

In fear and trembling be bold in God's service

Fritz Weiss, Presiding Clerk, New England Yearly Meeting
Hanover Monthly Meeting (Hanover, NH)

Welcome Friends!

New England Yearly Meeting gathers this summer for the 358th consecutive year. We gather in God's presence and in the Love and Light that guides us.

The theme for this years sessions is "In fear and trembling, be bold in God's service." Sessions committee is clear that this theme was given to us. Over the course of this year I have heard in the theme a call to discipleship, a hearkening back to Friend's history of radical prophetic witness and ministry, and an encouragement that we have Truth to share in these times. A verse from the Poem "Now is the Time to know" by Hafiz has been in my prayers as I prepare for this years annual meeting:

"What is it in that sweet voice inside
That incites you to fear?

Now is the time for the world to know
That every thought and action is sacred."

These advance documents contain reports from the committees, boards, groups, Quarters, representatives and staff sharing the good work that they have done since we last met in August 2017. The reports provide much of the context for the business that is before us this week. They deserve close attention.

In business meetings Friends will report on faithful witness and on new calls. We will receive the fruit of years of careful work on financial sustainability and funding our priorities and on years of faithful work revising Faith and Practice. The proposed agenda is full and rich. In addition during these six days while we are together we are invited to share our experiences, our joys and concerns and our sense of how we together are called to God's service in the world at this time. It is such joy to be together again.

2018 Sessions Business Agenda

Saturday evening, August 4

- Opening celebration, welcome and preview of days ahead

Sunday evening, August 5

- Faith and Practice Revision Committee
 - Dying, Death & Bereavement; Pastoral Care
- Development
- Challenging White Supremacy

Monday morning, August 6

- Finance Committee Budget Presentation
- Treasurer's report
- Ad hoc Long Term Financial Planning Committee
- Nominating committee overview of opportunities for service

Monday evening, August 6

- YM Secretary Report
- Friends Peace team representative report
- Minutes from Quarterly Meetings
 - Vassalboro Quarter on the Poor People's Campaign
 - Connecticut Valley Quarter on the UN treaty to ban Nuclear Weapons
 - Salem Quarter on Criminal Justice

Tuesday morning, August 7

- Permanent Board report
- Puente de Amigos committee report

- Joint minute approved with Cuba Yearly Meeting
- EarthCare Ministries—climate change

Tuesday evening, August 7

- Ministry and Counsel
 - State of Society
- Immigrants, Refugees and Sanctuary
- Legacy Gift Committee report

Wednesday morning, August 8

- Unity Agenda
- Budget for approval
- Faith and Practice Revision Committee chapter on Membership for approval
- Long-Term Financial Planning Committee with request to be laid down.
- Staff reflections
- First reading of the epistle

Thursday morning, August 9

- Nominating Committee report and approvals
- Remaining business
- Epistle final reading
- Sessions Report
- Epistles of youth groups, Young Adult Friends
- Closing Worship

Name _____
If lost please return to Info Desk to be claimed.
Please keep this document and bring it with you to all business sessions. Note program schedule, page 3, and campus map on page 4.

Table of Contents

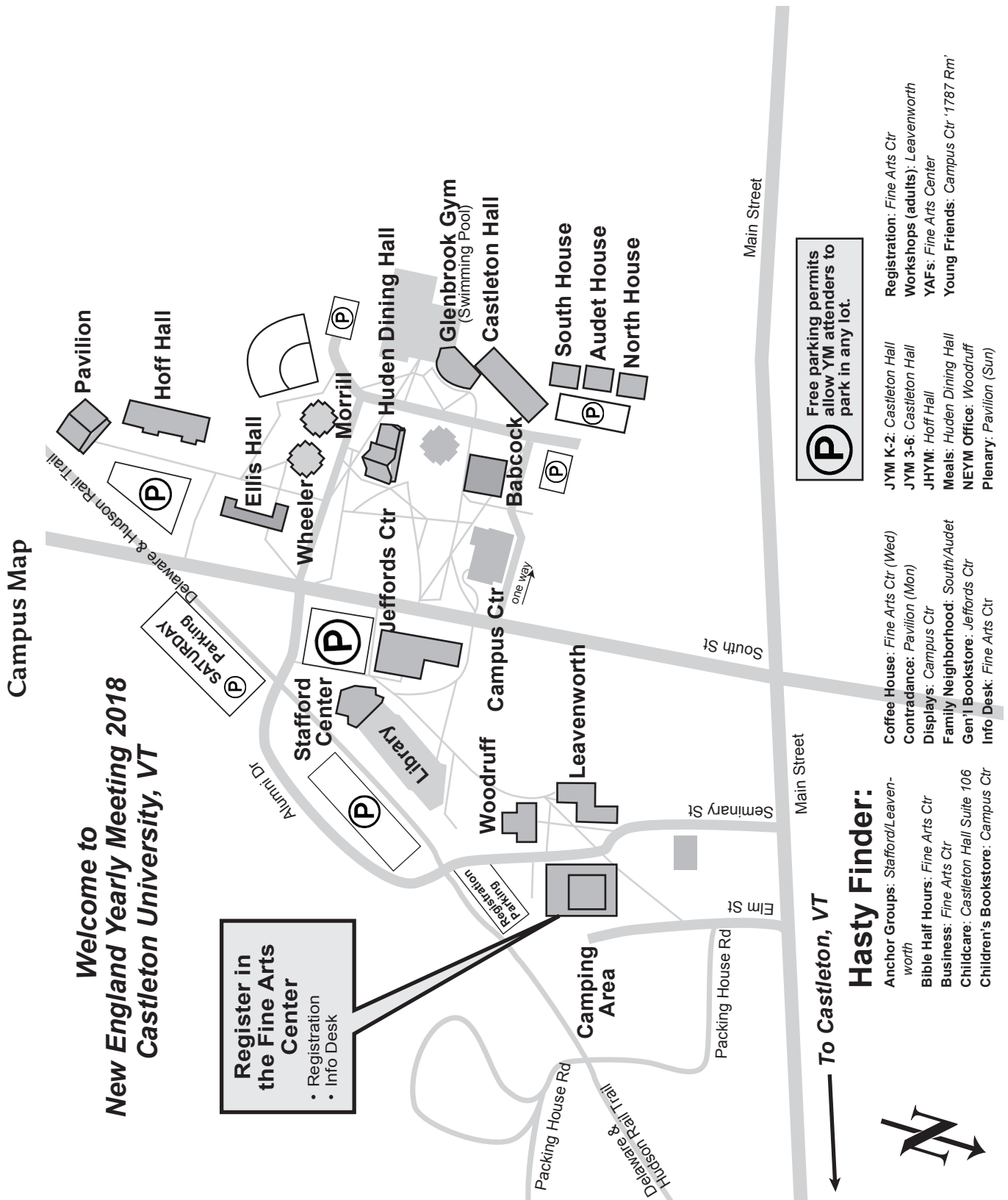
2018 Sessions Business Agenda	I
2018 Sessions Coordinators, Officers, Speakers and YM Staff.	5
Guide to Business at Yearly Meeting Sessions	6
About Anchor Groups	7
Unity Agenda	7
2018 Sessions Business Materials for Gathered Discernment	9
Faith and Practice Revision Committee	9
FY19/20 Budget Commentary	9
Treasurer’s Report	11
Purposes of Quarterly Meetings—in the past and today	11
Vassalboro Quarterly Meeting Minute on the Poor People’s Campaign	15
Minute of Concern from Connecticut Valley Quarterly Meeting to New England Yearly Meeting.	15
Salem Quarterly Meeting Minute on Criminal Justice Reform.	15
Joint Minute Approved with Cuba Yearly Meeting	16
Coordinating & Advisory Committee: Revised Purposes and Procedures of the Committees of NEYM	17
Presiding Clerk and Clerk’s Table Nominations	21
Time-Sensitive Statements	21
2018 NEYM Nominating Slate.	23
Committees Appointed by Permanent Board	26
Staff Reports	27
Yearly Meeting Secretary	27
Accounts Manager	27
Events Coordinator.	28
Friends Camp Director	28
Junior Yearly Meeting & Junior High Yearly Meeting Coordinator	28
Office Manager.	29
Religious Education and Outreach Coordinator.	29
Interim Young Friends Coordinator	30
Young Adult Engagement Coordinator.	31
Committee and Board Reports	32
Permanent Board	32
Archives & Historical Records	34
Board of Managers of Investments & Permanent Funds	35
Coordinating and Advisory.	36
Development Committee	36
Earthcare Ministry	37
Faith & Practice Revision Committee.	38
Finance.	38
Friends Camp	39
Friends World Committee for Consultation–New England.	39
Legacy Gift Committee.	39
Ministry & Counsel.	40
Nominating Committee	41
Committee for Nurturing Friends Education at Moses Brown School	41
Puente de Amigos	42
Racial, Social, and Economic Justice	43
Sessions	44
Youth Ministries	44
Reports of Representatives to Other Quaker Organizations	45
American Friends Service Committee.	45
Friends Committee on National Legislation	45
Friends Peace Teams	45
Quaker Earthcare Witness	45
2018 Workshops and Evening Opportunities.	46

2018 Annual Sessions Registration & Information

Saturday, August 4–Thursday, August 9 • Castleton (Vermont) University

—Schedule—

	Saturday, August 4	Sunday, August 5	Monday, August 6	Tuesday, August 7	Wednesday, August 8	Thursday, August 9
6:30–7:00			6:30–7:00 Early Morning Worship (See YM News** for locations)			
6:45–8:45			6:45–8:45 Breakfast (Huden Dining Hall)			
8:30–11:30	9:00 Registration begins* (Fine Arts Center Lobby) 9:30 Permanent Board (Stafford Auditorium) & Ministry & Counsel (Jeffords Auditorium)	8:15–9:00 Registration* (Fine Arts Center Lobby) 9:00–11:30 Worship (Pavilion) – All-Ages Worship – Bible Half Hour	8:30 Bible Half Hour with Diane Randall (Fine Arts Center) transitioning worshipfully into... 9:00–11:30 Meeting for Worship for the Conduct of Business (Fine Arts Center)	8:30 Bible Half Hour transitioning worship fully into... 9:00–11:00 Meeting for Business 11:00–11:30 Concluding Worship (all ages)		
11:15–1:45	11:15–1:30 Lunch (Huden Dining Hall) 2:30 Registration closes*	11:15–1:30 Lunch (Huden Dining Hall) 12:45 Orientation for first-time attendees (Jeffords Auditorium)	11:15–1:30 Lunch (Huden Dining Hall)			11:30–1:00 Lunch and Room Key Return (Huden Dining Hall)
1:00–4:45	3:00 Shriners Parade on Main Street 4:30–6:00 Registration continues* (Fine Arts Center Lobby)	1:30–2:30 Plenary Speaker (Pavilion) followed by small group sharing in... 2:45–4:15 Anchor Groups (Leavenworth/Jeffords)	1:15–2:45 Anchor Groups (Leavenworth/Jeffords) 3:00–5:00 Memorial Meeting (Fine Arts Center)	1:15–2:45 Anchor Groups (Leavenworth/Jeffords) 3:30–5:00 Workshops (Leavenworth)	1:00–3:00 Permanent Board Youth Programs Childcare: Times to be posted Junior High YM, Junior YM, Young Friends, Young Adult Friends: See respective schedules for Orientation schedules & locations check YM News** or neym.org/sessions/youth	
4:45–6:45			4:45–6:45 Dinner (Huden Dining Hall)			
6:00–9:00	6:45 Opening Celebration (all ages) (Fine Arts Ctr) 7:30 Children & youth staff leave 8:00–9:00 Anchor Groups (Leavenworth) 8:30–10:00 Registration Continues* (Fine Arts Center Lobby)	6:15 Vespers Singing for all ages 7:00–9:00 Meeting for Worship for Business (Fine Arts Center) 8:30–10:30 Contra Dance (Pavilion)	6:15 Vespers Singing for all ages 7:00–9:00 Meeting for Worship for Business (Fine Arts Center) 8:30–10:30 Contra Dance (Pavilion)	6:15 Vespers Singing for all ages 7:00–9:00 Meeting for Worship for Business (Fine Arts Center)	6:15 Vespers Singing for all ages 7:00–9:00 Coffee House all ages (Fine Arts Ctr)	
9:00–11:00		9:00 Evening Opportunities (Leavenworth)	9:00 Evening Opportunities (Leavenworth)	9:00 Evening Opportunities (Leavenworth)		
* Registration Hours: Fri, 5–7 p.m. & 8–10 p.m.; Sat, 9 a.m.–2:30 p.m., 4:30–6 p.m., 8:30–10 p.m.; Sun, 8:15–9 a.m., 12:15–1:15 p.m., 4:30–5:30 and 7–9 p.m.; Mon–Wed, 9:30–10:30 a.m., 4:30–5 pm. / For registration needs outside these hours, please contact the Registrar well in advance at registrar@neym.org or 978-494-6396 to make alternate arrangements.						
** Yearly Meeting News Published Saturday through Wednesday mornings at breakfast and on the web at neym.org/sessions, with information about events at Sessions. Deadlines for submissions: Sunday, Monday and Tuesday at 1:30 p.m. Drop off materials at the Info Desk, located in the Fine Arts Center Lobby. Announcements, notices and flyers not specifically related to Sessions will not be included in the YM news. Please check with the Info Desk for where to post these items.						



2018 Sessions Coordinators, Officers, Speakers and YM Staff

Access Needs Coordinator	Jana Noyes-Dakota
Accounts Manager	Frederick Martin*
Bible Half Hour Speaker	Diane Randall
Bookstore	Sara Burke, John Fuller
Children's Bookstore	Jean McCandless and Karen Sargent (managers), Christopher McCandless
Clerks	Fritz Weiss (presiding), James Grace and Rosemary Zimmerman (recording), Jeremiah Dickinson and Katherine Fisher (reading)
Events Coordinator	Elizabeth Hacala*
Housing Coordinator	Kristin Wilson
Information Desk Coordinator	Chris Jorgenson
Office Manager	Sara Hubner*
Pastoral Team Leader	Abigail Matchette
Registrar	Martha Hinshaw Sheldon
Religious Education Coordinator	Beth Collea*
Sessions Committee Clerk	Leslie Manning
Sessions Office Assistant	Jessica Sheldon
Shuttle Coordinator	Barbara Dakota
Special Needs Coordinator	Jana Noyes
Treasurer	Shearman Taber
Volunteer Coordinator	Hannah Zwirner Forsythe
YM News Editor	Liz Yeats
Yearly Meeting Secretary	Noah Merrill*

* = YM Staff

2018 Youth Program Coordinators and Staff

Child Care

Coord: Chloë Grubbs-Saleem and
Whitney Mikkelson
Darien Brimage
Rainer Humphries
Avery Johnson
Holly Lapp
Karen Sánchez-Eppler
Martha Schwope
Phillip Veatch
Stefan Walker

Rebecca Edwards
Charlotte Gorham
June Goodband
Tyler Green
Anna Lindo
Laurie Maheu
Theresa Oleksiw
Jane Radocchia
Lynn Taber

John Humphries
Adam Kohrman
Dug Lippincott
Branwyn McDowell

Young Friends

Coord: Maggie Nelson*
Asst Coord: Allon Dubler
Xinef Afriam
Tom Antonik
Denny Dart
Abby Kelly
Kate Murray
Nora Spicer
Rick Townsend

Junior Yearly Meeting

Coord: Betty Ann Lee
On-Site Coords: Margy Carpenter
and Laura Street
Carol Baker
Brad Bussiere-Nichols
Helen Carpenter
Robin Carpenter
Steve Correia
Janet Dawson
Pamela Drouin

JYM Afternoon Choices

Coord: Cynthia Rankin

Junior High Yearly Meeting

Coord: Gretchen Baker-Smith*
Anne Anderson
Buddy Baker-Smith
Steve Ball
Jesse Ball
Dave Baxter
Lilly Campbell
Jerry Carson
Emily Edwards

Young Adult Friends

Coord: Hilary Burgin
Asst Coord: Emi Link

Guide to Business at Yearly Meeting Sessions

NEYM Sessions are larger than our other experiences of discernment and some reminders may help us proceed gracefully.

Worship with a concern for business:

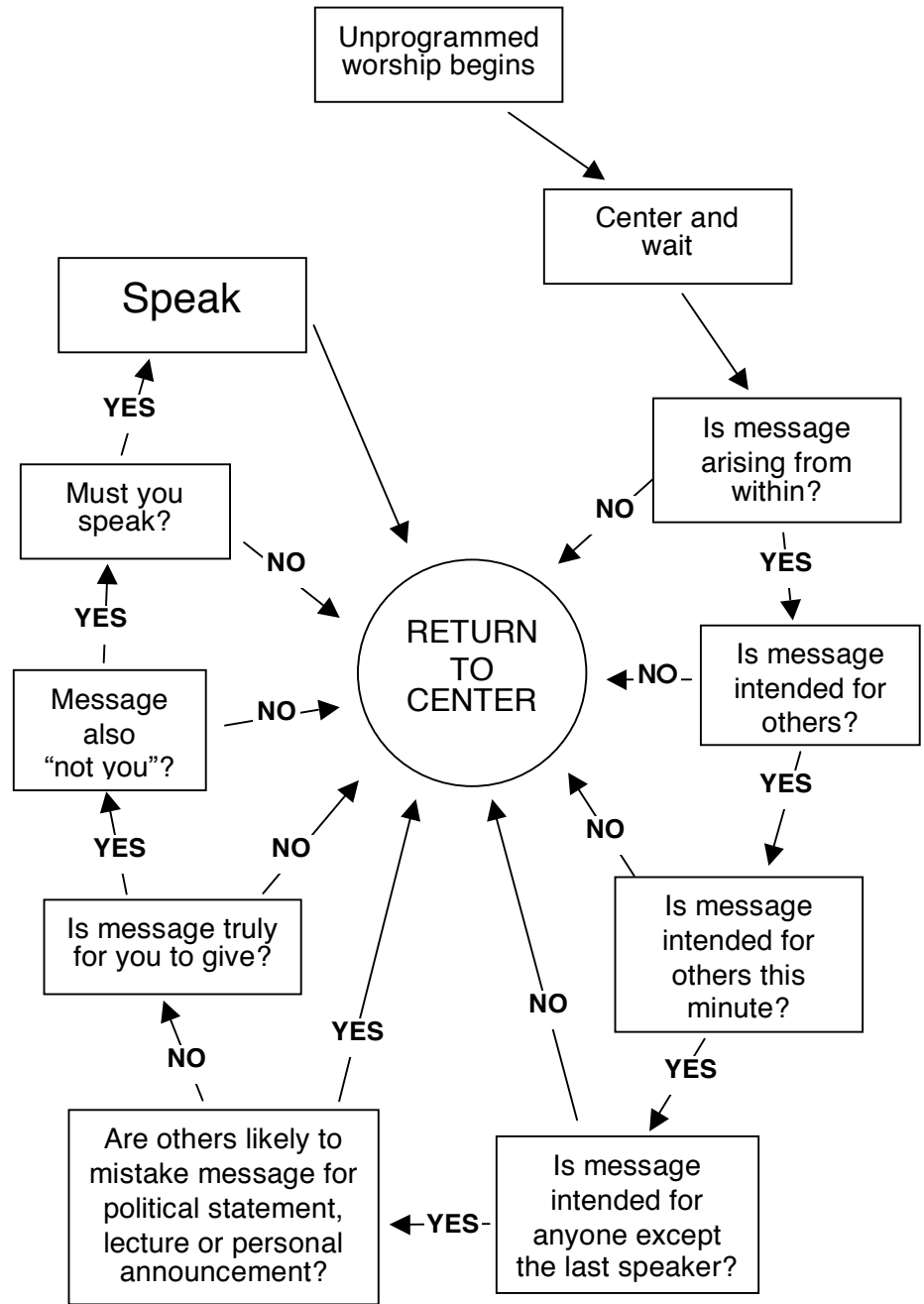
- The Spirit may speak through a less familiar voice if our oft-heard Friends refrain from the urge to speak too quickly.
- The order of business items is subject to change, depending on the Holy Spirit and Friends' self-discipline.
- We seek not compromise nor a grumbling "well, OK," but clarity on what God calls us to do here and now, knowing that we may be led later to some further action, understanding, and love.
- Please look for text being presented. If it was ready by press time, look in these Advance Documents. Otherwise, look for a handout at the Info Desk.
- The doors will be closed to late-comers for five to ten minutes while Friends settle into worship. Please wait quietly outside the plenary room.
- Please silence your cellphone.

As you enter worship with a concern for business:

- Enter quietly!
- *Sit toward the front and center of the hall.*
- Leave room on the ends of the rows for late arrivals.
- Leave the accessible space free for those with special needs.

During worship with a concern for business:

- Stand (or raise your hand high) to be recognized.
- Remember that the clerk does not always call on people in the order in which their hands appeared.
- When the clerk has called on you, wait for the wireless microphone to come to you.
- Say your name and meeting.
- Speak slowly and briefly, limiting your remarks to the question at hand.
- Please do others the courtesy of sitting down while they are speaking, and listen prayerfully.
- If you speak easily, be cautious. Ordinarily a person should speak only once to an item of business, unless to answer a direct question or to signal a significant change of heart.
- If you are a Friend who does not speak easily, be bold if called. Your leadings may be the way the Spirit has chosen to speak to us.
- Please do not try to argue the clerks (or anyone else) into your position.
- While the clerks are trying to formulate a minute, help by holding them in prayer. Remember that the minute will rarely be worded precisely as you would have said it.



From pamphlet on Worship by Wellesley (MA) Friends Meeting, based on a chart by Sydney Chambers in the October 2005 issue of *Friends Journal*, "Speaking into the Silence"

About Anchor Groups

Every year Friends gather at Sessions eager for opportunities for spiritual sharing and connection. Anchor Groups are a demographically diverse group of 10 to 12 people from across the Yearly Meeting who are interested in having a daily opportunity for grounding, discussion and deepening their relationships with others. In the current political and social climate, Friends may find this more valuable than ever. Anchor Groups have been especially helpful for newcomers to Sessions.

Anchor Group Choice: In order to simplify registration and support more consistent participation, everyone is given the choice of being in an Anchor Group or not.

Anchor Groups will each have an assigned room starting on Saturday evening. During the week, they will be scheduled after lunch, from 1:30–2:45, when nothing else will be scheduled.

Friends will be assigned to Anchor Groups sorted for demographic diversity for the days they will be at Sessions.

Please contact a member of the Anchor Group Resource Team with any questions.

Leslie Manning
Carole Rein
Jay O'Hara
Janet Hough

Unity Agenda

The items listed on the Unity Agenda are proposed for consideration on Wednesday morning. Prior to Wednesday morning, Friends are encouraged to familiarize themselves with the Unity Agenda, to read the written information pertaining to each item, and to consult with the Friends named for each matter, if need be. General questions can be brought to the presiding clerk, Fritz Weiss. If there are significant concerns that remain, items can be removed from the Unity Agenda for further corporate discernment earlier in the week.

Decisions and Actions Concerning...	See	Friends Available for Consultation
Accepting Staff Reports	page 27	Staff
Accepting Board, Committee and Representative Reports	page 30	Report authors
Accepting "Purposes of Quarterly Meetings—in the past and today"	page 11	Fritz Weiss, presiding clerk
Approving Yearly Meeting Committee Purposes, Procedures, and Composition	page 12	Fritz Weiss, presiding clerk
Approving Bank Resolutions	page 20	Robert Murray, Finance clerk
Approving Nominations for Clerks Table for the Coming Year	page 21	Sarah Gant, Permanent Board clerk
Approving Clerks' Authorization to Make Edits and Corrections	page 21	Fritz Weiss, presiding clerk
Accepting Memorial Minutes	booklet	Honor Woodrow, Ministry and Counsel clerk
Accepting Time-Sensitive Statements	page 21	Fritz Weiss, presiding clerk; Noah Merrill, Yearly Meeting Secretary

2017 General Epistle of New England Yearly Meeting

“Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to discern what God’s will is—his good, pleasing, and perfect will.” —Romans 12:2

Dear Friends everywhere,

We who gathered for the 357th Sessions of New England Yearly Meeting at Castleton, Vermont, August 5–10, 2017, have joyful news to share with you, of ways the Spirit has been moving among us and of possibilities for personal and social transformation that were opened to us this week.

Many of us arrived at Sessions burdened by grief, fear, and worry about the multiple crises that are threatening the world, and we were happy to find that this year’s theme, “Living into Transformation,” spoke to our troubled condition. Through our plenary session and Bible Half-Hours, workshops, interest groups, and other programs, we were helped to understand more clearly why the promised coming of God’s blessed community of peace and justice on Earth calls for nothing less than a radical makeover of our racist, classist, economically unjust, and violence-driven culture.

Although the ethnic, racial, and economic diversity among New England Friends is not as great as in many other yearly meetings, we are still a microcosm of the larger culture, and we struggle with many of the same internal tensions and conflicts that can hinder the Spirit from acting through us. Many of us come from privileged backgrounds of which we are largely unconscious, making it difficult to see how others among us are being harmed by the workings of the same dominant culture that benefits us.

