

## **Permanent Board Agenda**

**September 28, 2024, Providence Friends Meeting**

**99 Morris Ave, Providence, RI 02906**

**9:00 AM - 3:30 PM EDT**

***Gather for hospitality 8:30***

**8:30 AM Greetings and fellowship**

**9:00 AM Opening Worship**

**PB clerk's comments**

**Roll Call**

**Approval of July 18, 2024, PB minutes**

**Sessions 2024 minutes-**

**Yearly Meeting Secretary's Report**

Development and Endowments next steps

Request for approval- Friends Camp budget

**Contributions Criteria wg update**

**LUNCH BREAK**

**Nominating Committee Report** with names for approval

**Presiding Clerk's and Coordinating and Advisory Report**

Request for approval- Recommendations regarding NEYM naming committee and nominating process

Conflict Response charge- Recommendations for process to revise charge

**Stipends Experiment Evaluation work group-** discuss recommendations

**Sessions updates regarding Committees and workgroups**

Next steps for working groups as directed by Sessions

Israel-Palestine Resource Group- advance document report of activities

September 20, 2024- draft PB Agenda

**Memorial Minutes Received**

Jack Shepherd, Hanover Friends Meeting, Northwest Quarter

Julie Heagney, Framingham Friends Meeting, *Submitted to New England Yearly Meeting  
Permanent Board in lieu of Salem Quarterly Meeting, by Lee Miller, presiding clerk,  
Framingham Monthly Meeting*

**Closing worship**

**Draft Minutes  
Permanent Board  
Meeting on Zoom  
July 18, 2024**

Welcomed to Zoom  
**24-61 Roll Call**

Willa Taber (Fresh Pond), Recording Clerk of the Permanent Board read the roll.

**Permanent Board Members Present**

Susan Davies (PB Clerk), Willa Taber (PB Recording Clerk), Kimberly Allen, Thomas Brenner, Christopher Gant, Elizabeth Hansen, Newell Isbell Shinn, Roger Jasaitis, Carolyn Lamar Jordan, Frances Lightsom, Edward Mair, Leslie Manning, Allison Randall, Carole Rein, Liesa Stamm, Eleanor Warnock, Donn Weinholtz, Morgan Wilson, Kathleen Wooten, Mary Zwirner

**Ex-officio members**

Marian Dalton (Treasurer), Scot Drysdale (Finance Clerk), Sarah Gant (Clerk, Meeting Accompaniment Committee), Noah Merrill (YM Secretary), Jackie Stillwell (Clerk of Nominating Committee), Carl Williams (Clerk of Ministry and Counsel).

**Regrets/Absent**

Rebecca Leuchak (Presiding Clerk), Deana Chase, Darcy Drayton, Martin Forsythe, Meg Klepack, Anna Radocchia, Bob O'Connor, John Reuthe, Martha Schwoppe, Diane Weinholtz.

**Visitors**

Nia Thomas, Fran Brokaw, Janet Hough, Kara Price, Kristina Keefe-Perry, Phil Veatch, Polly Attwood, Sara Smith, Alison Levie, Becky Jones, Frederick Martin, Mary Link.

**24-62 Permanent Board Clerk comments**

Susan Davies (Vassalboro), clerk of the Permanent Board, reported on items that will be coming to us for consideration in the fall: We will also consider recommendations to strengthen the nominating process; the PB clerk said we will be looking at ways that we can lift up, support and strengthen the quarterly meetings in the coming year and emphasized the important work done by quarterly meetings. Since our last meeting, we have received 4 memorial minutes approved by different quarterly meetings. We have also received reports on the ministry of Marian Baker and Phil Fitz, discerned through their quarterly meetings. Our recent experience with the Permanent Board handling the work of Salem Quarterly Meeting while it was on hiatus has shown us that the work of the quarters is handled better when handled locally. The stipends working group has completed its report, to be brought for our consideration at a later date.

The Coordinating and Advisory Committee has warmly accepted an invitation from Fresh Pond for the Presiding Clerk, the Clerk of Permanent Board, the Clerk of Ministry and Counsel, and the Yearly Meeting Secretary to visit with them, worship with them and to discuss issues concerning the setting off of Three Rivers Meeting.

### **24-63 Approval of Minutes**

**Friends approved the minutes from the May 11 Permanent Board Meeting here attached.**

### **24-64 Bodine-Rustin disbursement proposals**

The report of the Bodine-Rustin Distribution Subcommittee of the Legacy Gift Committee is attached to these minutes. Full details of their recommendations are included in that report.

The subcommittee recommends the following disbursements:

<b>Ugandan Safe Transport</b>	<b>\$114.46</b>
<b>South Coast LGBTQ Network</b>	<b>\$500.00</b>
<b>An individual Ugandan Friend</b>	<b>\$2,250.00</b>
<b>Trans Asylum Seekers Support Network</b>	<b>\$650.00</b>
<b>Community Asylum Seekers Project</b>	<b>\$500.00</b>
<b>J-FLAG</b>	<b>\$200.00</b>
<b>Total</b>	<b>\$4,214.46</b>

**Friends approved these recommendations.**

Friends expressed gratitude and appreciation for the diligent work of this subcommittee.

### **24-65 YM Secretary's Report**

Noah Merrill (Putney), Yearly Meeting Secretary presented his report, here attached,

**Consistent with NEYM policy the Secretary is requesting Permanent Board approval for NEYM to apply for the following grants:**

- 1) A grant of approximately \$10,000 to allow further incremental steps to engage Collabyrinth, the equity and diversity consultant identified through recent discernment.**
- 2) An application for renewal of our existing funding from the Friends Foundation for the Aging (FFA), for continued support of extending the ARCH (Aging Resources, Consultation, and Help) grant to support New England Friends. This is simply a routine reapplication for continued support; the relationship with FFA has been a positive experience for all involved.**

**Friends approved applying for both of these grants.**

There is a significant administrative load to support the work of the Legacy Gift Committee. Noah has been having conversations with the committee and others about providing greater staff support for them. After Sessions he intends to meet with the Coordinating & Advisory Committee, staff, and the Legacy Gift Committee to explore options to provide more staff support for the Legacy Gift Committee. He will report back to this body as this work progresses.

Noah reported that at this time, contributions received or committed from meetings are at 98% of the budget. A group of Friends have already committed to a \$28,000+ challenge gift for contributions made at Sessions this year. Sessions registrations are about 20% ahead of where they were last year at this time. He will provide a more complete report on fundraising and plans for development in the fall. He also hopes to bring a proposal to begin considering endowments in the fall.

Sara Hubner, NEYM Office Manager, is receiving treatment for cancer, as she continues in her dedicated service to NEYM. She will not be at Sessions and has had to reduce her level of work for the Yearly Meeting. This will require between \$10,000 and \$20,000 to provide replacement services. Further details about funding options will be brought to the Permanent Board in the fall.

**The Friends Camp Visioning Report update is here attached. Friends affirmed this visioning process continuing at a slower pace than originally anticipated.**

#### **24-66 Report from Ministry and Counsel Clerk**

Carl Williams (Plainfield), Clerk of Ministry and Counsel, submitted his written report here attached. One direction we seem to be called into is to convene opportunities for people to hold the YM in prayer. We would encourage people involved in local Committees of Ministry and Counsel to be active in this. He hopes that we appoint an assistant clerk of Ministry and Counsel who would be a rising clerk. He will make a visual presentation at Sessions.

A Friend expressed his appreciation of the increased amount of support that has been given to local meetings. And hopes that a presentation can be made to make this work visible to the yearly meeting as a whole.

#### **24-67 Treasurer's report.**

Marian Dalton (Brunswick), Yearly Meeting Treasurer, requested that PB approve redirecting \$7000 from the Witness and Ministry fund to allow its use in the Yearly Meeting General Fund. This use was recommended by Coordinating and Advisory and approved by the Legacy Gift Committee, which administers that fund, to cover additional staff costs relating to the bereavement leave for the YM Secretary this spring.

**The Permanent Board approved the redesignation of these funds.**

Marian also reported that at the end of May, with an anticipated need for cash in mind, the Yearly Meeting Treasurer transferred the remaining funds from the Quasi-Endowment to the NEYM checking account. This was done in accordance with precedent and with the approval of the Yearly Meeting Secretary and Finance Committee Clerk. At the time of the transfer there was \$88,114.89 in the Quasi-Endowment Fund. The treasurer requests Permanent Board approval to redesignate the transferred funds to the general fund in accordance with our Financial Handbook.

**The Permanent Board approved the redesignating of these funds to the general fund.**

Scot Drysdale, (Hanover), Clerk of the Finance Committee expects to bring a minute in the fall to clarify the process of moving funds into and out of the Quasi-endowment. It was also suggested that we might try to better anticipate our larger cash needs, such as when the Legacy Gift Committee issues their grant approvals.

## **24-68 Coordinating & Advisory report**

Susan Davies reported that Rebecca Leuchak is not able to be with us because of illness. Rebecca Leuchak's written report is attached. She wanted to lift up for us the reports of the Legacy Gift Review Committee and the research findings and recommendations from the Quaker Indian Boarding School Research Group which are also attached. All three of these documents will be presented at Sessions for action.

### **24-68.1 NEYM involvement in Quaker Indian Boarding Schools**

The Permanent Board has received the Quaker Indian Boarding Schools Research Findings and hears the troubling depth of the involvement of NEYM in the work of the Indian Boarding Schools. Friends receive these findings with sorrow for the misguided practices, and with deep gratitude for the amount of work and care that went into researching NEYM involvement. We pass this report, and the recommendations it contains, to Sessions with the hope and expectation that the Yearly Meeting will engage deeply with the troubling issues raised by them. Friends are encouraged to familiarize themselves with these reports so that we can participate on an informed basis when they come to Sessions.

## **24-69 Program Director's Report**

Nia Thomas (Northampton), NEYM Program Director, provided an update on recruitment for Sessions. She is appreciative of the work of the youth program coordinators in recruitment. Although there are still some unfilled positions, all of the programs will run in the forms we have come to expect. If anyone knows someone who might want to fill individual slots in the Youth Program schedule, please ask them to contact Nia.

Castleton University will not be available to us for Sessions next year. We are actively considering three sites: Wheaton College, University of Vermont, Burlington, and the University of Massachusetts, Amherst.

The report of the Sessions Visioning Working Group is attached. A more detailed version will be presented at sessions. The working group expects to prepare for their work in the fall by providing background information and recruiting facilitators. In the winter they plan to have opportunities for Friends to meet and brainstorm and thresh options and priorities for sessions. In the Spring they hope to begin the process of discernment on a proposal to bring to Sessions next year.

Coordinating and Advisory Committee Report to the Permanent Board  
Meeting on September 28, 2024 at Providence Friends Meeting, RI

Again, this September we opened our Committee's year with a working retreat at the home of John Reuthe in Vassalboro, Maine. It was a golden fall weekend, and we were grateful for John's warm welcome and hospitality. He and his cooking club providing us with some delicious dinners!

Those who make up the Committee, and were present at the retreat, are:

Yearly Meeting Secretary (Noah Merrill), Presiding Clerk (Rebecca Leuchak), Clerk of Permanent Board (Susan Davies), Clerk of Ministry and Counsel (Carl Williams), Clerk of Finance (Scot Drysdale), Treasurer (Marian Dalton), Clerk of Nominating (Jackie Stillwell), Clerk of the Accompaniment Group (Sarah Gant), and the supervisor to the YM Secretary (pending appointment). In years when there is a rising clerk, that person (Phil Veatch) is included and was present.

We began our work with a reminder of our committee's purpose and procedures:

**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.*

**Procedures**

- *The committee meets once a month, either in person or by electronic communication.*
- *The work of the committee may require confidentiality as it discerns with tenderness how to proceed with an issue.*
- *C&A is responsible for supervising and evaluating the work of the Yearly Meeting Secretary. The committee delegates day-to-day supervision of the Yearly Meeting Secretary to the Supervisor of the YM Secretary, who ensures completion of the annual performance review of the Secretary.*
- *C&A, in cooperation with the Program Director or other relevant parties, helps to ensure that current and emerging clerks of quarterly meetings, monthly meetings, and Yearly Meeting committees (including ad-hoc and subcommittees of the Permanent Board) are provided with relevant leadership-development trainings, resources, and guidance.*
- *The committee refers some matters to other bodies for review, discernment, and action. C&A is accountable to Permanent Board and to Sessions.*
- *C&A strives to prevent duplication of effort and facilitate efficiency and effectiveness in the work of the Yearly Meeting.*
- *With a goal of ensuring alignment with Yearly Meeting priorities, C&A will regularly review each committee's Purpose, Procedure, and Composition (PP&C), ensuring that every committee is*



*reviewed at least once within a three-year period. C&A will do this work in consultation with the Committee. PP&Cs are approved by the Yearly Meeting.*

- *The C&A Committee plays a key role in the annual Funding Priorities Process for the Yearly Meeting, discerning recommendations which are approved by C&A and then presented to the Permanent Board by the Yearly Meeting Secretary, in keeping with the process approved by the Yearly Meeting.*
- *The Presiding Clerk may invite other committee clerks or knowledgeable Friends to participate as needed to support the committee's discernment; otherwise, given the sometimes sensitive and confidential nature of C&A's work, its meetings are not open.*
- *The Presiding Clerk reports regularly on the activities of the committee to Permanent Board and annually to Sessions.*

We do this work holding the condition of our Yearly Meeting community in our hearts.

As a way of mapping the overall landscape of New England Yearly Meeting, we proceeded with a full review of the many matters and moving parts that comprise the work of this body. Friends serving on Permanent Board will recall having been apprised of the scope of that list in the past year. The importance of prioritizing matters to attend to, from that exhaustive list, and of synchronizing C&A's work with the work of the Permanent Board is the ongoing focus and commitment of our committee this coming year.

What rises to the top of the list in the discernment of the C&A Committee are the crucial efforts to nurture our community through:

- Re-engagement and support for our Quarters,
- Supporting and strengthening of the process of nominating Friends to service,
- Legacy discernment,
- Timely and innovative Sessions Visioning,
- Sustaining and strengthening staff capacity and resilience, and
- Planning for robust and sustainable Development.

In our work together in committee and in engagement across the Yearly Meeting, we are soberly mindful of important realities:

- the need to always consider our capacity for accomplishing our work, as individuals and in committee and within our Friends community generally,
- to be alert to mismatches between Friends' expectations and the available energy and resource levels needed to actually do the work,
- the importance of clear and accurate communication between individuals and in reporting among working bodies of the Yearly Meeting,
- the need for commitment to authentic, Spirit-led discernment, as opposed to Friends' assumption of "discernment" for others, and
- the experience Friends have had with psychological/spiritual bullying within our community and the importance of dealing with that in a compassionate, responsible, and timely manner.

Some of the gifts that Spirit provides both in our individual striving and in our work together:

- the importance of personal growth over a lifetime in humility, patience, compassion, love, joy, resilience, and gratitude,
- resistance to the destructive individualism of our wider culture,
- power in taking the communal rather than the individualistic approach,
- local meetings of Friends as the essential units of our faith community,
- de-emphasis and simplifying/streamlining institutions,
- emphasizing long-term relationships and journeying together, particularly at the local level, and
- telling our story in a fresh way – looking outward into the world rather than remaining inward focused.

As you will see in the agenda for the September 28<sup>th</sup> meeting, we have to offer thoughts on the results of the Stipends Recommendation Working Group that we stop offering stipends for key positions of service to our Yearly Meeting, the process for naming of the clerk of the Nominating Committee, the reintegration of the Naming Committee within the Nominating Committee, and the naming of the NEYM Secretary's supervisor.

And we hope in the coming months in preparation for the December Permanent Board meeting to offer thoughts on the updating of the Right Relationship Resource Group's charge, in consideration of its initiative to engage with local meetings on the question of restorative justice and reparations, thoughts on the future configuration of the Noticing Patterns Working Group, to present best thinking on forward movement in Development, including a direction for raising Endowment funds, and thoughts about strengthening our Yearly Meeting's nominating process.

