

**Minutes  
Permanent Board  
Worcester Meeting  
December 14, 2024**

**24-85 Roll Call**

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

**Bold is present in the room. Underline is present on Zoom.**

Susan Davies (PB Clerk), **Willa Taber** (PB Recording Clerk), Travis Belcher, **Thomas Brenner**, Darcy Drayton, Martin Forsythe, **Elizabeth Hansen**, Newell Isbell Shinn, Carolynne Lamar Jordan, Meg Klepack, Frances Lightsom, Edward Mair, Bob O'Connor, Allison Randall, **Carole Rein**, **Martha Schwope**, **Liesa Stamm**, Diane Weinholtz, Donn Weinholtz, **Morgan Wilson**, **Kathleen Wooten**, Mary Zwirner.

**Ex-officio members**

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

**Absent**

Kimberly Allen, Deana Chase, Anna Radocchia, John Reuthe, Eleanor Warnock,

**Visitors**

Elizabeth Hacala, Anna Hopkins, Kara Price, Kristina Keefe-Perry, Janet Hough, Becky Jones, Ed Mair, Bob Watt, **Kurt Hansen**, **LouAnne McDonald**, **Phil Veatch**, **Maille Wooten**, **Frederick Martin**, **Nia Thomas**

**24-86 Permanent Board Clerk's Comments**

Susan Davies (Vassalboro), the clerk of the Permanent Board, welcomed us with gratitude for the technology of Zoom which allows people to attend at a distance. In particular she is grateful that it allows her to clerk this meeting while she is recovering from Covid. Her full comments are attached.

On January 18, 2025, at 2:00 p.m. there will be a joint memorial service for Jan and Ken Hoffman at Wesley United Methodist Church, 98 North Maple St., Hadley, MA.

Much of this morning will be dedicated to listening and discernment about our financial condition. We will also be hearing about progress about the reduction of the administrative overhead of the Legacy Gift Committee.

While the nominated membership of the Permanent Board is the body charged by Sessions with acting for the whole of NEYM between Sessions, the Treasurer, the Yearly Meeting Secretary,

the Finance Committee Clerk, the Accounts Manager, and others are charged with significant responsibility to pay proactive attention to Yearly Meeting finances. The clerk said she asked Noah to summarize these responsibilities so that Friends understand they are bringing recommendations in fulfillment of responsibilities they have been given by the Yearly Meeting.

In response to a charge from Sessions, Noah Merrill (Putney) and Sara Hubner (Gonic) met with Mary Link (Mt Toby), clerk of the Legacy Gift Committee in advance of the consultative process, to establish administrative support for management of the funds and provide for the administrative needs of the Legacy Gift Committee.

The consultation consisted of two separate two-hour meetings. 23 people attended one or both of them.

Themes expressed were:

- Concern to strengthen, sustain, and nourish the spiritual vitality of our tradition and our community, so that Friends might continue to offer our ministry to the world
- In relation to the Legacy Gift, be mindful of the current YM-wide initiative to consider reparations
- There was broad recognition and support for the immediate need to strengthen YM financial sustainability
- Concern that a careful, deliberative process be followed and that we do not rush to identify all uses of all the undesignated funds

As a culmination of this consultative process, representatives of the Legacy Review committee requested that their work be acknowledged as complete and the committee be now laid down.

The work of the Legacy Gift Evaluation has been laid down and the Yearly Meeting expresses its appreciation for its work.

Susan Davies expressed appreciation for the informal meeting of the Permanent Board for orientation and conversations, held over Zoom on October 17, which allowed people to share. In that sharing Susan heard a concern to understand more deeply our spiritual tradition and the way it underlies our practice of corporate discernment.

There have been two meetings for consultation on the condition of quarterly meetings. The Meeting Accompaniment clerk will be working with the clerks of quarters to address some of the administrative issues raised.

As Friends are aware, a concern to address conflict at the Yearly Meeting level has been raised repeatedly over the last two years. In 2023 Sessions charged the Presiding Clerk to establish a working group to develop a charge for a group that could “respond to conflict at the Yearly Meeting level.” The Permanent Board approved the draft charge in May 2024 (**PB 24-52**), but it was not approved by Sessions due to last-minute, but valuable, requests for changes. Rebecca will bring a progress update in her Presiding Clerk’s report.



The PB clerk informed the Permanent Board that last month, the three members of the laid-down Permanent Board Visiting Committee to Three Rivers communicated to her that harms done to the Three Rivers community in the process of approving monthly meeting status should be brought to the Permanent Board to seek repair. On their own initiative, the visiting committee prepared a second report, re-stating the recommendations of their February 2024 report to the Permanent Board, with the request that it be posted in the advance documents for this meeting. She declined this request because:

- The Permanent Board is charged by Sessions with an enormous amount of work necessary to the welfare and sustainability of our entire spiritual body. The clerk believes that the Permanent Board is not a suitable body to publicly mediate a conflict when narratives differ about what happened and why.
- In response to last month's message from the Visiting Committee, she reiterated her offer of last May to meet in dialogue, either with her, or with others they think might be helpful to respond to their concerns. Susan looks forward to hearing their response.

In a similar vein, she has received many messages from individuals and groups expressing distress over perceived and experienced harm caused by actions or inactions of Yearly Meeting leadership. Yearly Meeting leaders have led you imperfectly. The Three Rivers approval process was chaotic and disappointing or deeply painful to many and for that she is sorry. Other committees have expressed that they felt unappreciated or unheard. She and all members of the Coordinating and Advisory Committee hold these concerns tenderly. She acknowledged that her words, actions, and inactions have upset or resulted in distress among some individuals and groups.

The concerns raised are troubling, but they also indicate that there exists a sufficiently robust relationship to say "That's not good enough. You can do better"—and that is a good thing. Deep, humble, and searching self-examination is a part of the core testimony of integrity for each of us as Friends. The clerk stands ready to hear of any missteps, offences, or neglected responsibilities and to take them into her prayer life, and aspires to improve in sensitivity, wisdom, and action.

In another sign of strength amid differences, she is heartened by the frank, open, and respectful dialogue modeled by Fresh Pond Friends when they invited Rebecca Leuchak, Presiding Clerk; Carl Williams, clerk of Ministry and Counsel; and herself to worship and dialogue with them in October.

#### **24-87 Small Group breakout sessions**

The clerk invited Friends to turn to a neighbor and discuss the following query: What practices help to hold space to express truthful critique while also expressing loving acceptance and encouragement?

#### **24-88 September 28 minutes.**

Friends **approved** the minutes from the September 28 meeting here attached.

#### **24-89 Update on NEYM Financial Status.**

Marian Dalton (Brunswick), Yearly Meeting Treasurer, presented an overview of our current financial situation here attached. At the end of fiscal year 2023, our operational reserves were

down to about \$52,000, or about 6% of our annual expenses. The biggest driver of our deficit was lower than expected Sessions fees, because attendance was below what had been expected.

Although our books are not closed yet, it appears that at the end of FY 2024, our reserves were down to \$27,000, approximately 3% of our operating budget. We have now received most of the pandemic era Employment Retention Tax Credit funds. This is about \$45,000, which brings our reserves at the beginning of the fiscal year to about 9% of our budget. Our Financial Handbook specifies that we have a goal of having reserves at the level of 25% of our budgeted expenses at the beginning of the fiscal year.

We went through a downturn in 2014 which we were able to weather by drawing down our reserves. This is not possible now because we have significantly lower reserves. The major source of our deficits has been reduced attendance at Yearly Meeting Sessions. The most important thing we can do in the short term is to encourage members of our meetings to attend Sessions, even if only part time, so that our fixed costs will be spread out over more people.

#### **24-90 Report from the Contributions working group**

Liesa Stamm presented the report of the Contributions working group, here attached. This report makes recommendations for how to decide what organizations to make contributions to.

They have recommended criteria for contributions to outside organizations. All contributions should be made from resources designated as available by the finance committee. The first priority is organizations and associations of which we are a member. The report contains queries to be used when considering discretionary contributions.

This report does not address the question of who will be making the decisions about contributions. The Finance Committee continues to be clear that they are not that body (**PB 21-42**). We have pressing issues of financial sustainability, so we should take this up at a later date when we have excess funds.

Friends **approved** putting off further discussion until we have made progress in addressing our current financial problems. Friends **accept this report** with gratitude for the work of the working group.

Friends were reminded that we are in one of the wealthiest regions of the wealthiest country where there are Quakers, and we are making a decision to prioritize continuing our programs at their current levels while declining to support Friends in less privileged positions.

#### **24-91 Yearly Meeting Secretary's Report**

Noah Merrill, Yearly Meeting Secretary, spoke about a meeting he attended once here at the Worcester meetinghouse. People were asked to go around and share what they would like to accomplish in the meeting. Clarence Burley from Worcester Meeting responded, "God, what do you want to do today?"

Friends General Conference and other Yearly Meetings are all encountering significant deficits. We are in perilous financial times, but all winds and the waves favor the skilled sailor. We have been in difficult situations before. What do we have control over? What is possible for us to do?

There are four proposals that we are being asked to consider today. They are contained in the Proposed Actions Relating to the Financial Sustainability and Stewardship of New England Yearly Meeting of Friends, here attached.

#### **24-92 Create a fund for Present and Future Uses of NEYM**

The first proposal is that we create a Board-designated fund for the present and future use of the Yearly Meeting. This fund would be initially funded with the residue of the former Witness & Ministry Fund after the Yearly Meeting redesignated \$750,000 of this fund. That residue is currently approximately \$280,000 and fluctuates with market conditions.

Friends **approved** designating for “Present and Future Uses of NEYM”—including such timely uses as financial sustainability, development (fundraising), Sessions, staff capacity and resilience, and ensuring appropriate reserve levels—the remaining funds deriving from Sessions’ decision to set aside the remainder of funds formerly designated for the Witness & Ministry Fund, after redesignating \$750,000 to the Witness & Ministry Fund (Sessions Minute 2024-62).

#### **24-93 Initial use of the Present and Future Uses Fund.**

Noah Merrill proposed use of up to \$50,000 from these “Present & Future Uses” funds to support immediate next steps to strengthen NEYM development work overall, including a feasibility study, fundraising consulting hours, and possible temporary increases in hourly staff time prior to the meeting of the Permanent Board on March 1, 2025. He does not expect to use the entire \$50,000 before March. Some of the expenses are expected to be incurred later.

He also indicated that any increases in hourly staff time prior to March 1 would be temporary and provisional, pending further discernment and approval by the Permanent Board. There have been initial explorations of the feasibility study and development consulting, and they could proceed in early 2025. At the March 1 Permanent Board meeting, following further consultation and seasoning with Friends with financial management, fundraising, and organizational leadership roles and experience, further recommendations for uses of the “Present & Future Uses” funds to strengthen development and financial sustainability, as well as other possible coordinated uses, would be brought to the Permanent Board for discernment and approval.

Friends **approved** the use of \$50,000 from the Present and Future Uses Fund as described above.

Friends were reminded that we also need to address our declining membership. Along with our financial development, we need to strengthen our spiritual development. We need to have a message that will encourage people to join us to walk with us.

#### **24-94 Establishing a small number of Board-designated Funds**

Noah Merrill recommended that we create four board-designated funds as described in the report referenced above in minute 24-91. These funds would be a Thriving Meetings Fund, a Spiritual Formation Fund, a Youth Ministries Acorn Fund, and a Stewardship Fund.

This was a complicated proposal and there were a number of logistical questions about the administration of these funds. There was also a lack of clarity among the members of the Permanent Board as to where the contributions to these funds would come from and the impact of this on our other fundraising. The Treasurer said that, if we approved creating these funds, they would exist only on paper until someone actually made a contribution to them.

Friends took no action on this proposal today, but it may be brought back to us at a later date.

### **24-95 Fund for Friends Camp Camperships**

Anna Buller, Friends Camp Director, presented the Friends Camp Proposed Endowment Fund for Camperships, here attached. It is important to the ministry of Friends Camp to be able to provide camperships to families in need. Having a dedicated endowment fund to fund camperships will help alleviate the financial stress on both the camp and the Yearly Meeting. There are still issues that will need to be worked out such as what to do if the need for camperships no longer exists or if the camp itself no longer exists. These issues will be brought back to the Permanent Board at a later time.

Friends **approved** the creation of a permanent endowment fund for camperships to Friends Camp as described in the attached proposal.

### **24-96 Sessions 2025**

Noah Merrill referred people to the Sessions 2025 Financial Report here attached. Elizabeth Hacala and others have looked at a variety of options for holding an in-person Yearly Meeting in the summer of 2025. The only option appears to be to have Sessions at the University of Massachusetts in Amherst. All of the options were significantly more expensive than Castleton had been. Some of them lacked significant facilities. UMass Amherst has a room suitable for business meetings that has all of the infrastructure in place to host hybrid sessions. It has the best value for room costs. Even so, Sessions in 2025 could incur a deficit of up to \$75,000. There are more than sufficient funds in the Present and Future Needs Fund that we just established to cover this deficit.

The Yearly Meeting is starting a visioning process for Yearly Meeting Sessions, but that work will not be completed before 2025 Sessions. This is a stop-gap measure to allow us to continue to meet while we consider a new structure for Yearly Meeting Sessions that would be better adapted to our resources and supportive of the life of Friends. Consideration was given to having an online-only meeting. Youth Programs in particular are still recovering from having online-only meetings during the pandemic and it was feared that another year of having an online-only meeting would be a significant blow to the programs. There is also a hope that, since Amherst is more centrally located, attendance might increase, reducing the potential deficit. The best thing we can do is to encourage widespread attendance at Yearly Meeting Sessions.

Friends **approved** authorizing the Yearly Meeting Secretary to sign a contract with the University of Massachusetts Amherst, for holding Yearly Meeting Sessions in August of 2025.

#### **24-97 Minute on the Cuba Embargo from Southeast Quarter.**

Beth Hansen (Westerly) presented the minute from Providence Meeting concerning the United States embargo on Cuba, here attached.

Friends **endorsed** this minute.

#### **24-98 Travelers to Cuba**

Susan Davies presented the report from the Puente Committee regarding a delegation to travel to visit Cuba Yearly Meeting, here attached. Because an opportunity to offer an Alternatives to Violence program has come up, Robert Watts now wants to leave with the rest of the delegation on February 15. He will be returning on February 26, and the rest of the travelers will return on February 24.

Friends **approved** the following Friends to travel to visit Friends in Cuba: Maggie Fogarty, Elizabeth Keane, Andrea Groft, Harvin Groft, Francis Groft, Severino Groft, Ananias Groft, Kristna Evans, Mimi Marstaller, Maggie Fiori, and Robert Watts.

#### **24-99 Peter Blood-Patterson to travel in ministry**

The clerk read the travel minute for Peter Blood-Patterson here attached.

Friends **approved** the Travel Minute for Peter Blood-Patterson.

#### **24-100 Kathleen Wooten Travel minute**

The clerk read the travel minute for Kathleen Wooten, here attached.

Friends **approved** the travel minute for Kathleen Wooten.

#### **24-101 Presiding Clerk's Report**

Rebecca Leuchak, Yearly Meeting Presiding Clerk, gave an update on the work she has been doing. As she has worked with the various committees, working groups, and resource groups of our Yearly Meeting she has been grateful for and encouraged by the faithful work that she has seen happening throughout the Yearly Meeting. As the Presiding Clerk, she also serves ex-officio on the Board of the Moses Brown School. She is currently involved in revising the by-laws of the school to better reflect Quaker values. She is also working with a small group to strengthen the participation of Quakers on the Board. She is hopeful that there will develop a closer relationship between the Yearly Meeting and the school.

She drew our attention to the report that the Quaker Indigenous Boarding School Working Group has prepared and the cover letter that will accompany it, both attached. These will be sent to Deborah Haaland, Secretary of the Interior, on Monday.

Yearly Meeting Sessions this summer also charged the Presiding Clerk and Yearly Meeting Secretary to send a statement to senators and representatives from New England in support of the Truth and Healing Commission Bill on Indian Boarding School Policies (S.1723). Rebecca is

grateful to the members of the Quaker Indigenous Boarding School Working Group for drafting that statement and it will be sent out soon.

Rebecca noted that in the beginning of our meetings for business at Sessions in both 2023 and 2024, we as a body approved that the only minutes that would be submitted for approval at Sessions would be minutes of substantial action. Approval would not be sought for minutes concerning the regular activities of Sessions. Since there were some issues raised about that at the last Permanent Board meeting, she has been involved in a deep dive about this matter. We are engaged in an incredible amount of activity during our precious time together. We have been increasingly keen on encouraging people to volunteer for service to our Yearly Meeting who have significant other responsibilities that place demands on their time. This includes people who are working full time and people who are attending Sessions with small children. We are hoping that we can make service to the Yearly Meeting more manageable.

Rebecca will be asking the current Clerks Table, the Rising Presiding Clerk and the clerk of the Faith and Practice Revision Committee to further consider our process for approving minutes. She hopes to bring a further report to our March Permanent Board meeting.

At Sessions last summer, Friends did not approve the charge for the proposed Conflict Response Team.

Rebecca is working on reconstituting the working group to continue work on this charge. She has had three people agree to participate and she is waiting to hear from two more people. Friends intend to hold a called meeting of the Permanent Board to consider these and any other nominations that may be ready at that time.

### **24-102 Thriving Ministry and Eldership Group report**

Carl Williams, (Plainfield), clerk of Ministry and Counsel, based on direction from Sessions 2024, presented the updated charge for the Thriving Ministry and Eldership Group, here attached. Friends **approved**.

### **24-103 Memorial Minutes**

The memorial minutes for John Preston, Ruth Hawkins, Muriel Farrar and Karen Cadbury, here attached, were **approved** for sending on to Sessions 2025.

Respectfully Submitted,

Willa Taber, Recording Clerk

Susan Davies, Permanent Board Clerk

*Susan Davies*

- **Clerk's Comments on Outreach and Dialogue**

As Friends are aware, a concern to address “conflict at the YM level” has been raised repeatedly over the last two years. In 2023, Sessions charged the Presiding Clerk to establish a working group to develop a charge for a group that could “Respond to Conflict at the Yearly Meeting Level”. PB approved the draft charge in May 2024, but it was not approved by Sessions due to last minute, but valuable, requests for changes. Rebecca will bring a progress update in her Presiding Clerk's report.

- I want to inform PB that last month, the 3 members of the laid down PB Visiting Committee to Three Rivers, communicated to me that harms done to the 3-R community in the process of approving monthly meeting status, must be brought to PB to seek repair. On their own initiative, they prepared a second report, re-stating the recommendations of their February 2024 report to PB, with the admonition that it be posted in ADs for this meeting. I declined to post their report.
  - Permanent Board is charged by Sessions with an enormous amount of work necessary to the welfare and sustainability of our entire spiritual body. My reasoning in declining the VC's request is that Permanent Board is not a suitable body to publicly mediate a conflict when narratives differ about what happened and why.
  - In response to last month's message from the VC I reiterated my offer of last May to meet in dialogue, either with me, or with others they think might be helpful to respond to their concerns. I look forward to hearing their response.

