

Minutes
Permanent Board Meeting
NEYM Sessions, Castleton VT
August 5, 2023

PB 23-28 : Opening Worship

Friends opened with a period of worship.

PB 23-29: Clerk's Welcome and Introduction

Leslie Manning, PB Clerk, welcomed Friends to 2023 NEYM Annual Sessions

The recording clerk called the roll:

Bold = present in the room; underline = present on Zoom,

Leslie Manning (PB Clerk), **Susan Davies** (PB Recording Clerk), **Kimberly Allen**, Thomas Brenner, **Deana Chase**, **Martin Forsythe**, **Christopher Gant**, **Elizabeth Hansen**, **Meg Klepack**, **Frances Lightson**, Edward Mair, **Christopher McCandless**, **Jean McCandless**, Bob O'Connor, **Carole Rein**, **Martha Schwope**, **Liesa Stamm**, **Willa Taber**, Eleanor Warnock, **Diane Weinholtz**, **Donn Weinholtz**, **Mary Zwirner**

Ex-Officio: Scott Drysdale (Finance Clerk), **Sarah Gant** (Meeting Accompaniment clerk), **Rebecca Leuchak** (Presiding Clerk), **Noah Merrill** (YM Secretary), **Robert Murray** (YM Treasurer)

Regrets: Elizabeth Reuthe (Secretary's Supervisor), Peter Bishop, Darcy Drayton, Joyce Gibson, Ian Harrington, Newell Isbell Shinn, Roger Jasaitis, Anna Radocchia, John Reuthe, Aaron Sakulich (resigned), Morgan Wilson, Kathleen Wooten

Visitors: Marian Dalton, Bruce Neumann, Melody Brazo, Becky Phipps, Robert McClellan, Catherine Simmons, Linda Jenkins, Emily Savin, Johanna Jackson, JT Dorr, Meredith Collins, Pat Moyer, Tom Vargo, Gail Melix, **LouAnne McDonald**, **Macci Schmidt**, **Adam Korhman**, **Carl Williams**, **Jennie Isbell Shinn**, **Frederick Martin**, **Jeremiah Dickinson**, **Susannah McCandless**, **Megan Jensen**, **Minga Claggett-Borne**, **Phil Veatch**, **Ben Warner**, **Travis Belcher**, **Polly Attwood**, **Mary Link**, **Betsy Roper**, **Kristina Keefe Perry**, **David Coletta**, **Holly Baldwin**, **Peter Blood Patterson**, **Wendy Sanford**, **Susannah Schell**, **Kim West**, **Jackie Stillwell**, **Jonathan Vogel Borne**, **Lynn Taber**, **Mey Hasbrook**, **Lisa Graustein**, **Melissa Foster**, **Michelle Wright**, **Em McManamy**, **Alan Sifferlin**, **Janice Sifferlin**, **Elaine Emily**, **Janet Hough**, **Jennifer Smith**, **Sarah Smith**

PB 23-30: Minutes from the PB meeting of May 20, 2023 at Hartford, CT Friends approved, with revisions

PB 23-31: YM Secretary’s Report (report appended)

Noah Merrill, Yearly Meeting Secretary, brought for PB approval the outline for a visioning and design process for 2024 YM Sessions and beyond (appended). This process seeks to lift up and carefully and collectively discern “What do Friends need from Sessions?” For important practical, long-range planning reasons the visioning process needs to be underway in the fall of 2023 in order to be well positioned for 2024. The Secretary clarified the request for PB to first approve, in principle, the arc of the process, with PB approval of later stages in steps. Any significant changes envisioned for Sessions 2025 will need to be approved by Sessions 2024, hence the need to begin the process this fall.

1. Will PB affirm the need to begin this process for the fall of 2023, or before January 2024?
2. Will PB approve initiation of a year-long, multi-stage visioning/exploration process, to prepare for Sessions 2025?

FRIENDS APPROVED, with one Friend requesting to stand aside.

PB 23-32: Request for approval to re-apply to Friends Foundation for the Aging (justification appended)

Consistent with the YM grants policy, the Secretary requested that PB Friends approve YM applying for continued funding from the Foundation on Aging. It is PB’s charge to approve the purpose; approval of the details is not sought.

