

Permanent Board Agenda

September 27, 2025

Monadnock Friends Meeting

9:00 AM - 3:30 PM EDT

PB agenda items

- 8:30 AM Greetings and fellowship
- 9:00 AM Opening Worship
- Approval of Interim Recording Clerk
- Roll Call
- PB clerk's comments
- Sessions 2025 Minutes update
- Yearly Meeting Secretary's Report
 - Friends Camp 2026 budget **for approval**
 - Development update
- Treasurer's update – Financial status and 2026 budget preparations
- Travel to Cuba, Noah Merrill and Jackie Stillwell, **for PB endorsement**
- C&A Report and Presiding Clerk's report
 - Recommendations and Discernment: Called meeting concerning Gaza-Israel-Palestine
 - Recommendations and Discernment: Right Relationship with Indigenous Peoples
 - Conflict Response update
- Nominating Committee report for approval of nominations
Condition of Quarterly meetings
- Closing Worship

Friends Camp Fiscal Year 2026 Budget Commentary for Permanent Board

September 27, 2025

Submitted by Anna Hopkins, Friends Camp Director

The following budget has been developed over several meetings by the Friends Camp Finance Committee, seasoned in a meeting with the NEYM Secretary & Treasurer, and approved by the Camp Committee on August 25, 2025. The final step before the budget becomes active on October 1, 2025 is approval by the NEYM Permanent Board.

Overall, this budget represents a continuation of our mission and operating processes from recent years. We have paused our full-time, year-round assistant director role for Fiscal Year 2026 but hope to continue that role in the future. Tuition increases range from 4 – 6% depending on the “tier” of tuition that a family selects, and campership funding has increased as well in this budget. This budget represents an increase in spending on seasonal staff (both in number of staff and in rates of pay), as well as a raise for the year-round Camp Director.

Please note that while we have budgeted for an operating surplus of about \$32,000, we expect to pull up to \$46,000 from our reserves for capital projects next year. Over time, maintaining our property has become more and more expensive as costs rise and our property ages. It is necessary for Friends Camp to maintain an operating surplus in order to maintain our property and buildings, as well as increase fundraising efforts in coming years.

Thank you for your consideration and care for Friends Camp!

Friends Camp / New England Yearly Meeting
Proposed FY2026 Operating Budget - Approved Camp Committee 8/25/2025

	FY2026	FY2026 Notes	FY2024 Actual
INCOME			
4100 Summer Program Fees			
4110 Tuition & Fees (Gross)			
		The significant increase from FY2025 budget is NOT due to a big tuition or enrollment increase. Rather, it is due to a change in how we are reporting camperships.	
Total 4110 Tuition & Fees (Gross)	\$ 799,340	Tuition increase of 4 - 6 % depending on the tier.	\$ 616,191
4120 Camperships			
4121 Camperships Awarded (Beyond Tiers)	\$ (66,550)		\$ (56,327.50)
4122 Release from Campership funds	7,500		\$ 7,550.00
4123 Camperships Awarded (through Tiers)	(57,170)		
Total 4120 Camperships	\$ (116,220)		\$ (48,777.50)
4130 Discounts			
Total 4130 Discounts	\$ -		\$ (3,530.00)
Total Summer Program Fees	\$ 683,120		\$ 563,884
4200 Contributions Received			
4201 Contributions from Individuals	\$ 50,000		\$ 46,440.80
4202 Contributions from Monthly & Quarterly Meetings	6,000		\$ 4,353.00
4211 Contributions from NEYM		NEYM now asking camp to cover accreditation fee	\$ 4,360.00
4221 Capital Improvement Fund Income	1,000		\$ 1,250.00
4231 Grants Income	10,000		\$ 4,061.14
Total 4200 Contributions Received	\$ 67,000		\$ 60,465
4300 Other Operating Income			
4311 Off-Season Rentals	\$ 16,000	Adjusts for loss of MB 9th grade retreat	\$ 27,925.63
4321 Merchandise Sales	11,250		\$ 10,834.96
4331 Interest and Investment Income	11,400		\$ 29,451.09
4341 Misc Operating Income			\$ 1,031.74
Total 4300 Other Operating Income	\$ 38,650	\$ -	\$ 69,243
TOTAL INCOME	\$ 788,770	\$ -	\$ 693,592

Friends Camp / New England Yearly Meeting
Proposed FY2026 Operating Budget - Approved Camp Committee 8/25/2025

	FY2026	FY2026 Notes	FY2024 Actual
EXPENSE			
5100 Staff Expense			
5110 Year-Round Administrative Staff			
Total 5110 Year-Round Administrative Staff	\$ 112,890	Pausing full-time assistant director role	\$ 138,619
5120 Support Staff			
5121 Maintenance & Cleaning	\$ 41,580		\$ 39,040.75
5122 Kitchen	37,485		\$ 32,684.20
5123 Seasonal Leadership Staff	28,848	Increasing seasonal leadership staff to make up for not having a full-time, year-round assistant director. New structure: Health Hut Director plus weekly	\$ 17,577.00
5124 Nurse	20,680	nurses. See Staffing Breakdown tab.	\$ 15,537.00
5126 Winter Assistant Director/ Office Work	17,600	Additional administrative support to make up for not having a full-time, year-round assistant director	\$ -
5127 Off-Season Staff for Retreats & Gatherings	2,500	Reduced due to expected loss of MB retreat.	\$ 5,370.00
Total 5120 Support Staff	\$ 148,693		\$ 110,209
5130 Counselors			
5131 Counselor Salaries	\$ 140,550	Increase in number of counselors overall, as well as 7% raise in weekly pay.	\$ 110,042.28
5132 International Staff Agencies	4,200		\$ 4,145.00
Total 5130 Counselors	\$ 144,750		\$ 114,187
5140 Staff Development			
Total 5140 Staff Development	\$ 10,970	2024 was unusually low	\$ 6,580
5150 Travel, Meals and Lodging			
Total 5150 Travel, Meals, and Lodging	\$ 5,280		\$ 4,919
5160 Other Staffing Expense			
Total 5160 Other Staffing Expense	\$ 41,291		\$ 38,653
Total 5100 Staff Expense	\$ 463,875		\$ 413,167
5200 Summer Program			
5210 Kitchen Expense			
Total 5210 Kitchen Expenses	\$ 85,100		\$ 78,287
5220 Summer Vehicles & Transportation			
Total 5220 Summer Vehicles & Transportation	\$ 10,220		\$ 8,721
5230 Other Summer Program Expense			

