

Permanent Board Minutes
Meeting Online
February 28, 2026

The meeting began with worship, during which a Friend mentioned the current situations in Cuba and Iran and shared words of Isaiah 26:3 “Thou wilt keep him in perfect peace, whose mind is stayed on thee; because he trusteth in thee.”

PB 26-1 Roll Call

Frances Lightsom (West Falmouth), Recording Clerk for the Permanent Board, read the roll. Present Permanent Board members:

Susan Davies (PB Clerk), Frances Lightsom (PB Recording Clerk), Travis Belcher, Elizabeth Hansen, Carolyn Jordan, Meg Klepack, Edward Mair, LouAnne McDonald, Allison Randall, Martha Schwope, Newell Isbell Shinn, Liesa Stamm, Willa Taber, Palma Vaccaro, D. Morgan Wilson, Kathleen Wooten, Mary Zwirner

Present ex-officio members:

Phillip Veatch (YM Presiding Clerk), Noah Bishop Merrill (YM Secretary), Marian Dalton (YM Treasurer), Douglas Keith (Clerk of YM Finance Committee), Sadie Forsythe (YM Nominating Committee Clerk), Janet Hough (YM Ministry & Counsel Clerk), Sarah Gant (Clerk of Meeting Accompaniment Group), Jacqueline Stillwell (YM Secretary's Supervisor)

Absent members:

Kimberly Allen, Thomas Brenner, Connie Kincaid Brown, Darcy Drayton, Martin Forsythe, Rebecca Leuchak (Immediate Past YM Presiding Clerk)

Visitors present:

Elizabeth Hacala (Operations Manager), Leslie Manning (Durham and Three Rivers), Frederick Martin (Accounts Manager and Beacon Hill meeting), Karen Reixach (Keene), Nia Thomas (Northampton), Carl Williams (Plainfield), Maille Wooten (Lawrence)

PB 26-2 Permanent Board Clerk's Comments

Susan Davies (Vassalboro), clerk of the Permanent Board, encouraged Friends to spread the word about Quarterly Meeting Visioning Day on April 11 in Haverhill, MA. The clerk also thanked those who faithfully prepared business for this meeting, especially Leslie Manning who was invited to report from the Israel-Palestine Resource Group, which is under care of Permanent Board; and Karen Reixach, clerk of the Legacy Gift Committee which is renamed to the Gift Committee, whose updated Purpose, Procedures and Composition document is for approval today.

The clerk lifted up Marian Baker's faithfulness in ministry to Friends in East Africa, reading endorsements to Marian's travel minute from African monthly meetings and from Robert Wafula, Principal of the Friends Theological College in Kaimosi, Kenya.

Friends **approved** a note of appreciation for Marian Baker's ministry.

PB 26-3 Travel Endorsements

The clerk presented a travel minute for Bruce Hawkins (Northampton), for traveling beyond the yearly meeting to foster dialogue among those who seem to be in opposition. The minute has been found clear by Northampton Monthly Meeting and Connecticut Valley Quarterly Meeting. Friends expressed concern about the vagueness of the statement of the call to travel. Travel to whom is not clear. In addition, the meaning of "us" when it is used in the minute is unclear. It could mean an "us versus them" attitude and imply that the conflict being addressed is with Quakers, that Quakers all have the same perspective, or that those with different opinions are wrong. Friends suggest that opposition is much larger. In the travel minute, as much clarity as possible would encourage faithfulness to the call.

Friends **approved** entrusting the Permanent Board clerk to reach out to the monthly meeting and quarterly meeting clerks to see if the travel minute could be corrected and brought back to Permanent Board.

Friends **did not approve** endorsement of the travel minute for Bruce Hawkins.

The clerk presented a travel minute for Benigno Sanchez Eppler (Northampton and Puente de Amigos Committee), who has a strong leading to visit Cuban Friends in this time of blockade and hardship, to acknowledge their affliction and share in it. Cuba Yearly Meeting has formally invited Benigno to visit; his travel is expected to occur in March 2026. The clerk advised Friends that they will hear more about Cuban Friends' situation in the YM Secretary's report. Friends **approved** endorsement of the travel minute for Benigno Sanchez Eppler, attached.

PB 26-4 Approval of Minutes.

Friends **approved** the Permanent Board minutes from the September 27, 2025, meeting.

Friends **approved** the Permanent Board minutes from the December 13, 2025, meeting.

PB 26-5 Yearly Meeting Secretary's Report

A written report from Noah Bishop Merrill, Yearly Meeting Secretary, is attached. In his spoken report, he called attention to the following areas of his work.

- An update on the lawsuit concerning New England Friends' witness for religious freedom and humane immigration policies. A preliminary injunction is still in place which stated that the suit is more than likely to prevail. Although the trial is being delayed, plaintiffs' standing and the validity of the trial have been maintained. Related witness goes forward among New England Friends. NEYM can provide meetings with materials and

information through the website, regularly scheduled phone calls, and direct contact with Noah. More details from attorneys are expected soon.

- Gratitude for the new NEYM Ministry and Eldership Resource Group, which is starting by listening to Friends across New England and taking intentional initial steps.
- Continuing progress on the full revision of the NEYM Personnel Policy, which is not yet ready for review and approval. With awareness of the wisdom of not rushing at the end, the revision will now include clarification of policies that relate to Friends Camp and the Camp's future needs. Noah expects the policy will be brought to the Permanent Board at a subsequent meeting.
- Gratitude to Elizabeth Hacala for completing a contract with Mount Holyoke College for hosting NEYM 2026 Sessions. Much preparation work is continuing.
- The April Quarterly Meeting Visioning Day to support quarterly meetings' important roles in many threads of NEYM work, including discernment, maintaining relationships, and youth ministry.
- Noah's participation, with New Hampshire State Council of Churches and AFSC-New Hampshire, in testimony before the Criminal Justice and Public Safety Committee of the New Hampshire House of Representatives in opposition to reinstating the death penalty, and in supporting the work of Friends United Meeting and Friends World Committee for Consultation.
- Progress of the work of the Living Stream Travel Team, which plans to complete visiting nine local meetings before Sessions and to continue afterward. The Team is listening and learning, nurturing relationships with and among local meetings.

Noah also expressed a particularly urgent concern of both FUM and FWCC, and for many in our Yearly Meeting and others: Searching for guidance and support in how we can collaborate to strengthen our presence with and care for Friends in Cuba as they seek to live their faith in a profoundly uncertain and harrowing time. After the United States cut off all oil supplies to Cuba, Cuban Friends report the "worst conditions since the Cuban revolution." A recently announced adjustment to allow some oil to be imported has not yet helped. Cuban Friends fear an invasion and are suffering the lack of both transportation and food; Cuban YM will suspend its annual sessions this year. Friends' organizations are discerning what is within our strength and what is given us to do, to support Cuban Friends spiritually as well as financially.