In a similar vein, I have received many messages from individuals and groups expressing distress over perceived and experienced harm caused by actions or inactions of YM leadership. We, your appointed leaders, *have* led you imperfectly. The Three Rivers approval process *was* chaotic and disappointing or deeply painful to many and for that I am sorry. Other committees have expressed they felt unappreciated or unheard. I hold these concerns tenderly, as do all members of Coordinating and Advisory. I want to acknowledge, with deepest sincerity, that I know my words, actions, and inactions have upset or resulted in distress among some individuals and groups. This is a *life* lesson I (and I assume, *most* of us) have had to take in, not just the lessons of this particular role of PB clerk.

Yet I confess to you that I am of two minds about the common patterns and regularity of these complaints. On the one hand they indicate there exists a sufficiently robust relationship to say “That's not good enough”, “You can do better” -- and that is a good thing. Deep, humble and searching self-examination is a part of the core testimony of

integrity for each of us as Friends. If I have mis stepped, offended or neglected a responsibility I stand ready to hear it, to take it into my prayer life, and to aspire to improve in sensitivity, wisdom and action.

In another sign of strength amid differences, I am heartened by the frank, open and respectful dialogue modeled by Fresh Pond Friends when they invited Rebecca, Carl and myself into worship and dialogue with them at Fresh Pond in Oct.

At this time though I feel compelled to briefly step outside of my role as PB clerk to say a few things from “my person”, not from my role. I ask your indulgence in this departure from Quaker clerking orthodoxy—perhaps it can be attributed to my current COVID brain. These comments represent my own personal views as an individual, and neither Coordinating & Advisory, nor any staff should be held to account for them:

The regularity with which some complaints and criticisms convey suspicious, accusatory or “othering” messages about leadership should be troubling to all Friends.

I want to publicly assert my personal assessment that NEYM has, and has had throughout its history, Friends in leadership who are deeply anchored in their intention to listen and be guided by the Spirit of Truth, and the deepest wisdom of our tradition. NEYM has an astoundingly competent, caring, experienced and dedicated leadership, in both nominated volunteers and staff. The work is urgent, difficult, demanding and endless. It is a labor of love. The YM leadership is not perfect. YM leadership drops balls and is vulnerable to the blind-spots of our shared oppressive cultural conditioning; we all struggle with how to triage impossible competing priorities.

But to those whose pain causes them to portray those in leadership as uncaring, resistant, untrustworthy, spiritually deficient, incompetent, or engaged in hegemony, I strenuously disagree. There are so very many things to be anxious about in our world today. For what its worth, coming from me, speaking as an individual with “insider experience”, I assert that worries about misguided YM leadership should not be in your top ten list of worries. Please do bring your concerns, but please bring them with the expectation that your YM leadership strives to be trustworthy, spiritually disciplined, and to be open to dialogue.

*“We will now resume our regularly scheduled program”...*

As your “servant leader” it is an honor and a privilege to be entrusted by you with this service. I’ll now resume my role as your PB clerk by inviting you into a short break for:

***Arriving and Connecting “turn to your neighbor” Exercise, with a query:***

*“What practices help to hold space to express truthful critique while also expressing loving acceptance and encouragement?”*



**Draft Minutes  
Permanent Board  
Providence Friends Meeting  
September 28, 2024**

**24-71 Welcome**

Rebecca Leuchak(Providence) welcomed us to Providence Meeting. This meetinghouse was built in 1951. The previous meeting had been located on Meeting Street.

**24-70 Roll Call**

The recording clerk, Willa Taber (Fresh Pond), read the roll.

**Bold is present in the room. Underline is present on Zoom.**

**Susan Davies (PB Clerk), Willa Taber (PB Recording Clerk), Travis Belcher, Thomas Brenner, Darcy Drayton, Martin Forsythe, Elizabeth Hansen, Newell Isbell Shinn, Carolynne Lamar Jordan, **Meg Klepack**, **Frances Lightsom**, Edward Mair, Allison Randall, **Carole Rein**, **Kathleen Wooten**, **Mary Zwirner****

**Ex-officio members**

Marian Dalton (Treasurer), Scot Drysdale (Finance Clerk), **Rebecca Leuchak (Presiding Clerk)**, Noah Merrill (YM Secretary), **Jackie Stillwell (Clerk of Nominating Committee)**, Carl Williams (Clerk of Ministry and Counsel)

**Regrets/Absent**

Kimberly Allen, Sarah Gant (Clerk, Meeting Accompaniment Group), Morgan Wilson, Diane Weinholtz, Donn Weinholtz, Deana Chase, Christopher Gant, Roger Jasaitis, Bob O'Connor, Anna Radocchia, John Reuthe, Martha Schwope, Liesa Stamm

**Visitors**

**Doug Armstrong, Polly Atwood,, Melody Brazo, Kurt Hansen, Janet Hough, Beckey Jones, Kristina Keefe-Perry, Mary Link, Kate Monahan, **Jay O'Hara**, Robb Spivey, **Nia Thomas (Program Director)**, **Pamela Tierrien**, Phil Veatch, Kim West, **Robert Watt**, **Maille Wooten****

**24-72 Announcements**

Susan Davies (Vassalboro), clerk of the Permanent Board, made some announcements related to the life of the Yearly Meeting and of the Permanent Board. Because Permanent Board meeting agendas are so full and lack opportunities to connect with one another, she has built into our calendar two opportunities for what she is calling Permanent Board Conversations. These are optional meetings where no business will be conducted. The first will be held on Zoom on the evening of October 17. It will be an opportunity to go over the flow of our work for the year and to provide an orientation for our new members. The second one will be in February and more details will be forthcoming.

Anna Fritz, the cellist who performed at Sessions two years ago will be touring New England. Two of her performances will be at Friends School of Portland on October 19 and at the First

Universalist Church in Rockland, ME, on October 20. Susan will send details to the Permanent Board announcement list.

Several members of the Coordinating and Advisory Committee (C&A) will be traveling to Fresh Pond Meeting for worship and dialogue at the meeting's invitation. They are grateful for the invitation and are looking forward to the conversation.

Friends General Conference (FGC) is eagerly seeking Friends to help with the planning of the FGC Gathering to be held in Burlington, VT, in July of 2026. Anyone interested can contact Susan Davies, Rebecca Leuchak, or Jackie Stillwell.

The Legacy Gift Committee will not be considering applications for grants this fall as they regroup after 10 years of service. They plan to resume accepting applications in the spring.

### **24-73 Priorities for the coming year**

Susan Davies presented some of the focus priority areas for the Permanent Board and the Yearly Meeting for the coming year. The first is attention to nurturing the spiritual, cultural, and practical foundations of New England Yearly Meeting. This includes nurturing conditions for prayerful discernment and nurturing a culture of inquiry and friendly attentiveness towards each other and our differing perspectives. Included in our foundation is stewarding our youth programs. The second area is our work on development and endowments. The third area is work to strengthen the nominating process. Currently there are 357 slots on the committees and working groups of New England Yearly Meeting. We will be hearing recommendations to improve the nominating process later today. Finally we need to pay attention to the state of the quarterly meetings. We will have a particular concern for Salem Quarter and the transition of some of its tasks following its sabbatical.

Friends broke into small groups to reflect on these priorities.

### **24-74 Approval of Permanent Board Minutes from July 18.**

Friends considered the minutes from our July 18 meeting. There were some minor clarifications. The corrected minutes are attached.

**Friends approved the minutes for our July 18 meeting.**

### **24-75 2024 Sessions Minutes**

Rebecca Leuchak (Presiding Clerk) reported that it was her understanding that Sessions minute 24-12 provided that non-action minutes did not need to be approved by the Permanent Board. Some Friends in the room did not share that understanding and expressed concerns about the practice of not providing approval of minutes. It was noted that Chapter 3 of our Interim Faith and Practice states that "Friends have not completed their action until they have approved the minute, and no body of Friends will be better prepared to give or withhold its approval than the one that has just achieved unity of purpose."

**The Permanent Board is cognizant of the difficulties caused by long delays in approving minutes.**

**The Permanent Board approves the YM Sessions Clerks Table and Presiding Clerk's understanding that the non-action minutes of the 2024 Sessions do not need to be approved. The Permanent Board also requests that the Coordinating and Advisory Committee consider these issues and bring forward a recommendation for a procedure for approving Sessions minutes going forward. The Permanent Board will also carry forward this concern.**

#### **24-76 Friends Camp budget**

Noah Merrill (Putney), Yearly Meeting Secretary, introduced the Friends Camp Operating and Capital Budgets, here attached. He appreciates the care and attention that Friends Camp has given to their budgeting process. This budget adds a full-time assistant director role. This will require an update to the Yearly Meeting Personnel Policy. The camp would also appreciate establishing an endowment fund for Camperships.

Kate Monahan, Friends Camp Treasurer, noted that the cost of attending Friends camp will be going up 7% this year but even with this, she does not know of a camp that is cheaper. She also highlighted that they are making efforts to be more disciplined about budgeting for depreciation.

**Friends approved the operating and capital budgets for Friends Camp.**

#### **24-77 Yearly Meeting Secretary's Report**

Noah Merrill, Yearly Meeting Secretary, presented his written report here attached. He is glad that there appears to be new energy for development work in the Yearly Meeting. A range of people from high school age to people in their 80s have put together a \$30,000 encouragement challenge to help to continue to rebuild and ensure a stable foundation for the ministries of the Yearly Meeting. There are 3 days left in the fiscal year for people to help meet this challenge. Friends have been generous since Sessions. It looks as though the actual room and board expenses for Sessions will come in close to our projections. Contributions from monthly meetings are also on track to meet our expectations. The Finance Committee will be bringing a report to our meeting in December.

Noah presented a slide show, attached, about establishing dedicated endowment funds for the Yearly Meeting.

He explained that having separate endowments instead of one large one has several advantages. Having large funds without a sense of priorities can lead to conflict. Continuing revelation cannot exist without previous revelation. It helps that we have already said that this is important to us now so in the future we need to consider this in our decision-making. We don't want to tie the hands of the future but to provide guidance and support. Some people would find comfort in knowing that large gifts would go to a specific need such as youth ministries.

Friends asked, "what does stewardship mean?" In the third world it is a common understanding that money comes in so that it can go out rather than something to be guarded. What does it mean to have faith that what I will need will come to me so I do not need to clutch my treasure so that I will have it later?

Another Friend said that their understanding of the Quaker way is that letting go is the key to our liberation and redemption. Building barns for storage is explicitly rejected in scripture. Are we substituting the pattern of our culture for a new vision that can enliven us and draw in new Friends? Few resources are needed to maintain a cohort of vital Friends. It takes a living room and tea. Where are we placing our treasure?

Perhaps we are called into the tension between these views rather than a binary of one thing or another. Faithfulness may involve both. We were also reminded that if we get this wrong, God will give us opportunities to fix it. With the Legacy Gift Funds we used some of the money to establish an endowment and some was designated to be fully spent. We were also reminded that capital campaigns cannot come at the expense of current giving. We were asked to consider the amount of work that goes into the giving of gifts, both in receiving it and in sending it back out.

Sessions committed that there be consultation between Legacy Gift, Finance, and others before a recommendation is brought to the Permanent Board in December to provide a solid grounding for the Witness and Ministry Fund. These recommendations will include options for undesignated Legacy Gift Funds. Friends Camp wants to establish a Campership fund and a decision at our December meeting would fit with their plans.

**Friends affirmed the direction Noah outlined. The Permanent Board expects that specific proposals for endowment funds will be brought to our December meeting.**

#### **24-78 Contributions Criteria Working Group**

Kathleen Wooten (Lawrence) provided an update on the work of the Contributions Criteria Working Group here attached. They held a listening session at Yearly Meeting Sessions. They are planning to bring a recommendation to the December Permanent Board Meeting. They would like to hear the results of group discernment from monthly meetings and not just comments from individuals. Starting in December she will be working for FUM and is now an employee of AFSC. She is clear to continue this work until the December Permanent Board meeting but is concerned that she will not be able to continue because she will have an inherent conflict of interest.

#### **24-79 Nominating Committee Report**

Jackie Stillwell, clerk of the Nominating Committee presented the Nominating Committee Report here attached and the addendum report also attached.

Beth Hansen (Westerly) presented the nomination of Jackie Stillwell to be Supervisor of the Yearly Meeting Secretary.

Rachel Cogbill resigned from the Faith and Practice Revision Committee.

**Friends approved the following nominations:**

**Sessions Clerk - Kristin Wilson (Framingham), to begin immediately. Class of 2027**

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

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

**Faith & Practice – Alana Parkes (Beacon Hill) to begin immediately, no term limit**  
**Legacy Gift Committee – Lucy Candib (Worcester) Class of 2026**  
**Legacy Gift Committee - Jonathan Vogel-Borne (Cambridge) Class of 2027**  
**Supervisor of the YM Secretary - Jackie Stillwell (Monadnock) Class of 2027**  
**Youth Ministries – Heather Gray (Framingham) Class of 2026**  
**Representative to AFSC - Bob Eaton (Durham) Class of 2027**  
**Representative to FCNL - Sara Smith (Concord) Class of 2027**  
**Representative to FCNL - John Fletcher (Westerly) Class of 2027**  
**Representative to FGC - Sally Farneth (Portland) Class of 2027**  
**Representative to FGC – Barbara Dakota (Westerly) Class of 2027**

#### **24-80 Presiding Clerks Report**

Rebecca Leuchak presented the written Presiding Clerk's report here attached. She apologized for posting these reports to the advance documents at such a late date.

The Permanent Board sent a proposal to Sessions for the creation of a Conflict Response Team. Sessions had several questions about how this group would operate and sent the question back to the Permanent Board for refinement and to bring it back to Sessions in 2025. Rebecca proposes that these questions might be addressed by providing a Purposes, Procedures and Composition document for the Conflict Response Team. We will also need to address what happens when there is a conflict involving Yearly Meeting leadership. She intends to bring names to serve on a revived Conflict Response Working Group to address these issues to the December Permanent Board Meeting.

Rebecca, along with Noah Merrill, is composing a letter that will go out to support the Indigenous Boarding school Bill HR727. She will also write a cover letter when the Quaker Indigenous Boarding School (QIBS) group has composed their report and is ready to send it to the Secretary of the Interior.

#### **24-81 Coordinating and Advisory Committee Report**

Rebecca Leuchak presented the Coordinating and Advisory(C&A) Report here attached. At the May 11 meeting of the Permanent Board they presented a long list of things C&A was doing. They were asked to prioritize that list. Those priorities are included in their report to this meeting.

#### **24-82 Changes to the Yearly Meeting nominating process.**

Jackie Stillwell presented a report from Coordinating and Advisory titled Recommended Updates and Adjustments to the Yearly Meeting Nominating Process, here attached. The process of having a Naming Committee to name members to the Nominating Committee has not worked. This proposal recommends that the members of the Nominating Committee be nominated by the Nominating Committee. The clerk of the Nominating Committee will be nominated by the Sessions Clerk and the Clerk of the Permanent Board and approved by the Permanent Board. Friends are welcome to volunteer to help the clerks with this process.

**Friends approved the changes to the Purpose, Procedures and Composition of the Nominating Committee as contained in the report from the Coordinating and Advisory Committee.**

#### **24-83 Stipends Experiment Evaluation working group.**

Doug Armstrong (Monadnock) presented the report of the Stipends Experiment Evaluation working group, here attached. Martin Forsythe (Northampton) clerked this portion of the meeting since the Permanent Board Clerk and the Sessions Clerk are both stipended positions.

The stipends have not been successful in achieving the goals of diversifying the leadership of the Yearly Meeting. The way to increase diversity is by diversifying the leadership pipeline in the Yearly Meeting and by encouraging long time attenders to become members.

We were reminded that the Yearly Meeting already has other supports in place for service to the Yearly Meeting including providing childcare, travel reimbursement, purchase of computers or other equipment, and waiving fees to attend Yearly Meeting Sessions. How can we coordinate our budget for supporting service and Sessions subsidies? We need to make support for service available in a way that does not require asking for it as that may cause shame in the people needing to ask for it. Perhaps the Nominating Committee can be provided with a short document outlining the supports for service that are already available so that it can be given to every person when they are asked to serve.

We were asked how we welcome people into our meetings and encourage them to become members since membership is often a requirement for leadership positions in the Yearly Meeting. How do we assist Young Adult Friends in their transition to participating in the larger Yearly Meeting?

It is a sign of hope to try an experiment, to say it doesn't work, and to be mindful of the impact on Friends on ending this.

**Friends charge the Yearly Meeting Secretary, the Treasurer, and the clerk of the Nominating Committee to consult and bring back recommendations to our December meeting on ways we can make service easier and how existing options can be coordinated. This may include changes to our budget to include a way to consolidate the reporting of the expenses for expenditures under the control of the Yearly Meeting Secretary and subsidies for attending sessions.**

**Friends approved discontinuing the stipends for leadership positions at the end of the recipient's current terms.**

**Friends approved laying down the Stipends Experiment Evaluation working group.**

#### **24-84 Memorial Minutes**

Friends received the memorial minute for Jack Shepherd forwarded to us by Hanover Meeting and Northwest Quarter. Friends also received the memorial minute for Julie Heagney sent to us directly from Framingham Meeting because of the continuing hiatus of Salem Quarter.

**Friends approved sending the memorial minutes for Jack Shepherd and Julie Heagney to Yearly Meeting Sessions.**

## **NEYM PERMANENT BOARD**

### **Report from the Contributions Criteria Working Group**

**December 14, 2024**

#### **Background:**

At the December 9, 2023 meeting of the Permanent Board, and after consultation with Yearly Meeting Presiding Clerk, Rebecca Leuchak, Kathleen Wooten (Lawrence) and Liesa Stamm (Hartford), agreed to serve as a Contributions Criteria Working Group to start the work of setting priorities for NEYM contributions to outside organizations. A Proposed Charge for the Contributions Criteria Working Group was brought to the Permanent Board meeting of February 2, 2024 by the Coordinating and Advisory Group. The charge identifies the Working Group's purpose as establishing simple criteria for the yearly meeting to use to support other organizations. Further, the charge stipulates that the proposed contributions criteria should align with the core purposes and priorities of NEYM, as well as the Funding Priorities of the ongoing listening, consultation and discernment process.

#### **Contributions Criteria Working Group Process:**

Following the approval of its charge by the NEYM Permanent Board, the Working Group consulted regularly during the spring of 2024 to develop a process for hearing as widely as possible the concerns and differing priorities of Friends across New England. Our work was guided and enhanced through consultations with NEYM Presiding Clerk, Rebecca Leuchak, Yearly Meeting Secretary, Noah Merrill, and Permanent Board Clerk, Susan Davies.