Friends Camp / New England Yearly Meeting
Proposed FY2026 Operating Budget - Approved Camp Committee 8/25/2025

	FY2026	FY2026 Notes	FY2024 Actual
Total 5230 Other Summer Program Expense	\$ 34,477		\$ 30,856
Total 5200 Summer Program	\$ 129,797		\$ 117,864
5300 Property Expense			
5310 Depreciation			
Total 5310 Depreciation	\$ 41,500		\$ 40,058
5321 Buildings & Grounds Supplies & Services	\$ 26,210		\$ 24,495.62
5330 Utilities			
Total 5330 Utilities	\$ 17,121		\$ 15,507
5341 Winter Office Rent	\$ 3,040		\$ 2,040.00
Total 5300 Property Expense	\$ 87,871		\$ 82,101
5400 Administrative Expense			
5411 Property and General Liability Insurance	\$ 25,983		\$ 21,724.00
5421 Camp Registration Platform	\$ 4,150		\$ 3,692.00
5430 Accounting			
Total 5430 Accounting	\$ 16,644		\$ 14,826
5441 Memberships and Subscriptions	\$ 8,245		\$ 7,705.96
5442 Legal Fees	\$ 5,000		\$ 1,447.00
5450 Marketing			
Total 5450 Marketing	\$ 3,803		\$ 3,189
5461 Office Supplies and Services	\$ 2,516		\$ 2,351.62
5471 Fundraising Mailings	\$ 3,188		\$ 2,045.15
5481 Postage	\$ 1,680		\$ 1,569.66
5491 Other Administrative	\$ -		\$ -
Total 5400 Administrative Expense	\$ 71,210		\$ 58,550
5600 Off-Season Programs			
Total 5600 Off-Season Programs	\$ 2,500		\$ 4,735
5710 Donations to Other Organizations			
Total 5710 Donations to Other Organizations	\$ 1,600	Now includes contribution to Town of China (lieu of tax)	\$ 950
TOTAL EXPENSE	\$ 756,852		\$ 677,369
SURPLUS/(DEFICIT)	\$ 31,918		\$ 16,223

Friends Camp/ New England Yearly Meeting of Friends
FY2026 Capital Budget- Approved Camp Committee 8/25/2025

Expenditures

	Amount
Septic Field Replacement for Evening Games Field	\$ 40,000
Deck expansion to Dining Hall including serving deck, new kitchen door, repairs to kitchen floor, and renovations to the walk-in cooler	\$ 44,000
Other needed repairs & replacements (planning for the unplanned)	\$ 5,000
Upstairs bathrooms water heater replacement - oil to propane	\$ 10,000
	<hr/>
	\$ 99,000

Sources of Funding

Capital Improvement Contributions	\$ 1,000
Budgeted Depreciation	\$ 41,500
OBBF Application for Dining Hall Project	\$ 10,000
From Reserves	\$ 46,500
	<hr/>
	\$ 99,000

Richard Lindo

Sep 17, 2025, 2:27 PM (2 days ago)

To: NEYM Permanent Board Clerk Susan Davies
cc: Len, Carolyn

Hello Susan,

Jackie Stillwell and Noah Bishop Merrill have met with a clearness committee from the Puente de Amigos Committee and have been found clear to travel to Cuba in November as delegates from New England Yearly Meeting to participate in Cuba Yearly Meeting's celebration of the 125th anniversary of the arrival of Quakers in Cuba in 1900. Attached here are the report from the clearness committee as well as supporting documents provided by Jackie and Noah: travel minutes for both of them signed by the clerks of their respective monthly meetings, letters of intent for both and specific approval for this travel by Jackie's monthly meeting and an introduction to Cuba Yearly Meeting by Noah's Committee for Oversight. On behalf of the Puente de Amigos Committee, I am happy to forward these documents for consideration by Permanent Board. Noah and Jackie have our strong support and blessings for their travel as delegates from New England Yearly Meeting to Cuba.

With this approval and supporting documentation, I believe Permanent Board has the necessary information to consider and approve their travel. Once Permanent Board has made its decision, we will need a Clerk's Letter of Introduction signed by you as clerk of Permanent Board. Once we know how much money will be taken down to Cuba, we will also need a transmittal letter.

Thanks very much for your help and support with this.

Richard Lindo, co-clerk
Puente de Amigos Committee

Minutes of the PdA Clearness Committee held on Friday, 9/12/25

The Clearness Committee, appointed by Puente de Amigos on September 5, 2025 to discern the readiness of Jacqueline Stillwell and Noah Bishop Merrill to travel among Quakers in Cuba, was held on Friday, September 12, 2025.

Those present were Christel Jorgenson, Cynthia Ganung, Len Cadwallader (Convenor), Jacqueline Stillwell and Noah Bishop Merrill.

The purpose of their trip in mid-November, 2025, which will be under the auspices of New England Yearly Meeting, is to strengthen the spiritual bonds of friendship on the occasion of the 125th Anniversary of the establishment of the first Quaker church in Cuba.