Transformation of the dominant culture thus requires embarking on our personal transformation and learning to continually question our basic assumptions, imagine new possibilities, and model new values. But the renewal of our minds means more than being inspired by messages that people presented to us at Yearly Meeting, which may leave us sitting on the fence, unable or unwilling to commit ourselves to action because we have not yet undergone the necessary inward transformation.

There are many barriers to transformation—feelings of despair and helplessness, social pressures, unwillingness to venture outside of our comfort zones, and plain old middle-class comfort—that need to be overcome. This can occur only when we allow the Spirit to break open our hearts, illuminate our shortcomings, and galvanize us into life-changing action.

Our good news is that we have in fact witnessed many instances of such movement of the Spirit within our Yearly Meeting over the past year, all emerging from deep waiting worship and corporate discernment of God’s will. Some Friends felt the Spirit leading them to put their bodies on the line in radical climate action. Some moved ahead with key decisions relating to peace, economic justice, and ecological integrity that had been under corporate discernment for years, waiting for unity and clarity among Friends coming from very different points of view. Way has opened for others to signifi-

cantly realign organizational structures and policies with the Yearly Meeting’s mission as it is currently understood.

Movement of the spirit within our Yearly Meeting also has been seen in recent gains in attendance, improvements in our financial health, the emergence of dedicated leadership, and the development of programs that reach out to and nurture our monthly meetings. Spiritual discernment has been evident when in many discussions the primary question was not whether the Yearly Meeting could afford to take a certain step but whether in the Light of the Spirit it was the right thing to do.

Our Bible Half-Hour speaker, Marty Grundy, noted the parallel between the transformation we have seen within our Yearly Meeting and the process of healing and reconciliation followed in 12-step recovery programs. After admitting our utter helplessness and turning our will over to a higher power, we form or seek out supportive communities in which more experienced seekers illuminate the path ahead and provide a steady hand to those who falter.

We are most afraid of being known for what we are. Letting go of that fear allows our hearts to be broken open, for alienation to be healed, for damaged relationships to be restored, for conventional notions to be displaced by divine wisdom, and for our convictions to be translated into action.

Finding strength in our common humanity was the essential aim of the early Jesus movement. The vision of Jesus challenged prevailing social rules based on control, domination, and competition that resulted in great inequality and injustice. It offered new models for relationships based on sharing and cooperation. This was the vision that animated the social witness of early Friends, which in turn inspired many of the social and economic experiments of the past three centuries.

Our plenary speaker, Ruby Sales, focused on one of today’s most serious barriers to a just and peaceful society—the persistence of white supremacy, a spiritual malformation that evolved from old social structures, empires determined to maintain their power, wealth, and dominance. It has encouraged privileged whites to stay in a womb-like ignorance, where they maintain the illusion of safety and comfort while racial tensions continue to worsen. Both oppressors and oppressed are indoctrinated with the false belief that these patterns and structures are natural, inevitable, and unalterable. There is little hope for changing the system of domination directly, given the tools that the powers have at their disposal. Thus we begin the great transformation from within.

Climate change is another crisis, also rooted in spiritual malformation, that resists anything more than token regulation because of its deep roots in empire and the culture of dominance over people and planet. However, possibilities for change may be greatest when the Empire seems strongest, yet fatally weakened by internal contradictions and disconnection from reality.

There are no shortcuts to healing and redemption. One Friend at this year’s Sessions, Xinef Afriam, offered this thought-provoking parable: he compared the struggle for personal and societal transformation to the radical changes that

take place when a caterpillar becomes a butterfly. A major crisis occurs whenever any organism reaches the point where it cannot continue in its present state; it must either transform into something else or collapse and die. The caterpillar's structure dissolves inside its chrysalis, but some "imaginal" cells remain. They pass on a kind of blueprint for a new structure and orchestrate its miraculous unfolding.

Friends are called to be the imaginal cells in a similar process of social metamorphosis, as the present social order is becoming increasingly unstable and self-destructive. We carry a vision to the world of other possibilities for the future than those of collapse and death. We bring hope to the millions of people rejecting the idolatries and absurdities of empire and yearning for new ways of living together based on mutual caring and sharing.

It is in this sense that, in a quote shared by one Friend, "Imagination is sometimes more real than reality, and reality is less real than it seems." Transformation can be both messy and threatening, and only our love for the Light of Truth can take us past the point of feeling, as another Friend put it frankly, "I want to be transformed, but I don't want to change."

Many of us were blessed by experiences of life-giving personal and community transformation. We embark on the renewing of our minds and return to our home meetings and communities with lighter hearts, better prepared to engage the powers with a greater sense of urgency and hope.

In the Light,

New England Yearly Meeting of the Religious Society of Friends

—FRITZ WEISS, PRESIDING CLERK

2018 Sessions Business Materials for Gathered Discernment

Faith and Practice Revision Committee

A chapter on Membership for preliminary approval, and draft texts on Pastoral Care and on Dying, Death and Bereavement will be available in print at Sessions; they are available online at neym.org/fp-revision/documents-discussion

FY19/20 Budget Commentary

The Finance Committee has worked very hard with the Yearly Meeting secretary, the Accounts Manager, and the Treasurer to deliver a balanced budget for FY19. The draft budget you see before you is the outcome of that work. While we continue to make progress in attaining our income goals, we are suggesting to the Yearly Meeting that we also make some reductions in a few line items.

Due to a staff transition, funds allocated in previous budgets for the Religious Education and Outreach Coordinator position are under discernment by the secretary in consultation with Coordinating and Advisory Committee, Personnel, staff, and other relevant stakeholders. This draft FY19 budget proposal assumes that NEYM will not hire for this position in FY19, exercising fiscal restraint while fundraising for new plans is underway. We believe that, while painful, reserving \$25,000 and thus reducing expenses by \$20,970 is an appropriate measure to take in FY19. You will see the reserved \$25,000 as part of line 5130 Contracted Services

FY 19 Line 5130 Contracted Services	Cost	Funding
Previous year budget	\$ 26,896	Operating Budget
Archives work	8,500	Transfer from Archives acct (see Line 4099)
RE Coordinator work	25,000	Operating Budget
Total	\$ 60,396	

Please note that a remaining one day per week of staff time for the Religious Education and Outreach Coordinator position is funded by a grant from the Shoemaker Fund through the end of FY19, so the expenses are not reflected in the proposed FY19 operating budget.

The Archives Committee has made a recommendation regarding potential ongoing needs for an Outreach Archivist, either as an ongoing consulting relationship or as an hourly part-time staff. A rough estimate for this work at an acceptable professional rate would be between \$7,680 and \$11,520 per year. For FY19, sufficient funds (approximately \$8,500) are available in the Archives Revolving Fund for this expense. To increase transparency and support better planning, we incorporated both the expense and corresponding income (as an internal transfer in line 4099) in the FY19 draft budget. This \$8500 is also included in 5130 Contracted Services. This expense would then likely be deficit-neutral for FY19, since it would increase overall income and expense numbers equally. In FY20, we will propose that this expense be carried forward as an ongoing operating expense.

We propose a reduction of \$3,075 each in our contributions to FGC, FUM, and FWCC. At this level, NEYM will still be giving a larger proportion of their operating budget to these organizations than other similar-size yearly meetings.

Finally, we suggest that a \$7,500 savings come from distributing the Directory electronically, while reserving a small amount of money for printing a limited number of copies for those who prefer to receive it that way. The staff time devoted to this project would remain the same; the savings comes from printing and postage expenses.

All other expenses are relatively close to the FY18 budget.

On the Revenue side, changes to FY19 budgeted income from line 4010 Individuals and line 4020 Monthly Meetings reflect estimates at the conservative end of the spectrum. The FY18 budget included an expected \$30,000 matching gift; FY19 income projections for Individuals do not include the assumption of matching gift income.

While not needing approval, the FY20 budget projection is shown in our budget document to indicate where we expect to be going two years out. As you will see, we expect to continue to operate on a balanced budget status in that fiscal year.

Please note that for FY20 we are carrying forward the line 5000 Staff and line 5130 Consulting figures from FY19. Once the Yearly Meeting discerns its staffing and program needs, we will adjust the FY20 budget to reflect that discernment.

New England Yearly Meeting FY2019 Non-Camp Budget Proposal

Category	Actuals FY17	FY17 Budget with Approved Overages	FY18 Approved Budget	△ FY18 to FY19	FY19 Budget Proposal	△ FY19 to FY20	FY20 Budget Projection
Income							
4010 Individual Contributions	170,229	142,400	200,000	12,000	212,000	2,000	214,000
4020 Monthly Meeting Contributions	326,132	348,300	373,115	-115	373,000	4,000	377,000
4030 Organizations Contributions	1			0	0	0	0
4050 Interest and Dividend Income	10,562	6,000	5,000	-1,000	4,000	2,900	6,900
4070 Books and other Items	17,597	15,500	16,000	0	16,000	1,000	17,000
4080 Retreat Program Fees	41,152	50,000	50,000	0	50,000	0	50,000
4085 Sessions Program Fees	183,815	210,000	189,757	-4,757	185,000	16,000	201,000
4090 Change in Fair Market Value	679			0	0	0	0
4099 Net Assets Released To/From	0			8,500	8,500	-8,500	0
Total Income	750,167	772,200	833,872	14,628	848,500	17,400	865,900
Expenses							
Total 5000 Staff	401,244	401,722	417,388	-53,473	363,915	2,089	366,004
Total 5110 Administration	62,774	59,996	62,496	34,000	96,496	-500	95,996
Total 5200 Office	18,878	22,215	25,615	11,400	37,015	0	37,015
Total 5300 Travel & Conferences	32,417	34,400	36,000	0	36,000	0	36,000
Total 6000 Programs	255,839	269,425	272,520	-13,500	259,020	5,950	264,970
Total 6140 Books and Other	15,167	13,500	14,500	0	14,500	500	15,000
Total 6200-6500 Support of Other Orgs.	43,988	45,975	45,975	-9,225	36,750	0	36,750
Total 6600 Publications	6,859	13,000	11,500	-7,500	4,000	0	4,000
Total Expenses	837,166	860,233	885,994	-38,298	847,696	8,039	855,735
Net Operating Income	-87,000	-88,033	-52,122	52,926	804	9,361	10,165

Notes

^A The FY18 budget included an expected \$30,000 matching gift; FY19 income projections for Individuals do not include assumption of matching gift income.

^B Transfer from the Archives Revolving Fund. This is offset by expenses in line 5130 Contracted Services.

^C We propose to not rehire the Religious Education & Outreach Coordinator in FY19. We reserve \$25,000 of the savings in line 5130 Contracted Services, and the remaining \$20,970 will be a reduction in expenses for FY19.

^D This savings comes from switching to electronic distribution, while reserving a small amount of money for printing copies for those who prefer to receive it that way.

^E We are expecting discernment regarding the Yearly Meeting's priorities to guide our provisions for appropriate staffing levels.

^F These are preliminary estimates and will be refined as we focus on the needs and resources for FY20. This is the first time in many years that we can, even at this early date, foresee restoration of comfortable reserve levels.

Treasurer's Report

First, a personal note. Between preparing this report and Sessions, all of my personal contact information will change as I am moving. Please contact me through the YM office or at treasurer@neym.org.

This report centers on our Reserve Funds held by the Yearly Meeting, but first a few comments on a couple of other events.

Kathy Olsen agreed to be our Assistant Treasurer. She and I are now working out how we can best divide the Treasurer's responsibilities so she can take on some of the tasks and make it something a volunteer can reasonably do. Kathy has made it clear that she does not see this as an apprenticeship and thus someone else will be replacing me when the time comes.

As we were completing the reports for the end of FY17 we discovered that, due to how we handle internal money transfers, some income was being double-counted in our reports. However, we also double counted the related expenses so the net income figures were correct. The problem arose from a series of minor changes in our reports over the years as we try to be more complete. We footnoted those issues in the FY17 reports and will be correcting the formatting of the reports in the future.

Reserves: What they are and why we need them

Our Reserves are defined as total of working capital and the Quasi-Endowment. Working capital is the amount in our bank accounts available for the Operating Budget. The Quasi-Endowment represents working capital which has been placed in the Pooled Funds to earn income. Reserves increase when there is a surplus in the Operating Budget, when the Yearly Meeting removes the designation of funds for a specific purpose, or when our Quasi-Endowment increases in value. Reserves decrease when there is a deficit, the Yearly Meeting designates General Funds for a specific purpose, or our investment loses value.

We maintain reserves to handle two situations: first, to cover temporary periods of the year when our expenses temporarily exceed our income. This typically occurs during the first months of the fiscal year, as generally expenses are constant through the year, but income fluctuates considerably from month to month. A second low point is when we pay the final deposit to Castleton for Sessions and before we receive the registration fees. The second situation is to provide for one or two lean years where our income fails to cover our expenses.

Why Consider Reserves Now

At 2013 Sessions, the Yearly Meeting in adopting the FY2014 budget began an experiment. We had run a deficit for several years and we could not see with our year-by-year approach to budgeting how that would change without cutting what seemed to be vital programs. We began the experiment knowing we still had reserves we could draw on to carry us through this period of re-evaluation, reordering of our priorities, and instituting new practices better designed to fit our needs.

In order to fund our current level of programs, with some trepidation we approved a deficit budget, and expected to

do so for the next four years as we began re-examining the long-term purpose, priorities, and finances of New England Yearly Meeting. The curve that was presented then projected that the reserves would reach a minimum of about \$90,000 before beginning to return to the levels required by our policies. Over the past 5 years we have managed to maintain our reserves well above that projected curve. Assuming that we meet our budgeted income this year, we will finish the year with a reserve of over \$150,000, and that is before taking into account the following.

Transfers Related to Reserves

At its May meeting Permanent Board took two actions related to our reserves. First, they authorized the transfer of the \$128,800 from the sale of the Bloody Tenent of Persecution being held in our Continuing Projects account to the General Fund. The money had been held aside to cover any costs resulting from the moving of our Archives. Since the UMass Archives paid all of the costs of the move, which is now completed, we no longer needed to keep that money in a designated account, and thus it was returned to the General Funds.

At the same meeting, PB authorized the establishment of a new Continuing Projects account to fund a redesign of the Yearly Meeting website and funded it by designating \$40,000 from the General Fund. Regular maintenance and minor upgrades to the website are funded through our regular budget process. However, this redesign effort is a major capital investment in our infrastructure and not a part of our annual budget. We may need to change our practices to better incorporate such projects in our accounting systems, but until then this is the best way of handling it.

Revised Reserve Projections

The net result of these two transfers is to add \$80,800 to our reserves; my current projection of our reserve level at the beginning of FY19 will be about \$230,000. That level exceeds one quarter of our projected expenses, which is the level set by our policies.

Five years ago we challenged ourselves to maintain then current programs as we began a process of re-examining our practices and structures. During this time we have found that we possessed many of the resources we needed. The challenge now is to learn how we can become more aware of the needs of meetings and their members and develop new ways of meeting those needs. This requires an ability to lay down outmoded forms and create new ones which better address the new situation.

—SHEARMAN TABER

Purposes of Quarterly Meetings—in the past and today

The seeds of the living practice of Quarterly Meetings were planted in the 17th century.

... with the aim of maintaining good order, comforting and instructing all within the society, and keeping us in the ways of truth, meetings of our

members are called to provide care and conduct business. These are held monthly in each district, quarterly within each region, and yearly for the whole nation. These [meetings] are held to ensure accurate communications with each other on those things that sustain us in piety and charity. ... Thus, Reader, you can see the character of the people called Quakers in their doctrine, worship, ministry, practice and discipline. (p. 337, *In Twenty-first Century Penn* by Paul Buckley, 2003. From Penn's *Primitive Christianity Revived in the Faith and Practice of the People called Quakers* [first published in 1696])

The Monthly Meetings in each county made up a Quarterly Meeting, where the most devoted and well-known Friends of the county could meet to talk with each other and to offer advice or assistance to each other—especially when a particular piece of business seemed especially difficult or when a Monthly Meeting was unable to settle a matter. (p. 382, in *Twenty-first Century Penn*, Paul Buckley, 2003. From Penn's *A Brief Account of the Rise and Progress of the People called Quakers* [first published in 1694].

Most of Penn's treatise on *Primitive Christianity Revived* is devoted to describing how Quaker "doctrine, worship, ministry, practice and discipline" is rooted in the direct experience of God, of Spirit at work in hearts and lives. The fiery work of ministers who supported each other in spreading the prophetic truths revealed to them, and the openings, witness and ministry rising in local meetings for worship, came first. Later, processes and structures which arose were formalized to care for the needs of individual Friends and maintain order and discipline—or as Penn put it, to maintain good order, comfort and instruct all within the society, and keep us in the ways of truth. There remains a living and dynamic relationship between individuals and the Society of Friends as a whole, between an individual's direct experience of God, of Spirit, and the ongoing need for group care and accountability, both to maintain unity and order, and to test new, continuing revelation.

Fox created a tiered structure of geographically based meetings to care for the needs of individual Friends and maintain order and discipline. Like the congregationalists, Fox affirmed that those gathered in any meeting for business could be guided directly by Christ their leader and teacher. Like the Presbyterians, however, he set up superior bodies of recognized ministers that had authority over the subordinate meetings. Overall responsibility lay with the ministers and leaders of the entire Yearly Meeting.

This structure was not merely a pragmatic way of balancing the "prophetic" or charismatic functions of preaching and witness and the "priestly" or institutional function of maintaining unity and order ... Friends understood that individuals could

misinterpret leadings, fall into pride or self-will, run off into notions. The discernment of the broader community was a surer guide to Truth. (pp. 4–5, "Fellowships, Conferences, and Associations: The Limits of Liberal Quaker Reinvention of Meeting Polity," Elizabeth Cazden, *BHFH Quaker Issues*, 2003)

Today, as in the past, Quakers are called to engage fully and faithfully, with Spirit and with one another. Locally, regionally and in the Yearly Meeting as a whole, Friends in New England are called to obey the promptings of the Spirit to bring healing, wholeness, and transformation of ourselves and to the world. Quarterly meetings today are networks of meetings in the different regions of NEYM, by which local meetings support one another in matters that cannot be addressed by local meetings alone, and by which local meetings engage together in regional concerns and season business for the Yearly Meeting.

Purpose of Quarterly Meetings and Three Main Functions of the Work of Quarterly Meetings today

Purpose: Quarterly meetings are regional groupings of monthly meetings that aim to "maintain good order, comfort and instruct ... and keep us in the ways of truth."

Three main functions of the work of quarterly meetings, in brief:

1. Quarterly meetings cultivate social and spiritual connections between meetings, worship groups and individuals, prioritizing inclusion and encouraging relationships to grow and flourish through ongoing regional communication, including social media.
2. Quarterly meetings draw on the human and spiritual resources of local Meetings to provide support, counsel, and instruction in Quaker ways of truth, faithfulness (piety), and compassion (charity) to meetings in the region; quarterly meetings help local meetings connect with and access resources from the whole Yearly Meeting.
3. Quarterly meetings bring together the spiritual, personal, and financial resources of member monthly meetings to provide mutual care and maintain good order in matters of the faith and practice of New England Yearly Meeting of Friends. Quarterly meetings conduct mutual discernment (a.k.a. meeting for business) and provide accountability to one another and to the Yearly Meeting.

The three main functions of the work of quarterly meetings, expanded:

1. **Quarterly meetings cultivate social and spiritual connections between meetings, worship groups, and individuals, prioritizing inclusion and encouraging relationships to grow and flourish through ongoing regional communication, including social media.** (See below for more on the "Purposes for coming together")

- Quarterly meetings (QMs) offer regional opportunities for coming together in one place, generally four times a year, for worship, fellowship, and learning, as well as shared business. These meetings are generally held on set dates, for consistency, and may be hosted by different meetings within the quarter, on rotation, with financial support from the QM available.
 - Quarterly meetings facilitate regional retreats and workshops, which may be planned by and for particular ages (youth, young adults, elderly, etc.) or focused on particular areas of interest.
 - Quarterly meetings strengthen connections between meetings in the region by encouraging:
 - *Intervisitation*: individuals and groups traveling within the region for worship
 - *Invitation*: meetings inviting other meetings to participate in programs and events
 - *Cooperation*: two or more meetings coordinating or planning programs together
 - *Engagement with mutual work in the world*: by regional community work and witness, state lobbying on Friends' concerns, and engagement in state ecumenical or interfaith bodies
 - Quarterly meetings facilitate ongoing regional communication through newsletters, Facebook pages, and times together:
 - Lifting up and drawing attention to what is happening in local meetings and the region, sharing the good news and building connections between meetings
 - Sharing witness/concerns among meetings
 - Sharing news from Annual Sessions (This is especially important for those meetings without representation at Yearly Meeting Sessions or on Yearly Meeting committees.)
- 2. Quarterly meetings draw on the human and spiritual resources of local meetings to provide support, counsel, and instruction in Quaker ways of truth, faithfulness (piety), and compassion (charity) to meetings in the region; quarterly meetings help local meetings connect with and access resources from the whole Yearly Meeting.**

Quarterly meetings empower the work of the quarter by pooling human and spiritual resources. Meetings within the Quarter work together to:

- Attend to and support the spiritual life and condition of the constituent meetings, offering mutual assistance in matters of ministry, eldership, and pastoral care (see below for some thoughts and queries about the function of quarterly meeting ministry and counsel)
- Extend particular care and concern to meetings which are lacking in leadership, and to small worship groups and meetings with widely scattered or declining membership

- Support youth, young adult, and multigenerational spiritual and religious education
- Recognize, nurture, and support emerging gifts of ministry in the quarter, sharing and learning together how to do this better
- Care for new and unaffiliated worship groups that don't have a relationship with a monthly meeting
- Extend help to meetings in trouble, lovingly addressing challenging behaviors and embracing conflict
- Serve as a resource to local clerks, providing peer support; nurturing and mentoring emerging leaders
- Share witness, concerns and rising ministries across meetings (This work may be undertaken by quarterly committees and other groups, meeting in-person and/or virtually.)
- Help local meetings contribute to and access the resources available from around the Yearly Meeting; encouraging active connections with Yearly Meeting leadership, programs, committees and staff

3. Quarterly meetings conduct mutual discernment (a.k.a. meeting for business) and provide accountability to one another and to the Yearly Meeting. Quarterly meetings bring together the spiritual, personal, and financial resources of member monthly meetings to provide mutual care and maintain and good order in matters of the faith and practice of New England Yearly Meeting of Friends.

Quarterly meetings (QMs) have limited but important authority in some matters, as stated in *NEYM Faith and Practice*. Ongoing care in these matters may be functions of QM officers, QM finance, and QM ministry and counsel—or the work may be undertaken by differently named groups. As necessary and appropriate matters are brought to QM meeting for business for consideration and approval, or as informational reports. (See below for some thoughts and queries about the function of quarterly meeting ministry and counsel.)

Quarterly meetings are responsible for:

- Maintaining minutes of quarterly meeting (QM) proceedings and archiving them in accordance with procedures set out by the Yearly Meeting
- Maintaining financial oversight of quarterly meeting funds and the finances of member meetings
- Reading state of Society and statistical reports from monthly meetings, reaching out to and encouraging meetings who have not contributed reports
- Preparing an annual quarterly meeting state of Society report, to be shared with meetings in the quarter and sent to Yearly Meeting Ministry and Counsel
- Seasoning travel minutes for Friends seeking to travel outside the quarter under a concern or in ministry, when these are brought forward by member meetings; when clear to do so, endorsing travel minutes and forwarding them to the Permanent Board; supporting and holding accountable those with QM-endorsed travel minutes. When there is an ongoing care and support committee it can be helpful to have a member from

outside the meeting (See Permanent Board and Ministry and Counsel procedures for travel minutes.)