Friends briefly held Cuban Friends in Spirit.

When asked how individual meetings could help financially, Noah advised directing donations through NEYM with a designation of "Puente" or "Puente de Amigos."

Friends asked, considering the Quaker history of travelling in ministry, whether it is an infraction of our free exercise of religion, for our government to limit travel between NEYM and Cuba. Noah agreed to bring this question to the new NEYM general counsel for advice on acting as "wise as serpents and gentle as doves."

PB 26-6 Update on Friends Camp Financial Status

The Yearly Meeting Secretary presented a Statement of Functional Expenses of Friends Camp during FY2025, attached. The report is a new format that clearly separates funds with and without restrictions. The report highlights strong financial performance during the year and contributions to the newly established Campership Endowment Fund. The Camp needs to have a financial surplus to be able to respond to potential needs to care for buildings. Friends **accepted** the Friends Camp financial report.

PB 26-7 Update on NEYM Budget and Financial Status

The Yearly Meeting Secretary was joined by Marian Dalton (Brunswick), Yearly Meeting Treasurer, to present a detailed record of our FY2025 financial outcome and a summary of finances for the first quarter of FY2026, attached. Their spoken report emphasized priorities and events affecting NEYM finances, including a contract with a CPA for advice on bookkeeping and financial practices; NEYM staff examination of the costs of offering year around programs; and relationship building activities of the Living Stream Travel Team. The Finance Committee has only begun to work with staff in developing a FY2027 budget, so it was not shared at this meeting.

Marian provided an explanation of the current NEYM financial report.

The full FY2025 financial report provided in the advanced documents for today has only incidental changes to the provisional budget vs actuals report that was presented to Permanent Board in December. But today's report is not final in the sense that, while the numbers shouldn't change, the layout of the report that will be presented to Sessions may change somewhat as a result of consultation with our contracted accounting firm on the best way to present certain aspects of our finances.

To represent the overall health of our finances, in recent years we have been monitoring the value of our "reserves" which are available to support annual work. On the last page of the FY2025 report in the advance documents, the reserves value is \$56K, which is double that at the end of FY2024. But the FY2025 reserves increase is nearly entirely the result of the \$51K we received in Federal Employee Retention Tax Credit (ERTC) funds last year.

Since the pandemic, we have shared concern about our operating financial results. We have not yet recovered a balance between operating income and expenses, despite increases in reserves resulting from one-time influxes of cash. The net negative operating income for NEYM was \$-63K in FY2023, \$-62K in FY2024 (despite that being the first year of not sending donations to organizations of which we are members), and \$-22K in FY2025. Reduced attendance at Sessions for several years contributed to these deficits, but the financial reports suggest other factors.

- We have budgeted increases in individual fundraising that haven't materialized: not that donations haven't been going up, but that they haven't reached the levels we budgeted.
- Monthly meeting donations have exceeded budgeted amounts for the last two years, reflecting the better predictions possible with more adequate data.
- Retreat program fees have not met budget for three years.

- Travel reimbursement for NEYM representatives to annual conferences has been fully covered in the past but may need to be reduced in order to fit within budgets.
- Staffing costs are about 60% of our budget, including healthcare, retirement, disability, etc. Staff wages increase based on the federal COLA rate, but our income may not increase at the same rate. Our budget has not included putting aside funds for sabbatical pay.
- Preparing for Sessions is a large financial commitment, taking about a third of staff time in recent years. In addition, we have offered about \$30K per year in discounted fees to Sessions attendees who fill key roles.

As a result of our concern about deficits, NEYM took actions both last year and this year to address recognized budget challenges.

- Knowing that the location of last year's Sessions at UMass Amherst was an expensive option, as a precaution, we approved releasing approximately \$60K from the Future Uses Fund to cover Sessions losses. While it was a necessary move, this was not new income.
- To focus on new income, we began working with a development consultant (Michael Wajda). We have seen encouraging trends in individual donations to date, which are up \$19K over this time last year.
- NEYM staff have been evaluating youth retreat fees, which have not changed in some time, to discern a level that is sustainable.
- The Living Stream Travel Team is on the road reaching out to local meetings with a goal to both communicate what the Yearly Meeting provides and to listen to what local meetings need.
- On the expense side, a new Sessions location was found, and an abbreviated Sessions schedule is being developed for this year in hopes of reducing expenses and increasing attendance.
- Changes in the structure of NEYM staff may provide efficiencies.

In the present FY2026 fiscal year, at about the time of the December Permanent Board Meeting, NEYM General Division and Friends Camp unexpectedly received the last of the ERTC pandemic era federal government payments we had applied for: NEYM received around \$52K, and the Camp another \$110K. Earlier this month, in light of this payment from the IRS to cover pandemic expenses, the Camp Committee approved returning to NEYM \$20K that NEYM gave to the camp during the pandemic to help them cope with the camp shutdown at that time. This generous surprise, on top of our own refund, is a very welcome boost to this year's finances. In summary, the treasurer asked us to continue paying attention our financial situation. This year, receiving the ERTC funds and the gift from the Camp provides one more year with a financial buffer. The actions already taken may also provide some relief. Starting in FY2027, we truly need to have dealt with the ratio of our operational income to expenses. The Finance Committee is putting together the budget for FY2027 now; If you have any suggestions for actions we can or should take, please contact someone on the Finance Committee or Doug Keith, clerk.

Friends expressed gratitude for the treasurer's financial work and detailed report. Friends noted that Friends Camp and schools and youth programs, beyond retreats, are an investment in the future. These may need restructuring and fine-tuning, but inclusion of youth is an important part of witness and ministry. Friends asked about plans to reopen the question of contributions to

other organizations. How do we continue to be clear in communicating with the other organizations? If not a question for our 2027 funding priorities, this is a concern to remember. Friends asked if the increase in donations covered the cost of the consultant. We were assured that the increase was more than the cost. The consultation was an investment in new skills that will bear more fruit in the future and was paid through the NEYM Future Uses Fund.

