficial to the meetings involved.

Help from elders within and outside of my meeting, including Friends on the NEYM Intervisitation Committee was crucial to this whole process. Also helpful were two retreats on ministry at Woolman Hill, meetings of the Intervisitation Committee, materials from the FGC Ministry Program, and NEYM’s Faith and Practice. These provided shared experience, mentoring and eldering that were crucial to the process. They gave me courage and credibility to work with my meeting to request a minute to travel with a concern, and helped me to introduce the concept of ministry and travel to many of the meetings I asked to visit. A short summary of my impressions from various specific visits follows.

Storrs: Eldering in my preparation for a “test” presentation to my meeting turned the presentation from my teaching career lecture, question and answer style into a workshop format using advices and queries in a participatory framework. For me this was a real challenge to move from head/expert to heart/participant. Also, almost all of the members

of my meeting were not aware of the Quaker tradition of traveling in the ministry, traveling with a concern and intervisitation. So the approval process for the minute gave us an opportunity to learn about these Quaker traditions.

New London, October 2011: New London is a small meeting with about 8-10 people at a typical First Day worship. My workshop was before worship with 4 in attendance. People loved the opportunity for sharing their spiritual journeys. Most of the sharing was on spirituality in their personal lives.

New Haven, February 2012: New Haven has about 34 people at a typical First Day worship. Approximately 25 people participated in an hour and half workshop, and after the workshop about 10 people stayed later to share after thoughts. I experienced that the New Haven Meeting has core of seasoned Friends committed to a spiritual journey, which brought a deep energy to the workshop. There was enthusiastic sharing and modeling of spiritual journeys and their extensions to social concerns.

Middletown, March 2012: Middletown is a small meeting with about 10-12 people at a typical First Day worship. The Middletown Meeting asked me to give a short presentation at the rise of meeting on the contents of my workshop to help them discern if they were led to host the workshop. After a later meeting for worship to conduct business, the clerk informed me that they could not come to unity to invite me to do the workshop. The Middletown Meeting has many members who are new to Friends, and come to meeting for worship from a wide variety of backgrounds. For me this was a learning experience in humility, to curb my doctrinaire and self-righteous sides, while still claiming my understanding of Quaker spirituality. Since this time I corresponded with the clerk on some possible discussion they might have around such Quaker classics as the writings of Thomas Kelly and John Woolman.

South Berkshire, April 2012: South Berkshire has about 20 people at a typical First Day worship. Many of their members and attendees are part of the retirees who live in the Berkshires. 14 people participated in the workshop. There was good sharing and inclusion of all in the discussion. One particularly deep moment was when one of the small groups shared their responses to a quote about Thomas Kelly's visit to the pre World War II cathedral in Cologne. After the war, individually members of this group had visited the ruins of this cathedral caused by American firebombing. They spoke of their sense of responsibility for the bombing and their deep anti-war sentiments.

University of Connecticut Center for Learning and Retirement, May 2012: Program attendance varies between 10 and 60 people. This was a "secular" version of the workshop, and was done in two-hour and a half session rather than the previous one-hour and half session. 15 people were at the first session and 11 at the second. Preparing for these sessions was a real challenge, because there was no shared spiritual vocabulary among most of the participants. Even the idea of their sponsoring the program became a

mini-political event for their curriculum committee, where some atheist – humanists felt it was an irrelevant topic for their group. The proposed title was Wisdom Spirituality, not Quaker Spirituality. In response to their concerns, I broadened the base of the quotes for the advices to sources from the mystical traditions of various world religions. This ended up with a good response from those attending the first session. By the second session, participation settled down to those who were on some form of a spiritual journey. There was some sharing of amazing transcendental experiences and a great challenge to the group from an atheist-humanist social activist. All seemed delighted with this opportunity to share their spiritual thoughts and experiences. Hopefully, Spirit moved us to deepen our spiritual journeys.

Mount Toby, Hartford and Northampton have not had this program thus far. Apparently at Mount Toby, some members of their Ministry and Counsel Committee were concerned about the use of Christ centered language in the advices. The theme of each discussion section starts with a quote from the bible and an early Friend. However, their process on this may have been helpful for their using a spiritual-sharing format for their annual weekend retreat. There was no response thus far to several requests to Hartford and Northampton Meetings. I was told that Phil Fitz developed a Quaker 101 curriculum for the Northampton Meeting using biblical, Christ centered and theistic language, and that this created a fairly strong reaction from some people at the meeting.

Deb Humpries advice to me while she was cleaning up the Woolman Hill dining room after a Connecticut Valley Quarterly Meeting retreat was crucial for my process of contacting monthly meetings. Basically, she said it is important to be both patient and appropriately persistent when requesting an invitation from monthly meetings. This seems so different than 18<sup>th</sup> and 19<sup>th</sup> century traveling in the ministry or with a concern. But, this is the 21<sup>st</sup> century, and I am learning how to adopt valuable past practices to current conditions, while maintaining their basic integrity. My care committee of Danielle Safflower, Nicholaes Roosevelt and Earl Dojan help keep me centered, and they provided good feedback after sessions. The movement of Spirit through me during this process has been amazing.

With the recent endorsements of my travel minute, I am now available for invitations from meetings throughout the Yearly Meeting.

May we be open to the Light,

Gerald Sazama  
Traveling with a Concern  
Storrs Friends Meeting

Report to Hartford Monthly Meeting  
CT Valley Quarterly Meeting  
New England Yearly Meeting  
Covering September 2016-December 2022  
Debbie Humphries  
March 2023

Dear Friends,

In October 2004, Hartford Monthly Meeting (HMM) first endorsed a travel minute for me and established a support committee to meet with me on a regular basis. This minute was endorsed by CT Valley Quarterly Meeting in February of 2005, and also endorsed by Permanent Board of NEYM in May of 2005. HMM renewed the travel minute in 2006, CT Val QM endorsed the new minute in May 2007, and PB endorsed the new minute in June 2007. HMM renewed the travel minute again in 2019, and it was endorsed by PB in November 2019. Since that time, I have reported regularly to HMM, most recently in a report presented to HMM meeting for business in April 2022, and HMM has continued to reaffirm the life of my ministry. Following my report in 2021/2022 HMM reached out to Albuquerque Monthly Meeting (AMM), where we currently worship, and invited AMM to appoint one or two members for my support committee. AMM has appointed two members, and we are navigating together where the life is in this ministry with my move (with John) to New Mexico.

To share a little about how I work with my support committee, we generally meet every 5-6 weeks. I write a 1-2 page letter/report to the committee, sharing my reflections on some of the questions below. I use these questions as a guide, and answer whichever questions I am drawn to each month.

*How is my soul?*

*What challenges or blocks did I face? How did I meet them?*

*How have I been nourished?*

*What did I learn this month?*

*What gifts did God give me?*

*What discernments are in front of me/What do I need help with from the support committee? I*

*What is God calling forth in me?*

*What is God calling me to do?*

*How was I faithful?*

Spiritual life and vitality. In addition to describing the outward activities of my ministry since my last report, I also want to share some of my internal movement, using a couple of questions from my regular reports.