- Seasoning recommendations for recording gifts of ministry when these are brought forward by monthly meetings in the quarter, recording recognition when clear to do so; supporting and holding accountable those with recorded gifts in ministry; and rescinding recognition when gifts in ministry have come to an end. When there is an ongoing care and support committee it can be helpful to have a member from outside the monthly meeting. (*Faith and Practice* 1985 pp. 246–7: on naming/recording gifts of ministry; and *Interim Faith and Practice* 2014, Appendix 5D)
- Raising up and laying down monthly meetings. Ordinarily this involves mutual discernment with the local meeting. This includes reviewing the status and spiritual condition of monthly meetings and discontinuing monthly meetings that have ceased to function in good order. The QM may determine that, in the best interests of the Society of Friends as a whole one or more monthly meeting may be joined, divided, or laid down (see *Faith and Practice* pp. 220–221)

Quarterly meetings for business engage member monthly meetings in mutual discernment to:

- Prepare and season concerns rising from member monthly meetings, as well as concerns shared by other QMs and coming from NEYM; when clear to do so, endorsing minutes to be sent to Permanent Board or to Annual Sessions
- Receive reports and engage in discernment on matters brought by quarterly meeting ministry and council, finance, and other committees and groups of concern.
- Receive and read memorial minutes submitted by monthly meetings; endorse those to be forwarded to the Yearly Meeting
- Nominate and appoint quarterly meeting clerks, officers, and committees, including representatives to state ecumenical councils and other bodies, and supporting all of them (Note: Representatives to state ecumenical councils serve as representative of the Yearly Meeting)

Purposes for coming together for quarterly meetings and other meeting-wide gatherings

Periodic, one-day quarterly meetings and weekend gatherings can be especially important in regions where local meetings are widely scattered, and for meetings that have little connection to the wider Yearly Meeting. Regularly scheduled quarterly meetings provide opportunities for members and attenders of all ages from the meetings in the region to:

- *Worship together*, listening for Spirit speaking through a broader range of voices and lives than are present in any one meeting, experiencing different styles of ministry and forms of worship
- *Build and strengthen relationships* and friendships between members of different meetings in the region, with particular attention to children and youth, and for

multigenerational opportunities of welcome, inclusion and shared activities (including work and play)

- *Participate in the business of the quarter*, including hearing about the spiritual condition, emerging gifts, needs and concerns of the various local meetings; fiduciary stewardship; and discerning when and how to speak with a common voice and/or act with a common purpose
- *Learn about the life and concerns rising* in meetings in the region through programs, retreats, workshops, witness actions and other events

Some thoughts and queries on the purpose/function of quarterly meeting ministry and counsel

Quarterly meetings are mutually responsible for cultivating and empowering ministry and for providing spiritual nurture, counsel and accountability to member meetings. While not all monthly and quarterly meetings have experience in recording gifts in ministry of members, this practice is still alive in New England. Recognizing calls to travel under the weight of a concern or in ministry are more common today. Quarterly meetings have particular responsibilities in both types of recognition, when asked by member monthly meetings. These are not functions that are easily handled by meetings for worship for business. Ongoing or ad-hoc groups tasked with the function (if not the name) of ministry and counsel are needed in these and in other matters.

Queries that quarterly meetings might need to periodically consider include:

- How do we mutually care for the local meetings within the quarter? Recognizing that benign neglect is neither loving nor sustainable, what are we led to do now? What does 21st-century pastoral care of meetings look like in the different geographic regions of New England?
- Quarterly meeting of ministers and elders, the precursor to quarterly ministry and counsel, once served an important role in supporting vibrant ministry in local meetings. How might quarters cultivate, nurture and support those serving the function of ministers and elders within quarters today? How do we support and hold one another accountable?

Some queries on the purpose/function of quarterly meetings in general

- What can quarterly meetings do to nurture and support emerging leaders within constituent meetings and the quarter itself?
- Do Yearly Meeting programs offering retreats for youth and young adults serve some of the functions of quarterly meeting gatherings? When do geographic groupings bring life? What can we learn from this?
- What functions of quarterly meetings might be better met by state-wide groupings of local meetings?

Vassalboro Quarterly Meeting Minute on the Poor People's Campaign

The 2018 Poor People's Campaign: A National Call for Moral Revival

Introduction

Members of the Vassalboro Quarter (VQM) are actively engaged in the Poor People's Campaign: A National Call for Moral Revival (www.poorpeoplescampaign.org/). The former clerk of VQM Ministry and Counsel is serving as one of the tri-chairs for the Poor People's Campaign in Maine. On May 5, 2018, the Vassalboro Quarterly Meeting approved a minute recognizing the work of the 2018 Poor People's Campaign as a Spirit-led public witness. The minute further issued a call to "monthly meetings and others to unite with the Poor People's Campaign by working to change the war on the poor to a condemnation and eradication of poverty itself, through volunteering, organizing and financially supporting the coming together of many people across many different spectrums." To that end the Vassalboro Quarterly Meeting brings this call to the constituent monthly meetings of New England Yearly Meeting, and to the Business Sessions of NEYM in August 2018.

Background

Martin Luther King Jr was assassinated in 1968, shortly after the launch of the first Poor People's Campaign. At Yearly Meeting Sessions that August, Ralph Greene called on Friends to respond to the racial injustice and turmoil that arose. The opening words of Minute #1968-53, "Concern for Awareness" still speak to our time, fifty years later:

"In this year of intensified racial crisis and prevailing poverty this Yearly Meeting feels it must take some action to put itself on record that we are aware of these crucial developments. Perhaps individuals and groups represented in this Yearly Meeting are related to these crises but this corporate body should express itself in these concerns" (neym.org/rsej/concerning-racism)

Minute #1968-53 continues, calling Friends to educate themselves about racism and white complicity in racism, to offer their resources to aid the poor, "to reorder our social and economic priorities, and to eliminate injustice and magnify love."

Today's Poor People's Campaign revives the 1968 campaign's call for moral revival in all 50 states, entreating an end to the daily violence inflicted by systemic racism, poverty, the war economy, and ecological devastation. Over 125 religious bodies and secular organizations have endorsed the Campaign, including American Friends Service Committee, Friends Committee on National Legislation, the Episcopal Church, the Presbyterian Church U.S., the United Church of Christ, and the Islamic Society of North America. Friends from many meetings around New England are actively engaged in the witness of the Poor People's Campaign.

Proposed Minute

Fifty years after Martin Luther King Jr. and others launched the first Poor People's Campaign, the plight of the poor has not improved—but rather, it has declined. The 2018 Poor People's Campaign: A National Call for Moral Revival is actively engaged in confronting systemic racism, systemic poverty, the war economy, and ecological devastation as it works to shift the distorted moral narrative of our country.

The New England Yearly Meeting recognizes the work of the Poor People's Campaign as a Spirit-led public witness. We encourage meetings and individuals to unite with the Poor Peoples Campaign by working to change the war on the poor to a condemnation and eradication of poverty itself, and to become involved through volunteering, organizing and/or financially supporting the coming together of many people across many different spectrums to further the witness of the Poor Peoples Campaign. Meetings and quarters are urged to discern whether they are led to make the formal commitment to endorse the 2018 Poor Peoples Campaign by publicly declaring agreement with the principles, vision, goals, and activities of the Campaign (poorpeoplescampaign.org/index.php/fundamental-principles/) and fulfilling the additional commitments cited by the Campaign. New England Yearly Meeting further re-commits to the recommendations of Minute #1968-53, "Concern for Awareness," to educate ourselves about the sources and causes of systemic poverty and racism, especially as these malformations reside within ourselves. Through active support, engagement and prayer we unite with efforts to build a beloved community where all people are loved and cared for.

APPROVED BY VASSALBORO QUARTER, MAY 5, 2018

Minute of Concern from Connecticut Valley Quarterly Meeting to New England Yearly Meeting

In light of Friends longstanding opposition to weapons of war, and

in light of the horrific nature of nuclear weapons, and in light of the unique opportunity presented by the 2017 United Nations Treaty on the Prohibition of Nuclear Weapons, we encourage Friends in New England to seek ways to support this Treaty and to inform people about it.

We also forwarded to Permanent Board a travel minute for Tim Wallis and Vicki Elson for travel under concern to promote a ban on nuclear weapons. We encourage Friends to invite them to visit as they seek to respond to this important treaty.

APPROVED BY CONNECTICUT VALLEY QUARTER, MAY 6, 2018

Salem Quarterly Meeting Minute on Criminal Justice Reform

It is time to take a hard look at our systems of criminal justice, in Massachusetts and our nation. Misguided policies and practices of incarceration and isolation bury people alive, rather

than creating the way for a new chance at life. The Religious Society of Friends (Quakers) have long worked for a more humane system of corrections, and in so doing have introduced both problems and solutions. We are writing this document to resolve for ourselves our own actions. We also see this as a statement of our intent to the wider (Friends') community along with an invitation to join us and hold us accountable.

Quakers introduced reforms and innovations, from their involvement in the beginnings of the penitentiary system in the 18th century to the present day. The Walnut Street Jail, built in Philadelphia in 1790, is considered the birthplace of the modern prison system. At Walnut Street, each cell block had 16 one-man cells. In the wing known as the "Penitentiary House," inmates spent all day, every day, in their cells.

Felons would serve their entire sentences in isolation, not strictly as punishment, but as an opportunity for spiritual reformation and seeking forgiveness from God. With good intention, Friends unknowingly invented solitary confinement. Auburn Prison (another Quaker innovation) gave birth to the first maximum security prison—Sing Sing, in the Hudson Valley.

William Penn and John Bellers were active in prison reform in England and the Pennsylvania colony. In the 1800s Elizabeth Fry started the Association for the Reformation of the Female Prisoners in Newgate (London) to promote rehabilitation, education, and job training. In 1975 Friends worked with men incarcerated at Green Haven Prison and Dr. Bernard Lafayette, an associate of Martin Luther King, in developing the Alternatives to Violence Project, which provided over 1,000 workshops in 103 prisons during 2016 alone.

As contemporary Quakers, it is important to us that we acknowledge our contribution to the penal culture in our nation and that we name the injustices in the current prison system. Friends believe that each person is divinely endowed with individual and social worth and should be treated humanely, with dignity and respect, regardless of their circumstances in life, or their behavior towards others.

Recent innovations in restorative justice have shown that alternatives to punitive justice are possible. Alternatives to incarceration, treatment for addiction and mental health, educational opportunities, and social emotional learning have all been found effective in turning lives around. Building a culture of positive growth instead of a culture of command and control is an essential step.

Every year, in Massachusetts and federally, progressive legislation is introduced that begins to improve our broken penal system. We intend to become aware of that pending legislation and become involved as citizen activists and voters. We support comprehensive criminal justice reform in Massachusetts that will promote restorative justice, support alternatives to incarceration, reform the pretrial process, and reduce the criminalization of poverty and race.

As a community of faith we have discerned a call from God to the work of peace, justice, and reconciliation. We recall the words in Hebrew Scripture: "Your ancient ruins shall be rebuilt; you shall raise up the foundations of many

generations; you shall be called the repairer of the breach, the restorer of streets to live in." (Isaiah 58:12) Some among us are called to work with people in prison. Some are called to work with our legislators to introduce criminal justice reform. Some are called to help reintegrate former prisoners into society. Others are called to offer education about our broken system. And always we strive to live in the Life and Power that takes away the occasion of violence and war. We invite you to join us in the work of repairing and restoring our communities by reforming our criminal justice system.

ENDORSED BY SALEM QUARTER, APRIL 22, 2018

Joint Minute Approved with Cuba Yearly Meeting

This minute was discerned and signed simultaneously at Cuba Yearly Meeting annual sessions and at the meeting of Permanent Board on February 17, 2018. The minute is presented here in both English and Spanish.

Joint Minute of the Puente de Amor (Bridge of Love) between New England Yearly Meeting and Cuba Yearly Meeting of the Religious Society of Friends (Quakers)

We witness to the world and to the governments of the United States of America and the Republic of Cuba:

That the Commonwealth of God's Peace, the Lord's Kingdom, which unites Christians in our denomination, transcends national boundaries and unites us in bonds of solidarity and love, respect for both of our countries, and ministry for peace, justice and unity of our peoples, overcoming political differences and partisan divisions;

That in our experience, the Quaker faith that there is "that of God in every person" is confirmed by the motions of the Holy Spirit as well as the love we have found through visits of citizens of one nation with those of the other.

And that for these reasons and others, we are guided by the Spirit of Truth to:

Support full and equitable diplomatic, commercial and socio-cultural relationships between our two nations;

Insist that freedom of religion includes our traveling ministries, as well as our social and justice ministries, just as it includes worship in meetinghouses: Quaker faith and practice is not limited to prayer or to certain times and places but indeed is our full-time occupation;

Promote peaceful relationships among citizens, encouraging peaceful international relations and exchanges of religion, culture and information, which benefit the whole world.

Therefore we unite in protesting actions by the United States government that disrupt the accords and the systems for improved interaction between Cubans and Americans. We will continue to maintain the religious intervisitation that has built our Bridge of Love and insist on respectful consideration of visa applications from Cuban Friends coming to minister to New England Friends.

We will challenge as infringement of our right to freedom of religion any decision that blocks Quakers from traveling in the ministry.

We will unite in a chain of prayer to ask Divine Assistance for this petition and we will communicate with legislators and administrators our legitimate concerns.

Signed in and for New England Yearly Meeting of Friends (Quakers) and the Puente de Amor program by

Frederick Weiss, presiding clerk of New England Yearly Meeting of Friends

Una Minuta Unida del Puente de Amor entre la Junta Annual de Nueva Inglaterra y la Junta Annual de Cuba de la Sociedad Religiosa de Los Amigos (Cuáqueros)

Manifestamos ante el Mundo y los gobiernos de los EE. UU. de América y de la Republica de Cuba:

Que la Mancomunidad de la Paz de Dios, el Reino del Señor, que une a los cristianos y cristianas de nuestra denominación, trasciende las fronteras de gobiernos nacionales y nos une en nexos de solidaridad y amor, en respeto para nuestras dos patrias y en ministerio para la paz y la justicia y la unidad entre nuestros pueblos, pasando más allá de diferencias políticas y divisiones partidarias;

Por experiencia hallamos confirmada la Fe cuáquera de que hay “aquello de Dios en toda persona” por los movimientos del Espíritu Santo y el amor que nos vinculan cuando las y los ciudadanos de una de nuestras patrias visitan a los de la otra.

Por estos motivos y otros, el Espíritu de la Verdad nos insta a: Apoyar las relaciones plenas y equitativas entre nuestros países, tanto diplomáticas y comerciales como socio-culturales;

Insistir que la Libertad de culto y de religión incluye nuestro ministerio viajero, los ministerios sociales y de justicia, tanto como la adoración en casas de culto: la fe y prácticas cuáqueras no son limitadas a la oración o a ciertos lugares y tiempos, sino son un compromiso de todo el tiempo.

Promover las relaciones pacíficas entre ciudadanos y el intercambio de naturaleza religiosa, cultural e informacional, lo cual beneficia a todo el mundo.

Por lo mismo nos unimos en pedir a nuestros gobiernos que promuevan todo aquello que pueda mejorar la interacción entre los cubanos y los norteamericanos. Seguiremos actuando para mantener la intervisitación religiosa que ha formado nuestro Puente de Amor aprobada por la Junta Anual de Nueva Inglaterra en 1991 y por la nuestra en 1992; insistiremos en la aprobación con respecto a las solicitudes de visa para los Amigos Cubanos que viajan en el ministerio con los Amigos de Nueva Ingla-terra.

Trabajaremos sin descanso, con la ayuda de Dios, en colaborar en la eliminación de todos los obstáculos que impidan el viajar en el ministerio de los cuáqueros y obstaculicen los lazos de amistad.

Estaremos orando, pidiendo asistencia divina por esta petición y expresamos nuestra preocupación por la situación actual de las relaciones, con la esperanza de que el amor y entendimiento finalmente prevalezcan.

Suscrito a nombre de Los Amigos de la Junta Anual de la Iglesia de Los Amigos (Cuáqueros) de Cuba en su asamblea anual de 2018 por

Odalys Hernández, presidente

**Coordinating & Advisory Committee:
Revised Purposes and Procedures of the
Committees of NEYM**

Last year most of the committees of the Yearly Meeting completed their revised purposes and procedures. A fairly lengthy overview of the process and some lessons learned, and concerns identified, were included in the 2017 Advance Documents.

There were five committees that were asked to postpone the review for one year and one new committee approved by Permanent Board.

Archives and Historical Records Committee: The completed purpose and procedure reflecting the Memorandum of Understanding with the Du Bois Library and the discernment on the role of a Yearly Meeting archivist are included in this year's Unity Agenda for approval.

Friends Camp Committee: The completed review, reflecting a year's experience with the Good Governance minute of 2016 is included in the Unity Agenda for approval.

Publications and Communications Committee: After careful consideration of the form and responsibilities for NEYM communication, it has become clear that many of the responsibilities assigned to this committee have in fact become staff responsibilities. The recommendation to lay this committee down is being brought to Sessions by Permanent Board with a recommendation that Coordinating and Advisory (C&A) consider what Yearly Meeting structure would best support publications.

Earthcare Ministry Committee has essentially completed the revision of the purposes and procedures of this committee, recognizing that the significant and widespread witness addressing climate change that is occurring among Friends in New England has impacted this committee work. However, this document was not ready for inclusion in the Advance Documents and will come to Permanent Board this fall.

Racial Social and Economic Justice Committee: The RSEJ committee has a similar task as Earthcare Ministry. A revised purpose and procedure will be brought to Permanent Board this fall.

Faith in Action Committee: The Yearly Meeting in 2017 laid down the Peace and Social Concerns Committee and directed C&A to consider what form might better support Witness among Friends. In response to this direction, C&A proposed and Permanent Board approved a purpose, procedure, and composition for the Faith in Action Committee which is included in the Unity Agenda for approval.

A few of the concerns identified in the report last year have been the focus of some of the work of C&A and Ministry and Counsel this year.

- C&A scheduled a conference call with committee clerks early in the year as recommended.
- C&A has drafted a specific plan for supporting committees that are struggling.
- Ministry and Counsel Committee has begun coordinating and sponsoring a deeper conversation about ministry in meetings and among Friends.
- There has been a concerted effort through the monthly newsletter and communication through social media to try to improve the sharing of information and strengthen the relationship between local meetings and with the Yearly Meeting.

One continuing piece of unfinished work is clarifying and strengthening the role and responsibility of representatives appointed by NEYM.

For the Coordinating and Advisory Committee, with continuing deep gratitude for the good work.

—FRITZ WEISS, PRESIDING CLERK

Archives and Historical Records Committee

Purpose

Archives and Historical Records Committee establishes and maintains the collection policy which advises meetings on the care of their records, encourages both meetings and committees to donate copies of these records to the Special Collections and University Archive (SCUA) at the W.E.B. Dubois Library, University of Massachusetts, on a regular basis. The committee is responsible for the ongoing relationship with SCUA, as articulated in our Memorandum of Understanding (MOU). The committee is responsible to direct the focus and support the work of the Outreach Archivist, who works directly with Yearly, quarterly, monthly and preparative meetings, Yearly Meeting committees, New England Friends institutions, and individual members of the Yearly Meeting. This is an aspect of our testimony of stewardship. Recognizing that Friends' faith is a non-creedal one, and that the expression of that faith is embodied in the records of our actions, the committee promotes the study of Quaker history to the end that Friends may find guidance in their past for their witness in the present. It encourages meetings to utilize the resources of the archives in answering their financial, property, and biographical, or other questions historical in nature.

Procedures

The committee recommends appointment of an Outreach Archivist, in conjunction with the secretary of New England Yearly Meeting. The secretary supervises the Archivist. The committee consults with the Outreach Archivist on priorities for outreach regularly. Committees members will also participate and work with the Outreach Archivist. The committee meets monthly or quarterly by video conference. The committee submits an annual report to New England Yearly Meeting. The committee reviews the relationship with the W.E.B. Du Bois Library at the University of Massachusetts Amherst (SCUA) annually as well as the currency of the MOU, and recommends any changes to the NEYM Permanent Board. The

committee serves as a resource to SCUA when questions such as copyright use arise as outlined in our MOU.

Composition

- The Committee includes a group of 5 to 6 Friends with skills and perspectives regarding the collection, preservation and research of historical records, named by the Nominating Committee in consultation with the Archives and Historical Records committee and approved by the Yearly Meeting.
- The committee works with an Outreach Archivist and the NEYM Office Manager.
- The clerk of the committee is appointed by the committee, in consultation with Coordinating and Advisory Committee and approved by the Yearly Meeting. The Yearly Meeting secretary is responsible for supervising the work of the Outreach Archivist.

Faith in Action Committee

Purposes

To support the public witness of Quakers in New England. To listen for where Friends from across New England are active, to amplify what is happening locally, to connect Friends with each other, to help form networks among Friends who carry related concerns, to highlight and share the news of Witness among Friends, to listen for where Spirit is moving us. The Faith in Action Committee does not do, oversee, or own the work of witness in New England Yearly Meeting; rather, it connects those who are active in witness.

Procedures

- Listen—(quarters, monthly meetings, Earthcare Ministry, the Committee on Racial, Social, and Economic Justice [RSEJ], Legacy Gift, Prophetic Climate Action Working Group, Friends working for immigration justice, Israel-Palestine working group, etc.). The committee will subscribe to the various listservs and newsletters of these groups, and will use social media and websites to help the committee stay informed about the work being done. When invited or when opportunities arise, members of the committee will attend meetings of quarters, monthly meetings, committees or groups active in witness to learn more about their work, or to help them connect with others.
- Amplify—The committee will use the tools available (the NEYM monthly e-mail newsletter, social media, etc.) to share information about witness that is occurring among Friends in New England.
- Form ad hoc networks—The committee will connect Friends who are carrying the same or related concerns. The committee will invite Friends to share among each other lessons learned and challenges faced.
- The committee will serve as a resource to the presiding clerk and secretary when drafting time-sensitive public statements.

- The committee may be called to consult with the clerk of Permanent Board to inform discernment about distributions from the Fund for Sufferings.
- The committee will work with the Yearly Meeting staff to make use of Yearly Meeting resources (newsletter, Zoom, Salesforce, etc.) as appropriate to support amplification and the forming of networks.
- The committee will consult with the presiding clerk and secretary about where Spirit is moving among Quakers in New England. This may include assisting in developing the agenda for annual business sessions, or preparing items to bring to the gathered body.
- The work of the committee continues throughout the year and does not wait on committee meetings. The committee will meet once in September to coordinate the work for the coming year and once in May with the presiding clerk to consider what might inform the agenda for Annual Sessions. Additional meetings may occur as scheduled by the committee clerk, but the bulk of the work is done through ongoing conversations and communications among committee members.

Composition

- Three Friends named by Nominating Committee and approved by the Yearly Meeting for staggered 3-year terms, renewable
- Clerk named by Nominating Committee, approved by the Yearly Meeting

The committee seeks individuals comfortable and skilled in communication, facilitation, and listening. The committee maintains linkages with the witness and ministry committees of the Yearly Meeting (Earthcare Ministry, RSEJ), Legacy Gift, Ministry and Counsel, and with the presiding clerk and secretary. The Committee maintains linkages with quarterly meetings and with monthly meetings.

Note: These purposes and procedures will be reviewed by Coordinating and Advisory and brought back to the Permanent Board for review after one year.

APPROVED: PERMANENT BOARD 17 FEBRUARY 2018

Friends Camp Committee

Purpose

The Friends Camp Committee has stewardship of Friends Camp, supporting and facilitating the Camp mission of providing a unique outdoor camp for spiritual, emotional and creative growth. The Committee helps assure the Camp is a caring and accepting community that embraces the faith and practices of Friends as one of many ways of helping youth discern a true and healthy path into adulthood with group worship, recreational activities, artistic pursuits and work projects. The Yearly Meeting delegates duties and responsibilities for oversight of the camp operation to the Committee.

Procedures

Meetings of the Friends Camp committee shall be held three or four times each year, at a reasonable time and place

designated by the clerk. As needed, the clerk may designate additional meetings.

The Friends Camp Committee meeting held between the end of Sessions and November 15th shall be designated the Annual Meeting. During the Annual Meeting the Executive Council, committee chairs, and committee memberships are defined and will be in place until the next Annual Meeting.

A quorum for the Friends Camp Committee shall be 50 percent of the current active members. A quorum for any of the committee sub-committee meetings will be at least two participants. Members participating remotely will count as part of a quorum.

The Friends Camp Committee has a clerk, a recording clerk, a supervisor of the Camp Director, clerk of Buildings and Grounds, and a treasurer, with the Camp Director serving ex-officio. These positions make up the Executive Council. Any committee member may hold two or more of the committee positions, except the clerk, who may not also be the Treasurer. The Executive Council can conduct business on the phone, on the internet, or face-to-face, if a majority of the members are able to participate in the meeting. As needed and between Friends Camp Committee meetings, the Executive Council may set important and time-sensitive policies in the areas of personnel, safety, and finance. The responsibilities and tasks of these positions are set forth in Appendix 2 of the Friends Camp Governance Document.

The Friends Camp Committee has five standing sub-committees. They are: Finance and Development, Personnel, Building and Grounds, Health and Safety, and Program and Evaluation. The responsibilities and tasks of the sub-committees are set forth in Appendix 3 of the Governance Document.

All Camp Committee members are expected to join at least one of the standing sub-committees and to attend virtually all the Friends Camp Committee meetings. In addition, non-committee member volunteers may be asked to join one of the five standing sub-committees. Members of these sub-committees who are not on the Friends Camp Committee will have the option to serve without terms or limits on the length of service.

The Friends Camp Committee and clerk may set up additional sub-committees and appoint additional non-committee members to sub-committees, as it is deemed necessary, to help fulfill the mission and objectives of Friends Camp.

The Committee ensures the duties and responsibilities outlined in the committee position descriptions and the committee descriptions are carried out effectively to promote the mission and objectives of Friends Camp.

The Committee conducts its business in the manner and practice of Friends. As guidelines for their process and their discernment of policy, they use the *Faith and Practice* of New England Yearly Meeting of Friends and the governance publications of the Friends Council on Education.

