

**Draft Minutes
Called Meeting of Permanent Board
Held on Zoom
February 6, 2025**

25-1 Roll Call

Willa Taber (Fresh Pond), Recording Clerk, for Permanent Board took the roll from the Zoom attenders list.

Present: Susan Davies, Willa Taber, Travis Belcher, Thomas Brenner, Darcy Drayton, Elizabeth Hansen, Fran Lightsom, Allison Randall, Carole Rein, Morgan Wilson, Mary Zwirner.

Ex-officio members:

Marian Dalton (Treasurer), Sarah Gant (clerk, Meeting Accompaniment Group), Rebecca Leuchak (Presiding Clerk), Noah Merrill (YM Secretary), Jackie Stillwell (YM Secretary Supervisor, clerk of Nominating Committee) Phil Veatch (Rising Presiding Clerk), Carl Williams (clerk of Ministry and Counsel).

Absent:

Scot Drysdale (Finance clerk), Martin Forsythe, Carlyne Lamar Jordan, Meg Klepack, Edward Mair, Bob O'Connor, Martha Schwope, Newell Isbell Shinn, Liesa Stamm, Diane Weinholtz, Donn Weinholtz, Kathleen Wooten,

25-2 Nominations

Rebbeca Leuchak (Providence) presented the nominations for the working group to prepare the Purposes, Practices and Composition for the proposed Conflict Resolution Working Group. Her written report is attached. Friends being nominated are: Becky Jones (Northampton), Maureen Lanan (Beacon Hill), Abby Matchette (Burlington) and Alysia Parkes (Cambridge).

Friends **approved** these nominations.

**Draft Minutes
Permanent Board
Monadnock Meeting
March 1, 2025**

25-3 Roll Call

Susan Davies, PB clerk, noted attendance in the room and on zoom.

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

Susan Davies (PB Clerk), Kathleen Wooten (*PB Recording Clerk, pro tem*), Travis Belcher, Thomas Brenner, **Darcy Drayton, Martin Forsythe, Elizabeth Hansen, Carolynne Lamar Jordan, **Meg Klepack**, **Frances Lightsom**, Edward Mair, **Allison Randall**, **Carole Rein**, **Martha Schwope**, **Liesa Stamm**, Diane Weinholtz, Donn Weinholtz, **Morgan Wilson**, **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).

Regrets: Willa Taber

Visitors: James Giddings, Maille Wooten, Honor Woodrow

25-4 Comments regarding recent lawsuit re: Religious Freedom

Noah Merrill, YM Secretary, summarized the process and happenings up to this point in the history and current status of the recent lawsuit. He included mention of other denominations in the lawsuit, and the current legal status as he understands it.

YM clerk Rebecca Leuchak shared her process of prayer and holding of NEYM. This has been brought to C&A for further consultation and prayer. The concern and love for our community was a guiding Light. Support moving forward for our NE Meetings is ongoing and a priority. Abundant resources and communications with NEYM leadership have been shared widely. The clerk further shared her awareness of courage and hope in this time for Friends present. Gratitude for the NEYM minute regarding timely public statements was expressed.

25-5 Approval of Minutes.

Friends **approved** the minutes from the December 14 2024 meeting.
25-6 The Condition of the Quarterly Meetings - Verbal Report, Permanent Board Clerk

The clerk informed the body regarding the recent meetings held to consider the work of the Quarterly Meetings. The clerk reminded Friends of the Permanent Board to be engaged with the Quarterly Meetings and their essential work in this time.

The clerk summarized the current condition of the Salem QM, and the need for her administrative recommendation regarding ongoing management needs of the Salem Quarter Fund (presented in Advance Documents for this meeting) She also noted that current NEYM Faith and Practice guidance pertaining to quarterly meetings (1985) specifies the Yearly Meeting's role in regards to quarterly meetings that are in need of support. **Friends affirmed** the direction of the clerk's recommendation for the Salem Quarterly Meeting.

25-7 Traveling in the Ministry updates, Marian Baker - Verbal Report

Marian Baker (Weare NH Meeting) shared an extensive verbal report of her travels in the past year. Highlights included:

- Women in East Africa
- QWTEAM (Quaker Women Traveling in East Africa Ministry)
- A letter and endorsement from QWTEAM
- Sharing that a QRC Africa group will be meeting/convened by Marian in early October 2025
- News of Marian's travel to Hartford Meeting's Sunday School
- Marian would love to be invited to visit other meetings.

Permanent Board **accepted** Marian's report with gratitude for her ministry.

25-8 Gordon Bugbee & Mary Zwirner Travel Minute

Sarah Gant (Beacon Hill Meeting), member of their Ministry Oversight Committee, presented a travel minute and background information on behalf of Gordon Bugbee and Mary Zwirner (attached). **Friends approved** endorsing their travel minute.

25-9 New Proposed Puente delegation

The members of the proposed spring 2025 Puente de Amigos delegation to Cuba are: Carolyn Stone (Wellesley FM) Richard Lindo (Framingham FM) Erik Philbrook

(Wellesley FM) David Barabas (Wellesley FM). They will travel from 24 April 2025 - 4 May 2025. **Friends approved** this delegation.

25-10 Bodine-Rustin Fund Recommendations

The Legacy Gift Committee presented recommendations for the Bodine-Rustin Fund. **Friends approved** the recommendations.

25-11 Mosher Book and Tract Expenditure for Publications

Noah Merrill, Yearly Meeting Secretary presented this item of business. Consistent with our approved policy, the Office Manager and Yearly Meeting Secretary are bringing to the Permanent Board three recommendations for funding from the Mosher Book & Tract Fund of New England Yearly Meeting. The three recommendations are:

1. A grant of up to \$500 to support the publication, printing, and distribution (to all local meetings of NEYM) of the address given by Lloyd Lee Wilson to Sessions 2024.
2. A grant of up to \$1,900 to Maggie Fiori (Portland, ME Friends Meeting) to support the purchase, possible printing, and distribution of copies of her art pamphlet "STOP and Listen", a tract exploring the experience and practice of Friends waiting worship.
3. A grant of \$5,500 to support the timely publishing and promotion of Brian Drayton's (Weare, NH Friends Meeting) forthcoming book, "The Gospel in the Anthropocene".

Friends approved these three recommendations.

Questions were raised regarding a reprinting of the 2014 Faith and Practice - the Yearly Meeting Secretary will follow up with the Office Manager.

25-12 Update on NEYM Financial Status.

Marian Dalton (Brunswick), Yearly Meeting Treasurer, presented an overview of our current financial situation. See the budget subcommittee report for more information (report appended). A budget first draft was *not* presented today to the Permanent Board for a first reading, as there are many unknowns still to be considered in the budget process.

25-13 Recommendation from the Board of Managers

Erik Philbrook, on behalf of the Board of Managers, brought the following request to the Permanent Board: The NEYM Board of Managers (BoM) and the YM Secretary are requesting that Permanent Board approve our YM Secretary's signing of a contract between the NEYM BoM and the Interfaith Center on Corporate Responsibility (ICCR), allowing the BoM to become a member of the organization. **Friends approved** this recommendation.

25-14 Yearly Meeting Secretary's Report (attached).

Noah Merrill, YM Secretary, reviewed the main parts of his written report. He noted the recent opportunities for contact beyond NEYM, and the USA, as a Friend with many others, in encouragement and witness. This engagement and witness has seemed like a countercurrent to the political state of the world at this moment. Noah reminded us of the small and concrete faithful acts we are invited to in this time.

In addition to his report, Noah shared very recent updates including a visit to UMass Amherst, as our 2025 Sessions location.

Rebecca Leuchak, YM Presiding Clerk, shared her reflections from her recent visit as to the suitability of the UMass space, and usage of the archives.

Phil Veatch, Rising YM Clerk, shared his impressions from the recent visits. We were also reminded of the cost of sessions.

The YM Secretary also shared the concerns from Northeast Kingdom Meeting (NEK) re: our use of the UMass Amherst campus in light of previous protests over the humanitarian crisis in Gaza, and the way the protests were handled by the university. Noah and Coordinating and Advisory are in communication with NEK regarding the issue. A local Amherst Friend spoke to how grateful she was that the Quakers of NEYM would lend their presence and Light to Sessions in Amherst this summer. A Friend expressed gratitude for the tender holding of this concern, and suggested we might approach the UMass leadership with our concern, as witness, if required of us.

The YM secretary spoke to the budget of the Friends camp. Fiscal year 2024 documents have been submitted for PB review (report appended). No action is needed at this time, but we are encouraged to read the reports. Contact Anna Hopkins Buller, Director of Friends camp, with questions.

25-15 Nominating Committee Clerk's Report

Jackie Stillwell, clerk of Nominating Committee, presented the following names for approval/affirmation

- Friends Camp Committee member – Ben Bingham 2027 - **Friends approved**
- Representative to AFSC – Peter Woodrow (Portland) 2027 - **Friends approved**

Names to be referred to Moses Brown Board Nominating Committee for consideration:

- Dr. E. Pierre Morenon (Providence MM) - for Moses Brown Trustee, (*to be discerned by Moses Brown Nominating Committee*) **Friends affirmed**
- Anna Hopkins Buller (Friends Camp director) - for Moses Brown Trustee, (*to be discerned by Moses Brown Nominating Committee*) **Friends affirmed**

25-16 Progress report on Development

The Yearly Meeting Secretary referred to his report (attached) regarding Development updates.

25-17 Sessions 2025 update and Sessions Visioning

The Yearly Meeting Secretary referred to his report (attached) regarding Sessions updates.

25-18 Friends Camp financial status update

Anna Hopkins Buller, Friends Camp Director, submitted a written report (attached).

25-19 Presiding Clerk's Report/Coordinating and Advisory Reports

Rebecca Leuchak, Presiding Clerk, presented her reports (attached). Her presentation included the following announcements: The theme for YM Sessions 2025: will be from Isaiah 43:19 - "Streams in The Desert" *Behold, I am about to do something new; even now it is coming. Do you not see it? Indeed, I will make a way in the wilderness and streams in the desert.* The Plenary speaker will be Gretchen Baker Smith (Westport MM), and Bible Half Hours will be presented by Kriena Criado Perez (Havana Cuba MM).

25-20 Memorial Minutes

The memorial minutes for Eden Grace, Rud Ham, Christopher McCandless, Jean McCandless, Rose Miller, and James Ramsey, here attached, were all **approved** for sending on to Sessions 2025.

**Draft Permanent Board Minutes
Framingham Friends Meeting
May 10, 2025**

25-19 Roll Call

Willa Taber (Fpond), Permanent Board Recording Clerk read the roll.

Permanent Board Members

In the room:

Susan Davies (PB Clerk), Willa Taber (PB Recording Clerk), Travis Belcher, Thomas Brenner, Allison Randall, Carole Rein, Martha Schwope, Newell Isbell Shinn, Liesa Stamm, Kathleen Wooten.

On Zoom:

Martin Forsythe, Elizabeth Hansen, Carolyne Lamar Jordan, Frances Lightsom, Edward Mair, Diane Weinholtz, Donn Weinholtz.

Ex-officio members

In the room

Marian Dalton (Treasurer), Sarah Gant (Clerk, Meeting Accompaniment Group), Rebecca Leuchak (Presiding Clerk), Jackie Stillwell (YM Secretary Supervisor, Clerk of Nominating Committee).

On Zoom

Scot Drysdale (Finance Clerk), Noah Merrill (YM Secretary), Carl Williams (Clerk of Ministry and Counsel).

Regrets/Absent

Kimberly Allen, Darcy Drayton, Meg Klepack, Bob O'Connor, Anna Radochia, Morgan Wilson, Mary Zwirner.