*How is my soul?* I'm feeling new movement. The COVID shutdown had a dramatic impact on my spiritual life, and the quiet refuge I had found in my personal worship seemed to dissipate at the beginning of the shutdowns. I've held the question of why, and I'm still not sure. It just did. I walked a lot, often 5+ miles a day, and listened to books on tape. That practice continued for years, with some sense of being tipped into a fallow period by the pandemic. Last fall I took a personal retreat at a Norbertine Spiritual Life center in Albuquerque, and was able to sink into a centered space again. That retreat gave me the confidence that I am allowing myself to be where I need to be in my spiritual practices.

*What challenges have I faced?* Together John and I have navigated a multitude of concrete challenges – whether to move forward with our planned move to New Mexico given the COVID pandemic, navigating that move, exploring options and eventually purchasing a small ranch,



changes in my employment at Yale, strengthening relationships with family members in the west, and maintaining our relationships with our kids who both still live in Massachusetts.

I have navigated how to build relationships and connections in the rural communities near us, one that is more conservative and another more liberal. I am almost finished with a court appointed special advocate (CASA/guardian ad litem) training that will connect me to local children in the state system to assess and make recommendations on behalf of the children's needs. I have joined a Bible study group at the local Methodist church, and a book group meeting at the library, as well as a more liberal women's book group at the invitation of a friend. I have completed training to conduct legal intakes for refugees in the ICE detention system, which grew out of realizing that the set of white lights on the eastern horizon from our house was a detention center that had been written up in the New York Times as one of the worst (Torrance County Detention Center). I'm building relationships with an organization working on economic alternatives to prisons for rural communities.

*What have I learned?* Three threads come to mind, all linking back to my favorite Isaac Pennington essay, *The Authority and Government Which Christ Excluded Out of His Church*. In that essay there's a passage about not inviting someone into a good spiritual practice before the Spirit invites them into that practice, because if you do, you're getting in between them and the Inward Teacher.

That seems to be the lesson I've been needing to learn – even when my spiritual life doesn't look like I think it "should", I need to let myself be where I am, and continue to listen for guidance and next steps.

The second thread is connected to the first, as I just finished a book related to my public health work entitled *"Saving Our Own Lives: a Liberatory Practice of Harm Reduction"*, by Shira Hassan. In the context of people who are seen as unable to make optimum decisions for themselves based on substance use or other issues, the authors of this collection of essays make it clear that the first step of harm reduction is supporting individuals in making their own decisions regardless of whether one agrees with the decision.

My final project for the Hartford Seminary Master of Arts in Transformative Leadership focused on how to create space for sharing and dialogue across differences by inviting deep sharing about how we're living with integrity in our own lives, emphasizing the importance of respecting the dignity of others. Listening deeply and accepting people in their own listening and discernment is at the core.

*What is God calling me to do?* I continue to listen and take the next steps in a number of areas.

- Each time I have listened deeply it has been clear I have more to learn from working at Yale, and that continues to be a comfortable economic opportunity while John works on the farm/ranch.
- I'm moving forward with the CASA volunteer opportunity.
- John and I are continuing as active leader couples in the Friends Couple Enrichment program, and are planning to offer a workshop in the Albuquerque area later this year.
- I am convening a ministry accompaniment committee for a Friend in Albuquerque Monthly Meeting.
- I continue to listen for other ways I'm led to active ministry.
- I am on a small working group of friends in Albuquerque who are setting up and supporting faithfulness groups.

### Visits and other opportunities in 2016-2022:

Growing out of my previous travel, in the fall 2016 I applied to the Friends World Committee for Consultation Traveling Ministers Program to be a part of their first cohort of traveling ministers. I was accepted into the program, and that activity was a key part of the travel I did from 2017-2019.

September 2017 – Powell House Workshop with Jonathan Vogel-Borne; Practicing Prophetic Ministry  
October 2017 – Fresh Pond Monthly Meeting; 1-1/2 hour gathering after MFW; Unwritten Rules of Meeting for Worship

October 2018 – Newton PA Monthly Meeting (Phila YM) – meeting weekend retreat

October 2018 – Conscience Bay Monthly Meeting (NYYM) – meeting day-long retreat

February 2018 – Medford, New Jersey – met with M&C and led a program/11<sup>th</sup> hour after MFW on Sunday (with FWCC Traveling Ministers Corps)

March 2018 – Portland, OR Sunday-Wednesday; Tacoma, WA Friday-Sunday (with FWCC Traveling Ministers Corps)

Sunday am Camas Friends: Debbie bring the message

Sunday pm (2:00-4:00) Convergent Friends at Reedwood; Debbie will speak as led, then waiting Worship, then snacks and informal conversations

Monday am Bible study; meet with Multinomah's released ministers

Tuesday am – meet with Howard Macy, Elenita Bayles and others in Newburgh, OR

Tuesday pm - tea with Multwood at Nancy's

Saturday – full day workshop with Tacoma Friends and others (Living our Faith in Difficult Times)

April 2018 – New Mexico Regional Gathering (weekend) – Sustaining the Spirit in Worship and Service (with FWCC Traveling Ministers Corps)

March 2019 – Oklahoma (with FWCC Traveling Ministers Corps)

Wednesday evening – Stillwater Friends

Thursday evening – Tahlequah Friends

Friday evening – Norman Friends

Saturday evening – Wild Onion Supper with Hominy Friends

Sunday morning – Hominy Friends Church – I bring the message; visitors from Green Country Friends Meeting (Tulsa) and Ramona Friends Meeting

Sunday evening – Oklahoma City Friends Meeting

April 2019 – Iowa Yearly Meeting (Conservative) Midyear Gathering - Friday/Saturday

February 2020 - Opening our Hearts; Holding and Embracing those with whom we Disagree - Connecticut Valley Quarterly Meeting

May 2021 - Completion of the MA in Transformative Leadership and Spirituality from the Hartford Seminary: Final project on interfaith dialogue of life

April 2022 - Arizona Half Yearly Meeting, "Why the World Needs Quakerism, and Quakers Need Each Other"

### Published Book 2018

*Seeds that Change the World: Essays on Quakerism, Faith, Spirituality and Culture.* Quaker Books of FGC, December 2017.

### Book Talks:

Feb 2018 - Pendle Hill book talk

July 2018 - Friends General Conference book talk

September 2018 - Beacon Hill Friends House book talk

### Support Committee Members

Diane Weinholz (Dec 2005 to September 2017)

Cruger Philips (Nov 2016 to present)

David Thompson (February 2018 to present)

Mary Nakigan – Albuquerque Monthly Meeting (September 2022 to present)

Rob Pierson – Albuquerque Monthly Meeting (September 2022 to present)

## **Memorial Minute**

*Approved by Acadia Monthly Meeting April 16, 2023*

*Endorsed by Vassalboro Quarterly Meeting April 22, 2023*

### **Richard Hunt Downing Bullock, Jr.**

Richard H. D. Bullock, Jr. died peacefully Saturday morning, September 17, 2022 at 8:15am in MDI Hospital, Bar Harbor, Maine, his wife Carol and his brother Watson at his side. He suffered from advanced Parkinson's disease and vascular dementia and died of terminal delirium. During his last days, three generations of family and friends spent precious time at his bedside. So much love surrounded him. In the end, angels carried him home.