The Committee provides supervision and evaluation of the Camp Director. They define the scope of authority of the Director and the limitations of what the Director can and cannot do.

The Camp Committee has the responsibility and authority to define the vision, values and the short- and long-term objectives of Friends Camp. The Director defines and implements the tasks and actions needed to accomplish the objectives that have been outlined by the Committee.

The Committee receives reports on the financial health of the Camp from the Camp Treasurer at each of its meetings, approximately quarterly.

The Friends Camp Committee adopts, and from time-to-time reviews and amends, fiscal policies and procedures that govern internal controls and other significant aspects of a sound fiscal operation to assure that Friends Camp will have sound financial controls that substantially conform to generally accepted accounting principles.

The Committee assures that regular professional financial reviews are conducted every third year or as needed, in concert with the Yearly Meeting Operating Division.

The committee receives a proposed budget prepared by the Director and Treasurer in late August or early September, including both operating and capital components. The Director then meets about this budget with the Yearly Meeting secretary and Yearly Meeting treasurer. Following this consultation, and with the Yearly Meeting secretary's and Yearly Meeting treasurer's endorsement, the Camp Director submits the proposed operating and capital budgets for approval by the Friends Camp Committee at its September meeting. Finally, the Committee forwards this budget to the Yearly Meeting Permanent Board for approval at its September meeting.

Given the compressed time frame for budget development, if agreement is not reached, the Camp Committee and Permanent Board will endeavor to approve a provisional budget. This would allow concerns to be addressed and the Camp to operate for the first two months of the fiscal year. Final approval would then occur at the Permanent Board and Friends Camp Committee meetings in November.

The Camp Committee submits an annual written report to the Yearly Meeting.

Composition

- Committee members are nominated by the Friends Camp Nominating Committee and approved by Yearly Meeting for terms of up to 3 years.
- The Friends Camp committee has at least 7 and not more than 15 members appointed for 3-year terms, with eligibility to be reappointed for two additional terms, or up to 9 years total.
- The Camp Director and Yearly Meeting secretary serve as ex-officio members.
- At least two-thirds of the members of the Committee will be members or active attenders of a monthly meeting in New England Yearly Meeting.
- The terms are organized into classes of up to five members so that one-third of the committee is appointed or reappointed each year.
- Friends Camp Committee Members who are given a midyear appointment will be assigned by the recording clerk to one of the three classes and will serve their first

Friends Camp Committee term for one, two, or three years, based on openings in one of the three classes.

- The clerk, recording clerk and supervisor of the Director are selected from membership of the Camp Committee and are approved by the Yearly Meeting.
- Volunteers who are not committee members may be selected to serve on Camp sub-committees as needed to fulfill the mission and objectives of Friends Camp.
- The Friends Camp Committee maintains active relationship with the NEYM Youth Ministries Committee through the Camp Director serving as an ex-officio member.
- The Friends Camp Committee coordinates with the NEYM Finance Committee and Treasurer, as outlined in the procedures.

Bank Resolutions Minute

The following resolutions are brought by the Finance Committee:

1. That Shearman Taber be appointed New England Yearly Meeting treasurer for the ensuing year or until a successor is appointed and qualified.
2. That Kathryn Olsen be appointed New England Yearly Meeting assistant treasurer for the ensuing year or until a successor is appointed and qualified.
3. That Robert M. Spivey be appointed Friends Camp treasurer for the ensuing year or until a successor is appointed and qualified. The Friends Camp treasurer will work under the oversight of the NEYM treasurer and the Friends Camp director.
4. That Shearman Taber, Yearly Meeting treasurer, be authorized to open and close bank accounts in the name of New England Yearly Meeting as needed.
5. That Robert M. Spivey, Friends Camp treasurer, be authorized to open and close bank accounts in the name of Friends Camp as needed.
6. That Shearman Taber, NEYM treasurer; Kathryn Olsen, NEYM assistant treasurer; Sarah Gant, Permanent Board clerk; and Noah Merrill, Yearly Meeting secretary, be designated as alternate signers, individually, of all bank accounts of New England Yearly Meeting of the Religious Society of Friends, except those checks for greater than \$5,000, which shall require the signatures of two signers from the list above.
7. That Anna Hopkins, Friends Camp director; Robert M. Spivey, Friends Camp treasurer; and John Reuthe be authorized, individually, as signers of the Friends Camp bank accounts, except those checks for greater than \$10,000, which shall require the signatures of two signers from the list above.

Presiding Clerk and Clerk's Table Nominations

The Permanent Board presents the following slate to begin service at the close of sessions 2018:

Presiding Clerk: Fritz Weiss (Hanover)

Recording Clerk: James Grace

Recording Clerk: Rosemary Zimmerman

Reading Clerk: Gina Nortonsmith

Reading Clerk: John Humphries

Minute to Authorize Edits and Corrections

Friends authorize the presiding, recording and reading clerks to make and approve edits, clarifications and corrections to the minutes of NEYM Sessions 2018.

Time-Sensitive Statements

Listed below are the public statements issued by the presiding clerk and Yearly Meeting secretary since 2017 Sessions, in keeping with Minute 2015-57.

These were sent via e-mail to local meetings and shared on social media. They are also posted on our website.

For Such a Time as This

White supremacy, white nationalism, anti-Semitism and Islamophobia are contrary to God's vision for our world. White supremacy is a form of idolatry, and a sin against the God of Love and Justice. In this moment—as in every moment—the Spirit calls us to another way.

We are four white Quakers serving in positions of leadership in our faith community. Our spiritual communities across the six New England states include people of many races, ethnicities, sexual and gender identities, national origins and backgrounds. We who write to you are called to speak to those in our faith community and beyond who share with us the privilege that being perceived as “white” in this society affords. This is a message from us as white Quakers to white Quakers, white people of faith, and white people who live in the United States of America in 2017.

In this historical moment, as in so many before, the voices, bodies and spirits of people of color are rising in witness, struggle and liberation whether we as white people join them or not. The essential question is whether—at such a time as this—we who benefit because of our “whiteness” will accept in a new way the Spirit's call to act for justice and wholeness, asking for God's guidance with every step.

Our Quaker spiritual ancestors testify to the experience of how we can be painfully “convicted” when we see the true nature of our lives illuminated in the Light of God. This is one such moment of conviction for us, and we are compelled to share it.

At such a time as this, alongside many throughout our world, we condemn the acts of hateful, racist, anti-Semitic

violence and terrorism in Charlottesville and elsewhere in recent days as contrary to the will of God, the witness of Jesus, and all that is holy. God is Love, and we witness that this Love is stronger than hate, fear and death. We speak this truth to that of God in each one of the white nationalists and pray that their hearts will be changed, trusting that even now there can be transformation.

Yet even as we are appalled by the horrific events in Charlottesville, we must not allow ourselves to forget the centuries-old foundation and present economic and political reality of white supremacy. Even as the torches tore through the night in Charlottesville, and as our prayers and voices joined the call for healing and justice, we bore the marks of privilege. We bear them today. Each of us who this society sees as white stands on a corrupt foundation. Our worldly power, material wealth and inherited perception of ourselves as being normative and central to history are rooted in this painful truth. This is not just about white supremacists “over there”—it is about the ways in which we too have been formed and benefited from the myriad ways whiteness oppresses whether we like it or not, whether we are aware of it or not.

None of us who benefit from a “white” identity have clean hands or pure hearts. The recent events in Charlottesville and elsewhere offer a monstrous mirror for us.

May we find the courage not to turn our eyes away from this mirror, comforted that we aren't like “those” white people. There are no easy answers or quick fixes, but we are promised that by allowing our lives to be illuminated, convicted, and held up by Truth, a way can be made where it seems there is no way. In this searching and struggle, the souls we save may well be our own.

This is indeed a time for grieving, a time for prayer, and a time for turning again toward Love. This is a time for showing up with humility, courage and steadfastness—seeking relationship with those engaged in this work for the long haul. This is a time for being willing to make use of the privilege we have inherited in small and large ways, to risk some greater pain, discomfort and loss with an eye toward transforming the systems of domination that cause the ongoing suffering of so many. This is a time to affirm and live the Truth that God's Love is stronger and more powerful than all the forces of hatred, division, isolation, numbness and fear that hold this country hostage. This is a time to act precisely because we don't have to—because comfort is the payment we receive in exchange for our spiritual lives in the devil's bargain that is white supremacy.

Tearing down these structures and systems of domination—the spiritual powers of white supremacy in our hearts, in our faith communities and in our society—is not something white people must do out of a sense of altruism, for those who suffer most. In this historical moment, once again God offers us the possibility that even in the face of centuries of injustice, there could yet be redemption for white people. Casting out the seeds of white supremacy so deeply rooted in our society and in our hearts is work we must take up each day.

The in-breaking of the reign of God reveals a vision of equity, justice, and joy: white supremacy has no place in God's plans.

The work of dismantling white supremacy is our responsibility. It's time to live as if the Truth is true.

FREDERICK WEISS, PRESIDING CLERK
NOAH MERRILL, YEARLY MEETING SECRETARY
SARAH GANT, CLERK OF THE PERMANENT BOARD
HONOR WOODROW, CLERK OF MINISTRY AND COUNSEL

Statement Responding to Shootings in Florida

March 1, 2018

Dear Friends,

Again, our hearts are broken by news of a school shooting.

Galen Hamann of Providence (RI) Meeting, Director of Friends Education at Moses Brown School, writes to us asking: "What do we say to our children who ask why schools aren't safe places?"

She shares the first query raised by the students in the school's Letting Our Lives Speak group: "How many kids have to die before we take action?"

Each tragic episode challenges our faith and calls us to live it ever more deeply. We mourn with communities who have recently lost children to gun violence. We mourn with communities—especially communities of color—who have been losing children to gun violence for many years and whose work to end it has gone unrecognized by those in power.

New England Friend Diane Randall, Executive Secretary of Friends Committee on National Legislation, calls us to move beyond "thoughts and prayers" to bold action.

Participants in our Young Friends program—teenagers from across New England who had planned to be on retreat in March in Hartford—have chosen to join the nationwide, youth-led "March for Our Lives."

This is not a time to restate facts or to make new arguments about the need to prevent gun violence. We are called to testify to Truth, even when it may seem impractical or unpopular. William Penn reminds us, "Truth will not lose ground by being tried."

As Quaker faith communities across New England, can we still proclaim as Friends did in 1660, "We utterly deny all outward wars and strife and fightings with outward weapons, for any end, or under any pretence whatsoever; and this is our testimony to the whole world...?"

New England Friends are deeply engaged in the education and nurture of youth. In our youth ministries retreats, at Friends Camp in Maine, Moses Brown School and Lincoln School in Providence, Friends School of Portland, Cambridge Friends School, Friends Center for Children in New Haven, and at Quaker gatherings large and small, children and youth are cherished. In our local meetings and in our families we strive to create communities where all are safe, where all are loved and where all belong.

But our testimony as Friends is not that we can create safe harbors in an otherwise dangerous world. Our testimony is that, wherever we are, we can hear and heed the promise

of the voice that speaks in Isaiah 11:9, "They will not hurt or destroy on all my holy mountain... ."

We affirm that the whole world is the Holy Mountain. As a people called to faithfulness, we strive for a prophetic life that lives as if the Truth is true, that God's Reign is here, now. Children and youth deserve to be safe in every part of their lives.

Friends, let those of us who are adults tell the children and youth in our lives what we will do to witness to this today—and let our words become actions.

Let us keep writing letters, making calls, joining demonstrations, and standing up. Let us counter the lie that violence is best met with more violence. Let us risk for love what some so readily risk for hate. Let us advocate for effective laws and regulations to prevent gun violence. Let us join our neighbors and rise with the fierce faith that inspires bold action.

In a blog post, Doreen Dodgen-Magee, a Friend from the Pacific Northwest who has lost family to gun violence, writes:

We can ... take small but powerful steps to usher in ripples of justice, love, and action. While they may seem small, such actions carried out boldly, consistently, and over time can disrupt a system that has become overly passive about violence and ... overly permissive about guns. I must believe that each of us, small and insignificant as we may seem or feel, have a part to play in creating a country and a world where the love of self and other reigns. Where we are willing to stand up for the rights of our neighbors and children to feel and be safe. Where we are willing to have difficult discussions and to listen and to be open to being moved. Where we can communicate effectively about our values, thoughts, and feelings and have the skills to handle the strong emotions of anger and rage. Where we feel capable of handling conflicts within us or between us with our words rather than with weapons.

The foundation of our witness is knowing where to stand—in the Life and Power of God's Love—and to stand there together; with strength and courage, not giving up.

FRITZ WEISS, PRESIDING CLERK
NOAH MERRILL, SECRETARY

2018 NEYM Nominating Slate

Permanent Board (50)

2019

Gant, Christopher (Bhill)
 Harrington, Ian (Cam)
 Walkauskas, William (NHav)

2020

Guaraldi, Benjamin (Bhill)
 Hamann, Galen, (Camb)
 Radocchia, Anna (Law)
 Rein, Carole (Nshor)
 Zimmerman, Rosemary (Benn)

2021

Allen, Kimberly (Durh)
 Leuchak, Rebecca (Prov)
 McCandless, Christopher (Burl)
 Zwirner, Mary (Bhill)

2022

Drayton, Darcy (Weare)
 Forsythe, Hannah (Bhill)
 Nortonsmith, Gina (Nham)
 Smith, Sara (Con)
 Szatkowski, Elizabeth (Port)

2023

Taber, Will (FPon)

Archives and Historical Records (9)

2019

Cazden, Betsy (Prov)
 Doyle, Tom (Mtob)
 Slator, Nancy (Mtob)

2020

Forsythe, Carol (Put), clerk
 Quirk, Brian (Law)
 Crosby, Eileen (Mtob)

2021

Macci Schmidt (Nham)

Board of Managers of Investments and Permanent Funds (10)

2019

Pang, Andrew (Well)
 Tierney, Joe (Cam)

2020

McKnight, Jeanne (Well)
 Spivey, Rowan (Brun)

2021

Chicos, Roberta (Cam)
 Spivey, Robb (Brun)

2022

Hackman, Matthew (Prov)
 Malin, Kathy (Smith), clerk

2023

Harrington, Ian (Camb)
Mair, Ed (Ames)

Development (9)

2019

2020

Bennett, Dulany (Han)
 Gant, Chris (Bhill), clerk

2021

Chase, Deanna (West), co-clerk
Moyer, Pat (FPon)
Quoos, Thayer (Nhav)
Reuthe, John (Vass)

Earthcare Ministry (15)

2019

Bennett, Mary (Worc), co-clerk

Coehlo, Mary (Cam)

Haines, Christopher (Fpon)

Klinkman, Paul (Prov)

Salmon, Shara (Bel)

Warner, Ben (Cam)

2020

Gerould, Sarah (Fpon)

Holcombe, William (Sand)

Lightsom, Fran (Wfal)

Stoner, Kim (Nhav)

2021

Finance (15)

2019

Sazama, Jerry (Stor)

2020

Cleven, Erik (Weare)

Gentile, Ralph (Law)

Murray, Bob (Bhill), clerk

Sanchez-Eppler, Elias (Nham)

2021

Savery-Frederick, Carol (Hart)

2022

2023

Forsythe, Hannah (Bhill)***Stern, Roland (Well)*****Friends General Conference Committee (15)**

2019

Rush, David (Cam)

2020

Nutting, Peter (Vass)

Riendeau, Michelle (Well)

Friends United Meeting Committee (12 Tri Reps, 9 appointed)

Representatives to 2017 Triennial; Committee Term 2019

Baker, Marian (Weare) (Tri '17)

Haines, David (Well) (Tri '17)

Keefe-Perry, Kristina (Fpon) (Tri '17)

Haase, Ken (Bhill) (Tri '17)

Stillwell, Jackie (Mon) (Tri '17)

Vargo, Tom (Nham) (Tri '17)

Weiss, Fritz (Han) (Tri '17)

Zimmerman, Rosemary (Sstarks)

FUM General Board Representatives (3)

Jennings-Hess, Will (Bhill)

Martin, Frederick (Bhill)

Keefe-Perry, Kristina (Fpon)

Friends World Committee for Consultation (12)

2019

Humphries, Debbie (Hart), *co-opt*

Leuchak, Rebecca (Prov)

Weaver, Hal (Wells)

2020

Goldberger, Judy (Bhill), *co-opt*

Grannell, Dorothy (Port)

Guaraldi, Rachel (Bhill)

2021

Hopkins, Mary (Fpon), *co-opt***Jorgenson, Christel (Cam)****Woods, Greg (Cam)****Legacy Gift Committee (9)**

2019

Jensen, Craig (Mon)

Wilson, Morgan (Fram)

2020

McCandless, Jean (Burl), co-clerk

Rockwood, Susan (Midcoast)

Schell, Suzanna (Bhill), co-clerk

2021

Mair, Ed (Ames)

Ministry and Counsel At-Large (12)

2019	2020	2021
Olsen, Kathy (Sand)	Shelton, LVM (Plain)	Brokaw, Fran (Han)
Parkes, Cornelia (Cam)	Woodrow, Honor (Fram), clerk	Cappa, Eleanor (Mon)
Spencer, Sarah (Bhill)		Hough, Janet (Cob)
Williams, Carl (Plain)		MacArthur, Hugh (Han)

Puente de Amigos (9)

2019	2020	2021
Cadwallader, Len (Han)	Kinsky, Deena (Matt)	Smith, Jennifer (Con)
Cadwallader, Mary Ann (Han), Fogarty, Maggie (Dov), co-clerk	Low, Diego (Fram) McManamy, Martha (Ames), co-clerk	

Racial, Social, and Economic Justice (12)

2019	2020	2021
Dicranian, Diane (Wint)	Eppchez (Nham)	
Walton, Sarah (Vass)	Morrill, Beth (Hart)	
	Rhodewalt, Scott (Mtob)	

Sessions Committee (Nominating appointments)

Manning, Leslie (Dur), clerk (2019)	2019	2020
Carole Rein (NShor), recording clerk (2019)	Schwoppe, Martha (Well)	Colby, Peter (Fram)
	Vargo, Susan (Nham)	Haines, Christopher (Fpon)

Youth Ministries (9)

2019	2020	2021
Doug Lippincott (Fram)		
<i>Sanchez-Eppler, Karen (Nham), clerk</i>		

Representatives to Other Friends Organizations**American Friends Service Committee Corp. (5)**

2019	2020	2021
Nash, Anne (Well)	Foster, Melissa (Fram)	Bennet, Dulany (Han)
Simpson, Charles (Burl)	Rhodewalt, Scott (Mtob)	Woodrow, Peter (Port)

Friends Committee on National Legislation (6)

2019	2020	2021
Leuchak, Rebecca (Prov)	Cazden, Betsy (Prov)	Harrington, Ian (Cam)
Schultz, Bob (Han)	Whinfield, Steve (Nhav)	Weinholtz, Donn (Hart)

Friends Peace Teams Project (1)

Shippen, Nancy (FPon)

Quaker Earthcare Witness (1)

Haines, Christopher (Fpon)

William Penn House (1)

Will Jennings (Bhill)

Committees Appointed by Permanent Board

These committees are appointed by Permanent Board; the rosters are presented here only for information.

Faith and Practice Revision (16)

Armstrong, Douglas (Mon)

Edwards, Eric (WFal)

Williams, Greg (Nbed)

Athearn, Marion (Wport)

Godway, Eleanor (Hart)

Davies, Susan (Vass)

McCosker, Phebe (Han) Clerk

Edmondson, Maggie (Wint)

Reilly, Susan (Lew)

Moses Brown School Board of Trustees (11)

2019

Morrison, Mary Lee (Hart)

Thomas, Stephen (Prov)

Zimmerman, Elizabeth (Prov)

2020

Barrett, John (Prov)

Fullam, T.J. (Wrightstown, PA, PYM)

2021

Bogus, Carl (Prov)

Ekk, Victoria (Prov)

Jose, Tad (Alexandria, VA, BYM)

Committee to Nurture Friends Education at Moses Brown School (6)

2019

Morrison, Mary Lee (Hart)

Smith, Carol (Prov)

2020

Ekk, Victoria (Prov)

McGuigan, Michael (Prov)

Zimmerman, Elizabeth (Prov)

2021

Powell, Ruffin (Prov)

Staff Reports

Yearly Meeting Secretary

On retreat recently, I was led to a deeper exploration of gratitude¹ as both a practice and an antidote to the deadly, deadening powers wreaking havoc in our society. The Spirit helped me to see more clearly my own condition and the role that a lack of gratitude plays in the exhaustion, despair, and hopelessness that can corrode my own life and, I believe, our corporate life as Friends. Just as perfectionism sustains a culture of white supremacy, I've come to see how the absence of gratitude impoverishes and imprisons our spiritual life. But when I recognize that my every breath is sustained by grace freely given, unearned and incalculable, gratitude can reorient everything. I am liberated to participate in that same unconditional Love.

So as we prepare for Annual Sessions, I'm grateful to the Giver of all gifts for the opportunity to lead and serve with such a dedicated, faithful and gifted staff team; for the hundreds of Friends serving in countless ways to nourish the Quaker movement in New England; for prayers and encouragement offered to me by so many; for the Life I experience in my visits to local meetings and alongside Friends in public ministry; for my home meeting and its oversight of my vocation. I give thanks for the generosity, humility, patience, steadfast care, and courage shown by those whose service—seen and unseen—brings joy and life to our shared ministries.

In our corporate life I am especially grateful for:

- The fruits of the Spirit being born as we risk living, and acting, in new ways,² including working for racial justice and healing, and challenging white supremacy
- God's work through Friends' growing participation and partnership in witness, organizing and action within and beyond our local communities, at such a time as this³
- The Life at work as Friends explore more vibrant support of ministry and ministers⁴
- The faithful stewardship of resources entrusted to us, including the Finance Committee's diligent work to present a balanced budget⁵ for the coming fiscal year
- The increasing simplicity, clarity and focus of the Yearly Meeting's organizational structure, policy, and priorities, helping NEYM become a more integrated and effective tool to support the life and ministry of Friends⁶
- The invitation and challenge, facilitated by our new development program, to examine the powerful role

¹ *Diana Butler Bass' 2018 book, Grateful: The Transformative Power of Giving Thanks, was a gift in this search.*

² *See RSEJ report (page 43) and Challenging White Supremacy Working Group report (page 33)*

³ *See page 21, "For Such a Time as This"*

⁴ *See Ministry & Counsel Committee report (page 40) and Legacy Gift Committee report (page 46)*

⁵ *See proposed budget (page 9)*

⁶ *See Long-Term Financial Planning report (page 33), Permanent Board report (page 32), and report on Purposes, Procedures, and Composition review (page 17)*

our relationship with money plays in our individual and corporate life, while joyfully raising funds to meet our short- and long-term financial goals

Finally, I give thanks for the life-giving power in paradox, of challenges held between seemingly opposing energies—between the good of the one and the good of the whole, between focusing on the life of local meetings and nourishing the wider movement, between particular and universal ministry, between tradition and continuing revelation, between prophetic criticizing and prophetic hope.

I am convinced that it is through honoring and living in the dynamic tension, while not being paralyzed or prevented from acting, that we are given insight and power to take the next faithful step. God makes a way where there is no way. For this experience and this promise, I give thanks.

—NOAH MERRILL

Accounts Manager

Regular readers of my staff reports over the years will recall my consistent theme relating the Accounts Manager's spiritual goals to various aspects of Truth—first and foremost the truth grounding our financial records in accurate, honest, and clear numbers, then in expanding senses of truthful presentations of complex materials; the living, evolving aspect of truth in relationships and communications; and the truth-seeking that approaches better solutions in times of change.

My staff report for 2016 widened the scope more, observing that the truthful tracking of money was really dedicated to the service of Love: "After all, the ultimate goal of collecting, tracking, distributing and reporting on all this money is to enable the activities of Friends—our loving communities and our witness to the world." This year I'm happy to report that even more of my activities have been directed toward supporting our witness and our loving communities.

A highlight for me was presenting at the annual Finance Committee workshop for treasurers of monthly meetings, and I have been excited to work on several other projects extending NEYM's help to local meetings, or supporting others as they helped Quakers reach outward. Early travelling minister Stephen Crisp had a vision about how this shared inner work of Truth could spread out to the whole world around us: "wait in his pure light in your own consciences ... and then you will feel a hope to spring up in you ... then ... the government of Truth comes to be set up in thee; ... and then thou comest to see that change in another; and so it goeth forward, from one to ten, and from ten to a thousand, and so forth, more and more, ... til truth and righteousness ... comes to be set up in the earth." ("An Alarum sounded in the Borders of Spiritual Egypt," 1671, in *The Christian Experiences, Gospel Labours and*

Writings of that ancient servant of Christ, Stephen Crisp, 1822, p. 223.)

—FREDERICK MARTIN

Events Coordinator

With this Sessions, I will have completed my first year with NEYM. It was just about a year ago I came up for the day to see Sessions as part of my interview process. I had spent several years running conferences, but nothing that had residential stays so integrated into it.