After Spirit-filled discernment, the Committee found that Friends Jackie Stillwell of Monadnock Friends Meeting and Noah Bishop Merrill Putney Friends Meeting are amply prepared to represent New England Yearly Meeting when they worship and travel among Friends in Cuba.

We learned that they have both traveled to Cuba in prior years. They were both on a delegation at the time Jorge Luis Pena first became President of Cuba Yearly Meeting. Their travel on behalf of Friends throughout the world provide them with an uncommonly deep understanding of spiritual and temporal realities and the ways these forces frequently compete. They are sensitive to the tensions that inevitably exist in any corporate body and are mindful not to favor one party over another. They care deeply for the spiritual bonds that have been cultivated over the past 35 years into a partnership of ministry. They averred a keen desire to be mindful of the ways the divine spirit might foster the partnership can grow in the months and years ahead without faltering into a channel of humanitarian aid. They understand the importance of reporting back upon their return.

We are blessed to have their devotion and willingness to help. We ask the Puente de Amigos co-clerks write a letter to the Permanent Board requesting it to consider approving Stillwell and Bishop Merrill to travel in the ministry to visit Cuban Friends.

Noah Bishop Merrill Letter of Introduction Cuba Yearly Meeting

Putney Friends Meeting
Putney, Vermont
September 4, 2025

Dear Friends in Cuba Yearly Meeting,

With great joy, the Committee for Oversight for Noah Bishop Merrill's recorded ministry under the care of Putney Friends Meeting (Vermont) and Northwest Quarter of New England Yearly Meeting approve this letter of introduction to Cuba Yearly Meeting of Friends' celebration of the 125th anniversary of Friends in Cuba.

Responding to Cuban Friends' invitation, Noah Merrill, New England Yearly Meeting Secretary, and traveling companion Jackie Stillwell, will participate in visits to the local meetings within Cuba Yearly Meeting, and other activities as led or invited. Noah has traveled in ministry to Cuba several times in the past 15 years, and we see this visit as a continuation of this long relationship and service.

We trust this visit in November of 2025 will provide a broad opportunity for connection with many Friends in Cuba. Noah looks forward to the rich opportunity to renew and establish new relationships with meetings and Friends. Noah will bring greetings and encouragement as a reminder of the Bridge of Love in which Cuban and New England Friends share. The Spirit of Love clearly continues to be at work among Cuban Friends, and this visit seeks to further reinforce ties that knit us together, as well as to encourage those called to ministry and servant leadership. We also hope that Friends in New England Yearly Meeting will be enriched and strengthened by the testimony of Cuban Friends' continued faith in the midst of struggle, and will welcome news about the life, ministry, and condition of Friends in Cuba.

With Love,

Julia Forsythe, clerk
Oversight and Support Committee for Noah Bishop Merrill

A handwritten signature in black ink, reading "Roger Vincent Jasaitis". The signature is written in a cursive style with a large, stylized initial 'R'.

Roger Vincent Jasaitis
Clerk, Northwest Quarterly Meeting
Ninth Month 14, 2025

16 Lane Drive
Newfane, VT 05345
noah@neym.org
802-451-6931

9 September 2025

Dear Friends,

I write to express the clarity I have felt, aided by the discernment of trusted elders, my committee for oversight of recorded ministry, and my monthly and quarterly meeting, to make myself available to visit our sister yearly meeting in Cuba in November 2025. I have traveled among Friends in Cuba several times since 2011, and each time have treasured the opportunity to nurture connections. My Spanish is strong, and I am competent cross-culturally, especially given extensive time in Cuba, Ireland, Bolivia, Peru, Mexico, and other setting.

I feel led to join Cuban Friends in celebration and witness to their faith and life in the present circumstances, to lessen pain where possible, to renew friendships of many years, and—as led and invited—to offer encouragement, companionship, and a sense of partnership in ministry to those serving and being called to ministry and servant leadership at this time, particularly among younger Friends and those who may be experiencing anxiety, tensions, or entanglements that may burden us from full flourishing in faith.

My heart is clear to offer vocal ministry and preaching as led and invited (The gifts for which I am specifically recorded are in speaking, writing, and presence. I would pray that these might be well-used as part of this journey. As the Spirit leads, emphasizing Friends theology and distinctives, and reaffirming the witness of early Friends to the living Encounter that is most essential in our faith, both personally and corporately. This has been part of my service in previous visits, and I feel the weight of a similar attentiveness if I am to travel in November.

I am strengthened in my sense of the Way being open by the expressed willingness of Jackie Stillwell to accompany me; we have travelled together in Cuba in the past, and I have been deeply grateful for her companionship and gifts of eldership, both in Cuba and in the United States.

In my service as Yearly Meeting Secretary, an explicit part of my responsibilities is to strengthen ties with other Friends communities, and to represent the Yearly Meeting in communications as appropriate. As a recorded minister, I feel a responsibility to seek fellowship with others in the joy and heartbreak of this service, to seek their guidance and counsel, and to offer whatever assistance to them in the exercise of their vocation.

Earlier this year I traveled in ministry among Friends in Bolivia, and would look forward to affirming connections between Cuban and Bolivian Friends as well, in whatever ways I could. I would hope that our presence for this momentous celebration might offer an affirmation of our yearly meetings' covenant relationship—past, present, and future. Thank you for this opportunity to participate in this shared discernment about how we can help build and strengthen this Bridge of Love—this Puente de Amigos—between Cuban and New England Friends.

In the Love that overcomes the world,

Noah Bishop Merrill

Putney Monthly Meeting
of the Religious Society of Friends

Queridos Amigos,

Noah Merrill es miembro de la Junta de Amigos de Putney cuya sabiduría espiritual es muy apreciada. Reconocemos el don de ministerio que recibimos a través de él. Apoyamos y supervisamos su servicio. La obra de Noah es obra de nuestra junta mensual.