He was born on November 1, 1940 in Jersey City, NJ, the son of Richard H. D. Bullock, Sr. and Antoinette B. Shallcross. His younger brother Watson Shallcross Bullock was born February 4, 1945. The family lived at Skytop, PA and Swiftwater, PA where Rich attended Pocono Township Schools. Rich's grandfather was John Griscom Bullock, a well-known photographer from the Photo-Secessionist movement that encouraged the recognition of photography as an art form. Taking inspiration from his grandfather, Rich had a particularly keen eye when he was behind a camera and built a personal darkroom as a teenager to practice his art. He was valedictorian of his high school class and was a US Representative Page for Congressman Francis Walter, Democrat from Pennsylvania's 15<sup>th</sup> district.

Rich graduated from the University of Delaware with a bachelor's degree with distinction in mechanical engineering in 1962 and a master's degree in 1965. He began his lifelong career in the paper industry with Scott and later Kimberly Clark. He had a hand in every step of the paper-making process, traveling around the world to consult with international partners and build a network of more efficient paper mills. He worked in Thailand for two years and during his career, he visited mills on six continents, where his gracious demeanor earned him the respect of his peers around the globe.

One of his employers at Scott Paper gave him a copy of Faith and Practice and reading it influenced him to become a member of Greenwich Friends Meeting in Greenwich, NJ until he transferred to Acadia Friends Meeting in 2006.

In 2004, he met Carol Eileen Woolman at her cousin's wedding in Green Bay, Wisconsin. They married in a Quaker ceremony on July 1, 2006 under the care of Acadia Friends Meeting in Bar Harbor with Carol's seven grandchildren as attendants. They spent their honeymoon in China and Tibet. Carol's family loved Rich from the start and he, them. He was a gentle, caring, generous, and kind man. Rich and Carol enjoyed their homes in Bar Harbor and Greenwich, NJ near Carol's hometown of Elmer and her extended family and friends came to know Rich and value his company. Carol and Rich treasured any time they spent with his brother Watson and sister-in-law Jane Kressler Bullock of Silver Spring, MD. Rich and Carol loved the

natural world, particularly moon rises, birdwatching and photography. He was also an active member of Acadia Friends Meeting (Quakers) where he served in many positions of leadership, including Clerk of the Meeting and Clerk of Ministry and Nurturance for many years. Making coffee for any event was his job and he was always the last one to leave the Meeting after a gathering, making sure it was shipshape. He lived his life to be of service to others.

Rich is survived by his wife of 16 years, Carol, his brother Watson and sister-in-law Jane; stepdaughter Lara Horner and former husband Wayne Gray and their children Alicia, Olivia and Alex Gray; stepdaughter Amy vanMeteren and partner Joel Graber, and Amy's children: Helena Munson and Tzara Kane; stepson Christian Horner and fiancée Alexondra Lee, and Christian's daughters Jane and Ava Horner and their mother Alex Kapp. He was predeceased by his stepson Mark Horner in 1998 and his late wife Sandra Leaf Bullock in 2003.

A memorial service was planned under the care of Acadia Friends Meeting for Sunday, September 25<sup>th</sup> at 11am at the Neighborhood House in Northeast Harbor, ME. His ashes were interred at Laurelwood Cemetery, Stroudsburg, PA on October 28, 2022. A second memorial service was held at Greenwich Friends Meeting on October 29, 2022.

## Clarence Burley Memorial Minute

Clarence Burley, age 95, passed on 3/16/ 2022 at his daughter's home in Spencer, MA. He was predeceased by his wife of 30 years Patricia, and earlier by two brothers Keith and Walter. He leaves behind two daughters Mary Jane and Margaret Mary. He is also survived by two grandchildren and any number of cousins and friends.

He was born 3/8/1927 in Miami, Florida, the son of Clarence A.M. Burley and Helen M. Burley, who divided their time between Florida and Massachusetts. A 1944 graduate of North Brookfield High School, he attended the then Massachusetts State College at Amherst until entering the Army in 1945. He served in the occupation of Japan as a librarian and instructor in the Army Education Program, returning to college to graduate from the new University of Massachusetts in 1949.

Clarence's professional employment included the Mechanics National Bank of Worcester, retiring in 1989 as Vice President, Corporate Trust Officer, and Secretary. He then worked part time as an Interpreter at Old Sturbridge Village. Meanwhile, he served for twenty-five years as lector at St. Peter's Church in Worcester.

The Spirit next led him to join the Worcester Friends Meeting, where he became a devout and conscientious member. He served as Clerk, and was a vital member of several committees, including Ministry and Counsel. He was also an active participant in Southeast Quarterly Meeting (formally Rhode Island Smithfield) and New England Yearly Meeting, serving on many committees.

Clarence had a quiet voice, but when he rose to speak, everyone listened attentively. We knew he would be sharing profound insights based on well- grounded conviction from a life lived fully and authentically. His words were always wise and sincere, his demeanor earnest and open.

Some of Clarence's strong appeal derived from deep and wide spiritual preparation. He spent hours daily in reading, prayer and attending worship services of diverse denominations. Clarence had a lively curiosity, which drew him to become involved with a broad range of interests. He cherished scripture and poetry, and could quote either from memory. His broad and deep knowledge enriched our Meeting through his frequent offerings in worship or afterwards, and his weekly contributions to our internal communications.

He had particular affinity for the poetry of John Greenleaf Whittier, American Quaker and abolitionist. Whittier's verses draw from nature, deep spirituality and a commitment to social justice- all themes near and dear to Clarence's heart. For example:

“ No longer look forward nor behind.  
I look in hope or fear;  
But grateful, take the good I find,  
The best of now and here” .

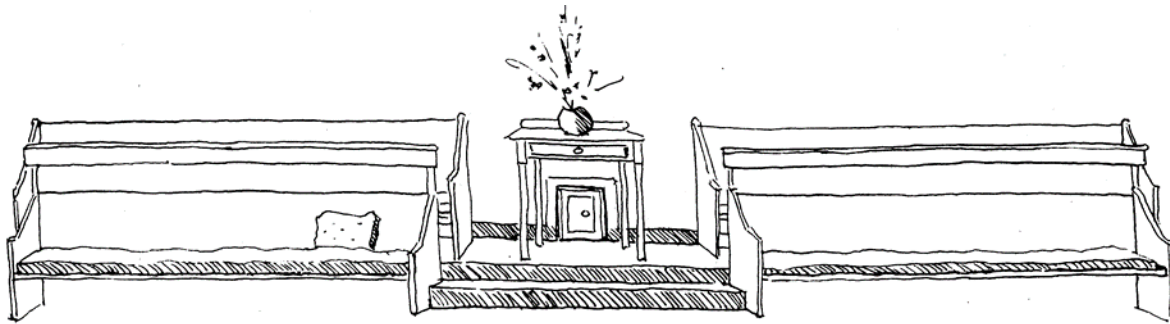
Clarence also lived courageously into the challenges of the testimonies. He could often be found on the streets or courtrooms to speak up for a variety of worthy peace and justice causes. He volunteered for CASA (Court Appointed Special Advocates), for the Jewish Healthcare Hospice Program, and the Literacy Volunteers of Greater Worcester.

Following his concern for the environment, he testified before the legislative committee to consider banning phosphates in detergents. An avid kayaker, Clarence was a supporting member of the Greater Worcester Land Trust, the Opacum Land Trust, and the Friends of the Five Mile River. Among his other memberships were the Quaboag and the North Brookfield Historical Associations, the Ralph Waldo Emerson Society, the Nathaniel Hawthorne Society, the Stop Continental Drift Society, the Shoeless Joe Jackson Society, the Friends of Lizzie Borden, the Thoreau Society, and the Thoreau Sauntering Society.