I called my husband to tell him I had gotten there safely; he asked me what I thought. I said, “It is quiet and everyone is wearing Birkenstocks. I LOVE IT!” Although that is a simplification of the community, I have continued affection for Quakers and the Quaker community.

A lot of my first few months were simply getting up to speed on the language: meeting, clerk, secretary, quarterly meeting, advanced documents, and so on. Soon though, I found I was translating Quaker terminology for other non-Quakers and realized I was becoming acclimated to my Quaker surroundings. The relationships I have formed so far have been cemented in a common belief in kindness, work, and the worth of people, coupled with a goal of personal spiritual growth.

Last April we held the third, and my first, Living Faith gathering in Portland Maine. It was a wonderful event and I was staggered by the energy and enthusiasm of all who attended. In addition to this Annual Sessions, I am continuing to work on support of meetings, future Living Faith gatherings, and events in the broader community.

I have gotten to know the wonderful, dynamic, and talented staff at NEYM. I applied for this position because I craved a different kind of work, work that allowed me to be part of a team once again. This is one of the very best teams I have worked with. In many ways, joining the staff at NEYM and working with the broader Quaker community has been a homecoming. I celebrate the conclusion of this first (almost) year and look forward to many years to come.

Faithfully,

—ELIZABETH HACALA

Friends Camp Director

While the magic of a new summer is just beginning as I write this report, it will already be almost over by the time we are together for Annual Sessions in Castleton. The winter is long, but it’s worth it. One of the most enjoyable parts of my winter months is connecting with camp professionals from different camps. For two “semesters” this year, I joined in weekly online video calls with a group of camp directors from all over North America called The Summer Camp Society. We also got together for two retreats, one in Pennsylvania and one in New Jersey. I always get great ideas from these folks, and I enjoy brainstorming with them about programming, staffing, logistics, and other challenges. One of the greatest gifts, however,

is seeing through their eyes what is special and unique about Friends Camp. My peers who run other kinds of camps are amazed by Quaker ideas and how our way of being encourages children to lead, to be themselves, and to seek Truth.

My colleagues from other camps are surprised and impressed to learn that Friends Camp counselors run our daily staff meetings, that our entire community worships in silence twice a day, and that our campers get equally excited about ice cream as they do about social justice (okay, maybe *almost* as excited). Seeing our camp through others’ eyes reminds me how crucial the Quaker way is for all children today. In an over-stimulated, over-scheduled world, camp allows a place for calm and for play. Bringing campers from many backgrounds and ways of life creates a mixture of experiences; campers can learn from each other while surrounded by the loving environment built by staff.

Interest in Friends Camp continues to be active, and we have our highest enrollment ever this summer. In some ways, camp has different challenges than the rest of the Yearly Meeting; we have young people! Lots of them! But, unlike the Yearly Meeting, we have to continuously search for ways that our campers can meaningfully connect with the national and global community while still feeling the emotional safety of being in an intentional camp community. In other ways, we share challenges, such as dismantling the harmful effects of white supremacy and looking for ways to be more inclusive of people of all genders at camp.

We continue to do work to improve the buildings and grounds at Friends Camp. Next time you’re in Maine, swing by and see the beautiful, new, insulated ceiling in our dining hall. Going forward, we plan to invest in renewing and replacing our aging property. Beginning this winter, we plan to do major work renovating the Pond Meetinghouse (built in 1807 and functioning as our art space).

I feel enormously blessed to be the director of Friends Camp, and I am grateful for the support of Friends on the camp committee, in our staff community, and all those who believe in camp!

Respectfully submitted,

—ANNA HOPKINS

Junior Yearly Meeting & Junior High Yearly Meeting Coordinator

Children and teens in JYM and JHYM strive to live with compassion and faithfulness to the movements of the Spirit. They care deeply about all of Life, celebrating hopeful Goodness and struggling with weariness and despair at all of the ways our world could do—must do—better. They come to our programs looking for respite and companionship. By middle school, they already differentiate between “school friends” and “Quaker friends.” Their mutual understanding and experience of living in the Light with love and intentionality is Thomas Kelly’s description of the Beloved Community.

Attendance at JYM retreats has declined. While there is concern about this, we have noticed more individual and col-

lective growth in the children who come. A significant number of 6th graders chose to move up to JHYM, providing more opportunities for younger children to impact JYM as well as more vibrancy and energy in JHYM. We continue to experiment with ways of increasing youth leadership, particularly in JHYM. Our first-ever retreat at New Haven Friends Meeting was a joy, and we were touched by their welcoming hospitality. JYM and JHYM staff and junior staff are beyond-generous and grounded Friends. The intergenerational fellowship feeds all of us in profound and life-giving ways.

Illinois Yearly Meeting Friend Joy Duncan was with us for three JHYM Retreats this year, thanks to a grant from the Lyman Fund. What started out as a mentoring relationship grew into true collaboration. We delighted in sharing our wisdom and receiving hers. We look forward, with deep gratitude, to other ways of mutually nurturing the juice and joy of ministry with her and with other Friends from outside of our Yearly Meeting.

My position now includes support and oversight of the Child Care programs at both Sessions and the Living Faith Gatherings. Our Yearly Meeting is deeply blessed by a pool of gifted, grounded, and experienced child-care and early childhood coordinators and volunteers. Together we are naming good practices, creating resources, and organizing supplies that are easily available, empowering, and inclusive not just for NEYM-wide sponsored events but for smaller, more regional gatherings. This is joyous work.

We continue to look for ways we can eradicate racism, sexism, classism, and gender rigidity in all of our programs. We have made some changes and are committed to continuing the deep spiritual work towards becoming more welcoming and affirming. We ask for your prayers and welcome your guidance and collaboration.

I am deeply grateful for the growing levels of shared ministry and trust among all who do this work. The Youth Ministry Committee's February gathering, to consider what we hold most precious and what we hope and need for the future, was affirming and energizing. We are aware that weekend retreats do not best serve all of our youth and families. Stepping into ways of expanding ministry and outreach beyond traditional First-Day School classes and weekend youth retreats is exciting—and potentially overwhelming. We need more grounded and loving Friends to do this life-giving work. Our retreat staff will happily share the reasons why they volunteer and why it is difficult to answer “You're welcome” when thanked, because of all the spiritual sustenance and hope we receive.

The death of my dad, who taught me so much about the powers of both unconditional love and laughter, and the serious illnesses and deaths of other family members and friends, particularly Edward Baker, has made this a very challenging year. I have discovered that “Good Enough,” “Say No,” and “Ask for Help” are essential spiritual practices for sustainable ministry. I am deeply grateful for the continual prayers and extraordinary support and love from Friends of all ages in this Beloved Community.

—GRETCHEN BAKER-SMITH

Office Manager

My Lord God,
I have no idea where I am going.
I do not see the road ahead of me.
I cannot know for certain where it will end.
nor do I really know myself,
and the fact that I think I am following your will
does not mean that I am actually doing so.
But I believe that the desire to please you
does in fact please you. (Thomas Merton)

Nearly everything I do helps to make and build connections: helping Friends stay in touch with Friends, helping newcomers find a local meeting, sharing news and events from around the Yearly Meeting through the email newsletter and website, thanking donors, answering questions, providing information via the Directory, Advance Documents, the website, the Yearly Meeting News at Sessions, campus maps.

I don't always get to see the result of these connections—meeting visits, spiritual friendships, workshops, committee work, gatherings for worship, education and for fun—so I have to remind myself of my part in all of that.

My work encompasses a variety of tasks and that keeps me from getting bored. But it can also leave me feeling scattered and disorganized and a little lost. (Where would I be without Basecamp and a white board?) It seems I am continually learning new skills and taking on new projects, such as helping to choose a website developer, learning how to use the database in new ways and learning added database features, improving office systems, finding ways to make work easier for others.

At times I feel as though I have a pile of jigsaw-puzzle pieces in front of me and no illustration of how the finished puzzle should look. Are there pieces missing? Will the finished composition be a single image, or will it look like a patchwork quilt? Does the quilt have a pattern and is it made up of colors that work together? Is there a single thread that runs throughout?

When I am in the midst of tasks, activities, data, phone calls and e-mails, I lose the thread. As in all of life, it's only when I look back that I see the connections made and how the pieces actually complete a pattern.

The pattern is, I hope, the freeing of Life among Friends and Friends meetings in New England, helping us to know one another in that which is eternal and to live into the reality of God's Kingdom.

—SARA HUBNER

Religious Education and Outreach Coordinator

Soon after I answered the call to serve New England Friends in 2004, I had a vision of thriving Quaker meetings sprinkled all across NEYM. When I began to talk about renewal and lift up the first signs of new Life, Friends were often nonplused! Weren't we graying and dwindling? Fast forward 14 years, add in a lot of hard work and prayers by many Friends, and the signs of growth and vitality are unmistakable!

In previous years, I usually traveled in response to problems or expressed needs. This year, I began by visiting Mt. Toby Meeting, because of the stories of overflow crowds at worship; and Providence Meeting with its burgeoning First Day School. I followed with more visits around and beyond New England and found striking similarities among thriving meetings.

Here's my working hypothesis. Thriving meetings combine strong eldership with an amped-up sense of wholeness in community. Robust eldership includes anchoring worship well before the official start time, deep and centered worship, and having successfully met a significant challenge or resolved a conflict involving most/all of the meeting within the last 5 years. Wholeness in community takes shape as a love fest when gathered. Friends linger and revel in each other's company and folks see each other during the week.

Eldership and wholeness in community work in tandem to keep individualism, rife in our secular culture, in check. This effectively reduces the barriers to the free circulation of Spirit among the Friends. I am coming to see that vibrant, Spirit-filled Life is the natural condition of a Quaker meeting. Our task, then, is to minimize the obstructions we ourselves put into place when we succumb to the individualistic, secular culture.

Here are a few lessons from thriving meetings:

To Build Wholeness in Community:

1. Invite all Friends to introduce themselves at the rise of meeting.
2. Linger longer—encourage casual chatting at coffee hours and other times. Food helps!
3. Remove obstacles to participation—have a changing table and high chairs for families.
4. Show current activities with pictorial displays. Can newcomers find images of people like themselves?
5. Help newcomers know how to get involved.
6. Labor with Friends who issue the “Mighty No” in meeting for business or other arenas. Risk discord on the way to a deeper place of mutual understanding and unity with Spirit.

To Strengthen the Quaker Roots of the Meeting:

1. Anchor worship early to kindle a centering of the group.
2. Sit in closer physical proximity in worship to deepen the experience.
3. Frame the Quaker journey as dynamic, engaging, and done in community.
4. Speak about seeking a faithful path by using distinctly Quaker modes of listening, clearness committees, and discernment.
5. Make space for explicit conversations about our spiritual condition.

Begin as you are led! Small changes implicitly invite others to join you.

It has been a joy and privilege to serve New England Friends—thank you! While I am led to lay down my employ-

ment with NEYM, I still feel moved to answer a living call to ministry. We'll have to see what shape that takes, together.

—BETH COLLEA

Interim Young Friends Coordinator

Dear Friends,

I feel so privileged to have had the chance to serve the Young Friends community in Nia's absence. This community has been through a time of tremendous growth and change, and I have hoped to hold it as tenderly and lovingly as I can as it works to affirm its mission.

Since last spring and into this year, Young Friends have been grappling with how to draw boundaries as a community in order to reaffirm the community's existence. After several incidents of broken trust at Sessions last year, a sense of urgency was added to the already present need for clarity of purpose. Young Friends asked each other, What hopes and life bind us together? What is it that we seek when we gather for retreats and program at Sessions? What needs does this community fill for us, despite everything that pulls us away in our daily lives? And to what do we hold each other accountable?

I want to highlight the amount of time, energy, patience, and love that Nia, Resource People, Young Friends (YFs), and families placed in this program after Sessions and into this year as trust was being rebuilt as a whole community. Transitioning out of last summer and into the fall, much work and faith needed to be poured into the community in order to rebuild trust amongst YFs and between YFs and staff. We've shifted the way we communicate expectations: instead of YF Ministry and Counsel announcing a general set of commitments at each retreat, the coordinator has announced three lists containing more-explicit goals, intentions, and imperatives necessary for the safety and wholeness of the community.

Expectations were raised and Young Friends rose to them with grace and with love for their community. We've witnessed a profound culture shift amongst YFs towards heightened engagement, accountability, and a palpable sense of intention and unity. Ministry and Counsel members have been lights, showing the community a way forward and showing newcomers a way in. At the same time, retreat attendance this year was cut nearly in half. It's been a practice of not getting bogged down by challenges, but being present to the gifts shown to us, that has allowed us to celebrate the positives, such as the new depth to which we can go during program when everyone is able to participate fully, and being able to connect authentically with every person present at a retreat when the group is so much smaller. I've heard many mixed responses, from wondering at the power and intensity of program this year, to mourning the Young Friends who have been missing from retreats, to a feeling of fear that the program might get too small to function. It's been hard for Young Friends who have been so present in the community, who have put so much work in, to know that there are so many who just haven't shown up at all.

The feeling that we're leaning into, though, is one of hope: hope in the power of this community to pass over a threshold of trial and conflict and come out even more loving, more trusting, and more powerful than before, which is exactly what Young Friends have managed to do. At the end of this year, it feels like a community with faith in itself, a community convinced, and my hope is that this is infectious.

—MAGGIE NELSON

Young Adult Engagement Coordinator

In the Friends landscape of New England, I hear the beginnings of conversations about outreach to young adults. There are all these ideas! Wonderful ideas of how we can invite people who have never been to a Quaker meeting to *our* meeting, ideas about an event, and what the production will look like. As the ball gets rolling, often someone (or many someones) says "Wait a minute! We need to think about how we're doing as a meeting before we can invite people into this."

And so we take a pause, and decide to do some work within our community—strengthening relationships among existing meeting members and attenders, making decisions about how to be welcoming, writing documents about our beliefs, having business meetings to approve these documents—all things that need to be done. But we've just put outreach and welcoming by the wayside so that we could "get our house in order."

I believe that our house will never be in order. We will never be fully ready. Sometimes I find this disappointing, but mostly I feel relieved to see this reality. We'll never have our house in order! What a release from perfection.

So, the question I'm most interested in is: How do we welcome newcomers and engage in outreach by grounding ourselves in our tradition, wherever we're starting from? I know it's possible to engage with one another authentically

and welcome those who are new to Friends. In order to do this, though, we need a growth mindset—a belief that we can change, and that the change might be good. And a willingness to work on all of it, seeing it as a whole rather than as separate projects, organized by separate people, with separate goals.

This year, the question I've been asking newcomers and long-time attenders at my meeting is "How was worship for you this morning?" This has opened up a range of conversations for me. Often it quickly gets to a point where the newcomer says "I wasn't totally sure what to do. What do you *do* during worship?" And then we have a conversation with whomever is sitting nearby about the "techniques" we each use to center down and communicate with a Divine Presence.

This past fall, a newcomer to Friends visited Beacon Hill Friends Meeting and, when I asked her how worship was for her, she told me how she used the time to pray to God for connection. She has always known God, but in graduate school something has shifted—she can't connect with God. She wanted to try unprogrammed worship. A pregnant couple came to worship recently and we talked about their interest in raising their child in a spiritual tradition. They're moving to New York soon, but wanted to try out Friends before leaving Boston to determine whether to visit the Friends meeting near their future home. With each of these individuals, I first asked "How was worship for you?" Perhaps we would have had the same conversation if I said "Where do you live? What do you do for work?"—but I somehow doubt it.

I don't think we can press the pause button for our welcoming of newcomers, or our outreach to those who don't yet know Friends, while we deal with our issues. We have to do the work simultaneously. Because: we have something real to offer others.

—HILARY BURGIN

Committee and Board Reports

Permanent Board

Members of Permanent Board, together with visitors, have met six times since Sessions 2017 to conduct the necessary business of NEYM. NEYM committees, ad hoc committees of Permanent Board, quarterly and monthly meetings—widely dispersed Friends from across New England—season this work for Permanent Board’s worshipful discernment.

At each meeting, in addition to regular reports from the presiding clerk, secretary, and treasurer, we hear reports from two of our sub-committees: the ad hoc Challenging White Supremacy Working Group and the ad hoc Reparations Working Group.

We also hear regularly from the Finance Committee, Development Committee, and ad hoc Long-Term Financial Planning Committee. In May, the Finance Committee brought forward its draft budget for comment and discernment; the Development Committee brought for approval a Memorandum of Understanding (MOU) with Everence, a Mennonite financial services firm, to support a philanthropy, education and stewardship program; and the ad hoc Long Term Financial Planning Committee brought for approval a process to set annual funding priorities to guide Finance Committee as it creates the annual operating budget and to support long-term financial planning. The Board approved forwarding to Sessions its recommendation to lay down the ad hoc Long-Term Financial Planning Committee with the completion of this work, after 4 years of labor informed by more than 40 years of committee work and discernment.

It is Permanent Board’s work to faithfully discern when to lay down and when to lift up the life and ministry of Friends. Since Sessions 2017, Permanent Board has lifted up:

- The creation of the Faith in Action Committee to support and connect the faithful ministry and witness of Friends throughout New England
- The revitalization of the Fund for Sufferings to support both individuals and meetings that suffer for their witness to the Truth. Permanent Board redesignated \$25,000 from the Legacy Gift Committee’s Witness and Ministry Fund to seed the Fund for Sufferings
- Our history and love of the written word in our approval to forward to Sessions the Purposes, Procedures and Composition of the Archives and Historical Records Committee. NEYM archives are now housed at the Special Collections and University Archives (SCUA) of the W.E.B. Dubois Library of the University of Massachusetts. The Archives and Historical Records Committee continues to deepen our partnership with SCUA through a MOU which clarifies the care and use of the archives and how the yearly, quarterly and monthly meetings can transfer materials to SCUA.

This year, SCUA is hosting the bi-annual Conference of Quaker Historians and Archivists!

- Support of the ministry and witness of individual Friends, our monthly and quarterly meetings in our approval to use \$40,000 for a website redesign to enhance our efforts at communication and outreach. These funds come from the redesignation of the \$128,800 received from the 2015 sale of Moses Brown’s 1644 copy of *The Bloody Tenent of Persecution for Cause of Conscience*. The remaining \$88,800 will become working capital in NEYM’s undesignated reserves. In recognition of the changing nature of how we connect, communicate, and publish, Permanent Board approved forwarding to Session its discernment to lay down the Publications and Communications Committee—leaving to Coordinating and Advisory Committee the continuing work of discerning how best to support publication and outreach in all its forms
- The good work of the Friends Camp Committee in our approval to forward to Sessions the Camp’s Purposes, Procedures and Composition and the Committee’s discernment to better align its budgeting process with that of the Yearly Meeting operating division
- Providence Monthly Meeting’s physical plant expansion to better serve its growing membership, while affirming the faithful work of Vassalboro Quarter to lay down, in good order, two of its monthly meetings
- Personnel Committee’s discernment that NEYM’s non-compliance with the 1986 *Federal Immigration Reform and Control Act* (IRCA) is no longer a living witness of the Yearly Meeting. Personnel Committee lifted up the numerous places where Friends bear faithful and living witness to immigration concerns, outlined how the IRCA non-compliance witness arose, and reported on the significant personnel and financial liabilities that non-compliance engendered. Permanent Board approved the Yearly Meeting coming into full compliance with IRCA regulations.
- The inspirational witness of Friends as we heard Vassalboro Quarter’s recently approved minute calling for Friends to support “The 2018 Poor People’s Campaign: A National Call for Moral Revival” and approved the presiding clerk’s signing the NEYM-Cuba Yearly Meeting joint minute to “support full and equitable diplomatic, commercial and socio-cultural relationships between our two nations”
- The lives and testimony of 14 Friends as we heard their Memorial Minutes in worship

As the administrative structures and financial foundation of NEYM grow more robust, I feel ever greater hope that NEYM stands better prepared to do what we are truly called to do: “to obey the promptings of the Spirit to bring healing,

wholeness and transformation of ourselves and to the world” [2015-64].

Advance documents for Permanent Board meetings are available on the NEYM website. Meetings of Permanent Board are open; all are welcome. Dates and locations of meetings are posted into 2019! Please join us.

—SARAH GANT, CLERK

Ad-Hoc Long-Term Financial Planning Committee

Below is a brief history of the ad hoc Long Term Financial Planning Committee and then a description of our recent work.

The Committee was formed in 2014 by Permanent Board at the request of Sessions (see minute 2014-57). Initially, the charge was narrowly focused on financial sustainability, but we quickly realized—and Permanent Board affirmed—that it was impossible to create a financial plan without the Yearly Meeting first articulating a shared sense of why the organization of Yearly Meeting exists, what work it does, and how we could discern our shared work going forward.

We were grateful to discover that this discernment had been happening for years. We synthesized many documents into a report called “We Need a Plan,” which we presented at Sessions 2015. The report drew on consultation and listening going back to 1968, and articulated the core purpose and priorities for the Yearly Meeting organization, which Sessions then approved (see minutes 2015-37 and 2015-64). We also have either undertaken or supported several other initiatives, including clarifying, integrating, and aligning the work of committees and staff; making our financial reporting clearer and more transparent; encouraging a more dynamic voice for New England Quakers through time-sensitive public statements; increasing attention on outreach and inclusion; and launching both a monthly email newsletter and the twice-yearly Living Faith gatherings.

Over the past three years, we have worked towards delegating to more permanent (i.e., less ad hoc) bodies the capacity to support the current and future work of our Yearly Meeting, both financial and otherwise. Finance Committee is now preparing budgets with the help of multi-year financial projections and has made difficult choices to bring us a balanced budget this year. Development Committee is participating in a more robust and integrated development program that includes the work of staff and other partners. And Permanent Board has approved a process to integrate ongoing discernment about NEYM’s current and potential work, creating annual funding priorities to guide Finance’s creation of the budget that Sessions approves each year.

With the Yearly Meeting purpose and priorities clarified, with a process in place for discerning work going forward, with a balanced budget proposed, and with longer-term planning functions integrated into the organization, we believe we have fulfilled the purpose for which we were created. With gratitude for this opportunity to serve and confidence in the fruits of faithful work by so many, we are asking the Yearly

Meeting to lay down the ad hoc Long Term Financial Planning Committee.

At Sessions we will provide a short presentation to the gathered body on our work thus far. We will also provide two breakout sessions where we can share more about this journey, answer questions about our work, and explore together where the Life is moving among Friends in New England. We hope to see you there!

— BEN GUARALDI, CLERK

Challenging White Supremacy Working Group

“Begin where you are, to heal racism ... wherever you are is OK; but it’s not OK to simply stay there.”

Immediately following passage of the 2016 Yearly Meeting Minute on White Supremacy (neym.org/news/2016-yearly-meeting-minute-white-supremacy) Permanent Board minuted formation of an ad hoc committee to hold and promote the NEYM-wide work of “interrupting white supremacy in ourselves, within individuals, interpersonally, in our meetings, and at all system levels of NEYM.” The 10-member working group has focused on raising awareness via newsletter submissions and outreach, building leadership capacity via training workshops, and supporting monthly meetings by directly leading racial dialogue religious education series.

Design Principles: We intend that all our work and outreach should be:

- Invitational
- Inclusive
- Grounded in the Spirit
- Action and Forward-Oriented
- Prophetic
- Conducted to promote intersectionality—awareness of the interconnectedness in the Spirit: of racial justice, environmental justice, economic justice, sensitivity to class differences, gender equality, recognition of gifts and leadings, spiritually grounded budgeting

CWS activities this year include

- October 14, 2017: “Leadership in Envisioning Racial Justice” workshop led by Lisa Graustein. Attendees: CWS, RSEJ, and NEYM Coordinating and Advisory members.
- January 2018: CWS committee retreat at Woolman Hill (with guest Fritz Weiss, NEYM Presiding Clerk) “Visioning the Path to Challenge White Supremacy”
- April 2018: Presented workshop at the Living Faith Gathering, “Call and Response: How Meetings can Engage with the Minute on White Supremacy”
- June 2018: Presented workshop at Wellesley, “Capacity-Building for Leadership in Racial Dialogue”
- Submitted four CWS offerings for NEYM newsletter

Monthly meetings and individuals have responded to the invitation to join in this liberating work. Many are leading by facilitating or sponsoring conversations and education about racial identity and racism. Fifty Friends from 18 NEYM month-

ly meetings attended the June “Capacity-Building Training” in Wellesley to learn how to facilitate healing racial dialogue.

In 2017 Lisa Graustein summarized a vision for how we in New England Yearly Meeting might liberate our Quaker culture from the oppression, injustice and spiritual malaise of white supremacy. It involves both the inward work of education, skill-building, accountability and working toward liberation from internalized and external manifestations of white supremacist thinking and behavior; and the outward work of public witness, activism, humble service, and reparations of resources.