For the Coordinating and Advisory Committee, I look forward to receiving your comments and answering your questions, as I am able.

Rebecca Leuchak, Clerk

Report of the Presiding Clerk, Rebecca Leuchak

New England Yearly Meeting Permanent Board Meeting, September 28, 2024

Allow me to express how much our gathering in August at Castleton for the Annual Sessions of New England Yearly Meeting was personally rich and meaningful. I hope this was also true for those of you who were able to participate, whether on campus or via Zoom.

I am grateful for many hearts and willing hands that planned, prepared, and held us for a very full week together. While I am aware that Spirit is so much with us in the ways that we work together during the many months between these Yearly meetings, yet I am amazed anew each year at the powerful ways that we come together while on campus to engage, with Divine connection and commitment to community, in the work we are called to do in this world.

This year all that we experienced together seemed to interweave and build over the course of the week around our theme: "Let Us Faithfully Tend the Seed." And passionate gardener that I am, I left Sessions ready to dig in to the work of nurturing our beloved community.

With our "dream team" of a clerking table: Michelle Wright and Jesse Grace (reading clerks) and Megan Jensen and Susannah McCandless (recording clerks), together we finalized the minutes of our Annual Meeting and they should be available soon. Many thanks to the faithful work of our dear Sara Hubner and others who lent the final proofreading eye.

My tasks from Sessions include creating a post-Sessions message to go out to all monthly and quarterly meetings that will encourage those faith communities' consideration of important issues raised at Castleton by faithful Yearly Meeting committees and working groups who are tending to these concerns so present in our world today.

These include:

- local communities of Friends taking up and considering the idea of restorative justice and reparations as we move toward building right relationship with Indigenous, Black, and BIPOC communities,
- NEYM Friends, individually, as Monthly Meetings, and as Quarterly Meetings joining in Friends' Committee on National Legislation's support for the federal bill [H.R. 7227, S. 1723] establishing a Truth and Healing Commission on Indian Boarding School Policies,
- Friends' advocacy at the local and national levels for peace and conflict resolution in the Middle East, and
- consideration of the Yearly Meeting's criteria for contribution to outside organizations.

I have focused on reconstituting the working group to revise the charge of the Response to Conflict Team. Although approved by Permanent Board leading up to Sessions, Friends in our Annual meeting for worship with the purpose of business felt the description needed further seasoning and more specifics.

On the floor at meeting for business, we approved the following:

"Friends provisionally approved the Permanent Board to refine and implement the proposal to establish a New England Yearly Meeting Conflict Resolution Group, to be revisited by the 2025 Yearly Meeting

Sessions for further discernment and approval. Permanent Board will seek to address the following concerns raised from the body:

-The charge as presented seems to lay a huge workload on a very small group of people. What are the limits of our expectations, and what supports are in place for the Conflict Resolution group?

-What would be our measure for success or assessment? Can we establish a clear mechanism for feedback, goal-setting and evaluation?

-Assign a trial period (perhaps three years?) followed by a clear and open review process.

-Consider adding a few more people to the group with expertise in navigating and healing conflict.”

I am grateful for the careful discernment that brought this project back to the drawing board and Susan Davies and I have reached out to the original framers of that charge to see who may feel led to continue with redacting the charge and providing clearer purpose and specifications. One original member has agreed to serve. One has declined and another is in discernment at this time. We are hoping to enlist some who have given very positive and constructive suggestions of way forward and look to bringing you a revised charge early in the next year.

I look forward to working with you on this in the months to come.

Finally, I am grateful and honored to have been able to provide letters of support for the most recent group of New England Friends traveling from Hanover Friends Meeting to be with Cuban Friends in October and also for the delegation representing New England Yearly Meeting at Cuba Yearly Meeting's annual Sessions in February.

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 September 24, 2024

Dear Friends,

As time is short in this last week of our fiscal year, this report will be brief. Please refer to the reports from the Presiding Clerk, the agenda, and the recommendations submitted in the Advance Documents for more information.

I regret that I am unable to be with you physically in Providence, due to a commitment to be with extended family who are coming from a distance for a celebration of my brother's life. While I will join our meeting on 9/28 via Zoom, I look forward to being with many of you and sharing in-person fellowship in December.

1. Consistent with our process, the Friends Camp Treasurer and I will be bringing forward a recommended operating and capital budget for Friends Camp for the coming year, following consultation by the Friends Camp Director and Treasurer with myself and the NEYM Treasurer, and approval by the Friends Camp Committee. The final step in our process is for the Permanent Board to give formal approval to this budget.
2. As part of our overall work to strengthen our Development efforts, I will be bringing a presentation for your consideration and affirmation of a plan to establish a small number of endowment funds to support core aspects of the Yearly Meeting's mission and ministries in the future. I believe and have received consistent affirmation from Friends with experience in fundraising that an effort of this kind will also help us grow our annual fund and strengthen engagement by Friends across our region. While the slides appear in the advance documents, I will present with narrative that will place the slides in context. I look forward to Friends' reflections and questions.
3. I will give an update on Development efforts and projected income as we approach the end of the fiscal year, and whatever limited projections we can make about our financial position as we move into October.
4. I am deeply grateful for the proposal coming forward for this meeting, as one important step in what I know is a needed ongoing focus on strengthening our nominating efforts. This is an essential capacity for us, and I look forward to working alongside all of you to make some further substantial progress in this area over the coming year.
5. Following approval from Sessions, I am especially interested this year to support the establishment of the Thriving in Ministry and Eldership group, to support local meetings in their support, nurture, and oversight of gifts of ministry arising in their members. I am particularly excited to integrate this work with the other ways the Yearly Meeting already supports ministry, including the work of the Witness and Ministry Fund, and the Legacy Committee as we prepare to strengthen this work for the coming years. Note that, after prayerful consultation, the decision has been made to delay a new granting cycle for the

Witness and Ministry Fund to Spring 2025, in order to allow for rebuilding the committee and adding more integrated support for this work on behalf of the Yearly Meeting as a whole.

6. As I'm sure many are aware, this year will be a pivotal one in several ways, including as Friends across New England discern the future purpose and shape of NEYM Annual Sessions. I look forward to sharing further updates as the process unfolds. While there have been delays based on the availability of the colleges we have been considering, we hope to have a site and confirmed dates for Sessions 2025 by the end of October, if not sooner.
7. Consistent with the discernment of Sessions 2024, and following further consultation, I look forward to bringing to the meeting of the Permanent Board in December recommendations on several matters, including particularly the recommended use of the roughly \$280,000 of our unrestricted assets which has been set aside but not yet designated for another purpose. Primary in my mind is to bring a recommendation that would help the Yearly Meeting invest sufficiently in development in order to sustain the discerned ministries of Friends in an ongoing way as we continue to grow and change. I'm also concerned for restoring some minimal level of reserves, carrying through our commitments to equity and inclusion, and robustly supporting our youth ministries and other programs at this important season of our life together.

###

Friends Camp  
FY2025 Operating & Capital Budget Notes

For approval today by Permanent Board are the Fiscal Year 2025 Operating and Capital Budgets for Friends Camp. We are proposing an increase to base tuition of 7%, while keeping our tiered tuition options and substantial scholarship support available. This tuition increase is based on continuing increases in the costs of staffing, food, utilities, and supplies. Year-round staff costs have increased with the continuation of a year-round assistant director position, now with benefits. This position used to be a part-time only position, but will be full time for the second time this year.

The Capital Budget includes a more modest investment than we saw in Fiscal Year 2024, when we spent almost 3 times what we plan to spend in Fiscal Year 2025. We anticipate a big spending year again in 2026. Since Friends Camp started budgeting for depreciation only after much of our buildings were built, our annual budgeted amount for depreciation does not capture the full decrease in value in our property and buildings each year. For this reason, it is important for Friends Camp to generate an operating surplus in order to re-invest appropriately in our physical assets.

This coming year, the Camp Committee and Camp Director plan to forecast forward several years to analyze sustainability of camp finances and possible additional measures to take for long-term financial stability, including additional development efforts.

- Kate Monahan, Camp Treasurer

Friends Camp / New England Yearly Meeting  
Proposed FY2025 Operating Budget

9/12/24

	FY2025 DRAFT BUDGET	FY2025 Notes	% of FY2024 Budget	FY2024 BUDGET
<b>INCOME</b>				
<b>4100 Summer Program Fees</b>				
4110 Tuition & Fees (Gross)				
4111 Summer Camp Tuition	\$ 679,940	7% increase on basic tuition. This predicts the same enrollment in 2025 (including tuition spread) as we expect in 2024.	108%	\$ 629,760
<b>Total 4110 Tuition &amp; Fees (Gross)</b>	<b>\$ 679,940</b>		108%	<b>\$ 629,760</b>
<b>4120 Camperships</b>				
4121 Camperships Awarded	\$ (60,500)	Based on FY24 actual, with 10% increase	87%	\$ (69,274)
4122 Release from Campership funds	6,063		121%	5,000
<b>Total 4120 Camperships</b>	<b>\$ (54,437)</b>		85%	<b>\$ (64,274)</b>
<b>4130 Discounts</b>				
4131 Staff Children Discounts Given	-			-
4132 Auction Discounts Given	-			-
<b>Total 4130 Discounts</b>	<b>\$ -</b>			<b>\$ -</b>
<b>Total Summer Program Fees</b>	<b>\$ 625,503</b>		111%	<b>\$ 565,486</b>
<b>4200 Contributions Received</b>				
4201 Contributions from Individuals	\$ 50,000	Adjusted slightly down from FY2024	91%	\$ 55,000
4202 Contributions from Monthly & Quarterly Meetings	4,000	Adjusted slightly down from FY2024	80%	5,000
4211 Contributions from NEYM	3,200		107%	3,000
4221 Capital Improvement Fund Income	5,000			5,000
4231 Grants Income	-			15,000
4241 In-kind Contributions	-			-
<b>Total 4200 Contributions Received</b>	<b>\$ 62,200</b>		75%	<b>\$ 83,000</b>
<b>4300 Other Operating Income</b>				
4311 Off-Season Rentals	\$ 26,000		93%	\$ 28,000
4321 Merchandise Sales	11,250		101%	11,175
4331 Interest and Investment Income	11,400	This includes interest in bank accounts, and NEYM 4% yield (although we have not taken the distribution yet)	143%	8,000
4341 Misc Operating Income	-			-
4351 Paycheck Protection Program Loan Forgiveness	-			-
4352 Economic Injury Disaster Loan Income	-			-
<b>Total 4300 Other Operating Income</b>	<b>\$ 48,650</b>		103%	<b>\$ 47,175</b>
<b>Restricted Funds</b>				
<b>7110 General Campership Fund</b>				
7111 General Campership - Transfer from Equity Acct.	\$ -			\$ -
7112 General Campership - Contributions Received	6,063	Average of years since pandemic	121%	5,000
7117 General Campership - Release to Camp Tuition	(6,063)		121%	(5,000)
7119 General Campership - Transfer to Equity Account	-			-
<b>Total 7110 General Campership Fund</b>	<b>\$ -</b>			<b>\$ -</b>
<b>7210 Capital Improvement Fund</b>				
7211 Capital Fund- Transfer from Equity Account	\$ 5,000			\$ 5,000
7212 Capital Fund- Contributions Received	-			-
7217 Capital Fund- Release to Current Year Projects	(5,000)			(5,000)
7219 Capital Fund- Transfer to Equity Account	-			-
<b>Total 7210 Capital Improvement Fund</b>	<b>\$ -</b>			<b>\$ -</b>
<b>7220 Grants</b>				
7221 Grants - Transfer from Equity Account	\$ -			\$ 15,000
7222 Grants - Grants Received	-			-
7227 Grants - Released to Current Year Projects	-			(15,000)
7229 Grants - Transfer to Equity Account	-			-
<b>Total 7220 Grants</b>	<b>\$ -</b>			<b>\$ -</b>
<b>Total Restricted Funds</b>	<b>\$ -</b>			<b>\$ -</b>
<b>TOTAL INCOME</b>	<b>\$ 736,353</b>			<b>\$ 695,661</b>
<b>EXPENSE</b>				
<b>5100 Staff Expense</b>				
5110 Dir & Asst Dir Salaries, Benefits, Leave				



Friends Camp / New England Yearly Meeting  
Proposed FY2025 Operating Budget

9/12/24

	FY2025 DRAFT BUDGET	FY2025 Notes	% of FY2024 Budget	FY2024 BUDGET
		Reflects full-time Assistant Director with benefits (For FY2025 only, to be determined in the future). We now reserve funds each year to help cover future Camp Director leave or sabbatical.		
Total 5110 Dir & Asst Dir Salaries, Benefits, Leave	\$ 159,623		118%	\$ 135,627
5120 Support Staff				
Total 5120 Support Staff	\$ 110,824		103%	\$ 107,670
5130 Counselors				
Total 5130 Counselors	\$ 125,680		107%	\$ 117,400
5140 Staff Development				
Total 5140 Staff Development	\$ 10,245		108%	\$ 9,500
5150 Travel, Meals and Lodging				
Total 5150 Travel, Meals, and Lodging	\$ 5,775		115%	\$ 5,000
5160 Other Staffing Expense				
Total 5160 Other Staffing Expense	\$ 38,583		103%	\$ 37,553
Total 5100 Staff Expense	\$ 450,729		109%	\$ 412,750
5200 Summer Program				
5210 Kitchen Expense				
Total 5210 Kitchen Expenses	\$ 82,250		113%	\$ 72,506
5220 Summer Vehicles & Transportation				
Total 5220 Summer Vehicles & Transportation	\$ 6,661		97%	\$ 6,900
5230 Other Summer Program Expense				
Total 5230 Other Summer Program Expense	\$ 31,563		96%	\$ 32,751
Total 5200 Summer Program	\$ 120,475		107%	\$ 112,157
5300 Property Expense				
5310 Depreciation				
5311 Depreciation- Buildings	\$ 28,000		112%	\$ 25,000
5312 Depreciation- FFE	13,500		113%	12,000
5313 Depreciation - Vehicles	2,000			2,000
Total 5310 Depreciation	\$ 43,500		112%	\$ 39,000
5321 Buildings & Grounds Supplies & Services	\$ 25,348		93%	\$ 27,400
5330 Utilities				
Total 5330 Utilities	\$ 13,252		104%	\$ 12,784
5341 Winter Office Rent	\$ 3,040		133%	\$ 2,280
Total 5300 Property Expense	\$ 85,140		105%	\$ 81,464
5400 Administrative Expense				
5411 Property and General Liability Insurance	\$ 23,650		125%	\$ 18,975
5421 CampMinder Online/ Camp Brain	\$ 3,686		99%	\$ 3,739
5430 Accounting				
Total 5430 Accounting	\$ 8,612		76%	\$ 11,280
5441 Memberships and Subscriptions	\$ 7,064		104%	\$ 6,825
5442 Legal Fees	\$ 5,000	Reserve for general legal fees	100%	\$ 5,000
5450 Marketing				
5451 Printing	\$ 1,500		125%	\$ 1,200
5452 Website Design & Changes	500		200%	250
5453 Advertising Expense	-		#DIV/0!	-
5454 Newsletter	1,200		120%	1,000
Total 5450 Marketing	\$ 3,200		131%	\$ 2,450
5461 Office Supplies and Services	\$ 3,351		100%	\$ 3,353
5471 Fundraising Mailings	\$ 2,159		144%	\$ 1,500
5481 Postage	\$ 900		100%	\$ 900
5491 Other Administrative	\$ -			\$ -
Total 5400 Administrative Expense	\$ 57,622		107%	\$ 54,022
5600 Off-Season Programs				
Total 5600 Off-Season Programs	\$ 4,000		100%	\$ 4,000
5700 Miscellaneous Expense				
Total 5700 Miscellaneous Expense	\$ -			\$ -
5710 Donations to Other Organizations				
5711 Donations to Local Organizations	\$ 100		100%	\$ 100
5712 Simple Meal Donation	900		120%	750
Total 5710 Donations to Other Organizations	\$ 1,000		118%	\$ 850
8000 Extraordinary Income & Expense				
Total 8000 Extraordinary Income & Expense	\$ -			\$ -
TOTAL EXPENSE	\$ 718,966		108%	\$ 665,243
8003 Adjustment for Prior Years				
SURPLUS/(DEFICIT)	\$ 17,387			\$ 30,418

**Friends Camp/ New England Yearly Meeting of Friends  
FY2025 Capital Budget**

9/12/24

<b>Expenses</b>	<b>Amount</b>	<b>Notes</b>
Westview Cottage floor replacement and bathroom renovation	\$ 8,000	
Other needed repairs & replacements (planning for the unplanned)	\$ 8,000	
Downstairs Bathrooms water heater	\$ 10,000	
Remaining cabin roofs - Phoenix, Loon, Golubka	\$ 5,000	
	<u>\$ 31,000</u>	
<b>Sources of Funding</b>		
Budgeted Depreciation	\$ 31,000	

For Fiscal Year 2025, our budgeted depreciation funds for Fiscal Year 2025 exceed the amount we plan to spend on renewal and replacement of site and buildings; this is a purposeful choice. In Fiscal Year 2024, we spent more than budgeted depreciation, and we plan to do so again in Fiscal Year 2026. Our property is large and has many needs; the capital budget sometimes needs updating through the year.