We will cherish memories of Clarence at Worcester Meeting's Market Day, where he often presided over the sale of sausages and hot dogs, while we all relished the camaraderie.

Perhaps most of all, we will miss his kindness. Clarence genuinely listened to all, regardless of age or circumstance. He could brighten any room with his warm smile and twinkling eyes. He offered to all he crossed paths with a gentle way of being one with the inner light. Clarence would slip poems into pockets to show his love and sometimes poetry books that he thought would be appreciated. He was steady, loving and witty in the way that only the wisest can be. He greeted us with an open smile, kissable soft cheeks, and clear eyes each and every time. His heart was warm and tender like no other. What a man, what a gift, what a love! Cheers Mr. Burley, cheers.

Approved by Southeast Quarter  
March 26,2023



Ian Dexter Chase was a member of Westerly Friends Meeting from 2017 to 2022, but in that relatively short time he contributed a great deal to the life of our Meeting. He was a member of the Communications Committee and the Peace and Social Justice Committee. He helped to found and sustain the Meeting for Healing. As the host of the Westerly Friends Meeting's Facebook page, he regularly contributed inspirational messages. He served on several clearness committees, was a frequent participant in the Friendly Discussions series and regularly attended worship services.

When Ian shared vocal ministry in meeting for worship, what he said was hopeful and encouraging. In personal conversations or group discussions, you got the feeling that Ian was really listening to you and when he responded to what had been said, you knew he had understood what you were saying. He had a warm smile and a cheerful laugh that invited friendship. After spending some time with Ian, you went away feeling better for having been with him.

Ian was born on November 26, 1950 and passed away on February 11, 2022. After graduating from North Kingston (RI) High School, he served in the Coast Guard during the Vietnam War. After he left the military, he enrolled in the Newport Hospital School of Nursing and became a registered nurse. He worked in the Emergency Department and Intensive Care Unit of a number of hospitals, including Westerly Hospital. It was there that he met a fellow nurse named Judith Hindle. They married and created a blended family of six shared children. Over the years, Ian and Judith's family grew to include thirteen grandchildren and two great-grandchildren as well as many nephews and nieces.

Ian loved his family and enjoyed spending time with them while camping and traveling, especially in the Southwest. He also enjoyed pursuing varied interests such as painting, woodworking, gardening and yard projects. He found joy being near, on or in the ocean. He swam in the frigid waters of the Arctic Circle and the balmy waters of the Florida Keys. Drawing upon his experience in the Coast Guard, he served as a crew member on the University of Rhode Island's research vessel Endeavor. He lived a life filled with service to others, devotion to his family and friends, adventure and, much to his family's delight, lighthearted bantering and occasional mischievous antics.

Ian also faced physical challenges which can only be described as severe. He had to retire early from his nursing career when he was faced with a medical condition that necessitated amputating his leg. He dealt for years with cancer, the disease which eventually took his life far too soon. He gradually

lost most of his sight to retinal disease. Ian once told a Friend that he blamed the time he spent in Vietnam for much of his health problems, saying he all but “bathed every day in Agent Orange” while he was there.

Although he openly acknowledged some dark days following the amputation of his leg and while dealing with chronic illnesses, he did not surrender to bitterness or despondency. Despite contending with his own serious health issues, Ian encouraged others in the Meeting for Healing group to “Expect Healing!” Wounded healers are people whose painful experiences enable them to help others. While he never referred to himself by this term, it came to mind for a group of Friends who were sharing their memories of Ian as an appropriate way to describe him. He continued to enjoy life by taking trips with Judith and their large dog in a pop-up camper. Once they travelled to Florida where Ian sat on the edge of a dock. As he said later, “I enjoyed dangling my feet in the cool water.” In another trip to Florida, Ian was able to go swimming. As Judith said of that experience, “It was such a blessing to see him swimming free of the limitations he faced on land.” He continued to paint even after he had lost most of his vision. Such simple pleasures, but ones that meant so much to Ian and said so much about him.

In his letter applying for membership at Westerly Friends Meeting, Ian wrote the following:

I have had many ups and downs in my life. I can testify to the power of prayer and the spirit that I am here. I was always a believer in a God or Divine spirit that sustains us all. After my illness, I have felt those things more deeply, and closer to those promptings to follow a path that brought me closer to that of the spirit.

From a deep faith born in part out of suffering, Ian Dexter Chase faced the world with a genuine smile and authentic cheerfulness. He taught Westerly Friends much about living fully no matter what life presents to us just by being himself and enjoying what he was able to do. A deeply spiritual person who quietly inspired many of us by his presence, Ian showed us what it means “to follow a path that” brings us “closer to that of the spirit.”

Approved by  
Westerly Monthly Meeting  
Westerly, RI  
December 11, 2022

Approved by Southeast Quarter  
March 26, 2023



## **Memorial Minute for Jan Walker Church (1936-2021)**

Member of Acadia Friends Meeting on Mount Desert Island, Maine

*Approved by Acadia Monthly Meeting April 16, 2023*

*Endorsed by Vassalboro Quarterly Meeting April 22, 2023*

Jan Walker Church was born August 9, 1936 and raised happily in Durham, NH. She enrolled at the University of NH and completed her master's in education at Harvard in 1959. Jan began her long and enriching teaching career in Hanover, NH elementary school. She and her sister Gail traveled to France for a 70-day camping trip across Europe, driving in a small Renault sedan that she bought upon landing in Paris.

In 1962, Jan married Dick Church who was her devoted husband of 52 years until his passing May 30, 2014. They had five beloved children. In 1964 Jim was born and they soon landed in Sitka, Alaska where they spent three years in the mountainous, maritime region. Their second child Suzanne was born in Alaska in 1966. In 1968 the family set a longtime anchor in Plymouth, NH where Jan gave birth to their third child, John, in that same year. The greatest sorrow of their lives was the loss of John who died February 7, 1983 at age 14 from embryonic rhabdomyosarcoma (RMS) of the hip, metastatic to his lungs.

In 1969, the family began their love affair with Mount Desert Island where they spent many cherished summers on Echo Lake where Dick's parents had a cottage called Camp Hope. Stephanie was born in 1971 and their youngest, Jeff, was born in 1978. They enjoyed multiple cross-country trips in their VW bus to Colorado, Banff, Canadian Rockies, and the Pacific Northwest. Jan helped foster a love for cross-country skiing, taking them to Waterville Valley and across New England to events.

After a hiatus, Jan went back to work in 1975, teaching English at Plymouth High School. Her grown students still recall the laughter and enthusiasm in her classrooms and the influence she had on their lives. She and Dick created a lifelong network of friends in Plymouth, NH. Why did they move to Maine? Camp Hope was a huge draw, but they hoped the change would help usher them past the pain of losing their third child. It may never have done that, but they loved living year-round on the Island and passed that everlasting love on to their children and grandchildren.

Jan taught English at Mount Desert Elementary School from 1987-1998. She continued traveling to see new places and old friends, making trips to the desert Southwest, Austria, London, Guatemala and Bolivia. In 1999, Jan and Dick joined Acadia Friends Meeting (Quakers) where they were drawn to spiritual guidance with the absence of doctrine, and Quaker values of peace, community, equality, and stewardship.