PB 26-8 Recommendation on NEYM Financial Priorities

The NEYM Secretary introduced financial recommendations from the Coordination and Advisory Committee by lifting up key elements of our current situation. Since the pandemic, New England Friends have come to expect a tapestry of year-around NEYM events that link resources to, and among, local meetings across the region, as well as NEYM support services under the guidance of Spirit that include the meeting accompaniment group and support for local youth ministers. In this context, work to balance income with operating expenses has sought to increase income from annual contributions of individuals, households, and monthly meetings, as well as major gifts, potential income from use of our property, reviewing suggested program fees consistent with a pay-as-led approach, and the connection-building work of the Living Stream Travel Team. Reduced expenses are sought through savings in operations and administrative costs, for example office space and staffing assignments, and through a new site for Sessions that enables site expense to better scale with attendance.

For FY2027, the budget recommendations from the C&A Committee can be summarized as “Stay the Course”:

- Maintain staffing levels to carry out existing plans, including cost increases consistent with NEYM policy for healthcare, cost of living, etc.
- Use the Future Uses Fund to continue approved support of development efforts and to support early transition to a new staffing model to enable operating cost savings.
- Hold in prayerful awareness our yearning to increase financial support of other organizations, including Friends groups with which we are affiliated, and the new needs for welcoming, religious education, spiritual formation, and mentoring that are resulting from an increase in newcomers arriving in many local meetings.
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Friends **affirmed** this direction.

PB 26-9 NEYM Presiding Clerk Report

A written report from Phillip Veatch, presiding clerk of NEYM, is attached. In his spoken report, he called attention to planning for Sessions 2026, which will be held at Mt. Holyoke College. The theme is, “Spring forth O well and make us whole.” Planning for the schedule is in progress, and potential speakers have been invited. Adria Dicapua has accepted the invitation to speak for Bible Half Hours. The opening ceremony will be on Saturday morning, August 1, with some activities offered for early arrivers on Friday, including an opportunity for extended worship similar to last year’s worship event. We are actively searching for new coordinators of childcare and Junior Yearly Meeting because the previous coordinators are unable to continue.

PB 26-10 Israel-Palestine Resource Group Report

Leslie Manning (Durham and Three Rivers) presented a written report from the Israel-Palestine Resource Group, attached. In her verbal report she emphasized the following items.

Today's US-Israel bombing of Iran could make the travel recommendations in the written report no longer operable. US has recalled American citizens from Israel. The American Friends Service Committee intends to continue its work in Gaza, despite Israel's expulsion of foreign representatives, because AFSC funds local people.

Because there is censorship of information about the human rights situation, people in Israel and Palestine ask us to show up, witness, and speak when we can. Live connections between NEYM and Friends in Ramallah are very important.

The Resource Group remains committed to facilitating discussion and discernment about Palestine and Israel, and is clear to seek ways for NEYM to provide support for travel to the region. The written report provides detailed information about multiple opportunities to learn about current situations in Palestine and Israel, including details about groups and programs that organize travel to Palestine and Israel for solidarity, witness, and support.

Friends asked for clarification about actions other than travel. Leslie strongly recommended the weekly AFSC Action Hour for Palestine which sends a recap with recommended actions <https://afsc.org/events/action-hour-palestine>. Some possibilities are working for divestment, apartheid free communities, and maintaining relationships with legislators that build on our faith connection.

Friends affirmed the direction being taken by the Resource Group.

PB 26-11 Coordinating and Advisory Committee Report

A written report from Phillip Veatch, clerk of Coordinating and Advisory Committee, is attached. In his spoken report, he

- called attention to clarified procedures for quarterly meetings to submit memorial minutes to be read at Sessions including an email address to use;
- reported that C&A reaffirmed the existing practice that clerks of committees are appointed by the Nominating Committee in consultation with members of each committee;
- reported that C&A is starting to clarify NEYM committee requirements for membership in monthly meetings.

In addition, he asked Permanent Board to consider the question of changing the size of Permanent Board.

Friends expressed awareness that people are busy and tired: is Permanent Board a good use of Friends' time? Providing new Board members with more mentoring and clarity about Board

member responsibilities might make 3-year terms possible and reduce the term commitment required. Would a smaller Permanent Board be more responsible?

Friends addressed the balance between small size for a workable board and large size to enable greater representation. Visitors and observers are already welcome. Could quarterly meetings be a way of ensuring representation and communication?

Friends observed that new members joining the Board helps the Board and is a way of bringing Friends into the workings of the Yearly Meeting. Yet a Friend's membership in Permanent Board grows from a prior relationship among local Friends and NEYM. The technical requirements for hosting a hybrid meeting reduce the number of local meetings who can host a Board meeting and reduces the number of Friends who feel a connection to the Board. Are Zoom meetings a problem or a solution?

Board consideration of the topic resolved with a shared realization that NEYM structure was formed decades ago: we need a structural review and that is not the nominating committee's job. What is the problem we're trying to solve—representation? What is the purpose of Permanent Board—conduits of information or discernment? It is time for Friends to review the Purpose, Procedures and Composition document for Permanent Board.

PB 26-12 Purpose, Procedures, and Composition of Gifts Committee

Karen Reixach, Gifts Committee clerk, introduced a Purpose, Procedures, and Composition (PP&C) document for the Gifts Committee. Following the ten-year review of the Legacy Gift Funds, in 2024 Sessions approved consolidating the funds into a single fund called the Witness and Ministry Fund. This Purposes, Procedures and Composition document provides updated guidance to a re-named Gifts Committee. In addition to the change in name, the new document addresses the additional funds that the Gifts Committee allocates and the difference in restrictions on use of those funds.

Friends expressed concern about specific mention of the Salem Quarter Fund in the PP&C. After some discussion, Friends concluded that it was appropriately given as an example of funds that NEYM may ask the Gifts Committee to care for in the future.

Friends **approved** the attached document on Purpose, Procedures, and Composition of the Gifts Committee.

PB 26-13 Purpose, Procedures, and Composition of Conflict Response Team

Phillip Veatch and Janet Hough, clerk of Yearly Ministry and Counsel, presented a proposed Purpose, Procedures and Composition document for the Conflict Response Team, attached. The document responds to NEYM Annual Sessions Minute 2023:42. Janet highlighted the history of the Team and the use of web addresses in the document. The document doesn't answer all questions about how the Team will work; the Team does not respond to all conflicts.

Friends asked for clarification about how confidentiality and transparency are addressed in the document.

Friends **approved** the document on Purpose, Procedures, and Composition.

PB 26-14 Recommendation for a Retrospective Restorative Justice Working Group

Phillip Veatch presented the Coordinating and Advisory Committee response to Permanent Board's request for recommendations regarding how the yearly meeting should work on retrospective restorative justice for communities other than Indigenous communities. His presentation began by noting that in spurring the Yearly Meeting to take up this work at this time, Hal Weaver offered both an important impetus, and through The Black Quaker Project, an important resource.