Visitors

In the room

Anna Hopkins Buller (Wellesley, Friends Camp Director), Betsy Cazden (Providence), Beth Collea (Dover), Jerimiah Dickenson (Dover), Richard Lindo (Framingham), Martha Manglesdorf (New Bedford), Fredrick Martin (Beacon Hill), Lou Anne McDonald (Hartford), Sara Smith (Concord), Rob Spivey, (Brunswick), Nia Thomas (Northampton), Phil Veatch, (Fresh Pond),

Zoom

Elizabeth Hacala (Events Coordinator), Mary Hopkins (Fpond), Kristina Keefe-Perry (Fresh Pond/3 Rivers), Kara Price (Storrs), Michael Wajda (Bennington), Maille Wooten (Lawrence).

25-20 Minutes from previous meetings

The clerk expressed her thanks to Kathleen Wooten (Lawrence) for taking minutes at our March meeting in the absence of our recording clerk. The document containing the minutes from March was lost soon after the meeting and it has taken a while to reconstruct it. People have reviewed this document and there are enough changes to it that we will be holding over approval of minutes to our next meeting which will probably be a called meeting this summer.

25-21 Permanent Board Clerks comments

Susan Davies (Vassalboro), Permanent Board clerk, expressed our thanks to Framingham Meeting for hosting us even as they have been providing hospitality for several other Yearly Meeting activities. Noah Merrill (Putney) is joining us from Zoom because he is with his father after his father's emergency heart surgery. She also called our attention to the report from Connecticut Valley QM that Litchfield Hills Meeting has been laid down, attached. Also attached is the letter from the Clerk of Permanent Board to Quarterly Meeting Leaders.

Recently, a reconstituted planning group from within the Salem Quarter has taken the initiative to call together the Friends in the quarter interested either in restarting the quarter or envisioning how Friends are called in the quarter. That is something that we very much welcome. In the meantime, the Permanent Board continues to carry the responsibility and the charge to ensure that the quarter is functioning structurally and functioning in terms of relationships. We will continue to be involved in that. Susan would certainly welcome hearing from any Permanent Board members who would like to participate in these efforts. Susan called our attention to a notice in the advance documents, attached, announcing that she has appointed a working group consisting of Mary Link, clerk of the Legacy Gift Committee; Morgan Wilson, past clerk of the Salem Quarter Funds Committee; and John Robinson, treasurer of Salem Quarter to serve on a working group to develop a new Memorandum of Understanding to resume availability and disbursement of funds from the Salem Quarter Fund

Susan Davies also called Friends attention to the report from Mary Zwirner and Gordon Bugbee concerning their travels among Native American people in Oklahoma, attached. She also asked Richard Lindo (Framingham) to report on his recent travel to Cuba. The Puente des Amigos delegation consisted of himself, Carolyn Stone (Wellesley), Erik Philbrook (Wellesley), and David Barabas (Wellesley). They just returned last week. They spent most of their time in Puerto Padre and Delicias but also visited Holguin and Valasco.

Also in Advance Documents are minutes of recording of gifts in ministry going back quite a ways. If Friends know of corrections, additions or other minutes of recording, please forward them to Susan.

25-22 Friends Camp endowment update

Anna Hopkins, the director of Friends Camp, reported on the Camp. In a month staff will be on site and in 6 weeks, campers will be arriving. There are 7 international staff members who they are hoping will be able to obtain their visas and join us this summer. There is concern that some of them will not receive their visa. The camp will be offering over \$150,000 worth of camperships this year.

She presented the proposal for creating an endowment fund for camperships here attached. This is a 30-year term-limited endowment, after which time it will become a board-designated fund. This is done to allow flexibility because no one knows what things will look like in 30 years, while allowing donors to know that the funds will continue to grow and may outlast

them. Any capital campaign to fund this endowment would be carried on in coordination with the Yearly Meeting. The Friends Camp Finance Committee will have oversight of the fund.

Friends suggested that the document not list specific testimonies but instead reference NEYM Faith and Practice for this information, or describe included testimonies as only some of Friends testimonies.

Friends **approved** the policies outlined for the 30-year limited endowment fund for Friends Camp camperships.

25-23 Archives Committee revised Memorandum of Understanding

In 2017 the NEYM archives were moved from the Rhode Island Historical Society to the University of Massachusetts Special Collections and University Archives (SCUA). They are presenting revisions for the Memorandum of Understanding here attached. These changes include updates to the policies on privacy and on digitization. These are areas which have changed significantly in the time since the original version was first agreed to.

Friends **approved** the updated Memorandum of Understanding.

25-24 Treasurer's Report

Marian Dalton, NEYM Treasurer, presented the Treasurer's report here attached. At the end of FY 2024 we had operating reserves of about 3%. Since then we have received about \$56,000 in Employee Retention Tax Credit funds and about \$3,000 from the laying down of Litchfield Hills Meeting. This has increased our reserves somewhat. On the other hand, the first quarter of 2025 was a bad time for our investments. Our net income for the first half of the fiscal year is still negative but that is part of our normal cash flow. Our net income will improve once we start getting income coming in from Sessions.

25-25 Finance Committee Report

Scot Drysdale (Hanover) presented the Fiscal Year 2026 budget and his commentary on the budget, both of which are attached. The Finance Committee is not presenting a budget for us to approve to send to Sessions because there is a great deal of uncertainty about what Sessions will look like in 2026. They had hoped that the Sessions Visioning process would have resulted in some concrete proposals, but it did not. We do not know what Sessions will look like in 2026, but the Finance Committee is assuming that Sessions, in whatever form, will return \$30,500 to the general budget.

If we run about a \$60,000 deficit as we have in the past several years, we will exhaust all of our reserves and the COVID relief money. About 78% of the non-Sessions budget goes to pay staff. About one third of staff time is spent on preparing for Sessions. The priorities established by the Permanent Board are to support staff and support monthly meetings. Does the Permanent Board have guidance to the Finance Committee on where we might make further cuts?

This is not a contingency budget meaning that we are not planning to distribute any possible surplus to other Friends organizations.

Friends raised a number of concerns about the budget: One Friend spoke of her long involvement with AFSC and the important work that it has been doing, including work in Palestine and Gaza, and would hope that NEYM could provide some support for AFSC even while we are not supporting other organizations. Another suggested a hiring freeze. Friends expressed the need to balance the budget, under the concern that the economy is getting worse. The NEYM deficit budgets of the last several years are not sustainable.

Scot Drysdale and Noah Merrill explained that the increase in staff costs has been due to some cost-of-living increases and increases in health-care costs. In some recent years individual giving has gone down and staff expenses have gone up. This problem is not limited to NEYM but has been seen in other non-profits. Nationally, attendance at large conferences and gatherings are down 30% overall, and this has been true for us. Contributions have not increased to what they were before the pandemic, while the cost of living has gone up. Half of our deficit in 2023 and 2024 was due to reduced attendance at Sessions.

The big questions about the budget cannot be answered by the Finance Committee. The Permanent Board needs to engage more in the larger questions so that the Finance Committee can provide PB with actionable information. Do we need to rethink our process in light of the structural problems that we are encountering? These are large questions that cannot be resolved in a single PB meeting. How can we change our actions to deal with the structural problems we are facing? Do we need to make a 5-year plan so that we are not making these decisions on a year to year basis?

Friends also expressed excitement about the programs and work that NEYM is doing. Our alternatives are to cut what we do or to effectively invite new people to join us. We were running surpluses before the pandemic. We are not on a long descent into disaster but what we need to do is to adapt to changing conditions. It is faith that supports us. What we're called to do in the world is important. A time of constriction is the time to think of creative new solutions that will transform the constriction into something else with God's help.

25-26 NEYM Secretary's Report

Noah Merrill thanked Friends for their prayers and support as he sits with his father, who has had a serious heart attack this past week.

He started his report with two quotes:

Ring the bells that still can ring
forget your perfect offering
There is a crack in everything
That's where the light gets in.
Leonard Cohen

Let us walk together the journey that God has prepared for us.
Pope Leo XIV

Noah said, "I always consider our life together as Friends in our meetings and in our relationships as a journey. A journey in which we're accompanied by the Spirit and one another and a journey that leads in whatever sense we can imagine to home. And I've always been grateful as a Friend to be part of a tradition that recognizes that even in the moment where we remember that invitation, even in the moment where we turn our attention and our hearts again to that journey together, we are already in some sense arriving. I just want to invite us into that in the midst of all of the turmoil and the anxiety and the intensity around us. This has been an anchor and a gift to me in these recent days and months and years. I hope it might be for some of us as well."

He recently rejoined the executive committee of the Friends World Committee for Consultation (FWCC) Section of the Americas. At the section meeting in Arizona it became clear that there were problems among the six yearly meetings in Bolivia. He was invited to travel to Bolivia to accompany Evan Welken, the new FWCC clerk, who had never been to Bolivia before. The primary visit was to Central YM in Bolivia on the occasion of its 50th anniversary. There are over 50,000 Quakers in Bolivia. Bolivia is the poorest country in South America. People are waiting in lines up to 8 blocks long to get gasoline. In that context, hundreds of people traveled for up to a day to arrive at the small town in the Altiplano to celebrate the life in their yearly meeting. He found that being in the midst of this growing and dynamic yearly meeting gave him perspective on our problems. Many Friends in Bolivia were moved by NEYM's lawsuit to challenge ICE interference in our meetings.

25-27 Development Report

Noah Merrill and Michael Wajda (Bennington) presented a plan for a development initiative for the Yearly Meeting. What has emerged in a lot of prayerful conversation is to focus our fundraising efforts with understanding that the yearly meeting is not a traditional nonprofit but that we are really a set of local communities of transformative practice bound together in a covenant relationship with one another and with God. And that framing our approach to development that way has seemed more and more important.

Noah presented a series of slides here attached. **[Note to Sara Hubner. I do not believe that these slides were in the advance documents. I can send them to you or you can get them from Noah]**

The goals of the development project are:

- To deepen relationships among Friends in this time of scattering and division.
- To nurture a shared understanding of the vision and ministries which God calls us to as a yearly meeting.
- To nourish local meetings and Friends through inviting broader participation in, and support of these ministries.
- Increase giving to the annual fund about 5% per year to increase resilience and to keep pace with rising costs and disruptions.

This will be done by continuing and strengthening our current annual fundraising efforts, gathering and training a group of people to visit meetings and invite conversations, and continuing to season ideas for other fundraising efforts.

The expected cost of this project is:

- Expanding Events Coordinator position to full time, \$140,000 over 3 years
- Continuing relationship with the Development Consultant, \$50,000 over 3 years
- Administrative expenses, \$25,000 over three years.

For a total of \$215,000 over 3 years.

The three-year period for this is because that is the shortest time in which it is likely to start to see results from this work. There are significant up-front costs for training and planning that will be incurred before we begin to see the desired increases in giving.

Michael Wajda spoke of the six strengths that he sees in New England Yearly Meeting.

1. We name ourselves as a spiritual movement and see ourselves as being grounded in the living stream.
2. We are working towards sustainability as a long-term goal. We are not building something new, we are continuing something that has been going for 365 years.
3. We recognize that it is all about the relationship. We need to visit and affirm relationships.
4. NEYM is showing leadership, accountability and responsibility: Leadership because the visioning process for Sessions involves everyone; responsibility because the need for change is real. We showed leadership in stepping up for the lawsuit against ICE. People see that as strength.
5. The world is noticing Quakers in this fraught time. We represent a nonviolent approach to conflict resolution.
6. New England Yearly Meeting is us. We are family. The story we are telling is a story of us.

Fundraising is work. It takes time, care, vulnerability, listening, and faith. When we do it with faith it is a gift.

Friends approved designating \$215,000 of the Future Uses Fund to be spent over three years to implement the fundraising program outlined here.

25-28 Personnel Policy

Sara Hubner (Gonic), NEYM Office Manager, has been working with the YM Secretary, the PB clerk, the Nominating Committee clerk, and other experienced NEYM Friends on revising the Personnel Policy Manual. They hope to bring it to the September Permanent Board Meeting for approval.