In retirement, Jan became actively involved in concerns that she felt passionate about, including the environment, climate change, and social justice. She gave generously to local and

global causes, particularly the welfare of the Wabanaki people and frequently traveled to Indian Island for meetings. She was always kind, but she said what she believed.

Jan had a decades-long love of visual art and revisited two mediums in later years she had studied in college, pottery making and watercolors, occasionally enjoying painting alongside grandchildren.

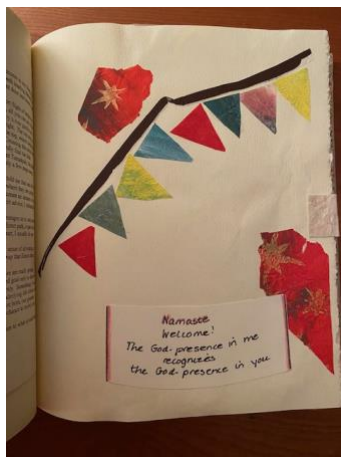
Jan held and tended many lifelong friendships. In the 2010's she went to class reunions with friends from grade-school through college. At home friends and family spent time with her in her yard, woods, and gardens absorbing her subtle curriculum of the landscape. She lived simply and with integrity. She spent her final weeks at home surrounded by her children, warmly welcoming calls from friends and neighbors, or sitting peacefully, holding hands and smiling.

Jan was thoughtful and intentional about her decision to let go of this life. Her eyesight and mind were starting to fail. She was determined to stop eating and drinking and confided her intention to family and close friends. With her children and one grandchild, Jan came to Meeting one last time to share her clear leading about her death. Her decision was a testimony of her faith and allowed the Meeting and Jan an opportunity to lovingly say goodbye.

She said she talked with her son John each night, looking at his picture, before going upstairs to bed. She anticipated a blessed reunion. Clarity and love shone in her radiant face at the end.

A Memorial Meeting under the care of Acadia Friends was held Sunday, September 5, 2021 at Neighborhood House, Northeast Harbor, Maine. Jan was predeceased by her husband Richard Church May 30, 2014 and their son John February 7, 1983, and her daughter-in-law (Jim's wife) Aimee Beal Church, June 15, 2017. She is survived by her four children and five grandchildren.

This minute was prepared by Acadia Friends Meeting member Carol Woolman from her experience of Jan, with liberal use of Jan's obituary by her family and notes from Carole Beal.



The above illustration is a copy of one of Jan's journal entries. Her art, the written message, the colorful prayer flags, speak to her inclusive faith and her creative and lively sense of design.

## **22.58 Memorial Minute for Frances Hyde Crowe**

Frances Lorena Hyde Crowe died at her home in Northampton, MA, on August 27, 2019, at the age of 100. She was born March 15, 1919, in Carthage MO, the second daughter of Chauncey William Hyde, who owned a plumbing and heating business and flower shop, and Anna (Heidlage) Hyde, a homemaker. She grew up in a time of global and national turmoil which caused her to question social structures and the beliefs that underlay them. Her parents were devout Catholics and solid members of their community, but the social, class and racial divides that existed during her childhood affected her family as well. These structures, her parents' values, and her innate opposition to war and killing, formed the foundation for Frances's long life of activism.

While attending Syracuse University, Frances joined a discernment group at the St. Thomas More House led by a Catholic priest, who opened himself to the group's questioning. She "felt the questions of the discernment group touch [her] conscience" and she left the Catholic church soon after. While attending those sessions she met Tom Crowe, a medical student at Syracuse. Though they felt a connection, World War II separated them for three years as Tom, who was then a physician, joined the Army and Frances moved to New York to find jobs in workforce management, then called industrial psychology. During this time she began to question the war and, by the end of the war, all wars.

When Tom returned, they rekindled their relationship and married on May 16, 1945. Frances points to the bombing of Hiroshima, a few months after their marriage, as a major turning point in her life. Already opposed to war, the violence of the attacks on Hiroshima and then Nagasaki crystallized a resolve to "stop this madness." Tom shared this resolve, and together they embraced nonviolence and embarked on their new life intent on making a difference.

From 1946 to 1952 the family grew with the births of their three children, Caltha, Jarlath, and Tom. The family moved to Northampton in 1951 so their son Jarlath could attend the Clarke School for the Deaf where oral education was provided. Frances and Tom shared a life of love, family, and activism for over 50 years until Tom's death in 1997.

Soon after arriving in Northampton, Frances and Tom began attending what was then

Middle Connecticut Valley Monthly Meeting, with worship rotating among several towns and homes, including theirs. Tom formally joined the meeting in 1955. Frances had not been sure she was worthy of membership because her focus was so strongly on the peace and justice side of Quakerism. It was from traveling to a draft counseling conference at Earlham College, where she encountered and witnessed the same spiritual life among Friends from evangelical and programmed meetings as she had in silent worship, that she had the revelation that she was in fact totally a Quaker and it was time to apply for membership. She became a member of the newly formed Mt Toby Meeting in 1967. In her later years, not wanting to use fossil fuels to drive so far, she transferred her membership to Northampton Meeting in 2017.

Frances was not only an active member of these meetings, but also a role model and mentor, as her living witness inspired countless F/friends to action, grounded in faith, on a variety of issues. When Frances spoke about her spiritual journey, she noted the importance of community when engaging in nonviolent activism, that with spirit's guidance things sometimes happen that you don't expect. The support of her meeting and others helped her through challenging times. She said the more she took action, the more she found her soul. Everything she did was grounded by daily spiritual practices of sitting in silent worship and reading.

Frances was an avid reader, constantly keeping up to date on current events, ever seeking steps she could take to counter injustice and build peaceful solutions. To keep from descending into bitterness and cynicism, Frances would ask for a clearness committee to help her discern if she was following a true leading or a personal agenda. A vegetarian who preserved time for self care and walking instead of driving to stay physically fit, Frances lived simply, every aspect of her life in keeping with her values. Reading and reflecting on the queries in Faith and Practice helped her to center down and strengthened her quality of worship.

If you had occasion to visit Frances, you would be welcomed by a bright red sign painted with white lettering on her front door asking: "Does Our Lifestyle Depend on War?" Frances' life embodied this question as she constantly examined her own life under the bright beam of spirit, ever seeking ways to weed out the seeds of war from her possessions, thoughts or actions. She challenged us to look deeper for our own growing edges, figure out our next steps, never with judgment, but inviting us to join in the sort of self reflection and discernment she held for herself.

Frances actively connected with that of God in everyone. Over the course of her long life, Frances's activism, grounded in Quaker faith, spanned peace, racial justice, environmental and economic justice, health care, the environment, and climate crisis. She worked with many organizations along the way, focusing her life's work on peace education, stopping war, and eliminating nuclear power and nuclear weapons. In the 1970s she helped found Traprock Peace Center at Woolman Hill, and started offering nonviolence trainings. When she was arrested as part of the Clamshell Alliance while protesting the Seabrook nuclear power plant in New Hampshire, and held for 2 weeks in an armory with hundreds of other activists from across the country, she experienced the enduring power of collective learning and community building. Later in life, Frances became a war tax refuser, redirecting her tax dollars to victims of war, and to peace groups.