C&A's recommendation is that the Board endorse the creation of a working group modeled after the NEYM Quaker Indigenous Boarding Schools Resource Group with an overarching goal of enabling meaningful reflection among Friends across NEYM in a way that positively impacts the choices we are making today. There is a historical part to this work that should consider the involvement and actions of New England Friends in chattel slavery and systemic racism. This includes the involvement of individual Friends as well as involvement of NEYM institutionally (as evidenced in our minutes, committee structures, and finances). A review of current and previous efforts towards reparations would be part of the group's charge. The Working Group would be asked to provide an overview, not something book length, with a goal of making the information accessible to New England Friends of different ages and backgrounds. The group would be charged with reaching out, in a listening mode, without presumptions, to affected communities to learn their understanding of what retrospective justice requires, and bringing possibilities for meaningful action back to the yearly meeting. If the Permanent Board endorses this approach, C&A will draft a more complete Purpose, Procedure, and Compositions document for consideration at the May Permanent Board meeting.

Friends observed that Friends are interested in the personal and institutional history of New England Friends' participation in racial injustice and in the question of what retrospective justice requires for our future action.

Friends **affirmed** the direction of the C&A approach to NEYM action on retrospective restorative justice.

PB 26-15 Nominating Committee Report

Sadie Forsythe (Putney) presented the report from the Nominating Committee, attached. This meeting is the second reading of the following nominations:

Clerk of Permanent Board: Liesa Stamm (Hartford Monthly Meeting) to begin after Sessions in August 2026, class of 2029, after a 6-month period of working with the current clerk.

Representative to Friends World Committee for Consultation, Section of the Americas:
NiaDwynwen Thomas (Northampton Friends Meeting), to begin immediately, class of 2029.

Friends **approved** these nominations.

PB 26-16 Report from Friends Committee on National Legislation

Scot Drysdale, NEYM representative to FCNL, presented a report, attached. In his spoken report he showed the FCNL website. He also summarized changes in meetings of the FCNL General Committee in order to reduce costs; new bylaws to reorganize NEYM governance; plans for the Friends Changemaker Weekend; the success of advocacy teams lobbying in all 50 states, a new FCNL policy statement on artificial intelligence; and the opportunity for local meetings to participate in a process, currently underway, to set FCNL priorities for the 120th Congress.

PB 26-17 NEYM Program Director Report

Nia Thomas, NEYM Program Director, gave a spoken report on upcoming programs. She spoke of retreats, gatherings, and opportunities for Friends in different life stages; monthly online gatherings of Friends who share interests and challenges; and the annual cycle of NEYM Saturday gatherings in different parts of the region. In planning these programs, goals of the program staff are to complement and enrich local meetings, benefitting communities, not just individuals; to honor capacity limits and leave space to respond to Spirit; to foster mutual accompaniment, conversation and wisdom sharing among individuals; and to respond to the reality of new people coming to our meetings.

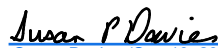
PB 26-18 Memorial Minutes

Friends received nine memorial minutes for approval at this meeting: Cynthia West Reik (Hartford), Joan Austin (Cambridge), Christine Connaire (Cambridge), Ghanda DiFiglia (Cambridge), Joan Griscom (Cambridge), Patricia Hogan (Cambridge), Lynn Lazar (Cambridge), Mehmet Rona (Cambridge), and Roger Webb (Cambridge).

Twelve additional memorial minutes are available for first reading. These are memorial minutes from Friends Meeting Cambridge for Hugh Barbour, David Bonner, Robert Carter, Elisabeth Cotton, Russell de Burlo, Jr., Malcolm Forbes, Walter Lenk, Everett Mendelsohn, Lita Newdick, William Watson, Marilee Wheeler, and Charles Woodbury.

Friends **accepted** the memorial minutes for Cynthia West Reik, Joan Austin, Christine Connaire, Ghanda DiFiglia, Joan Griscom, Patricia Hogan, Lynn Lazar, Mehmet Rona, and Roger Webb for Yearly Meeting Sessions.

Respectfully Submitted,
Frances Lightsom, Recording Clerk


Susan Davies (Sep 10, 2026 19:15:10 EDT)

Northampton Friends Meeting
43 Center Street
Northampton, Massachusetts 01060

Travel Minute for Benigno Sánchez-Eppler,

Greetings from Northampton Friends in New England Yearly Meeting. It is very moving to send you our dear Friend Benigno Sánchez-Eppler, who has traveled in the ministry under the care of our Meeting for 25 years. We have faith that he will listen to how the Spirit of God is moving among you and that he will wait until given a message that can speak to your condition.

Benigno has grown in spirit from his work with other Friends in the '90s, establishing sister relationships between Meetings in New England and Cuba Yearly Meeting. Translating early Quaker texts into Spanish is a long-established ministry he shares with Susan Furry. Workshops and teaching opportunities arise from that work. He has been a servant-leader both to his Monthly and Yearly Meeting. From 2015 to 2019 he served as clerk of Friends World Committee for Consultation, Section of the Americas, and at New England Yearly Meeting sessions and the Friends General Conference Gathering he has offered Bible Half Hours.

A hope that underlies Benigno's work is that Friends will find new life in the words of early Quakers, relearning and reclaiming the Gospel vocabulary they used as our own shared language for our spiritual experience.

A Monthly Meeting minute approved in April 2019 affirms our continued support and oversight of Benigno's ministry in these terms:

"Northampton Friends Meeting unites with Benigno Sánchez-Eppler's call to travel in the ministry among Friends. The functions and activities in which he has demonstrated gifts and discipline include translating, publishing and teaching selections from the works of early Friends; interpreting at international Quaker conferences; public speaking under the direction of the Spirit; and vocal ministry in meeting for worship."

We rejoice in this opportunity to send you our love. We are confident that you will welcome Benigno and look forward to receiving news of you upon his return.

Approved and minuted at Northampton Friends Meeting for Business

October 13, 2019

Eleanor H. Warnock, Clerk



Endorsed by Connecticut Valley Quarterly Meeting, February 2, 2020

Kimberly Stoner, Clerk



Endorsed by Permanent Board of New England Yearly Meeting, February 14, 2020

Leslie Manning, Clerk



We send him forth our love.

