

Proposed Agenda for Permanent Board Meeting
August 5, 2023 Castleton VT and Zoom

Worship
Roll Call
Minutes of Previous Meeting

Presiding Clerk's Report
Sessions 2023

General Secretary's Report
Sessions 2024
Request for Grant Approval

Naming Committee Report

Nominating Committee Report

Recommendation from Salem Quarter for Three Rivers Worship Group

Thanks to outgoing members of the Board

Minutes
Permanent Board Meeting
Hartford Friends Meeting and Hybrid Zoom Video Conference
May 20, 2023

PB 23-15: Opening Worship

Friends opened with a period of worship.

PB 23-16: Clerk's Welcome and Introduction

Leslie Manning, PB Clerk, invited a time for sharing prayers, joys and concerns for Friends.

PB 23-17: Noticing Practice (NPwg report and February 11, 2023 slide presentation appended)

Polly Attwood, clerk of the Noticing Patterns of Oppression and Faithfulness work group (NPwg) reviewed the noticing practice and the opportunity it offers to become more aware of how we are with each other. She reminded PB that naming patterns of oppression and faithfulness is itself an act of faithfulness. It is also an experiment, and it can be messy and uncomfortable—but also life-giving. Following this review of the practice Melody Brazo and Polly Attwood read the advance document of NPwg reflections (appended) on PB's February 11, 2023 slide presentation (appended) and PB responses during small group sharing about the noticing practice.

Following reading of the "Reflections" document, the PB clerk introduced a 15 minute period of open worship sharing on the topic of NEYM's noticing practice.

The recording clerk called the roll:

Bold= present in the room; underline- present on zoom; hilight- regrets/absent

Leslie Manning, PB Clerk; Susan Davies, PB Recording Clerk; Tom Brenner; Martin Forsythe; Christopher Gant; **Beth Hansen**; Ian Harrington; Newell Isbell Shinn; Meg Klepack, Frances Lightsom; Ed Mair; Christopher McCandless; Jean McCandless; Anna Radocchia; John Reuthe; Martha Schwope; **Liesa Stamm**; Eleanor Warnock; **Diane Weinholtz**; **Donn Weinholtz**; **Kathleen Wooten**; Mary Zwirner

Ex-Officio: Scot Drysdale (Finance Clerk); **Rebecca Leuchak** (Presiding Clerk), **Noah Merrill** (YM Secretary); Elizabeth Reuthe (Secretary's Supervisor); Bruce Neuman (Past YM Presiding Clerk)

Regrets: Willa Taber, Carole Rein, Bob Murray, Darcy Drayton, Bob O'Connor, Carolyne Lamar Jordan, Peter Bishop, Roger Vincent Jasaitas, Joyce Gibson, John Reuthe; Aaron Sakulich, Morgan Wilson, Kimberly Allen; Deana Chase;

Visitors: Becky Jones, Carl Williams, David Coletta, Emily Savin, Fran Brokaw, Frederick Martin, Gail Melix, Jacqueline Stillwell, Jessica Eller, Kim West, Kurt Hansen, Jay O'Hara, Lisa Graustein, Maille Wooten, Marian Dalton, Melissa Foster, Melody Brazo, Mey Hasbrook, Nia Thomas, Polly Attwood, Robert Watt, Sarah Gant, Victoria B Ekk, William Marut, Kristina Keefe-Perry, Doug Peet, Honor Woodrow, LouAnn MacDonald,

PB 23-18: Minutes from the PB meeting of November 5, 2022

Minutes from the February 11, 2023 PB meeting were distributed in advance documents for review. There were no questions or corrections.

- **Friends approved the February 11, 2023 minutes**

PB 23-19: Presiding Clerk's Report (Report appended)

Rebecca Leuchak, YM Presiding Clerk, reported on her involvement in progress and activities related to initiatives of NEYM, as described in her appended report.

She reflected that though we do not fully know each other she trusts that that of God in each of us is our constant, expressing her sense that we can face any challenge from the rock of love.

PB 23-20: YM Secretary's Report (Report appended)

Noah Merrill, YM Secretary, shared a quote from Douglas Steere: "You need to raise the nurture of community up to the level of a sacrament." Noah reflected that in this practice we may be lifted into a fuller life of community in the Spirit, resulting in a spiritual community that we do not create, but we might receive, if our hearts are open, true, and humble.

Noah next brought, for the approval of PB, a Transfer of Funds Request, to ensure liquidity of YM assets through coming months leading up to, and beyond NEYM Sessions 2023:

- **Transfer of Funds Request Minute for approval:**

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.

 - **Friends Approved**

PB 23-20.1: Sabbatical and parental leave for the Friends Camp Director: Friends Camp Bank Resolution (report and Bank Resolution memo appended)

Noah explained provisions for Anna Hopkins Buller's sabbatical and maternity leave, requesting PB approval for the following three items:

- **PB 23-20.1.1:** Beginning with the onset of the Friends Camp Director's sabbatical, will PB authorize Evelyn Kirby (current FC Assistant Director) to be the second financial

signatory, with Natalie Bornstein, the clerk of the Friends Camp committee, for Friends Camp financial management needs?

- **Friends Approved**
- **PB 23-20.1.2:** Beginning with the onset of the Friends Camp Director's sabbatical, will Friends approve Daniel Raeder to serve as Acting Director of Friends Camp during 2023 Camp sessions?
 - **Friends Approved**
- **PB 23-20.1.3:** During the fall and winter of 2023-2024, while Anna is on Sabbatical, will Friends approve Evelyn Kirby (current FC Assistant Director) to be FC Acting Director, until Anna's return, currently planned for February?
 - **Friends Approved**

The PB clerk invited PB into a period for Noticings.