**Founding the Western Massachusetts AFSC Office:** As part of her call to Quaker service, Frances was asked to serve on the Peace Committee of the New England Regional American Friends Service Committee (AFSC). The regional office in Cambridge would send speakers out to Frances who set up speaking engagements for them at the local colleges. Over time this evolved into Frances starting the western Mass AFSC office in the basement of their home in Northampton in 1968. For over 30 years, Frances mentored interns and volunteers as they focused on ending wars— from Vietnam to Iraq— sanctions that harmed civilians and children, weapons production, nuclear power and weapons, homelessness, the death penalty, racism and more, while promoting peace and justice for all. Frances' educational events, film series, vigils and a range of creative actions both legal and involving nonviolent civil disobedience engaged and inspired a vibrant peace and justice community across western Massachusetts and beyond. Frances remained active with these efforts for decades after she retired from the AFSC in 1995. Frances was both the conscience of her Friends meeting, and a model of Quaker spirit and values for the wider community.

Frances was called to act both locally and globally. She was instrumental in establishing sanctuary for two Guatemalan men at Mt Toby Meeting in the 1980s. She traveled to Nicaragua with Witness for Peace, and was part of a Friends' delegation to China and Vietnam in the 1970s. She met with President Carter to persuade him against deploying nuclear Pershing missiles in Europe. Her work for divestment from South Africa resulted in UMass being the first university in the US to vote to divest. Wherever she learned of injustice and war, she researched, educated and took action.

In the mid 1960s when her two sons began talking about the draft, Frances decided to learn more by attending a draft counseling training at the Central Committee for

Conscientious Objectors (CCCO) in Philadelphia. She came home determined to set up draft counseling sessions at her home, but at first no one showed up. So she tried a creative tactic, mimeographing fliers to hand out to hitchhikers. She'd drive around picking up young men as they traveled between local colleges in Northampton and Amherst. Driving slow and talking fast, Frances asked what they planned to do about the draft, and invited them to a meeting at her home the following day. This time, the room was packed. Ultimately, Frances counseled over 1,000 young men, helping them obtain Conscientious Objector status, and find meaningful alternative service placements. Several of these men came to her memorial service to testify to the enduring difference she had made decades earlier at a critical time in their lives.

After hearing Amy Goodman on her program *Democracy Now!*, Frances implored her local public radio station to broadcast the program. When they declined, in 2002 Frances illegally set up a transmitter and antenna in her backyard and broadcast the program herself, until 2005 when WMUA finally agreed to broadcast it. Amy Goodman and Frances became friends and Amy came to UMass for a well attended public interview with Frances in celebration of Frances' 95<sup>th</sup> birthday.

Frances received wide recognition and many awards, but they never went to her head. When she was presented an honorary degree at UMass – Frances wore a colorful hand painted T-shirt saying “Resist with Compassion” instead of formal dinner attire. When she spoke, knowing the Trustees would be there, she urged the University to divest from fossil fuels. She never missed an opportunity.

When other means did not succeed in leveraging change, and her family responsibilities allowed, Frances escalated her activism to riskier levels. Frances was first arrested for nonviolent civil disobedience in 1972 at Westover Air Force Base protesting the Vietnam war. Over the following 46 years, she was arrested countless times, with sentences ranging from community service up to as long as a month in jail. In 1984 she spent 30 days in federal prison for breaking into the Electric Boat shipyard in Rhode Island and spray painting “Thou Shalt Not Kill” on Trident nuclear submarine missile tubes. Jesse Jackson heard about it and picked her up when she was released. Over time she was jailed in every New England state, and beyond. Engaging in years of actions as part of the Shut it Down affinity group, Frances helped close the Vermont Yankee nuclear power plant ahead of schedule. When possible, she worked to de-escalate the tensions inherent in legal processes, treating the police, court personnel and her jailers to her radiant smile as she looked to connect with that of God in them. Her faith,

family, Friends Meeting and the mutual support of affinity group members sustained her in her activism. Her last arrest at age 98 for blocking construction of a gas pipeline through state forest land made international news. In solidarity with the poor, Frances never paid bail or fines. When asked how many times she had been arrested, Frances always replied: “Not enough!”

The same “you can do it” encouragement she gave to her deaf son Jarlath, she extended to activists, making success feel possible even against huge odds – and people stretched farther because of her. Frances urged us to find our own callings and take action for change, encouraging everyone to: “Resist as much as you possibly can. Always be in trouble. It feels good!”

Frances modeled a Quaker life of integrity, living Love as a quest for justice. Her spiritual life, home life, community engagement, and activism were an inseparable whole. Many activists find balancing family and activism to be a challenge, but Frances modeled that balance. Frances’ love of her family radiated when she proudly shared updates about her three children and five grandchildren. Family always came first. She would prioritize a grandchild’s Kindergarten graduation over attending a major protest action she had organized. Frances listened attentively, with her warm smile and twinkle in her eye, such that everyone she knew felt welcome, cared about and known. Her brilliant mind and memory were stunning - even at 100 she somehow kept track of myriad details not only about all of our lives, but also the names and activities of our children and families.

For her 100th birthday, Frances wanted an action instead of a party – so on March 15, 2019 over 300 people turned out for a parade down Main St in Northampton to celebrate her long life. With Frances in the lead, a sea of friends and family carried protest signs honoring the lifetime of concerns Frances had fought for.

Spirit lived so strongly in her, her flame was a light ever on fire. Although Frances looked up at most of us, it was we who felt her stature. A consistent, determined, energetic, sprightly dynamo, Frances was a legend who lived her faith – inspiring countless others as she let her life speak. Modeling her belief in that of God in every person, she reached out fearlessly with equal love to those in power and those struggling. She enthusiastically helped everyone she met find their next steps forward with conscience. Many of us often still ask ourselves: What would Frances do?

Approved by Northampton Friends Meeting, October 9, 2022

Approved at CVQM Feb. 5, 2023

## **Memorial Minute for Paul Diamond**

*Midcoast Monthly Meeting, approved March 19, 2023*

*Vassalboro Quarterly Meeting, approved April 22, 2023*

October 17, 1933 – September 9, 2022

Paul Diamond was a man for all seasons – a man who was very gifted, highly respected and skilled in many areas. He was very tall and moved surely in his world. He knew how to listen, was kind, and shared with many his time and wisdom. He was a romantic who loved music. Paul was a birthright Quaker, born in Beckenham, Kent, England. His father's family went back to William Penn. His parents were Howard Diamond and Elizabeth Deane. Howard was an accountant and Elizabeth was a school teacher until she married and had a family. Paul was the youngest of three sons. His brother John was an architect, his brother Robert is an Emeritus Fellow at Christ's Church, Cambridge, and Paul chose to become an accountant, like his father.

Paul attended Quaker schools and graduated from Frensham Heights, a Quaker boarding school, in the early 1950's. At that time he decided to study accounting and had an apprenticeship in accounting for 2-3 years. In 1957 when he was 24 years old he went to Lenz, Austria to volunteer with the Friends Ambulance Unit. It was there he met Viki Ann Seitz. Viki was an American in her late teens, raised north of New York City, who had found her calling in music, both instrumental and vocal. She also had become interested in Quakers. Paul and Viki fell in love and knew they wanted a life together. But Paul had to return to England and Viki to the United States. After over a year of correspondence Paul flew to California and they were married under the care of the Palo Alto Meeting on June 20, 1959.