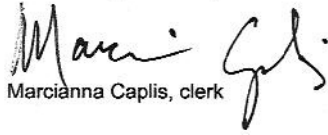
Benigno Sanchez-Eppler is a beloved member of Northampton Friends Meeting. He has expressed a strong leading to visit Cuban Friends in this time of privation and desperation. He sees this leading as a call to a kind of communion, to acknowledge their affliction and share in it, and to witness God's working through them as they struggle together. His presence will also remind our Cuban Friends that New England Friends are praying for them and working to relieve their suffering as much as we can.

While Benigno has no specific task in mind, he hopes to provide spiritual fellowship, to support the leadership of Cuba Yearly Meeting and the monthly meetings, and, if asked, to work with young Friends. Cuban Friends have urged Benigno to visit them again when he is able. For the past few years, he has been caring for his mother, who died this past summer, and tending to some health concerns of his own, which are now much less pressing.

He told his committee that "all urgency has yielded to a deep and strengthening ripeness of purpose and resolve." He has spoken with the leadership of Cuba Yearly Meeting, and they told him to come, that his visit at this time would be an important reminder that the Bridge of Love still connects us. The Secretario of Cuba Yearly Meeting wrote to the Secretary of New England Yearly Meeting assuring us that Benigno would be very welcome and cared for, despite the difficult circumstances there.

His anchor committee has found him clear to take this journey and asked him to carry our love to Cuba.

Endorsed by Northampton Friends Meeting, February 17, 2026


Marcianna Caplis, clerk

To: The Permanent Board of New England Yearly Meeting of Friends

From: Noah Bishop Merrill, Yearly Meeting Secretary, Putney (VT) Friends Meeting

Re: Report in preparation for PB meeting on February 28, 2025.

"I would have written a shorter [report], but I did not have the time."

–Blaise Pascal

Dear Friends,

I look forward to the opportunity to worship and seek Guidance together this coming Saturday. Below are some updates I felt would merit inclusion in this written report. As always, I welcome your questions, insights, and suggestions on any aspect of our work together.

Witness for religious freedom and humane immigration policies

In recent weeks, several more monthly meetings have requested and received both the poster making visible the injunction limiting ICE enforcement activities in or near Friends places of worship, and a copy of the order issuing the injunction itself. I'm aware of many ways, both public and more quietly, that Friends and meetings across our region (and certainly, beyond) are seeking to do what they can, what they are led and given to do, in this troubling time.

Next week, shortly after our meeting of the Permanent Board, I and a small number of other Friends involved in the lawsuit will receive a briefing from our attorneys with Democracy Forward, and hope to have a further update to share more widely soon after.

While there have been several challenges by the Department of Homeland Security to aspects of our suit, most of them have been rejected. We understand the process is proceeding forward and expect further consideration of our claims before the court to happen this spring. Please contact me if you have questions.

Ministry & Eldership Resource Group

I expect you will hear more about this from the Clerk of Ministry & Counsel at our meeting. I continue to be grateful for the work of the Ministry and Eldership Resource Group as it forms and gets its bearings. Many Friends may have seen the letter that was sent out by the working group to all meetings, contacts for local meeting ministry and counsels, quarters, and others. The committee is beginning its work with a period of listening, seeking to understand both the learning and practices of Friends within local meetings, as well as the challenges, needs, and questions that are

arising as local meetings consider their support for gifts of ministry and eldership, and how they might exercise both care and oversight for the expression of these gifts in service.

Finance

The budget process for the fiscal year ending September 2027 has begun. Key factors influencing the budget are Sessions costs and income, personnel costs (where some savings has been found, though health care costs continue to increase), and the continuing desire to increase financial contributions to wider organizations with whom we partner in service. I look forward to working with the finance committee, staff, and C&A to explore creative ideas on how we might reduce costs and increase income.

I hope you'll review the quarterly report for FY2026 in these advance documents, and bring any questions or insights you may have, or direct questions to the Treasurer, the Accounts Manager, or to me.

The general division (that is, all of NEYM's operations except Friends Camp) recently received a transfer of funds *from* Friends Camp. These are funds which the Friends Camp Committee has graciously approved returning, a substantial portion of the funds the general division of NEYM transferred *to* Camp from the general division reserves in the early days of the pandemic in 2020, in order to support the camp as we entered an uncertain time. Friends Camp's financial position is now strong, especially with the infusion of their portion of this last ERTC payment, and it was felt that this would be a good moment to return these funds, especially since the general division's reserves need strengthening. I want to express my gratitude for this considerate and very helpful initiative on the part of Anna Hopkins and the Friends Camp Finance subcommittee.

The Treasurer and Accounts Manager have been working hard with a CPA who we have contracted to review our bookkeeping and practices, and to make recommendations for approval of how we manage the finances of the Yearly Meeting. Preparation for this effort, including setting funds aside for this purpose for many years, began more than ten years ago, and it is a joy to see it beginning to bear fruit. I am deeply grateful for the persistence and energy both Marian and Frederick have brought to this project.

I am also encouraged that during this present fiscal year, giving from household and individuals has been consistently ahead of last year's results to date. These trends are certainly not conclusive, but there are clear signs of increasing engagement by both current and new donors; these data do not only represent gifts being given early by current donors.

Development and relationships

As part of our overall efforts to increase income and reduce expenses, and to invite more Friends into an orientation to our common life as a regional body that includes robust financial support of ways we serve together, I am encouraged by an effort led by Program Director Nia Thomas with support from several staff members to assess the income and expenses of our year-round programs. The goal of this effort has been to compile, analyze, and review information on costs and participation in YM-sponsored events, and to make recommendations for how the costs of offering our year round programs can be made more transparent both in how we set our fees and how we educate us all on the ways Friends more widely support our programs beyond income from program fees. I believe we are making progress toward steps to accomplish these goals while keeping all of our events financially accessible through commitment to the Pay-As-Led approach to our year-round programs.

Michael Wajda, who we have retained as a consultant on our development program, continues to work with me and others as we develop and make use of a table of giving ranges to help guide our outreach to Friends, inviting their discernment about whether and how much they might be led to give or to increase their annual giving. We are deeply grateful for all who have welcomed our invitations to these conversations, and would love to hear from you if you would be interested in a visit to hear more about these growing efforts and the work they support, and to support your discernment about where your present and future giving might be part of this overall effort.

A continuing source of energy and life in recent months has been the opportunity to participate in the series of visits conducted by the Living Stream Travel team, a group of Friends from across our yearly meeting who have been visiting, in groups of two or three, several meetings throughout our region. As of now, these Friends are Jeremiah Dickinson, Fran Lightsom, Donn Weinholz, and Jackie Stillwell, supported as needed by me, Elizabeth Hacala, Frederick Martin, and Michael Wajda. As of this writing we have been blessed to visit with Wellesley (MA), Westerly (RI), Mt. Toby (MA), and Providence Meetings (RI), and we have plans to visit a total, we hope, of nine meetings before annual sessions this year. These opportunities have been energizing in the way that they have opened conversation between the visitors and Friends in meetings, and for some host meetings have served as a part of their own reflection on their spiritual condition as they prepare their state of society reports.