#### **Underlying Premises.**

Our process for obtaining guidance from New England Friends for establishing criteria for NEYM contributions to outside organizations was based on the following suggested premises:

- Contributions to outside organizations in any NEYM budget year will occur only when funds are available beyond those needed to fund the basic and on-going NEYM operations and priorities.
- If funds are available beyond those needed for NEYM operations, funding to outside organizations should be made in congruence with other financial priorities such as building up the NEYM reserves and endowment.
- Contributions to outside organizations should be congruent with the ecology of NEYM's financial stewardship and sustainability.



- The process of developing recommendations for contributions criteria should provide a forum for monthly meetings to reflect on the issues of contributing to other organizations as part of their contribution to NEYM.

### **Process for Consultation with New England Friends**

- At NEYM Sessions in Castleton, VT in August 2024 we held a Listening Session for Friends to suggest criteria for supporting outside organizations, as well as expressing any concerns about such funding,
- During the Fall of 2024 we attended and/or contacted Quarterly Meetings to present our initiative and request recommendations for developing NEYM contributions criteria. In addition, some individual monthly meetings were contacted. The Quarters we either attended or contacted included:
  - Connecticut Valley
  - Dover
  - Falmouth –
  - Northwest
  - Salem
  - Sandwich
  - Southeast
- To frame our Listening Session at NEYM Sessions and our consultation with Quarterly Meetings and individual monthly meetings, we asked Friends to consider the following queries:
  - *What is important to you and/or your meeting regarding contributions to NEYM outside organizations?*
  - *What concerns might you hold around our Yearly Meeting giving to outside organizations?*
  - *What guidelines for contributions might you recommend?*

### **Recommended Contributions Criteria:**

Our consultations with New England Friends provided consistent overall suggestions. Based on that input, we are recommending that NEYM consider the following criteria in making contributions to outside organizations:

- 1) All contributions to outside organizations should only be made from available financial resources after the basic functions and responsibilities of NEYM have been fully funded.
- 2) Based on the level of funding available for outside organizations, it is recommended that the Finance Committee establish two main contributions funding streams:
  - Funding for organizations/associations in which NEYM is a member.
  - A discretionary fund for other organizations.
- 3) It is further recommended that if funding is available, consideration should first be given to funding membership organizations to which NEYM currently belongs.

Current NEYM Membership Organizations:

- Friends United Meeting,
- Friends General Conference
- Friends World Committee for Consultations
- New England states ecumenical organizations:  
Maine Council of Churches, Massachusetts Council of Churches, New Hampshire Council of Churches, Rhode Island State Council of Churches, Vermont Ecumenical Council

4) Discretionary Funding

Discretionary contributions to outside organizations should take into account the following considerations:

- The correlation between the organization's values and those of NEYM:
  - Do the organization's values correspond to NEYM's core purposes and priorities?
  - Can membership in an organization be a way to build bridges for bringing about some organizational change?
  - By contrast, does withdrawing NEYM funds diminish NEYM's voice for promoting organizational change?
  - By participating in and/or contributing to an organization, can NEYM have an impact on making changes in an organization whose values do not fully correspond to NEYM values?
- Consider providing funding for organizations for which NEYM appoints representatives but is not an official member.
- Based on an assessment of an organization's overall budget, take into consideration the potential impact of an NEYM contribution to the organization relative to NEYM's financial resources.

- Include consideration of funding organizations in which NEYM members are significantly involved but not as NEYM representatives.
- 5) Further, it is recommended that NEYM funding provided to support NEYM members' travel to attend meetings and gatherings of outside organizations, while not a direct financial contribution to the organization, should be included in consideration of NEYM funding of outside organizations.

Respectfully submitted to the NEYM Permanent Board,  
Kathleen Wooten (Lawrence Monthly Meeting)  
Liesa Stamm (Hartford Monthly Meeting)

# Proposed Actions Relating to the Financial Sustainability and Stewardship of New England Yearly Meeting of Friends

*Submitted to the Permanent Board in preparation for its meeting on December 14, 2024.*

**Contact:** Noah Merrill, Yearly Meeting Secretary, [noah@neym.org](mailto:noah@neym.org), with questions or requests for further information in advance of the meeting

## **Summary of Actions Proposed in This Document**

*This document makes 4 distinct but related proposals for consideration and approval by the Permanent Board.*

These proposals are offered in support of the thriving of Friends faith and practice in local meetings across our region, and with particular attention to strengthening development and promoting financial sustainability and stewardship for the ministries under the care of New England Yearly Meeting of Friends as an organization.

These proposals ask the Permanent Board to:

1. **Designate for “Present and Future Uses of NEYM”**—including such timely uses as financial sustainability, development (fundraising), Sessions, staff capacity and resilience, and ensuring appropriate reserve levels—the **remaining funds deriving from Sessions’ decision to set aside the remainder of funds formerly designated for the Witness & Ministry Fund**, after redesignating \$750,000 to the Witness & Ministry Fund (Sessions Minute 2024-62).
2. **Approve the initial use of up to \$50,000 from these “Present & Future Uses” funds to support immediate next steps to strengthen NEYM development work overall**, including a feasibility study, fundraising consulting hours, and possible temporary increases in hourly staff time prior to March 2025.
3. **Approve the creation of a small number of new “mission-focused” funds**, to be invested with purposes focusing on vital and enduring aspects of the overall mission of NEYM, to which gifts of any size may be invited and received from local meetings and Friends’ households in the months and years to come.
4. **Affirm that the Yearly Meeting Secretary proceed to sign a contract with the University of Massachusetts at Amherst** as the host site for NEYM Sessions 2025, giving appropriate consideration to projected risks and financial contingencies this may involve.

## Details:

1. **Designate for “Present and Future Uses of NEYM”**—including such timely uses as financial sustainability, development (fundraising), Sessions, staff capacity and resilience, and ensuring appropriate reserve levels—the **remaining funds deriving from Sessions’ decision to set aside the remainder of funds formerly designated for the Witness & Ministry Fund**, after redesignating \$750,000 to the Witness & Ministry Fund (Sessions Minute 2024-62).
  - a. This action is consistent with the sense of Friends participating in the consultation process directed by Sessions 2024, as part of the conclusion of the Legacy Gift Review process.
  - b. Further themes and important considerations arising from the consultation process also included:
    - i. recognition and reminders of the significant financial assets that may be required if Friends discern that the Yearly Meeting is led to engage in financial reparations;
    - ii. the essential need to sustain focus on the spiritual health of Friends, which is the ultimate purpose of financial stewardship;
    - iii. the commitment to be proactive and intentional about uses of funds set aside for the purposes above, and;
    - iv. the need for integration and clear communication and shared expectations in future consultative processes
  - c. A further report and reflection on this tender and inclusive consultation process will be shared at the 12/14 Permanent Board meeting.
2. **Approve the initial use of up to \$50,000 from these “Present & Future Uses” funds to support immediate next steps to strengthen NEYM development work overall**, including a feasibility study, fundraising consulting hours, and possible temporary increases in hourly staff time prior to the meeting of the Permanent Board on March 1, 2025.
  - a. Any increases in hourly staff time prior to March 1 would be temporary and provisional, pending further discernment and approval at/after that point
  - b. Feasibility study and development consulting have been preliminarily explored and could proceed in early 2025
  - c. At the **March 1 Permanent Board meeting**, following further consultation and seasoning with Friends with financial management, fundraising, and organizational leadership roles and experience, **further recommendations for uses of the “Present & Future Uses” funds to strengthen development and financial sustainability**, as well as other possible coordinated uses, would be brought to the Permanent Board for discernment and

approval.

3. **Approve the creation of a small number of new “mission-focused” funds**, to be invested with purposes focusing on vital and enduring aspects of the overall mission of NEYM, to which gifts of any size may be invited and received from local meetings and Friends’ households in the months and years to come.
  - a. For several years, Friends and meetings have expressed interest in the Yearly Meeting establishing invested funds to allow for flexibility, sustainability, and new resources to support the mission of the Yearly Meeting, our ongoing ministries, and our growing edges
  - b. These purposes would include: *youth ministries, thriving of local meetings, lifelong spiritual formation, camperships for Friends Camp, and investment for unrestricted operating support for the YM’s annual budget as a whole*
  - c. Recent annual income shortfalls have increased attention and recognition of the urgency to strengthen financial sustainability and resilience for the yearly meeting and the ministries in its care.
  - d. This proposal is one part of a wider response to the Permanent Board’s direction to the Coordinating and Advisory Committee to bring proposals for ways to strengthen the development activities of the Yearly Meeting.
  - e. A presentation with more detail and context on this proposal will be given at the 12/14 Permanent Board meeting.
  - f. Possible revisions to the names, purposes, and management of the mission-focused funds presented here may arise in the process of the feasibility study, or through future experience, and would be brought to PB for approval of any revisions.
  - g. See **Appendix 2** of this document below, and the coordinated **proposal approved by Friends Camp Committee** for more detail on the proposed purposes and management of these funds.

Specific Requests for Action by Permanent Board related to this proposal:

1. **Approve creation of each of the board-designated funds as described in this document**
2. **Approve the creation of a permanently-restricted fund for camperships at Friends Camp as described in the Friends Camp campership endowment proposal**
4. **Affirm that the Yearly Meeting Secretary proceed to sign a contract with UMass Amherst** as the host site for NEYM Sessions 2025, acknowledging awareness and commitment to the risks and financial contingencies this may involve.

- a. As Friends know, the overall process of Sessions Visioning (see report in advance documents) is underway, with the goal of a recommendation coming to Sessions 2025 for the design for Sessions 2026 and beyond.
- b. Since this process is ongoing, 2025 is necessarily a “bridge year”, allowing for Sessions to be held in 2025, even as discernment and preparations continue for 2026.
- c. In this complex environment, there are substantial financial and other considerations for which Permanent Board’s awareness, consideration, and affirmation are needed.
- d. A detailed presentation with context on the Sessions site search and recommendations for 2025 will be given at the meeting on December 14.

## Appendix 1: Roles & Responsibilities in NEYM overall financial stewardship

### **Review of Roles & Responsibilities**

*As requested by the Clerk of the Permanent Board, a brief review of roles and responsibilities related to financial stewardship and development that are relevant to the proposals presented above:*

The **Treasurer** of the Yearly Meeting holds the responsibility for overall volunteer governance oversight of the finances of the Yearly Meeting, including ensuring regular and accessible reporting on the financial condition of the organization of the Yearly Meeting. In general, it is helpful for the Treasurer to take a conservative view of the finances, serving to ensure oversight of the implementation of finance policies and practices. The Treasurer is a signer on the bank accounts of the Yearly Meeting, with access to all accounts.

The **Yearly Meeting Secretary** has primary executive responsibility for the management of the budget and finances of the Yearly Meeting, including drafting (with the Accounts Manager) an annual budget for further seasoning and approval by the Finance Committee as part of the budget process, playing a leading role in development efforts, and authorizing expenditures within budgeted guidelines in order to meet the purposes and needs of the Yearly Meeting on behalf of Friends across the Yearly Meeting. The Secretary is a signer on the bank accounts of the Yearly Meeting, with access to all accounts.

The **Accounts Manager** holds the responsibility for bookkeeping, creating both financial statements (with guidance from the Treasurer and Yearly Meeting Secretary, and in alignment with approved financial policies) as well as more focused financial reports for a variety of uses. This role also plays a vital role in institutional memory and ensuring the implementation of current policies and best practices in financial management, in creating financial projections, and in supporting fundraising efforts. To ensure appropriate spending controls, the Accounts Manager is not a signer on bank accounts of the Yearly Meeting.

The **Finance Committee**, led and shepherded by its **Clerk**, is responsible for creating, seasoning, and reviewing policies relating to the overall financial stewardship of the Yearly Meeting as an organization. Its membership includes (ex officio) the Treasurer, YM Secretary, and the Accounts Manager, in addition to nominated members. It also plays a central role in seasoning and bringing forward (for approval by the Yearly Meeting) the annual operating budget. Policies developed by the Finance Committee are brought to the Permanent Board for discernment and approval. The **Clerk of the Finance Committee** is empowered to authorize budget overruns within certain limits. To ensure appropriate spending controls, the Finance Clerk is not a signer on bank accounts of the Yearly Meeting.

The **Permanent Board** is responsible for approving, at the recommendation of the **Coordinating & Advisory Committee**, the annual funding priorities, which guide the Finance Committee in its development of the annual budget, which is traditionally approved by **the Yearly Meeting in Annual Sessions**. Significant unexpected expenditures beyond what



the **Finance Clerk** can approve require discernment and approval by the Permanent Board. The **Permanent Board** is also responsible for policy and purposes relating to the creation and stewardship of board-designated and permanently (donor) restricted funds.

Each of these several roles and bodies serve together in complementary and collaborative ways to help Friends steward the finances of the Yearly Meeting throughout the year.

## Appendix 2: Review of Types of Funds, and Purposes for Mission-Focused Funds.

The nature and usage of funds addressed in this proposal fall into three categories:

1. Permanently (Donor) Restricted Funds, “Income Only”
  - a. Contributions to these funds would be used for the purposes for which they were given (and were solicited), and **could not be changed** by the Yearly Meeting.
  - b. These funds would be invested and managed to maintain the principal intact, with only the annual income from each fund available for distribution, and again only for the purposes for which the funds were given and created.
2. Board Designated Funds, “Income-Only”
  - a. While gifts to these funds would be solicited for the purpose for which the funds were created, in future any amount of these funds **could be re-purposed by action of the Yearly Meeting** (Permanent Board or Sessions). Any such change of purpose would involve substantive discernment, seeking to respect as much as possible the mission-focused intentions for which the funds were first designated (e.g. not to support annual operating shortfalls).
  - b. These funds would be invested and managed in a similar way as #1, above, with the principal maintained intact, and only the interest (or income) from the funds would be available for distribution in a given year, following approval by the Yearly Meeting at the recommendation of the designated role (see below), in consultation with relevant parties.
3. Board Designated Funds, “Income-Plus”
  - a. Gifts would be invited with similar board designations as above, **allowing the Yearly Meeting**, with substantive discernment, **to re-purpose these funds for another purpose**, seeking as much as possible to respect the mission-focused intentions for which funds were raised.
  - b. These funds would be invested and managed such that funds in excess of the available income could be distributed (i.e. including a portion of the principal), following approval by the Yearly Meeting at the recommendation of the designated role (see below), in consultation with relevant parties.

### **Description of Proposed New Funds**

#### Board Designated Funds

##### **1. Thriving Meetings Fund (Income Plus)**

- a. For outreach, local meeting leadership development, establishing and nurturing new worship groups and meetings in early life, and nurture of the faith, practice, and common life of local Friends meetings
- b. Uses approved by PB at the recommendation of the Clerk of Meeting Accompaniment

##### **2. Spiritual Formation Fund (Income Plus)**

- a. Support for group and personal spiritual formation, religious education, and mentorship activities for adults in the Friends tradition, including the nurture of ministers, elders, and other servant leaders in local meetings
- b. Uses approved by PB at the recommendation of the Clerk of Ministry & Counsel

**3. The Acorn Fund for Youth Ministries (Income Plus)**

- a. Support for the “growing edges” of youth ministry in Friends communities across the Northeast, for the spiritual formation & nurture and religious education of youth in Friends faith and practice, through changing times
- b. Uses approved by PB at the recommendation of the Program Director

**4. Stewardship Fund (Income Only)**

- a. for unrestricted annual operating support
- b. Would function as a board-designated fund in parallel to the purpose of the current permanently-restricted Endowment Fund
- c. Would act as a designated “quasi-endowment”, distinct from any unrestricted operating reserves

Permanently (Donor) Restricted Funds

**5. Friends Camp Campership Fund (Income Only)**

- a. Income would annually offset costs of camperships in the Friends Camp operating budget, helping keep Camp financially accessible
- b. See detailed proposal from Friends Camp in 12/14 advance documents

###

## Friends Camp Proposed Endowment Fund for Camperships

Approved by Friends Camp Committee December 7, 2024

### Friends Camp Endowment Fund Proposal – for the Approval of Permanent Board

Friends Camp is asking Permanent Board to approve the creation of a permanent endowment fund which would receive contributions specifically to provide camperships to families in need each year. We are proposing a donor-restricted fund, in which the principal will be invested, and any distributed income will be used to support camperships. This is part of a coordinated larger effort for long-term financial sustainability for the ministries of the Yearly Meeting.

Funds generated from this endowment fund would help reduce the amount that the camp needs to budget for unfunded camperships each year. Over time, we envision the endowment principal could eventually reach as much as \$1,000,000. If we can achieve an annual distribution rate of 4%, \$1,000,000 of principal will be enough to cover \$40,000 in camperships. This will still not cover the full need, but it will allow the camp to decrease the amount it needs to budget for unfunded camperships each year. The savings can be used to support other much needed expenses already identified by the Camp, including physical plant expansion and maintenance, reliable vehicles for transporting campers, and increasing compensation for seasonal staff in attempt to approach a livable wage. **Creation of such an endowment fund would ensure that the Camp can continue to prioritize financial accessibility for families, regardless of their ability to pay camp tuition.**

### Background Information

Friends Camp is a part of the New England Yearly Meeting of Friends and has been in operation since the early 1950's. According to the current Friends Camp Governance Framework:

*The mission of Friends Camp is to give youth and families a unique outdoor camp for spiritual, emotional, and creative growth. Friends Camp strives to be a caring and accepting community that embraces the faith and practices of Friends (Quakers) 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.*

This mission requires regular financing. Although the Governance Framework also states that NEYM, as the owner and operator of Friends Camp, has responsibility for the assumption of all payments and debts that cannot be paid out of Friends Camp budget or accounts, the Camp strives to cover its expenses independently of the general division of NEYM. By seeking a solid

financial footing on its own, the camp frees up Permanent Board and NEYM from responsibility for camp expenses or major interruptions in operations.

Each year, Friends Camp generates about 80% of its income through camper tuition, with the remainder made up from contributions, interest and investment income, and off-season rentals. The camp currently has a fund to receive contributions made specifically for camperships, but the amount received annually is small. Funds received earmarked for camperships are used in their entirety each year.

**The need for camper financial assistance goes far beyond the amount of campership funds received.** Each year the Camp sets aside an amount in its budget to cover “unfunded” camperships. Unfunded camperships are actually discounts awarded by the Camp Director after working diligently with camper families to determine how much assistance is needed in order for them to be able to send their children to camp. In the past seven years at least, the Camp Director has been able to use the money budgeted for unfunded camperships to bridge the financial gap for all campers wishing to attend camp and in need of assistance. In Fiscal Year 2024 the Camp awarded \$48,778 in unfunded camperships.

The recent Friends Camp Visioning Working Group included the following as the first of its recommendations, which were accepted by Permanent Board in spring 2023:

*“Empower Friends Camp to sustain itself financially and invest in its long-term physical property and buildings. In alignment with the overall financial stewardship of NEYM, find ways to support Friends Camp in benefiting from fundraising opportunities. Identify practical ways that Friends Camp and NEYM can act in a coordinated fashion as both embark on new development efforts.”*

Approval of the creation of this endowment for camperships is an important step in this coordinated effort. If Permanent Board approves the endowment above with the intended purpose, there will be a number of items for the Friends Camp Committee to discern and bring forward to Permanent Board for seasoning and approval, including disbursement policies, what will happen to funds if the ministry of Friends Camp is laid down, and the investment vehicles to be used. These policies would be made in coordination with wider NEYM policies regarding endowments.