FRIENDS APPROVED

PB 23-33: Presiding Clerk's (no written report)

Rebecca Leuchak, Presiding Clerk, expressed care and concern for victims of Vermont flooding damage and other weather impacts. She also encouraged Friends here at Sessions to be sensitive to the needs of vulnerable Friends due to the ongoing risks of COVID, encouraging mask-wearing, hand washing and other preventive measures. The Presiding Clerk expressed gratitude for the long and faithful service of Leslie Manning as Permanent Board clerk, and informed Friends of some of the items that will come before meeting for business at the 2023 Sessions.

PB 23-34 Naming Committee report (report appended)

Beth Hansen, reporting for the Naming Committee, thanked the other members of the Naming Committee, reminding Friends this is a new process, in only the 2nd year. The Naming Committee is bringing these names to serve on the Nominating Committee.

For approval to Class of 2026:

- Martha Schwope (Wellesley)
- Kathy Malin, (Smithfield)
- Christopher Gant (Beacon Hill) for help with a Nominating Committee special project

Jeremiah Dickinson, member of the Naming Committee, brought forward as recording clerk for the Naming Committee, the name of:

Beth Hansen

FRIENDS APPROVED these names

PB23-35: Nominating Committee report (report appended)

Jackie Stillwell, Nominating Committee clerk, reminded Friends that the current nominating process involves a time for hearing concerns, and hearing affirmations, of Friends who are candidates for service.

Jackie Stillwell brought for approval for YM Recording Clerk, to start immediately, the name of: Susannah McCandless (Burlington FM),

FRIENDS APPROVED

And for Permanent Board Recording Clerk, to start at close of 2023 Sessions, Willa Taber (Fresh Pond)

FRIENDS APPROVED

PB23-35: Youth Ministries Committee Purpose, Procedures, and Composition document

Jackie Stillwell also brought for approval the Purpose, Procedures, and Composition document for the Youth Ministries Committee. The document is prepared for approval at Sessions. The Nominating Committee is requesting PB approval to send to Sessions.

FRIENDS APPROVED

PB 23-36: Recommendation from July 15, 2023 Listening Session for Salem Quarter, for Three Rivers Worship Group

*Note about process: Because Leslie Manning, PB clerk had served on the discernment committee for Three Rivers worship group, Susan Davies, PB Recording clerk, clerked this minute. No back up Recording Clerk was appointed to record this minute, **PB 23-36**.*

PB took up the recommendation of the July 15, 2023, Salem Quarter Listening Session, (hosted by the Permanent Board, for the Salem Quarter), to approve Fresh Pond's recommendation that Three Rivers Worship Group become a monthly meeting.

*For a record of previous discernment and background pertinent to this minute, see PB minutes **PB 22-47**; **PB 22-47.1**; and **PB 22-47.2** Decisions recorded in the aforementioned PB minutes were further approved by Sessions, 2022. The report from Salem Quarter is available in the Advanced Documents for the June 4, 2022, PB meeting, at p. 34.*

Following discussion that included both enthusiastic support and firm opposition, unity was lacking to approve the recommendation. Consistent with the 1985 Faith and Practice, and the draft NEYM Faith and Practice appendix on Establishing a Monthly Meeting

(<https://neym.org/faith-and-practice/appendices/establishing-monthly-meeting-3>) a visiting

committee was proposed, to be formed of members from the Salem Quarter. Leslie Manning, PB clerk suggested three names of Salem Quarter Friends to serve on a Visiting Committee, to visit and worship with Three Rivers, and the Salem Quarter, and to report back to the Permanent Board:

Regina McCarthy (Wellesley Friends Meeting) Ellen Neelands (Acton Friends Meeting)
Mary Zwirner (Beacon Hill Friends Meeting, and Permanent Board member)

No objections were raised to these Salem Quarter Friends serving on the visiting committee, but due to pressures to vacate the meeting room, the Clerk and Recording clerk could not record clear approval of these Friends' service on the Visiting Committee.

Manning Leslie
Manning Leslie (Dec 13, 2023 17:58 EST)

Leslie Manning, Clerk

Minutes Permanent Board Meeting

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**

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

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

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)
Schwope, 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 (Worc)
Zwirner, Mary (Bhill)

Board of Managers of Investments & Permanent Funds (10)

2024

Philbrook, Erik (Well)*

2025

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

2026

Wernette, Tim (Win)

2027

Hackman, Mathew (Prov)

David Eastman (Han)

John Ridgeway (Mt. Toby)

2028

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 *ex officio*

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)

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.

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