“We need tens of thousands of white people courageously and passionately winning over the hearts and minds of white people so that we can all get free.”
(Chris Crass, *Towards the “Other America,”* 2015)

As a community and as individuals on the CWS work group, we understand this as an engagement with no beginning and no end that the Spirit leads us to continue. Those of us on the work group who identify as white are continually humbled by the realization that this is our work to do as beneficiaries of the dominant culture, by “virtue of our whiteness.” We are reminded of all we do not know and see about racial injustice, and the damage inflicted by our dominating culture. We are also humbled by our missteps, by our epiphanies, and by the Grace that releases vulnerability and healing, and the yearning to keep at it so that all may be lifted up to thrive and flourish in the shared, Life-giving fellowship of the Spirit.
— SUSAN DAVIES, CLERK

Student Scholarship Granting Subcommittee

This is the third year of our grant awards. We had 24 applicants and awarded 22 grants to a total of \$30,000. The fund will have remaining balance to allow for one more year of grant awards. We plan to repeat this cycle for one more year to spend out the remaining balance. Awards were made to those who have connections with New England Yearly Meeting, applications coming from both young and old and for a wide variety of educational purposes.

—REBECCA LEUCHAK, CLERK

Archives & Historical Records

The Archives and Historical Records Committee has been focused this year on the completion of the Memorandum of Understanding with the Special Collections and University Archives at the W.E.B. Du Bois Library at University of Massachusetts, Amherst (SCUA).

In February, the Memorandum of Understanding was approved by the Permanent Board and signed copies of the agreement were shared with Rob Cox at SCUA.

The Memorandum of Understanding (MOU) between New England Yearly Meeting and SCUA lays out the expected communication between the organizations as well as the documents and directions for transfers to SCUA. The Archives

Committee looks forward to the on-going development of the work with SCUA to support the Yearly Meeting, our monthly and quarterly meetings, and researchers. The MOU specifies our agreement to an annual review of the understanding. We understand that relationships between organizations can change with time. The MOU may in the future be amended to address needed changes.

In particular, two areas are detailed in the MOU, as they were in our letter to monthly meetings regarding both what the deed of gift means regarding copyright and the rights of meetings to protect privacy of individuals for a period of time.

The Committee spent time in collaboration with Rachel Onuf, consulting archivist, and SCUA to detail what the non-exclusive copyright means for the donating meeting and for individuals who may have individually authored or created donated material. We worked to ensure that the Deed of Gift forms make clear the choices that Meeting have regarding copyright of the material they are transferring to SCUA.

Privacy has been another area with which the Committee has spent time to articulate policies and come to agreement with SCUA, to ensure the privacy of persons. The MOU provides for the closure of documents to research upon request for either 20 or 40 years upon donation.

With the completion of the MOU and the Collection Policy, we as a Committee turned our attention to working with meetings on the transfer of documents to SCUA. We focused on discerning what the Yearly Meeting needs for an archivist to support NEYM and the monthly meetings in this work. A proposed description for the work of an Outreach Archivist has been created and submitted to the Secretary.

A description of the work for an archivist has been written with a significant list of possible responsibilities, ranging from outreach to local meetings to liaising with other New England repositories that continue to hold meeting records. The committee will continue to work actively to further shape this position as well as to work with whomever fills this position to set annual priorities and actively support and contribute to the work.

In this coming year, we must transition from the use of our consulting archivist Rachel Onuf. While the committee agreed to take a year working with Rachel with restricted hours, in order to both support a balanced budget and to better understand the needs of this new position, as a committee we agree strongly that the needs of the Yearly Meeting may be better met by an Outreach Archivist working 4 to 5 days each month.

As Part of our agreement with SCUA, Rob Cox provides an annual report, which is included below.

As clerk, it is a pleasure to work with such a hard working Committee who come to our monthly meetings prepared with an enthusiasm for the work.

—CAROL FORSYTHE, CLERK

Special Collections and University Archives, UMass Amherst

Cataloging (books)

Over the past year, SCUA hired a short-term cataloger who catalogued nearly 2,000 books and pamphlets that arrived with the NEYM collection. The remainder of printed materials, primarily periodicals with some pamphlets, represent low-priority titles. The metadata department in the library is currently understaffed due to recent retirements (the search for a replacement is under way), and the uncatalogued titles are part of the queue for cataloging as time permits. The cataloged books are currently shelved in glass-fronted bookcases in our newly built seminar room.

Processing (manuscripts and archives)

We completed our general survey of the entire NEYM collection and have made inroads into clarifying and standardizing the naming. The boxes are now organized in archival order according to provenance (committee, meeting, or other source). During the survey we identified approximately 40 boxes of “miscellaneous” materials that will have to be interfiled with existing records, work we hope to begin this summer. We have delayed making a new finding aid available to the public until we have a better handle on this miscellany.

From here, our plan is to process (or re-process) the entire collection systematically, creating separate finding aids for each discrete segment of the archive: NEYM as a whole, each quarterly and monthly meeting, and other subcollections. We are currently processing the records of AFSC-Western Massachusetts (acquired separately), and have completed finding aids for several of the subcollections: the papers of Samuel Austin, Moses Brown, the Howland family, and Quaker miscellany collection, the Peck-Sisson-White family, the Slade family, and Sarah Swift; and the records of the Providence Society for Abolishing the Slave-Trade. A graduate student intern from UMass is currently at work on processing a collection from Henry Perry, head of AFSC-run Civilian Public Service Camps in New England during the Second World War. Perry’s papers were not identified in previous NEYM listings, but are a significant addition.

Digitization

Our efforts in digitization thus far have been exploratory only, designed to set a baseline for future work. We have digitized selected portions of the papers of Samuel Austin, Moses Brown, the Howland family, Slade family, and Sarah Swift, as well as the Friends miscellany. Estimates derived from these explorations and previous projects will enable us to estimate the total cost of any larger-scale initiatives. Although we can continue digitization without external support, external funding will enable us to hire additional workers and thus speed the process. We have identified two potential funding sources to assist with a larger-scale project, but will wait to apply until we have completed some of our current mass digitization projects.

Preservation and conservation

SCUA received a donation from a Friend in Virginia and a small regrant from the Massachusetts State Historical Records

Advisory Board that has enabled us to purchase additional supplies for rehousing the NEYM collection. We have already purchased boxes and folders for use as processing continues. Our new conservator has prepared custom enclosures for a number of books and other items in the collection and we plan to create custom housing for selected volumes among the bound records in the collection according to need and as our budget permits.

New arrivals

We received an addition to the records of the Obadiah Brown’s Benevolent Fund, which we will begin to process shortly, and several monthly meetings have been in touch about adding to their collections. Durham (Me.) MM and Hartford MM have each contributed additional minutes and we have received books and other materials from Mount Toby MM and newsletters from several meetings.

—ROB COX, SCUA

Board of Managers of Investments & Permanent Funds

The Board of Managers of Investments and Permanent Funds is pleased to provide this abbreviated 2018 annual report to New England Yearly Meeting. For more details, see our complete report on the NEYM web site.

In the fiscal year ended March 31, 2018, annual income distributed to constituents from the Pooled Funds totaled approximately \$4.00 per 100 units after expenses. This was below the \$5.50 per 100 units that the Board had forecast. Interest rates remained low again in 2017, whereas many analysts had expected rates to increase higher during the year. For same fiscal year, the NEYM Pooled Funds had a total return, net of expenses, of 7.79%. This consists of a distribution of income per unit to beneficiaries of 0.97% and a 6.83% increase in the market value. Expenses during the fiscal year ended on March, 31, 2018 amounted to \$85,389, or 0.78%. These expenses are generally lower than comparable investment vehicles.

The Board of Managers manages the portfolio primarily to produce and distribute income and, through principal appreciation, increase the level of income distributed at a rate equal to or greater than the rate of inflation over the long term. The Board also seeks to increase the value of the principal. The Board seeks to invest in businesses aligned with Quaker testimonies, companies making a positive contribution to the world’s needs and providing work in a healthy, equal opportunity environment. Furthermore, the Board of Managers avoids investments that are inconsistent with Friends’ testimonies, including companies that deal in war materials, alcoholic beverages, tobacco or gambling; conduct unfair employment practices; or pollute the environment. The policies and procedures are available online at: neym.org/board-managers/investment-guidelines-procedures.

The Board of Managers reviews each company based on these principles before adding it to the Approved List. In addition, stock holdings (including preferred stocks) in the

portfolio are reviewed by sector in a cycle so that all holdings are rescreened on a triennial basis after initial inclusion on the Approved List. The Board remains committed to investing in community developments; currently, the Pooled Funds community investments amount to approximately 3% of the total portfolio.

The Board of Managers recently determined a new procedure to calculate quarterly distributions to participating meetings which is designed to provide a predictable income stream, optimize the amount of income distributed, and preserve and grow the total value of the fund

This new distribution calculation went into effect as of April 2018.

In the past, the amount of income available for distribution or reinvestment was constrained to dividends and interest, as calculated in the quarter prior to the distribution. The new process will distribute 4% of the total value of the fund (including all interest, dividends, and capital gains or losses), as calculated at the end of the fiscal year, based on a rolling average of the prior 3 years' fund balances. The quarterly distributions to be distributed for the year are therefore set at the beginning of the year. The quarterly distribution per unit will remain consistent, although the dollar amount could change if units are purchased or redeemed during the quarter.

The Board of Managers believes this will make budgeting and forecasting easier for meeting treasurers. This will also allow investors to benefit from the Pooled Funds significant capital growth without having to redeem units.

We hope you will join us for a workshop on investing during Sessions. Members of all participating organizations and any other interested members of New England Yearly Meeting are welcome. Treasurers are encouraged to invite members of their respective Finance Committees.

As always, the Board of Managers welcomes your questions and comments; please email us at neymooledfunds@neym.org.

Yours in the Light,

—BRIAN CLARK, TREASURER

Coordinating and Advisory

Coordinating and Advisory Committee (C&A) began our work this year with a weekend retreat. At the retreat, the committee considered how we wish to work together and the themes and priorities before the committee and before each of the members of the committee this year. My experience of the retreat was that C&A named its work clearly as supporting NEYM in continuing to turn towards God and laid the foundation to do this work grounded in God's presence and supported by our love for each other.

The committee has almost completed the triennial review of purposes, procedures, and composition of NEYM committees. Two committees reviews are outstanding and will be brought to Permanent Board this fall. Three are in the Unity Agenda for approval. One of these is for a "Faith in Action committee" to support witness in NEYM. When the Peace

and Social Concerns Committee was laid down in 2017, C&A was directed to explore how the Yearly Meeting might more powerfully support witness. This new committee is the fruit of that discernment.

The committee is charged with the supervision of the Yearly Meeting secretary. The secretary reports monthly to C&A on his priorities, concerns and sense of where attention might be needed. We are responsible for ensuring his annual evaluation is completed.

The committee continued to support quarterly meeting leadership and to host ongoing video conference calls with the quarterly meetings. One of the results of this conversation is the "Purposes of Quarterly Meetings" document included in these Advance Documents and in the Unity Agenda.

C&A's purpose is to "shepherd the work of the Yearly Meeting." This year this has included supporting leadership development for Yearly Meeting committees; supporting committee clerks; responding to requests for advice, assistance, and support from quarters and monthly meetings; and sharing the news of deepening faith and persistent witness among Friend in New England. There has been a noticeable decrease in requests from committees for support this year. I think this is a reflection of the careful review of the purposes, procedures, and composition of committees last year.

An essential piece of the work of C&A is to advise and support each member of the committee. The committee consists of the clerks of Permanent Board, Ministry and Counsel, and Finance Committee, the presiding clerk, the secretary and the secretary's supervisor.

Over the course of this year I have heard from several Friends that they feel that C&A is functioning as an executive committee of the Yearly Meeting. This is not my experience. The primary work of C&A is to pay attention and to provide support. At each meeting of Ministry and Counsel and of the Permanent Board, I report and seek advice on the activities and concerns of C&A.

—FRITZ WEISS, PRESIDING CLERK

Development Committee

This year Development Committee has been working to stabilize the giving patterns of Yearly Meeting's supporters in order to be able predict with a reasonable level of confidence the figures the Finance Committee is to use when preparing NEYM's budget. As of this writing (mid-June) monthly meeting contributions to support NEYM total just under \$202,000 and individual contributions total just under \$114,500; both figures are slightly better than last year in terms of percentage of goal raised at this point in the fiscal year.

Development Committee's experience has been that there is a high degree of variability in giving from year to year. Some friends/households who gave generously in 2016 for example may pull back a bit in the following year, while others who gave modestly one year may become unexpectedly generous the next year, and then pull back again. We assume that this is in part because folks are not regularly tracking their own

giving. This can result in variability of as much as \$80,000 from one fiscal year. For a budget like ours, \$80,000 is a very substantial degree of change from one year to the next.

Friends may recall that over the past several years the Yearly Meeting has had good success with financial “challenges” that have highlighted certain issues, calling forth a response that set NEYM finances on a more solid footing. We have a new challenge this year, very much related to helping our budget achieve financial sustainability. In early April Development Committee set a new challenge for our supporters, focused on reducing variability. We asked New England Friends with a past history of financial support for the Yearly Meeting to consider making a 3-year commitment (for FY 2018, ‘19, and ‘20) at a level of giving equal to or greater than whatever their largest gift to NEYM has been over the last 3-year period. And if a Friend/household can commit to sustain whatever their largest recent gift was for the upcoming three years, we have a \$30,000 matching fund, created by a group of generous supporters, to match one year’s worth of this commitment in the current fiscal year. And even if someone is not able to commit to repeat their largest recent gift annually over the next three years, we welcome statements of intention that will help us to minimize uncertainty as we move forward.

The initial response to date has been very encouraging, and we look forward to telling you more about this initiative at Sessions.

We are also excited to announce that, after consultation with Permanent Board, NEYM is embarking on a program of stewardship education in conjunction with the launch of a planned giving program in partnership with Everence, the financial services company owned and operated by Mennonite Church USA. At Sessions we will have several opportunities to engage with Everence for their perspectives on the intersection of faith and finance. Everence has a vast archive of material to share with Quakers, resulting from their experiences serving the Mennonite community as well as other faith traditions. Everence has working relationships with many Quaker organizations including Friends General Conference, Friends United Meeting, and Iowa Yearly Meeting. We hope you will take advantage of opportunities to engage with and learn from our friends at Everence during Sessions.

—CHRIS GANT AND DEANA CHASE, CO-CLERKS

Earthcare Ministry

Long time Earth activist Ruah Swennerfelt (Burlington, VT, MM) stepped aside from being clerk of EMC; Mary Bennett (Worcester, MA, MM) and Rebecca MacKenzie (Quaker City, NH, MM) stepped in to co-clerk the business of EMC.

Friends Rod Zwirner and newly appointed Christopher Haines represent NEYM at Quaker Earthcare Witness (QEW). Ruah Swennerfelt gave workshops on “Inner Transition,” a personal transformation movement within the work of the Transition Movement, at the Living Faith Gathering in Portland in April, 2018.

EMC formed a sub-committee to research carbon calculators, which was our charge in NEYM Minute 2017-67. We chose a calculator to collect the data necessary to create a baseline in assessing the carbon footprint of individual Friends and our meetinghouses. We encourage our members to choose actions to reduce carbon emissions from the hundreds of suggestions offered with the calculator of choice, the Cape Cod Climate Change Collaborative’s calculator—created by Stephen Gates (West Falmouth, MA, PM). Stephen subsequently received a grant through Quaker Earthcare Witness (QEW) to purchase computer tablets to aid data collection for this project. These tablets may be used by monthly meetings for this purpose with the help of EMC members. This project will be presented at Sessions 2018.

EMC was also charged with updating its Purpose Statement this year. We were asked to “be bold” in our re-creation of this Statement to reflect the Spirit’s movement in these pivotal times of climate destabilization and environmental injustice. The Purpose Statement revision began with collaborative efforts online, continued at our annual retreat in May 2018; the Statement is in its final phase of edits as of early July 2018.

Our annual retreat was held at Mary Bennett’s home in Spencer, MA the weekend of May 11-13, 2018. It was the only face-to-face meeting we had during the year. Other EMC meetings were held every 6-8 weeks via our Committee’s virtual meeting Zoom program. This meeting method has aided our desire to reduce our carbon emissions; however, we realize the very positive benefits of gathering in person to renew our connections to one another. We are considering a second face-to-face weekend gathering during the year to conduct business and renew our connections.

The theme of our annual retreat focused on *Quakers and The New Story: Healing Ourselves and The Earth*, a resource developed by a focus group attended by EMC member Mary Coelho (Cambridge, MA, MM). This QEW pamphlet, which can be accessed online, examines the inter-relatedness of scientific breakthroughs in quantum mechanics and theory and our spirituality as a religious society. The integration of these paths helps us to see that we are inextricably connected at the micro and macro levels, and whatever we do to our environment and one another, we do to ourselves. AQe are made of the same matter as Earth’s micro-organisms and the furthest star in our expanding universe. The Spirit described “in the beginning” is our common matrix, and we are all connected.

Some EMC Friends are active in our monthly and quarterly meetings and larger Friends gatherings, bringing information about the Transition Movement, environmental justice, and the Prophetic Climate Action Working Group; organizing professional conferences and delivering presentations to educate colleagues about climate destabilization and our response to it; rebuilding and renovating our homes to incorporate renewable sources of energy and energy efficiency; creating inventions that move us toward resilience; working with home communities to increase renewable energy; and writing about resilience in national newsletters.

EMC wishes to explore new ways within and beyond the Yearly Meeting to promote responses to climate destabilization and create resilience and environmental justice. We seek to collaborate with other YM committees to achieve this goal. It is with faith we continue to seek the Spirit's guidance and with thanksgiving we experience the manifestation of the Spirit among Friends who practice environmental justice.

—MARY BENNETT AND REBECCA MCKENZIE, CO-CLERKS

Faith & Practice Revision Committee

Once again Faith and Practice Revision Committee began its year by mailing to our monthly meetings and worship groups the work we had presented at Sessions in 2017. Last fall we sent a draft on Membership and a draft on Personal Spiritual Practices. Meetings have continued to support our work by responding to the drafts with thoughtful comments, sometimes even giving us new wording for a section that has shown us the wisdom of their discernment. We are grateful for your support in this work.

Last summer two members retired from the committee and in the fall we welcomed two new members. We continue our work with ten members, meeting nine times during the year.

This year we have continued to work on sections within a chapter we are currently titling "Personal and Communal Spiritual Life.: We are bringing drafts of two new texts to sessions: "Pastoral Care" and "Dying, Death and Bereavement." In September we will mail copies of these documents to the monthly meetings and worship groups asking for their input. Use them as occasion arises in the life of your meeting and report to us where your meeting would be better served by changes to the document.

In February we began revising the draft on Membership. We are bringing the revised Membership document to Sessions for preliminary approval. During Sessions, the Revision Committee will offer two opportunities for Friends who have read the document to meet with committee members to suggest final changes before the Yearly Meeting is asked to give the document preliminary approval.

When a document is given preliminary approval by the Yearly Meeting, meetings are asked to use the approved document in place of the 1985 NEYM *Faith and Practice*. This gives meetings, and NEYM, time to work with the document and to make any necessary changes before final approval is given.

We continue in faith,

—PHEBE MCCOSKER, CLERK

Finance

It has been a busy year for the Finance Committee, one full of hard but exciting discernment. The year has seen us launch new projects, continue our ongoing work, and achieve some goals we have been working towards for years.

First and foremost, we have achieved our long-term goal of being able to present a balanced budget. Last year, we projected that we would be able to present a balanced bud-

get this year and after much work we are able to do so. This has included hard conversations and some painful cuts, but through faith and tender listening we have achieved our goal.

The Finance Committee continued our tradition of holding workshops for monthly meeting clerks, treasurers, budget committee clerks, and other interested Friends. At this year's workshop, titled "Taxes, Contributions & the Life of the Meeting," attendees shared about their meetings' financial practices, described challenges they are facing, and provided ideas for other attendees based in their meetings' experiences. As always, the workshop was a powerful reminder of the depth of wisdom in our community and of how coming together not only created a beautiful community among those of us present, but can also strengthen our meeting communities.

That afternoon, Accounts Manager Frederick Martin led a session on improving meetings' documentation of their tax-exempt status. He described how the Yearly Meeting's 501(c)3 status works and how monthly meetings are exempt, and then showed attendees how to apply for a Federal EIN, a first step to better documenting meetings' status under the Yearly Meeting's exemption. This marks the completion of a multi-year process of identifying how best to document the relationship between monthly meetings and the Yearly Meeting for tax and financial purposes. This marks the beginning of a process to make it easier for monthly meetings to demonstrate their tax-exempt status to banks, businesses, investment companies, and other organizations through a Group Exemption process. For more information, please contact Frederick.

We have also continued our efforts to make the Yearly Meeting's finances and financial management practices as simple and transparent as possible. We have grown into the practice of doing multi-year budget projections. We have continued work to update the Financial Handbook, with a goal of presenting it to Permanent Board for approval in 2019. We have continued a process of eliminating designated funds that no longer serve the needs of the Yearly Meeting, as well as renaming funds with confusing titles. (See Permanent Board minutes from November 2017 for details on this.)

Like many jobs I have held, serving on the Finance Committee is all about relationships. As a committee member, and now even more as the clerk, I have had the pleasure of working with a dedicated committee, the Yearly Meeting Secretary, Accounts Manager, the Treasurer, the Assistant Treasurer, the clerk of Permanent Board, the clerks of many other committees, and Friends involved in monthly meeting finances. Those relationships have become precious to me and I know that for all of us involved in this work, the relationships it creates provides most of the joy of our service. I would invite Friends into that joy, either by considering service on the Committee or by letting us serve as resources for your committee or monthly meeting. The Finance Committee is a resource for the entire Yearly Meeting. We are here for anyone (not only for Yearly Meeting staff and committees, but also for monthly meetings) to provide help and guidance with financial matters. We look forward to hearing from you.

—BOB MURRAY, CLERK

Friends Camp

As we did last year, the Friends Camp Committee met four times this year, with our most recent meeting coinciding with a well-attended work weekend. We remain grateful for the many volunteers who help in so many ways, not only during that one particular weekend, but throughout the year.

Our enrollment remains strong, and while we are ever vigilant as to what brings in new campers and what nourishes and sustains our returning ones, we are fortunate to have a director, Anna Hopkins, whose energy, leadership and outreach has been vital to these efforts. As a committee clerk, I also want to express not only my appreciation, but also profound admiration for the dedication, skills, and depth of caring that committee members bring to their subcommittee work.

Working with other committees and the staff of NEYM, we have revised our budgeting approval process and schedule to better reflect our fiscal condition, considering the seasonal nature of Friends Camp. This process revision also allows us to work with more recent actual income and expenses data, and less on projections.

Maine winters and heavy summer usage takes a toll on the buildings and infrastructure. This summer will open with a new ceiling and other improvements in the dining hall (“Big Bird”) and a new, small, multi-use building primarily designed to store and sell camp merchandise, which fittingly came to be named “Magpie.” A new well is in place at the waterfront. Many other maintenance needs, too numerous to mention, have been thoughtfully attended to.

When addressing maintenance, improvements and additions, we pay careful attention to the broader Quaker values of stewardship. Perhaps that should go without saying. What is often unspoken is all of our work is that of continuing revelation—continuing revelation as to what to hold on to, what to change, and most of all, how we meet the ever evolving physical, spiritual, and emotional needs of our campers and our staff.

—TOM ANTONIK, CLERK

Friends World Committee for Consultation— New England

Friends World Committee for Consultation (FWCC) brings Friends of varying traditions and cultural experiences together in worship, communications, and consultation, to express our common heritage and our Quaker message to the World. NEYM’s FWCC Committee fosters opportunities locally for Friends to come together across our branches, answering God’s call to universal love, and nurtures Friends who travel in the wider Quaker world, helping them to share their witness upon their return. Through this love, through the friendships that develop, through the diverse worship shared, and through programs and fellowship opportunities, our individual and collective faith is deepened. We are transformed by our relationships with others, with Friends different from ourselves, and with the living Spirit of God weaving our lives together.

FWCC Section of the Americas’ Traveling Ministry Corps presents NEYM meetings and churches with the opportunity to receive a Friend who listens to and discerns the movement of the Spirit in your worship and community. Any meeting or church can invite a traveling minister, to bring their spiritual vitality, their humble gifts of deep listening and vocal ministry, and their commitment to revel and live into opportunities for spiritual transformation. For more information and the invitation form, visit fwccamericas.org/visitation/traveling-ministry.shtml. Two Friends in NEYM, Debbie Humphries (Hartford) and Greg Woods (serving as Youth Ministries and Education Coordinator for Friends Meeting at Cambridge), also travel in the Americas as members of the Corps.

World Quaker Day (WQD), this year on October 7th, presents Yearly Meeting Friends another opportunity to take part in the rich tapestry that is the wider Religious Society of Friends. FWCC offers materials to enrich your meeting’s or church’s WQD celebration, including Quaker Speak videos and accompanying Religious Education materials (produced in collaboration with *Friends Journal*), and a map of Quakers around the world, to elicit discussion and storytelling about where and with whom Friends have worshiped around the world. We encourage Friends to experiment with different kinds of Friends worship, either in your own meetinghouse or by visiting nearby Friends; or to invite a Traveling Minister, a member of NEYM’s FWCC Committee, or someone who has attended an FWCC gathering to share rich experiences of the Quaker faith and Friends worldwide.