25-29 Addressing racism in the Yearly Meeting

PB previously approved, in concept, bringing in Collabarinth as a consultant to meet with people to focus on staff and volunteer leaders to address issues of diversity, inclusion, and equity. Noah has issued a retainer of \$10,000 to hire Melvin Bray to consult on these issues

from the contractual services budget line, but he would like to take these funds from the Future Uses Fund.

Friends approved paying consulting fees up to \$10,000 to Melvin Bray, to be taken from the Future Uses Fund.

25-30 Ministry and Counsel Clerk's report

Carl Williams, clerk of Ministry and Counsel, reported that the third Meeting for Listening will be held at Hartford on June 21. In some ways this is a rebirth of the traditional Friends annual meeting for ministers and elders, who gathered before Sessions every year to consider the state of the Yearly Meeting. He hopes that some members of Permanent Board will be able to attend. We look forward to the establishment of a "Thriving Ministers and Elders" group to continue reimagining and nurturing the work and functions of Ministry and Counsel.

25-31 Meeting Accompaniment Group report

Sarah Gant (Beacon Hill), clerk of the Meeting Accompaniment Group, reported that the group held a retreat to review their Purposes, Procedures and Composition document. The members of the group feel that this work is very personal, tender, and intimate and is very rewarding. The Accompaniment Group will be the presenters at the monthly meeting leaders call on May 13. One of the benefits of having been named by Sessions is the consistency of meeting and their communications with the meetings they are working with. Their largest work is to listen and to raise up the existing capacity of the meeting. It is to support the monthly meetings in their own discernment about their own issues in their meeting.

25-32 Presiding Clerks and C&A report

Rebecca Leuchek, Presiding Clerk, presented her written report and the report of the Coordinating and Advisory committee, both here attached. We have all been grieving and when we come together we can comfort each other. She hopes that at Sessions we can have an opportunity to mourn and grieve together but also move forward together. Can we feel Spirit at Sessions at every moment and not just during worship?

25-33 Nominating Committee Clerk Nomination

Rebecca Leuchek and Susan Davies presented a report on their recommendation for the clerk of Nominating Committee, here attached.

Friends **approved** the nomination of Sadie Forsythe to serve as clerk of the Nominating Committee.

25-34 Nominating Committee report

Jackie Stillwell (Monadnock) presented the report of the Nominating Committee here attached.

Friends **affirmed** sending the name of Bill Monroe to the Moses Brown School Nominating Committee to be nominated to the Moses Brown Board of Trustees.

She brought the first reading of the name Janet Hough of Cobscook to be clerk of Ministry and Counsel.

25-35 Sessions Visioning Report and next steps

The report from the Sessions Visioning Process is here attached. Nia Thomas (Northampton), NEYM Program Director, reported on the outcomes of that process and the next steps in the process. The slides that she used in her presentation are attached. She reminded us of the purpose of Sessions as described in the Purpose, Procedures and Composition document for the Sessions Planning Committee approved at Sessions in 2022:

Friends gather at Annual Sessions to encourage the ministry and spiritual life of the Religious Society of Friends in New England. We seek to gather in ways that are intergenerational, welcoming, and inclusive. We seek to share our experience of how the Spirit is moving, and the ways it is impeded, to learn from each other, to discern how God is leading us as a People, and to experience Divine Love as it appears in our midst and is revealed in our relationships. (NEYM 2022 Minute Book, p 28.)

This is still true today.

In this process we have learned that many Friends across our Yearly Meeting feel a deep call to meaningful relationships with Friends across the region and that we understand ourselves as a people of God undertaking a shared journey of faith. Many people who have attended Sessions often have cherished memories of Sessions. There is a widespread desire to increase attendance at Sessions as a way to deepen our community and to improve the financial health of the Yearly Meeting. Many friends are also aware that there are many barriers to attending Sessions, including cost, travel time, and work schedules. There is also a widely held desire to change our approach to corporate discernment so that we can have more spacious discernment on fewer items.

The visioning process did not lead to a single vision of how to proceed. We will need to approach modifications of Sessions as experiments that we learn from, and adapt, based on our experience.

The next steps in the process will be:

- We will carry forward what was learned in the visioning process into our planning for Sessions in coming years.
- The Permanent Board clerk will continue to consult with Quarterly Meeting clerks.
- A presentation of the planning process will be made at Sessions 2025.
- As planning continues through the fall of 2025 there will be regular updates on the process. Friends will be encouraged to give concrete and specific feedback on the plans.
- In late winter, Sessions planners will conduct extensive outreach to share the plans for Sessions 2026.

25-36 Approval of Memorial Minutes

Friends received memorial minutes for Donna McDaniel, Karen Cadbury, Andrea Cousins, Sarah Spencer, and Elizabeth Kincaid-Ehlers, here attached. The Permanent Board **approved** the memorial minute for Donna McDaniel on behalf of Salem Quarter. It then **approved** forwarding all five of these memorial minutes to Sessions.

AMENDED AND RESTATED BYLAWS
OF
MOSES BROWN SCHOOL INCORPORATED

DATED: _____

AMENDED AND RESTATED BYLAWS
OF
MOSES BROWN SCHOOL INCORPORATED

PREAMBLE

OUR MISSION

Section 1. Our Mission

Moses Brown School Incorporated, a Friends School, exists to inspire the inner promise of each student and to instill the utmost care for learning, people, and place in accordance with the express terms of the Deed of Gift of 1816 from Moses Brown for the benefit of New England Yearly Meeting of Friends.

Section 2. Our Queries

Section 1. -- We believe that there is a divine presence in each person which influences our decision making, leads us to the truth, and commands our highest respect. This forms the foundation of our philosophy and core practices. We consider the virtues of simplicity, integrity, group wisdom, and the respect for differences paramount to helping students discover their mission in the world. Our philosophy and core practices seek ongoing discernment of the following queries:

(A) Friends Education

How do we foster personal growth, academic excellence and service to others within a stimulating learning environment that is grounded in the practice of listening with relation to time and eternity? Is there a vigorous curriculum that includes a broad offering of creative investigation in the arts, science and athletics, and seeks to promote a life strongly rooted in the Quaker principles of simplicity, peace, integrity, community, equality, and stewardship?

(B) Leadership and Character

Do we guide all members of the School community to become informed, compassionate and engaged global citizens, capable of taking responsibility in an ever-changing world? Do we support and encourage self-expression and fulfillment and foster personal achievement ?

(C) Community

Do we hold at the center of this community the regular experience of meeting for worship? Do we work to build a diverse community that respects all voices, perspectives and cultures? Does our decision-making merit our full attention, honoring the intrinsic value of each person, and connecting us in essential ways?

(D) Reflection and Discovery

How do we create an atmosphere that promotes active reflection and the joy of teaching and learning? Does it inspire all members of the community to accept challenges, take pride in their accomplishments, and discover their missions in the world?

(E) Sustainability

How are we instilling a respect for the right sharing of the earth's resources by demonstrating regard for the environment, both locally and globally?

(F) Wellness

Do the individual and collaborative experiences of the members of our full community develop their personal, social, physical, and socio-emotional well being and promote a healthy community and school culture?

(G) Education of Friends

Do we honor and fulfill the interdisciplinary and wide ranging curiosity about the world as modeled by Moses Brown and reflected in his Deed of Gift to provide a religious, moral and literary education for the qualified children of Friends in New England, many of whom live outside the Greater Providence geographical area?

Section 3. Relationship between New England Yearly Meeting of Friends and Moses Brown School Incorporated

The acceptance of Moses Brown's Deed of Gift by New England Yearly Meeting of Friends commits that body in perpetuity to a concern for Friends education and the education of Quaker children and others. Accordingly, New England Yearly Meeting of Friends will be engaged with Moses Brown School Incorporated in its effort to fulfill its stated mission.

Article II ARTICLE I

Article III NAME; OFFICE

The non-profit corporation shall be named Moses Brown School Incorporated, and shall be known as Moses Brown School. Moses Brown School shall be referred to herein as "**Moses Brown School**" or the "**School**". The School's principal office is located at 250 Lloyd Avenue, Providence, Rhode Island 02906.

Article IV ARTICLE II

BOARD OF TRUSTEES

Section 1. Purpose and Duties

The Board of Trustees is the guardian of the School's mission. The primary responsibilities of the Board are to work with the head of school to set strategic direction and to serve as stewards to the School's finances to ensure that the School delivers on its mission and vision for today's students and the students of future generations. The Board hires, supports, and evaluates the head of school on annual goals, and is guided by NAIS Principles of Good Practice. The Board shall be governed by the practices of Friends, and shall conduct its business in accordance with Friends business procedure — that is, with sensitivity to the views expressed by each member and recording the approval of actions taken upon reaching a sense of the meeting.

None of the School, the Board, and any Trustee shall discriminate against any individual in accordance with the terms of the non-discrimination policy set forth in the School's Employee Handbook.

Section 2. Policy Manual

A manual of the policies established by the Board shall be maintained and kept current by the Governance Committee. This document shall be made available at the principal office of the School at any reasonable time for inspection by any person requesting to see it.

Section 3. Number of Trustees

The Board shall consist of not less than 20 and not more than 40 members, the exact number to be determined by the Board from year to year in accordance with these Bylaws. Moses Brown School agrees to be in relationship with the New England Yearly Meeting of Friends in an effort to fulfill its stated mission. Not less than one-third of the Board shall consist of Friends chosen in accordance with Article II, Section 4 herein.

Section 4. Nomination and Appointment

All members of the Board shall be appointed by the Board, selected from a pool of nominees who have served on a Board Committee, or in another significant volunteer capacity for the School, for at least one year, and such members shall be selected in a manner consistent with the practices and philosophy of Friends, solely at the discretion of the Board, from candidates nominated as follows:

- (i) The Governance Committee of the Board shall recommend select nominees to the Board, making such selection from the list of nominees provided by New England Yearly Meeting of Friends Permanent Board, as provided in paragraph (ii) below, as well as from a list of such names that it may develop on its own initiative for the two-thirds of the Board not required to be Friends;
- (ii) New England Yearly Meeting of Friends Permanent Board shall select, upon joint recommendation from the New England Yearly Meeting Nominating Committee, the Governance Committee, and the Committee on Nurturing Friends Education, nominees who are Friends to the Board. The nominees so chosen shall include enough Friends that one-third of the Board may be chosen from their number. A list containing the names of all such nominees then shall be submitted to the Governance Committee of the Board for its consideration; and

- (iii) New England Yearly Meeting of Friends Permanent Board may also suggest non-Friends for consideration by the Governance Committee of the Board. In collaboration with the New England Yearly Meeting of Friends Nominating Committee, the Governance Committee and Committee on Nurturing Friends Education may suggest Friends from outside New England Yearly Meeting to New England Yearly Meeting of Friends Permanent Board for consideration as Friends to be nominated by New England Yearly Meeting of Friends Permanent Board.

Section 5. Vacancies

Vacancies on the Board, occurring other than at the completion of a member's term, may be filled for the balance of that member's term by a nominee jointly recommended by the Executive Committee and the Governance Committee of the Board. Such appointment shall extend until the end of the unexpired term; *provided, however*, that if such member is a Friend who is necessary to satisfy the required one-third membership of Friends on the Board, the Executive Committee shall ask the Governance Committee to provide a nominee or list of nominees selected by the New England Yearly Meeting of Friends, as provided in Section 4 above, from which selection the Executive Committee shall fill the vacancy for the balance of said term.

Section 6. Ex-Officio Members

In addition to Members duly appointed in accordance with the terms of these Bylaws, each of the following positions shall be *ex-officio* members of the Board: the Head of School; the Clerk or such other member duly appointed by the Alumni Association of the School; the Clerk of the New England Yearly Meeting or the Clerk of the New England Yearly Meeting Permanent Board, and as determined by them.