Six Friends, including one PB member, expressed distress and upset, in all cases referring to Minute PB 23-17 in these minutes. Concerns included a sense that important conflicts and differences of understanding surface but they are then resubmerged by the press of agendas and/or avoidance, with little time or space to address them; distress from a Friend who felt that the NPwg "Reflections" document presented an inaccurate and hurtful depiction of a complex, monthly meeting conflict of long-ago; a Friend observed that in all the exchanges, PB had not actually responded to what had been offered as "noticed patterns" in the NPwg Reflection; another Friend expressed confusion, unease and fear stemming from their perception of buried tensions, low transparency, and lack of plain speech. One Friend stated "What I'm hearing is PB is angry at NPwg".

PB 23-21: Friends Camp Visioning Report, Phase 2– (FC Visioning report appended)

Jessica Eller, Nia Thomas, and Newell Isbell Shinn of the Friends Camp (FC) Visioning Working Group presented slides summarizing the FC Visioning process. FC has a 2015 Good Governance document, approved by the YM, that includes recommendation for periodic review of the Life and governance of Friends Camp. The appended report on the Visioning exercise will inform Phase III of the overall review process.

The PB clerk asked if Friends accept this report and affirm this phase of the FC governance review.

- **PB 23-21.1: Friends affirmed the Phase II work and approved laying down the Phase II work group.**
- **PB 23-21.2: Friends further approved continuing the FC Review Process with the plan for a small executive group to bring a proposal for the Phase III scope of work, following Anna Hopkins Buller's sabbatical.**

Friends expressed gratitude and thanksgiving for this evidence of the vital ministry of Friends Camp, and the many ways in which Friends Camp continues to nurture and revitalize the Life of the YM.

PB 23-22: Proposed Budget FY 2024 (report and proposed '24 Operating Budget appended)

Following clerk of Finance Committee (FinCom), Scot Drysdale's, opening summary and rationale for returning to PB with the same FinCom recommendation to suspend contributions to other Quaker organizations, many Friends expressed appreciation for the integrity shown by the Finance Committee clerk and members in helping PB to understand the seriousness and uncertainty of YM's current financial situation. Though several Friends shared their regret over possible impacts to valued relationships, Friends voiced widespread trust in the integrity of discernment by FinCom.

The PB clerk stated that PB, at the request of the YM Finance Committee, has already agreed to the need for a small work group, under the care of PB as a body. This work group is to propose a process, and criteria, to guide YM's decisions about contributions, with the goal to develop such guidance prior to the September 2023 PB meeting. Leslie Manning further reminded PB that invitations to serve on such a working group have been sent to many Friends. Only two have responded. Those carrying a concern for this discernment should take note that it is customary for YM to create time at YM Sessions for listening and learning about our budgeting process.

Friends accepted the Finance Committee's proposed budget recommendations including the recommendation to suspend contributions to other Quaker organizations for the period of one year.

The PB clerk invited PB into a period for noticings.

In the period for noticings, a member of the NPwg expressed their hope that PB might see their Reflections as an invitation towards conversation and engagement about patterns. They regret that the content describing the workgroup's perception of a pattern of harmful behavior, has not yet been engaged by PB.

A PB member wondered how PB might come to receive the noticings as impressions, and an invitation to reflect on them with curiosity, rather than reacting to noticings as statements of fact.

PB 23-23: The PB Clerk's report

The PB Clerk's report was submitted in Advance Documents, including updates to the following initiatives:

- Israel-Palestine Resource Group
- The Antiracism Consultation Group
- Financial Contributions group

- Need for additional members on the YM Nominating Committee
- Purpose, Procedure and Composition review of Permanent Board
- Update from Right Relationship Resource (report appended)
- Update from Indigenous Boarding Schools Research Groups (report appended)

Friends offered no questions or discussion.

PB 23-23.1: Nomination to Right Relationship Resource Group (RRRG)

- Leslie Manning, PB clerk reviewed the usual process for approval of nominations to committees, working, and resource groups of the YM. After receiving concerns deemed to have weight Leslie Manning, PB clerk and Jackie Stillwell, Nomination Committee clerk engaged in a period of listening and engagement, ultimately arriving at clearness to move forward, for PB approval, the nomination of Lisa Graustein to the Right Relationship Resource group.

The PB clerk then invited questions and comments from PB members before asking for approval of the nomination. Many Friends expressed concerns over both the public airing of the *existence* of a concern (as requested by Lisa Graustein), yet also a perceived lack of transparency about a path to resolution. Following an extended period of discussion, the PB clerk asked if Friends would approve Lisa Graustein to serve on the RRRG.

Friends approved

PB 23-23.2: Approval of recommendations for disbursement of Bodine Rustin Fund (disbursement recommendations from Bodine-Rustin Sub-Committee appended)

Does PB approve spending these funds as recommended in Advance Documents?

Friends approved

PB 23-23.3: Approval of Pentagon Spending Letter (letter attached)

The PB clerk stated that the YM Coordinating and Advisory Group has reviewed the FCNL letter about Pentagon spending and has recommended that we join other faith based organizations in signing it.

Friends approved

PB 23-24 Approval of Travel Request from Puente de Amigos for Travel to Cuba (request letter appended)

- Benigno Sanchez-Eppler - **Friends approved**
- Em McManamy - **Friends approved**
- Robert (Bob) Watt, Jr - **Friends approved**

The PB clerk noted that Advance Documents for this PB meeting include memorial minutes and reports of ministry.