Damos testimonio que la fe de Noah ha servido como instrumento de amor en tiempos difíciles. Él vive en la intención de mantenerse abierto a la Vida y Poder de Dios.

Deseamos que su servicio entre ustedes sea fiel, cubierto bajo la guía del Espíritu y las oraciones de los Amigos.

Les enviamos nuestros amorosos saludos con Noah,

Firmado a nombre de la Junta de Amigos de Putney,
Carol Forsythe, Presidente
Acta aprobada 19 del sexto mes, 2016

Afirmado con gozo en la Junta Trimestral del Noroeste
Penelope Wright, 3 diciembre, 2016

Mi querido hermano Noa,
QUE DIOS TE Bendiga y Te guarde;
Jehová haga resplandecer su rostro
sobre Ti y Tenga de Ti Misericordia,
Jehová alce sobre ti su rostro, y
ponga en ti Paz.

Recibe mi gratitud y Amor por
el Testimonio que ofraces a los
cuáqueros Cubanos. Oramos por ti
Hermano. que Privilegio estar entre
nosotros ~ "Regresa pronto"

Dios te Bendiga Odalys Hernández

Una vez mas hemos recibido a Ivonne y su presencia
entre nosotros continua siendo muy enriquecedora.
Sus palabras nos hacen meditar y crecer espiritualmente.
Es un hermano valioso y su compartir con nosotros
ha dado fe de su testimonio y ser guiado por el
Espiritu. Esperamos continuar recibiendo su visita.

En La Luz de Cristo

Yerandi Ricardo Reyes

Pastor de la Santa Mensual de Puerto Padre

Putney Monthly Meeting
of the
Religious Society of Friends

P.O. Box 381
Putney, VT 05346

Dear Friends,

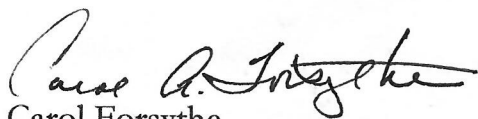
Noah Merrill is a member of Putney Friends Meeting whose spiritual wisdom is cherished. We recognize the gift of ministry given through him. We are grounding his service through nurture and oversight. Noah's work is the work of the Meeting.

Noah's faith has served as an instrument of Love in times of trouble. He seeks to live in and be open to the Life and Power of God. We witness this.

Under the guidance of the Spirit and with the prayers of Friends, may his service among you be faithful.

With Noah, we send our loving greetings.

Signed on behalf of Putney Friends Meeting,



Carol Forsythe,

Presiding Clerk

Putney Friends Meeting

New England Yearly Meeting of the Religious Society of Friends

Joyfully reaffirmed at Northwest Quarter 3 Dec. 2016
Envelope M. W. H. T.

Minute approved Sixth Month 19, 2016

Dear Friends,

The time we spent with Noah on the evening of October 8, as well as at, and after Meeting for Worship the next day was very special. We thank you for encouraging him to share his gift of ministry with us. We gained a better appreciation for the work of yearly Meeting and the gifts and strengths of our own meeting as well.

On the Light, Greg Pahl, co-clerk, South Starksboro Friends Meeting

10/14/16

Para los amigos de Turkey Friends Meeting Enero 2018
Ha sido una gran bendición y un privilegio el haber tenido a Noah
entre nosotros compartiendo todos sus ministerios y como el ha sido
guiado por el Espíritu Santo muy profundamente, agradecemos a Dios
por permitir esta visita y fortaleza para nuestros hermanos. Que
Dios los Bendiga. Atentamente. Ruben C. Maydona Torres. - INELS
Grupo de programación C.L.V.M.

2/25/18

Dear Friends,

We, The QVS Boston Fellows, were deeply grateful for Noah's brief but powerful
presence at our midyear retreat. Noah helped us weave
together stories of Early Friends with our own, and helped
us better understand our place in QVS and QVS's place in

Quakerism. He gracefully made space for our questions, and then sat with us
in them. His wisdom, commitment, and passion inspired us. His words and Light
will stay with us for a long time to come. With gratitude, QVS Boston house '17-18

4/22/18

Dear Friends,

We are extremely appreciative for the guidance
provided to us by Noah, in facilitating our challenging
decision making process re. our meeting's mission and
facilities. He did so with much wisdom, grace and
humor in moving us forward. We look forward to
deepening our continued relationship in the Spirit.
Matthew Shorten, clerk, Worcester Friends meeting

5/17/2018

Dear Friends, It was a blessing to have Noah join us for the final
residency of the NWFF program. He came well-prepared, having learned
a great deal about the program in advance and participated in a series of
conversations with members of the teaching team. The group opportunity he
facilitated on Saturday morning offered us a powerful Biblical story to guide
our exploration of our Spirit-led talk of finding and opening the deep
wells of spirit described in our tradition. Noah was humbly, generously,
and openly present. We're deeply grateful that he was able to be available
to a weekend event centered on the learning shared by participants.
With gratitude, Marcelle Martin

Putney (VT) Friends Meeting
Northwest Quarterly Meeting.

Appendix: Sample scan of current travel minute which I have carried since 2010, endorsed by the clerk of both my monthly and quarterly meetings, and by the Permanent Board.

April 2019 Noah's prayerful preparation for his visit to Ireland Yearly Meeting was much valued. In his lecture, he challenged us to growth in the teaching of George Fox, and to have faith to follow the leadings of the Spirit.