**UPDATE on the CONTRIBUTIONS CRITERIA WORKING GROUP  
To the PERMANENT BOARD, September 28, 2024**

To accomplish our task of recommending criteria to be utilized by NEYM in making contributions to outside organizations when funds are available, the Contributions Criteria Working Group has developed a process for obtaining input from Friends around New England.

- Our first initiative was to hold a Listening Session at NEYM Sessions in Castleton in August 2024. The recommendations we received during the Listening Session are summarized below.
  
- During the Fall of 2024 we will be attending and/or contacting Quarterly Meetings to present our initiative and request recommendations for NEYM contributions criteria. In some cases, individual meetings in the Quarter will be contacted. The Quarters we plan to attend and/or present our request for recommendations include:
  - Connecticut Valley
  - Dover
  - Falmouth –
  - Northwest
  - Salem
  - Sandwich
  - Southeast

**Recommendations for NEYM Contributions Criteria  
Listening Session at 2024 Sessions**

**Potential Criteria:**

In General, Fund:

- Quaker organizations in which NEYM is a member
- State Ecumenical organizations – e.g. Councils of Churches
- Organizations for which NEYM appoints representatives

### Other Considerations for Establishing NEYM Funding:

- Assess the budgets of potential organizations to which NEYM might contribute in relation to the potential impact of an NEYM contribution on the organization's budget relative to NEYM's resources
- Compile Fact Sheets on organizations for which NEYM is considering funding to assess the fit with NEYM values and the potential impact of NEYM funding on the organization's overall budget
- Evaluate the correlation between the organization's values and those of NEYM: do the organization's values correspond to NEYM's Faith and Practice?
  - By participating in and/or contributing to an organization, can NEYM have an impact on making changes in an organization whose values do not fully correspond to NEYM values
  - Can membership in an organization be a way to build bridges for bringing about some organizational change; by contrast, does withdrawing NEYM funds diminish NEYM's voice for promoting organizational change
- Include consideration of funding organizations in which NEYM members are significantly involved but not as NEYM representatives
- Make decisions about NEYM contributions to outside organizations based on the availability of NEYM's funding beyond the funding needed to support its organizational requirements:
  - Based on the level of funding available for outside organizations, fully fund organizations in which NEYM is a member and establish a discretionary fund for other organizations.
- In funding deliberations, account to NEYM members the funding provided to pay for travel of NEYM members to attend the meetings/gatherings of outside organizations – this should not be considered a financial contribution to the organization but is important information for considering NEYM funding of outside organizations.

Respectfully Submitted,

Kathleen Wooton and Liesa Stamm

## NEYM Nominating Committee Report to Permanent Board

23 September 2024

Nominating Committee spoke to many Friends during annual sessions about possible ways to serve our faith community. Many of these Friends have decided to step into service and their nominations are below.

The process for approving nominations by Permanent Board during the year is to send **First Readings** in a written report a week or so in advance of the Permanent Board meeting. Any concerns, questions or affirmations should be communicated immediately to the Nominating Committee clerk at [nominating@neym.org](mailto:nominating@neym.org)

The clerk will follow-up with a nominee to share concerns without naming who brought them forward. The focus will be on the concerns and how they may be addressed. Depending on the outcome of this exchange, the nominee will either be brought forward for second reading at Permanent Board meeting, or withdrawn from the nomination. Depending on the situation, there may be a brief mention of the concerns and response.

The following are all **First Readings**. They will come to the Permanent Board meeting on 28 September for Second Reading and hopefully approval. Please send any concerns (or affirmations) as soon as possible.

### Sessions Clerk

**Description of service for Sessions Clerk:** See the description of Sessions Committee [here](#).

- The clerk will need to organize the new vision and develop some of it as it emerges; to both have their own vision, and be flexible to include others.
- As the planning is already underway, the clerk will need to enter the process, accept decisions that have already been made, and be ready to go.
- NEYM is committed to multi-generations, and mindful of making room for everyone. We are asking question: "Who are we excluding?" and discovering ways to change our behavior/culture.
- They'll need to have clarity about where we're headed, and be able to let go of distractions, and to politely redirect others with new ideas when necessary.

**Current situation:** Annual Sessions will be moving to a yet-to-be-decided new location, and is exploring how annual sessions might grow into new ways of being. This change may be difficult for everyone. The sessions Clerk needs to be comfortable with ambiguity, understand the confusion and stress that may accompany change and keep focused on the goal – producing a gathering with new format, in a new location and venue. The departing Sessions Clerk (also serving as the Rising Presiding Clerk) will support this transition year.

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

- Cheerful demeanor, energetic, inspirational, flexible, collaborative.
- Feel joy in the work. Be forgiving of oneself and others.
- Be spiritually grounded, and leave a place at the table for God.
- Be a welcoming and inviting person, easy with reaching out to others. Provide spiritual hospitality.
- Be comfortable helping the awkward transition of sessions. Have tact and diplomacy to describe whatever new way it is we are going, and to be caring and compassionate with individuals.
- Hold in their hearts the question of what does the yearly meeting need from the Sessions' experience, and to be mindful to welcome new people as well as returning folks.
- Be a good coordinator and a good communicator; keep track and follow through on things.

### **Sessions Clerk - Kristin Wilson (Framingham), to begin immediately/2027**

Kristin is grounded, unflappable, good humored, practical, has exceptional logistical skills (both having worked in the hospitality industry and as housing coordinator for several years), is a skillful parent, a beloved team member of the Sessions team, and demonstrates a deep caring for Friends participating in Sessions, especially newcomers and families with young children. She has ably served on the Sessions committee for several years.

### **Sessions Theme & Speakers Team**

**Description of service for Sessions Theme & Speakers:** *This group discerns the theme for the following year's Sessions, and Speakers. It is clerked by the Sessions Clerk. This team will consider what guests should be invited to speak to the gathered body. A full description is linked [here](#).*

**Current situation:** *Three members from last year will continue. One additional member is in discernment.*

**Gifts and Skills hoped for in the Friend serving in this role:** *Attendance at annual sessions, openness to new ideas, connection to Friends beyond NEYM, good listener to know how Spirit might be calling the body to learn and grow.*

### **Sessions Theme & Speakers Team – Minga Claggett-Borne, (Cambridge) 2026**

Minga is a long time member of NEYM with wide experience in the Quaker world beyond NEYM. She serves on Friend's Peace Teams, including doing an AVP training for Ukrainians. She currently serves on NEYM Right Relationship.

### **Faith & Practice**

**Description of service for Faith & Practice Revision:** *See the description [here](#).*

**Current situation:** *The committee is in the final stages of its work.*

**Gifts and Skills hoped for in the Friend serving in this role:** *Seasoned Friend with skills writing and editing*

### **Faith & Practice – Alana Parkes (Beacon Hill) to begin immediately, no term limit**

Alana has been interested in this work since the committee's inception, but not had the available time available to serve until recently. She has two decades of professional work that required clear, concise communication (as a label writer for a science museum), and in this past year as an editor for scientific reports for the US Geological Survey, with particular attention to consistency and clarity. She is a well-seasoned Friend who came to Friends at a very early age.

### **Legacy Gift Committee**

**Description of service for Legacy Gift Committee:** *See the description [here](#).*

**Current situation:** *With ten years of experience, the committee continues to grow into new ways of supporting ministries within and beyond New England.*

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

- *Bring experience in grant writing and awarding*
- *Are able to commit to the time expectations of the committee's work*
- *Can actively reach out to applicants, and whenever possible meet them in person*
- *Will respond to applicants in a fair, timely and supportive manner*
- *Are able to help the group make decisions about competing priorities*

- *Share a bold vision of the possibilities of what these funds could support.*

### **Legacy Gift Committee - Jonathan Vogel-Borne (Cambridge) 2027**

Jonathan is a well seasoned Friend who served as NEYM staff for many years. He is familiar with Friends throughout New England and beyond.

### **Supervisor of YM Secretary**

**Description of service for Supervisor of YM Secretary:** *The Supervisor of the Yearly Meeting Secretary provides ongoing supervision, counsel, and encouragement to the Yearly Meeting Secretary. As a member of the Coordinating and Advisory Committee, the Supervisor serves in a key leadership role in the Yearly Meeting.*

**Current situation:** *Permanent Board Clerk is serving as interim Supervisor.*

**Gifts and Skills hoped for in the Friend serving in this role:** *The supervisor should be an experienced Friend familiar with the Yearly Meeting and Quaker practice, and an experienced supervisor of professional staff with knowledge of organizational planning and operations.*

### **Supervisor of YM Supervisor - Jackie Stillwell (Monadnock) 2027**

Jackie is a seasoned Friend who has served as NEYM Presiding Clerk, Representative to FGC, and Clerk of Nominating Committee, as well as with Friends nationally and internationally. Professionally she has led Quaker organizations for several decades. She is a creative systems thinker with experience embracing change and difficult situations.

### **Representative to American Friends Service Committee (AFSC)**

**Description of service for Representatives to AFSC:** *Serve three years on the AFSC Corporation which meets annually. Attend annual Board meeting if desired.*

**Gifts and Skills hoped for in the Friend serving in this role:** *Member of Religious Society of Friends who will help carry forward the concerns of Quaker monthly and yearly meetings to guide AFSC programs and activities.*

### **Representative to AFSC - Bob Eaton (Durham) 2027**

Bob served on staff of AFSC as regional director based in San Francisco (1973-1981), then as Quaker Service Laos and Vietnam representative (1981-1985) along with his wife, Wendy Batson. He also served on the AFSC Board of Directors on two different occasions c.1971-1973 and c.2012-2018.

### **Representative to Friends Committee on National Legislation (FCNL)**

**Description of service for Representatives to FCNL:** *FCNL General Committee members are responsible to the yearly meeting or other Friends body that appoints them and to FCNL. This responsibility includes attending the Annual Meeting in Washington, D.C., bringing concerns of the yearly meeting to the attention of FCNL, and interpreting FCNL policies and procedures to the yearly meeting.*

**Gifts and Skills hoped for in the Friend serving in this role:** *It is important that members be cognizant of the secular legislative process, hold a general concurrence with FCNL goals, and have an expectation of seeking divine guidance. FCNL's commitment to diversity requires openness to varying viewpoints and the ability to discuss these viewpoints within one's own yearly meeting as well as at FCNL's Annual Meeting and in other activities.*

### **Representative to FCNL - Sara Smith (Concord) 2027**

Sara has served Concord Meeting and NEYM in many ways over the years. She is very active in Peace and Social Concerns issues in New Hampshire and throughout New England.

**Representative to FCNL - John Fletcher (Westerly) 2027**

John retired from being a Professor of Botany and Microbiology at the University of Oklahoma and moved with his wife Gail to Peacedale, RI. While a member of Norman Friends Meeting, OK he actively engaged with peace and social justice issues through AFSC and FCNL. Since moving to RI, John has been active in the Peace & Social Justice Committee at Westerly Friends Meeting. This has included community outreach to students at URI and the URI Center for Nonviolence and Peace Studies, assisting in the writing of a recent minute on Gaza, a presentation on FCNL legislative priorities for Westerly Friends, and continues to attend FCNL's Annual Meeting in Washington, D.C. John's wife Gail partners with him in this work.

**Representatives to Friends General Conference (FGC)**

*Description of service for Representative to FGC: See the description [here](#).*

*Current situation: There has been a lack of presence on the part of NEYM with Friends General Conference governance for several years. In 2026, the FGC Gathering is scheduled to be in Burlington, VT.*

*Gifts and Skills hoped for in the Friend serving in this role: A wide variety of skills are needed, openness to learning and governing with primarily non-programmed Friends, responsible follow through.*

**Representative to FGC - Sally Farneth (Portland) 2027**

Sally's connection with FGC began as a child attending Gatherings in Cape May NJ. She helped write the First Day School curriculum **Sparklers** 40+ years ago. She has served many years and multiple times on the FGC Religious Education committee. The **Sparkling Still** working group is currently working on Literacy 4 Peace & Justice in the Quaker libraries and schools in Rwanda, and their book collection can be found on Friends Peace Teams or the Transformational Leadership Center (TLC) websites.

Faithfully,  
Jacqueline Stillwell  
Clerk, NEYM Nominating Committee  
(603)933-2608 or [nominating@neym.org](mailto:nominating@neym.org)

Nominating Committee members: Sara Smith (Concord), Beth Hansen (Westerly), Chris Gant (Beacon Hill), Tim Lamm (Worcester), Martha Schwope (Wellesley), Leslie Manning (Durham)



## **Addendum - NEYM Nominating Committee Report to Permanent Board**

27 September 2024

The following nominations were in careful discernment until today; these Friends are now clear to put themselves forward to serve NEYM. These names are **First Readings** that we could hold over for Second Readings until the Permanent Board meets in December. However, some of this work needs to begin immediately and we hope Friends might consider approving these names if concerns are not raised during our meeting tomorrow.

### **Sessions Theme & Speakers Team**

**Description of service for Sessions Theme & Speakers:** This group discerns the theme for the following year's Sessions, and Speakers. It is clerked by the Sessions Clerk. This team will consider what guests should be invited to speak to the gathered body. A full description is linked [here](#).

**Current situation:** Three members from last year will continue. One additional member is in discernment.

**Gifts and Skills hoped for in the Friend serving in this role:** Attendance at annual sessions, openness to new ideas, connection to Friends beyond NEYM, good listener to know how Spirit might be calling the body to learn and grow.

### **Sessions Theme & Speakers Team – Gail Melix (East Sandwich) 2026**

Gail is an active member of annual sessions and is well connected to Friends outside of our yearly meeting. She has knowledge of Native Americans historically and currently. She is a deep listener with openness and curiosity.

### **Legacy Gift Committee**

**Description of service for Legacy Gift Committee:** See the description [here](#).

**Current situation:** With ten years of experience, the committee continues to grow into new ways of supporting ministries within and beyond New England.

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

- Bring experience in grant writing and awarding
- Are able to commit to the time expectations of the committee's work
- Can actively reach out to applicants, and whenever possible meet them in person
- Will respond to applicants in a fair, timely and supportive manner
- Are able to help the group make decisions about competing priorities
- Share a bold vision of the possibilities of what these funds could support.

### **Legacy Gift Committee – Lucy Candib (Worcester) 2026**

Lucy is a semi-retired family doctor who worked at a non-profit community health center in inner city Worcester for 40 Years. She serves as the co-clerk of the Worcester Meeting Peace & Social Concerns & Outreach committee. Lucy is an educator, author and mentor with an interest in supporting Friends as they minister in the wider world.