# Sessions 2025

# Financials Update

Prepared by: Elizabeth Hacala, Frederick Martin, and Noah Merrill



NEW ENGLAND  
QUAKERS



December 2024

# Introduction

One of the major challenges with an event as big and varied as Sessions is the availability of space. College campuses are large and expensive physical plants. Part of the way they pay for the upkeep is through attracting summer programs like ours, as well as sports camps and other large groups.

The dates we have used in recent years are challenging because many schools are now bringing students back to campus earlier, as we saw at UVM and VTSU Castleton.

# Site and costs

After reviewing the various sites we had considered for this interim Sessions year between Castleton and the result of the Sessions discernment, there was one school that met our space and was most affordable. That school is UMass Amherst.

Even though UMASS had lower minimum costs (fixed costs) than Wheaton College, there is still a significant increase over VTSU Castleton. This presentation is intended to give you a sense of the change and the impact on Sessions fees and the Yearly Meeting budget.





# The Process

## Step 1

After Sessions Elizabeth requested quotes from Wheaton College and UMass Amherst. From that she assembled a spreadsheet comparing 2024 Sessions at Castleton to the two proposed sites.

## Step 2

Elizabeth and Frederick met to review the comparison spreadsheet and refine it. From that, Frederick began an analysis of the budget for 2025 and what Sessions fee changes would be needed to support Sessions at UMass Amherst.

## Step 3

Frederick and Elizabeth reviewed the proposals with Nia and Noah. Noah also consulted with the Treasurer, the clerk of Finance Committee, and others. This update was prepared for Permanent Board.

*The University of Vermont did not have the dates we needed, so was taken out of consideration right after Sessions.*

# **A quick introduction to Sessions costs drivers.**

1. Fixed costs are costs that we pay regardless of the number of Friends who attend Sessions. These are generally space usage fees. The more people attend, the lower the per person cost.
2. Variable costs are the ones that scale with the number of attendees. These costs are generally room and board.
3. Our contract with Castleton had a fixed “site fee” that captured all the space usage on campus. If we needed another room we did not pay extra. At UMass rooms are booked by the day.
4. At UMass Amherst, the housing is more expensive because they bill us per person rather than a per-room rate as at Castleton. This will make housing at UMass more expensive for people not in single rooms.



## **Separating the Sessions Fee from Room and Board**

In the past, Friends paid one fee for Sessions on campus that included housing, meals, and the direct costs of Sessions. This year we plan to separate out the cost of Sessions from meals and housing, so it is more transparent to Friends what their money is covering.

In the analysis we have done we have kept those two categories distinct. In part, this is to help us better understand the financial risks of Sessions. It also allows Friends to make other housing choices if a dorm on campus is cost prohibitive.

# Fixed Cost Comparison

Sessions Program Costs (Fixed)				
		(2024 Actuals Rounded)		
		Castleton	Wheaton	UMass
	Cost comparison	\$18,455	\$41,040	\$27,600
	Increase		55.03%	33.13%
	Dates		August 2-6	August 2-6

# Variable Cost Comparison

Housing and Meals (Variable)				
		(2024 Actuals Rounded)		
		Castleton	Wheaton	UMass
	Housing	57,600	63,430	84,730
	Camping	2,400	Not Available	Not Available
	Meals	49,300	51,765	69,594
		109,300.00	115,195.40	154,324.07
	Grand Total	127,755.00	156,235.40	181,924.07
			18.23%	29.78%

Although the overall cost at UMass is higher, we are pursuing it for two reasons. First, Wheaton is not able to supply any air-conditioned rooms. Second, the main driver in UMass costs is housing, which is part of the Sessions fees and adjusts with attendance, and Friends can make housing choices that work best with their circumstances.

# The Numbers: Low Attendance Scenario

<b>Fees to cover costs for this scenario. Assumes full-time attendance on campus.</b>	<b>% increase in fees from 2024</b>	<b>2025 Full-time Fee</b>
Family of four, two children sleeping on the floor	19%	\$2504
Single adult paying the complete cost fee	30%	\$1350
Full-time adult paying the limited income fee	13%	\$423

Assumes 385 attenders in person and 105 online

# The Numbers: Optimistic Attendance Scenario

<b>Fees to cover costs for this scenario. Assumes full-time attendance on campus.</b>	<b>% increase in fees from 2024</b>	<b>2025 Full-time Fee</b>
Family of four, two children sleeping on the floor	13%	\$2380
Single adult paying the complete cost fee	23%	\$1270
Full-time adult paying the limited income fee	3%	\$387

Assumes 450 attenders in person and 105 online.

# Why are we here?

For the past decade we have been at Castleton University. In that time we saw it change from Castleton College, to Castleton University, to VTSU Castleton.

What did not change, to any great extent, was the cost of being at Castleton. There were increases but they were modest.

We are now looking at new locations that can offer the same services and facilities. Due to the locations, increased demand, and a new relationship, we are paying full freight, so to speak.

Being at Castleton and in such a remote location has insulated us from the pressures that have made a residential multi-day Sessions so challenging for other yearly meetings.

Prior to 2020 we had 200 or 300 more Friends at Sessions. During that time, we obviously only had an in-person option. Since we returned to campus in 2022, attendance has been significantly lower and prices have risen. We have also increased the complexity and number of volunteer roles through our commitment to hybrid participation at Sessions.



# Could we just go back to Castleton?



The short answer is “no”.

The longer answer is: even if they were able to give us the same dates we had last year, they are taking Castleton Hall offline for renovations next year. That building closure displaces our childcare program and eliminates a huge number of air-conditioned and accessible rooms.

If we went to Castleton without those rooms we would face a similar financial shortfall because we would have to limit attendance.





# The Bottom Line

## **Risk 1**

Sessions fees will need to increase to reflect the new costs. It might be hard to communicate the impact of the fixed costs on Sessions fees but we need to do so. The higher the number of attenders the lower the impact.

## **Risk 2**

If attendance stays at 2024 or lower level there is a significant cost to the Yearly Meeting. It is unclear whether a new location will energize or dampen Friends' eagerness to attend in person.

## **Risk 3**

If our estimates of who will pay what through *Pay as Led* are off, we could have a significant shortfall in revenue. The adjustment we made to fees for 2023 met the expected budget, but in 2024 *Pay as Led* was lower than projected.

*University of Vermont did not have the date we needed so was taken out of consideration right after Sessions.*

# Measuring the Risk

The financial risk to the Yearly Meeting depends on a combination of:

- the attendance at Sessions (more people is better)
- the amount Friends are willing and able to pay matching the costs incurred.
- giving by individuals and meetings to equalization.

We are still working through projections, and a figure will be given at the Permanent Board meeting.



# What can we do?

The **most effective thing we can do** to make Sessions a spiritual as well as financial success **is to encourage attendance. Share messages and announcements** about Sessions starting in the spring and right through to summer. We know from Meeting Care Day that announcements in local meetings is the main way Friends learn about events other than the YM newsletter.

Also, **if you hear questions or concerns, please send them** to Elizabeth at [events@neym.org](mailto:events@neym.org) **so we can address them in communications** about Sessions.

# Thank you

---



**For your listening...**

This conversation is an important part of the process of confirming we are in agreement about the best path forward for the Yearly Meeting to hold Sessions in 2025.

## Providence Monthly Meeting Minute on the U.S. Embargo of Cuba

- Quakers have been an active presence in the country of Cuba for over a century. New England Yearly Meeting has a formal committee, Puente, in existence for over 30 years, formed to strengthen the spiritual bonds between the Cuban Quaker communities and New England Quakers.
- Several monthly meetings in New England have formed sister relationships with Cuban monthly meetings. Many Friends have formed spiritual and personal friendships with Cuban Quakers. New England Quakers have participated in Quaker-inspired trainings with Cuban Quakers. New England Quakers have attended yearly and monthly meetings in Cuba. The bonds of friendship and love between New England Quakers and Cuban Quakers are strong.
- Through all of these contacts, New England Quakers have become aware of the hardships to the Cuban people of the Embargo of the United States on the Cuban economy. Cuban Quakers are sensitive to the impacts on all Cubans, Quaker and non-Quaker. Cuban Quakers attempt to soften the effects on the people in their local communities.  
  
New England Yearly Meeting is aware of legislative proposals to end the Embargo and supports such legislation and urges their enactment.
- New England Yearly meeting accompanies our Cuban Quaker brothers and sisters and daily hopes and prays for their spiritual and earthly well being.

Minute approved, November 12, 2023, Providence Monthly Meeting

Minute approved, June 18, 2024, Southeast Quarterly Meeting of New England Yearly Meeting

To: Permanent Board  
From Carolyn Stone, co-clerk Puente de Amigos Committee  
December 7, 2024  
RE: NEYM Travel Delegation to Cuba

From: Carolyn Stone  
TO: Rhblindo2, NiaDwynwen, Rebecca, Jeremiah, pbclerk@neym.org, Sara  
Dec 6, 2024, 6:11 PM

Dear Susan,

I am attaching the Permanent Board minute of September 19, 2019 regarding approval of Friends' travel to Cuba. I'm sorry that this has been so confusing, and I think that we (Puente) need to take some responsibility for that.

Regarding documents you have the notice from me, as Puente co-clerk, advising Permanent Board that a group from Dover, Durham and Portland will travel in February. Later you have notice that the Puente de Amigos committee found these specific travelers clear to travel as representatives of NEYM to visit CYM. I see that we have neglected to give you the specific dates of travel. The group from Dover, Durham and Portland will leave on February 15 and return on February 24. It has not been our practice to provide Permanent Board with the letters of intent and minutes of approval from the monthly meetings. As you can see from the 2019 minute, the assumption is that the Puente de Amigos committee has gone through their own process before recommending travelers to Permanent Board. Our process includes a monthly meeting clearness process followed by a Puente clearness process in which potential travelers meet with people well-versed in the aspects of travel to Cuba. Permanent Board accepts our process. I hope that this clears up the confusion.

The other detail you lack is the dates of Bob Watt's travel. He will leave on February 20 and return on February 26. I believe that you also have our notification that Puente has found him clear to travel.

With this information Permanent Board should be able to approve these travelers and then have either the clerk of NEYM or the clerk of Permanent Board write the letter that refers to the regulation under which we travel. It will also be necessary to have a transmittal letter closer to the time of travel. The authorizes the travelers to carry a specific amount of money to give to CYM.

Let me know if you have further questions. I believe that you now have what you need for the upcoming Permanent Board meeting.

In the Light,  
Carolyn Stone, co-clerk Puente de Amigos Committee

December 14, 2024

**TOTAL FEBRUARY 2025 DELEGATION (BUT WITH SLIGHTLY DIFFERENT DATES) 11 TRAVELERS:**

<b>Dover MM and DQM</b>	<b>Feb 15 to Feb 24</b>	<b>Maggie Fogarty</b>
<b>Dover MM and DQM</b>	<b>Feb 15 to Feb 24</b>	<b>Elizabeth Keane</b>
<b>Dover MM and DQM</b>	<b>Feb 15 to Feb 24</b>	<b>Andrea Groft</b>
<b>Dover MM and DQM</b>	<b>Feb 15 to Feb 24</b>	<b>Harvin Groft</b>
<b>Dover MM and DQM</b>	<b>Feb 15 to Feb 24</b>	<b>Francis Groft</b>
<b>Dover MM and DQM</b>	<b>Feb 15 to Feb 24</b>	<b>Severino Groft</b>
<b>Dover MM and DQM</b>	<b>Feb 15 to Feb 24</b>	<b>Ananias Groft</b>
<b>Durham MM</b>	<b>Feb 15 to Feb 24</b>	<b>Kristna Evans</b>
<b>Durham MM</b>	<b>Feb 15 to Feb 24</b>	<b>Mimi Marstaller</b>
<b>Portland FM</b>	<b>Feb 15 to Feb 24</b>	<b>Maggie Fiori</b>
<b>Providence FM</b>	<b>Feb 20 to Feb 26</b>	<b>Robert Watts</b>





# Dover Friends Meeting

141 Central Avenue, P.O. Box 98, Dover, New Hampshire 03821-0098

Travel Minute for Elizabeth Keane

September 15, 2024

Dover Friends Meeting is united in recommending Elizabeth Keane to your care during her travels among Friends in Cuba Yearly Meeting. We have tested her leading to travel in ministry and recognize her call to travel among Friends as the Spirit leads, to join in fellowship, worship and prayer.

In her work as a pediatrician with immigrant and refugee families, Elizabeth has come to know their deep faith and resilience in the face of challenge. This resonates with the connection she finds in her own Friends community. She seeks to experience this connection in travel among and in sharing the life of the Spirit with Cuban Friends. To this she brings her medical training, her deep compassion and a desire to establish ongoing relationships with individuals and families in our sister meeting.

We commit Friend Elizabeth to your prayerful care and nurture during her time among you.

Approved by Dover Friends Meeting, September 15, 2024

\_\_\_\_\_, clerk

Endorsed by Dover Quarterly Meeting, September 29, 2024

\_\_\_\_\_, clerk

Endorsed by Permanent Board of NE Yearly Meeting, December 14, 2024

\_\_\_\_\_, clerk

# Dover Friends Meeting

141 Central Avenue, P.O. Box 98, Dover, New Hampshire 03821-0098

Travel Minute for Andrea and Harvin Groft  
and their children, Francis, Severiano and Ananias

September 16, 2024

Dover Friends Meeting is united in recommending Andrea and Harvin Groft and their children, Francis, Seve and Ani to your care during their travels among Friends in Cuba Yearly Meeting. We have tested their leading to travel in ministry and recognize their call to travel among Friends as the Spirit leads, to join in fellowship, worship, prayer and play.

From an initial urge to connect with Holguin Friends over WhatsApp, Andrea and Harvin have experienced a growing leading to deepen this connection, to meet in person and sit at the same table together. They have sensed a richness in the faith of Holguín Friends and seek to learn from this and to bring this learning back to Dover Friends. They have felt this to be a family leading. Francis, Seve and Ani are active participants in Children's Meeting at Dover, bringing their energy, creativity and joy to the meeting community. Andrea and Harvin bring a deep and active faith, fluency in Spanish and a history of study and engagement with the history and culture of Latin America.

We commit Friends Andrea, Harvin, Francis, Seve and Ani to your prayerful care and nurture during their time among you.

Approved by Dover Friends Meeting, September 15, 2024

\_\_\_\_\_, clerk

Endorsed by Dover Quarterly Meeting, September 29, 2024

\_\_\_\_\_, clerk

Endorsed by Permanent Board of NE Yearly Meeting, December 14, 2024

\_\_\_\_\_, clerk

# Dover Friends Meeting

141 Central Avenue, P.O. Box 98, Dover, New Hampshire 03821-0098

Travel Minute for Maggie Fogarty

September 16, 2024

Dover Friends Meeting is united in recommending Maggie Fogarty to your care during her travels among Friends in Cuba Yearly Meeting. We have tested her leading to travel in ministry and recognize her call to travel among Friends as the Spirit leads, to join in fellowship, worship and prayer.

This will be Maggie's second trip to Holguin Meeting, having traveled among you in 2017. She looks forward to building on the beginnings of that journey, to more fully live into and more effectively sustain the bridge of love that will nourish our two communities of faith and our shared journey as Friends. Maggie brings her experience of earlier travel, her fluency in Spanish and a sustaining faith.

We commit Friend Maggie to your prayerful care and nurture during her time among you.

Approved by Dover Friends Meeting, September 15, 2024

\_\_\_\_\_, clerk

Endorsed by Dover Quarterly Meeting, September 29, 2024

\_\_\_\_\_, clerk

Endorsed by Permanent Board of NE Yearly Meeting, December 14, 2024

\_\_\_\_\_, clerk

Mount Toby Monthly Meeting  
194 Long Plain Road  
Leverett, Massachusetts  
01054

July 15<sup>th</sup>, 2024

Dear Friends,

Mt. Toby Friends Meeting is united in recommending Peter Blood-Patterson to your care during his travel among Friends with a religious concern. We have tested his leading to a ministry of teaching and writing about Quakerism. He has also been awarded Obediah Brown and Legacy Gift funds from New England Yearly Meeting to support his work. Now we recognize Peter's call to travel among Friends as the Spirit leads, to join with them in worship and prayer, to lead groups, and to engage in consultation on development of InwardLight.org, an online library of thoughtfully chosen and organized books, pamphlets, and articles that can help Friends deepen our understanding of Quakerism's rich historical background and relevance for the challenges of today. We believe Peter to be genuinely called to this work.

Peter is an experienced and grounded member of our meeting. He has faithfully served on various committees within our meeting and led adult religious education courses and workshops widely among Friends. Peter's ministry is under the attentive care of an Oversight of Ministry committee of Mt. Toby Meeting, which reports on an annual basis to Mt. Toby's Ministry and Worship Committee.

We commend Friend Peter Blood-Patterson to your care and hospitality.

Approved and minuted at Mt. Toby Meeting for Business, July 14<sup>th</sup>, 2024

A handwritten signature in dark ink, appearing to read 'Patricia H. Crosby', written in a cursive style.

Patricia H. Crosby  
Clerk 2022-2024



Twelfth Month, 5, 2024

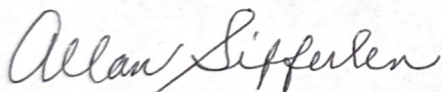
Allan Sifferlin, Clerk  
Lawrence Monthly Meeting of  
Salem Quarterly Meeting of the  
New England Yearly Meeting

To Friends Everywhere,

Kathleen Wooten is a member of the Lawrence Monthly Meeting of the New England Yearly Meeting. Kathleen travels in the Quaker tradition of gospel ministry. She holds a concern for fostering wider community and deeper relationships among meetings and between Friends. In her travels, Kathleen is frequently led to visit in what early Friends called "Opportunities" - occasions of unprogrammed worship outside the regular gatherings of Friends at Meeting for Worship. Kathleen seeks to discover and encourage the Life that calls to us within our covenant communities.

We, Friends of the Lawrence Monthly Meeting, support Kathleen's travels in worship and fellowship. She is a comfort and joy to her home meeting, and to the many Friends she visits throughout much of the country. We commend Kathleen to your Christian care and Friendship.

Signed at the direction of and on behalf of Lawrence Monthly Meeting,

A handwritten signature in cursive script that reads "Allan Sifferlin".