We are glad Noah had the opportunity to visit Ballitore, the burial place of John Scott - E.H. Bewley Ireland T.M. Clerk

Putney Monthly Meeting
of the
Religious Society of Friends

P.O. Box 381
Putney, VT 05346

Putney Monthly Meeting
Lake Doniphan, MO

2019, 23rd day 3rd
Dear Friends in NEJM,

Noah has been faithful among us. He has received prayers for us. He has taught in and has helped build our Travelling Ministry Corps. Most faithfully he has remained open to the

promptings of the Spirit. Thank you dear Friends for all your efforts

in the corporate support of individual ministry. ~~Presiding Clerk~~ ~~Full Americas~~

Dear Friends,

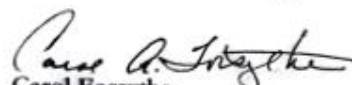
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With Noah, we send our loving greetings.

Signed on behalf of Putney Friends Meeting,



Carol Forsythe,
Presiding Clerk
Putney Friends Meeting

New England Yearly Meeting of the Religious Society of Friends doesn't end here.
On behalf of Senior Moyallan Camp 2019:
Judith Poole (clerk) Jonathan Poole (assistant)

Joyfully reaffirmed at Northwest Quarter 3 Dec 2016
Minute approved Sixth Month 10, 2016

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The time we spent with Noah on the evening of October 8, as well as at, and after Meeting for Worship the next day was very special. We thank you for encouraging him to share his gift of ministry with us. We gained a better appreciation for the work of Yearly Meeting and the gifts and strengths of our own meeting as well.

On the Light. Greg Pall, co-clerk, South Starksboro Friends Meeting

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Putney Monthly Meeting
of the Religious Society of Friends

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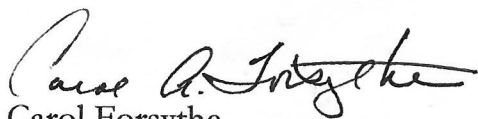
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With Noah, we send our loving greetings.

Signed on behalf of Putney Friends Meeting,



Carol Forsythe,
Presiding Clerk

Putney Friends Meeting

New England Yearly Meeting of the Religious Society of Friends

Joyfully reaffirmed at Northwest Quarter 3 Dec. 2016
Envelope M. W. H. T.

Minute approved Sixth Month 19, 2016

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and openly present. We're deeply grateful that he was able to be available
to a weekend event centered on the learning shared by participants.
With gratitude, Marcelle Martin

Report of Clearness Committee for Jackie Stillwell's travel

9/2/25

To Clerk Ed Kerman:

On Monday, September 1, Patti Muldoon and I met with Jackie Stillwell for a clearness concerning her traveling to Cuba in November to represent New England Yearly Meeting at the 125th Yearly Meeting of Cuba Friends.

We met with her for two hours, having read the questions recommended by Puente de Amigos, and asking questions of our own.

We are clear that her leading to make this trip is spirit-led, and support her going in whatever way we can.

In the Light,
Judy Brophy
for Jackie's Clearness Committee

Jacqueline Stillwell Letter of Introduction Cuba Yearly Meeting

Monadnock Quaker Meeting
Jaffrey, New Hampshire
September 1, 2025

Dear Friends in Cuba Yearly Meeting,

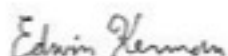
With great joy, the Clearness Committee for Jacqueline Stillwell under the care of Monadnock Quaker Meeting (New Hampshire) and Northwest Quarter of New England Yearly Meeting approve this letter of introduction to Cuba Yearly Meeting of Friends' celebration of the 125th anniversary of Friends in Cuba.

Responding to Cuban Friends' invitation, Jacqueline Stillwell and traveling companion Noah Merrill, New England Yearly Meeting Secretary, will participate in visits to the local meetings within Cuba Yearly Meeting, and other activities as led or invited. Jackie has traveled in ministry to Cuba seven times in the past 20 years, and we see this visit as a continuation of this long relationship and service.

We trust this visit in November of 2025 will provide a broad opportunity for connection with many Friends in Cuba. Jackie looks forward to the rich opportunity to renew and establish new relationships with meetings and Friends, and especially to reconnect with Monadnock's sister Meeting in Gibara. Jackie will bring greetings and encouragement as a reminder of the Bridge of Love that Cuban and New England Friends share. The Spirit of Love clearly continues to be at work among Cuban Friends, and this visit seeks to further reinforce ties that knit us together, as well as to encourage those called to ministry and servant leadership. We also hope that Friends in New England Yearly Meeting will be enriched and strengthened by the testimony of Cuban Friends' continued faith in the midst of struggle, and will welcome news about the life, ministry, and condition of Friends in Cuba.

In the Light,

Judy Brophy and Patti Muldoon
Clearness Committee
Monadnock Quaker Meeting



Edwin Kerman
Clerk, Monadnock Quaker Meeting
New England Yearly Meeting



Roger Vincent Jasaitis
Clerk, Northwest Quarterly Meeting
New England Yearly Meeting

P.O. Box 893
Wilton. NH 03086
jacqueline.stillwell@gmail.com
001-603-933-2608

1 September 2025

Dear Friends,

I write to share my thoughts about traveling to visit our sister yearly meeting in Cuba in November 2025. I have been blessed to travel multiple times to visit my sister monthly meeting in Gibara, and welcome this opportunity to celebrate the 125th anniversary of Cuba Yearly Meeting. I am nearly fluent in Spanish.

In what ways am I led to travel at this time? Essentially, I am led to be present among Friends, witnessing to Spirit in whatever ways are asked of me. I welcome the opportunity to accompany Noah Bishop Merrill and to support Cuban Friends in strengthening the relationship with Spirit, not by doing, but by being a prayerful presence.

In my role as a member of Monadnock Meeting, I am thrilled to continue our sister relationship, and in my role as former NEYM presiding clerk to reconnect and continue the strong bridge of love between our yearly meetings. Together we learn how to strengthen our faith communities in these stressful changing times.

Thank you for this opportunity to build and maintain this bridge of love with Cuban Friends.