### **Youth Ministries Committee**

**Description of service for Youth Ministries:** See the description [here](#):

**Current situation:** This committee has a new Purposes, Procedures and Composition. They committee is newly membered and ready to begin meeting. There are two additional vacancies on this committee.

***Gifts and Skills hoped for in the Friend serving in this role:*** *Committee membership should reflect the diversity within the Yearly Meeting. Gifts desired include skills in pastoral care for children and families, skills in youth programs and youth work, including program evaluation and planning.*

### **Youth Ministries – Heather Gray (Framingham) 2026**

Heather was in a professional youth ministry role with a UCC church for a number of years. She brings a diverse understanding of youth ministry work. Heather is now active with religious education at Framingham Meeting.

### **Representative to Friends General Conference (FGC)**

***Description of service for Representative to FGC:*** See the description [here](#).

***Current situation:*** *There has been a lack of presence on the part of NEYM with Friends General Conference governance for several years. In 2026, the FGC Gathering is scheduled to be in Burlington, VT.*

***Gifts and Skills hoped for in the Friend serving in this role:*** *A wide variety of skills are needed, openness to learning and governing with primarily non-programmed Friends, responsible follow through.*

### **Representative to FGC – Barbara Dakota (Westerly) 2027**

Barb will be a familiar face to many in her role as Shuttle Coordinator who serves frequently as the friendly face behind the wheel at Annual Sessions. Less well known are her roles as Hospice Chaplain and bereavement counselor. She is grounded in strong foundations as a Quaker and serves others with commitment and hard work. Barb is eager to connect with the larger body of Friends through continued service to NEYM and FGC.

Additionally, Rachel Cogbill resigned from Faith and Practice Revision committee. Anna Lindo is no longer active on the Nominating Committee.

Faithfully,  
Jacqueline Stillwell  
Clerk, NEYM Nominating Committee  
(603)933-2608 or [nominating@neym.org](mailto:nominating@neym.org)

Nominating Committee members: Sara Smith (Concord), Beth Hansen (Westerly), Chris Gant (Beacon Hill), Tim Lamm (Worcester), Martha Schwope (Wellesley), Leslie Manning (Durham)

# **Recommended Updates and Adjustments to the Yearly Meeting Nominating Process**

Submitted by the Coordinating & Advisory Committee  
to the Permanent Board, 9/28/2024

## **Background:**

In 2021, the Yearly Meeting approved a process of integration of several bodies responsible for nominating across the Yearly Meeting into an integrated Yearly Meeting Nominating Committee. While much progress has been made in these efforts over the past three years, it has become clear that some further adjustments are needed in order to continue this important work of integration, simplification, and strengthening support for service across the organization.

This proposal seeks to identify adjustments needed, and to restate the charge of the Nominating Committee to incorporate these changes. C&A asks Permanent Board to approve these changes, to better support the Nominating Committee, and in turn, all of the groups of Friends serving through the Yearly Meeting, and those on whose behalf these Friends serve.

## **Current challenges these proposed changes seek to address:**

1. Chronic challenges to nominating and supporting the work of committees and other groups serving across the Yearly Meeting, resulting in persistent vacancies and lack of capacity to carry out the discerned work of the Yearly Meeting;
2. Scarcity of Friends with Nominating gifts and availability, currently divided between the Nominating and Naming Committees;
3. Overloading of the Permanent Board Clerk and Presiding Clerk in requiring them to annually appoint and oversee a 3-5 person Naming Committee;
4. Challenges in coordinating between two committees, placing further burdens on members of both committees, as well as on C&A;
5. Lack of simplicity in the current process has prevented the full benefits of Nominating Integration being realized in the past three years.

## **Key proposed changes:**

1. Rather than asking the Permanent Board Clerk and Presiding Clerk to annually appoint a 3-5 person Naming Committee to nominate the Nominating Committee, charge the Permanent Board Clerk and Presiding Clerk to regularly nominate (to the Yearly Meeting) a Friend to serve as Clerk of Nominating.
2. All other members of the Nominating Committee would be nominated by the Nominating Committee for approval by the Yearly Meeting.
3. Because its functions have been integrated into the existing Nominating Committee, lay down the previous structure of the Naming Committee.

## **New proposed charge for Nominating Committee:**

### **Yearly Meeting Nominating Committee**

The Yearly Meeting Nominating Committee endeavors to discern the gifts and leadings of the Spirit given to individual Friends, and invites those Friends to serve on Yearly Meeting committees.

#### **Purpose**

In order to help Friends answer God's call, the Committee identifies, encourages, and nominates Friends with the gifts and skills needed to serve in a wide variety of volunteer roles on behalf of the Yearly Meeting. In this work, the Committee seeks to remove barriers to the full expression of the spiritual gifts and skills given through each Friend, for the building up and thriving of local Friends meetings.

This work includes, in its fullness, understanding the vision of the Yearly Meeting and what is needed to live into it; leadership development and capacity-building; nurturing a culture of healthy evaluation and feedback; and expressing gratitude and recognition for faithful service in its many forms.

#### **Procedures**

Through a consultative and integrated process, the Committee considers both the explicitly stated qualifications (gifts, skills, experience) necessary for particular service, as well as the current conditions and needs relating to a given aspect of the Yearly Meeting's mission.

Care is taken to nurture emerging leaders and to create pathways for Friends to grow in their service. Particular attention is given to succession planning, including the preparation of rising clerks and other servant leadership positions.

The Nominating Committee uses sub-groups to delegate aspects of their work. The sub-groups will meet as needed to do the work delegated to them, returning to the wider Committee for consultation and guidance.

The Nominating Clerk facilitates the delegation of the work, creating or dissolving sub-groups, and appoints Nominating Committee members to convene and/or clerk sub-groups. In doing so, the Clerk and Committee will pay attention to continuity of good process, practice, and institutional memory; care for relationships with nominees; and the specific gifts and experiences needed for the work a sub-group might be charged to undertake.

The Nominating Clerk clerks meetings of the full Nominating Committee, occurring seasonally or as needed, as well as Nominating coordination meetings (with the conveners or clerks of the nominating sub-groups, as well as the Program Director or other YM staff) occurring about every six weeks or as needed. Other members of Coordinating and Advisory may also participate in Nominating Coordination meetings.

In recommending Friends to the Yearly Meeting for service, the Committee strives to share both a sense of the gifts, skills, and experience of the Friends being nominated, as well as to help those who are approving the nominations to understand how the nominated Friends' gifts relate to the work to be done.

In all their work, the Committee and sub-groups seek to ground their discernment in waiting worship and prayerful consideration, seeking to be led. The Committee seeks to hold its conversations tenderly, taking care that—unless otherwise necessary—information regarding who has been considered, and what considerations have been, not be shared beyond those directly involved in the discernment.

A “shepherd” will be appointed for each committee or position under the care of the Nominating Committee. The shepherd should be familiar with the Purposes, Procedures, and Composition of the committee or description of the position they are shepherding. The shepherd serves as the primary point of contact between the group or individual and the Nominating Committee. The shepherd is responsible for supporting healthy service, and if difficult challenges arise, communicating them promptly to the Nominating Clerk, who may seek additional support from the Coordinating and Advisory Committee.

While the Committee strives to bring nominations for approval by Annual Sessions, it is more important to faithfully find the right Friend with the right gifts for each role. Nominations may also be brought to the Permanent Board for consideration and approval between Sessions.

## Composition

Up to 15 at-large members are nominated by the previous Nominating Committee and approved by the Yearly Meeting for 3-year, staggered terms, renewable once. Care shall be taken to ensure the Committee includes Friends from a broad range of monthly and quarterly meetings.

Monthly meetings are encouraged to recommend (to the Nominating Committee) representatives for 3-year terms, renewable once. All members of the Nominating Committee except the Nominating Clerk are nominated by the Nominating Committee and appointed by the Yearly Meeting.

The Nominating Clerk is nominated by the Presiding Clerk and Clerk of the Permanent Board for a 3-year term, renewable once. In the event that a currently serving member of Nominating is approved to serve as Nominating Clerk, they will be understood to begin a

new 3-year term.

In the year prior to current Nominating Clerk's term ending, the Presiding Clerk and Clerk of Permanent Board shall also nominate to the Yearly Meeting a Rising Nominating Clerk to work with the Nominating Clerk for one year preceding a clerking transition.

The Nominating Clerk serves ex-officio as a member of Coordinating and Advisory Committee, and is appointed by the Yearly Meeting.

Gifts, skills, and experience needed for Nominating Committee members:

Diplomacy in inviting Friends to serve on a committee, working group, or role

Understanding of the particular work for which they are nominating Friends, and of the gifts, skills, and experience needed to help this work be fruitful

Knowledge of, and relationship with, Friends in their local and regional areas

Organizational skills, including the ability to follow through on assigned tasks

Time throughout the year for listening in encounters with Friends to understand the spiritual gifts, skills, and experience they might bring to service

Commitment to a nominating philosophy of ongoing, long-term nurture of Friends' gifts and capacity for service

Reliability in attendance at meetings

## Background and Context: Proposed Changes to Nominating

NEYM is committed to nurturing a thriving Religious Society of Friends in New England where the diverse gifts given through each person are nurtured and barriers to service are actively eliminated. Together, we seek to liberate and nurture gifts and talents, given by God through Friends, for service, helping Friends do together what we cannot do alone.

In support of this vision, we seek to fulfill the nominating function of NEYM in a way that is responsive to current needs and conditions, based in relationships of care with individuals and local meetings, as well as coordinated and sustainable.

More specifically, we strive:

- To better connect the nominating function to the naming and nurturing of gifts
- To better be able to prioritize finding Friends to do the essential work
- To widen the pool of Friends being asked to serve
- To better coordinate our nominations-related engagement with individuals and local meetings
- Overall, to hold and respond to the work of nominating in a way that is holistic, meaning that nominators can consider the Yearly Meeting's organizational needs, the needs of local meetings, the gifts and service journeys of individuals, and how God is at work in all of this.

### Background:

Over the past few years, Friends have taken a number of incremental steps to move closer toward our vision.

At Sessions in 2019, Friends approved a recommendation in the Clerking Structures and Practices Working Group's report to "redesign nominating processes in a cohesive, consolidated manner." This recommendation was in response to the observation that:

*There are too many different nominating paths to important leadership positions in our Yearly Meeting . This fractured set of processes sometimes results in the same individual being asked to serve in multiple roles. This structural deficiency in nominating makes it more difficult to share and maintain best practices for recognizing and nurturing gifts that could serve our community.*

Since the approval of that report, groundwork has been laid for a smooth integration, and Friends have taken first steps. The Presiding Clerk, Nominating Committee Clerk, Permanent Board Clerk, Yearly Meeting Secretary and Quaker Practice and Leadership Facilitator/former Clerk of the Clerking Structures and Practices Working Group have had lengthy meetings looking at the "big picture" of NEYM's Nominating work. The clerks of the Nominating Committee, the Internal Nominating Committee, the Clerk's Table Nominating Committee and



the Quaker Practice and Leadership Facilitator/former Clerk of the Clerking Structures and Practices Working Group have been meeting as a Nominating Team to explore points of integration and to set up new systems for increased coordination.

We now feel ready for the next incremental step—to formally change our nominations structure to reflect this new way of working by approving the following:

- The revised Purposes, Procedures and Composition for a more integrated Nominating Committee (see below)
- The creation of a Naming Committee (see below)
- The integration of the PB Internal Nominating and Clerks Table Nominating Committees' charges, and the Friends currently serving, into the integrated NEYM Nominating Committee.
- The laying down of separate PB Internal Nominating and Clerk's Table Nominating Committees.

We believe these changes will help us continue to move forward towards more coordinated, resilient, and flexible Nominating functioning<sup>1</sup>.

Respectfully submitted,

Coordinating & Advisory Committee

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<sup>1</sup> C&A recognizes that there remain committees whose nominating functions and relationships are not directly addressed by this proposal, specifically those with responsibilities related to appointing people to serve on the Friends Camp Committee, and the board of Moses Brown School (the Friends Camp Nominating Committee, and the Committee for Nurturing Friends Education at Moses Brown School). Integration and strengthening of that work would be an important further step, once this currently-proposed phase of integration is completed.

## **Purposes, Procedures, and Composition Yearly Meeting Nominating Committee**

### **Purpose**

In order to help Friends answer God's call, the Nominating Committee identifies, encourages, and nominates Friends with the gifts and skills needed to serve in a wide variety of volunteer roles on behalf of the Yearly Meeting. In this work, the Committee seeks to remove barriers to the full expression of the spiritual gifts and skills given through each Friend, for the building up and thriving of local Friends meetings.

This work includes, in its fullness, understanding the vision of the Yearly Meeting and what is needed to live into it; leadership development and capacity-building; nurturing a culture of healthy evaluation and feedback; and expressing gratitude and recognition for faithful service in its many forms.

### **Procedures**

Through a consultative and integrated process, the Committee considers both the explicitly-stated qualifications (gifts, skills, experience) necessary for particular service, as well as the current conditions and needs relating to a given aspect of the Yearly Meeting's mission. Care is taken to nurture emerging leaders, and to create pathways for Friends to grow in their service. Particular attention is given to succession planning, including the preparation of rising clerks and other servant leadership positions.

The Nominating Committee uses sub-groups to delegate aspects of their work. The sub-groups will meet as needed to do the work delegated to them, returning to the wider Committee for consultation and guidance.

The Nominating Clerk facilitates the delegation of the work, creating or dissolving sub-groups, and appoints Nominating Committee members to convene and/or clerk sub-groups. In doing so, the Clerk and Committee will pay attention to continuity of good process, practice, and institutional memory; care for relationships with nominees; and the specific gifts and experiences needed for the work a sub-group might be charged to undertake.

The Nominating Clerk clerks meetings of the full Nominating Committee, occurring seasonally or as needed, as well as Nominating Coordination meetings (with the convenors or clerks of the nominating sub-groups and the Quaker Practice and Leadership Facilitator) occurring about every six weeks or as needed. Other members of Coordinating and Advisory may also participate in Nominating Coordination meetings.

In recommending Friends to the Yearly Meeting for service, the Committee strives to share both a sense of the gifts, skills, and experience of the Friends being nominated, as well as to help those who are approving the nominations to understand how the nominated Friends' gifts relate to the work to be done.

In all their work, the Committee and sub-groups seek to ground their discernment in waiting worship and prayerful consideration, seeking to be led. The Committee seeks to hold its conversations tenderly, taking care that—unless otherwise necessary—information regarding who has been considered, and what considerations have been, not be shared beyond those directly involved in the discernment.

A “shepherd” will be appointed for each committee or position under the care of the Nominating Committee. The shepherd should be familiar with the Purpose, Procedures and Composition of the committee or description of the position they are shepherding. The shepherd serves as the primary point of contact between the group or individual and the Nominating Committee. The shepherd is responsible for supporting healthy service, and if difficult challenges arise, communicating them promptly to the Nominating Clerk, who may seek additional support from the Coordinating & Advisory Committee.

While the Committee strives to bring nominations for approval by Annual Sessions, it is more important to faithfully find the right Friend with the right gifts for each role. Nominations may also be brought to the Permanent Board for consideration and approval between Sessions.

### **Composition**

- Up to 15 at-large members are named by the Naming Committee and approved by the Yearly Meeting for 3-year, staggered terms, renewable once. Care shall be taken to ensure the committee includes Friends from a broad range of monthly and quarterly meetings.
- The Nominating Clerk is named by the Naming Committee for a 3 year term, renewable once. In the year prior to current Nominating Clerk's term ending, the Naming Committee shall also name a Rising Nominating Clerk to work with the Nominating Clerk for one year preceding a clerking transition.
- Monthly meetings are encouraged to recommend (to the Naming Committee) representatives for 3-year terms, renewable once.

- The Nominating Clerk serves ex-officio as a member of Coordinating & Advisory Committee, and is appointed by the Yearly Meeting.