In these visits, Friends hosting have offered meaningful and constructive feedback that the travel team has incorporated in the planning of future presentations and visits. The team's goal is to focus more and more on the Life and fruits of the Spirit in the local meeting and the ways that the life of each meeting flows into the living stream of Friends as a whole, as we journey together in the Spirit across New England.

In each visit to a meeting, Friends have shared gratitude for a clearer and more coherent awareness of the opportunities, programs, ministries, and resources that together Friends make possible through our Yearly Meeting. We have also heard strong affirmation of the resources and context visitors have provided, and how they have led to a clearer and more transparent sense of the financial and other resources necessary to make this shared ministry possible. We continue to learn and grow, remembering that it is through relationship that we come to know one another in that which is Eternal.

If you are a member of a meeting that would welcome a visit of this kind, and we haven't reached out to your meeting yet, please contact livingstream@neym.org to invite us!

Programs, activities, opportunities

I'm especially grateful in this season to have had the opportunity—which I endeavor to take each year—to visit, listen, and share with both the midwinter retreat for high school age youth, as well as the midwinter retreat for younger adults, exploring and deepening their connections with Quaker faith and practice and their local meetings. The Young Friends retreat was larger than in several years, and the retreat for young adults was at the capacity of Woolman Hill, with more than a quarter of participants attending a Friends event outside of their local meeting for the first time.

It seems clear from this pattern in recent years that the time and energy put into providing programs which explicitly emphasize opportunities and content supporting spiritual formation, and prioritizing the intentional welcoming of newcomers with a clear invitation to explore Friends faith and practice in the design of these opportunities has borne fruit in the lives of many young adults, and in the life of their meetings. This “proof of concept” feels like something to celebrate, and to continue to seek ways to sustain and grow.

I was also grateful to offer a reflection in preparation for the early-January gathering for extended worship at Woolman Hill, on the corporate dimension of Quaker worship, drawing on a quotation from the Journal of Job Scott, a New England Friends minister most active in the late 1700s:

This may be strange doctrine to some; but others know that the spring must be opened in the hearer, or else there can be but little profitably done by the speaker.

And [he] that speaks only in the ability that God immediately gives, must feel a door of entrance in the people's minds, or it is very difficult to get safely and relievingly forward.

But when the spring is livingly opened in [him] that speaketh, and in those that hear, then it is that deep calleth unto deep at the sound of the waterspouts of life, and here instruction is sealed.

– Job Scott, Journal, 1794 (referencing Psalm 42)

Subsequently, I offered a related reflection on the corporate dimension of Friends worship for a well-attended January 2026 meeting leader Zoom call. A video of that reflection is available, and has been requested by some meetings to support their meeting’s religious education activities. Email nia@neym.org for the video link.

We are now in the fourth year of a consistent pattern of year-round “keystone” opportunities¹ focused on strengthening the life of local meetings, from Meeting Care Day in the fall, to the upcoming Living Faith gathering this spring with a focus on Witness, to the Meeting for Listening in early summer, and of course, Annual Sessions in the late summer. These keystone opportunities have drawn consistently strong attendance from across the Yearly Meeting, often reaching many who have never attended Sessions or another YM-sponsored event before. We’ve heard expressions of appreciation for their usefulness in meetings across our region, and I am grateful that many Friends have come to expect that these opportunities will be offered and worth their while, even to the point of taking initiative to invite or recommend attendance to others in their meeting who might find it beneficial to their service.

All of these—along with positive trends in attendance in our youth ministries retreats, ongoing care and presence provided to a growing number of local meetings through the Meeting Accompaniment Group, the monthly calls for Friends serving in leadership roles within their local meetings, support for local meeting youth ministers, workshop opportunities on aging and grief, and as well as the ongoing opportunities for Friends to support one another in shared concerns for humane immigration policies and practices—weave a rich tapestry of mutual encouragement and support for, with, and by Friends in New England and beyond.

There is much to celebrate here, and there are many stories to be told. I see evidence that we (many Friends who are part of our spiritual body) are learning to tell them, including sharing what we have found in these opportunities and strengthening relationships including through the work of the

¹ That is, large group one day events (perhaps surrounded by other weekend activities) for an adult and/or multigenerational audience, featuring opportunities for worship, fellowship, relationship-building and sharing across meetings, and learning together about key aspects of Friends faith and practice rooted in our local contexts.

Living Stream Travel Team.

Personnel policy and legal counsel

I'm please to share that we have retained a new law firm to serve as general counsel for NEYM, to advise the Yearly Meeting on a comprehensive range of issues. This firm, E. Reinhardt and Associates, is a small, well-regarded, women-led firm in Massachusetts singularly specializing in work with nonprofit and religious organizations, with expertise in governance, liability, personnel/HR, government relations, restricted funds and trusts, and more. This firm also serves as the general counsel for the Southern Conference of the United Church of Christ in New England, a denominational body which has very similar needs to ours, and by which this firm comes highly recommended. The firm also has a commitment to financial accessibility, basing their billing rates on the annual budget and assets the client. I'm very pleased and relieved that we will again have a skilled attorney reliably on call to assist us with both simple and complex legal matters as they arise.

As I mentioned in my report for our last meeting, a full revision of the NEYM Personnel Policy has been a long-term goal for several years. In December, I shared the hope that I would be able to bring a more final draft back to Permanent Board for approval in February. Since that time, I have had helpful conversations and input from the Personnel Subcommittee of Friends Camp as well as additional notes from the Friends Camp Director, which while generally aligned with the direction of the text as it stands, bears some further consultation and discernment before the draft will be fully ready to bring forward. As perhaps Friends can appreciate, a project so long in coming forward perhaps does not benefit from being rushed in the final stages. It's important to me to bring forward a draft that has been seasoned and that has benefited from the input of all involved. One key aspect of the revision has been clarifying which aspects of the personnel manual applied to Friends Camp and in what ways. This continues to be an area where intentional consultation and care is needed, so that our personal policy can work for everyone involved.