Section 7. Terms for Trustees and Officers

- (a) Trustees shall serve for an initial term of three years. No person shall serve more than two consecutive three-year terms except that a Trustee serving as an officer of the Board may continue to serve as a Trustee for as long as such person is holding

such office, but, other than if serving as Clerk, not to exceed an aggregate of nine (or 12 for Clerk) consecutive years of service on the Board. Any Trustee may be re-appointed for up to two additional three-year term(s) after one year has elapsed since the expiration of their last term.

(b) Officers

(i) With the exception of the Clerk, the term of office for an Officer shall be one year, provided that no person shall serve more than six consecutive one-year Officer terms or nine consecutive Trustee service years.

(c) The Clerk shall serve for an initial term of three years. After the completion of the Clerk's first three-year term as Clerk, the Clerk may serve an additional consecutive three-year term.

Section 8. Staggered Terms

To the extent reasonably possible, the terms shall be staggered so that each year approximately one third of the Board members shall reach the end of their three-year terms.

Section 9. Meetings

The Board shall hold an annual meeting at such time as the Board or its Executive Committee shall decide, at such time and place as it shall determine from time to time. There shall also be not fewer than four regular meetings during the school year, to be held at such time and place as the Board may determine.

Other meetings of the Board may be called by the Clerk or the Secretary or upon the request of five members of the Board, to be held in the State of Rhode Island, and for such purpose as shall be stated in the call and notice of such meeting.

Consistent with Quaker practices, it is the expectation that Members of the Board attend meetings in person in order to allow the spiritual energy created by attendees to lead the decision-making process. Nevertheless, the School recognizes that it is impractical to expect all members of the Board to attend all meetings and understands that situations may arise in which the Board would benefit from the involvement of members who are not physically present but who are able to participate in the School's governance work by remote means. For the purposes of holding a meeting, the Clerk of the Board may allow one or more Board members to participate in a meeting

without being present, provided there is a quorum present in person. For the purposes of joining in discernment and decision making, there shall be no distinction between in-person and remote Members.

Section 10. Quorum

At all meetings of the Board, 13 members physically present shall constitute a quorum for the transaction of any business, but if less than a quorum is physically present, any smaller number may postpone a meeting from time to time with notice of such postponed meeting being given as set forth in Section 11 of Article II below.

Section 11. Notice

The Secretary shall cause notice of the time and place of each meeting to be given to each Trustee not less than three business days prior thereto. Insofar as practical, the notice of the meeting shall contain an agenda and copies of reports or other documents concerning matters to be considered and acted upon at the meeting. Notice of a meeting need not be given to any Board member who submits a signed waiver of notice whether before or after the meeting, or who attends the meeting without protesting, prior thereto or at its commencement, the lack of notice to him or her.

Section 12. Resignation and Removal

A Board member may resign at any time by giving written notice to the Clerk or to the Secretary. Such resignation shall take effect at the time specified therein or, if no time be specified, then on delivery. A Board member may be removed from service by the Board after due consideration and opportunity to be heard.

Section 13. Prohibition of Compensation

The members of the Board shall receive no compensation for their services.

Article V ARTICLE III

Article VI OFFICERS

Section 1. Enumeration

There shall be the following officers of the Board: Clerk (including any Co-Clerk or Co-Clerks), Assistant Clerk, Secretary, Treasurer, Friends Coordinator, and such other individuals as the Board may designate, all of whom shall be members of the Board. All such officers shall be appointed annually by the Board, with the exception of the Clerk, whose term shall be as described in Section 7(b) of Article III and (ii) the Friends Coordinator, who shall be appointed as described in Section 6 of this Article III. The officers shall perform the usual duties pertaining to their offices and shall serve until their respective successors are duly appointed.

Section 2. Clerk

The Clerk, the presiding officer of the Board, shall be responsible for the execution of all procedures and meetings required by these Bylaws, and shall preside at all meetings of the Board and of the Executive Committee. The Clerk shall also perform such other duties and have such other authority as may from time to time be assigned to or conferred by the Board.. It is the expectation that the Clerk will provide the Executive Committee of the Board with not less than 6 months' prior notice of their desire to step down as Clerk, during which period of time the Board will select a successor Clerk who may serve as Assistant Clerk prior to assuming the responsibilities of Clerk.

Section 3. Assistant Clerk

In the absence or disability of the Clerk, the Assistant Clerk shall have all the powers and perform all the duties of the Clerk, and shall otherwise perform such other duties and have such other authority as may from time to time be assigned or conferred by the Board.

Section 4. Treasurer

The Treasurer shall serve on the Strategic Finance and Operations Committee and may serve as Clerk thereof. In conjunction with the Chief Financial Officer of the School, the Treasurer shall keep or cause to be kept complete and accurate books of account, including a balance sheet, income statement and cash flow statement updated quarterly. The Treasurer shall present annually to the Board, or more frequently if requested, a statement showing the condition of the School's finances. Said books of account, papers and financial documents shall be kept in the custody of the School, as set forth in Section 2 of Article XII of these Bylaws, unless otherwise provided by the Board.

The Treasurer shall also perform such other duties and have such other authority as may from time to time be assigned or conferred by the Board.

Section 5. Secretary

The Secretary of the Board shall be responsible for recording the proceedings and preparing or supervising the preparation of the minutes of the Board meetings for approval by the Board of Trustees, maintaining and authenticating the records of the School and performing such other duties as may be assigned by the Clerk or Board of Trustees. The Secretary shall send out or cause to be sent out notices of the meetings as required by these Bylaws.

Section 6. Friends Coordinator

The Friends Coordinator, selected by the members of the Board who are Friends, shall have the following duties:

- (A) to serve as a member of the Executive Committee of the Board;
- (B) to sign all diplomas on behalf of the New England Yearly Meeting of Friends;
- (C) to serve as a Friendly sounding board for the School in matters relating to Friends practices; and
- (D) to perform such other duties as are provided in these Bylaws.

Section 7. Vacancies

Vacancies of an officer position other than the Friends Coordinator occurring other than by the completion of an officer's term may be filled for the balance of that officer's term by the Executive Committee of the Board. A vacancy of the position in the Friends Coordinator occurring other than by the completion of the Friend's Coordinator's term may be filled for the balance of the Friend's Coordinator's term by the members of the Board who are Friends. Such appointments shall extend until the end of the unexpired term.

Section 8. Resignation and Removal

An officer may resign at any time by giving written notice to the Clerk. Such resignation shall take effect at the time specified therein or, if no time be specified, then on delivery. An officer may be removed from office by the Board after due consideration and opportunity to be heard..

Section 9. Other Officers

The Board may from time to time create and appoint additional officers with such authority and duties as the Board confers.

Article VII ARTICLE IV

Article VIII COMMITTEES

Section 1. General Provisions

Unless otherwise indicated in these Bylaws, a current Board member shall chair each standing committee for a term of one year and current or former Board members shall comprise a majority of the members of each standing committee. Members of standing committees are appointed for one-year terms, and the Board shall have the right, from time to time and in its sole discretion, to establish limits on the number of terms or consecutive terms a committee member may serve for all committees other than the Committee on Nurturing Friends Education at Moses Brown School, but only so long as such term limits apply equally to Quaker and non-Quaker committee members. Any limits on the number of terms or number of consecutive terms to be served by the members of the Committee on Nurturing Friends Education at Moses Brown School may be set only by the mutual consent of the Board and the New England Yearly Meeting Permanent Board. The Clerk of the Board may, at the Clerk's discretion, call an executive session of the entire Board or of any committee to be attended by only the current Board members. The members of each committee shall include at least one Friend if there is a Friend willing and able to serve. The Board shall, however, do its best to appoint at least two Friends to each committee.

Section 2. Executive Committee

The Executive Committee of the Board shall consist of the Clerk, Assistant Clerk, Treasurer, and Secretary of the Board, as well as the Head of School, the Friends Coordinator, and such at-large current Board members approved by the Board on the nomination of a panel consisting of the Clerk, the Head of School, and the Friends Coordinator. At least two members of the Executive Committee shall be Friends. The term of office of any at-large member of the Executive Committee shall be one year. To the extent possible the terms of at-large members shall be staggered, such that in any given year there shall be some continuity in at-large members from the prior year. The Clerk of the Board shall be the Clerk of the Executive Committee. The Executive Committee shall,

between meetings of the Board, have all the powers and perform all the duties of the Board. All actions taken by the Executive Committee shall be reported to the Board no later than at its next meeting. The Executive Committee, when it becomes necessary to seek a new Head of School for the School, shall appoint a Search-and-Screen Committee. The Search-and-Screen Committee, of which at least 30 percent shall be Friends selected from a list submitted by the New England Yearly Meeting of Friends Permanent Board, shall report its recommendations to the Executive Committee for its action and recommendation to the Board for final approval. In the event that New England Yearly Meeting of Friends Permanent Board is unable to provide such list within 30 days after request therefor, the Committee on Nurturing Friends Education shall work with the Friends Coordinator to provide the Executive Committee with such list.

Section 3. Governance Committee

There shall be a Governance Committee of the Board. This committee shall be charged with 1) nominating and orienting new Board and committee members, officers and clerks of committees, including orientation to an understanding of Quaker business practice; 2) fostering individual and whole Board growth by providing education, information, and enrichment opportunities; 3) reviewing the Bylaws and policies of the School; 4) evaluating the Board's performance; and 5) assisting the Clerk of the Board on such special projects as assigned. The members of the Governance Committee shall be nominated by the Head of School, the Clerk of the Board, and the Friends Coordinator, and approved by the Board. All members shall be current or former Board members and a majority shall be current Board members. At least one from member of the Governance Committee shall be a Friend.

Section 4. Committee on Nurturing Friends Education at Moses Brown School

There shall be a Committee on Nurturing Friends Education at Moses Brown School. The purpose of this committee is to support the Friends faith and practice of Moses Brown School. The work of this committee shall be concerned with nurturing the spiritual base of the School, fostering strong relationships between New England Yearly Meeting of Friends and Moses Brown School, helping the School explore and deepen its Quaker values and best practices in Friends Education, and such other matters as this committee and New England Yearly Meeting of Friends shall agree upon from time to time. The committee will consider concrete ways that it can support and share

the developments in Friends education at Moses Brown School. The committee will support the School's work to identify children of Quaker families and encourage them to apply. The committee will support the School's efforts to ensure that current Moses Brown families, faculty, and staff, who are drawn to the Quaker aspect of the School, are given opportunities to deepen their connections to Friends faith and practice. The committee will support the Head of School in stewarding the School's membership renewal process for the Friends Council on Education.

This committee shall be the joint responsibility of the Board and New England Yearly Meeting. The committee will maintain an equal number of members appointed by New England Yearly Meeting and the Board of Moses Brown School, respectively. There will be at least 12 regularly appointed members and two *ex-officio* members. At least six members will be nominated by this committee and appointed by the New England Yearly Meeting Permanent Board for staggered three-year terms not to exceed six consecutive years for any member, and one *ex-officio* position filled by either the Clerk of New England Yearly Meeting or the Clerk of the New England Yearly Meeting Permanent Board. At least six members will be appointed by the Board, no fewer of two of whom shall be current Board members, for staggered three-year terms not to exceed six consecutive years for any member, and will include the Head of School and the Director of Friends Education, with one *ex-officio* position filled by the Clerk of the Board. The Clerk of this committee shall be nominated by its members, working with the Providence Friends Meeting liaison and the Friends Coordinator, with the final approval by the New England Yearly Meeting Permanent Board. This committee shall meet at least five times per year.