Gifts, skills, and experience needed for Nominating Committee members:

- Diplomacy in inviting Friends to serve on a committee, working group, or role
- Understanding of the particular work for which they are nominating Friends, and of the gifts, skills, and experience needed to help this work be fruitful
- Knowledge of, and relationship with, Friends in their local and regional areas
- Organizational skills, including the ability to follow through on assigned tasks
- Time throughout the year for listening in encounters with Friends to understand the spiritual gifts, skills, and experience they might bring to service
- Reliability in attendance at meetings

## **Purpose, Procedures, and Composition Naming Committee**

### **Purpose**

The Naming Committee identifies Friends with the gifts, skills, and experience needed to serve as Yearly Meeting Nominators (including Nominating Clerk, Nominating Recording Clerk, and Nominating Rising Clerk), invites them into service, and brings their names to the Yearly Meeting for approval.

### **Procedures**

The Naming Committee shall work with the Permanent Board clerk to host a meeting or other consultative process to identify needs for the next Nominating Committee and Nominating Clerk as well as to gather suggested names. This consultation shall include the perspectives of current Nominating Committee members, members of Coordinating & Advisory, and Friends whose current primary service is with their local meetings.

This Naming process shall also result in the nomination of a Rising Nominating Clerk to serve for one year prior to an expected transition in the Nominating Clerk service. The Naming Committee shall be trained in use of the collaborative nominating tracking tool to ensure awareness of on-going conversations between individuals and other nominators about service within NEYM.

While the Naming Committee strives to bring nominations for the Nominating Committee members for approval by Annual Sessions, it is more important to faithfully find the right Friends with the right gifts for service. Names may also be brought to the Permanent Board for consideration and approval between Sessions.

### **Composition**

Annually, or as needed to allow for intentional transitions in service, the Presiding Clerk and the Permanent Board Clerk shall appoint a 3-5 person Naming Committee who shall name the Nominating Committee members to be approved by the Yearly Meeting.

Gifts, Skills, Experiences:

- Knowledge of the various aspects of nominating work
- Awareness of and commitment to inclusive leadership development
- Care for how the nominating work of the Yearly Meeting can strengthen the life of local meetings

## **Coordinating and Advisory**

### **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.

### **Procedures**

- The committee meets once a month, either in person or by electronic communication
- The work of the committee may require confidentiality as it discerns with tenderness how to proceed with an issue.
- C&A is responsible for supervising and evaluating the work of the Yearly Meeting Secretary. The committee delegates day-to-day supervision of the Yearly meeting Secretary to the Supervisor of the YM Secretary, who ensures completion of the annual performance review of the Secretary.
- C&A, In cooperation with the Quaker Practice & Leadership Facilitator or other relevant parties, helps to ensure that current and emerging clerks of quarterly meetings, monthly meetings, and Yearly Meeting committees (including ad-hoc and sub-committees of the Permanent Board) are provided with relevant leadership development trainings, resources, and guidance.
- The committee refers some matters to other bodies for review, discernment, and action. C&A is accountable to PB and to Sessions.
- C&A strives to prevent duplication of effort and facilitate efficiency and effectiveness in the work of the Yearly Meeting.
- With a goal of ensuring alignment with YM priorities, C&A will regularly review each committee's Purpose, Procedure, and Composition, ensuring that every committee is reviewed at least once within a three year period. C&A will do this work in consultation with the Committee. The P,P,&C are approved by the YM
- The C&A Committee plays a key role in the annual Funding Priorities Process for the Yearly Meeting, discerning recommendations which are approved by C&A and then presented to the Permanent Board by the Yearly Meeting Secretary, in keeping with the process approved by the Yearly Meeting.

- The Presiding Clerk may invite other committee clerks or knowledgeable Friends to participate as needed to support the committees discernment; otherwise, given the sometimes sensitive and confidential nature of C&A's work, its meetings are not open.
- The Presiding Clerk reports regularly on the activities of the committee to permanent Board and Annually to Sessions

### **Composition**

The committee is entirely ex-officio, made up of the current holders of these various positions: the Yearly Meeting Presiding Clerk, the Yearly Meeting Secretary, the Supervisor to the Yearly Meeting Secretary, the clerk of Permanent Board, the clerk of Ministry and Counsel, the Yearly Meeting Treasurer, the clerk of Finance committee, and the clerk of Yearly Meeting Nominating committee.

The Committee is clerked by the Presiding Clerk

# Stipend Evaluation Working Group – Report to the Permanent Board, July 18th, 2024

Members: Roger Jasaitis, Bre-anne Brown, Eleanor Warnock, Doug Armstrong

## Executive Summary

The stipends have not been successful at their stated goal of increasing the pool of Friends who can serve in leadership roles at the Yearly Meeting level. Our Working Group does not recommend continuing them. However, the stipends do have perceived value as material support and a sign of acknowledgment. The Permanent Board should explore other mechanisms for increasing the pool of nominees for service and maintain individually targeted support where needed.

## Background

A Working Group was convened by the Yearly Meeting Permanent Board in late May of 2024. Its purpose was to evaluate a three-year experiment by NEYM, which offered stipends to volunteers in five leadership roles within the Yearly Meeting. These stipends of \$3,000 annually for each position (for a total of \$15,000 per year), were paid to the Treasurer, Clerk of the Yearly Meeting, Interim Clerk of Ministry and Counsel, Clerk of Permanent Board, and Clerk of Nominating Committee.

The plan for use of reserves to support the experiment, per PB minute 21-43 of May 2021, was: \$15,000 in FY22, \$10,000 in FY23, and \$5,000 in FY24; the plan was to support the stipends entirely from current income in FY25 and forward. In FY22, 55% of the budgeted amount was accepted by the intended recipients. In FY23, 75% of it was accepted.

The Working Group was tasked with contacting nominators and stipend recipients, as well as Friends who were contacted by nominators but ultimately declined to serve. We talked with sixteen people, nine who accepted positions, one who did not (and we had Nominating notes from others who did not), and six from Nominating. Based on conversations with these individuals, the Working Group has produced the following findings and recommendations, working from the Charge provided to us by the Permanent Board.

## The Charge

The key questions asked by the Permanent Board to the Working Group, as detailed in our Charge, are reprinted below:

1. *Findings:*

- a. *To what degree has the stipends for volunteer leadership experiment been successful in meeting its intended goal of making it more possible for a wider pool of Friends with gifts of leadership to say “yes” to significant leadership roles within NEYM?*
- b. *What factors contributed to the success (or lack of success) of this experiment?*

2. *Recommendations:*

- a. *Based on what you heard, do you recommend this practice continue?*



- b. If so, are there any adjustments that need to be made and what are the implications of those adjustments?*
- c. Are there different practices you suggest NEYM explore instead of or in addition to this practice?*
- d. If so, what capacities and commitments would such practices require?*

## **Our Findings**

Respondents were consistent in their assertions that the stipends did not impact their decision to serve in the Yearly Meeting. Members of the Nominating Committee were likewise consistent in their reporting that no one who was offered a stipended leadership role spoke of the stipend as a deciding factor in their discernment to accept or decline a role.

However, almost everyone interviewed commented on the stipends' role as an acknowledgment of the amount of work involved in these leadership roles, and a sign of appreciation for their labor. Several Friends spoke appreciatively of the stipends as material support. One Friend commented that there was no payment that approached the value of being called to service, or of serving a body of Friends, but also acknowledged that it was a welcome recognition of the tremendous effort involved in these roles.

Respondents gave a variety of reasons why the stipends did not impact their decision to serve. Several mentioned that they were in a financially sound position, and the stipend did not make a difference in their overall financial condition. Some cashed the issued checks but donated the amount back to the Yearly Meeting. Other Friends stated their efforts to avoid additional income as a form of war tax avoidance was, in fact, made more difficult by the stipend, and some refused to accept it. Others stated it was not a deciding factor in the discernment process surrounding their service, but found the funds to be helpful.

We consulted with the NEYM Treasurer, and she reported that the reserves that were used to fund the experiment are exhausted. New England Yearly Meeting is facing a budget shortfall and may not be able to fund future stipends from income.

An additional finding that threaded through many of our conversations was the need to identify Friends with potential leadership gifts much earlier in the "leadership pipeline" and to nurture those gifts to allow Friends to grow in their service to the Yearly Meeting.

## **Our Recommendations**

**Discontinue the Stipend.** The stipends have not achieved their goal of "making it more possible for a wider pool of Friends with gifts of leadership to say 'yes' to significant leadership roles within NEYM." The Yearly Meeting has finite financial resources. Given this, we do not recommend continuing with the stipends in their current form.

**Support Volunteers as Needed.** It is clear to the Working Group that funds need to remain available to provide material support to those serving our Yearly Meeting. The Permanent Board should explore individualized financial support for people in these roles to best meet their needs. The stipend was a “one-size-fits-all” solution, but individual Friends have individual needs, and conversations between nominators and potential volunteers could identify the specific needs of individuals called to serve. Perhaps a small group of people at the Yearly Meeting level could authorize the needed support. For example: do Friends need support in acquiring a laptop and accessing reliable internet, now that so much of Friends’ business is taking place on Zoom? Is the Nominating Committee being explicit about the available reimbursement for travel and childcare expenses, and is it checking in with Friends during their term of service to ensure they are utilizing the support that is available? Would a spiritual retreat be useful, or are there other needs that some financial (or other) support could help address?

## **Different Practices**

The Working Group was charged with identifying actionable recommendations for the Permanent Board. However, we found no specific tasks that we can recommend to this body. This section contains ideas from our interviews that are either not actionable at the Yearly Meeting level or are outside the purview of the Stipend Evaluation Working Group, but may prove fruitful avenues for future exploration by the Permanent Board.

### **Broadening the Pool: Increasing Nominating Committee connections with local meetings.**

The leadership roles targeted by the stipend program typically are filled by seasoned Friends with a history of service within the larger community of Friends. It is important that the Yearly Meeting focus its efforts on the entire “leadership pipeline,” which would, in time, provide a larger and more inclusive pool of Friends with the skills, discernment, service experience, and abilities to fill these roles. The Working Group has learned about several practices that were done in the past to connect people. Some of the things that worked well included broad representation on the Nominating Committee by Monthly Meetings, hosting Committee Days which provided a venue for Friends to get to know one another across meetings, and the former Clerks Nominating Committee making regular calls to the clerks of Monthly Meetings to learn about individuals. We would like more to be done to foster these types of connections.

**Broadening the Pool: Long-term relationships with rising leaders.** The Yearly Meeting should consider enhancing the practice of following a roster of Friends, checking in consistently over time, and discovering when those Friends are ripe for a call to serve the Yearly Meeting. We have heard that some of this is already being done by the Nominating Committee, and we applaud this work. There is an opportunity to do more of this ongoing relationship-building.

**Broadening the Pool: Nurturing bonds with Young Adult Friends.** It is widely understood that the transition from Young Friend to Young Adult Friend is under-supported, and many Young Adult Friends lose their connections to their meetings when moving into the wider world of early adulthood. As the leadership of the Yearly Meeting seeks to mentor and encourage Friends earlier in

the leadership pipeline, it is important to proactively reach out to and engage with new Young Adult Friends. There need to be ways to bridge the support gap between Young Friends, with their more comprehensive Yearly Meeting programming, and fully-fledged adult Friends, who often have many years of relationship-building to help weave them into the structure of the Yearly Meeting.

**Broadening the Pool: Permanent Board members taking local action.** The Working Group heard loud and clear: Permanent Board members need to go back to Monthly Meetings and engage in the long-term project of encouraging Friends to develop the leadership skills and spiritual depth necessary for high-level service, along with an engagement with the Yearly Meeting that would lead to a willingness to serve it. How do you develop the fellowship and community that will grow your Monthly Meetings and thus grow the pool of people to recruit to the yearly meeting level?

As one Friend said in her interview “[service] is a beautiful, invitational thing.” It is a gift in which we want others to share. As Friends committed to the health and future of New England Yearly Meeting, it is on each and every one of us to act. We need to look around each First Day at those on the benches beside us. We need to identify the gifts of those in our local meeting communities, and we need to nurture those gifts. And, most crucially, we need to forge the bonds of community that will invite those Friends into deeper engagement with the larger body of New England Friends.

## **Incidental Discoveries**

In the course of our conversations, the Working Group heard several items which do not particularly answer our Charge, but feel important to share with the Permanent Board.

**Membership Concerns.** A point that was mentioned is the fact that many meetings have long-time attenders who are extremely active in their local meetings, but do not hold membership. This precludes them from service in the major leadership roles at the Yearly Meeting level. Meetings should engage in thoughtful discernment concerning ways to encourage a committed, engaged, and active meeting community.

**Leadership Role Adjustments.** Several suggestions were made by those interviewed on ways to make these jobs more doable. These include having an assistant to the Clerk, and increasing training and shadowing for those rising into these roles, and even offloading some administrative tasks to the Yearly Meeting staff.

**Other Forms of Support and Recognition.** Additionally, there are a number of non-stipended roles that are a tremendous amount of work. Clerk of Accompaniment and Sessions Committee Clerk were mentioned as roles that should be considered for inclusion in financial or other forms of material support. Waived or reduced fees at Sessions were lifted up as possible ways of recognizing the tremendous effort of many of our essential volunteers. One identified role was the Recording Clerks, who basically perform a full-time job for the entirety of Sessions. While Sessions is now “pay-as-led” there is value in telling volunteers explicitly “we do not expect you to pay” or “we do not expect you to pay full-freight” to attend. It is an acknowledgment of the value of their labor.

**Naming Committee Purposes, Procedures and Composition** (as posted on NEYM web page)

**Purpose**

The Naming Committee identifies Friends with the gifts, skills, and experience needed to serve as Yearly Meeting Nominators (including Nominating Clerk, Nominating Recording Clerk, and Nominating Rising Clerk), invites them into service, and brings their names to the Yearly Meeting for approval.

**Procedures**

The Naming Committee shall work with the Permanent Board clerk to host a meeting or other consultative process to identify needs for the next Nominating Committee and Nominating Clerk as well as to gather suggested names. This consultation shall include the perspectives of current Nominating Committee members, members of Coordinating and Advisory, and Friends whose current primary service is with their local meetings.

This Naming process shall also result in the nomination of a Rising Nominating Clerk to serve for one year prior to an expected transition in the Nominating Clerk service. The Naming Committee shall be trained in use of the collaborative nominating tracking tool to ensure awareness of ongoing conversations between individuals and other nominators about service within NEYM.

While the Naming Committee strives to bring nominations for the Nominating Committee members for approval by Annual Sessions, it is more important to faithfully find the right Friends with the right gifts for service. Names may also be brought to the Permanent Board for consideration and approval between Sessions.

# Implementation Plan

for Honoraria Supporting Volunteer Leadership

*Presented to the Permanent Board for final approval, based on previous approval of the recommendations of the Working Group on Reducing Financial Barriers to Leadership (PB Minute 21-6).*

## **Caution, Care, and Commitment**

Friends recognize the power that matters relating to money can play in shaping relationships, both between people and between people and their service. While financial resources can liberate us to serve, our relationships with money can also influence or distort the orientation of our hearts.

With this in mind, we affirm that this step—offering honoraria supporting volunteer service—is undertaken with both willingness and watchfulness, in faith, and with care and curiosity for the fruits this experiment may bear. How these fruits may inform the Yearly Meeting’s future actions, including the possible continuation of this practice, will be up to Friends in the coming years to discover, describe, discern, and decide.

In order to help Friends now and in the future to remember the previous discernment that led to the approval of this experiment, and to ground future decisions in the complexity, considerations, and intentions that have been part of this process, the text of the previous minute authorizing the creation of this Implementation Plan, as well as the original recommendation from the *Working Group on Reducing Financial Barriers to Leadership* will be appended in full at the end of the document.

## **Focus, Amount, and Intention of Honoraria**

As an experiment with removing barriers to volunteer servant leadership, honoraria of \$3000, per person, per year, will be distributed in four installments of \$750 per quarter.