PB 23-25: Memorial Minutes

Richard Bullock Paul Diamond

Clarence Burley Penny Jackim

Ian Dexter Chase Teddy Milne

Emily Chasse Kenneth Perkins

Jan Church

All the minutes are in PB Advance Documents and will be submitted for inclusion in the Sessions memorial minute booklet.

PB 23-26: Ministry Reports (reports appended)

Debbie Humphries

Gerald Sazama

Kathleen Wooten

PB 23-14: The meeting closed following worship, at 3:00 pm

Next PB mtg, if specially called, will be July 15, 2023

Possibility of Saturday PB mtg August 5, at Sessions, at the request of the Presiding Clerk, for sharing of information only

Annual Sessions Visioning and Design:

Concurrent proposals for Sessions Planning for 2024 and beyond

Summary

Recent years have brought many changes, both internal and external, to the context and circumstances surrounding NEYM Annual Sessions. These include increasing costs, diminished capacity to pay on the part of many Friends and families, reduced and shifting patterns of attendance, increased demand for supportive services and capacities, reductions in volunteer availability, and growing awareness of the need to focus and prioritize limited attention and resources.

In light of all of these changes, the Yearly Meeting's model of programming, logistics, services, and funding for the event of Annual Sessions is in need of review and reimagining. With an overall financial deficit for Sessions 2022, a projected deficit for Sessions 2023, as well as a relatively low level of operating reserves as of summer 2023, there is a need to carry out this review and reimagining creatively, dynamically, consultatively, and in a timely way.

In response to these needs, this proposal suggests that **two processes take place in parallel** beginning in the fall of 2023:

1. planning for a slimmed-down version of Sessions in 2024, possibly with a shortened length for the event itself and simplified programmatic offerings, in order to allow for #2, below;
2. a year-long process of listening, consultation, clarification, and design leading to a recommendation for a new approach to the event of NEYM Annual Sessions that will guide planning and implementation for Sessions 2025 and beyond, at a minimum for the next three years.

Framework

1. Planning for a slimmed-down version of Sessions for 2024
 - a. Such a "slimmed-down version":
 - i. Must ensure that sufficient energy previously invested in Sessions planning and implementation is freed up to allow for support of the visioning and design process (see #2) and to avoid overloading staff and volunteers
 - ii. Must ensure essential business of the Yearly Meeting can be conducted in meetings for worship for the conduct of business

- iii. Must give attention to opportunities for spiritually nourishing connection for youth and families
- b. Options under consideration include:
- i. A shortened in-person Sessions [~Wednesday/Thursday to Sunday], located at the University of Vermont (UVM) in Burlington, VT, [or at the Vermont State College at Castleton, VT]
 - ii. Online business meetings, Bible Half Hour, and speakers, paired with a potential “Family Camp” or other in-person opportunities to include youth and families during the summer of 2024.
 - iii. Variations on options one and two yet to be identified or explored.
2. A year-long, facilitated process of listening and design leading to a recommendation for a new approach to future Sessions
- a. This process would be modeled on successful aspects of the Friends Camp Program and Governance Review Process of 2022-2024, including:
- i. Be completed in time to come to Permanent Board prior to Sessions 2024
 - ii. Organized into phases, where the fruits of one stage inform the next, with regular updates and manageable steps forward on a timeline
 - iii. Use a small (3-4 person) nominated working group structure, facilitated by the Program Director, to ensure flexibility, complementary skills, and accountability in contributions
 - iv. Be informed by existing guidance and work, including the core purpose and priorities of the YM, work supporting inclusive leadership, program planning and development approaches, and relevant insights from the current Sessions Planning process.
 - v. Seek out insights and perspectives from experienced Sessions planners, as well as a wide diversity of Friends perspectives across the region, this process would be under the care of the YM Secretary and Permanent Board.
- b. A recommendation resulting from this process should:
- i. Clarify the essential “yes” of Sessions (its essential purpose or purposes) in a way that allows for “no” in response (allowing the organization to prioritize and acknowledge trade-offs in planning)
 - ii. Reduce downside financial risks to the YM
 - iii. Reduce level of services and overhead that are the responsibility of the YM as an organization
 - iv. Reduce reliance on recruitment of volunteers to cover essential roles
 - v. Rebalance the investment of limited resources of time, energy, and money, allowing reinvestment in other aspects of NEYM’s core purpose of nurturing the thriving of Friends Meetings throughout the year

Process & Timeline

1. In July 2023, Secretary consults in development of the proposal with Coordinating & Advisory Committee and the Clerk of Sessions Planning, youth & program staff, financial stewards, and others.
2. Prior to Sessions 2023, **Secretary requests from the Permanent Board approval “in principle” for this overarching framework**, including both aspects of this concurrent plan and timeline for 2023-2024: 1) a slimmed-down design for 2024, and 2) a process of visioning, discernment and design for 2025 and beyond.
3. A specific charge for each stage of the Annual Sessions Vision and Design Process¹ would be developed by the Program Director and Events Coordinator, in consultation with Coordinating & Advisory Committee, and brought to the Permanent Board for approval prior to the launch of each stage, with a charge for the initial stage coming to the Permanent Board in September 2023.
4. A specific recommendation for **Sessions 2024 location, dates, and format** will be brought to the Permanent Board for approval **no later than January 2024**.

Questions or comments about this proposal should be directed to Noah Merrill, Yearly Meeting Secretary, at noah@neym.org.