Section 5. Strategic Finance and Operations Committee

There shall be a Strategic Finance and Operations Committee of the Board. This committee shall make financial recommendations to the Board, as it deems appropriate, including recommendations as to insurance matters. In particular, it is responsible for the creation of the annual budget in consultation with the Head of School, for submitting it to the Board for approval, and for monitoring actual income and expenses. It shall also select an independent auditor and

present an annual audit to the Board. This committee may, but need not, be clerked by the Treasurer of the Board.

Section 6. Investment Committee

There shall be an Investment Committee which is a sub-Committee of the Strategic Finance and Operations Committee. This committee shall oversee the management and investment of endowments and other invested funds owned by or operated for the benefit of the School and shall meet at least twice a year and present a report to the Board annually. This committee shall be composed of at least three members, at least one of whom shall be a Friend with knowledge of Friends' investment policies and practices. The Clerk of the Investment Committee shall be a member of the Board's Strategic Finance and Operations Committee.

This committee's investment practices shall be guided generally by a philosophy of social responsibility, and specifically by the investment policy approved by the Board on April 15, 1986 and New England Yearly Meeting of Friends of August 18, 1986, as the same may be amended, modified or restated from time to time. Please see the document [Social Responsibility](#).

Section 7. Infrastructure and Technology Committee

There shall be an Infrastructure and Technology Committee which is a sub-Committee of the Strategic Finance and Operations Committee. This committee shall be concerned with the School's physical plant and grounds, and technology including, but not limited to, formulation of long-range plans for the campus and facilities and the regular maintenance, preservation, and renovation of campus property and infrastructure, including technological.

Section 8. Additional Standing Committees; Ad Hoc Committees

The Board may create such additional standing committees as it determines from time to time.

Ad Hoc committees may be formed by the Clerk or the Head of School.

Section 9. Committee Meetings

The Executive Committee shall meet at least four times a year, and may meet more often, as shall be determined by the Clerk of the Board or by consensus of the members of the committee, at

such time and place as it shall determine. No notice shall be necessary for Executive Committee meetings. Meetings of all other committees, of which no notice shall be necessary, shall be held at such time and place as shall be fixed by the Clerk of the Board or the Clerk of the committee or by consensus of the members of the committee. Committee members may participate in any meeting by means of a telephone or video conference or similar communications equipment by means of which all persons participating in the meeting can hear each other at the same time, and participation by such means shall constitute presence in person at such meeting.

Section 10. Alternate Members

Subject to the provisions of these Bylaws which impose requirements for the composition of a particular committee, the Board may designate one or more Board members as alternate members of the Executive Committee or of any standing committee of the Board, who may replace any absent member or members at any meeting of such committee.

Article IX ARTICLE V

Article X HEAD OF SCHOOL

The Head of School will be responsible for the overall operation of the School in a manner consistent with the School's mission, its long-range plan and the policies of the Board, all as the same may be in effect from time to time. The Head of School will be responsible for all programs, academic and other; personnel (including selection, assignment, transfer, promotion, and termination of all other Moses Brown School employees); fiscal and business management. The Head of School will report to the Board.

Article XI ARTICLE VI

Article XII FISCAL YEAR

The fiscal year of the School begins July 1 and ends June 30.

Article XIIIARTICLE VII

Article XIV AUTHORIZED SIGNATURES

(a) Annual Authorization for Budgeted Transactions: The Clerk and the Treasurer of the Board will designate each year, by written instrument, specific Board members and staff positions,

including but not limited to the Chief Financial Officer (CFO), Controller, and Head of School, who shall be authorized to execute financial and legal documents and transactions that are within the approved scope and amounts of the annual budget adopted by the Board. The Clerk and CFO shall maintain a record of these annually authorized individuals and their respective scopes of authority. Electronic signatures are acceptable in accordance with applicable law and the Moses Brown School's financial policies.

(b) Case-by-Case Authorization for Non-Budgeted and Significant Transactions: Any financial or legal document or transaction that is separate from the approved annual budget, or that exceeds twenty-five thousand dollars (\$25,000), shall require specific authorization by Clerk and Treasurer of the Board on a case-by-case basis, unless otherwise explicitly provided in these bylaws.

(c) Responsibility for Effective Controls: All individuals authorized to execute financial and legal documents and transactions, whether through annual designation or case-by-case authorization, are responsible for ensuring that effective internal controls consistent with industry standards and the Moses Brown School's financial policies are in place and followed for all spending, including routine payables. These controls shall be subject to review as part of the annual audit of the Moses Brown School's financial records.

(d) Consistency with Financial Policies: The authorizations granted in this section shall be exercised in a manner consistent with the Moses Brown School's established financial policies and procedures, as adopted and amended by the Board.

(e) Regular Review: The Board shall periodically review this Section and the related financial policies to ensure their continued relevance and effectiveness.

Article XV ARTICLE VIII

Article XVI INDEMNIFICATION

Section 1. Agreement of School

In order to induce the Board members and officers of the School to serve as such, the School adopts this Article VIII and agrees to provide the Board members and officers of the School with the benefits contemplated hereby.

Section 2. Acceptance

This Article VIII will apply, and the benefits hereof will be available, to each Board member and officer of the School who, by accepting his or her respective position and serving on behalf of the School, will be deemed to have accepted the provisions of this Article VIII and agreed to abide by the terms contained herein.

Section 3. Definitions

As used in this Article VIII, the following terms will have the following respective meanings:

“Covered Act” means any act or omission by the Indemnified Person in the Indemnified Person’s official capacity with the School and while serving as such or while serving at the request of the School as a member of the governing body or officer of another school, partnership, joint venture, trust, or other enterprise.

“Disinterested Board Member” means a Board member without a direct or indirect personal interest in the outcome of the Proceeding, or who is a party to such Proceeding concerning which indemnification is sought.

“Duty of Care” means that the Indemnified Person discharges his or her duties in good faith, in a manner he or she reasonably believes to be in the best interests of the School, and with the care an ordinarily prudent person in a like position would exercise under similar circumstances.

“Duty of Loyalty” means that the Indemnified Person, when making a decision or acting on behalf of the School, shall be faithful and dedicated to the School’s mission as set forth in the Preamble to these Bylaws, shall place the interests of the School above personal or conflicting interests and shall act solely in the best interest of the School.

“Excluded Claim” has the meaning set forth in Section 6 of this Article VIII.

“Expenses” means any reasonable expenses incurred by the Indemnified Person in connection with the defense of any claim made against the Indemnified Person by a third party (i.e., a party other than the School or one of its affiliated entities) for Covered Acts including, without being limited to, legal, accounting or investigative fees and expenses (including the expense of bonds necessary to pursue an appeal of an adverse judgment).

“Indemnified Person” means any current or former Board member or officer of the School who accepts or accepted election or appointment as a Board member or officer and agrees or agreed to serve as such in the manner provided in Section 2 of this Article VIII.

“Loss” means any amount which the Indemnified Person is legally obligated to pay as a result of any claim made against the Indemnified Person by a third party (i.e., a party other than the School or one of its affiliated entities) for Covered Acts including, without being limited to, judgments for, and awards of, damages, amounts paid in settlement of any claim, any fine or penalty or, with respect to an employee benefit plan, any excise tax or penalty.

“Proceeding” means any threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative.

Section 4. Indemnification

Subject to the exclusions hereinafter set forth, the School will indemnify the Indemnified Person against and hold the Indemnified Person harmless from any Loss or Expenses incurred by the Indemnified Person in the defense of any Proceeding involving a Covered Act (excluding any Excluded Claims) to the full extent permitted by the laws of the State of Rhode Island now or hereafter in force.

Section 5. Advance Payment of Expenses

The School will pay the Expenses of the Indemnified Person in advance of the final disposition of any Proceeding except to the extent that the defense of a claim against the Indemnified Person is undertaken pursuant to any Board members’ and officers’ liability insurance (or equivalent insurance known by another terms) maintained by the School. The advance payment of Expenses will be subject to the Indemnified Person’s first agreeing in writing with the School to

repay the sums paid by it hereunder if it is thereafter determined that the Proceeding involved an Excluded Claim or that the Indemnified Person was otherwise not entitled to indemnity under these Bylaws.

Section 6. Exclusions

The School will not be liable to pay any Loss or Expenses under the following circumstances (each, an “**Excluded Claim**”):

(A) if a final non-appealable judgment or other adjudication by a court of competent jurisdiction determines that the Indemnified Person is liable to the School (as distinguished from being liable to a third party) for: (i) any breach of the Indemnified Person’s Duty of Care or Duty of Loyalty to the School; (ii) acts or omissions which involve intentional misconduct or knowing violation of law; or (iii) any transaction from which the Indemnified Person derived an improper personal benefit; or

(B) if a final, non-appealable judgment or other adjudication by a court of competent jurisdiction determines that such payment is unlawful.

Section 7. Notice to the School; Insurance

Promptly after receipt by the Indemnified Person of notice of the commencement of or the threat of commencement of any Proceeding, the Indemnified Person will, if indemnification with respect thereto may be sought from the School under these Bylaws, notify the Clerk thereof. Failure to promptly notify the School will not adversely affect the Indemnified Person’s right to indemnification hereunder unless, and only to the extent that, the School is materially prejudiced in its ability to defend against the Proceeding by reason of such failure. If, at the time of the receipt of such notice, the School has any Board members’ and officers’ liability insurance in effect, the School will give prompt notice of the commencement of such Proceeding to the insurer in accordance with the procedures set forth in the policy or policies in favor of the Indemnified Person. The School will thereafter take all the necessary or desirable action to cause such insurer to pay, on behalf of the Indemnified Person, all Loss and Expenses payable as a result of such Proceeding in accordance with the terms of such policies.

Section 8. Indemnification Procedures

(A) Payments on account of the School's indemnity against Loss will be made by the Treasurer of the School except if, in the specific case, a determination is made that the indemnification of the Indemnified Person is not proper in the circumstances because such Loss results from a claim which is an Excluded Claim. If the School so determines that the Loss results from an Excluded Claim (although no such determination is required by the School hereunder prior to payment of a Loss by the Treasurer), the determination shall be made:

(i) by the Board by a consensus of a quorum consisting of Disinterested Board Members; or

(ii) if a quorum cannot be obtained for purposes of clause (i) of this Subsection (A), then by consensus of a committee of the Board duly designated to act in the matter by a consensus of the Board (in which designation trustees who are parties to the Proceeding may participate) consisting solely of three or more Disinterested Board Members; or

(iii) by independent legal counsel designated: (a) by the Board in the manner described in clause (i) of this Subsection (A), or by a committee of the Board established in the manner described in clause (ii) of this Subsection (A), or (b) if the requisite quorum of the Board cannot be obtained therefore and a committee cannot be so established, by a consensus of the Board (in which designation Board members who are parties to the Proceeding may participate). If made, any such determination permitted to be made by this Subsection (A) will be made within 60 days of the Indemnified Person's written request for payment of a Loss.

(B) Payment of an Indemnified Person's Expenses in advance of the final disposition of any Proceeding will be made by the Treasurer of the School except if, in the specific case, a determination is made pursuant of Section 8(A) of this Article VIII above that indemnification of the Indemnified Person is not proper in the circumstances because the Proceeding involved an Excluded Claim.

(C) The School will have the power to purchase and maintain insurance on behalf of any Indemnified Person against liability asserted against him or her with respect to any Covered Act, whether or not the School would have the power to indemnify such Indemnified Person against such liability under the provisions of this Article VIII. The School will be subrogated to the rights of

such Indemnified Person to the extent that the School has made any payments to such Indemnified Person in respect to any Loss or Expense as provided herein.