These funds will be given to Friends serving in the following volunteer servant leadership roles: Presiding Clerk, Clerk of the Permanent Board, Treasurer, Clerk of Nominating, and Clerk of Ministry and Counsel\*

These positions will receive honoraria in gratitude for and acknowledgement of several aspects of these roles, specifically:

1. because of the particular volume and weight of the workload these Friends are asked to carry, which takes a physical, emotional, and spiritual toll
2. because each of these roles has a *global* scope of responsibility and care, meaning that there are few practical limitations on what matters might require these Friends' input or action, and the potential work before these Friends is essentially limitless
3. because the urgency and immediacy needed to carry these responsibilities is often not subject to the discretion of the person in this role; these Friends are expected at times to make sacrifices in relation to their other commitments in order to respond to the call to serve

*\*Because the forms through which the Yearly Meeting supports ministry and spiritual life are in a time of transition and experimentation, the honorarium would be given to the Interim Clerk of Ministry and Counsel, or to a Friend who is doing the substantive volunteer work corresponding with the responsibilities of that role in coming years.*

#### **Financial Administration of Honoraria**

The total annual cost to provide honoraria for 5 volunteer positions will be \$15,000 per year.

**The Finance Committee is directed to develop plans to fund this experiment in an ongoing way, using both annual operating income and/or other available funds as they deem appropriate, continuing through the evaluation, report, and recommendations for next steps in 2024.**

Recognizing that the Yearly Meeting may choose not to continue this experiment, the Finance Committee should budget as if the experiment will be continued as part of the operating budget in coming years.

The honorarium for each position will continue through the full service terms of the Friends who are offered this honorarium when they say yes to service in one of these five roles. Recognizing the staggered nature and rotation of the affected roles, this may mean that a given honorarium may continue beyond the intended 2024 evaluation period.

Funds for this purpose will be managed in a new subcategory expense line for "Honoraria-Volunteer Leadership". Funds given for honoraria will be treated as 1099 income. Friends receiving the honorarium will receive a 1099 tax document from the Yearly Meeting annually. While the YM will not give tax advice, the Accounts Manager will inform Friends receiving the stipend that the honorarium may change their tax liability, and that they should seek appropriate guidance for their particular situation.

During the experiment, the treatment of the honorarium may be revised based on accounting or legal advice, if the Treasurer and Secretary deem appropriate.

**The honorarium will be given by default to everyone serving in the designated roles, beginning with the fiscal year and budget beginning October 1, 2021 (referred to as FY2022).** In order to avoid a culture of implicit expectation or pressure not to accept the honorarium, only the Accounts Manager and Secretary will be aware if a Friend serving in one of these roles decides not to accept the funds. Because of the Treasurer's oversight role, they will technically have access to this information, but will not examine these details unless there is an oversight concern.

The impact of this experiment, including the experience of the recipients in treating the honorarium as 1099 income, will be included in the evaluation (see below).

### **Process for Evaluation, Reporting, and Recommendations for Future Action**

In the months preceding Sessions 2024, the Permanent Board will appoint a small (3-4 people) working group, made up of Friends not currently receiving honoraria, to conduct a review of the ongoing experiment and report back to the PB with findings and recommendations for future action.

The working group will include Friends who bring insights and experience from the perspectives of finance, nominating, equity & inclusion, and pastoral care. The evaluation may involve some sensitive discussions, and so will need to be conducted with skillful empathy.

The working group will need to develop clear evaluation criteria, with a particular focus on increasing inclusion. Questions to ensure are considered: Did the commitment to providing these honoraria help you (with "you" meaning both people in the affected positions, and those nominating for those positions) in your service? Did these honoraria make it more possible to say yes to service in these roles?

The working group's report should include, and compare their findings with, other insights and feedback from Friends who said "no" to serving in the affected roles. Further development of the process for evaluation will be needed as the working group is set up in Spring/Summer 2024.

### **Addressing Concerns Regarding Conflicts of Interest**

In order to respond to concerns of a real or perceived conflict of interest on the part of Friends receiving honoraria, future decisions about this experiment, including final

approval of this action plan, as well as the 2024 evaluation, etc. will be clerked by a member of the Permanent Board who is not currently receiving, or reasonably expecting to in future receive, an honorarium. Friends receiving honoraria will be included in the consultation, discernment, and evaluation, but will recuse themselves from final decision-making.

Recognizing the importance of avoiding any appearance or reality of self-dealing or conflict of interest in Friends discernment on behalf of the Yearly Meeting, **the Permanent Board commits to increase the priority given to establishing a formal conflict of interest policy** for New England Yearly Meeting of Friends as an organization, and to ensure awareness of and compliance with that policy by those serving on behalf of the Yearly Meeting going forward.

###



## ***Permanent Board Minute 21-6: Revisiting Recommendation on Stipends***

*At the Permanent Board's December meeting the Reducing Financial Barriers to Leadership working group (RFBL) presented several proposals to support diversifying our leadership. Two of those proposals were approved but a decision on the RFBL proposal to give stipends to five leadership positions was held over until this meeting, after a lengthy conversation. Hannah Zwirner Forsythe, clerk of the RFBL working group, reminded the Permanent Board (PB) of the details of the stipend proposal. The proposal from RFBL is appended and details about the discussion from December can be found in PB Minute 20-112.*

*Friends had the opportunity to ask questions and share thoughts on the proposal since our December discussion. Friends' feelings on the question of financial compensation for volunteer service continue to be complex. While we recognize the need to more fully support the Friends who do the work of our Yearly Meeting (YM), we wonder whether this specific proposal is the best way to support diverse leadership. We hope that taking on the experiment of stipending these leadership positions will be the beginning of increased support for all committee service.*

*After some discussion the clerk asked whether Friends would prefer for the rest of this agenda item to be clerked by someone else who would not benefit from the proposed stipend. Friends agreed that it would be appropriate for someone else who was not directly affected by the proposal to clerk and the Permanent Board asked Noah Merrill, YM secretary, to serve as temporary clerk of the Permanent Board for this discernment.*

*[The secretary] spoke about the sacrifices he observes being made by the many Friends who serve the YM. As we struggle with the proposed stipends it is clear that we need to continue to examine the role of money in Friends' gifts of service and ministry, both the ways money and our relationship to it constrain us, and how the faithful stewardship of financial resources can liberate us. The particulars may be less important than laboring with how we support one another. We recognize that serving the YM has historically required the privilege of time and money. There is privilege built into the structures of our YM and we seek to make that privilege available to everyone.*

*The goal of stipends is to liberate Friends from the financial binds of the world. But we also recognize that the proposal is limited—as written it will only benefit five Friends, and the Friends currently serving in those roles are Friends regularly called upon for leadership roles and not representative of the diversity of the YM. If we truly desire a more diverse leadership, we must support Friends throughout their committee service,*

*and particularly early on.*

*As our discussion continued one Friend identified two competing themes that appeared, both in December's discussion and in today's: Many Friends have deep discomfort with financial compensation for volunteer ministry, but Friends also feel gratitude for the stipend proposal and an interest in exploring whether the proposal will release more Friends for ministry. Friends long for our radical roots in which support for those called to ministry was dictated not by a YM structure but by a spiritual dedication to part the seas for those who must serve God's kingdom on earth. Our relationship with the realities of the financial world is complex; we must still try to do God's work.*

*Friends struggle to discuss money and our conversation reflected that. But we also expressed a real willingness to experiment with this proposal and to use this opportunity to discern who is truly called to serve and lead, without focusing on whether and what support they will need. We hope that the YM can shift to identifying Friends who are led to serve and then figure out how to support them—financially, emotionally, and spiritually. We are being called to explore what it means to be a community and what it means to support each other in all the ways that we need support.*

*[The secretary] suggested that we give this proposal preliminary approval and ask a small group of Friends to work out a more detailed proposal to return to the March meeting. Included in this proposal would be an implementation plan grounded in the spiritual underpinnings with which we take on this proposal. In the meantime the Finance Committee can begin the budget process with the stipend proposal as part of the discussion.*

*We affirmed our support for the proposal and look forward to a more detailed action plan in March.*

Report of the Israel Palestine Resource Group of NEYM  
(under the care of the Permanent Board)  
September 21, 2024

The I-PRG meets monthly to review and propose programs and to provide support for individuals, meetings and other Quaker groups looking for resources and consultation. We offered a workshop at Living Faith and several at annual sessions, featuring Jennifer Bing of AFSC's Palestine Program and Alex MacDonald of Houston Friends Meeting on how to engage with supporters of Israel about the situation in Palestine. That workshop was recorded and is available on our resource page <https://neym.org/israel-palestine-resources-engagement> Under "How to Have Successful Conversations About Israel and Palestine".

We also worked closely with the FUM Committee and Quakers Advocating Justice for Palestine in co-sponsoring several "lunch and learns" and a workshop with Head of Ramallah Friends School, Rania Mayeeh.

We have received inquiries from several meetings about follow up to these workshops; and we rely on the weekly updates from AFSC on Fridays at 12 noon Eastern for reliable information and suggestions for action.

<https://afsc.org/actionhour?emci=05cf4646-8374-ef11-991a-6045bda8aae9&emdi=4c9d70da-9074-ef11-991a-6045bda8aae9&ceid=252787> to register.

At annual sessions, Friends approved using October 6, World Quaker Day to engage in peace actions and vigils at the monthly meeting and worship group levels; to engage with our elected federal officials to urge an immediate ceasefire and return of all hostages, to reinstate and increase funding for the United Nations Relief and Works Agency <https://www.unrwa.org/> which was eliminated earlier this year and to call for an end to the sale of all weapons to all countries in the region, including Israel, pursuant to our Minute of 2017, reaffirmed in 2019 and again this year, [https://neym.org/sites/default/files/2021-07/YM%20Minutes%202017-46%20and%202019-36\\_0.pdf](https://neym.org/sites/default/files/2021-07/YM%20Minutes%202017-46%20and%202019-36_0.pdf)

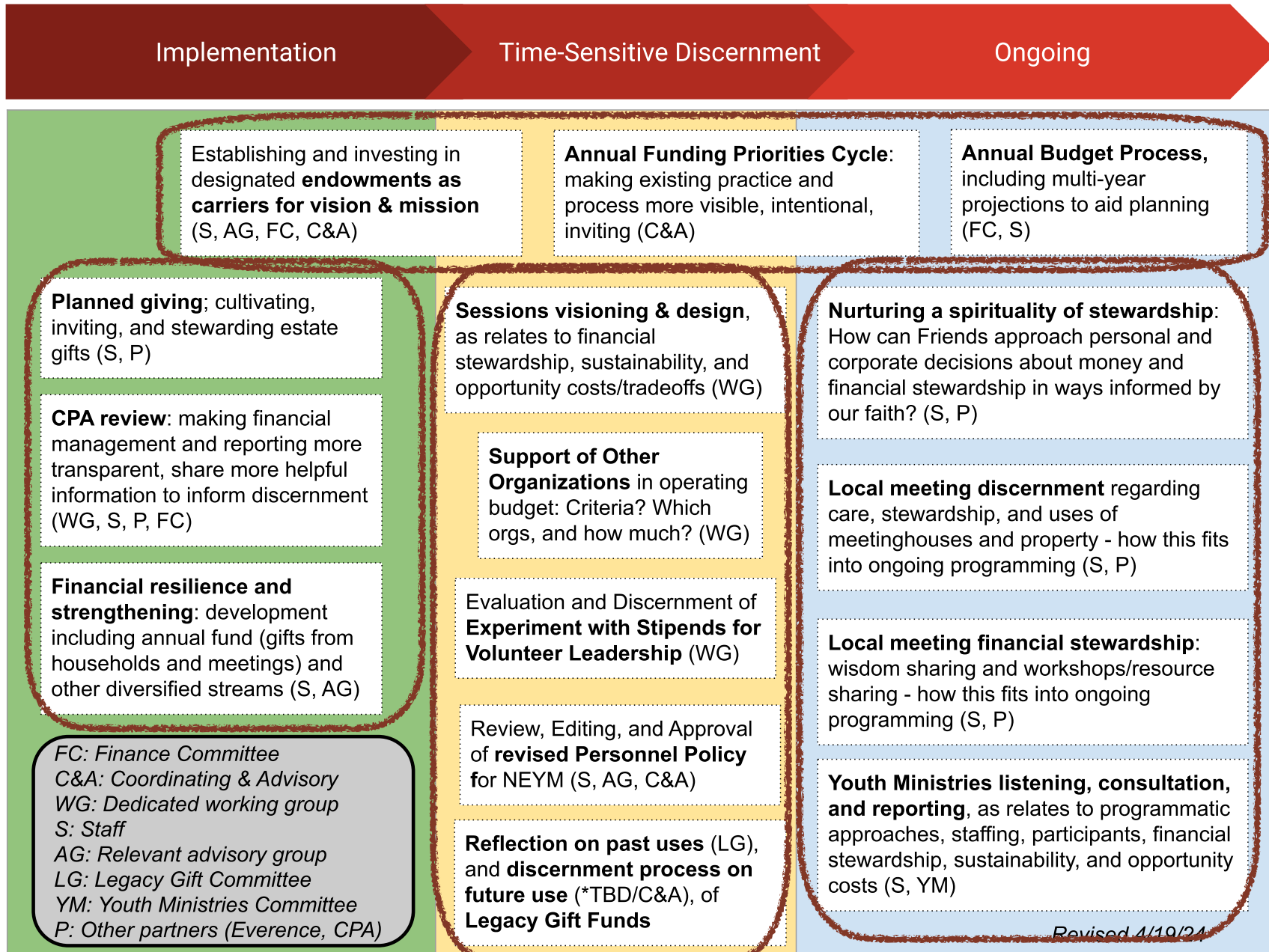
We are including a report from Linden Jenkins, former presiding clerk, currently in East Jerusalem as part of our report [☰ Palestine Update from L. Jenkins](#). Please hold her in the Light, as well as the many aid workers and peace makers in the region.

We honor the work and engagement of so many, including our former members, Molly Cornell of West Falmouth and Amelia Marstaller of Durham and respectfully request the appointment of Robert Watt of Providence and Virginia Kristl of Dover to the Resource Group.

In peace,  
Leslie Manning, Durham  
on behalf of the IPRG

Skip Schiel and Christel Jorgensen, Friends Meeting at Cambridge

# FINANCIAL STEWARDSHIP CURRENTLY IN PROCESS



## A FOCUSING QUESTION

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*As long as there are Quakers in our region, Friends will need to foster...*



## A LITTLE MORE FOCUS

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*How can our present financial stewardship encourage and support sustained attention to the thriving of local Friends meetings now and for generations to come?*



# FROM WELLS WE HAVE NOT DUG

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*Endowment gifts are theological statements which demonstrate one's belief that we are never ultimately proprietors, owners, but only stewards, lifetime guardians entrusted by God to use wisely what God has placed in our hands.*

*When an individual creates an endowment gift for the church during or beyond their lifetime, it declares to the present and future generations the importance of our faith and trust in God.*

*We have each drawn water from wells we have not dug; we have sat under shades trees we did not plant and we each have a wonderful opportunity to provide the means for the church to have a strong and empowering ministry for generations to come.*

*- from the Presbyterian Foundation*





# WHY WOULD FOCUSING ON ENDOWMENTS BE HELPFUL?

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- to help future Friends to **sustain focus** on essential aspects of the Yearly Meeting's **enduring purpose**—and have the **resources** to do so
- to **diversify** the revenue streams of the Yearly Meeting to be more **resilient to disruptions**, allowing for **flexibility, experimentation and exploration** of new ways to support the life and ministry of Quakers in New England
- to **partner with Friends and meetings** who might be led to make a planned or estate gift, or a gift of other major assets that would **have a transformative impact** on the Quaker movement in our region for the next century+



# Endowments as Carriers for Vision

Idea: endowed funds to provide sustained support for a key aspect of our overall mission of thriving local meetings

- dedicated to function over form
- focused yet flexible
- for "evergreen" needs: those that will still exist in 100 years

what will be the focus of endowments included?