¹ **Note that this process would result in a recommendation for Sessions 2025 and beyond**, but would need to be approved *before Sessions 2024*, prior to beginning planning for Sessions 2025.

To: Permanent Board Meeting on 8/5/2023

Subject: Request for approval to re-apply to Friends Foundation for the Aging

Background: As Friends may recall, last year Friends Foundation for the Aging (FFA) funded a proposal from NEYM. The awarded funds (\$6,707) are supporting the initial year of (very) part-time service for a New England based Aging Resources Consultation and Help (ARCH) Coordinator. This coordinator, Patti Muldoon (Cambridge), has been working approximately 20 hours per month, in partnership with New York Yearly Meeting's ARCH Program staff as well as NEYM colleagues, in expanding ARCH opportunities to New England Friends.

The first year of this initiative has brought encouraging successes (such as strong participation and very positive feedback for the workshops, interest groups, and conversation opportunities already offered) as well as helpful learnings (such as what needs and interests are most present in our local meetings now and how we can best partner with NYYM on promotion and outreach).

While Friends Foundation for the Aging requires us to re-apply every year, **they have communicated their intention to support the project over a number of years.** FFA intentionally seeks out collaborative partners that they can continue to work with over a period of years, and we are fortunate to have become one of those partners. At this time we are preparing to re-apply in time for their deadline of **September 15th**. This year's re-application is to continue the work we have already begun via the ARCH Coordinator's service.

This year, we will need to apply for more money than last year. There are a few reasons for this increase:

1. We've learned it takes a bit more time than we originally estimated to do what we hope to do (about 25 hours a month of the ARCH Coordinator's time and a little bit more of the Program Director's time than originally envisioned).
2. Some costs (such as travel, printing, and postage) have increased.
3. We do not have leftover funds funding a portion of the project (last year, we used funds FFA had gifted NEYM years ago and therefore only needed to apply for funds to cover a smaller portion of the project).

As of this writing, we are still waiting for data from a few sources to finalize the exact amount we'll be asking for, but **our best estimate is approximately \$16,000**, which pays for the ARCH Coordinator's time, NEYM staff time spent directly supporting the ARCH Coordinator, a payment to NYYM for some of the ARCH Director's time spent on this project, plus travel, printing, and postage.

Request to Permanent Board: Consistent with the policy on grant proposals for amounts above \$10,000, we are asking for the approval of the Permanent Board to prepare this proposal for submission by the deadline. The Board does not need to approve the final proposal.

Respectfully submitted,

NiaDwynwen Thomas, Program Director
Noah Merrill, Yearly Meeting Secretary

Report from the Naming Committee to Permanent Board
August 5, 2023

The 2022/2023 Naming Committee would like to bring forward to Permanent Board the following names for consideration to serve on the NEYM Nominating Committee as members of the Class of 2026:

Chris Gant (Beacon Hill Friends Meeting)

Kathy Malin (Smithfield Friends Meeting)

Martha Schwope (Wellesley Friends Meeting)

These individuals are being brought forward as a first reading. A second reading will take place at 2023 NEYM Annual Sessions in August.

The Committee notes that Yearly Meeting's Nominating Committee has immediate openings with only two current members returning for the coming year. Board members and other Friends are encouraged to consider this as a potential means of service to NEYM.

Jeremiah Dickinson
Hannah Zwirner Forsythe
Beth Hansen, clerk (2022/2023)
Ed Mair

NEYM Nominating Committee report to Permanent Board – 5 August 2023

Over time and with changes in the yearly meeting, the work of the Youth Ministries committee has evolved. Therefore, the committee has been on pause since August 2022 while the Purposes, Procedures and Composition have been under review. A revised draft was shared with members of Youth Ministries for comment, and at Coordinating & Advisory on December 6, 2022, Friends approved the new draft of the Youth Ministries PP&C. **The revised Youth Ministries Committee PP&C is linked [here](#) and attached for your consideration.** If Permanent Board approves, it will be forwarded to NEYM sessions for final approval.

The following nominations are for your **First Reading** now. We look forward to bringing these names to Permanent Board on 5 August for second reading and approval. Please contact me directly at (603)933-2608 or jacqueline.stillwell@gmail.com with concerns or affirmations immediately.

Sessions Recording Clerk – Susannah McCandless, Middlebury Meeting to begin immediately
Spiritually grounded and well-seasoned Friend; familiar with the yearly meeting at many levels over her lifetime.

Gifts and Skills hoped for in the Friend serving in this role:

- *Experience with recording in a meeting for business in Friends tradition*
- *The ability to listen beyond the words that have been said, and to move from summarizing what individuals have shared to the crafting of a minute that conveys the sense of the body.*
- *The ability to work as part of a team, and openness to feedback and discussion as part of the minute writing process.*
- *Depth of knowledge of the current state of the Yearly Meeting (including recent business, and decisions that have been made) and a willingness to contribute to the clerk's discernment about the agenda for Annual Sessions.*
- *Willingness to communicate with the clerk and to ask for help (from the clerk or from the body) when needed while writing the minutes.*
- *Comfort with pausing to listen for how the Spirit is moving, and the ability to stay grounded when difficult issues arise, when Friends express strong emotions, or when things feel tense.*

Description of Service:

The heart of the recording clerk's job is to write minutes which record the sense of the meeting on items considered in meetings for business at Yearly Meeting. First and foremost, this means recording decisions clearly and accurately, with enough background and detail to make the decision and its implications intelligible to a Friend not present—including Friends in the future. The recording clerk should be comfortable with word-processing and telecommunications (email and using the Web). This person should know Faith and Practice well, and be experienced with Friends' business practices; it is best that this person have some experience with Yearly Meeting committees, and have attended Yearly Meeting business sessions for several years.