Because of the need for further consultation and some edits, I now intend to bring a final draft of the personnel policy to the Permanent Board's meeting in May of this year. That draft will contain clarified language in relation to Friends Camp, as well as, I hope, clarification of some of the policy areas that seemed they weren't ready to come forward in February, but might God willing be ready to bring forward in May. I expect that even in May there will still be a few areas of policy in need of further and future work, but I believe we can give those areas the time they need while still proceeding to approve most of the document in a final form.

As a reminder and context, the primary work of revision of the personnel policies has been carried out consistent with the Yearly Meeting's approved practice, led by the Secretary with the input and

guidance of the Personnel Advisory Group, a group called upon as needed which consists of the Clerk of the Permanent Board, the Supervisor of the Yearly Meeting Secretary, and two to three other Friends with substantial experience with personnel issues and HR policy. At present these two Friends are Bob Murray and Dulany Bennett, both of whom have served as clerks of the former Personnel Committee, which preceded the current Personnel Advisory Group. The input of staff, including the Friends Camp Director, as well as the Personnel subcommittee of the Friends Camp Committee have also provided vital input. It is my intention to have the proposed policy reviewed by legal counsel prior to final approval and adoption.

Sessions 2026

Plans for Sessions 2026 at Mount Holyoke College in South Hadley, Massachusetts continue. The Presiding Clerk's report offers more details. One key concern, always present but especially important this year, has to do with transitions in Friends carrying long-term coordination responsibilities at Sessions. As Friends may recall from sharing in recent years, of the many areas of work necessary to offer Sessions each year, recruitment and orientation of volunteer and stipend-receiving coordinators for key aspects of Sessions activities requires significant time and energy.

Quarterly meetings

I look forward with great anticipation to the planned Quarterly Meeting Visioning Day on April 11. I trust that people will find more about this and other ongoing efforts to strengthen and support Quarters in other reports.

Wider and integrated service

As other responsibilities allow, my preparations for the Perkins Lecture on April 24, 2026 continue, with publicity soon to be released. The working title is: "For the Sake of the Joy": *Meetings, Pilgrimage, and the Reolding of Quakerism*.

In January, at the request of the New Hampshire State Council of Churches, and in cooperation with AFSC-New Hampshire, I traveled to Concord, NH to testify before the Criminal Justice and Public Safety Committee of the NH House of Representatives in opposition to four new bills introduced in this legislative session that would reinstate the death penalty in some form in New Hampshire, after its abolition in 2019. In the timing of this invitation, coming as it did on the second anniversary of my brother Justin's murder, I felt the movement of Grace. In part as the result of a strong presence of advocates opposing the death penalty, I have recently heard that no bills that would reinstate the death penalty have been forwarded to the legislature for a vote.

It has become increasingly common for me and other Friends in servant leadership roles to be contacted by Friends from another yearly meeting who have heard about or seen resources, experiments, or approaches that have developed through discernment and efforts within our yearly meeting, and which they believe might be of support to their monthly or yearly meetings. In nearly all cases, our practice is to freely share the fruits of this work, as well as something of the process or intention that led to it. It is a blessing to see that the work of the Spirit among us in New England is serving as inspiration and initial guidance to other Friends wrestling with similar questions in their own contexts, and to receive the blessings that come to us through these relationships of trust and reciprocity that accompany such connections.

I continue to participate in and support the work—including governance, mentoring, skills, and at times forms of diplomacy or cross-cultural conflict transformation—of Friends United Meeting and Friends World Committee for Consultation when I am invited to do so. I would be happy to share more details of this work, if Friends have further interest.

I cannot close this report without highlighting a particularly urgent concern for both FUM and FWCC, as well as many in our Yearly Meeting and others: Searching for guidance and support in how we can collaborate to strengthen our presence with and care for Friends in Cuba as they seek to live their faith in a profoundly uncertain and harrowing time.

In faith and service,

A handwritten signature in dark ink, appearing to read 'Noah', with a long, sweeping horizontal line extending to the right.

Noah Bishop Merrill

Secretary

New England Yearly Meeting of Friends

FY2025 Year-End Financial Statements Narrative

Friends Camp

Attached are the Fiscal Year 2025 (October 1, 2024 – September 30, 2025) financial statements for Friends Camp.

Overall, Friends Camp had a strong financial performance in Fiscal Year 2025. Our net income was almost \$45,000 – about \$27,000 more than we had budgeted for. Our cash reserves increased, as we did not have significant capital expense this Fiscal Year. We anticipate more significant capital expense needs in coming years. In addition, increasing our cash reserves is a long-term goal for Friends Camp in order to increase our institutional resilience.

For the most part, income and expenses were close to what we budgeted. We exceeded budgeted tuition by about \$7,000 and contributions by about \$24,000. We received about \$7,300 in funds from the Employee Retention Tax Credit which we had not budgeted for.

This year we adjusted the way in which we track campership funding. In previous years, lower tiers of tuition were not accounted for as “campership” money, although in truth they represent a cost of camp that is lower than the true cost of camp for each camper. This year, we included both self-applied campership through tiers and campership that families apply for and receive beyond tiers. In total, we discounted camper tuition by nearly \$150,000 in the form of camperships for families who need financial support to attend camp.

Expenses this year were largely unsurprising; some things were a little more costly than we planned, and others a little less. Due to an unusually high retention year for camp counselors, we exceeded the counselor salary line by \$14,000. Insurance costs, transportation costs, and credit card processing fees especially continue to rise.

Establishing our first-ever Friends Camp Campership Endowment Fund is a major accomplishment this year, and we are grateful especially to members of our Friends Camp Finance Committee and Camp Committee who made this possible. We ended the year with \$50,000 in contributions to the Endowment Fund and intend to continue fundraising in earnest for this fund which will support camperships and the overall financial health of Friends Camp.

We are sharing these statements in the format that has been suggested in our former Financial Reviews with the accounting firm Baker, Newman, & Noyes. These reviews are intended to be triennial, meaning another would be “due” for the FY2025 statements. However, the Friends Camp Finance Committee is engaged in a process of considering what the most helpful financial review process might entail and evaluating alternatives. We believe there may be options that are more functional and meaningful, and less expensive, than our BNN reviews.