- meetings in early life
- spiritual formation
- outreach
- youth ministries
- Witness and Ministry
- grow unrestricted operating endowment (restricted)
- Friends Camp – for camperships (restricted)

what administration & governance steps are needed?

- financial calculations, scenarios for how this would work
- approval to create defined, board-designated endowments
- renewed attention for existing endowments with aligned purposes
- further develop existing planned giving partnership with Everence
- revise and align gift acceptance policy

What communications & development is needed?

- widespread announcement and publicity
- print & digital materials
- inviting conversations, discernment, and gifts
- a focus of development advisory group\*

# ENDOWMENTS: CURRENT STATUS, POLICY & PRACTICE

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- The Yearly Meeting is the custodian of several historical endowments with restricted purposes, some still quite relevant to our mission, others less so
- A portion of the YM’s “reserves” are classified as *Quasi-Endowment*, which is board-designated, not donor-restricted, and yet generates unrestricted annual operating income
- The largest portion of the YM’s unrestricted assets, by far, are board designated as “Legacy Gift” funds, to support the life and ministry of Friends in New England



# ENDOWMENTS: CURRENT STATUS, POLICY & PRACTICE

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- An *Endowment Fund* intended to provide unrestricted operating income exists (and has for decades), but...
- there has been no consistent, intentional fundraising to grow principal for investment through endowments—and therefore, unrestricted operating income
- For example: As of 9/30/2020, the *Endowment Fund* had a total value of \$61,624.93, with available income (for the fiscal year) of \$2,155.32



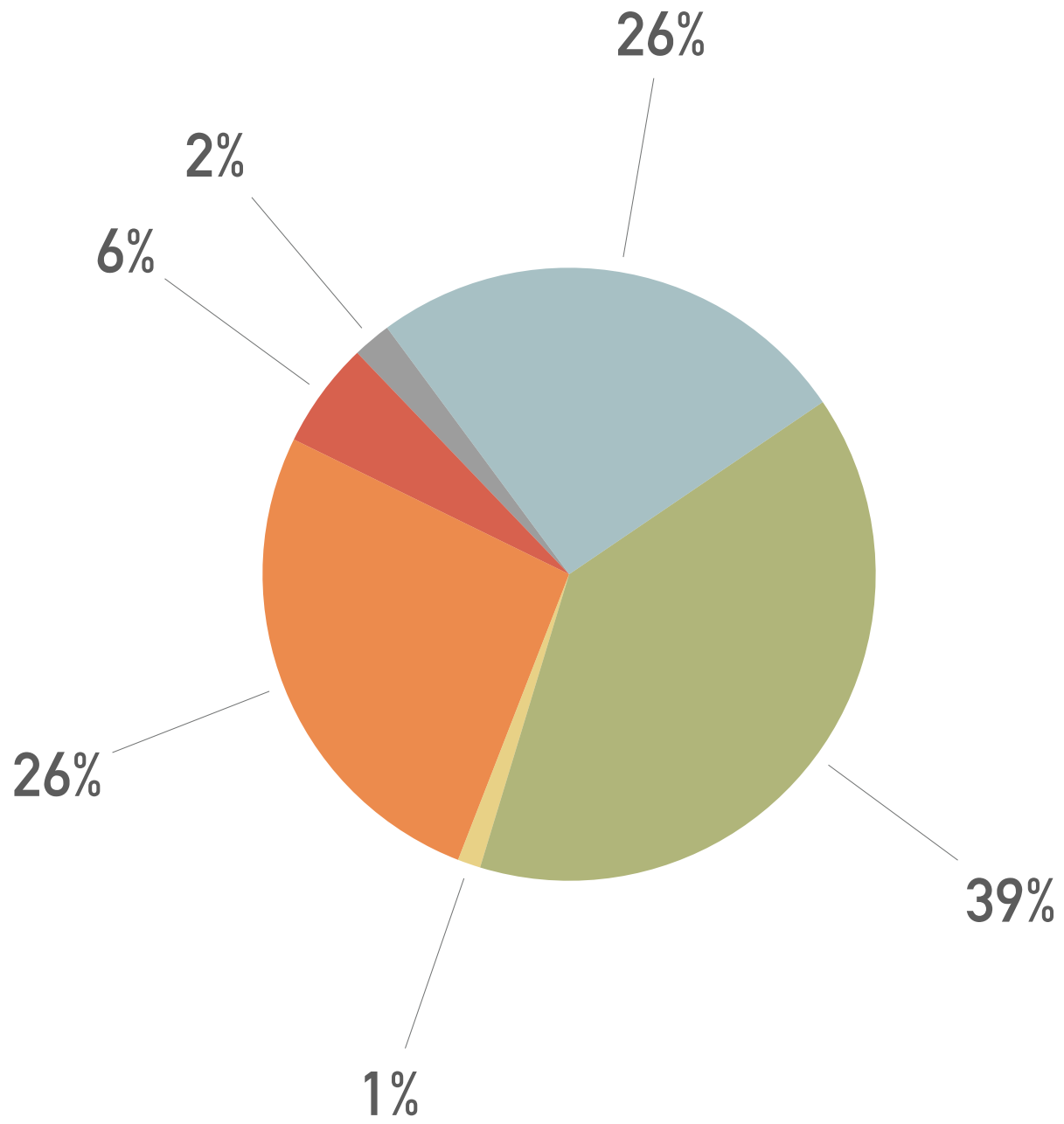
# ENDOWMENTS: CURRENT STATUS, POLICY & PRACTICE

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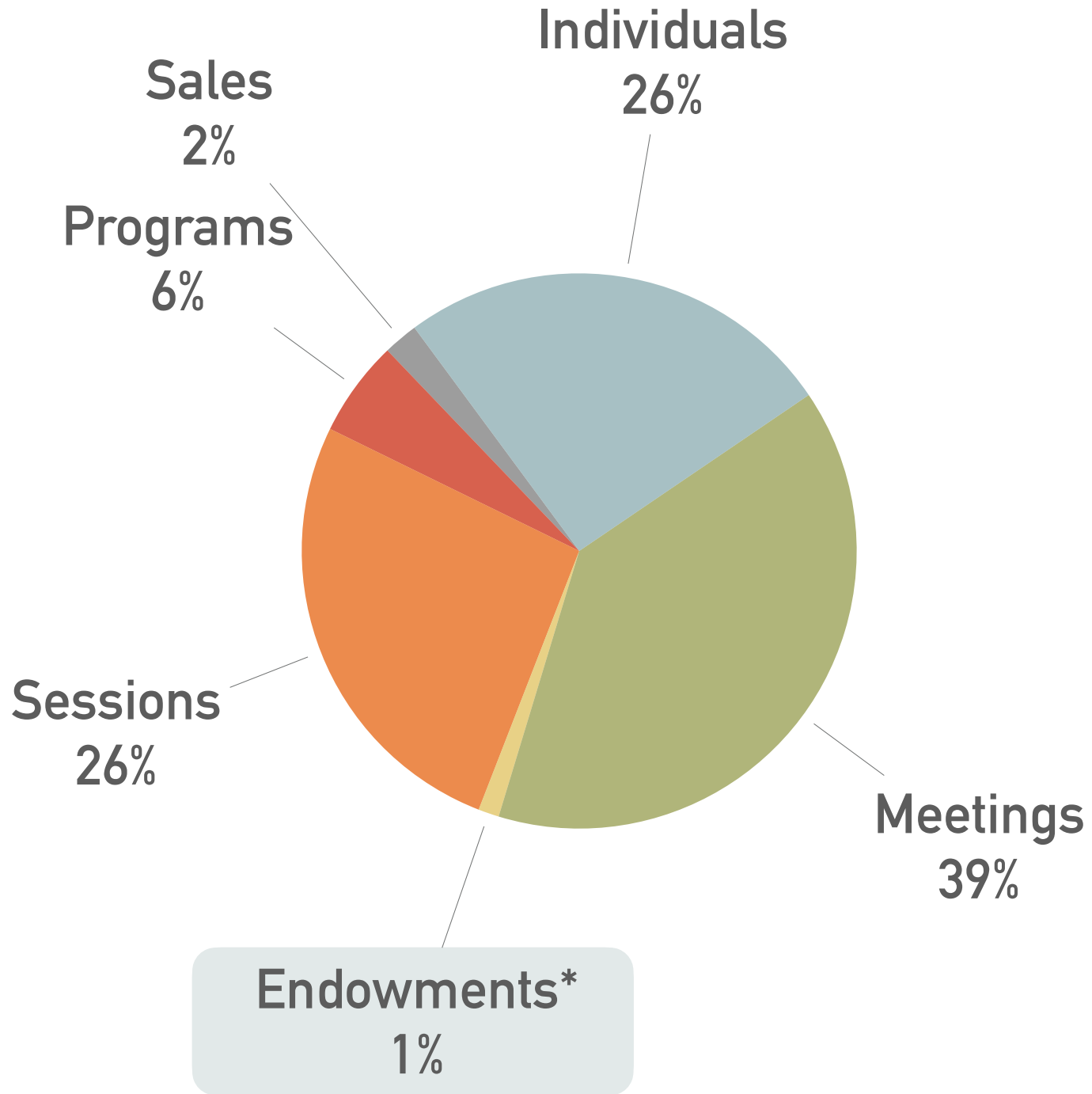
Current gift acceptance policy and approach to endowments...

- ...*do protect* the Yearly Meeting from accepting major gifts and bequests without discernment
- ...*do not promote* proactive invitation and solicitation of major gifts for endowment to support our mission





*\*includes designated funds for operating income*



# TOWARD ENDOWMENTS AS A CARRIER OF VISION: HOW?

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- Envision a goal of creating or renewing a small number of endowment funds, **focused on an enduring aspect of the core mission** of the Yearly Meeting to support the thriving of local Friends meetings
- Would be **focused enough to provide guidance to future generations** about the essential purpose, but **flexible enough to avoid undue limitations** as needs, forms, and contexts change





# TOWARD ENDOWMENTS AS A CARRIER OF VISION: HOW?

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- Annually, the Yearly Meeting would approve the uses of the available funds for these purposes as **part of the existing funding priorities process**
- This would invite Friends—present and future—to **ongoing reflection and discernment** on these aspects of the enduring work of the Yearly Meeting, and **how these resources could best be used** in their time
- It would also ensure that, even with significant changes in social, economic, and demographic conditions, Friends in New England would have these **sustaining sources of financial support** for Quaker life and ministry



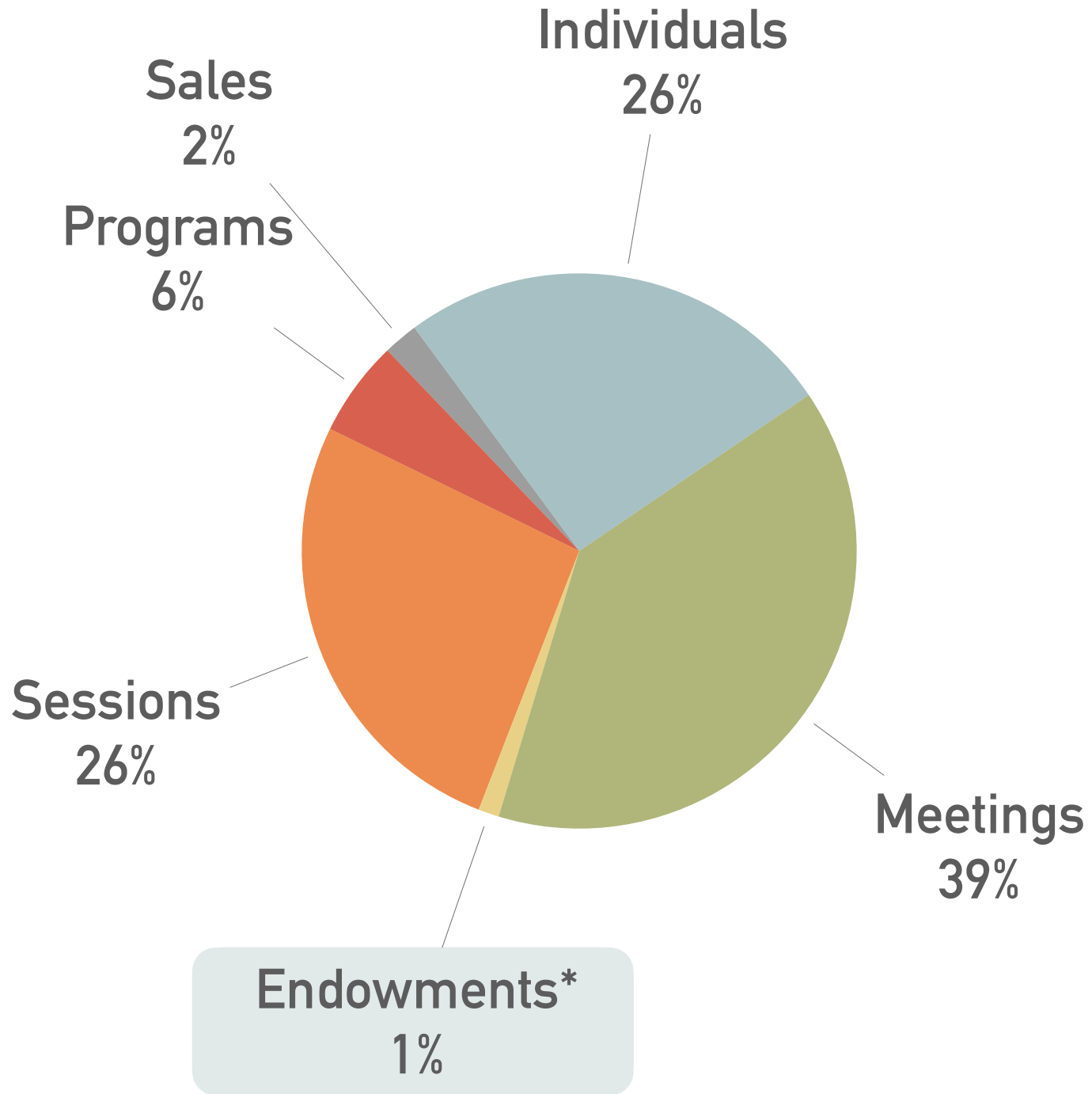
# TOWARD ENDOWMENTS AS A CARRIER OF VISION: A PATH