See the approved **Role Description** [here](#).

Permanent Board Recording Clerk – Willa Taber, Fresh Pond to begin 6 August 2023

Served in various recording clerk positions including as Sessions Recording Clerk; currently serving on Permanent Board.

Please see above the description of Gifts and Skills, and Description of Service for the Sessions Recording Clerk. The core work of these two positions is essentially parallel, but different in the time of the actual meetings and the scope of work being addressed.

Nominating Committee is a core group of spirit-led Friends. We are limited in what is humanly possible because of our small number and the changing availability of people for volunteer service to our faith community. You will see many opportunities to serve on the slate in the Advance documents. Please encourage others to be in touch with Nominating to discover opportunities to share their gifts. Raising up new leadership is one of our goals. One current opportunity is:

Our NEYM Treasurer Bob Murray informed the Nominating Committee last year that he will step down in August 2023. Bob is willing to assist with the transition to a new Treasurer, and to close out the fiscal year and provide support for the upcoming financial review. We are very grateful for his many years of service to the yearly meeting in many capacities. Although Nominating committee has had abundant conversations with Friends about the possibility of serving as NEYM Treasurer, no one has agreed to step into this service to date.

Another one of our goals is to support the vision of the yearly meeting and what we need to live into it. Sometimes that vision is emerging and more definition is needed before nominating can do our part. As we encountered with Youth Ministries this past year, a committee may need to pause while the purposes, procedures and composition are revisited to meet the changing needs of the yearly meeting.

We have encountered a similar situation with the Racial, Social and Economic Justice Committee. This committee has been on pause as the yearly meeting works together to better understand our collective vision for this work. The Permanent Board Antiracism Consultation working group is earnestly seeking a consultant to help us more clearly understand and define this work. Friends have offered to serve on RSEJ committee, however no action will be taken until the new definition emerges with an updated PP&C so that nominating is clear what gifts and service are needed.

Also, in collaboration with Coordinating and Advisory, we are in the process of updating the definition of the Supervisor for NEYM Secretary. Elizabeth Reuthe has agreed to continue until the next person is named.

Thank you for your faithful service.

With Light and Love,
Jacqueline Stillwell
Clerk, NEYM Nominating Committee
jacqueline.stillwell@gmail.com
(603) 933-2608 mobile

Yearly Meeting Committees

Names in **bold** are to be considered for approval. ***Bold italics*** indicate a reappointment.

These nominations are from the Permanent Board Naming Committee or the Yearly Meeting Nominating Committee. Please be in touch with the Yearly Meeting Committee clerk, Jackie Stillwell (jacqueline.stillwell@gmail.com or 603-933-2608) with questions or concerns.

Permanent Board (50)

2024

- Chase, Deana (West)
- Gant, Christopher (Bhill)
- Harrington, Ian (Cam)
- Manning, Leslie (Durh)*
- Reuthe, John (Vass)
- Schwoppe, Martha (Well)
- Warnock, Eleanor (NHam)**

2027

- Brenner, Tom (Worc)
- Drayton, Darcy (Souh)
- Isbell Shinn, Newell (Mt Toby)
- Jasaitis, Roger Vincent (Putn)
- Jordan, Carolyn Lamar (WFal)
- Klepack, Meg (WSan)
- Stamm, Liesa (Hart)

Archives & Historical Records (6)

2024

- Crosby, Eileen (Mt Toby)
- Quirk, Brian (Law)

2027

- Cazden, Betsy (Prov)

2025

- Hanson, Beth (Wrly)
- Lightsom, Fran (WFal)
- O'Connor, Bob (Vass)
- Radocchia, Anna (Benn)
- Rein, Carole (Nshor)
- Weinholtz, Donn (Hart)
- Weinholtz, Diane (Hart)
- Wilson, Morgan (Fram)
- Wooten, Kathleen (Fpon)

2028

- Forsythe, Martin (Bhill)***
- Mair, Edward (Ames)***
- Randall, Allison (Keene)**
- Taber, Willa (Fpon)***

2026

- Allen, Kimberly (Durh)
- Davies, Susan (Vass)*
- McCandless, Christopher (Burl)
- ~~Sakulich, Aaron (Wore)~~
- Zwirner, Mary (Bhill)

2026

- Schmidt, Maxine (Nham)

2025

- Forsythe, Carol (Put)*

2028

- Grannell, Andy (Port)**

Board of Managers of Investments & Permanent Funds (10)

2024

- Philbrook, Erik (Well)*

2027

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

2025

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

2028

2026

- Wernette, Tim (Win)

Clerks' Table

2024	2025	2026
Kohrman, Adam (Bhill), Reading	Leuchak, Rebecca (Prov), Presiding	
McCandless, Susannah (Mbur), Record'g	Wright, Michelle (Putn), Reading	
	Jensen, Megan (Mon), Recording	

Committee for Nurturing Friends Education (6)

2024	2025	2026
Bourns, David (Prov)*	Steele, Ariana (Prov)	
Douthit, Zona (Prov)	Tripp, Dawn (Alln)	
Ekk, Vicky (Prov)		
Smith, Megan (Prov)		

Faith & Practice (16)

Armstrong, Doug (Mon)	Edwards, Eric (Wfal)	McCosker, Phebe* (Hanv)
Athearn, Marian (Wprt)	Godway, Eleanor (Hart)	Reilly, Sue (Port)
Cogbill, Rachel Walker (Pfld)	Hawthorn, Margaret (Mon)	
Edmondson, Maggie (Wint)	Hilles-Pilant, Carolyn (Bhil)	