NEYM names up to six representatives to FWCC’s Section of the Americas. The Section, which meets every three years, will next gather March 21–24, 2019, near Kansas City, Missouri. FWCC’s next World Plenary will be in 2023.

NEYM Friends were blessed to have two Kenyan Friends take part in Sessions 2017: Margaret Amudavi, the Academic Dean of Friends Theological College, and Moses Murenga, a pastor from Kakamega Yearly Meeting in Kenya. FWCC-NE is collaborating with the Quaker Religious Education Collaborative this year to support the participation of Bolivian Friends Emma Condori and Zulma Quispe Mayta, and a Friend from Central America in NEYM Sessions.

FWCC-NE continues to look for opportunities to weave FWCC’s work overcoming historical patterns of colonialism and inequality, including racism, into the work NEYM is doing.

—JUDY GOLDBERGER, CLERK

Legacy Gift Committee

The Legacy Gift Committee completed our third year of grant-making in this multi-year experiment in watering our Quaker garden. We awarded a total of \$125,510 in grants from the NEYM Future Fund and made our first grants from the NEYM Witness and Ministry Fund totaling \$28,890.

This year’s grants supported the year-long Nurturing Worship, Faith, and Faithfulness program, the creation of new Quaker adult religious educational materials, digital outreach

and ministry, and Friends' continued witness against climate change and against racism and white supremacy.

New ministry projects include releasing Friends for leadership in the Maine Poor People's Campaign, the Quaker Dinner Church in Boston, outreach and inclusion for Quaker Voluntary Service, hiring a new program manager for Beacon Hill Friends House, and the use of visual art to explore our Quaker Faith and Practice.

We also supported a number of energy and infrastructure projects including refurbishing South Starksboro's antique woodstove, more efficient windows for Framingham Meeting, and accessibility at Providence Meeting. For a full list of this year's grants please visit neym.org/legacy-gift.

Part of our charge from the Yearly Meeting is to do a annual workshop exploring Quaker testimonies and values. On June 2 we led an inspiring and engaging workshop on "Supporting Ministry and Ministers" that was attended by more than 30 Friends from New England, New York, and Philadelphia yearly meetings. Thanks to the digital gifts of Kathleen Wooten, we were able to live-stream and record the morning program for further use. You can view the workshop on the NEYM Youtube channel or at neym.org.

We are committed to meeting in person with our applicants as part of the Legacy application process. This year we experimented by inviting a guest reviewer to join us for the spring cycle. This experiment increased our capacity, as well as giving a Friend an opportunity to participate in the grantmaking process without making a longer commitment to serve on the committee.

In 2017, in recognition of these challenging times, the Legacy Gift Committee made a \$25,000 grant to revitalize the NEYM Fund for Sufferings. The Permanent Board then created a process for responding to requests for disbursements from the Fund. At its May 2018 meeting, Permanent Board approved our Committee's further recommendation that the Fund be made available to meetings as well as individual Friends. The Fund for Sufferings is there to assist us if there are financial consequences to our witness for peace and social justice.

In 2018–2019 we will have two deadlines for the Future Fund, October 1 and March 1; and one deadline of March 1 for the Witness and Ministry Fund. Guidelines and application forms are available at neym.org/legacy-gift.

The seeds we have sown together are bearing fruit across NEYM and beyond. The Legacy Funds are indeed a catalyst for new growth in our Quaker movement and we are honored to do this work on behalf of the Yearly Meeting.

—SUZANNA SCHELL & JEAN MCCANDLESS, CO-CLERKS

Ministry & Counsel

It is with great joy, tenderness and love that Ministry and Counsel has undertaken its service to Friends and meetings this year. We have endeavored in our work to focus on what has life, and to always bear in mind that we are accountable to local meetings as we work to "foster spiritual growth,

strengthen the religious life of Friends and Friends meetings, and serve as a resource on religious education, worship and ministry." All of our minutes are available on the Yearly Meeting website, and all are welcome to attend our meetings.

While our meetings are a time to gather for worship and mutual discernment, much of the work of Ministry and Counsel is done outside of our committee meetings, as we visit local meetings, respond to pastoral care needs that are brought to us, and hold Friends and meetings in prayer. Last year we approved a new process for responding to pastoral care needs, and since implementing the "on-call" team of Friends, we have successfully responded more effectively to the most urgent needs that have come to us, while also focusing on building capacity in local meetings. Cornelia Parkes (Cambridge, MA) led a workshop for Friends doing the work of pastoral care in their local context, which provided Friends with a chance to experience rejuvenation and to leave with increased skills for their work at home.

This year has been full of opportunities for conversation and engagement around ministry. In September we met jointly with Permanent Board to clarify our respective responsibilities with regards to Friends who are traveling in the ministry, endorsed by the Yearly Meeting. Members of Ministry and Counsel were deeply involved with the Nurturing Worship, Faith, and Faithfulness program, and as clerk of Ministry and Counsel I helped to plan the joint New York and New England Yearly Meeting weekend-long gathering for those called to pastoral ministry, and consulted with the clerks of the Legacy Gift Committee as they planned their annual workshop, which this year focused on "Supporting Ministers and Ministry."

In February, we were grateful for the opportunity to learn more about the work being done on inclusion of young adult Friends from Nia Thomas (Northampton, MA), our Young Friends and Young Adult Friends Coordinator; and Hilary Burgin (Beacon Hill, MA) our Young Adult Engagement Coordinator, and to think about what we see in our own meetings, and about the implications of these findings for the growth and thriving of the Religious Society of Friends. This work, like the work of addressing white supremacy, is at its core about starting to recognize and change patterns of behavior that prevent us from living into the Kingdom that God has in mind for us. This work will surely continue in the coming years, as we take more risks and try new ways of being and seeing that can lead us to the promised land.

Our Ministry and Counsel meetings this year have been characterized by growing trust and Love as we have engaged with one another in ways that have been at times uncomfortable—from prayer and conversation about the spiritual disease of white supremacy, to engaging in art and singing as part of our work together. We have been accepting the challenge of experimentation and are feeling the Fruits of the Spirit. May it be so for all of us!

With hope and humility,
—HONOR WOODROW, CLERK

Nominating Committee

We have worked hard and faithfully during this year despite our very small committee. We were delighted to welcome three new at-large members through the discernment of Permanent Board's Internal Nominating Committee. However, each of them is new to Nominating Committee work and we have taught through our handbook, demonstration, and example so that they will be ready to fully engage in the committee's work next year. In the face of the Interim Clerk completing her term, the whole committee has felt uncertain about the future of the committee, but are feeling reassured since hearing that there is a plan in place for leading the committee next year. Additionally, some of the longest-serving meeting representative members are completing their terms of service, leaving us well below a functional level of membership.

In fact recently, as we have struggled to articulate to potential Ministry and Counsel members the difference between serving as an at-large member and as a meeting representative, we have come to realize and feel strongly that the original intent for this committee structure is no longer being met. We hope that our concern might be addressed in the coming year by Permanent Board and/or Coordinating and Advisory. Having two categories of membership on Nominating Committee has not shown to make any difference in committee participation.

And yet, we take joy in being together at our meetings and telephone conferences which have been greatly enhanced by using Zoom! While discerning and inviting Friends with the gifts needed for service on specific committees can be frustrating, more frequently we hear that Friends are eager to serve or are amazed that they have been recognized as having needed gifts. With ever-shifting numbers and natures of committees, we have both felt relief that there are not as many committees that we must people (either through the committees being laid down or the responsibility for them passing to Permanent Board) and challenged by the formation of new committees.

The slate we offer Sessions this year has quite a few "needs," but the philosophy of the committee is that we work throughout the year to complete the slate. To that end, we are fortunate that Permanent Board meets several times during the year and can approve interim appointments. We do appreciate email and telephone as means of accomplishing our work, but even more look forward to being at Sessions where we are able to have face-to-face conversations with Friends and open up opportunities for going deeper into that which is eternal.

—PENNY WRIGHT, INTERIM CLERK

Committee for Nurturing Friends Education at Moses Brown School

This year was the first year implementing the procedures that were put in place for the search, selection, and proposal of Friends to be nominated to Moses Brown's Board of Trustees,

and for the selection of Friends to serve on the NFEMB committee.

In early winter Moses Brown's nominating committee sent out a request for names to be considered for nomination to the Board. This was sent to a wide number of people associated with the school, including Permanent Board and the Yearly Meeting presiding clerk and secretary. In February the Friends on the NFEMB Committee conferred and approved two names from those brought forward. In April an additional name was also approved by the same group and these names were brought to Permanent Board at their May meeting for consideration and approval.

The procedure has allowed a larger number of Friends familiar with and interested in the school to be involved in the process, and has reached a larger geographic base.

The agendas for our scheduled meetings continue to bring topics which lead to thoughtful and deep spiritual discussion of issues.

We gave input to the Director of Friends Education in the preparation of a Minute on Taking a Knee during the singing of the national anthem at sports events.

Communicating the values underlying Friends Education to prospective families has been a topic of much consideration and work this year. In tandem with the School's Enrollment and Marketing Committee, we are developing language that is clear and inviting for those who may be unfamiliar with Quakerism, the history of Friends educational practice, and its roots and influence at Moses Brown.

Committee members were involved in supporting the presentation of the October conference, "Discerning Truth in a Post-Fact World: A Friends Education Conference, for Librarians and Educators." In April we also helped support "Hope & Strength: A Community Concert to Benefit Refugees."

In conclusion, we are sad to be saying farewell to Galen Hamann, the Director of Friends Education. She has led the school in its exploration of new avenues in the ways Friends educational practice enriches the classroom and the school community. She has made our school a welcoming site for conferences for other New England Friends schools and educators. She has encouraged student attendance at other Friends School conferences and continually found ways to support student exploration of their own spiritual paths. She has brought this committee into the life of the school in fundamental ways. We thank her for all she has done, and wish her every success as she moves forward in her life path.

—ELIZABETH ZIMMERMAN, CLERK

Moses Brown School Report

The school year at Moses Brown began with a first-ever trip to Friends Camp in Maine for the entire 9th grade. Students engaged in team-building activities (led by seniors), social innovation challenges, and orientation to Friends testimonies. It was meaningful to see the legacy of MB alumnus Rufus

Jones impacting a new generation of students, and MB will run a second iteration of the trip in August.

In October, MB hosted its third bi-annual conference on Friends Education, this year themed “Discerning Truth in a Post-Fact World.” Sixty librarians and educators from 45 schools, universities, and institutions participated (23 of them Quakers, 18 working at Friends institutions). This conference—one of the ways MB supports and enriches the practice of Friends education in New England—was a success, and messages in final worship reflected great appreciation for the opportunity.

This year the MB community wrestled with the question of kneeling during the national anthem, and the differing perspectives and emotions this issue engenders. Director of Friends Education Galen Hamann consulted with the school’s Nurturing Friends Education committee to draft a minute of guidance on the subject. A coach and several players at the school subsequently decided to kneel at away sports games (MB does not play the anthem at regular home contests) in support of racial justice in America. The act of solidarity and protest sparked intense but good conversation within the community and was the subject of a called meeting for sharing with students and teachers.

This year MB also hosted “Hope & Strength: A Community Concert to Benefit Refugees” as part of a broader Refugee Awareness Week in April. Led by NEYM members Annie Patterson and Peter Blood, and uniting families from MB and the greater Providence communities, this sing-along event raised money for AHOPE, a volunteer-led organization that helps settle new refugees in Rhode Island. More than 100 people attended. While at MB, Annie and Peter also led an Upper School meeting for worship with song.

Director of Friends Education Galen Hamann will be leaving Moses Brown at the end of the 2017–18 school year to become Assistant Head of School at Virginia Beach Friends School. MB has hired Barbara von Salis (member of Brooklyn Monthly Meeting and alumna and trustee of Brooklyn Friends School) to be the interim director next year, and will conduct a search for the permanent position in the fall.

Moses Brown—one of the oldest and largest of the 78 member schools of Friends Council on Education—remains fiscally sound and continues to enjoy a strong reputation and high demand for enrollment (750 students ages 3–18). As a result of the school’s current capital campaign, the endowment has grown to \$37 million, putting the school on much stronger footing in terms of long-range financial sustainability. Access and affordability remain a top priority. This year 206 students (28% of the student body) received financial assistance, with the average award being \$20,000. There were 19 Quaker students. The P.J. Trip Fund (established by members of NEYM to support the education of Quaker children at Moses Brown School), currently valued at \$605,000, provided \$22,960 in scholarship assistance for children of Friends (to which the

school contributed an additional \$226,000 in financial aid for Friends students).

—ERIK WILKER, DIRECTOR OF ADMINISTRATIVE & STRATEGIC AFFAIRS

Puente de Amigos

Dedicated to Paul Hood, early traveling minister from New England to Cuban Friends.

Puente de Amigos works to deepen the spiritual relationship between New England Yearly Meeting and Cuba Yearly Meeting. What a blessing to report that our relationship is thriving!

A short chronological summary of our work this year:

August 2017 At Sessions last summer we delighted in the first-hand reports from members of the Inter-generational Trip that met with youth in Holguin and Vista Alegre and the Young Friend who lived and worshiped with Cuban Quakers for six months. Our intention to honor the request of young adult Friends in Cuba to send young Friends their way had born fruit. Our government policy, however, prevented two Cubans scheduled to attend NEYM from coming.

January 2018 At the *Instituto Cubano Cuáquero de Paz* (ICCP), Benigno Sanchez-Eppler gave an in-depth workshop on Robert Barclay at four different sites. This Quaker History series has been conceived, researched, and written by Susan Furry and Benigno Sanchez-Eppler. Benigno also started the field work of conserving Cuba Yearly Meeting’s archives by making digital images.

February 2018 An all-New England delegation attended Cuba Yearly Meeting Sessions in Gibara. Our Presiding Clerk Fritz Weiss was asked to give the closing keynote address. Because the U.S. government is not issuing visitor visas to Cubans at this time, Fritz Weiss is asking the Puente Committee to be diligent in its efforts to have New England Friends provide a prayerful and visible presence at Cuba Yearly Meeting.

The members of the delegation came from three monthly meetings and visited with their sister meetings in Havana and Puerto Padre. Despite construction material shortages, we learned that the conference center construction projects in Holguin, Puerto Padre, and La Habana continue on schedule. These are prime examples of the “social enterprise” projects encouraged initially by FWCC-Section of the Americas and supported when possible by Puente de Amigos. Conference center rental income covers other Cuban social outreach expenses.

The all-New England delegation continued the tradition of providing workshops giving opportunities for the Cubans and us to learn from one another. New England Friends offered introductory workshops in *Jugar Llenos de Fe*, the immigration crisis in the U.S., Quaker decision-making, the Alternatives to Violence Project (AVP), and forgiveness. ICCP has expressed interest in reviving their AVP training after learning that AVP International can provide facilitators.

Puente de Amigos continues to provide some technology assistance by bringing hardware requested by Cuba Yearly Meeting. This year a modem, printer, and ink cartridges were delivered.

April 2018 Cuban Quakers did not submit applications for U.S. visitor visas this year, knowing the U.S. Embassy in Havana had stopped interviewing candidates. Nevertheless, we have persisted in informing our congressmen of the situation and advocating for change. Vermont Senator Leahy and Massachusetts Representative McGovern continue to intervene on our behalf. Fritz Weiss met personally with Representative McGovern to make the case that our religious freedom has been violated.

Over the past two years the Cuban Government has loosened restrictions on internet communication, making it easier for sister meetings and individuals to communicate with each other. We are truly blessed by our connections with our Cuban sisters and brothers and their vibrant Spirit-filled expressions of faith.

As we said at the conclusion of last year's report, our times demand that we preach and practice goodwill in the world. Puente de Amigos provides one way to do this. Please consider opening up new links of communication with your sister meetings and joining a Puente delegation to Cuba.

—LEN & MARY ANN CADWALLADER, CO-CLERKS

Racial, Social, and Economic Justice

The Committee of Racial, Social, and Economic Justice has experienced the Beloved Community through communicating and connecting with each other as full human beings with deep love and respect. Our meetings are filled with worship, love, and joy. Our vision for all of our Yearly Meeting is that we may all experience inclusion. We express our mission with the diversity within our committee as we bring our individual and communal deep spiritual commitment in this work.

We've supported each other and found strength in that support for our ministries including the Poor People's Campaign, civic engagement against police violence, antiracism work, and working for homeless concerns.

We are in our third year of trying to resolve the financial discrepancies in the Freedmen's Fund. We also have been wrestling with our place in the constellation of New England Yearly Meeting as we worked on our Purposes and Procedures. In addition to these concerns we have had a productive year:

- We helped 3 students with the Freedmen's Funds. One will graduate from Fisk this year, another will graduate from Savannah State University in December; the third just finished her first year at Georgia State.
- At Sessions 2017 we:
 - gave a workshop, (YOUR Healing Racism Toolkit; A Catalyst for Transformation)
 - sponsored table conversations on race and Sarah Walton's dinner talk on Police Education and Active Civil Engagement

- led a Black Lives Matter vigil with the Dragon Panel Project

- We produced the *Freedom and Justice Crier*
- We created a video to demonstrate our Toolkit which was updated multiple times
- We firmed up funding for the Book Project and approved and sent out *Mashpee Nine: A Story of Cultural Justice*
- We continued the development of the Journey of Healing Project
- We developed liaisons with Ministry and Counsel, Finance Committee, and the book group sponsored by NEYM M&C reading *Fit for Freedom*
- We provided support for two different Legacy Grants
- We minuted support for the Poor People's Campaign.

And maybe most important, the love, friendship, and support and spiritual depth present in each other as we come together building this wonderful community. May it spread to other's hearts and hands.

—RACHEL CAREY-HARPER AND NUR SHOOP, CO-CLERKS

An Epistle to New England Friends from Racial, Social, and Economic Justice

6/9/2018

We write you today to acknowledge that we know we are all struggling, in each of our imperfect selves, towards the beloved community. God has many faces and forms. They are all beloved.

Love is not just hugs and roses; it is also truth-telling. For over 50 years the Committee of Racial, Social, and Economic Justice has been doing our best, with hearts full of love, to deal with racism, classism, and other social justice issues. However through much of this time we have felt marginalized, insulted, disenfranchised, and shunned.

We've asked ourselves why, as New England Friends, do we seem not to want to hear the message that we need to insure that all marginalized people, and especially people of color, are treated with dignity and respect because we believe there is something of God in all humans? *Faith and Practice*, "Characteristics of a Quaker Concern" (pg. 177) says that a "characteristic of a Quaker concern is that it does not rest until it has penetrated through the superficial evil to its root causes."

Bypassing the RSEJ committee and empowering new ad hoc groups* is a reflection of the pattern that NEYM has committed itself to try to change—behavior based upon white privilege and supremacy. With decades of the RSEJ committee bringing difficult questions that many didn't want to hear and experiencing intense pushback and denial, we ask ourselves and our fellow New England Friends:

- How do we treat those outside of our familiar circle, who trouble us or who make us uncomfortable?
- Do we merely speak our testimonies or do we live them?

- What could our community look like if we truly searched for the Light within each other?
- How do we work together to change our individual and collective practice?

Faith and Practice (pg. 117) goes on to say, “the person with a social concern is willing to accept censure and ridicule—Yet in the last analysis, obedience to light is the only satisfying course.”

Respectfully,

—RACHEL CAREY-HARPER AND NUR SHOOP, CO-CLERKS

*Gender Inclusivity Task Force (Sessions Committee 2015)

Racial Inclusivity Task Force (Sessions Committee 2016)

Ad hoc Challenging White Supremacy Working Group (Permanent Board 2017)

Ad hoc Reparations Working Group (Permanent Board 2017)

Sessions

“For Quakers, the most vital expressions of our faith go beyond words into action. We witness to the Spirit of Love and Truth as we work to bring the society around us more into harmony with God’s peaceable kingdom and the natural world.” (NEYM website)

The Sessions Committee comprises Friends named to serve and those who, by virtue of their responsibilities, have a voice in the logistics and planning of our annual gathering. We set the table, prepare the feast, go into the highways and byways and invite all to the banquet; most important, we invite the presence of Spirit in our midst. Our gathering is a multi-layered event, seeking to serve the needs of our constituent meetings, the varied age groups who make up our entire community, and the needs of more than 600 individuals to learn and grow together in the service of Love and Truth.

We meet 4 or 5 times during the year, reviewing the previous gathering and planning for the new. We discern the theme, the speakers, and the schedule, and try in all our endeavors to make room to attend to Spirit. We welcome your suggestions and input and ask for your feedback in our evaluations. We seek to serve and support the clerks who have care of our meetings for worship for conduct of business; to offer a warm welcome to all of you, especially those for whom this is a new experience; and to learn from each other about what holds us back and rises us up.

Welcome, Friends. Let us be together in creating, during this time together, a Religious Society more in harmony with God’s peaceable kingdom and the natural world. Let us give each other hope and strength. Then, let us take what we have gathered and share it with this world so in need of hope and healing.

—LESLIE MANNING

Young Friends

This past year started off with an air of uncertainty regarding what Young Friends would look like due to the issues that arose in our community during this past Sessions. We were left unsure how Young Friends would recover, and what steps would need to be taken in order to rebuild trust within our community and the larger NEYM community going into the year.

In place of the annual Ministry and Counsel retreat at the beginning of the year, Young Friends had a one-day gathering open to the entire Young Friends community where we could address the issues that had come up during Sessions.

During this gathering, we discussed what the purpose of Young Friends is and how it can best serve the members of our community. We also discussed what role we felt the adults in our community (RPs) should play in supporting us, and what the relationship between RPs and Young Friends should be in order to maintain a safe and sustainable community. During this discussion, Young Friends, along with Nia, decided to restructure the way we look at rules in the program. We created a bipartite system of imperatives (rules that we need all Friends to follow in order to maintain the community) as well as commitments (actions that our community has committed to strive to perform in order to strengthen our community and help everyone feel included and safe).

In December, we braved the cold to gather for the mid-winter retreat. Discussions continued over the Young Friends community and how we can help it grow and evolve in these times of change. We noticed that we had been welcoming an unusually small number of Young Friends to the past few retreats. During this gathering we looked at how Young Friends has evolved in the past, and how it has had to change as the members of the community have changed. We also welcomed Maggie Nelson going into the rest of the year as our new retreat coordinator as Nia left on maternity leave.

In March, we gathered at the Hartford meetinghouse for our Gender and Sexuality retreat. On Saturday, Young Friends made a trip into the city for the March for Our Lives rally at City Hall. At the end of this retreat, Young Friends encountered some issues when we forgot to take down a poster that we had put up on the wall of the meeting room which had some of the sexuality topics that we had covered during the retreat. Some adult Friends of Hartford meeting expressed their disgruntlement over the poster being visible during meeting for worship, and one Friend expressed that they found it distracting and inappropriate and they didn’t want visitors to the meeting to feel uncomfortable or feel as though this poster was representative of Hartford Meeting’s normal meeting for worship. We left this with a feeling of embarrassment and regret. We are very grateful to the meetings that let us use their spaces and we hope to always better care for the surroundings and be mindful of the ways we impact others.

We look forward to improve and grow our community. We are excited to welcome new members as well as say goodbye to our seniors as they continue into their lives. We look for-

ward to Sessions where we will be able to continue strengthening our community.

QUINN NORTONSMITH AND ZOSIA SZATKOWSKI, YOUNG FRIENDS CO-CLERKS

Youth Ministries

The Youth Ministry Committee is charged with ensuring “the vitality, health, safety, and relevance of the youth programs offered by the organization of NEYM, as well as youth ministries offered within and across the web of local meetings in our region.” The work of making that web a lived reality feels both exciting and challenging. We see this web taking form in the love that families, young people, and staff devoted to fostering presence, clarity of purpose, and engagement amongst Young Friends this year, and the real strengthening of community that has followed. We see this web developing in New England Yearly Meeting’s deepening involvement with the Quaker Parenting Initiative, founded by Harriet Heath and others. In February the Youth Ministry Committee hosted a day long gathering of a wide range of stakeholders to recognize what is precious in our youth programs, to acknowledge the barriers we face, to envision changes we might make that would help these programs serve more families, and to think about how we can create closer relations between NEYM youth programs and monthly meetings. Some of the ideas generated at this gathering have already been put into action, and more will be in the near future.

This has been a year of important life changes for our staff: sorrows, joys, and new leadings. JYM/JHYM Coordinator Gretchen Baker-Smith’s father passed away in September; he is much loved and deeply mourned. Llewelyn Thomas was born March 10; join us in welcoming him to the world and to NEYM! YF/YAF coordinator NiaDwynwen Thomas will be on maternity leave until fall. During Nia’s leave Maggie Nelson is holding the YF community with great skill and creativity. Religious Education Coordinator Beth Collea has been led to lay down her work for NEYM; she will continue to participate in the Quaker Religious Education Collaborative and to stay involved with specific NEYM projects. Beth is describing this decision less as a change of ministry than as finding new containers for a ministry that stays strong. We are so grateful for all Beth’s light and love and for the broad vision of religious education that she fosters. Keeping these relationships and initiatives thriving as Beth moves on will be an enormous challenge, even as we know that her work is the foundation that will make whatever comes next possible.