After a few years in California they decided to move to England with their two very young children, Karen and Katie. They had no definite job plans. On the way they stopped in NY and Paul had an exploratory interview with the United Nations. They were in London or less than a year when they decided to return to the US. London didn't suit them as a family. On the day before they left England, Paul received a wonderful letter from the United Nations offering him a position in the Secretariat, the administrative and organizational department of the UN, headed by the Secretary General. He started in 1964 in the Accounts Division and held the highest position of Accounts Director when he retired in 1998. He also worked closely with the IT department. In his 34 years at the UN Secretariat he served under 5 Secretaries General (U Thant to Kofi Annan). He accompanied them and other officers of the UN to many countries all over the world to promote the work of the UN and to assist and aid the negotiation of conflicts.

While he served at the UN Paul and Viki and their family made their home on Long Island, New York, in the town of Westbury. Two more children, Jessi and Joshua, were born there. When Paul retired in 1998, he and Viki moved to Rockport, Maine. Paul became a valued and loved member of the Meeting and was welcomed as Treasurer for a number of years. With his amazing financial skills and knowledge, the Meeting knew its finances were in good hands. He also served on Ministry & Counsel and was active in Meeting outreach and other activities. His thoughtfulness and Quaker discernment helped the Meeting find ways to move forward. During Paul's tenure as Treasurer, Midcoast Meeting, as a member of the Maine Council of Churches, decided to make a loan to the Penobscot Tribe at Pleasant Point. The



Tribe wanted to build housing for its retired members. Midcoast Meeting was the first member of the Council of Churches to offer a loan and the Meeting was asked by the Tribe to present the check in person at Pleasant Point. Paul and the Clerk of the Meeting did so and the Tribe responded with a big celebration. Other churches then followed with financial support and The Tribe was able to move forward with its plans.

After living in Rockport for 13 years, Paul and Viki decided to return to CA to be closer to their four children. They lived there for four years but their love for Maine drew them back East. They also realized that they wanted a new life in Maine and made a successful move to The Highlands in Brunswick. Health issues also concerned them and Viki died in 2020. During this time in Maine Paul was not directly involved with Midcoast Meeting – their life was in Brunswick some miles away. However, they did renew many friendships with Friends who were happy to welcome them back. When Paul died, the family had a celebration of his life at The Highlands.

Paul will always be remembered as a devoted Quaker and a loving member whose belief in Quaker tenets and his caring concern for others contributed so much to the Meeting.

## Memorial Minute for Penelope Jackim June 5, 1930- March 5, 2022



Friend Penelope ‘Penny’ Wolcott Jackim, 91, passed away peacefully at home in Wakefield, Rhode Island, on March 5, 2022. Penny was born in Bronxville, New York, to Wallace Wolcott and Elizabeth Tyler Wolcott, of Scarsdale. She resided in several states in the northeastern US: Pennsylvania, Vermont, and Massachusetts, and she finally alighted in Rhode Island in 1964. A single parent for many years, Penny is survived by her two children, Clifford Jackim and Robin Jackim Spachman and her husband Roger Spachman of Rhode Island, and her older brother Roger Wolcott of Maryland.

Penny attended Swarthmore College for a short period of time and earned a Bachelor of Fine Arts degree from Pratt Institute in 1956. She later studied calligraphy at the University of Massachusetts, in Dartmouth. Her talent and skills in art were varied and included drawing and painting in watercolor and other mediums as well as graphic design. .

Penny, like Picasso, went through different art periods. Early on, she focused on modern art pieces that reflected her own energy and creativity. Later, she produced many watercolor paintings in a more traditional style and expanded her art with calligraphy and printmaking. She was recognized by her peers and became an active member of the Rhode Island Watercolor Society, the Wickford Art Association, and Massachusetts Scribes. She found time to teach painting and calligraphy, and frequently exhibited her artwork in juried shows in Rhode Island and Massachusetts. While her artwork and teaching kept Penny busy, in the 1980’s Penny started the company Ahimsa Graphics. She used the Sanskrit word Ahimsa, meaning “to do no harm”, to produce and sell designs that promoted non-violence in all aspects of life. Her art was printed on T-shirts, note cards, and tote bags available in stores nationwide and at many events and crafts fairs.



Participants in the 2022 New England Yearly Meeting told about how they cherished her art as seen on T-shirts, cards, and posters at the annual conference. Some of the comments were as follows: “Penny was always generous with her art! She would quickly agree to design a card or a wedding certificate for friends and neighbors.” NEYM Friends recall enjoying her teaching during summer workshops at Bowdoin College. “She was making incredibly fluid artwork and I always loved to see her at work. Her life and art were a blessing to all of us!” “I’ve missed Penny’s presence at Sessions and the ability to purchase her artwork, cards, and T-shirts, which were a highlight of my NEYM time.”

Penny was not limited to speaking her mind through art. She was also active in many social justice causes. She supported organizations that care for the environment and spoke out to promote equality and equity in women’s issues, civil rights, antiracism, and respect for Native Americans. She attended many conferences and events in an effort to be part of the progress towards peace and nonviolence. She was a proud member of the “Raging Grannies”, an international group that uses creative and humorous demonstrations including music to provide political education. She involved her friends and colleagues at the Sandywood artist colony in Tiverton in many of her social causes into her late 80’s, when she moved into her daughter Robin’s home.

As a Quaker, Penny was a deeply spiritual being who was open to Eastern thought as well as activism. A member of Providence Monthly Meeting, Penny was a leader in the Peace and Social Action Committee. She also edited the meeting newsletter and was seen helping out at a variety of tasks at many meeting events. As an organized and energetic person, she knew what had to be done and moved to get it accomplished. She was not a big person, but her voice was heard and her ideas were powerful.

Longtime members of the Friends Meeting in Providence were eager to share their thoughts about Penny:

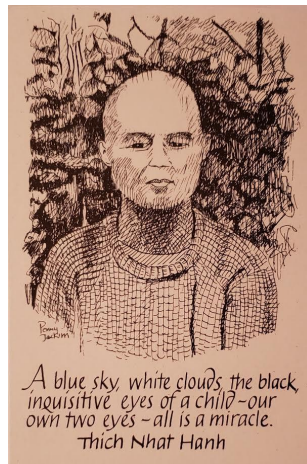
“She was a loyal friend. (She and I were friends for 45-50 years.) She was supportive, not only to me, but to [my family]. She was modest and quiet spoken, with a gentle sense of humor. I already miss her.”

“Penny was beloved - quirky, creative, and devoted to issues of injustice and protection of the earth and all beings. Her ministry was always profound - often reminding us of this one earth that we share

and are responsible for and of those living without the benefit of education or privilege, and challenging us to be our best selves.”

“I remember her being part of holiday craft fairs at the meetinghouse. I still have a few of her cards. Thanks for this chance to reflect on an inspiring woman. To me, Penny was someone who lived her life as close to her moral compass as she could. She was an entrepreneur of her art, which always carried a message of peace. She reminded us to look beyond our Eurocentric culture at a time when that was unthought of. She worked hard at living Friends Testimonies by speaking out against war and working for peace in the ways she moved through each day. Her messages in meeting often shared her readings and interactions with Peace activists.”

Penny’s artwork was a testament to her creative spirit and her deepest values. Those of us who were blessed to know her recall her ability to use humor to bring us back into unity and leave the clouds behind. It is this quirky humor and her ability to put all her efforts into contributing to a better, non-violent world that we celebrate at this time of her passing. While we miss her presence and her voice, Penny’s Light is within our hearts and minds.