Allan Sifferlin, clerk  
Lawrence Monthly Meeting



NEW ENGLAND  
YEARLY MEETING  
— OF FRIENDS —  
QUAKERS

14 December 2024

The Honorable Deborah Haaland  
Secretary of the Interior  
Washington, DC  
% Chelsea Wilson, Senior Project Manager for the  
Federal Indian Boarding School Initiative

Dear Secretary Haaland,

Enclosed find the response of the New England Yearly Meeting of the Religious Society of Friends (Quakers) to the questions and issues you and others have raised about the participation of religious denominations in the operation of Indigenous Boarding Schools and the promotion of the assimilation of Native children.

We submit this report with sadness and remorse for the lasting harms caused by our spiritual ancestors. Our two-year study revealed many of the ways Quakers from New England and elsewhere shared the deep, negative prejudices of their Protestant contemporaries about Indigenous People and their lifeways. Furthermore, we learned how they enthusiastically promoted and enacted the assimilationist agenda for which the Boarding Schools were a central mechanism. We came to recognize that they believed, as many in the dominant society of the time did, that adopting the language, practices, mores, and beliefs of the ascendant, White society was the only alternative to extinction. We have also learned that nothing in their “good intentions” or hopes for Indigenous people can excuse or mitigate the grievous and continuing harms that resulted.

Our report details the following. Friends from New England directly operated or supported eight (8) Boarding Schools and five (5) Day Schools in the Quapaw and Sac & Fox Agencies in Indian Territory (modern Ottawa, Lincoln, and Pottawatomie Counties in Oklahoma). Our involvement included sending teachers and other staff, financing, and supplies and clothing. Some Indigenous children were sent from these schools to the off-reservation Boarding Schools such as White’s in Indiana, Carlisle in Pennsylvania, and Chilocco in Oklahoma. Quakers from New England were also major advocates for the assimilationist policies of allotment, nominal citizenship, and de-tribalization. The records we have looked at so far do not include more than occasional references to the ill health or demise of students at these schools and shed no light on where children might be buried.

We have learned from Indigenous leaders and elders with whom we have been in conversation that truth-telling is the indispensable first step in building relationships with those we have harmed. We fervently hope that this report can form the basis of new relationships between the

Quapaw, Peoria, Ottawa, Miami, Modoc, Wyandotte, Seneca-Cayuga, Sac & Fox of the Mississippi, Iowa, Kickapoo, Absentee Shawnee, and Citizen Potawatomie People and New England Friends.

We hope in the not-too-distant future to begin substantive conversations about how we might acknowledge our kinship and support the healing and flourishing of the descendants of those who were robbed of their land, their languages, their lifeways, and their identities.

We hope this report will contribute to telling the stories of the Indigenous Peoples of Turtle Island, of their tribulations *and* their determination to resist their erasure.

Sincerely,

New England Yearly Meeting of the Religious Society of Friends

Rebecca Leuchak, Presiding Clerk

GB/RL:sh  
Enclosure



## INDIGENOUS BOARDING AND DAY SCHOOLS SUPPORTED BY THE NEW ENGLAND YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS.

This report by the New England Yearly Meeting (NEYM) of the Religious Society of Friends (Quakers)<sup>1</sup> attempts to respond to three goals outlined in Interior Secretary Deb Haaland's departmental memorandum of June 22, 2021:

- identifying boarding school facilities and sites;
- [determining] the location of known and possible student burial sites located at or near school facilities;
- and [determining] the identities and Tribal affiliations of children interred at such locations.

In the following pages, we will list the 13 Indian Boarding and Day schools<sup>2</sup> supported by New England Quakers, and share what little we know about the students and the cemeteries where they might be interred. In compiling this list, we were cognizant of the four criteria put forth by the Secretary: housing, education, federal support, and services.

We will also make some observations on the complicated question of whether the religious denominations profited monetarily from their participation in that program and offer a brief, provisional description of the role of American Quakers in general in the Indian Boarding Schools and the assimilationist policies of the U. S. government.

### INDIGENOUS BOARDING AND DAY SCHOOLS SUPPORTED BY NEW ENGLAND YEARLY MEETING AND ASSOCIATED CEMETERIES

#### *In the Quapaw Agency / Ottawa County, Oklahoma:*

NEYM and New England Friends were involved in one way or another with three boarding schools in the Quapaw Agency, two of which are on DOI's list of Federal Indian Boarding Schools (FIBS).

- The Agency Boarding School, also known as the Quapaw/Ottawa Indian Industrial School, was located near the modern town of Quapaw.
- The Seneca Indian School, also known as the Seneca, Shawnee, and Wyandotte School, was located in Wyandotte, near the current site of the Wyandotte Nation Tribal Offices.
- A school for the Modoc Nation and other Indigenous children was opened in 1880. It operated as a day school and later a boarding school. The schoolhouse/meetinghouse now sits on Modoc Nation land adjacent to their cemetery and powwow grounds. It is not listed in the FIBS inventory.

Additionally, there were day schools for the Peoria, Ottawa, and Miami children. NEYM also provided funds to build a schoolhouse at Bluejacket for the Absentee Shawnee. (Appendices B and C)

Emeline and Asa Tuttle and Anna and Henry Thorndike and their family, all from the same part of eastern New Hampshire, taught in the Ottawa, Quapaw, and Modoc schools for many years. Financial and material aid from New England Friends directly and through the Associated Executive Committee of Friends for Indian Affairs (representing NEYM and other Orthodox Friends) supported the construction and operation of Quapaw Agency schools for many years.

An Ottawa County Historical Society map from 1965 (Appendix C)<sup>3</sup> lists ten cemeteries associated with Indian schools or Tribes. Numbers on the enhanced version, Appendix D, indicate the following locations for cemeteries:

- [1] *Ottawa* (1 cemetery) east of Miami, near their powwow grounds
- [2] *Peoria* (1) about 5 miles west of Peoria on the Spring River near the Peoria Day School
- [3] *Modoc* (1) in the northwest corner of the current Modoc reservation
- [4 & 6] *Seneca* (2) near the Seneca Indian School, just north of Wyandotte
- [5 & 7] *Quapaw* (2) near the Quapaw Agency, one for the nearby Catholic-operated "St. Mary's of the Quapaw" boarding school
- [8] *Wyandotte* (1) north of Wyandotte on the Spring River
- [9] *Eastern Shawnee* (1) just west of Seneca, Missouri
- [10] *Seneca-Cayuga* (1) near the Seneca-Cayuga reservation in the southern part of the county

#### *In the Sac & Fox Agency / Lincoln and Pottawatomie Counties, Oklahoma:*

NEYM and New England Friends were also deeply involved in five Indian Boarding Schools in the Sac & Fox Agency, only two of which, the Agency and Shawneetown schools, are listed in DOI's inventory.

Listed chronologically, the Shawnee Mission School is the oldest of these schools and was founded in 1869, as the federal boarding school program was beginning. Located on the North Canadian River in what was then known as Shawneetown, the school served Absentee Shawnee and Citizen Potawatomic students. Boarding schools also operated at the Agency in Stroud: for the Iowa at Fallis, the Mexican Kickapoo at McLoud, and Stella for Big Jim's Band of the Absentee Shawnee. The last three were primarily mission schools, but all received support from the federal government and directly or indi-

## NEW ENGLAND YEARLY MEETING — INDIGENOUS BOARDING SCHOOLS

rectly from New England Quakers. Day schools for the Citizen Potawatomie operated intermittently. (See Appendices E and F.)

Vermont-born sisters, Eliza Grinnell Elliott and Mary Grinnell Alford both taught at the Quaker-supported Freedmen's school in Maryville, TN before coming to Indian Territory as matron and teacher respectively. NEYM also helped pay salaries for Quaker teachers/missionaries (Jeremiah Hubbard, Rachel & Charles Kirk, Eva and John Watson, Elizabeth Test, Mary Sherman, Lina Lunt) and supplied clothing, books, and financial assistance.

Six miles south of Stroud, OK, and a little over a mile from the Sac & Fox Tribal Community Building is the Tribal Cemetery. The large public graveyard, Tecumseh Cemetery, on Citizen Potawatomie land across the road from the 1870's era Friend's Church south of Shawnee, OK may contain Shawnee and Citizen Potawatomie students' graves. The Kickapoo Cemetery lies a little over 2 miles south of the Tribal Headquarters in McLoud, OK, next to the Quaker Church and Schoolhouse. The Iowa Mission Cemetery is just north of Fallis, OK. We have not located cemeteries associated with the Absentee Shawnee school in Stella, OK, or the day schools for the Citizen Potawatomie community in the open land north of the Canadian River.

### *Skiatook/Hillside School:*

Quakers from New England were important financial supporters of the Friends mission boarding school begun around 1882, on Cherokee land, in Skiatook, northwest of Tulsa.

A cemetery, four-and-a-half miles north of Skiatook, dating back to the boarding school era, marks the school's location.

## STUDENT LISTS

We have looked and so far have not found student lists among the NEYM records. We did not compile a list of those interred in the 5 cemeteries we visited, but did note that there were a number of graves of those who died during the boarding school era.<sup>4</sup>

We did find a variety of attendance records and other student-related documents in the NARA repository at the Oklahoma Historical Society in Oklahoma City.

When the off-reservation boarding schools were established, Quakers sent students from Quaker mission schools to several of these, including Carlisle and White's in Indiana. There are records of deaths at those schools.

## AVAILABILITY OF RECORDS

The Minutes of the New England Yearly Meeting annual sessions, certain Yearly Meeting committee minutes, and a number of local Meeting records are housed in the Special Collections and University Archives in the Du Bois Library of the University of Massachusetts in Amherst, MA. They are available for research. The yearly meeting's minutes from 1847 to 1945 have been digitized.<sup>5</sup>

Minutes and other documents of local, Monthly Meetings, in New England, are held in various places. The Maine Historical Society in Portland, Maine holds many records from the Monthly Meetings in that state. The Vassalboro Historical Society in East Vassalboro, Maine has many of John D. Lang's papers. (Lang was a long-standing member of the Board of Indian Commissioners.)

## TRIBAL LANDS

We did not find any deeds or other legal documents indicating the New England Yearly Meeting or Friends from New England held title to the lands on which the schools and missions were located. Further research is warranted. In particular a search of the Quaker archives, including records of the Associated Executive Committee of Friends for Indian Affairs, at Earlham College in Richmond, IN should be undertaken to see any records for lands granted to Quakers for missions and schools.<sup>6</sup>

The Commissioner's Annual Report for 1889 makes the following statement accompanying a chart entitled "Lands upon Indian reservations occupied by religious or other societies, etc.":

It is worthy of notice that the Government is every year making liberal grants of right of occupancy of land within Indian reservations to the various religious bodies, and especially to the Home Mission Societies of various denominations, on which to erect mission buildings and schools. Thus the civilizing and refining agencies of our frontier and wilderness localities are being multiplied. An impartial view of these grants is here given: Land upon Indian reservations occupied by religious or other societies for civilizing purposes, educational, and religious.<sup>7</sup>

An excerpt from the aforementioned chart is reproduced below.

## 338 REPORT OF THE SUPERINTENDENT OF INDIAN SCHOOLS.

*Lands upon Indian reservations occupied by religious or other societies, etc.—Continued.*

Name of reservation.	Acres granted	Date of grant or occupancy.	Name of organization.	For what purpose used.
<b>INDIAN TERRITORY.</b>				
Cheyenne and Arapaho..	100	1880	Mennonites.....	School.
Do.....	100	1880	do.....	Do.
Kiowa, etc.....	160	1888	Presbyterian.....	School and mission.
Do.....	160	1889	Roman Catholic.....	Do.
Do.....	160	1889	Methodist Episcopal South.....	Do.
Do.....	160	1889	Reformed Presbyterian.....	Do.
Do.....	160	1889	Baptist.....	Do.
Osage.....	160	1888	Roman Catholic.....	Schools and church.
Do.....	160	1887	Methodist Episcopal.....	School.
Ponca and Otoe.....	40	1887	do.....	Mission.
Pawnee.....	2		do.....	Do.
Wyandotte.....	2	1874	Friends and Methodist.....	Church and parsonage.
Do.....	10	1882	Friends.....	House.
Seneca.....	3	1884	do.....	Church.
Modoc.....	5	1880	do.....	Mission.
Sac and Fox.....		1878	Baptist.....	Church.
Absentee Shawnee.....	5	1884	Friends.....	Church and parsonage.
Citizen Potawatomi.....	290		Roman Catholic.....	Church and school. They claim 640 acres.
<b>IOWA.</b>				

## FUNDING

We have not been able to address fully one of the many remaining questions that circulate among Indigenous advocacy groups and Quaker researchers. Did Friends or other religious denominations profit from operating the Indigenous Boarding Schools?

We have found no indication that New England Yearly Meeting was in receipt of federal monies in relation to the Indigenous Boarding Schools or any other program. Funds may have gone directly to the schools, but we have not located records to verify this.

In 1874, New England Yearly Meeting's two representatives to the AEC, Edward W. Howland and Ann B. Earle, summarized the manner of NEYM's involvement in the Indigenous Boarding Schools under its care:

Arrangements were also made to engage in the duty specially assigned to us by the Yearly Meeting, viz., the fostering care and supervision of two schools within the limits of the Quapaw Agency; and it was apprehended that our charge embraced not only their literary, but their religious and scriptural instruction. While the general government furnishes buildings for the purpose, and defrays the expense of superintendent and teachers, and also supplies the necessary food for the mission, it is expected of us to provide suitable clothing for the children, to see that books, papers and other necessary articles are furnished for the schools, and in general to promote the moral and religious growth of our charge, and their advancement in civilized life.<sup>8</sup>

The operations were very complex and the system was vulnerable to interruption. Agents were not always well-equipped for the wide range of their responsibilities. The Modoc Nation, for instance, has detailed memories of ways in which they felt cheated and not well-served by the Agent of the time, Hiram Jones, and the network of clerks and factors, all Quaker and many related by blood or marriage.<sup>9</sup> The AEC looked into the matter and did not find merit in the complaints. The Modoc continue to disagree. Further examination of the details of this episode are needed. We are not in a position to refute or confirm Modoc historical memory. That corruption continued into the Grant administration seems highly likely. Further research and actions may be needed for Quakers to hold ourselves accountable for corruption and ineptitude of our Agents.

We had hoped to be able to begin assembling some of the elements that might help us develop "profit-and-loss" statements for the schools in the Quapaw and Sac & Fox Agencies. This has not been possible because the necessary data is difficult and time-consuming to locate, and not always where we had hoped or expected to find it.<sup>10</sup>

Harmonizing the various reports has also proven difficult. It is unclear, for example, what is included in the "\$ education" column, headed "Amount expended for education," in the Annual Report of the Commissioner. Agent's Reports vary in length and detail, including numbers of students (enrolled or attending) and teachers some years but not others. The Quaker representing Orthodox Friends to the Board of Indian Commissioners (BIC) chose to submit a copy of the

## NEW ENGLAND YEARLY MEETING — INDIGENOUS BOARDING SCHOOLS

relevant section AEC's 1881 Annual Report (which included attendance figures for two schools only). NEYM's Committee on the Western Indians described the work of several Quakers teachers and missionaries, but provided no statistical information.

The availability of a wide range of data has been tantalizing but not sufficient. Rates of pay for the employees of the Agencies and schools are readily available in the congressionally-mandated biennial Official Record of the United States but their distribution within the Agencies is not well documented.<sup>11</sup> Because the Indian Service purchased commodities and supplies for use in the field in bulk, we know what was paid each year for everything from bacon and woolen cloth to 10-penny nails. But we do not know how these materials were apportioned among the Agencies and schools. Figures are available in Agent's reports for the costs of some large construction projects, like a house for the staff or a new dormitory, but there are only passing references to smaller projects and no reporting that we have seen on maintenance costs.

We suspect that a fuller accounting might be available among the records of the Central Superintendency whose chief clerk for many years was Cyrus Beede.<sup>12</sup> He was involved in banking and real estate before his appointment to the Indian Service and was famous for the accuracy of his bookkeeping.<sup>13</sup>

### CONTEXT FOR THIS REPORT

This report is about the involvement of New England Quakers and the New England Yearly Meeting (NEYM) of the Religious Society of Friends. Quakers in North America are highly decentralized. It is rare when Friends can speak with one voice. Originally organized geographically, theological and social differences led to further fracturing of our religious community. By the 1840s, most Friends in North America belonged to one of two networks, the Hicksite (more conservative regarding Quaker traditions and practices) or the Orthodox (more influenced by the evangelical reforms of the Second Great Awakening). New England Yearly Meeting was aligned with Orthodox Friends. The Associated Executive Committee of Friends for Indian Affairs (AEC) was established in 1869 to coordinate efforts by Orthodox Quakers to assist the Indigenous Tribes that had been removed west of the Mississippi and Missouri Rivers. Hicksite Friends created the Central Executive Committee to coordinate their parallel activities in Nebraska.

New England Friends have been actively collaborating with a loose and unofficial network of Quaker researchers from across the country to produce a comprehensive description of Friends' involvement in the Indigenous Boarding Schools and the assimilationist program of the United States government. As you know, the National Native American Boarding School Healing Coalition (NABS) and other Indigenous advocates have been urging religious denominations to make public a candid accounting of their roles in the Indigenous Boarding Schools and the forced assimilation of Native children and to provide ready access to their archives and records. NEYM has recognized that a meaningful response to that call is long overdue. We offer this report as a first installment in a full and unflinching account of Friends' participation, and as an encouragement to other Quakers and to other religious denominations to complete this vitally important work.<sup>14</sup>

The New England Yearly Meeting Quaker Indigenous Boarding Schools (QIBS) Research Group was created by the Yearly Meeting in August, 2022, implementing NEYM Sessions Minute 2022-36:

Friends also asked the Permanent Board to begin the process of researching New England Quakers' involvement with Indian Boarding Schools, and to do this in consultation with the Archives Committee and the Right Relationship Resource Group. We recognize that this research may happen in stages, may require funding from sources other than our operating budget, and may benefit from widespread input from around the Yearly Meeting. It is hoped that the Permanent Board may report back on progress and findings at Annual Sessions 2023.

This work arises out of the Yearly Meeting's repudiation of the Doctrine of Discovery in 2013 and the "Apology to Native Americans" approved in 2021.

A report<sup>15</sup> was prepared by the Research Group<sup>16</sup> submitted to, and accepted at the Annual Sessions of New England Yearly Meeting in August of 2024. This report to the Department of the Interior is a distillation and amplification of the Research Group's findings.

### QUAKERS AND INDIAN EDUCATION AND ASSIMILATION

In 1869, two delegations of Quakers, members of the Religious Society of Friends, met with newly-elected President Grant and sketched out the particulars of what would become known as the "Quaker Indian policy" or simply the "peace policy."<sup>17</sup> The appointment to positions of authority within the Indian Service of upstanding men from a dozen of the country's Protestant denominations was intended to accomplish the pacification of Indigenous Peoples and the opening of land for settlement and exploitation with less expense, bloodshed, and corruption.