Finance (10)

2024	2025	2026
Maurer, Philip (Nham)	Drysdale, Robert Scot (Han)*	Keith, Doug (Hart)
Sprogell, Sarah (Durh)	Olsen, Kathryn (ESan)	Corindia, Thomas (Han)
Wooten, Kathleen (Lawr)		

2027	2028

Treasurer:

2023 (continuing through transition)	2026
Murray, Robert (Bhill)	

Friends Camp (7 to 15) (named by Friends Camp Nominating)

2024	2025	2026
Baker, Carol (Wrly)	Kaviar, Molly (Camb)	
Bornstein, Natalie*	Marstaller, Mimi (Durh)	
Keller, Edie (Vass)	Monahan, Kate	
O'Connor, Bob (Vass)	Reuthe, John (Vass)	
	Rogers, Mike	
	Spivey, Robb (Brun)	

Friends Camp Nominating (5) (3 named by NEYM Nominating, 2 named by Friends Camp Committee)

2024	2025	2026
Burgin, Hilary (BHil)	Keefe-Perry, Kristina (FPon)	
Anna Hopkins and Natalie Bornstein serve <i>ex officio</i>		

Legacy Gift Committee (9)

2024	2025	2026
<i>Gant, Sarah (Bhill)</i>	Christopher, Megan (Well)	_____
Reixach, Karen (Keen)	Martin, Lori (NHav)	_____
<i>Rockwood, Susan (Mid)*</i>	Isbell Shinn, Jennie (MVin)	_____
	<i>Link, Mary (Mtob)*</i>	

Meeting Accompaniment Group (5 to 7; 5-year terms)

2028	2028
Baker-Smith, Gretchen (Wprt)	Gant, Sarah (Bhil)*
McArthur, Hugh (Han)	Grannell, Dorothy (Port)
Wilson, Morgan (Fram)	
Woodrow, Honor (Putn)	

Ministry and Counsel Clerk

2025
Carl Williams

Nominating Committee (15) (nominated by Permanent Board)

2024	2025	2026
Stillwell, Jacqueline (Mon)*	Lindo, Anna (Fram)	Gant, Christopher (Bhill)
_____	Smith, Sara (Con)	Malin, Kathy (Smit)
_____	_____	_____
_____	_____	_____
_____	_____	_____

Puente de Amigos (9)

2024	2025	2026
Fogarty, Margaret (Dov)	Lindo, Richard (Fram)	_____
Stone, Carolyn (Well)*	Schmidt, Maxine (NHAm)	_____
Kinsky, Deena (Matt)	_____	_____

Racial, Social and Economic Justice (under review)

Sessions Clerk

2025
Veatch, Phillip (FPon)

Sessions Theme and Speakers Team (5; one-year term)

2024		
Godway, Eleanor (Hart)	_____	_____
Hasbrook, Mey (Durh)	_____	

Supervisor to the YM Secretary

2023 (continuing through transition)	2026
Reuthe, Elizabeth (Vass)	_____

Recommendation from the Salem Quarter to the Permanent Board that Three Rivers
Worship Group become a monthly meeting:
Report of the Called Meeting of Salem Quarter
Held over Zoom

Over 50 Friends attended the called meeting of the members and attenders of Salem Quarter on July 15, including 37 from every meeting of the nine meetings of the Quarter. Visitors included those who self identified as worshippers at Three Rivers worship group, the presiding clerk of NEYM and the clerk of Ministry and Counsel.

Friends were asked to make a recommendation to the Permanent Board as to whether Three Rivers should become a monthly meeting, as had been recommended by Fresh Pond Monthly Meeting, which holds care of Three Rivers. After a review of the process, questions and discussion, those present were clear to approve the request from Three Rivers, with endorsement by Fresh Pond, to become a monthly meeting in Salem Quarter.

Four Friends asked to be recorded as stepping aside, expressing their unreadiness to approve the recommendation, feeling the process was unnecessarily hasty.

This decision will now move to the Permanent Board, since Salem Quarter is currently on sabbath, and the Board has care of the business of the Quarter, as requested by the Quarter and approved by the Board and at Sessions in 2022.

Respectfully submitted,

Susan Davies
Clerk of the Day

Leslie Manning
Convenor and Reporter

Youth Ministries Committee Purpose, Procedures, and Composition

Purpose

The Youth Ministries Committee serves to regularly engage in on-going listening across the Quaker youth ministries “landscape” in New England. Based on their listening, the Committee regularly identifies both the growing edges of Quaker youth ministry in New England and current needs related to the spiritual development of Quaker children, youth, and families. The Committee act as storytellers and advocates, sharing relevant takeaways from their listening with the wider Yearly Meeting.

The Youth Ministries Committee provides and encourages opportunities for connection which strengthen the web of relationships between meetings, ministries, and ministers serving children, youth, and families.

Annually, (or more frequently if needed), the Youth Ministries Committee reviews and, as needed, recommends revisions to NEYM’s Child Safety Policies.

In these ways, the Youth Ministries Committee plays an essential role in nurturing the faith life, spiritual growth, safety, and leadership of children and youth of New England Yearly Meeting. The work of this committee also helps to ensure the vitality, health, safety, and relevance of the youth programs offered by the organization of NEYM, as well as youth ministries offered within and across the web of local meetings in our region. This work happens in the context of both family and community, in same-age and in multi-generational groups.