Approved at Southeast Quarter  
March 25, 2023

## **Margaret “Teddy” Milne, October 17, 1930 – November 16, 2021**

Teddy Milne was an early member of Northampton Friends Meeting. We now mourn the passing of her lively and adventurous spirit. She was the yeast leavening our meeting.

As a young woman just out of college, Teddy spent three years hitchhiking in Europe. She wrote about this experience with great glee, in her book *Thumbs Up*, which she published herself. She worked her way on ships from Istanbul to Marseilles and Rotterdam to New Brunswick, Canada. During her long life, she travelled the United States, ultimately reaching every State. She also traveled to China, Japan, Poland, the Czech Republic, and to Hungary.

She was deeply concerned with issues of peace, and peace work was at the center of her life. Among her many publications was “Peace Porridge”, a collection of resources and suggested actions. She led two tours to the USSR promoting cultural understanding.

She had a deep and delightful connection with children. She wrote many books for children , including “Kids Who Have Made a Difference,” telling, for example, of Samantha Smith, who wrote a letter at age 11 to the leader of the USSR and Trevor at age 11 who took his own blankets to give away to the homeless. “Peace child” combines storytellers and characters from the US and the USSR. She edited “Laser”, a newsletter for children about Peace topics.

In 1980, Teddy became co-director of Powell House, a Quaker conference center in Old Chatham, NY. She helped start Quaker Meetings on two continents, one in Elgin, Scotland, and the other in Northampton, MA. She organized and led two tours to Quaker sites in Britain and Northern Ireland. She worked for the Foreign Language Aptitude Project at Harvard, at the Peace Development Fund, at the Salvation Army, and taught French for a Peace Corps training group at UMass. She coordinated a Pete Seeger concert at Smith College for SANE/Freeze and the Pioneer Valley Folklore Society. She did volunteer work for several organizations, including Cooley Dickinson Hospital, Red Cross, and Community Chest. She wrote seven novels, including "London for the Seasons", "Turquoise Mountain", a book of original songs, and a collection of her articles for the Gazette named "Calvin Coolidge Doesn't Live Here Any More".

In later years, she married Alexander Milne the owner of a local radio station. When Alexander retired, they moved to Cullen, in Scotland for seven years, before returning to Northampton.

When she wanted to celebrate arriving at the age of 2/3 of a century, she rented a hot air balloon and invited anyone who wanted in the Meeting to accompany her. One did.

This quotation from *Thumbs Up* describes how she approached the world: "I figure I belong to this planet so there's no place on it where I shouldn't feel at home. So far I haven't found one." It's what let her travel with curiosity, a sense of adventure, and a sense that she would always find a place in it; it's what kept her open to new ideas.

She was beloved for her wicked sense of humor. Near the end of her life, she declared that the title of her next book would be “I’ll be right back”.

She leaves three sons: Tim Wallis, Peter Douglass, and James Milne and several grandchildren.

Approved by Northampton Friends Meeting 2/12/2023

To be presented at CVQM on May 7, 2023

## **Memorial Minute for Kenneth B. Perkins (1931-2023)**

Past Member of Pondtown Friends Meeting in Winthrop, Maine

*Approved by Farmington Friends on 4.16.2023, as Pondtown has been laid down.*

*Endorsed by Vassalboro Quarterly Meeting, April 22, 2023*

Kenneth B. Perkins, 91, (formerly of East Winthrop where he was a member of Pondtown Friends) died peacefully in Sussman House Hospice in Rockport, Maine, on March 27, 2023, surrounded by his family.

Ken was born in Bath, New Brunswick, Canada, on December 18, 1931, the only child of William Kenneth Perkins and Nellie Clapp. After graduating from Maine Central Institute, Ken joined the U.S. Navy in 1950 and served three tours as a corpsman on The Haven, the world's largest hospital ship. During the fiercest fighting in the Korean War, Ken would not kill or harm others, but he tended to the wounded above and beyond the call of duty, even foregoing a medal for his bravery in saving lives. He continued in healthcare as a pharmacist, eventually serving in the Togus VA Hospital in Augusta, Maine. Ken rarely discussed his U.S. Navy experience until his final year, when he shared scrapbooks with a U.S. Navy nurse whose career overlapped with his.

Ken and his wife, Marie, became Quakers and in 1981 co-founded Pondtown Friends, an un-programmed Monthly Meeting in Winthrop, Maine. To his family and the meeting community he brought a calm optimism, a passion for building peace at the local level, and his connection with the natural world (organizing weekend retreats and hikes).

In 1985 Ken co-founded Veterans For Peace, Inc. and was soon joined by Winthrop Friends, Tom Sturtevant and Burt Richardson. Maine's Chapter #1 was followed by over 130 VFPI chapters worldwide. In 1988 he and Pondtown Quakers found a way to send used medical equipment and supplies to Nicaragua to alleviate suffering during the Contra War. He travelled there himself to deliver medical supplies and to show support for ending the war. Along with Tom Sturtevant, he participated in counter-recruitment activities in area schools. VFP bookcovers that they distributed to students have continued to be shared with thousands who pass by the Quaker table at the Common Ground Country Fair, hosted annually by the Maine Organic Farmers and Gardeners Association.

After they retired, Ken and his wife, Marie, were volunteer mediators in the Consumer Fraud Division of the Maine Attorney General's office. Their expertise in conflict resolution enabled them to work with the most contentious cases and return over \$250,000 to Maine consumers.

A fiercely competitive man, Ken never wanted to "beat" anyone else, but strove all his life to push his own limits to find his best self. In the Senior Olympics held throughout New England, he earned medals into his late 70s. He was committed to avoid over-politicizing partisan beliefs, but instead served as an example of how to push one another to be our best, humanitarian



selves. Ken will always be remembered for his witty sense of humor, intellectual curiosity, and compassionate mind.

Ken was an avid reader, often exchanging books with friends. In his final days he had requested to be read to. With barely a clue about what to select, the reader picked a book of poetry from her extensive library, let it fall open to any page (*The End of March* by Elizabeth Bishop). She saw that Ken had annotated how much (“I really like this!” twice) he appreciated the poem—a rare gift to them from the Universe for her to be able to read it to him.

Ken was predeceased by his beloved partner and wife of 61 years, Marie (Mallard) Perkins and son-in-law, Ronald “Goldy” Goldstein. Ken is survived by his three children, Scott Perkins of Searsmont, Cheryl Mallard of Searsmont, Robert Perkins and his wife, Irene, of Springfield, and an “honorary daughter”, Rebecca Hewitt of East Winthrop. Ken is also survived by two grandchildren, Lea Goldstein and her partner, Ben, of Cumberland Foreside, ME; Noah Goldstein and his wife, Erin, of Scituate, MA; and two great-grandchildren, Ari and Ophelia.

A memorial service under the care of Farmington Monthly Meeting (which began as a worship group under the care of Pondtown Friends) was held April 7, 2023, in Winthrop, Maine. Family, Friends, and friends held Ken and their relationships with him in the Light. Many shared messages about his kind and gentle spirit (whether confronting injustice or removing a splinter from a child’s foot), his love of nature (rain or shine), his commitment to serving others, the depth of Ken and Marie’s relationship, and his readiness to rejoin her in the afterlife. In his final days he sensed that she was impatiently tapping him on the shoulder.