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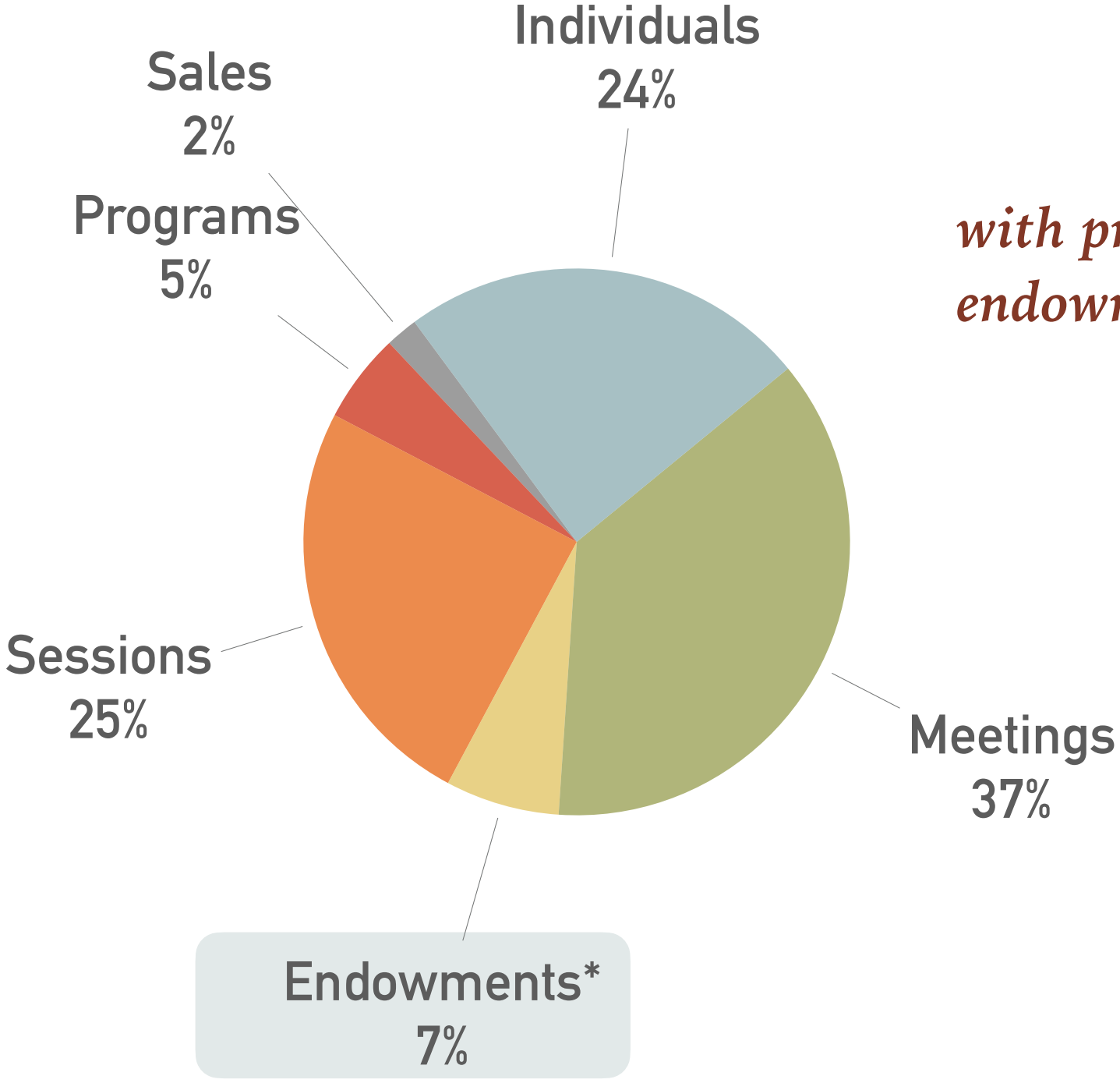
- Create a small number of new endowed funds, board designated to significant aspects of the Yearly Meeting's enduring mission
- Revitalize the use of existing endowments aligned with significant aspects of the YM's enduring mission (e.g. outreach), and for the restricted endowment to generate ongoing operating support for our year-round work
- Publicize and invite Friends and meetings to consider gifts—planned gifts, major gifts, bequests—to grow the principal of these endowments, as well as the existing “endowment fund” for unrestricted operating income
- Commit to invest net proceeds from sale of meetinghouses or real estate when meetings are laid down to endowments to support local meetings in early life



*\*includes designated funds for operating income*



*\*includes designated funds for operating income*

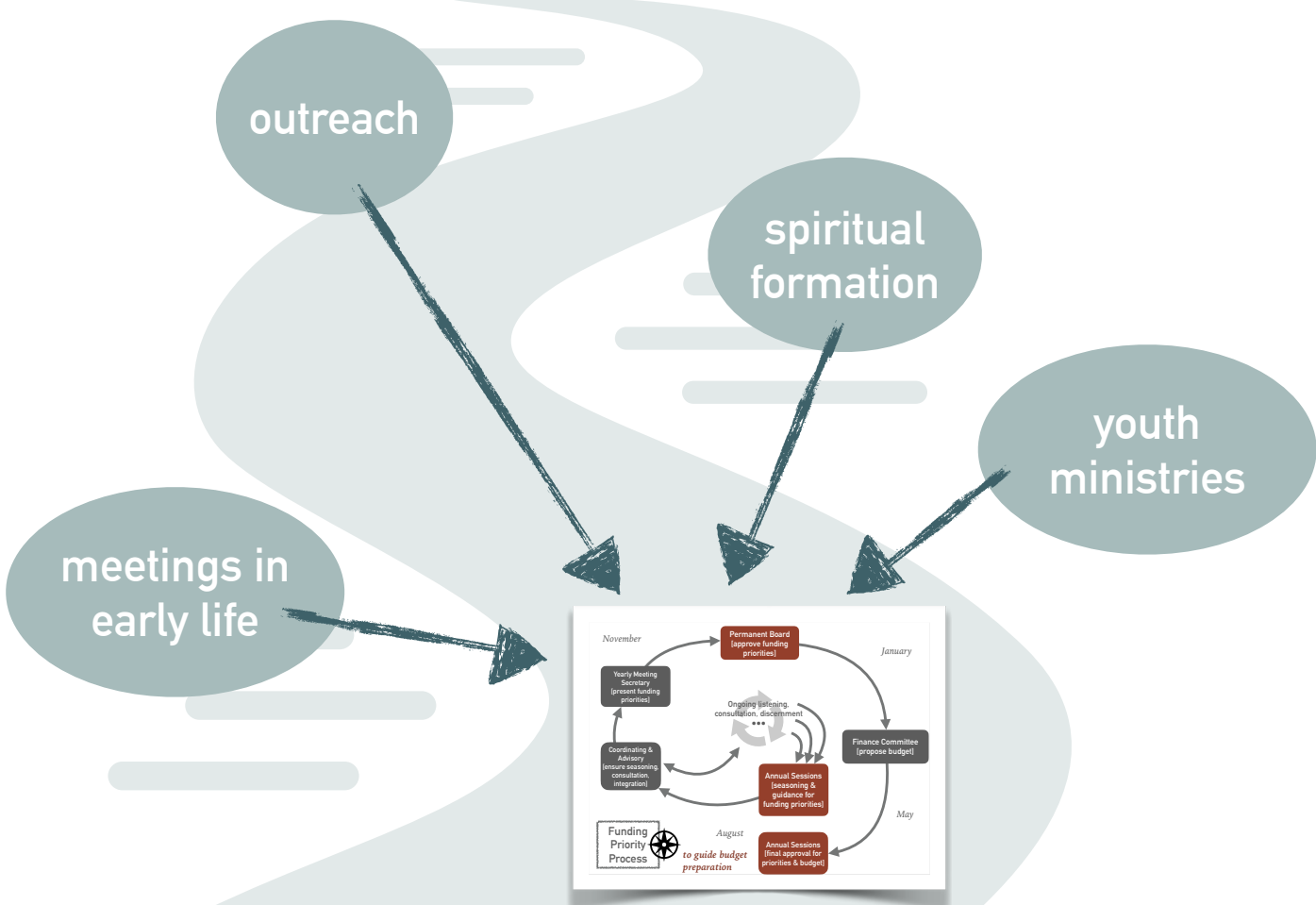


*with proposed endowments*



# INTEGRATING WITH THE ANNUAL FUNDING PRIORITIES PROCESS

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# PROPOSED NEXT STEPS

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1. *September 28: Permanent Board receive proposal and affirm this direction, for further seasoning and detailed recommendations to be brought to the December meeting of the Permanent Board*
2. *December 14: Permanent Board discern and approve establishment of new board designated endowment funds; creation of a restricted endowment fund for Friends Camp camperships\*; policies and administrative changes needed to carry forward this work; and funding and other resources necessary to support it*
3. *January to August 2025: With support from Everence, YM staff and volunteers develop materials and plans highlighting options we encourage for planned and major gifts to endowments, in preparation for announcing this new initiative as part of Sessions 2025 and beyond*



Jack Shepherd  
December 14, 1937-December 26, 2022

“Make visible what, without you, might perhaps never have been seen.”

These words of Robert Bresson’s encapsulate so much of our dear Friend Jack Shepherd’s inner and outer life: his deep and lifelong commitment to the power of writing, his intense curiosity and desire to educate, and his rich and private spiritual life. Jack, 85, passed away at his home in Norwich, Vermont with his family at his side. Jack loved his family, friends, colleagues, Africa, life in Vermont, and every element of his varied career as journalist, author, and professor.

Jack first became acquainted with the Quaker faith as an undergraduate at Haverford College, where he admired the values and ethics of the professors and administration, as well as the college’s overall moral atmosphere and the personal support that he received. He carried these influences into many aspects of his life in the years that followed. Not inconsequentially his first date with Kathleen, his wife of 63 years, was to attend a Meeting for Worship.

After leaving Haverford Jack received a degree at Columbia University’s School of Journalism. His assignments for Look Magazine took him to cover famine in Ethiopia and war in Nigeria and the civil rights movement in Watts, Los Angeles and Lowndes County, Alabama, where, to get closer to the story, he chose to live with Black families. These experiences exposed Jack to some danger and, although he had a keen sense of justice, he did not consider them acts of moral courage (some might disagree) but attributed his successful recording of those tumultuous times to “good luck and smarts” and being “drawn to a good scoop”.

These experiences engendered in Jack a deep and lifelong concern for the issues of food insecurity, chronic hunger, and poverty that permeated his subsequent writing and research. A central organizing principle for him became how we are called to live on this earth—how we manage our personal resources (e.g. fitness, healthy food) and the right sharing of resources on a world-wide scale.

When Jack and his family moved from New York City to Norwich VT in 1977, his outreach to Haverford alumni in the area brought them to Hanover Meeting, where they soon became members. Jack’s involvement with Friends influenced his interest in mediation and peacemaking at many levels from interpersonal to international. His great interest in Africa, plus timely encouragement from a Dartmouth professor and member of Hanover Meeting, led Jack to advanced study at Boston University and on to teaching Dartmouth undergraduates as the Director of the War and Peace Studies Program and in the Environmental Studies Program. He had a loyal following of students and relished teaching and mentoring both undergraduates and graduates.

Beginning in 1993 Jack became the Director of the Global Security Fellows Initiative (GFSI) at the University of Cambridge, England. There he brought together mid-career professionals from East-Central Europe and southern Africa to address common environmental, political, and economic issues. Although his good spirit, sense of humor, and eagerness to address conflict (which was inevitable) served him well, he admitted to his secretary at the time to having “un-Quakerly thoughts” about the actions of some individuals who were undermining the program. Returning to Dartmouth’s Environmental Studies Program in 2000, he directed its Africa Foreign Studies Program for 8 years. He and Kathleen took great joy in guiding groups of Dartmouth undergraduates as they traveled and worked together on southern African environmental issues.

Jack cared deeply about Hanover Meeting. He regularly attended Meeting for Worship and was often at Meeting for Worship for Business. He served as clerk of the Meeting, on the Board of Trustees, and was clerk and a member of the Finance Committee for several years. He was a steady, quiet presence. Jack had a way of sitting with the quieter folks at the rise of Meeting, finding the light in their companionship. He took a keen interest in the young adults in the Meeting with whom he shared his wide knowledge and experience and connections, pairing these with their individual interests. One of his great gifts to the Meeting was mentoring a member in a significant writing endeavor, which enriched them both.

The Monthly Meeting, however, was not the central force in Jack’s life, as he gave his energy to a number of other important and demanding pursuits: teaching and mentoring students, developing programs at Dartmouth and beyond, work and travel in Africa, and to a wide variety of research and writing projects. Jack’s first thoughts were always for his family – wife, daughter and son and their life partners, and three beloved granddaughters who came together each summer for a family camp created by their grandparents.

Jack’s spiritual life was foundational to him, and it was also private. During worship he was content to be in his own space. Messages based in Scripture had particular meaning to him as Biblical texts did in his inward spiritual life. Writing, as a driving force in Jack’s life, was a sacred mystery. He once said, “Writing is almost like being in a Friends Meeting. What I want to say, what is most interesting, will emerge if I am in that listening place.”

Passed by Hanover Meeting June 2024

Received and read by Northwest Quarter at Quarterly Meeting 9/14/2024



## Framingham Friends Meeting

### Memorial Minute

Julie Heagney

September 6, 1945 – July 5, 2023

Julie Heagney was born in Madisonville KY where her father's family, rooted in the South, were from. She grew up in Carbondale, IL where she also attended college, graduating third in her class at Southern Illinois University. By her reckoning, her early years were quite parochial and imbued with a racist perspective that for the rest of her life she sought to reject. Following college, she moved east and began her journey away from her roots toward an understanding of the hard lessons of racism that her southern Illinois childhood had left her with. That journey ultimately brought her to membership in the Society of Friends and a second career as a teacher of English as a Second Language and director of Framingham's Literacy Unlimited program.

Julie was ever a seeker, rarely satisfied to simply accept the unacceptable. She was also resilient in the face of the many obstacles life presented, resting always in her compassion and love for her family and community. When her PhD in English Literature from Boston College did not lead to the academic position she would have expected, she reinvented herself and used her writing skills first in Vermont and then in Massachusetts in state government planning. Not satisfied with this path, she eventually opted for early retirement and returned to graduate school to get a Masters in Linguistics which then opened the door to the second career she came to love. Along the way, she married Terry and together they adopted Rafa as a young boy from El Salvador. Rafa was a gifted soccer player and so Julie became the quintessential soccer Mom, supporting him in his athletic pursuits. When Rafa married and had two sons with his then-wife, Julie warmly embraced his wife and her daughters by a former marriage, as well as her two grandsons, providing the stability and security they needed. Even after Rafa and his wife parted ways, Julie remained invested and involved with her former daughter-in-law and her step-granddaughters all of whom spoke poignantly of the love they felt for and from Julie at her memorial meeting.

Julie's capacity for love and compassion was generously shared with Framingham Friends Meeting where she had many roles. She served as presiding clerk of the meeting as well as clerk of the Peace, Justice and Earth Care Committee for many years. She also served on Ministry and Counsel where she was also clerk, was very active on the Working Group on Racism and was the meeting's representative to the Framingham Interfaith Community Association for several years. She served on the New England Yearly Meeting's Puente de Amigos Committee supporting the "bridge of love" between New England and Cuba Yearly Meetings. Beyond her service, Julie was a good friend and caring confidante to many members of the meeting who found in her a generous and kind heart.

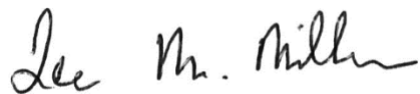
Her journey into Quakerism deepened with her participation in the Nurturing Faithfulness program in 2017-2018. Then she experienced the "cracking open that allows the Light in" which deepened her sense of the mystery of the Divine and which sustained her as she approached her end far too soon last July. In her final years she was a gentle and attentive participant in a faithfulness group formed as part of

this program, generously sharing her life with the other participants, and likewise sharing her deep wisdom.

Julie was and remained a seeker. As she faced the reality of her impending death, understandable fears and doubts arose. There were so many things left undone in her life. She had started a memoir she wanted to finish but more importantly she wanted to be sure that Terry, Rafa and her grandchildren were going to be OK. One of her final requests was that we rehome an exotic frog for her. At the end, she was still thinking of others, concerned for their welfare, wanting to be sure they were OK. Ever the writer, she wrote farewell notes to her family members. It was that generous love and her wish to live from that loving place that we have all missed in the months since she died. That love for her family, for her community and for all creation is what defined her life and is her legacy.

This memorial minute was approved by Framingham Friends Meeting at its Meeting for Business on 4<sup>th</sup> month, 21<sup>st</sup> day of 2024.

Submitted to New England Yearly Meeting Permanent Board in lieu of Salem Quarterly Meeting, by Lee Miller, presiding clerk, Framingham Monthly Meeting.

A handwritten signature in cursive script that reads "Lee M. Miller". The signature is written in black ink and is positioned below the typed text of the document.

# Meeting Care Day

Saturday, November 16, from 9:00 a.m. to 3:00 p.m.  
Friends School of Portland in Maine



A day of training and consultation focused on service to one's local Quaker Meeting.

Workshop topics:

- Best Practices in Financial Stewardship
- Nurturing Eldership
- Pastoral Care
- Quaker Group Discernment: Clerking, Recording, and Active Participation



NEW ENGLAND  
YEARLY MEETING  
OF FRIENDS  
QUAKERS



[neym.org/events-calendar/2024/11/meeting-care-day](https://neym.org/events-calendar/2024/11/meeting-care-day)