The implementation of this plan resulted, among other things, in the oversight and implementation of federal Indian policy in Nebraska, Kansas, and Indian Territory, later Oklahoma, by Friends (also known as Quakers). By 1871, Quakers were responsible for 25,000 Indigenous Peoples from at least 28 Tribes and Bands spread out over nearly 230,000 square miles. Fourteen Quaker Agents under the direction of 2 Superintendents, also nominated by Friends, oversaw 21 schools, 629 students, and 55 teachers.<sup>18</sup>

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Friends had been deeply involved in assimilationist efforts and the education of Native Peoples at least since Gaiānt'wakê's ("Cornplanter", Seneca) request for schools and instruction in agriculture in 1795. Quakers from Indiana, Baltimore, and Ohio built a boarding school for the Shawnee at Wapakoneta in Ohio in the 1820s. They moved the school to Kansas when the Shawnee were forcibly removed in 1832 and 1833. Appalled by the conditions of the Kaw People, Thomas and Mary Stanley felt led to go to Kansas and built a farm and school at Americus near Council Grove in the 1850s. The Stanleys announced their intention "to go among the Kansas Indians for the purpose of instructing them in the art of Agriculture and civilization."<sup>19</sup> Friends who became involved in Freedmen's education in North Carolina and elsewhere welcomed Indigenous students. However "enlightened" these efforts were, they are also implicated in the attempted erasure of Native cultures and lifeways.

### *Friends and President Grant's "Peace Policy"*

Quakers were among the first officials appointed under the new "peace policy" following Grant's inauguration. Samuel M. Janney, a Hicksite Friend from Virginia, was named to head the Northern Superintendency (Nebraska) in 1869. That same year, Enoch Hoag, an Orthodox Quaker,<sup>20</sup> and one of original proponents of coordinating Friends' work among Indigenous Peoples, was appointed to lead the Central Superintendency (Kansas and Indian Territory). Also the same year, Vincent Colyer, a Quaker from New York, was appointed to the Board of Indian Commissioners. John D. Lang, a prominent member of the Orthodox New England Yearly Meeting, joined the Board in 1871, and B. Rush Roberts, from the Hicksite Baltimore Yearly Meeting, was appointed to the BIC in 1873. Thereafter there was always at least one and often two Friends on the Board.

Janney's and Hoag's appointments led to the naming of 14 Quaker Indian Agents from Pennsylvania, Ohio, New Jersey, Iowa, New York, and Virginia, all appointed by the president and put on the federal payroll. In turn, these men named teachers, matrons, farmers, blacksmiths, cooks, laundresses, and others to manage the complicated business of feeding, educating, and 'civilizing and Christianizing' the captive residents of the reservations that had been, for the most part, hastily established.

By the end of Grant's presidency, the Quaker Agents of the Northern and Central Superintendencies were overseeing 21 boarding and 15 day schools with an average attendance of 1080 students (1551 enrolled). Sixty-six academic and industrial teachers, assistant teachers, and matrons, of whom 35 were federal employees, taught for terms that lasted between 3 and 10 months. Overall the Agencies employed 158 people of various trades and occupations with a payroll of approximately \$108,000 (\$1.68 million in 2024 dollars), including \$19,000 for educational personnel.<sup>21</sup>

Early in the Hayes administration, federal officials objected to what they regarded as a religious test for government service and stopped honoring the nominations made by Quakers and the missionary organizations that had been central to Grant's reforms of the Indian Service. Believing the situation to be unworkable, the Associated Executive Committee of Friends on Indian Affairs (AEC), the coordinating body for Quaker work in the Central Superintendency, relinquished all responsibility for the administration of federal Indian Service programs in 1876.<sup>22</sup>

Individual Quakers continued to play significant roles in the development and operation of the assimilationist Indigenous Boarding Schools. James M. Haworth was the Agent for the Comanche, Kiowa, and Wichita before being named the first Superintendent of Indian Schools. He later chose the site and laid the groundwork for the Chilocco Indian Agricultural School. Benjamin S. Coppock served as the Schools Superintendent for the Cherokee Nation and Superintendent of White's Institute in Indiana (1883-88) and Chilocco (1889-94). Benjamin Miles oversaw the school at the Osage Agency and later established and ran the White's Institute in West Branch, Iowa. Miles' brother-in-law, Henry J. Minthorn, was Superintendent of the Forest Grove later Chemawa Training School. Alfred J. Standing was chosen by Richard H. Pratt to be Assistant Superintendent at the Carlisle Indian Industrial School after serving several years as a teacher in Indian Territory.

Friends also served on the Board of Indian Commissioners from 1869 to 1930 (Vincent Colyer, John D. Lang, B. Rush Roberts, Albert K. Smiley, Daniel Smiley). President Herbert Hoover appointed fellow Quakers Charles J. Rhoads and J. Henry Scattergood, both from prominent Philadelphia Quaker families long active in Indian affairs, as Commissioner and Assistant Commissioner of Indian Affairs. (They were charged with implementing the recommendations of the Meriam Commission, undoing some of the harms caused by the vigorous activities of their forebears.)

Quakers were very active members of the *Friends of the Indians*, the *Indian Rights Association*, the *Women's National Indian Association* and local advocacy organizations such as the *United States Indian Commission* and the *Boston Indian Citizenship Committee*, where they lent their wealth and good names to the shared goals of the reform movements of the day: allotment, detribalization, and citizenship for Indigenous Peoples.

By the time the Carlisle Indian Industrial School was established in 1879, Quakers had surrendered their role in establishing and operating Indigenous Boarding Schools for the government. However, they continued to support the assimilationist project through:

- building and operating missions and schools to advance the Christianize and civilize agenda;
- supporting and sending students to off-reservation boarding schools; and
- promoting policies of allotment, (qualified) citizenship, and detribalization.



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## REMAINING QUESTIONS

There is much work remaining. Our research thus far has focussed on the institutions and the influential men (and a few women) who led them. We have yet to read through the correspondence we have located between teachers in Friends Mission schools and the Quaker bodies who supervised their work. What were they thinking, and what were they learning?

We know very little about the thoughts and beliefs of individual Friends and local Meetings. We do not know how they explained to themselves and their children what Quakers were doing in the name of ‘civilization and Christianity.’ At the time, children’s religious education groups solicited small monetary contributions and donations of used clothing and shoes, and school supplies. What were they told about the lives of the Indian children they thought they were helping? An examination of the Minutes of local Meetings and the personal papers of New England Friends may go a long way to filling in this part of the story.

We have been struck, and dismayed, by the absence of voices protesting the dismissal of Native wisdom and experience, and the removal and forced assimilation of children. We have not heard Friends suggesting that Indigenous lifeways, language, and culture might have a validity equal (let alone superior) to Western civilization.

Quakers were forceful opponents of forced removals and the violence and dishonesty of settlers and politicians seeking to take land occupied for many generations by Native Peoples. But they showed little hesitation to accept title to farm land in Ohio, Indiana, Iowa, and Kansas that had so recently been taken from Indigenous Peoples under the threat of violence. We find this especially ironic given the extreme persecution and violence that were heaped on the first generations of Quakers in England and Massachusetts.

It is our hope that New England Quakers will look in their attics and Meetinghouses for letters, journals, and other papers that will shed light on the beliefs and assumptions that led Friends to put aside their deeply held convictions against becoming agents of State-supported violence to implement the policies and practices of forced assimilation.<sup>23</sup>

Another aspect of the Indigenous Boarding School project was the “outing” program. Richard Pratt saw placement of older students in the homes of reliable White families as key to solidifying the lessons and training they had learned at Carlisle and the other federally-run off-reservation boarding schools.<sup>24</sup> The farms and homes of Quaker families in the vicinity of Carlisle were among those seen as ideal placements. Other students were placed further afield including Connecticut River Valley communities like Amherst, Massachusetts. We have found ourselves wondering how this all worked and to what extent beyond the assimilationist agenda did Friends participate because it provided inexpensive and compliant workers.

## CONCLUSIONS

There can be no question that New England Yearly Meeting and New England Quakers played significant roles in the early days of the Indigenous Boarding School era.

Both on the ground in Indian Territory, and in Washington and Lake Mohonk<sup>25</sup> and elsewhere, New England Friends and their coreligionists from around the country lent their time, money, and influence to the cause of ‘civilizing’ and assimilating Indigenous Peoples. In the process, they joined the government’s efforts to disrupt kinship and tribal connections, re-define womens’ and mens’ social and domestic roles, sever the link between Indigenous Peoples and the land, and erase millennia-old languages and cultures. That they did all these things with ‘good intentions’ does not heal the harms or excuse the cruelties that occurred.

We have been humbled by the findings outlined above. We have long prided ourselves on being a compassionate and benevolent people and this research has shaken many of us deeply.

Along the way, we have also learned about the strength and wisdom of many, many Indigenous Peoples in the face of the relentless efforts to erase them and the memory of them. To cite a few examples, time spent in the Citizen Potawatomi Nation Cultural Heritage Center in Shawnee gave us a chance to contemplate the perseverance and ingenuity of Tribal leaders to secure for their Peoples the best possible future under difficult circumstances. A conversation with a woman from the Seneca-Cayuga Nation showed us how her older siblings made something good out of their time at Chilocco.

When NEYM started to go down the road of apology and repair in our relationships with Native Peoples, we were building on collaborations and friendships among local Friends and their Indigenous neighbors that went back many years. We all began to think more deeply about the Tribes and Bands who had long called this land home. Conversations with Wabanaki People in Maine, Abenaki Bands in Vermont and New Hampshire, the Nipmuc in central Massachusetts, and the Wampanoag, Narraganset, and other Tribes on our southern shores have led us to begin to understand the dispossession experienced by the Indigenous Peoples of the areas where we live and worship.

New England Friends and the New England Yearly Meeting deeply regret the wounds that were inflicted at the Indigenous Boarding Schools and our roles in the design, advocacy, and implementation of the policy of assimilation. We are committed to finding meaningful ways to apologize to the Quapaw, Peoria, Ottawa, Miami, Modoc, Wyandotte, Seneca-Cayuga, Eastern Shawnee, Sac & Fox, Iowa, Kickapoo, Absentee Shawnee, and Citizen Potawatomi People for the ways in which our forebears imposed their euro-american beliefs and customs, and for the cruel and callous practices used. From

## NEW ENGLAND YEARLY MEETING — INDIGENOUS BOARDING SCHOOLS

there, we hope to build relationships and learn, as Indigenous Peoples choose, how we might support their healing, and their flourishing.<sup>26</sup>

The Indigenous Boarding School research has opened us to a whole new set of relationships in need of repair – work that we are eager to begin.

### ENDNOTES

1. “Friends” and “Quakers” are used interchangeably and refer to adherents of the same religious tradition. Most of the official reports of the nineteenth century differentiate between “Hicksite Friends” and “Orthodox Friends.” Both may be referred to as “Quakers.”

2. We found it difficult to differentiate strictly between boarding and day schools. Students living near a boarding school were sometimes allowed to attend as day students. Teachers sometimes allowed students who lived a great distance from a day school to board with the teacher’s family. We came across a December 30, 1875 note from Quapaw Agent Hiram Jones to Mary J. Black (otherwise unidentified) detailing payments (to be?) made for “Boarding, Lodging, Washing, and Caring” for 11 Peoria and Miami children attending the school the Peoria school. The rate was \$2.50 per week. NARA / Ft Worth, “Records of the Quapaw Indian Agency in OK.” NARA Call number 75.19.92.

3. “Historical map of Ottawa County, Oklahoma”, Ottawa County Historical Society, 1965. Oklahoma State Digital Collections (<https://dc.library.okstate.edu/digital/collection/OKMaps/id/5762/rec/2>).

4. In February, 2024, two NEYM members traveled to Texas and Oklahoma to examine the federal Indian Service archives in Ft. Worth and Oklahoma City. They also visited school sites and cemeteries in what were the Quapaw and Sac & Fox Agencies (modern Ottawa and Pottawatomie Counties).

5. Contact [scua@library.umass.edu](mailto:scua@library.umass.edu) for assistance accessing these records or see the NEYM materials online at <http://scua.library.umass.edu/new-england-yearly-meeting/>. Yearly Meeting and library staff are working on reparative cataloging of these records and improving the metadata to facilitate searching.

6. Special Collections and Archives, Earlham College. [freddie@earlham.edu](mailto:freddie@earlham.edu)

7. ARC 1881, p338

8. NEYM Minutes 1874, pp. 22-23 <https://archive.org/details/minutesofyearlym956year/page/n829/mode/2up?q=quapaw>

9. <https://modocnation.com/history/>. They also appear to have fond memories of the Quaker teachers during the same period.

10. The Department of the Interior’s second volume of its Federal Indian Boarding Schools Investigative Report also describes difficulties in locating and interpreting the relevant data. “Federal Indian Boarding School Initiative | Indian Affairs.” Investigative Report. Volume 2, pp. 49-55. Accessed September 10, 2024. <https://www.bia.gov/service/federal-indian-boarding-school-initiative>.

11. United States. *Official Register of the United States ...* Official Register, 1907-11. Washington: U.S. Govt. print. off., 1816. <https://catalog.hathitrust.org/Record/009557655>.

12. Records of the Central Superintendency of Indian Affairs, 1813-1878. M856 Textual Records (109 reels). NARA Group 64, NACP. Available online <https://catalog.archives.gov/id/215867828> accessed September 23, 2024. A quick perusal of these records confirms that these will be well worth a closer look.

13. <https://www.beforetime.net/iowagenealogy/mahaska/portraitandbiographicalalbum/pbbeedecyrus.html>

14. This comprehensive accounting of Quaker participation will entail cooperative efforts of at least 17 different Friends yearly meetings, a necessary but distant prospect. Concerted but unofficial research efforts by Friends from many parts of the Quaker community have been going on for two years. Based on the ground-breaking work of Paula Palmer of the Boulder Friends’ Meeting, this group, known among ourselves as QIBS, the Quaker Indigenous Boarding School research group, has identified 30 day and boarding schools operated by Friends. (A list of those schools is appended.) Several other schools were strongly influenced by Friends but not run by them. The Alaskan Friends Conference has engaged deeply with local Indigenous groups and is providing an example of how Quakers might do the work of establishing right relations with Native People.

15. NEYM 2024 Quaker Indian Boarding Schools Research Group *Research Findings*, August 2024. [https://neym.org/sites/default/files/2024-07/NEYM%202024%20QIBS%20final%20report%20%26%20sources\\_0.pdf](https://neym.org/sites/default/files/2024-07/NEYM%202024%20QIBS%20final%20report%20%26%20sources_0.pdf)

16. The members of the Research Group are Janet Hough, Betsy Cazden, Andrew Grant, Merrill Kohlhofer, and Gordon Bugbee.

17. See President Grant’s *First Annual Message*, December 06, 1869, *To the Senate and House of Representatives* <http://www.presidency.ucsb.edu/documents/first-annual-message-11>

18. *Annual Report of the Commissioner* (ARC) 1871, 610-613. Seventeen of the teachers were Catholic (13 at one school), 5 were Episcopalian, and 4 were from the American Board of Commissioners for Foreign Missions (Congregational and Presbyterian).

19. Jones, Louis Thomas. *The Quakers of Iowa*. Iowa Book Gallery 14. Iowa City, IA: The State Historical Society of Iowa, 1918. [https://www.forgottenbooks.com/it/download/TheQuakersofIowa\\_10272141.pdf](https://www.forgottenbooks.com/it/download/TheQuakersofIowa_10272141.pdf). p. 203.

20. Enoch Hoag, and several other Friends who were employed by the Indian Service were born in east central New Hampshire or northwestern Vermont and moved to Iowa where they were among the founders of Iowa Yearly Meeting.

21. ARC 1876, pp. 210-15, OR 1876, 363-367

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22. BIC 1879, p. 82. The Northern Superintendency was abolished in 1876 and its Agents reported directly to Washington. Individual Quakers remained as Agents, among them Laban Miles as the Osage Agent, 1878-85 and 1889-93, and John D. Miles (a distant cousin) was Agent for the Kickapoo and later the Cheyenne and Arapho, from 1868 to 1884. Cyrus Beede served as a Special Agent for several years after serving as Chief Clerk for the Central Superintendency and head of the Osage Agency.

23. New England Quaker participation primarily occurred in the 1870s and 80s. Individual Friends continued to be involved for decades.

24. Trennert, Robert A. "From Carlisle to Phoenix: The Rise and Fall of the Indian Outing System, 1878-1930." *Pacific Historical Review* 52, no. 3 (1983): 267-91, <https://doi.org/10.2307/3639003>. For contemporaneous material related to the outing program at Carlisle, search "outing" at the Carlisle Indian School Digital Resource Center (<https://carlisleindian.dickinson.edu/ci-search/outing>).

25. The [Mohonk Conferences](#) were gatherings of politicians and civic leaders and other "Friends of the Indians" concerned about pressing social and international issues organized by Albert K. Smiley, a Quaker from Vassalboro, ME. Attendees were largely in agreement with assimilationist policies and were crucial to the enactment of the Dawes Act and the development of the network of government-funded and directed Indian Industrial Schools like Carlisle and Genoa. Quakers and other reformers from the eastern cities and school superintendents like Richard Pratt (of Carlisle), Samuel Armstrong, President of the Hampton Institute, and Friend Benjamin Coppock superintendent of White's Institute in Indiana, Chilocco Indian Agricultural School in Newkirk, OK, and supervisor for schools for the Cherokee Nation, exchanged views with senior officials and legislators and with leaders of groups like the Indian Rights Association and the Women's National Indian Association. See "Proceedings of the ... annual meeting of the Lake Mohonk Conference of Friends of the Indian and Other Dependent People." New York : Lake Mohonk Conference, 1885-1904. <https://catalog.hathitrust.org/Record/006784853> 1887-1904 Christopher Love. "The Friends of the Indians and Their Foes: A Reassessment of the Dawes Act Debate." Honors Papers, January 1, 1991. <https://digitalcommons.oberlin.edu/honors/571>.

26. *Becoming Kin: An Indigenous Call to Unforgetting the Past and Reimagining Our Future*. Patty Krawec. Minneapolis, 2022.



# NEW ENGLAND YEARLY MEETING — INDIGENOUS BOARDING SCHOOLS

## APPENDICES

### A. SOURCES CONSULTED

In the course of our work, we have reviewed thousands of pages of relevant records including:

*Annual report of the Commissioner of Indian Affairs to the Secretary of the Interior;*

*Annual report of the Board of Indian Commissioners to the Secretary of the Interior;*

*The Official Register of the United States ...;*

Available records of the Quapaw, Peoria, Ottawa, Miami, Modoc, Seneca-Cayuga, Eastern Shawnee, Wyandotte, Sac & Fox of the Mississippi, Citizen Pottawatamie, Absentee Shawnee, and Kickapoo Tribes in the NARA repositories in Ft. Worth TX and Oklahoma City, OK;

Various official and personal papers in the archives at Haverford, Swarthmore, and Earlham Colleges, all founded by Quakers;

*Annual Reports of the Associated Executive Committee of Friends for Indian Affairs* (Orthodox) for the years 1870-1898;

Minutes of New England Yearly Meeting of Friends (Orthodox) 1847-1945 and records of some Yearly Meeting committees and and Monthly (local) Meetings held in the University Archives and Special Collections at the University of Massachusetts, Amherst;

Records of local Quaker Meetings in Maine held by the Maine Historical Society in Portland, ME.