It is the committee’s intent that New England Quakers’ youth ministries enable young people to grow into adulthood with a full sense of belonging to both a local circle of Friends and the Yearly Meeting as a whole. The committee encourages ministries which provide a foundation of Quaker faith and experience, fostering an active spiritual life.

Procedures

- The committee is responsible for conducting an annual review of the NEYM Child Safety Policy and its implementation.
- As requested, the committee consults on the right ordering of administrative aspects of NEYM youth programs: health, safety and welfare of children; policy and procedures; and ethical and legal issues.
- The committee communicates to the broader Yearly Meeting about the needs of NEYM youth, families, and youth workers.
- The committee meets regularly, virtually or in person, as the needs of the committee dictate. The committee reports annually to Sessions on the health of the programs, status of the Child Safety Policy, and other issues in our care.

- For local meetings, the committee offers opportunities for connection and networking, and, as possible resources, collaboration, and guidance for the health and welfare of children; policy and procedures; ethical and legal issues; program design and curriculum; outreach.

Composition

- Committee membership should reflect the diversity within the Yearly Meeting. Gifts that we seek for the committee include skills in pastoral care for children and families, skills in youth programs and youth work, including program evaluation and planning. Committee membership should include people with familiarity with the NEYM retreat programs.
- Members are named for 3-year terms, two people in each class for a total of six named members. Friends may be appointed for a second, consecutive 3-year term, after which they should take a year away from the work, Members are named by the Yearly Meeting Nominating Committee.
- The youth ministry staff—Children and Families Ministries Coordinator Teen Ministries Coordinator, the Program Director, and the Friends Camp Director—are ex-officio members of this committee. Because of the high level of staff participation in the work of this committee, YMC needs to remain mindful of the risks of over-burdening staff.
- Yearly Meeting Nominating Committee, in consultation with the committee members, names the clerk of Youth Ministries Committee. This nomination is approved by the Yearly Meeting. The Youth Ministries Committee coordinates with and has linkages to the Meeting Accompaniment Group, and Permanent Board.

Allen David McNab

January 26, 1941 – December 21, 2022

Late in 2022 we lost a valued member of Providence Monthly Meeting, Dave McNab. Dave had been a member of Meeting for decades and served on Communications and Ministry and Counsel Committees. Despite the long distance from his home in Kingston, RI, he attended Meeting for Worship faithfully, and he was always a model of a cheerful and friendly presence while advocating for peace and social justice. When needed, he would provide rides for Friends living in the southern part of RI.

Dave graduated from Belmont (MA) High School and Bates College (Lewiston, ME), and he received a master's degree in chemistry from the University of Alaska (Fairbanks). He taught at Moses Brown School for 35 years, initially science and then technology/computers. He was passionate about his support of LGBTQ youth, and for many years he worked for PFLAG (Parents and Friends of Lesbians and Gays) and YouthPride.

The words of family, F/friends, colleagues, and students provide the best sense of Dave as a person:

At the heavy brown door of Ross House entrance stands a beefy man. He has chubbiness and charisma. Long, gray hair tied at the back of his head gives him a hippie look. His glasses let me see big rolling eyes that seem synchronized with each sentence that comes out of his mouth lost in the forest of hairs that one would call mustache and beard.

Dave McNab was one of the first Friends I met at Providence Monthly Meeting. His cheerful greeting at the front door made me feel welcome right away. He was always ready to regale us with a story from his years at Moses Brown and it was clear that his career there had been a joyful experience. He made our time at the meetinghouse a joyful experience as well. The Light Within him was always visible. His wise and peaceful voice was an anchor whenever decisions were difficult. We will miss him, but his spirit will stay with us!

Our daughter marched to a "different drummer" a little too often in middle school, putting her in the position of being teased or at least not appreciated. With Dave McNab as her teacher, however, all of a sudden she had reason to be excited about getting ready for school in the morning as he was overseeing her project of making a traditional dulcimer. They may have started from a kit, but it was real and it played in key and it made her year. I'm sure she was not the only student whose happiness and success could be attributed to Dave with his easy warmth, sense of sympathy, and humor.

Dave's care and affection for every student came through each day on campus, and certainly on the countless team trips in which he participated. Dave truly enjoyed his time at Moses Brown and will be remembered for regaling everyone with his stories.

One of my favorite neighbors from South Kingstown! Dave, you were one in a million. From numerous conversations we've had you always found a way to leave the discussion with me learning at least one fact. Wisdom and kindness like yours is becoming harder to find.

He was a true advocate for his students and a proud grandfather when his grandson, Doug, entered 5th grade at MB.

Dave was a wonderful and welcoming guy ... Brilliant, kind, and interesting to speak with always. The world could use many more Daves and kids would be blessed to have someone like Dave as their teacher.

Whenever I made a foray to Middle School, Dave greeted me with unfailing good cheer and silly humor, and was always ready to help. I smile whenever I think of him.

Dave was an embodiment of cheerful kindness in Providence Meeting and a grounded presence in discernment.

Dave's Quakerism was not limited to the redundancy of a slogan or a poster on a classroom wall. In his lab or classroom, during faculty meetings, in his daily interactions with others, he lived it, experimented with it, and shared it.

We loved that Dave always had engineering jokes for us

Dave was the kindest soul and most welcoming partner to work with. I recall his wisdom frequently and pass it along to younger colleagues often. When I am struggling with some challenging kids, I remember one of Dave's beliefs that you can always find the goodness in someone. You have to look harder in some people than others, but it IS there.