In God's abundant love,
Jacqueline Stillwell

Jackie
(Jaqueline
Stillwell)

17º día del 11º mes, 2019

Queridos Amigos,

Jaqueline Stillwell es miembro muy preciada de la Junta de Monadnock. Se ha sentido llamada al acompañamiento espiritual basado en la manifestación de la abundancia del amor de Dios, y en un fuerte sentir de la conexión y hermandad entre todos los seres vivientes.

Jackie brinda servicio como Secretaria General del Justo Compartir de los Recursos del Mundo, como Secretaria Presidente de la Junta Mensual de Monadnock, y del Comité de Nominaciones de la Junta Anual de Nueva Inglaterra, y como miembro de Comité de Coordinación y Consejo de NEYM.

Jackie comparte sus dones abundantemente. Su capacidad para escuchar y para estar plenamente presente le permite penetrar al corazón de cualquier situación, y comunicar la verdad. Su corazón abierto y su sosegado liderazgo están basados en un profundo manantial espiritual.

Enviamos a ustedes nuestros amorosos saludos, y encomendamos a Jackie a vuestro amoroso cuidado.

En la Luz,

Craig Jensen

Secretario Presidente. Comité de Ministerio y Consejería
Junta Mensual de Monadnock

*Gracias por poner a Jaqueline
bajo nuestro cuidado. Nos
sentimos bendecidos con su
presencia y amor.*

Norberto

*El tiempo compartido fue de
bendiciones y el Espíritu los acompañó*
WJ

8º día 12º mes 2019

Refrendado por la Junta Trimestral del Noroeste
Carl Williams, Secretario Presidente

15º día 2º mes 2020

Refrendado por la Mesa Permanente de JA de Nueva Inglaterra
Leslie Manning, Secretaria Presidente.

Traductor:

Benigno Sánchez-Eppler
raicescuaqueras.org

To: The Permanent Board of New England Yearly Meeting of Friends
From: Phillip Veatch, Fresh Pond Monthly Meeting (Cambridge, MA) Clerk, Coordinating and Advisory Committee
Re: Report in preparation for the Permanent Board Meeting on September 27, 2025

The members of the Coordinating and Advisory Committee (C&A) gathered for our annual Fall work retreat at Thanksgiving Farm in Vassalboro, Maine on September 15 through 17. Our work is primarily to support and coordinate the initiatives of the Yearly Meeting and the work of our many committees, working groups, and resource groups.

We are: Marian Dalton (NEYM treasurer), Susan Davies (clerk of the Permanent Board), Doug Keith (clerk of the Finance Committee), Sarah Gant (clerk of the Accompaniment Group), Rebecca Leuchak (by invitation as previous Yearly Meeting presiding clerk), Noah Merrill (Yearly Meeting Secretary), Jackie Stillwell (Yearly Meeting Secretary Supervisor), Sadie Forsythe (clerk of the Nominating Committee), Nia Thomas (Yearly Meeting Program Director), Janet Hough (clerk of Ministry, and Phillip Veatch (clerk of the Coordinating and Advisory Committee and Yearly Meeting presiding clerk).

Forms of Service

For a number of years, the yearly meeting and C&A have been working to understand how best to create bodies to do the work of the yearly meeting. The three principal ways we organize ourselves are: standing committees, resource groups, and working groups. The following “Forms of Service Chart” summarizes the differences and similarities between them. Some bodies pre-date the clarity that this chart suggests. C&A will continue working with these bodies to clarify what type of body they are. When a body is created, it is given a charge that generally describes what need the body is answering within the yearly meeting. This charge is necessary but insufficient in detail. The more complete description of a body is given in its “Purpose, Procedures, and Composition” (PPC) document. C&A carries the principal role of drafting PPCs and bringing them to Permanent Board (PB) for approval. If the PPC is for an existing body, C&A works in close consultation with that body to develop a mutual understanding. C&A also has the charge to regularly review all of the outstanding PPCs. It should be noted that there are many other ways that people congregate to serve the yearly meeting.

Forms of Service Chart

Form	Exists to	Lifespan	Membership	Grounding Documents	Accountable to
YM Standing Committee*	Carry out a long term, recurring charge on behalf of the the YM	Longer term, with review at least every 3 years; staggered terms of service for	Nominated by Nominating Committee. Approved by Yearly Meeting	PPC (Purposes, Procedure and Composition) approved by Sessions. A communications plan if	Yearly Meeting (Sessions and/or Permanent Board)

		individuals		relevant	
Resource [Group]*	Serve as a resource to local meetings or other groups of Friends in a particular area; provides expertise, guidance, accompaniment as called upon; may also track and periodically report on trends/areas of need	Variable (with ongoing check-ins on if the work is still needed in this form)	Nominated by Nominating Committee, in consultation with relevant partners. Approved by PB	A PPC approved by the Permanent Board, on RG template. A communications plan if relevant	Permanent Board
(Short Term) Working Group*	Do a discrete project or conduct research, write a specific report or proposal for awareness and/or action	Generally less than 2 years; laid down consistent with specific charge	Nominated by PB Clerk and Nominating Clerk, in active consultation. Approved by PB	PB approved PPC, on WG template. If relevant, a communications plan if relevant	Permanent Board

Groups with * next to their name are provided with the following supports:

Nominations providing membership; a shepherd or liaison checking in periodically with the clerk; if appropriate, a page on neym.org with the text of their framing document (such as Purposes and Procedures); an neym.org contact email address if needed; meetings with NEYM communications staff as needed to integrate communications initiatives with wider NEYM communications strategy; reimbursement for travel and caregiving costs during meetings and qualifying service.

Yellow highlighted items are in active discernment.

Right Relationship Resource Group

C&A has recently completed drafting the PPC for the body currently known as the Right Relations Resource Group (RRRG) – see document “PPC for Indigenous Relations Resource Group”. As the document title suggests, C&A and RRRG propose that the group’s name be changed to the “Indigenous Relations Resource Group” (IRRG).