Section 9. Settlement

The School will have no obligation to indemnify the Indemnified Person under this Article VIII for any amounts paid in settlement of any Proceeding effected without the School's prior written consent. The School will not unreasonably withhold or delay its consent to any proposed settlement. If the School so consents to the settlement of any Proceeding, or unreasonably withholds or delays such consent, it will be conclusively and irrebuttably presumed for all purposes that the Loss or Expense does not constitute an Excluded Claim. If the School reasonably withholds its consent solely on the ground that the Proceeding involves an Excluded Claim, the Indemnified Person may accept the settlement without the consent of the School, without prejudice to the Indemnified Person's rights to indemnification in the event the School does not ultimately prevail on the issue of whether the Proceeding involves an Excluded Claim.

Section 10. Rights Not Exclusive

The rights provided hereunder will not be deemed exclusive of any other rights to which the Indemnified Person may be entitled under any agreement, vote of Disinterested Board Members or otherwise, both as to action in the Indemnified Person's official capacity and as to action in any other capacity while holding such office, and will continue after the Indemnified Person ceases to serve the School as an Indemnified Person.

Section 11. Enforcement

The Indemnified Person's right to indemnification hereunder will be enforceable by the Indemnified Person in any court of competent jurisdiction and will be enforceable notwithstanding that an adverse determination has been made as provided in Section 8 of this Article VIII.

In the event that any action is instituted by the Indemnified Person under these Bylaws, the Indemnified Person will be entitled to be paid all court costs and Expenses, including reasonable attorneys' fees, incurred by the Indemnified Person with respect to such action, unless the court determines that each of the material assertions made by the Indemnified Person as a basis for such action was not made in good faith or was frivolous.

Section 12. Successor and Assigns

The provisions of this Article VIII will be (i) binding upon all successors and assigns of the School (including any transferee of all or substantially all of its assets) and (ii) binding on and inure to the benefit of the heirs, executors, administrators, and other personal representatives of the Indemnified Person.

Section 13. Amendment

No amendment or termination of this Article VIII which is adverse to the interests of an Indemnified Person will be effective as to such Indemnified Person without prior written consent of that Indemnified Person and, in any event, will not be effective as to any Covered Act of the Indemnified Person occurring prior to the amendment or termination.

Section 14. Directors and Officers Liability Insurance

The School shall maintain at all times, so long as it is commercially reasonable to do so, a directors and officers liability insurance policy in such amounts and with such coverages as determined by the Executive Committee from time to time.

Article XVII ARTICLE IX

DISSOLUTION

Upon dissolution of the School the officers shall, after paying or making provision for payment of all liabilities of the School, dispose of all of the assets of the School exclusively to such organization or organizations organized and operated as shall at the time qualify as an exempt organization or organizations under Sec. 501 (c) (3) of the Internal Revenue Code 1954, as amended (or the corresponding provisions of any future United States Internal Revenue Law), as the Board shall determine in consultation with the New England Yearly Meeting Permanent Board or its successor. Any such assets not so disposed of shall be disposed of by the Superior Court of the County in which the principal office of the School is then located, exclusively for such purposes or to such organization or organizations as said court shall determine, which are organized and operated for such purposes. Notwithstanding the foregoing, any assets of the School which were transferred to the school by New England Yearly Meeting in connection with the formation of

Moses Brown School Incorporated shall be transferred back to New England Yearly Meeting upon a dissolution of the School.

Article XVIII ARTICLE X

CONFLICTS OF INTEREST

Section 1. Definition of Conflict of Interest

A conflict of interest will be deemed to exist whenever an individual is in the position to approve or influence School actions which involve or could ultimately harm or benefit financially: (a) the individual; (b) any member of his immediate family (spouse, parents, children, brothers or sisters, and spouses of these individuals); or (c) any organization in which such individual and/or an immediate family member is a director, trustee, officer, or has a direct or indirect ownership interest of more than 10 percent. Service as a director, trustee or officer of another not-for-profit entity with an exclusively charitable, educational or governmental purpose and exempt from taxation will not, in and of itself, create a conflict of interest; however, there may be situations when a conflict nevertheless arises because of such service and such conflict must be disclosed as required under these Bylaws.

Section 2. Required Disclosures

(A) Board members and officers, upon assuming office and at least annually thereafter, shall disclose to the Governance Committee all significant affiliations (as director, trustee, officer or owner with a direct or indirect interest of more than 10 percent) of any entity with which the School has done business within the past two years, is currently doing business, or may reasonably be expected to do business within the next one year. A Board member or officer shall also disclose to the Governance Committee any such affiliation as soon as possible after learning of it.

(B) Employees of the School with a potential conflict of interest in a particular matter shall promptly and fully disclose the conflict to his or her supervisor.

Section 3. No Participation on Behalf of the School

No individual shall participate in any act or process to approve or enter into any transaction presenting a conflict of interest involving that individual. This includes, but is not limited to, engaging in any debate, decision, vote or document execution at, for, or on behalf of the School;

provided, however, debating issues is expressly permitted notwithstanding the existence of a conflict of interest so long as such conflict is verbally disclosed to the applicable meeting prior to engaging in such debate and is documented and contemporaneously recorded in minutes of such meeting.

Section 4. Approval of Contracts and Transactions Involving Potential Conflicts of Interest

No officer or other individual who is otherwise authorized to execute any contract or enter into any transaction on behalf of the School shall do so with knowledge that it presents a conflict of interest not yet resolved by application of the procedures set forth below.

(A) If a proposed contract or transaction presents an actual or potential conflict of interest involving a Board member or officer, then that proposed contract or transaction must be submitted to the Executive Committee, which shall review its terms and determine if they are fair and reasonable to the School and otherwise consistent with the best interests of the School. Fairness includes, but is not limited to, that the School pay no more than fair market value for any goods or services which the School receives and the School receive no less than fair market value for any goods or services that it provides. Such determinations shall be made on the basis of appropriate data as to comparability. No contract or transaction presenting a conflict of interest shall be entered into unless and until the Executive Committee has approved it as being fair to the School and in the School's best interests.

The Executive Committee shall document and contemporaneously record in its minutes the basis for its decision to approve any contract or transaction involving a conflicts of interest. The Executive Committee may set conditions as part of its approval of contracts or transactions.

(B) If a proposed contract or transaction presents an actual or potential conflict of interest involving any employee who is not also a Board member or officer, then any supervisor or other person who is aware of the potential conflict shall bring the conflict to the attention of the Clerk, who in turn shall determine, in consultation with School's legal counsel as needed, whether the application of Section 3 of this Article X is sufficient to resolve the conflict of interest or whether it should be submitted to the Executive Committee for review in the manner provided for conflicts involving Board members and officers. The Executive Committee will make this

determination on the basis of whether the degree of influence the employee has over the affairs of the School, or a discrete portion of it, is sufficient to merit such a review.

Section 5. Report to Full Board

The Clerk shall report to the full Board at least annually concerning conflicts of interest that have been disclosed and contracts and transactions involving conflicts that have been approved.

Article XIX ARTICLE XI

Article XX AMENDMENT OF BYLAWS

These Bylaws may be altered or amended by the affirmative action of the Board, a quorum being present, at a regular, special, or annual meeting of the Board, *provided* that the notice of such meeting shall contain a statement of the proposed alteration or amendment, and *provided further* that any amendment affecting any provision in the Preamble, Article I or any provision affecting the number, proportion, or manner of selection of Friends required in the composition of the Board, the Executive Committee, any Search-and-Screen Committee established to select a new Head of School, the Governance Committee or the Strategic Finance and Operations Committee, or affecting any provision in Sections 4 and 8 of Article IV regarding the Committee on Nurturing Friends Education at Moses Brown School and the Investment Committee, respectively, or affecting the manner of selection or the duties and prerogatives of the Friends Coordinator, or affecting the manner in which meetings shall be conducted as set forth in the first paragraph of Section 1 of Article II and in the third paragraph of Section 9 of Article II hereof, or affecting any provision of this Article XI, shall become effective only after approval by the New England Yearly Meeting of Friends at Sessions or through its Permanent Board (it being understood, *however*, that any limit on terms served by committee members imposed by the Board as described in Section 1 of Article IV above shall not be deemed an amendment to these Bylaws requiring the approval of the New England Yearly Meeting of Friends at Sessions or through its Permanent Board except for any such limit which may apply to the Committee on Nurturing Friends Education at Moses Brown School).

Article XXI ARTICLE XII

Article XXII MISCELLANEOUS

Section 1. Effective Date

The original Bylaws went into effect on May 13, 2010. Any amendments shall go into effect immediately upon their adoption by the Board and, if required by Article XI, the approval by the New England Yearly Meeting of Friends at Sessions or through its Permanent Board.

Section 2. Books and Records

Except as otherwise provided by Section 2 of Article II of these Bylaws, there shall be kept at the principal office of the School: (1) correct and complete books and records of account; (2) minutes of the proceedings of the Board and the Executive Committee; (3) a current list of the Board members and officers of the School and their residence addresses; (4) a copy of these Bylaws; (5) a copy of the Policy Manual; (6) a copy of the School's application for recognition of exemption with the Internal Revenue Service; and (7) copies of the past three years' information returns to the Internal Revenue Service.

Section 3. Severability

If any one or more of the provisions of these Bylaws is determined by a court to require the School to perform an act which is in violation of applicable law, or to fail to perform an act in order to avoid a violation of law, such provision(s) shall not affect any other provision of these Bylaws and these Bylaws shall be construed and enforced as if such provision(s) had not been contained therein.

SECRETARY'S CERTIFICATE

I, _____, hereby certify that (i) as a member of the Board of Trustees, I am designated and authorized by the Board to serve as Secretary, and (ii) in accordance with the applicable notice, approval and other procedural provisions of Article XI of the Amended and Restated Bylaws of Moses Brown School Incorporated Dated September 10, 2021, the above Amended and Restated Bylaws of Moses Brown School Incorporated were duly adopted at the regular meeting of the Board of Trustees of Moses Brown School Incorporated held on _____.

By: _____

Name:

Title: Secretary

I, Jane Ritson-Parsons, as Clerk of the Board of Trustees, do hereby certify, on behalf of Moses Brown School Incorporated that the above-referenced Board member, _____, on the effective date hereof and for all purposes pertaining to the business of the Board of Trustees conducted at its regular meeting held on _____, is the duly elected or appointed, qualified and acting Secretary of Moses Brown School Incorporated and that the signature set forth above is the genuine signature of such officer.

By: _____

Name: Jane Ritson-Parsons

Title: Clerk

NEYM Meeting Accompaniment Group

Purpose, Procedures and Composition

Purpose

Accompaniment Group, charged with a function of Ministry and Counsel (M&C), works closely with the M&C Clerk, Yearly Meeting Secretary, and Presiding Clerk to bring sustained and prayerful accompaniment to local meetings and quarters, with particular attention to walking alongside Friends serving their meetings in leadership roles.

Procedures

Accompaniment Group seeks to support and increase the capacity of meetings themselves to respond to the challenges they encounter. As needed or requested by Friends serving in local meetings, Accompaniment Group, meeting monthly and working in partnership with quarterly meetings, where possible and appropriate, assists with referrals to other Friends, including local meetings with relevant experience, and resources related to a wide range of concerns.

Friends serving as part of this body:

- Connect with clerks of meetings and quarters, as well as clerks of their M&Cs, regarding the life of the meeting
- Visit meetings
- Provide specific support and presence with monthly and quarterly meetings in times of a particular need for accompaniment
- Read and reflect on state of society reports
- Pay attention to news shared in local meeting newsletters
- Consider reports of Friends traveling and visiting
- Participate regularly in monthly meeting leader calls, and contribute insights to planning for these calls
- Support and attend wider NEYM events, including Meeting Care Day, Meeting for Listening, Living Faith and Sessions

- Ensure appropriate information sharing with relevant partners (M&C Clerk, Secretary, Presiding Clerk, staff), in ways that are consistent and timely while maintaining appropriate confidentiality
- Coordinate and consult with the Ministry and Eldership Resource Group
- Invite Friends to join in this work as needed, in support of particular situations or needs for accompaniment.
- Offer insights to inform the annual NEYM State of Society report

Composition

Five to seven Friends, nominated by the NEYM Nominating Committee, with a clerk also nominated by the NEYM Nominating Committee, approved by the Yearly Meeting.