- B. LIST OF INDIGENOUS BOARDING AND DAY SCHOOLS SUPPORTED BY NEW ENGLAND YEARLY MEETING IN THE QUAPAW AGENCY.
- C. OTTAWA COUNTY MAP 1965 (REPRODUCED)
- D. MAP OF THE QUAPAW AGENCY SCHOOLS AND CEMETERIES
- E. LIST OF INDIGENOUS BOARDING AND DAY SCHOOLS SUPPORTED BY NEW ENGLAND YEARLY MEETING IN THE SAC & FOX AGENCY.
- F. MAP OF THE SAC & FOX AGENCY SCHOOLS

APPENDIX B – INDIAN BOARDING AND DAY SCHOOLS – NEW ENGLAND YEARLY MEETING

Quapaw Agency (formerly Neosho)

Quaker Agents: 1869-1879

School	Location	Tribes	Boarding or Day	Average Attendance	Opened	Closed	Quaker Admin	NEYM Involvement
* Quapaw	Quapaw	Quapaw, Modoc, Ottawa, Peoria, Miami	Boarding	43	1869	1900	1871-93	Teachers, Matrons; funding, salaries, supplies, clothing; missionaries
Peoria	Peoria	Quapaw, Modoc, Ottawa, Peoria, Miami	Day	29	1871	1893	1871-93	Funding, supplies, clothing; missionaries
Ottawa	Ottawa	Quapaw, Modoc, Ottawa, Peoria, Miami NB: combined with Quapaw Manual Labor School	Day	28	1870	1900	1870-93	Teachers, Matrons; funding, supplies, clothing; missionaries
Miami	Miami	Quapaw, Modoc, Ottawa, Peoria, Miami	Day	18	1876	1893	1876-93	Funding, supplies, clothing; missionaries
Modoc	Miami	Quapaw, Modoc, Ottawa, Peoria, Miami	Day/Night & Boarding	18	1880	1893	1880-93	Teachers, Matrons; funding, supplies, clothing; missionaries
* Seneca	Wyandotte	Seneca-Cayuga, Eastern Shawnee, Wyandotte, Cherokee	Boarding	80	1872	1980	1872-84	Funding, salaries, supplies, clothing; missionaries
Bluejacket	Bluejacket	Eastern Shawnee	Day		1872			Construction expenses

\* indicates included on DOI List of Federal Indian Boarding Schools. Dept of the Interior. "Federal Indian Boarding School Initiative Investigative Report, Vol. 1." Government. Washington, May 2022.

Notes:

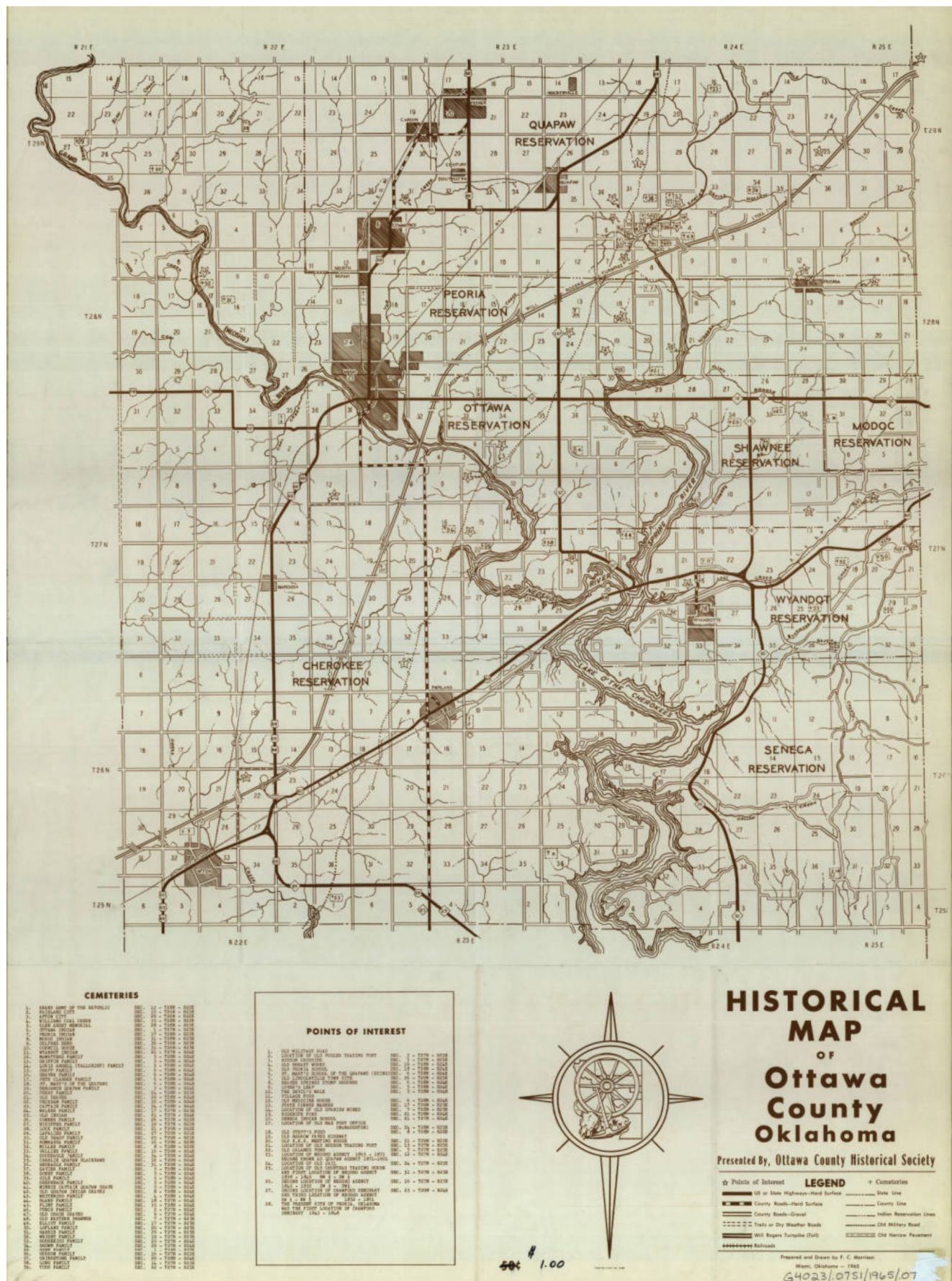
**Boarding or Day:** Many schools changed format during their operation. Many began as Day schools and became Boarding Schools. Boarding schools sometimes allowed children who lived nearby to attend as day students, cf. Seneca Indian School; teachers of day schools sometimes boarded students who lived at a distance., cf Ottawa Day School under the Tuttle Schools with dormitories were counted as boarding schools, schools without were counted as day schools when more explicit information was not available.  
Night schools were operated at the Modoc and Miami schools for one or two years, providing basic academic instruction for adults.

**Attendance:** These averages are for the period during which Quakers were in charge of the schools (Quaker Admin) and are approximate.. We have been unable to locate attendance figures for Big Jim's Band / Absentee Shawnee School. Schools did not always report attendance figures and did not always distinguish between enrollment and attendance counts. In some cases, attendance includes both day and boarding students, and may include a few White students (children of staff?). They are best regarded as a measure of the schools relative sizes. They are probably NOT a reliable basis for calculating the per students payments received under contracts with the Indian Service.  
Source: ARC various years.

**School statistics:** AS allotment and detribalization progressed and emphases evolved, statistics collected shifted over time, making it difficult to compare from year to year. Many schools closed when allotment dispersed the school-age children. Others closed or became public elementary schools at Oklahoma statehood in 1905.

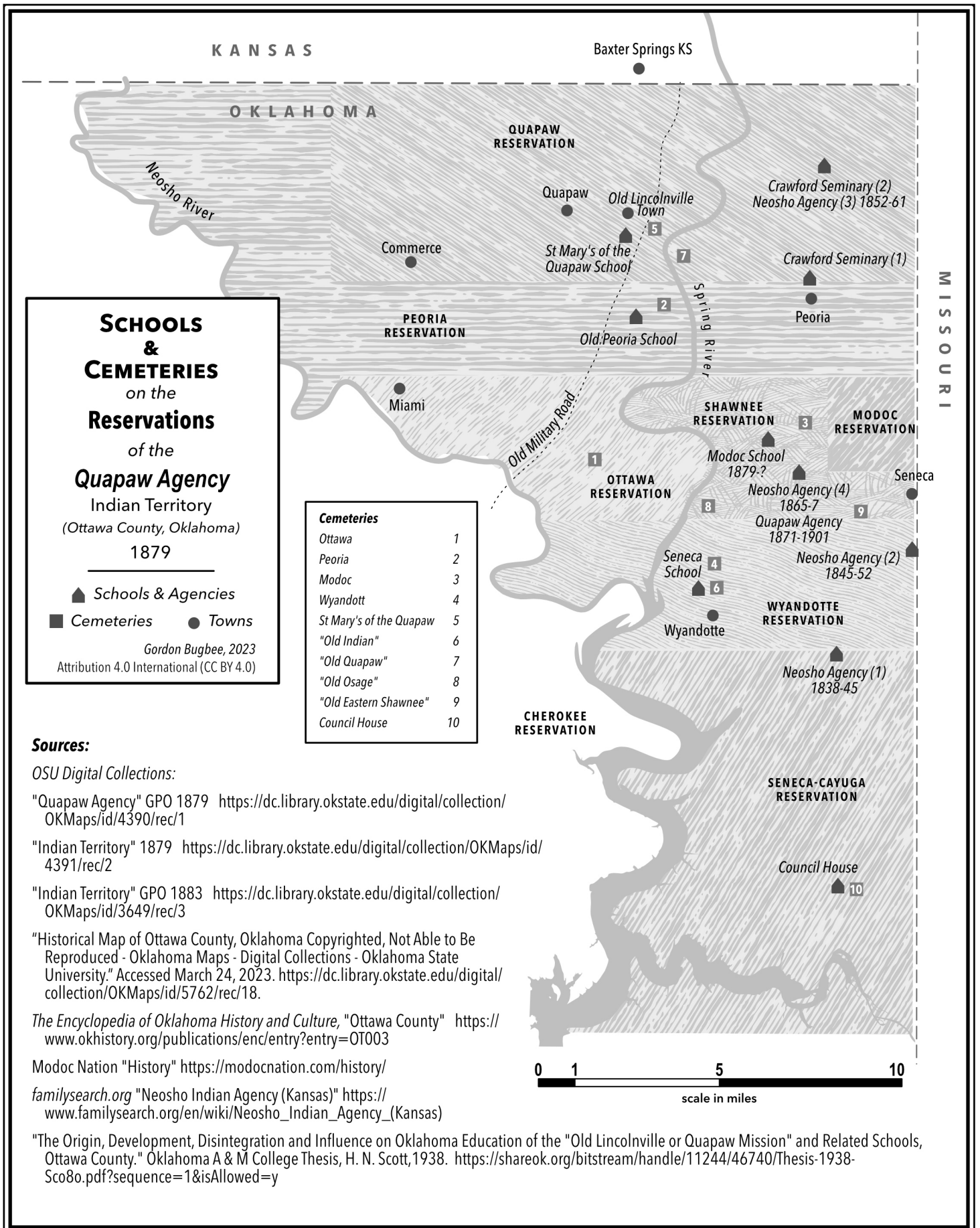
# APPENDIX C – HISTORICAL MAP OF OTTAWA COUNTY, OKLAHOMA

Ottawa County Historical Society, 1965





## APPENDIX D - MAP OF QUAPAW SCHOOLS AND CEMETERIES



## APPENDIX E – INDIAN BOARDING AND DAY SCHOOLS – NEW ENGLAND YEARLY MEETING

# Sac & Fox Agency

## Quaker Agents: 1870-1884

School	Location	Tribes	Boarding or Day	Average Attendance	Opened	Closed	Quaker Admin	NEYM Involvement
*Sac & Fox	Stroud	Sac & Fox, Iowa, others,	Boarding	34	1872	1918	1871-?	Funding, salaries, supplies, clothing; missionaries
* Shawnee	Shawnee	Absentee Shawnee, Potawatomie, Sac & Fox, others,	Boarding	43	1869	1918	1871-80s	Teachers, Matrons; funding, salaries, supplies, clothing; missionaries
Pottawatomie	various	Citizen Potawatomie, Shawnee, white	Day	18	1876	1884	1876-84	Teachers; funding, supplies, clothing;
Iowa	Fallis	Iowa, Sac & Fox	Boarding	9	1890	1893	1890-93	Teachers; funding, salaries, supplies, clothing; missionaries
Big Jim's Band	Stella	Absentee Shawnee	Boarding	?	1893	1899	1893-99	Teachers; funding, salaries, supplies, clothing; missionaries
Kickapoo	McLoud	Kickapoo, others	Boarding	8	1891	still open	1891- today	Teachers, Matrons; funding, salaries, supplies, clothing; missionaries

\* indicates included on DOI List of Federal Indian Boarding Schools. Dept of the Interior. "Federal Indian Boarding School Initiative Investigative Report, Vol. 1." Government: Washington, May 2022.

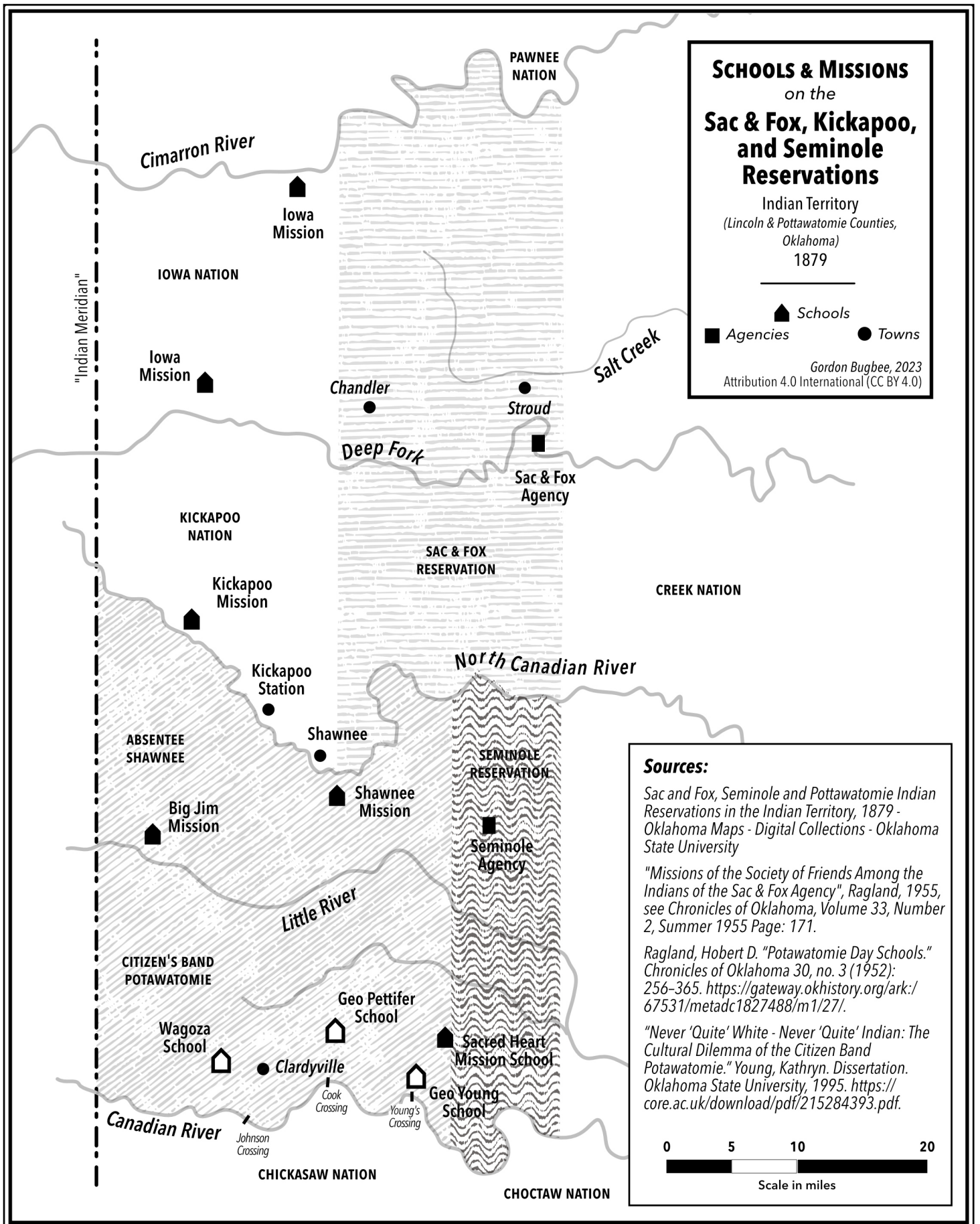
## Skiatook / Hillside School

**not under any Agency**

Skiatook / Hillside	Skiatook	various	Boarding	17	1882	1908	1882-1908	Funding, salaries, supplies, clothing: missionaries
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NEYM, 2024

## APPENDIX F - MAP OF SAC & FOX AGENCY SCHOOLS



## **Thriving in Ministry and Eldership Group charge**

### **Background**

Over the past three years Friends have sought ways to raise up and respond to various aspects of the work with which yearly meeting's Ministry and Counsel Committee has historically been charged that are meaningful, manageable, and can actively respond to the growing edges of Life amongst us. We continue to have a clerk of Ministry and Counsel, and have established an Accompaniment Group, and Friends to focus on worship at Annual Sessions. We've revitalized a yearly meeting Prayer List, and are looking for ways to once again broadly share our intervisitation. We've adopted the practice of an annual Meeting for Listening to explore where Spirit calls us as a body made up of local Friends meetings—our challenges and our common threads. A worship coordinator during Sessions helps us coordinate and grow together.

Consistent with the charge from Sessions, the Spiritual Life Listening Group<sup>1</sup> recommends that we now establish a “Thriving in Ministry and Eldership Group,” as described below:

### **Thriving in Ministry and Eldership Group**

The primary work of this group is to nurture the culture and practice of recognizing and upholding ministry among Friends in New England, and of acknowledging and sustaining Friends' tradition of supportive elders. According to Faith and Practice, care and accountability of ministers is rooted in the local monthly meeting, with additional responsibility and support held by the Ministry & Counsel of quarterly meetings. The role of the yearly meeting, and specifically of the Thriving Ministry and Eldership Group, is to support monthly meetings and quarters in these vital responsibilities.