This PPC also focuses RRRG’s work on indigenous relations and does not include the much larger charge that Sessions added in minute 2024-62 to, “...consider BIPOC communities broadly in any discernment of financial reparations.” [BIPOC = black, indigenous, people of color] After careful consideration, the RRRG believes that it does not have the resources and expertise to discern financial reparations beyond indigenous communities. C&A agrees with this belief.

Furthermore, the minutes from Sessions 2025, under the heading, “Revised Minute on Quaker Indigenous Boarding Schools Research Group”, include the following:

“The outgoing Research Group urged New England Friends to engage more broadly with the work that they began. We charged Permanent Board with establishing a structure to support Monthly meetings, individual Friends, and other Quaker organizations to use their particular resources to seek out archival records, oral histories, and other sources of information that could help answer the appeal from impacted communities to bring what we learn into the light of day.

We also asked Permanent Board (informed by wisdom from the Right Relationship Resource Group, members of the outgoing Quaker Indigenous Boarding School research group, the Coordinating & Advisory committee, the Black Quaker Project, and any other relevant Friends) to discern a structure to support continuity in the reparative relationship-building and knowledge-sharing that has already begun. This should be the foundation for next steps we take toward retrospective justice.”

With all of this in mind, C&A makes the following recommendations to the PB:

1. Approve the group name change and the rest of the IRRG PPC.
2. Recommend to the yearly meeting that IRRG be released from the charge of considering financial reparations for all BIPOC communities (but continue its reparations work for indigenous communities).
3. Acknowledge that we are committed to creating a place for the consideration of retrospective restorative justice for communities that are not part of IRRG’s work.
4. Designate IIRC as the body carrying on the research and retrospective justice work described in the “Revised Minute on Quaker Indigenous Boarding Schools Research Group”.

Report from Phillip Veatch, Fresh Pond Monthly Meeting (Cambridge, MA)
Presiding Clerk of New England Yearly Meeting
To the Permanent Board, September 27, 2025

As I begin my term as presiding clerk, I am gaining more and more appreciation for the intricate connections between the gears that keep the yearly meeting moving. Each gear a different size and rotating at its pace but needing to somehow mesh with the whole. As clerk, I understand a critical piece of my work to be helping all of the gears move in harmony.

Right Relationship Resource Group

In the time since Sessions, I have met with the Right Relationship Resource Group and shepherded their newly revised Purposes, Procedures, and Composition document. Details on this will be in the report from the Coordinating and Advisory Committee.

Called Meeting on Gaza

Sessions 2025 included the following minute:

“The Meeting charged the Presiding Clerk and the Permanent Board with scheduling a special called Meeting of New England Friends as soon as possible, before 2025 comes to a close, for the purpose of sharing and encouraging work that is already being done in the Yearly Meeting, and worshipfully discerning a corporate response to the crisis in Gaza.”

After conferring with the Permanent Board clerk and the Coordinating and Advisory Committee, the Permanent Board is requested to approve a called meeting on October 18, 2025 with the single purpose of carrying out this minute from the yearly meeting. This meeting will be entirely on zoom. The clerk of Permanent Board will open the meeting and then turn over the clerking to the yearly meeting’s presiding clerk. The meeting will be advertised as widely as possible. All attenders, including both named members of permanent board and non-named Friends, will be fully part of our corporate discernment.

We considered having a hybrid meeting but the cost and delay in time that would be required to create an in-person event was found to not meet the “as soon as possible” charge from the yearly meeting. We acknowledge that the short notice will make it difficult for some people to attend due to prior commitments. It is suggested that we create a mechanism by which people who cannot attend the meeting can submit letters that will be available for attenders (note that it is not expected that these letters will be read aloud at the meeting).

Planning for Sessions 2026

Work is ongoing. The Yearly Meeting Operations Director, Yearly Meeting Secretary, Sessions Planning Clerk, and myself have met and are looking into timing and sites, informed by last year’s visioning process. We are still committed to having dates and location ready for wide communication by early December.

Health of Quarterly Meetings

I had a fruitful visit with Dover Quarterly Meeting held recently at North Sandwich Meeting. This is part of my ongoing work to help the quarterly meetings serve as sources of deep discernment of issues before they come to the yearly meeting. I expect to attend as many

quarterly meetings as I can in the coming months. I would welcome recommendations from Permanent Board of topics that they believe would be well served by seasoning at quarterly meetings.

NEYM Nominating Committee Report to the Permanent Board

September 19, 2025

In keeping with current tradition of the Permanent Board, this advance document is used as the first reading for nominations to be approved at the coming meeting. Please contact me as soon as possible if you would like to discuss any of these nominations.*

The Nominating Committee is in a season of transition, welcoming several new members, and graciously supporting the growth of a new clerk. To nurture this transition, we have planned a day-long, in-person retreat in October. This gathering will allow outgoing members to help orient newcomers, deepen our understanding of our shared responsibilities, and strengthen the relationships that ground our work together.

Members of nominating were grateful to speak with many Friends attending annual sessions, and the nominations included in this report are the beginning fruits of those opportunities. Many Friends are engaged in ongoing discernment about how they may be called to serve. And, we rely on all of you—our wider community—as our eyes and ears in monthly meetings, as well as at quarterly and yearly meeting events. We invite you to watch for and help lift up the emerging gifts of Friends who may not yet be fully seen in the larger body of Friends. This fall, one of our key priorities is discerning a new recording clerk for the Permanent Board. Please be in touch if you have nominations for us to consider, or might feel led yourself to serve in that capacity.