In consideration of the diversities of context across our region, local meetings and quarters are encouraged to suggest Friends with relevant gifts for consideration by the Nominating Committee to serve as part of this group.

The Presiding Clerk, Clerk of NEYM M&C and Yearly Meeting Secretary serve *ex officio* as members of this group.

The clerk of this group serves as a member of the Coordinating & Advisory Committee and *ex officio* on the Ministry and Eldership Resource Group

Term of Service: Given the importance of ongoing trusting relationships, context, and experience in this work, Friends will be nominated for staggered, renewable five-year terms.

Gifts and experience needed: Spiritual and emotional maturity, gifts in oversight, pastoral care, and accompaniment, conflict resolution, prayerful holding, boundary-setting, communication, and administration. Capacity for holding sensitive matters in confidence, with consultation as needed. Experience (past or present) serving in leadership roles in their own local meeting. Experience walking with those in servant leadership roles, mentoring, being a non-anxious presence. Joy in connection with Friends, love for and commitment to the nurture of local meetings as the foundation of Friends' life together.

NEYM Nominating Committee Report to Permanent Board

15 July 2025

In order to begin sessions in a timely way with a complete Clerk's Table, we are bringing forward two names for **first reading** in this document. Because of the timing, both these Friends have graciously been meeting with the Clerk's Table to support preparation for sessions in August. We look forward to the called Permanent Board meeting on 29 July when names will come forward for a second reading. Please contact me immediately with any concerns.*

Sessions Recording Clerk

Current situation: *This is the final year of our current Presiding Clerk, and the Rising Presiding Clerk began the transition in August 2024. The other Recording Clerk is serving in her third/final year. There will be an Interim Reading Clerk this year. This year will be an exciting opportunity to transition and prepare for something new as we revision how we will gather for annual sessions in 2026.*

Description of Service for the Sessions Recording Clerk:

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

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

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

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

Sessions Recording Clerk – Mark Conley, Providence Friends Meeting, to begin immediately

Mark became a member of the Urbana-Champaign Friends Meeting when he was an undergraduate student. By his senior year, he had served as the meeting's clerk for two years and had been the registrar for Illinois YM. He transferred to Ann Arbor MM while doing graduate studies there and served as the resident staff of the monthly meeting. Later moving to Rhode Island, he transferred his membership to Providence. At Providence MM he has served as clerk as well as on Ministry and Counsel, Religious Education and Peace and Social

Concerns committees. Additionally, Mark has twice served as local arrangements coordinator of FGC gatherings: once in Grinnell, IA and once in Kingston, RI.

Professionally, Mark is the Chair of the Music Dept, Univ of RI. You may remember hearing him sing the role of George Fox in the oratorio "Fire and the Hammer" at NEYM (2011) and FGC (2012).

Interim Sessions Reading Clerk

Current situation: *This year we have a situation that calls us to find new ways to support someone who is called to serve. Nominating Committee had a very strong leading about whom to ask to serve as our next Sessions Reading Clerk. This person, Sarah Bickel (Bhil) felt called to serve but is not able to begin until after sessions this year. An Interim Reading Clerk would serve this year and make it possible for Sarah to serve faithfully in the future.*

Description of Service for the Interim Reading Clerk:

- *Reading materials [epistles, announcements, etc.] to the gathered body at Annual Sessions.*
- *Serving as part of the "Clerks' Table" team, which consists of the Presiding Clerk, two Recording Clerks, and two Reading Clerks.*
- *As a part of the Clerk's Table team, the Reading Clerks contribute to the formation of the agenda for Annual Sessions, and serve as a sounding board for the Presiding Clerk in their discernment leading up to Annual Sessions.*
- *The time commitment for this interim role is several months. The bulk of the work of the reading clerk happens spring and summer months (June-August).*

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

- *Ability to read and articulate clearly*
- *Ability to be and model a prayerful presence during business sessions*
- *Good listener; welcoming presence; clear boundaries*
- *Capacity to engage with, and redirect Friends at the rise of the business sessions, in order to create space for the Presiding and Recording Clerks when the Session is over.*
- *Knowledge of the yearly meeting and current concerns to inform conversations about shaping the agenda.*
- *Ability to see how what's happening in the business meeting fits in the larger picture of the yearly meeting.*
- *Ability to work well with the other members of the Clerks' Table; be a team player.*

Interim Reading Clerk – Beth Bussier-Nichols, Portland Friends Meeting, to begin immediately

Beth is a spiritually grounded and well-seasoned Friend, familiar with the yearly meeting at many levels, and an excellent former Sessions Reading Clerk.

Faithfully,
Jacqueline Stillwell
Clerk, NEYM Nominating Committee
(603)933-2608 or nomclerk@neym.org

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

* The process for approving nominations by Permanent Board during the year is to send *first readings* in a written report a week or so in advance of the Permanent Board meeting. Any concerns, questions or affirmations should be communicated immediately to the Nominating Committee clerk. The clerk will follow-up with a nominee to share concerns without naming who brought them forward. The focus will be on the concerns and how they may be addressed. Depending on the outcome of this exchange, the nominee will either be brought forward for second reading, or withdrawn from the nomination. Depending on the situation, there may be a brief mention of the concerns and response.

Adele MacVeagh Clurman Bourne
March 22, 1936-January 11, 2025

On January 11, 2025, Providence Monthly Meeting of Friends lost a vivacious, beloved member of our community, Adele MacVeagh Clurman Bourne, who passed away after living a full 88 years. In a full circle gesture, we celebrated Adele's memorial service on her birthday, in the company of her family and beloved twin brother, Charlie. We learned that Adele was a "surprise" daughter to her parents whose father famously exclaimed upon her birth, "Well we pulled that one out of our hat!" Throughout her life, Adele was affectionately known as "Rabbit" and now we understand why. With that auspicious beginning, our dear friend Adele made her debut into the world.

Adele would go on to become a gifted educator of literature and theatre arts, poet, playwright and lifelong ferocious social justice activist. Her life was abundant with theatrical performance, literature, nature, and art. Adele was known for her prodigious intellect, intense interpersonal focus, and laser sharp wit. As one Quaker shared, Adele had pluck, engaging full throttle in life with all its complexity. In the latter part of her journey, when she utilized a walker, she maneuvered with characteristic purpose and precision. Indeed, Adele was a force to be reckoned with, and she channeled that force for good in the world.

Adele was born and raised in the Episcopalian tradition in Bedford, New York in a family whose father served on Franklin D. Roosevelt's War Production Board and whose uncle and grandfather were US Ambassadors. When the family moved to Webster Groves, Missouri for her father's work, Adele founded her activist passion as a junior highschooler when she worked alongside her mother and other members of the Emmanuel Episcopal Church to desegregate Webster Groves schools.

Adele's activist career was fueled by her education at Bryn Mawr College, with its historically Quaker roots and emphasis on equality of all people. She was further galvanized in 1963 by her attendance at Martin Luther King Jr.'s *I Have a Dream Speech*. Adele honed her work for peace and justice as a member of Moorestown (New Jersey) Friends Meeting and was always the first to join a protest, spearhead a letter writing campaign, or care for a family in need. When she resettled and joined Providence Monthly Meeting, she quickly engaged as an active and steadfast member of the Peace and Social Concerns Committee.

Adele was especially valued as a source of advice and support to others as they pursued their particular social justice activities. One member recalls Adele, well into her 80's, making the trek to Boston and reveling in vigils to help preserve a children's hospital garden. Although the garden was sacrificed, Adele took the time to write in her bold

cursive to offer words of solace: “Even though the outcome wasn’t what you hoped, your efforts brought integrity to the process and that matters.” Indeed, Adele mentored many a soul, wrote poetry, and turned to the arts to advance the pursuit of social justice.

Adele served as a devoted, attentive member of the Pastoral Care Committee. She enjoyed reaching out to others in our community in need of encouragement with telephone calls, handwritten cards, visits, flowers, and meals. She was a good listener and made people feel special. She was comfortable connecting with others, engaging in conversation, and ever generous with her time and resources. She accepted people for who they were and refrained from judgment. She remembered people’s names and made note of newcomers and those who might be isolated, lonely, bereaved, or hungry. She was attuned to the human condition and took joy in serving the needs of others. At her memorial service, there were messages from her neighbors at Wayland Manor who recalled her kindness, open doors and warm hospitality, and sharing of food.

Adele had a remarkable energy and wholeheartedness that animated her and influenced those around her. She easily connected and made friends with those across the generations. She was funny, bold, quotable, classy, and entertaining. She spoke her mind, often eloquently, and served as a role model for many, including her grandchildren who took pride in their grandmother’s perennial youthful optimism and perspective. Adele could at once be serious yet lighten the moment with her quick wit, smile, and willingness to share of her own experiences. At a recent Christmas program, drawing on her background in theatre, she delivered a reading with verve and compassion that uplifted those present. Adele was comfortable in her own skin, upheld the dignity of all people, and envisioned a world of fairness and opportunity for all. She made good on this vision through her educational and social justice endeavors, everyday kindness, humor, and nonjudgmental positive regard for others. She embodied Quaker principles and testified to them throughout her life.

Adele is survived by her loving twin brother, Charlie, and her sister Priscilla; her daughter, Margaretta, and son, Andrew and their partners; vibrant grandchildren and great-grandchildren; and an extended family of nieces, nephews, and cousins. Adele generated joy, made the world a better place, and she will be remembered for brightening our Meeting and our world.

Erica Brinton Memorial Minute

October 14, 1948-January 27, 2022

Hanover Friends Meeting's long-time member, Erica Brinton, passed away quietly in her modest home in Norwich, Vermont on January 27, 2022.

Erica was a community activist, avid bike commuter, faithful Christmas Revels actor, loyal shape-note singer, cheerful Morris and Contra dancer, dedicated Registered Nurse, and famous cook for each and every pot-luck supper where, like at all activities, she was a cheerful presence. But most of all, Erica was a friendly face to everyone she met.

Erica was born on October 14, 1948 and raised in a Quaker household in Bucks County, Pennsylvania and graduated from George School. After spending every childhood summer vacation at her parent's hillside farm "Wenlock Edge" in Ludlow Vermont, it was Hanover Friends Meeting's good fortune that she decided to relocate permanently to New England. After graduating from Russell Sage College with a BS in nursing, she took a job at Mary Hitchcock Hospital and settled into the Upper Valley so she could spend her free time back at Wenlock Edge.

From the time Erica moved to the Upper Valley, her life became a tableau of community happenings. Her life was filled year 'round with events that drew people into her circle. In the Spring, she'd be inviting people to walk a local trail. Summer would be a time to help weed community gardens. Her apple cider mill would be grinding away on sunny autumn days. And winter would be filled with Revels rehearsals and contra dances.

Erica wore her Quaker values on her sleeve. She attended every vigil against war and injustice that she could. She volunteered in the Meeting's First Day School program, served as Presiding Clerk and on a number of its standing committees as well as the AFSC-Vermont Committee, and regularly attended her faith's quarterly meetings. To expand her circle of friends beyond northern New England, she joined a religious delegation to visit a Quaker church in Havana Cuba where she taught New England folk dances to gales of laughter and much hand-clapping and toe-tapping. Now,

years later, Cuban Quakers still fondly invoke memories of “Erika” with warm smiles.

To allow her more time for civic engagement, Erica traded in her full-time nursing job for a part-time job at Kendal at Hanover where, once again she made lifetime friends.

Erica Brinton’s life was cut too short by medical challenges. But she will be carried in the hearts of all who knew this person who exuded the divine presence with such grace and charm.