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<sup>1</sup> *As approved by Sessions in 2022, the Spiritual Life Listening Group is tasked with exploring ways to notice and uphold, in an ongoing way, the rising edges of Life in the yearly meeting and to suggest ways to encourage and support them. This group consists of the Yearly Meeting Secretary and clerks of the Yearly Meeting, Permanent Board, Ministry and Counsel and Accompaniment Group, as well as the Program Director.*

The tasks of this group of Friends include:

1. Remembering that we are a faith community where all are called to participate in the universal ministry, hold the diverse expressions of the yearly meeting's ministry in prayer, and support grounded ministry as it stirs in worshiping communities.
2. Through example and articulation, foster a more common and dynamic understanding of ministry in Friends' experience and tradition among Friends in New England.
3. Through relational presence, mentoring, consultation, and sharing resources, support monthly meetings and quarters—including those holding particular responsibility for nurturing ministry—seeking to deepen their role as caregivers of the ministries in their midst. Help to move toward common understanding of the ways monthly meetings can support ministry, including [those provided in NEYM Faith and Practice](#).
4. Walk with Friends—especially those newer to Friends or to this shape of service—who feel a stirring toward ministry but who are in transition or without the support of a worshiping community's connections and resources, to help establish these connections
5. Walk with monthly meetings that are working to support a Friend who is being called into ministry.
6. Regularly reach out to accountability/support/ministry oversight committees (through their local meetings) to enquire if there is a way they might be supported; be available to respond to requests as needed
7. As led, and in partnership with others holding related responsibilities, offer opportunities for monthly meetings to gather and share experiences and information on upholding the gifts that Friends from their meetings carry. This may take the form of workshops or other educational explorations.
8. With staff support, reach out to Friends with travel minutes, minutes of religious service, and recorded gifts annually, encouraging an annual report and offering opportunities for sharing their experiences with the



wider community during Sessions or other New England wide gatherings.

9. Report annually on the group's sense of some of the growing edges of ministry within the yearly meeting.
10. Listen for the needs of Friends serving as Elders—whether or not recognized—and provide opportunities for Friends who are called into this service to connect with each other and with the broader community.

### **Composition**

5-7 members, for a term of five years, nominated by the Nominating Committee in consultation with the clerk of Ministry & Counsel. The clerk of Ministry and Counsel, clerk of Meeting Accompaniment Group, and YM Secretary serve ex officio. As this work begins, the clerk of Ministry & Counsel may choose to clerk this group, or another clerk may be proposed by the Nominating Committee in consultation with the clerk of Ministry and Counsel and the Permanent Board.

### **Gifts and experience needed**

Seasoned Friends with experience with ministry oversight, accountability, and support practices in a local meeting; geographic diversity in terms of quarterly meeting affiliation; capacity for deep listening; eldership; knowledge of wider conversations and practices related to ministry and eldership among Friends; understanding of the issues presented by ego, pride, and identity in covenant communities, and how they may be challenges in this service; awareness of some frequent stumbling blocks for meetings and individuals in the journey of stewarding gifts of ministry.

## **Memorial minute for John Preston:**

December 15, 1926 - March 6, 2023

John Preston was a big man, with an even bigger heart and spirit.

The youngest of three brothers, John grew up in Wilbraham, Massachusetts, which was then a country town. He spoke fondly of being raised by the whole village and embraced by the community. His early education was in a three-room school. In the Depression era young people sought jobs beyond their family chores. John worked as the janitor of the Congregational church and loved the privilege of ringing the church bell on Sunday morning. He also cared for an elderly couple, bringing them groceries and firewood and checking on their welfare.

After graduating from high school in Springfield, John went on to Wesleyan University and then to Andover Newton Theological Seminary. He was ordained in the Congregational Church and moved to North Dakota, where he served three small rural churches. He loved the people and the open country, often visiting in barns when he made pastoral calls. After ten years in pastoral ministry, he was a campus minister at the University of North Dakota for the next decade. Then came ten years of high school teaching, finding engaging ways to present lessons in history and English, plus directing school plays. The next decade was as director of the Foster Grandparent Program, working with seniors and special needs children. Then came the great leap back to New England to work at Woolman Hill in Deerfield, where he and his wife Mary Ellen shared the great variety of tasks entailed in managing a Quaker retreat center. Occasionally John would be asked, "When did you leave the ministry?" His answer was: "I left a paid church position, but I never left ministry." The next decades of volunteer work were also ministry as John worked with immigrants teaching English and then was "Mr. John" helping in Kindergarten classes. He lived his ministry.

John began worshiping at Mount Toby when he and Mary Ellen settled at Woolman Hill. He found a home among Friends and soon became involved with committee work. He was very clear that he had found his spiritual home when he asked for membership. John and Mary Ellen hosted a Friendly 8s group in the small Red House they lived in on Woolman Hill, somehow magically creating space for all in the group to fit. John provided wise spiritual and practical support to many of us through a variety of challenging life transitions. In addition John was a core regular attender of mid-week worship at Woolman Hill up until the last few months of his life.

In whatever he took on, John carried a ministry of time and attention that opened to meaningful connections with the oldest to the youngest among us. When he served on Nominating Committee, first as a regular committee member and later as Assistant Clerk of the meeting, he took the extraordinary step to visit us in person, affirming our gifts and learning more about our interests, in the rare context of a warm spaciousness. As he looked for the best in us, he nurtured and drew it forth. He was a welcoming presence on Fellowship and Hospitality, and later in life was a magnet as he sat on a high stool near the refreshment table drawing us in to hear our news and share lively conversations. John brought a depth of spirit, curiosity, organizational skills and kindness to his service on Ministry & Worship, Trustees and AFSC Program Committee. His love of history made him an asset to History and Records, and Library committees. John's love of music led him, along with others, to introduce singing before morning worship. His gift for

language found expression in his poetry, as well as in the Bible Study he and others led before meeting for several years. Notes he recorded as part of a 2002 gathering to reflect on our process for Oversight of Ministry have been helpfully providing guidance for decades.

John had a wide definition of family. He created an apartment for his parents in his North Dakota home and cared for them in their last years. He rejoiced in the birth of his four children and was always interested in the wonderful directions their varied talents took them. When John married Mary Ellen, he enthusiastically embraced her five children and was soon Dad. Grandchildren and great-grandchildren were a joy. John's sense of family expanded far beyond as a beloved "family of choice" joined his circle. He embraced nearby friends whose children called him Grandpa John. His dogs and cats were treasured too - and he delighted in hearing about our non-human companions as well. John's community and family were built on love as he took us all in as part of that ever growing family.

With Mary Ellen, he hosted a huge "family" Thanksgiving for many years, first at Woolman Hill Retreat Center and later filling the Mt. Toby meetinghouse. The whole meeting, along with our families, neighbors and friends - especially those who did not have somewhere else to go - were invited to join in this annual welcoming potluck feast celebration.

John loved to garden and to share his pride and joy in the lush purple irises, multi-hued lilies, pink fragrant peonies and other blooms that painted a living canvas across his yard wherever he lived. In the garden beds, as with people, he planted perennials - relationships that lasted with roots that deepened over time. This was also true of John's spiritual journey with God, through his time as a professional minister, then as a Quaker. He invited us into that journey with him as he offered Bible study sessions before worship, or simply shared his searching questions and what he was learning with us. Right up to the time of his death his spiritual life was vital and he was ever eager for more.

On March 6, 2023, John Preston died peacefully in the comfort of his home. Even as his physical energy diminished, he remained as mentally alert as ever, reading, listening to music and lectures, and carrying on deep conversations. On his last morning, he spoke words of gratitude and love, closed his eyes, and gently left the body that had served him well for 96 years. John's memorial meeting was held outside at Mount Toby on May 13, 2023 under a big tent that echoed the generous capacity of his embrace for life and all of us. Loving, gentle, and peaceful described his life. John's body was donated to the UMass Medical School, but his spirit and lessons of love and affirmation will live on in all whose lives he touched.

Submitted by Mary Link, Jim Lyons and Jill Horton-Lyons  
Mount Toby Monthly Meeting  
May 2024

The memorial minute for John Preston was read at the Meeting for Business of Connecticut Valley Quarterly Meeting on October 5, 2024. Friends agreed to accept the minute and added that, from our experience, John had a phenomenal capacity to let people know they are loved and to make each person feel they were the most important one in his life.

RUTH HAWKINS  
MEMORIAL MINUTE  
Northampton Friends Meeting

Ruth Ann (Elsaesser) Hawkins was born in Paterson, NJ, on October 25, 1923, and died on October 10, 2023, fifteen days before her 100th birthday.

Ruth's formal education included an undergraduate music education degree with a German minor at New Jersey College for Women in 1948. She began her professional career teaching music to all grades in Atlantic Highlands, NJ. She was an accomplished violinist, playing in several orchestras and string quartets. During the summers, she directed a Girl Scout summer camp. Wanting to grow in her professional development, she attended the graduate program in social work at New York University. During this time, she attended a Fellowship of Reconciliation conference at the Westbury, NY, Quaker meetinghouse. Here, she met her future husband, Bruce Hawkins, who was an instructor in physics at Yale.

Ruth and Bruce were married on June 3, 1957, and moved to Oberlin, Ohio. Ruth worked as a clinical social worker in Elyria and gave birth to two daughters, Judith (Judy) and Patricia, born in 1959 and 1961. For many years, the Hawkins family enjoyed sailing, with the ultimate experience being a cruise on a square-rigged ship in the Leeward Islands in 2010. Other family activities included a love for the outdoors and singing Girl Scout songs, folk songs, and holiday carols, which Ruth accompanied on the piano.

Ruth grew up Presbyterian, and while in Ohio from 1957 to 1961, Ruth and Bruce were Methodists but participated in activities associated with Oberlin Quakers.

Ruth and Bruce settled in Northampton in 1961, when Bruce received a position in the Physics department at Smith College. They started attending the Mount Toby Friends Meeting, with Ruth becoming a member around 1965. A group of Quakers in Northampton, MA, became a worship group under the care of Mt Toby in 1991. The first meetings of the worship group met in Ruth and Bruce's living room. They were among the founding members when the worship group became the Northampton Friends Meeting in 1994. Ruth was less interested in Quaker theology or mysticism but grounded in instinctual respect for others, working tirelessly for peace and justice.

Once both of Ruth's daughters attended preschool, Ruth was employed by the Holyoke, MA, YWCA and organized several annual Peace and Social Justice High School Conferences at Elms College. She was later employed as a school adjustment counselor in the Northampton, Goshen, Westhampton, and Southampton, MA, school districts. She introduced a Personal Safety Curriculum in the late '70s and '80s, which helped children recognize and reject inappropriate

attention. She led Parent Education classes based on Alfred Adler's ideas, finding his perspective more community and family-oriented than other early psychological thought. She also utilized her social work skills within the Quaker meeting, empathetically supporting parents with kindness and integrity.

Ruth lived her faith, led by her Quaker spirituality and tenacious optimism. She let her life speak through continuous outreach, organizing, and activism. The core of her spiritual commitment evolved while coming of age during World War II. Having both Protestant and Jewish German relatives, she identified with the profound horror and senselessness of war. In 1948, she participated in a youth hostel group that traveled through post-war Germany, observing the devastation of war. After leading several hostel groups through North America, North Africa, and Western Europe, she served on the board of American Youth Hostels. She filled a seat vacated by Norman Rockefeller Jr, who said, "It's in your hands now, Ruth."

In the late 1950s and early 1960s, Ruth was a volunteer recruiter for the Women's International League for Peace and Freedom in Ohio. Upon moving to Northampton, she revived the local chapter and recruited Frances Crowe to follow her as president. Ruth also co-founded the thirty-year-old and still vigorous Northampton Peace Vigil, where she would hand out leaflets on the cold and sunless side of the street.

During the late '60s and early '70s, Ruth and her daughter Patricia attended anti-Vietnam war protests at Westover Air Force Base. On one occasion, Ruth was arrested and detained for blocking the gates with the encouragement of her daughter by her side.

In the mid-80s, Mt. Toby became a Sanctuary Meeting, welcoming two undocumented refugees from Guatemala. Later, other family members came to join the original two. The support committee included members from many local religious organizations, and Ruth became one of the most active members. Twenty years later, when the last refugee obtained a green card, Ruth was still actively engaged with the family. This family viewed Ruth as a "most generous, generous person." The youngest family member, a son, regarded Ruth as a grandmother and was a pallbearer at her burial.

Ruth was a long-time member of the Mt. Toby Peace and Social Concerns committee and an active participant in the Western Massachusetts American Friends Service Committee. Along with Frances Crowe, also a member of Mt. Toby, Ruth influenced the meeting by keeping matters of peace and justice at the forefront.

Ruth served on several marriage Clearness committees, including for two women in 1991 at the Mt Toby Meeting when same-sex marriages were still not legally sanctioned.

Ruth spent countless years with the organization of Social Workers for Peace and Justice (SWPJ). She edited the newsletter, served on the state board, and helped students organize an annual high school conference sponsored by SWPJ.

In her retirement, she continued activism with the Northampton peace vigil and sang with the Raging Grannies. On one notable occasion, just before a congressional vote on the Iraq war, the Raging Grannies sang in front of Congressman Neal's home; he came out and conversed with the group, not making any commitment regarding how he would vote. Two days later, he voted against the war.

After years of receiving Bruce's loving care in their home, Ruth spent her twilight months at the Atrium in Agawam, supported by Bruce, her daughters, and the Northampton Friends Meeting. She was buried at Mt. Toby, surrounded by many old and new friends.

Ruth is sadly missed by those who had the privilege of knowing her. She was a beloved member of Mt. Toby and Northampton Friends Meetings and throughout the Pioneer Valley.

Approved by Northampton Friends Meeting September 8, 2024

A handwritten signature in cursive script that reads "Becky Jones". The signature is written in black ink and is positioned above the printed name.

Becky Jones, Clerk

Accepted by Connecticut Valley Quarterly Meeting on October 5, 2024

**Muriel Farrar**  
**January 8, 1949–June 16, 2023**

Every person who contributed to this minute used the same words to describe Muriel: kind and gentle.

Also: thoughtful. Muriel made sure we had snacks for hospitality after meeting. Muriel made sure we had a seasonal wreath on the front door, made sure we all got some of the snowdrops from Shirley Leslie's home, made sure there were flowers in the meetinghouse yard. She was ready with a hug, an offer of help, a small gift. She could show up unexpectedly on your birthday with food from Taco Bell and a small cake—with candles!

Born January 8, 1949, in Keene, NH, Muriel earned her Master of Education at the University of New Hampshire and taught 1st and 2nd grade at Hilltop Elementary School in Somersworth, NH. She later served as Assistant Principal at Milton Elementary School and dedicated her time to teaching students studying for their GED and HSET at the Strafford County Jail through Dover Adult Learning Center.

Muriel was much loved and valued in our meeting. She served as clerk for several years, including taking over as pastor for a time after Gonic's part-time pastor stepped down. Muriel took on so much more than the traditional clerk's role. She took on tasks large and small to care for both our building and our small community of Friends by providing hospitality, ensuring repairs were completed, and much more. In addition, she served as liaison to the Greater Rochester (NH) Interfaith Council, coordinating the annual CROP walk for hunger relief and hosting interfaith services. She helped to organize an ecumenical Women's World Day of Prayer service which was prepared by a sister meeting in Cuba. Muriel was active in USFW, served as treasurer for Dover Quarter and as a member of the Yearly Meeting Finance Committee, including a term as clerk.

Toward the end of her life, Muriel suffered with dementia and was not able to attend meeting. We miss her gentle presence, her loving messages in worship, her singing, and so much more. During her memorial meeting we learned from her friends and family the many other ways that Muriel is missed.

Muriel is survived by her husband, Don Foster; her daughter, Alaysha Duncan; her grandchildren, Khairi and Ka'Marah; and her sister, Judith Glidden.

Approved by Gonic Monthly Meeting, July 14, 2024

Accepted by Dover Quarterly Meeting, September 29, 2024

Memorial Minute  
Karen Sheila Levy Cadbury  
June 3, 1945 - March 27, 2024

Friends at Midcoast Monthly Meeting in Damariscotta, Maine give thanks for the many ways Karen Cadbury served the Meeting. She worked on the Finance Committee and the Pastoral Care Committee; she taught First Day School and served as co-clerk; she was the spark that created and secured grant funding for the Meeting's innovative Outreach and Peace project. Karen was energetic and bright - her only sibling, Melaine, described her as "a trooper".

Karen Sheila Levy Cadbury was born in 1945 in Baltimore but spent her early years in Texas, her father's home state. Karen would refer to her father's Jewish background saying she was raised "never to hate". In her teens the family moved to Baltimore, her mother's home area. When Karen was sixteen her mother died. Karen became "like a mother" to Melaine and carried on. She finished high school and enrolled at the University of Maryland. Soon she met David Frederick Cadbury, a student at the Maryland Institute College of Art (MICA). They became a devoted, hard-working couple, sharing a love for birding, ocean sailing, and art for 49 years. David's family was from a Quaker background; Karen would say that her transition to Quakerism was natural. David and Karen moved to Philadelphia and joined Central Philadelphia Meeting, participating there for two decades.

Melaine spoke of a time Karen took her to a civil rights demonstration in Baltimore, saying Karen was "always thinking about people's rights and different cultures." Gradually Karen built a career working for organizations that supported these rights and cultures. She worked in the development office for the University of Pennsylvania and at the university's Museum, where she developed programs that brought Museum exhibits and experts to Philadelphia public school classrooms. She served as staff for the Policy and Legislation Committee of the Peace Committee of Philadelphia Yearly Meeting, constantly encouraging Friends to contact their U.S. Senators and Representatives about important federal legislation. She developed considerable expertise on what was happening in Israel and the Middle East, an interest she continued throughout her life. Meanwhile their two children, Benjamin and Rachel, were born.

A Friend said of Karen and David: "David and Karen together were an inspiring model of supporting and living with each other through all of life's challenges." When David had a heart attack at age 45, they decided to move to Maine where David's family had summered in the past. Karen got a job with College of the Atlantic and soon set up Cadbury Consultants, continuing her work for non-profits.

A Friend spoke of how hard Karen worked at her job but also reached out with caring to people around her. Another Friend said "Karen was one to bounce back. I was in awe of her anchored trust that the best will prevail. Even in her last days, Karen was imagining ways to share and connect people." Karen lived out Quaker testimonies in her many work endeavors and brought her professional organizing and finance skills to Friends' Meetings and organizations.



Karen had a way with words whether listening or communicating. If there was a misunderstanding among Friends she would make personal phone calls and write letters to offer an ear or loving support. As she was transitioning from a demanding career load, she joined a writers' group and began to write a mystery.

Said a member of Midcoast Meeting, "I will miss her way with words that made Quakerism live for me in a special way. She was a brilliant woman who gave so much to the Meeting."

*Approved by Midcoast Meeting of Friends on September 15, 2024*  
*Guy Marsden, clerk*

*Endorsed by Vassalboro Quarterly Meeting on November 2, 2024*  
*Jnana Hodson, VQM clerk-of-the-day*