Permanent Board, interim recording clerk - Martin Forsythe (Putney/currently attending at Mt Toby) to begin immediately

While the Nominating Committee continues its search for the next recording clerk, Martin has agreed to serve as interim recording clerk for the permanent board for the September meeting. Martin is a lifelong Quaker and has been active in the life of the yearly meeting since his participation in Junior High Yearly Meeting programs. He is currently serving a second term on the Permanent Board (class of 2028).

Board of Managers of Investments and Permanent Funds

Description: The Board of Managers of Investments and Permanent Funds is responsible for the management and investment, consonant with Friends principles, of Yearly Meeting funds and funds entrusted to it by meetings, schools, and other Friends organizations in New England for the purpose of maintaining a source of continuing income and protection and growth of capital. More information is available [here](#).

Board of Managers of Investments and Permanent Funds, clerk - Erik Philbrook (Wellesley) to begin immediately, class of 2026

Erik has served on the Board of Managers for many years, and has agreed to continue serving as clerk for one more year and to support a transition as the Nominating Committee seeks a rising clerk. This will be Erik's second one-year extension.

Through his long-standing involvement with the Board of Managers, Erik brings a deep and thoughtful understanding of the group's work and current needs.

Legacy Gift Committee

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

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

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

Legacy Gift Committee - Adam Kohrman (Beacon Hill) to begin immediately, class 2027

Adam is a former Reading Clerk for NEYM Annual Sessions and Resource Person for Young Friends. As a longtime member of Beacon Hill Meeting, he served on Ministry and Counsel and clerked the support committee for Greg Williams, one of the early recipients of a Legacy Gift.

Nominating Committee

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

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

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

Nominating Committee - Kathleen Wooten (Lawrence) to begin immediately, class of 2028

Kathleen is well networked among Friends, traveling widely in gospel ministry among Friends in New England and beyond, with a travel minute endorsed by the Permanent Board. She is currently serving a second term on the Permanent Board, and works as the NEYM Social Media Manager. Kathleen has previously served on the NEYM Finance Committee, NEYM Ministry and Council, as the Salem Quarterly Meeting Ministry and Council Clerk, and as the NEYM Events Coordinator.

Nurturing Friends Education Committee at Moses Brown School

Description: The purpose of this committee is to strengthen the Quaker faith and practice of Moses Brown School. The work of this committee shall be concerned with nurturing the spiritual base of the School, strengthening the spiritual relationship between New England Yearly Meeting and the School, and helping to ensure that Quaker education at the School not only continues but thrives. The committee shall work with NEYM monthly and quarterly meetings to identify qualified children of Quaker families who may wish to attend Moses Brown School and will support those students who are admitted by the school. More details [here](#).

Nurturing Friends Education Committee at Moses Brown School - Jamie German (Providence) to begin immediately (class of 2028)

Jamie has been involved with Moses Brown School and Providence Friends Meeting since 1977, when a new job as an upper school chemistry teacher first introduced her to Quaker meeting for worship. Friends' rejection of dogma, commitment to education, practice of silent worship, and pacifist stance appealed to her, and in time she became a convinced Friend. From 1977-2015 Jamie taught in the lower level of Friends Hall, and during that time she supported the school through its transition back to co-education and away from boarding, coached the school's first girls' cross-country team, helped to revamp the school's prize process, and - for nearly the entire time she taught at MB - served on the school's discipline committee alongside students and colleagues. Though it's been a decade since she retired from full-time teaching and nearly fifty years since she first arrived, Jamie has never stopped working at MB; teachers and students still rely on her expertise managing and stocking labs and materials, and she still attends MFW with students. As a highly skilled construction worker, one of the joys of Jamie's life is helping others - especially through volunteering for Habitat for Humanity builds, or assisting Friends, friends, and colleagues with various construction, repair, and decluttering projects. In her full embrace of Quaker simplicity, her commitment to stewardship of Friends education, and her boundless curiosity as a scientist and lifelong learner, Jamie's a model for students and staff alike and a powerful advocate for Friends education.

Permanent Board

See description [here](#).

Permanent Board - Connie Kincaid-Brown (Hanover) to begin immediately, class of 2030

Connie has served for many years in a variety of leadership positions in the Yearly Meeting, including clerk and recording clerk of Quaker City Unity Friends Meeting, clerk of Northwest Quarter, and board member of Woolman Hill. Last year she earned her Masters of Divinity in Pastoral Care from Earlham School of Religion and now works as a Spiritual Counselor for Bayada Hospice. She brings a special concern for NEYM Quarterly meetings to her service on the Permanent Board.

Representative to Friends Committee on National Legislation (FCNL)

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

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

Representative to the Friends Committee on National Legislation (FCNL) - Matt Southworth (Hartford) to begin immediately, class of 2028 - second term

Matt has been involved with FCNL since 2005 in a number of roles including lobbyist, major gifts officer, General Committee member and other committees. He is currently serving on FCNL's Capital Campaign Committee. Matt is an Iraq War vet turned Quaker pacifist by experience, from which comes his passion for FCNL and ending war. Matt welcomes the opportunity to serve as a NEYM rep to FCNL for a second term.

Theme & Speakers

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

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

Theme & Speakers - Genna Ulrich, (Portland) to begin immediately, class of 2027

Genna (they/them/theirs) served as the Bible Half Hour presenter for the NEYM 2023 Annual Sessions. They are active with adult religious education, through Breakfast Church, a new program at Portland Friends Meeting.

Gratefully,

Sadie Forsythe (Putney/currently attending Mt Toby)
Clerk, NEYM Nominating Committee
nomclerk@neym.org or 215-360-1815

Nominating Committee members: Beth Hansen (Westerly), Chris Gant (Beacon Hill), Darcy Drayton (Weare), Tim Lamm (Worcester), Martha Schwope (Wellesley), Leslie Manning (Durham), Lucy Meadows (Beacon Hill/moving to Hanover), Sadie Forsythe (Putney)

* The process for approving nominations by the 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.