Dave was a wonderful colleague, always humble and positive in his demeanor and approach. I remember being in hundreds of faculty meetings with Dave, and Dave, with his Quaker roots, always made sure we stuck to our guns regarding Quakerism. He always looked for the good in kids and was positive in all his endeavors. He made everyone pause and think, are we on the right track and does our decision mesh with our Quaker philosophy? I also remember Dave telling me that, at Christmas time when he was out and about, young children would ask him if he was Santa Claus. He certainly looked the part and I'm certain any child, after talking with Dave, would really think that he/she had actually met Santa! Finally, I remember after Dave retired, he would come back to our Middle School Quaker meetings in the meetinghouse. He would sit quietly at our meeting, and one by one, after the meeting, kids would come up to Dave and say hi while greeting him with hugs. He was a special man who was an anchor at Moses Brown for so many years. Dave had the ability to keep everything in perspective, and in his quiet way, let you know that everything, in the end, would be okay. I will miss him.

I served with Dave on a committee for many years, and always noticed his unusually welcoming persona. At his memorial service, I learned just how unusually welcoming he was.

Dave was always a joy to have when he joined us for Meeting in Saylesville. His appreciation of and respect for the building was exceeded only by his expressed love of worshiping in the quiet of the meetinghouse.

He was a great teacher and a very good man.

Dave is survived by his wife Elizabeth, his son Allan and his wife Sidney, his daughter Deborah and her husband Warren, and four grandchildren. We at Providence Monthly Meeting will certainly miss him.

Steven John Correia

January 25, 1957 – January 14, 2022

When Steven Correia found something in life that he loved - whether a friend, food, or tradition - he frequently took it on for life. He loved his extended family and lived his entire life near them in southeastern Massachusetts. He loved his work as a fisheries biologist for the state's Division of Marine Fisheries. More than anything, Steve loved his wife June, his daughters Larissa and Aliza, his son-in-law John, and his two grandsons Henry and Charlie, who filled him with absolute pride and delight.

Steve and June met the day before his highschool graduation and married soon after college in 1979. She was not only his life companion, she was his gentle, guiding light. They started attending New Bedford Meeting in 1985. Steve became clerk and was committed to keeping the small meeting open. June, however, wanted more children in First Day School for their young daughters and started attending Westport Meeting in 1988. Wanting to worship with his family, he soon joined them. They officially transferred their memberships in 1993. The Correia family quickly became vital, loved Friends in our meeting community.

Steve served on a number of committees at Westport Meeting, especially Ministry and Counsel. He taught First Day School in a corner of the old bookshed, memorably making Old Testament stories fascinating to elementary school-aged children. He was active in the life of Sandwich Quarter and for decades attended Annual Sessions. Steve's extensive knowledge of early Friends and Friends' process of discernment informed worship and meetings for business. We are grateful for his faithful presence and his grounded spoken messages and concerns.

Steve delighted in young people. He volunteered on staff in Junior Yearly Meeting, both at sessions and on weekend retreats. He had a particular knack for meaningfully connecting to the more active children who found it hard to sit in Program. He patiently taught dozens of JYM'ers how to make

knotted sailor bracelets, and loved when they returned a month or year later to show him that they were still wearing theirs (however worn out). He was the original creator of JYM Ball - a more nuanced version of dodgeball - that is still an integral, beloved game in NEYM's youth programs.

For us, his creativity and humor were on full display in his writing, particularly his plays. Initially started as a way to include young people in the Christmas Eve program, they became the highlights of our annual Advent Potlucks. He included current events and culture to create new versions of the Christmas Story that were both clever and profound. His parody hymns, and numerous details like the census-takers' shredder, the returning characters Lenny and George, the ever-whining sheep, and the Quaker Oats box with a dangling star, wove insight and laughter into our meeting fellowship.

He was a voracious reader and passionate learner on many subjects, particularly biology, ecology, history and all things Quaker. He loved listening to traditional, folk, and Shaker music, and enjoyed singing with others. He learned to play a number of string instruments well, though he rarely performed for anyone beyond his family and close friends - except with local ukelele groups in later life. He regularly encouraged our meeting and JYM to sing more.

Steve was a committed and highly respected scientist who spent most of his career dedicated to preserving marine life. He believed the scientific method was applicable to much of life. He devised a way to protect his prized fig tree from the harsh New England winters and religiously followed it. He believed better choices in the minor leagues could produce a winning Red Sox season, and that there was one way to pull a proper shot of espresso. He believed in the fruits of Friends' waiting worship if centered and covered.

June's debilitating, 20-year illness and too-early death from Multiple Systems Atrophy was a profound struggle and loss. His inability to protect her from pain and prevent her decline was heartbreaking and frustrated him

deeply, not only as a spouse but also as a biologist. This same fierce love and yearn to protect from harm extended to his daughters and, especially, to his grandsons.

Steve faced his own diagnosis with a mixture of sadness and scientific curiosity. He dove into the latest research and determinedly agreed to trials and alternative treatments that slowed the growth of his brain cancer. His courage to accept treatments and eventually, years later, his graceful courage to end them when no longer effective, were both grounded in science and in his love for his family.

We miss his humor, grounded presence, his extensive knowledge on a wide variety of subjects - and his willingness to debate the finer points of them. We miss his friendship. His too-early passing renewed our grief for June's death as well. Steve and his family's many years with us are woven, like a sailor's bracelet, into the life and spirit of our hearts, the meeting, and the wider circle of Friends. We treasure our memories and hold deep gratitude that he and June chose us as their spiritual home.

Approved, Westport Monthly Meeting of Friends, May 21, 2023