Approved at Hanover Friends Meeting Business Meeting on March 16, 2025

Endorsed by Northwest Quarterly Meeting, June 7, 2025

Anne Willoughby DiMase
February 12, 1933 - October 11, 2023

On October 11, 2023, Providence Monthly Meeting of Friends lost a cherished member, Anne Willoughby DiMase, who passed away at the age of 90 years. Anne became a member of Meeting upon turning 70 years. She reflected with her membership Clearness Committee that she still had “a lot to offer” and wished to belong to our community. Indeed, over the last two decades, Anne has graced our Meeting with her kindness, warm embrace, and enduring optimism of humanity.

Anne had a presence, a warm smile and, as one member described it, “eyes that danced.” She would often sit on the back bench of the meeting room, welcoming and, in her role as Membership Recorder, tallying those who entered the Meeting room. Another member recollected feeling a great sense of comfort seeing her in this familiar role, thinking “Anne is here. All is well. All she greets will be made to feel welcome.” Her presence lent a steadiness, a valued constancy to Meeting for Worship and to the broader life of the Meeting.

Anne had Light. Quakers speak of “Inner Light” which Anne had in abundance. She also manifested “outer light,” a smile that lit up and enlivened a conversation. Her genuine interest and concern for others served to lighten whatever burdens they might be carrying. One felt listened to, heartened, and affirmed in Anne’s presence with her gentle approach and acceptance of all people. She could also be funny and was known for her witty quips. She was sought out for her natural gift of bringing meaningful life experiences to bear that offered guidance and reassurance to others. She was approachable and inviting during coffee hour, and balanced matters of a serious nature with a light touch.

Anne believed deeply in justice, compassion, and equality for all people, values informed by her deep faith and studies of Christianity, Buddhism, and Vedanta Hinduism. In keeping with her eclectic prism of perspectives and practices, Anne was a pacifist and supporter of the civil rights movement. For many years Anne served on the Peace and Social Concerns Committee making valuable contributions and staying abreast of current social justice issues.

Anne was often accompanied at Meeting on Mother’s Day by her beloved daughter Sherrie and grandson Shane. They made a family tradition of attending the annual Christmas Eve candlelight service at Saylesville Meeting House. Anne enjoyed the fellowship and cookies afterwards- and she was always eager to catch up with young people home for Christmas holiday. One of her favorite holidays was Valentine’s Day and she extended a warm invitation to her friends at Meeting to join at her home for cookies and hot chocolate. She wasn’t a fussy entertainer, insisting that “store bought cookies are just fine.” She placed the emphasis on connecting with people and relationships, rather than formalities, creating a home that was appreciated as a lively hub of joy in times of celebration, and a welcoming place of comfort in times of difficulty.

Born in Worcester, Massachusetts on February 12, 1933, Anne lived most of her life in New England. She graduated from the University of Rhode Island with a degree in Early Childhood Education. She then won a fellowship for graduate studies in Human Development and Human Relations at Merrill Palmer Institute in Michigan. A lifelong learner, Anne also studied Anthropology at Brown University and Social Work at Rhode Island College.

Anne's life spoke with her good works devoted to children. She was passionate about early childhood education and as one member noted, "she never seemed to age...she was forever young." True to her ideals, Anne spent years advocating for higher standards in this field, especially for disadvantaged students and those with special needs. During her early years she served as director of a school for disabled children in Springfield, MA and taught third grade in Dedham, MA and later in Cincinnati, OH. After returning to Rhode Island, she taught at Meeting Street School in Providence. She went on to found and teach at the East Greenwich Cooperative Nursery School. Anne served on the East Greenwich School Committee, where she advocated for individualized educational programs for students. Later, she taught at the John Hope Day Care Center, where she began a parents' group and practiced social work at the John Hope Settlement House. She also directed several Head Start programs and day care centers in Lima, OH and Glendale, CA. With remarkable energy, she established and directed a new infant-toddler center and preschool in Middletown, RI while directing day care programs at Child and Family Services of Newport County. Anne was a visionary and gifted educator who improved the lives of many.

When Anne reached standard retirement age, not one to be idle, she took a position at the American Automobile Association. There she continued in her diligent, calm, and cheerful manner to assist travelers in Providence. She finally (and reluctantly) settled into her well-deserved retirement at the age of 80. Wherever Anne worked and lived, she was a source of support and guidance, and she stayed in touch with many of her mentees throughout her life.

Anne loved poetry and history, particularly hearing the stories of those who came before her. She also loved music, particularly the jazz of her youth and the folk music of the 50s and 60s. Spending time in nature brought a special joy to her.

Anne is survived by one son, Daniel, three daughters, Debora, Laura, and Sherrie, and nine grandchildren. She was also blessed with dear friends that she cherished, many of whom spoke at her memorial service. Anne's good works and relationships live on, and our lives are enriched for having known her.

Approved on June 9, 2024, by Providence Monthly Meeting, Ariana Steele, clerk

Endorsed on June 16, 2024, by Southeast Quarterly Meeting, Elizabeth (Beth) Hansen, clerk

Memorial Minute

Carla Lurie Dowben

January 18, 1932, to January 9, 2024

In January, we lost our valued member Carla Dowben. In April 2014, she had transferred her membership from Acton Friends Meeting (Concord, MA), where she had been a member since 1962, While at Providence she provided an important presence at online Meetings for Worship during COVID, and she served ably on Ministry and Counsel Committee until the time of her death. A memorial service for her was held at the Providence meetinghouse on February 24, 2024.

Her husband Robert had died in 2019, and losing him had shaken her faith, but she found renewed meaning and purpose at Meeting, plus an opportunity to serve, and she attributed her restored faith to the support of the Meeting community. In gratitude, she donated many of her household and personal possessions to Meeting for a yard sale that was held June 8, 2024).

Raised in a Jewish household, she began attending Friends meeting in Philadelphia while in law school at Temple University, where she was the only woman in her class.

Later, in Chicago, Carla's sense of social justice exemplified itself in the kinds of cases she took. She worked for the Cook County Legal Aid Society and made a living defending the poor and recent immigrants from Europe. She was particularly empathetic to women's roles in the social order of the day. In one case she obtained the release of a woman who had been wrongly incarcerated in a mental facility by demonstrating the false claims of the husband. Another case made it all the way to the Supreme Court.

In Dallas she was particularly interested in protecting people in the health care system, and she taught medical ethics in the medical school there. She was a champion of women's rights and access to healthcare for all marginalized individuals.

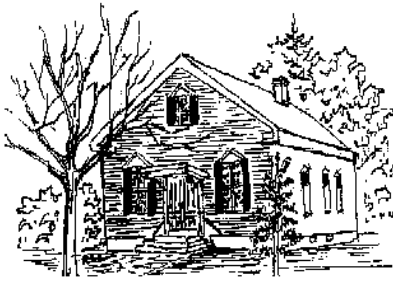
Carla was instrumental in starting Acton Friends Meeting. While there, she took on the role of defending the legal rights of patients confined to mental hospitals. Many in the Acton meeting provided aid to her cause, networking

with legislators and others. She contributed to the closure of several institutions for developmentally delayed individuals in Massachusetts and Rhode Island.

Carla loved nature, especially flowering plants, which she shared generously from her “Monet” garden. Her generosity was legion with her caregivers and their families. She had a great sense of humor, and her close friends considered her “a hoot.” Her attitude was to keep evolving and growing throughout her life, and this will continue to serve as an inspiration for us all.

Approved on June 9, 2024, by Providence Monthly Meeting, Ariana Steele, clerk

Endorsed on June 16, 2024, by Southeast Quarterly Meeting, Elizabeth (Beth) Hansen, clerk



**Smithfield Monthly
Meeting
of the
Religious Society of Friends**

Memorial Minute for Rhoda Elsie Mowry (1940-2024)



On Sunday mornings at Smithfield Meetinghouse, sunshine streaming through the wavy glass of the windows creates a beautiful pattern on the walls. The sacred dance of light spoke to Rhoda Mowry's heart throughout her lifetime. From her favorite pew, she witnessed this weekly gift from the Divine, finding in it a message of God's presence that sustained her faith. When our historic windows required repair, Rhoda's devotion to this simple beauty moved us to

ask that each antique glass pane was returned to its exact position, preserving the precise quality of light that had nourished her spirit for so many years.

The windows were important to Rhoda, and Rhoda was essential to Smithfield Friends. A Friend whose roots ran deep in our Quaker soil, she embodied the calm and constant presence that anchors a Meeting community. Born into a historic Rhode Island Quaker family, whose legacy lives on in street names, historic taverns, and conservation areas throughout our state. Rhoda carried forward generations of faithful witness with quiet dignity and unwavering commitment.

Her service to our Religious Society spanned decades and crossed every level of Quaker organization. At Smithfield Monthly Meeting, she served with distinction as Clerk of the Meeting and Clerk of Ministry and Counsel, shepherding us through seasons of growth and challenge with patient wisdom. Her leadership extended to Rhode Island Smithfield Quarterly Meeting, where she served as Clerk, and to New England Yearly Meeting, where she contributed faithfully to the Permanent Board for many years. Rhoda took particular joy in welcoming newcomers to our Meeting, extending the warm hospitality that draws seekers into our circle of worship. Her friendship enriched countless lives throughout New England Yearly Meeting, and she remained an active and cherished member of the United Society of Friends Women.

Proud of Smithfield's programmed tradition, Rhoda supported our pastoral ministry and regularly participated in gatherings that strengthened bonds among programmed Meetings. Her commitment to this form of Quaker worship reflected her deep appreciation for the many ways the Spirit moves among Friends.

Rhoda Elsie Mowry was born in Woonsocket to Stanley Mowry, Sr. and Dorothy Lapham Mowry, and throughout her life she maintained strong ties to her hometown community. After graduating from Woonsocket High School in 1957, she pursued higher education with characteristic determination, studying at Boston University from 1957 to 1960 before earning her nursing degree from the University of Maine at Augusta in 1978. Later, driven by a calling to serve others in new ways, she returned to school at Rhode Island College, completing both her bachelor's degree in 1992 and master's degree in 1993 in social work. Her professional life reflected her deep care for human wellbeing. As a registered nurse, she served patients at Roger Williams Hospital and other healthcare facilities with compassion and skill. Transitioning to social work, she brought the same dedication to her roles at East Bay Mental Health Center and St. Joseph's Hospital's partial hospitalization program, where she helped individuals navigate mental health challenges until her retirement.

Beyond her professional and spiritual commitments, Rhoda embraced life with enthusiasm and curiosity. She was an accomplished bridge player who delighted in the game's strategic challenges. Her adventurous spirit made her the perfect companion for spontaneous journeys. She would happily set aside her plans to embrace an unexpected opportunity for exploration. In quieter moments, she found creative expression through watercolor and oil painting, and she approached cooking with the same attention to detail that Julia Child advocated, finding joy in preparing memorable meals for family and friends.

Rhoda's legacy lives on in her beloved family: her children, Deborah Wood-LaSalle and her husband James of Coventry, and Frank Stanley Wood of Waterville, Maine; five grandchildren, Alexandria, Anastasia, Adrianna, Taylor, and Samantha; two great-granddaughters, Elizabeth and Charlotte; and many nieces and nephews who treasured her presence in their lives. She was preceded in death by her brother Richard Mowry. Her brother Stanley Mowry Jr has subsequently passed away this year.

As we remember Rhoda Mowry, we give thanks for the light she brought to our Meeting and to all who knew her. Like the morning sunshine that painted patterns on our meetinghouse wall, her faithful presence illuminated our community with steady warmth and gentle beauty. As Friends, we hold her memory in the Light, grateful for the gift of her life among us.

SMITHFIELD MONTHLY MEETING, JULY 6, 2025
SOUTHEAST QUARTERLY MEETING JULY 7, 2025