We are not rushing to simply replace Beth’s position. Instead we will build on the visioning process already begun at our February gathering and will work with the Yearly Meeting secretary and other Yearly Meeting committees as the decision about the staffing structure that will best serve the web of youth ministries in New England unfolds. Please join us in this work of discernment through the months ahead.

—KAREN SÁNCHEZ-EPPLER, CLERK

Reports of Representatives to Other Quaker Organizations

American Friends Service Committee

In the second year of its centennial, the American Friends Service Committee is embarking on a strategic planning process to set the course for the organization moving forward after the difficult program cuts made last year. At the annual Corporation meeting, we heard a powerful call to address the painful challenge of being a person of color and a Quaker. Yearly meetings were challenged to consider diversity in their appointment of representatives to the Corporation and white Friends were challenged to put aside fears and engage with Friends of color. We were reminded of the importance of making explicit in all reports the fundamental organizational commitment to anti-racist work, putting it front and center. Reflecting the theme of this year's corporation meeting, "Reclaiming Radical Faith in Action," Lucy Duncan, Friends Relations staff, shared her vision of all Quakers putting our bodies on the line for a just society. AFSC is eager to engage with monthly meetings and offers directly applicable resources through its Friends Relations program (www.afsc.org/friends-engage)

—SUBMITTED BY MELISSA FOSTER

Friends Committee on National Legislation

FCNL's 2017 Annual Meeting took place from November 1st to the 4th in Washington, D.C. and included two days of lobbying by Friends and others participating in the Quaker Public Policy Institute. Thirty members of New England Yearly Meeting were part of the 400 volunteer lobbyists, representing 39 states, who visited 220 offices on Capitol Hill. The lobbying focused on the federal budget and urged members of the House and Senate to maintain funding support for the domestic safety-net programs so essential to the needs of vulnerable members of our society, and to reduce military spending. Highlights of the Annual Meeting were tours of the new Quaker Welcome Center adjacent to FCNL's Capitol Hill office building and the opening of the organization's 75th anniversary celebration year. Other featured events were the awarding of the annual Ed Snyder Award to Minnesota Representative Keith Ellison, a Muslim and a leader in work on Iran, Palestine-Israel, and refugees and in opposition to religious discrimination; and a presentation by Sister Simone Campbell of NETWORK and leader of "Nuns on the Bus" tours. Annual meeting participants gathered for worship and

worship-sharing, met with staff lobbyists, approved committee reports, were challenged by General Committee and staff leaders, and were strengthened in solidarity through opportunities for fellowship.

Respectfully submitted,

—IAN HARRINGTON, ELIZABETH CAZDEN, BOB SCHULTZ,
STEVEN WHINFIELD

Friends Peace Teams

Friends Peace Teams (FPT) is a Spirit-led organization working to develop long-term relationships with communities in conflict, creating programs for peacebuilding, healing, and reconciliation. We build on Quaker experience combining practical and spiritual aspects of conflict resolution. We go to places that are difficult—geographically, politically, and emotionally—to contribute to healing the effects of trauma and deprivation.

The FPT administrative core, spiritual support groups, and initiative working groups are all part of the work. We are unusual in seeking and testing leadings and supporting them rather than perpetuating projects and programs. We learn, refine and promote the Quaker practices of discernment, listening and service.

We maximize the resources that go to program. The small central FPT administration allows programs to focus on their work. We work for people, not for material accumulation, while being aware that we have employees who depend on us for their livelihood.

FPT has further developed our structure and governance, examining our origins, recording our practices, proposing changes, and seasoning them. Along the way, the peace work by volunteers with local partner organizations in violence-torn communities proceeds vigorously with remarkable success. Our stories of peace are recorded in our newsletter, *PeaceWays*. Please know that there are many opportunities for you and members and attenders of your monthly meeting to participate in our work. We also have many at-home opportunities to serve in admin tasks that do not require international travel.

As always, we are grateful for the spiritual and financial support of so many Friends. Please help us spread the word.

—NANCY SHIPPEN (NANCYSHIPPEN@COMCAST.NET),
REPRESENTATIVE

2018 Workshops and Evening Opportunities

PLEASE NOTE: You do not need to pre-register for a workshop or evening opportunity, but some spaces may be limited so plan to arrive on time.

Evening opportunities will be from Sunday through Tuesday, with a limited number of offerings. If necessary, you may ask to offer on Wednesday evening. Committees may schedule a meeting any time during Sessions, based on space availability. All evening opportunities will be listed in the daily newsletter, as well. To inquire, write to sessions@neym.org.

Locations are subject to change; they will be posted on campus. More details about workshops can be found at neym.org/Sessions

Two-Day (Tuesday and Wednesday, 3:30) Workshops

- **Boldly Sharing our Gifts through Humble and Prayerful Marks in Pen and Ink.**

Sadelle Wiltshire (Putney, VT, FM)

Push beyond personal fears of self-expression through prayerful and mindful abstract art that brings out the gifts we all have to offer and fosters community at the same time. We will use a few meditative drawing practices such as continuous line drawing and pattern repetition (Zentangle) to create a worshipful experience that draws out the light in everyone regardless of skill level. No art experience required. (*Leavenworth Dance Studio*)

- **Finding the Courage to “be bold in God’s service” through Parker Palmer’s Habits of the Heart**

Liana Thompson Knight (Durham, ME, MM)

This workshop will take a deep dive into the Habits of the Heart, as outlined in Palmer’s book *Healing the Heart of Democracy*. Palmer sees the Habits of the Heart as crucial to sustaining a democracy, as well as useful in other areas in public life. The workshop will be structured to allow participants time for individual reflection, reflection in small groups, and reflection as a whole group. (*Stafford 142*)

- **The Inner Guide versus the Inner Critic: The Journey from Judgment to Love**

Chris Wolff (Framingham, MA, MM)

One of the first things that usually happens when we attempt to “be bold in God’s service” is that we get a visit from our inner critic. This workshop is based on the Pendle Hill Pamphlet of the same title. The inner critic reliably appears when we try to act outside the bounds of the conventions we were taught by our parents and which society reinforces and it seeks to prevent us from taking risks. While listening for that “still, small voice” it can be difficult to discern whether that voice is coming from the critic or the Guide. This workshop will explore how to make that distinction and how to deal with the inner critic. Participants who have read the pamphlet ahead of time will get the most out of the workshop. Limit 15 participants. (*Stafford 139*)

- **Living Faithfully in the Heart of the Empire: Following Clues in Immigrant Accompaniment**

Judy Goldberger (Beacon Hill, MA, MM) and Mary Hopkins (Fresh Pond, MA, MM)

We’ll reflect on our work as Friends in New England accompanying immigrants seeking justice. How are we being led to live more faithfully in the face of worldly power? What message have we been given to deliver? What gifts have we been given for Spirit’s work in our

communities? What does liberation demand of us? What communion are we being called to live into? (*FAC Art Studio*)

- **Using Your Quaker Faith as a Guide to Parenting Your Teen**

Harriet Heath (Schoolic, ME, WG) and Carolyn Stone (Wellesley, MA, MM); Quaker Parenting Initiative Parents of teens specifically invited!

An opportunity for parents of teens to get to know each other and to share their concerns with other Quaker parents. We will explore how Quaker beliefs can form a foundation for parenting as they discern how to guide their children. We will draw upon the Quaker Parenting Initiative parenting process and Collaborative Problem Solving (www.thinkkids.org) to offer ways to guide teens in an atmosphere of empathy and mutual respect that promotes healthy development. (*Audet Conference Room*)

Tuesday Workshops (3:30)

- **Archives for Your Meeting: Best Practices and Opportunities**

Archives Committee

What should meetings collect, keep, and send to NEYM’s archives? Who can help sort those dusty boxes in the attic? How do we archive electronic records and websites? How does the NEYM arrangement with UMass really work? What about privacy concerns? Come meet with members of the NEYM Archives Committee and our consultant, Rachel Onuf, to learn more and ask questions. (*Jeffords 210*)

- **Building a Just Peace in Palestine-Israel**

John Reuwer and Laurie Gagne (Burlington, VT, MM); Friends Working Group on Israel-Palestine

John and Laurie will have just returned from a month in the West Bank with Meta Peace Teams, which seeks “a just world grounded in nonviolence and respect for the sacred interconnectedness of all life.” Their mission, “to pursue peace through active nonviolence” amidst the conflict in occupied Palestine, is part of a growing field of work known as Unarmed Civilian Protection (UCP) or Third Party Nonviolent Intervention (TPNI). They will report on current conditions for Palestinians and interactions with Israeli soldiers; prospects for improvements in the social and political situation from the local perspective, including that of Ramallah Friends; and how UCP/TPNI works in theory and in practice and the potential they may hold for reducing militarism in human affairs. (*Jeffords 213*)

2018 Workshops and Evening Opportunities, cont'd

- **Climate Action**

Rebecca McKenzie (Quaker City Unity, NH, MM), Earthcare Committee, and Steve Gates from the Cape Cod Climate Change Collaborative

This hands-on workshop will help answer: (1) What can I do to help create the Beloved Community with an emphasis on social and environmental justice? (2) How can I reduce my carbon footprint while saving money? (3) How can my meeting reduce its footprint? (4) How can we measure our progress? (5) What actions are available now to reduce the probability of global climate change? Attendees will be trained to use a new “Climate Calculator” available online.

Attendees are encouraged to bring their most recent gas, oil, and electric bills so they can compute their carbon footprints during the workshop. Tablets will be provided for you to use during the workshop. (*Stafford 130*)

- **Confronting White-Supremacy Culture: Witness and Leadings of New England Friends.**

The BlackQuaker Project. Hal Weaver will moderate a discussion among panelists Sarah Walton, policing and police violence from the outside (a deepening and broadening of Sarah’s keynote presentation); Sam Lowe, severe racial health discrepancies between Black and White—white-supremacy culture in action; Keith Harvey, the environment and white-supremacy culture; Diane Randall, confronting a white-supremacy culture; and Hal Weaver, white supremacy and the Cold War. (*Stafford, Herrick Auditorium*)

- **Deepening Meeting Life via Adult Religious Education**

Peter Blood-Patterson (Mt. Toby, MA, MM) and Brian Drayton (Souhegan, NH, PM)

We will explore ways our meetings are using adult RE via courses, forums, and at meeting retreats. Peter will share about the curricula he is developing for NEYM supported by a Legacy Gift grant. Try out a couple of experiential exercises from these courses. (*Leavenworth 104*)

- **Grants from the Legacy Gift Committee**

Legacy Gift Committee

Are you or your meeting interested in applying for a grant, curious about what projects the grants have supported to date, or a prior grantee who would like to share your experience with others? If so, please join members of the Legacy Gift Committee for a discussion that we hope will touch on the following:

1. The purpose of the funds, the application process, and the Committee’s process.
2. What makes for a compelling application.
3. Answers to questions from potential applicants.
4. Perspectives from past grantees on the process.
5. Information for those who might be interested in serving on the Committee.
6. Feedback from Yearly Meeting Friends. (*Jeffords 200*)

- **Meet Mrs. Rowlandson**

Katie Green (Worcester, MA, MM), storyteller

In this performance and discussion, Katie portrays a 17th-century Puritan woman living in Lancaster, Mass., during Metacom’s rebellion (a.k.a. King Phillip’s War). This account relies on her own narrative and raises ques-

tions we still take up—theocracy, racism, the Doctrine of Christian Discovery and the seeds of war. (*Jeffords Auditorium*)

- **Money: How do we talk about it and what do we do with it?**

Lyle Miller, Everence Stewardship Consultant; Development Committee

How do we feel about money, and where do these attitudes come from? Why is it sometimes difficult to talk about money? How do we find the “enough points” in both our income and investments, and what do we do when our resources stretch beyond those points? What tools can we use to spend, save, and share the resources we have?

Lyle Miller is passionate about helping congregations, individuals and not-for-profit, faith-based organizations with stewardship education and charitable planning. Before joining Everence, Lyle served on the pastoral team at Waterford Mennonite Church, Goshen, Indiana. (*Leavenworth 102*)

- **Nurturing Faithfulness: Receiving and Responding to Divine Guidance**

Hilary Burgin (Young Adult Engagement Coord) and Nurturing Worship, Faith, and Faithfulness (NWFF) participants

Are you ready for a more rigorous hike on the Quaker journey? Do you long to be more receptive to divine guidance? Explore what the Faithfulness Group model may hold for you. We’ll work in pairs and in small groups, and explore how Faithfulness Groups enable us to listen to the Divine Presence, receive group support, and be accountable. Get a glimpse into the Nurturing Faithfulness course to be offered in 2019 at Woolman Hill (with Hilary Burgin and Marcelle Martin as core teachers). Begin your discernment about joining this robust and rich experience with this workshop! (*Leavenworth 203*)

- **Power of Enough**

Jacqueline Stillwell (Monadnock, NH, QM), Right Sharing of World Resources

What is essential? How much is enough? How is my use of time, energy, and “things” in right balance to free me to do God’s work, and to contribute to right order in our world? Through personal reflection, discussion and worship sharing we will explore queries to discover our power of enough, and boldly go there. (*Leavenworth 101*)

- **The Role of Friends World Committee for Consultation (FWCC) in Informing and Enriching Quakers Throughout the Americas**

FWCC Northeast Representative Gloria Thompson, (Manhattan, NY, FM)

We will focus on FWCC’s role in building bridges among the different branches of Quakerism throughout the Americas. We will discuss practical ways yearly meetings can use members’ gifts and faith to develop and continue the conversation among monthly meetings. Emphasis will also be placed on the Traveling Ministry Corps, the-

Quaker United Nations Office, and 2018 World Quaker Day. (*Leavenworth 65*)

- **Walking In Balance with All My Relations: The Practice of Nonviolence In A Violent World**
Beth Adams (Mt. Toby, MA, MM) and Strong Oak Lefebvre, a Maliseet and Mi'kmaq descendant and co-founder of the "Walking in Balance with All Our Relations Curriculum" (justbeginnings.org/vbcic/)
A Talking Circle for all ages on gun violence and nonviolence; Young Friends and family members are especially welcome. (*Jeffords 205*)
- **Wash Me! Clearing the toxicity of American politics from mind and body**
John Calvi (Putney, VT, FM); Quaker Initiative to End Torture (QUIT)
Enjoy hands-on healing, energy work, and meditation to release the sticky filth of current political dialogues. This will be restful. John Calvi has worked as a Quaker healer with torture survivors since 1982. (*FAC Dance Studio*)
- **Why (and HOW!) Should White People Work Together for Racial Healing?**
Challenging White Supremacy Work Group of Permanent Board
Come to a "Conversation Café" to learn about resources, games, tips, and programs to jump-start your meeting conversations on race. Explore resources on the NEYM website, pick up some "Quaker Queries for white people," learn to be alert to the dangers of "Hidden Spiritual Racism", receive a tutorial about how to offer specific programs for meetings from beginners to experienced. Learn what other monthly meetings have done to foster racial dialogue. (*Leavenworth 106*)

Wednesday Workshops (3:30)

- **501C(3), Banks & Changing Rules**
Frederick Martin, NEYM Accounts Manager; Finance Committee
Since 9-11 there have been significant changes in the IRS regulations of banks, charitable donations and employer identification numbers (EIN). This workshop presents how those changes affect the monthly meetings and how the Yearly Meeting is helping them address them. (*Leavenworth 102*)
- **Clerking Conversations**
Morgan Wilson (Framingham, MA, MM); NEYM Ministry and Counsel
All ages welcome.
Are you interested in clerking? If you are an experienced clerk, new to clerking, think you might someday be interested in serving as a clerk, or are just interested in what clerking requires, please join us for Clerking Conversations. This workshop will be a time for experienced clerks to bring their learnings, as well as the things they wish they had known when they first became clerks; for new clerks to bring their worries, questions and challenges; for people who might someday want to serve as a clerk to bring their curiosity and interest. We will discuss all of this and possibly identify needs for additional future training or resources for clerks throughout New England. (*Leavenworth 65*)

- **Experiencing Agape by being "bold in God's service" and feeling "fear and trembling."**
Carole Rein (North Shore, MA, MM)
All ages welcome!
During the past year, Carole was intentionally "bold in God's service," risking 35-year friendships walking part of the Spanish pilgrimage, the Camino. Twelve weeks later, she experienced more "fear and trembling" than she wanted, with a heart attack, a stroke, and open-heart surgery—very different events, yet all opened her to experiences of limitless love and of being held in love, well beyond the range of people who she knows love her. She has come to recognize this as Agape.
During this workshop, Carole will share her experiences and welcome participants to share their own, whether recent or long past. (*Leavenworth 106*)
- **Grassroots Quaker Peacebuilding: Friends Peace Teams—What the Seekers Have Found.**
Nancy Shippen (Fresh Pond, MA, MM) NEYM Representative to FPT since 2006
All ages welcome.
The Society of the Friends of Jesus rejected war and sought to live in that life and power that takes away the occasion of all wars. Friends Peace Teams is a Spirit-led organization working around the world to develop long-term relationships with communities in conflict to create programs for peacebuilding, healing and reconciliation. FPT's Initiatives build on extensive Quaker experience combining practical and spiritual aspects of conflict resolution.
Come learn how Friends Peace Teams has built our practices into a powerful, effective set of programs with partners in 15 countries across three initiatives. (*Leavenworth 67*)
- **The Maya Way Forward: Peace, Inclusion, and Co-Existence**
Erica Adams (West Falmouth, MA, PM), Legacy Gift grant recipient
We begin our dialogues to advance Quaker and democratic values with an introduction to *Respeto/Respect* (2013) a traveling exhibit of photography by indigenous Maya women about religious diversity and coexistence after decades of strife in Chiapas, the southernmost state of Mexico. Photographs will translate Maya experience into a context—Quaker and American—for dialogues on peace, diversity, and inclusiveness, including issues of indigenous and women's rights and post-colonialism. Questions will foster understanding and generate further discussion in small groups, concluding with sharing by each group. Limit: 20 participants (*Leavenworth 105*)
- **Meeting for Worship with a Concern for Climate Catastrophe**
Prophetic Climate Action Working Group (PCAWG)
We know that taking action on climate change must draw from inward conviction and spiritual reorientation to the world. Gather with members of the PCAWG for waiting worship, as we hold in our hearts the magnitude of human-wrought destruction and our own complicity, and labor towards repentance. (*Stafford 130*)

2018 Workshops and Evening Opportunities, cont'd

- Moving our Meetings to Take Action on Israel-Palestine**
Minga Claggett-Borne and Jonathan Vogel-Borne (Cambridge, MA, MM); Friends Working Group on Israel-Palestine
How do we talk to one another about the issue? How do we engage our meetings? Given the urgency of the situation, particularly for the people of Gaza, what do we need in order to take faithful and effective action? What do those actions look like? (*Jeffords 213*)
- Multi-Cultural Book Writing**
Mary McKenna (Storrs, CT, FM), Legacy Gift Recipient
How do we show respect for human diversity in our interactions with each other? How do we teach tolerance and respect to young children in school and in First Day school?
Using the commonalities of different spiritualities and how we show these values in daily living, we will begin writing books that will support a multi-cultural curriculum for children aged 4 to 8. Children accompanied by their parent(s) or sponsor are welcome to attend. (*Jeffords 200*)
- Off White; an investigation of the role Whiteness plays in our lives.**
Eppchez (Northampton, MA, MM); the Racial, Social and Economic Justice Committee
Join Eppchez for a unique performance/workshop challenging Friends to engage with their experiences of privilege and reflect on how systems of supremacy affect their experience of the world. Eppchez uses their own experiences and reflections as a White-passing person to notice how Whiteness functions in their life and invites Friends into a vulnerable space of reflection around this topic that we have been so carefully taught to avoid. The format of this workshop moves between song, story, movement and participant reflection, writing and sharing in small groups. (*Leavenworth 104*)
- Movie: Quakers, the Quiet Revolutionaries**
All ages welcome
A new documentary on Friends, funded in part by the Obadiah Brown Benevolent Fund. Preview available at vimeo.com/260486895 (*FAC Auditorium*)
- Ready for More!**
John Calvi (Putney, VT, FM); Quaker Initiative to End Torture (QUIT)
Restoring balance, learning deep rest, clearing the mind of the noise—all this to avoid burnout before it starts. This will be restful. John Calvi has offered this to NEYM for 31 years. (*FAC Dance Studio*)
- Success Stories & Coaching for Getting Your Meeting Known Online**
Christine Green (Amesbury, MA, MM), Legacy Gift grant recipient
This workshop will be interactive, with a presentation of successful social media campaigns created for Amesbury Friends Meeting (www.facebook.com/AmesburyQuakers/), Q&A and coaching, and approaches to creating content that goes beyond

“announcements and invitations” by being informative and valuable to followers. Participants will gain a better understanding of how their meeting can stand out on Facebook, how to create effective messaging that authentically portrays their meeting, and how to recognize opportunities and make the most of them. (*Jeffords 205*)

- Taking Bold Steps to Eliminate all Nuclear Weapons**
Timmon Wallis and Vicki Elson (Northampton, MA, MM)
This hands-on, interactive workshop is for Friends who want to take the steps of “complying” with the 2017 Treaty on the Prohibition of Nuclear Weapons—as individual Friends and/or as a meeting. We will look at ways in which we may be complicit with the nuclear weapons industry, through our bank accounts, investments and purchases—for instance, many meetinghouses probably have thermostats made by Honeywell, one of the 26 companies making nuclear weapons. We will look at alternative sources for these products and where you can move your money. We will write letters to the CEOs of some of these companies and post what we are doing on social media to spread the message. Bring a smart phone, tablet or laptop to the workshop if you have one—and if you don’t, we will share. (*Leavenworth 101*)

Evening Opportunities

Sunday 9 p.m.

- Katie Green, storyteller**
Jeffords Auditorium
- Faith & Practice Revision Committee Listening Session**
- Acoustic Jam Sessions**
Bring your own instrument!
In front of Huden Dining Hall

Monday 9 p.m.

- Exploring a Theology of Money**
Lyle Miller, Everence Stewardship Consultant; Development Committee
How does our faith shape our relationship with the financial resources that come into and out of our lives: Where does it come from, how do we use it, how can it change the world? These four themes can guide our financial stewardship, the spiritual practices of money management and generosity.
Everence helps individuals and organizations integrate their faith and finances and serves congregations and meetings in more than 25 denominations and faith groups.
- Finance Committee Listening Session**
- Poor People’s Campaign**
Diane Dicranian (Winthrop Ctr, ME, FC)
We are a new and unsettling force!
- John Woolman College**
John Wilmerding (Putney, ME, FM)
John Woolman College of Active Peace is a 15-year-old informal consortium of peace and conflict transformation educators, trainers, practitioners, theorists, archivists,

and even a poet laureate! We comprise about 50 core members called “Principal Scholars” and a larger circle of 800 persons worldwide.

Tuesday 9 p.m.

- **Eliminating Nuclear Weapons**
Timmon Milne Wallis and Vicki Elson
- **Update from QUIT**
John Calvi
The Quaker Initiative to End Torture shares news of American policy, practice, and current use of torture.
- **Quakers, the Quiet Revolutionaries**
A new documentary on the Religious Society of Friends
Fine Arts Center
- **Tackling Our Racism**
John Wilmerding

Wednesday 9 p.m.
(following Coffee House)

- **Finance Committee meeting**
- **FCNL**
Steve Whinfield et al.

Other Opportunities

Monday, 1:15 p.m.

- **Faith & Practice Revision Committee Listening Session**

For Friends Considering Service to the Yearly Meeting

Name: _____

Address: _____

Phone: _____

E-mail: _____

Local Meeting: _____

Please circle the committee(s) you are interested in and then place this form in the Evaluations Box at the Information Desk, or mail to: NEYM Office, 901 Pleasant St., Worcester, MA 01602, or e-mail neym@neym.org

Archives & Historical Records Committee

Board of Mgrs (Investments & Permanent Funds)

Development Committee

Earthcare Ministry Committee

Faith & Practice Revision Committee

Faith in Action Committee

Finance Committee

Friends Camp Committee

Friends General Conference Committee

Friends United Meeting Committee

Friends World Committee for Consultation

Legacy Gift Committee

Ministry & Counsel

Moses Brown School Board

Yearly Meeting Nominating Committee

Nurturing Friends Ed. at Moses Brown School

Permanent Board

Puente de Amigos Committee

Racial Social & Economic Justice Committee

Sessions Committee

Youth Ministries Committee

Appointments to Other Friends Organizations

American Friends Service Committee Corporation

Friends Committee on National Legislation

Friends Peace Teams Projects

Quaker Earthcare Witness

William Penn House