Respectfully Submitted by Anna Hopkins (Camp Director) and Kate Monahan (Camp Treasurer)

Friends Camp
New England Yearly Meeting of Friends
STATEMENT OF FUNCTIONAL EXPENSES
Year Ended September 30, 2025
Final Report Jan 15, 2026

		Management and		
	<u>Program</u>	<u>Administration</u>	<u>Fundraising</u>	<u>Total</u>
Paid compensation	\$ 311,147	\$ 42,613	\$ 9,903	\$ 363,664
Deferred compensation		\$ 8,300		\$ 8,300
Benefits	23,419	\$ 10,149	2,451	36,018
Payroll taxes and fees	22,003	3,246	2,451	27,700
Contract services	6,660	13,301	-	19,961
Depreciation	39,369	-	-	39,369
Insurance	-	25,011	-	25,011
Miscellaneous	5,078	100	-	5,178
Food, kitchen and laundry	90,915	-	-	90,915
Program and office supplies	8,753	2,892	2,572	14,217
Professional dues and fees	-	12,556	-	12,556
Rent - off-season office	-	2,880	-	2,880
Repairs and maintenance	24,093	-	-	24,093
Utilities	14,786	-	-	14,786
Training	8,678	-	-	8,678
Travel, meals and lodging	17,041	329	66	17,435
Marketing	1,212	1,515	303	3,030
Merchandise	10,870	-	-	10,870
Bank and credit card fees	-	10,182	-	10,182
Total	<u>\$ 584,023</u>	<u>\$ 133,074</u>	<u>\$ 17,746</u>	<u>\$ 734,843</u>
Percentage of total	<u>79.5%</u>	<u>18.1%</u>	<u>2.4%</u>	<u>100.0%</u>

Friends Camp
New England Yearly Meeting of Friends
STATEMENT OF ACTIVITIES
Year Ended September 30, 2025
Final Report Jan 15, 2026

	<u>Without</u> Donor <u>Restrictions</u>	<u>With</u> Donor <u>Restrictions</u>	<u>Total</u>
Program income:			
Tuition and fees:			
Gross tuition and fees	\$ 781,158	\$ -	\$ 781,158
Funded camperships awarded	\$ (2,880)	\$ -	\$ (2,880)
Unfunded camperships awarded	\$ (148,735)	\$ -	\$ (148,735)
Discounts Awarded	-	-	-
Net tuition and fees	\$ 629,543	\$ -	\$ 629,543
Contributions:			
Individuals	\$ 71,420	\$ 53,880	\$ 125,300
New England Yearly Meeting	3,512	-	3,512
Monthly and Quarterly Meetings	7,655	-	7,655
Grants	-	934	934
In-kind	-	-	-
Other	-	-	-
Total contributions	\$ 82,587	\$ 54,814	\$ 137,402
Other income:			
Off-season rentals	\$ 28,060	\$ -	\$ 28,060
Merchandise sales	10,496	-	10,496
Employee Retention Tax Credit Distribution	7,341	-	7,341
Other	744	-	744
Total other income	\$ 46,641	\$ -	\$ 46,641
Net interest and investment income	\$ 13,513	\$ -	\$ 13,513
Earnings retained for operations released from restrictions:			
Camperships	\$ 2,880	\$ (2,880)	
Capital Improvements	1,000	(1,000)	
Grants	3,187	(3,187)	
Total earnings released from restrictions	\$ 7,067	\$ (7,067)	
Total operating income	\$ 779,352	\$ 47,747	\$ 827,099

Expenses:

Program expenses	\$ 584,023	\$ -	\$ 584,023
Management and administration	133,074	-	133,074
Fundraising	17,746	-	17,746

Total operating expenses	\$ 734,843	\$ -	\$ 734,843
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Net operating surplus/(deficit)	\$ 44,509	\$ 47,747	\$ 92,256
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Property and equipment valuation adjustment	-	-	-
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Total increase in earnings retained for operations	\$ 44,509	\$ 47,747	\$ 92,256
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Earnings retained for operations, beginning of year	1,707,149	3,354	1,710,502
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Adjustment for prior years	-	-	-
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Earnings retained for operations, end of year	<u>\$ 1,751,658</u>	<u>\$ 51,101</u>	<u>\$ 1,802,759</u>
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Friends Camp
New England Yearly Meeting of Friends
RESTRICTED FUNDS ACTIVITY
Year Ended September 30, 2025
Final Report Jan 15, 2026

Restricted Funds Activity by Fund

	<u>Beginning Balance</u>	<u>Contributions Received</u>	<u>Change in Market Value</u>	<u>Released to General Fund</u>	<u>Ending Balance</u>	<u>Net Change</u>
Campership funds:						
General Campership Fund	\$ -	\$ 2,880	\$ -	\$ (2,880)	\$ -	\$ -
Codman Academy Fund	-	-	-	-	-	-
One Child at a Time Fund	-	-	-	-	-	-
Campership Endowment Fund	-	50,000	934	-	50,934	50,934
Total campership funds	\$ -	\$ 52,880	\$ 934	\$ (2,880)	\$ 50,934	\$ 50,934
Capital Improvement Fund	-	1,000	-	(1,000)	-	-
Grants	3,354	-	-	(3,187)	167	(3,187)
All restricted funds	\$ 3,354	\$ 53,880	\$ 934	\$ (7,067)	\$ 51,101	\$ 47,747

Restricted Funds Income by Source

	<u>Individuals</u>	<u>New England Yearly Meeting</u>	<u>Monthly & Quarterly Mtgs.</u>	<u>Other Organizations</u>	<u>Change in Market Value</u>	<u>Total</u>
Campership funds:						
General Campership Fund	\$ 2,880	\$ -	\$ -	\$ -	\$ -	\$ 2,880
Codman Academy Fund	-	-	-	-	-	-
One Child at a Time Fund	-	-	-	-	-	-
Campership Endowment Fund	50,000	-	-	-	934	50,934
Total campership funds	\$ 52,880	\$ -	\$ -	\$ -	\$ 934	\$ 53,814
Capital Improvement Fund	1,000	-	-	-	-	1,000
Grants	-	-	-	-	-	-
All restricted funds	<u>\$ 53,880</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 934</u>	<u>\$ 54,814</u>

Friends Camp
New England Yearly Meeting of Friends
STATEMENT OF FINANCIAL POSITION
September 30, 2025
Final Report Jan 15, 2026

ASSETS

Current assets:

Cash and cash equivalents (General Fund)	\$	225,712	
Cash and cash equivalents (Restricted Funds)	\$	10,000	
Accounts receivable		-	
Investments (General Fund)		143,068	
Investments (Restricted Funds)		40,934	
Total current assets			\$ 419,714

Property and equipment:

Land and land improvements	\$	576,800	
Buildings		1,098,823	
Construction in progress		-	
Furniture, fixtures and equipment		122,253	
Vehicles		8,000	
Less accumulated depreciation		(406,451)	
Total property and equipment			1,399,425

Total assets **\$ 1,819,139**

LIABILITIES

Current liabilities:

Accounts payable and accrued expenses	\$	1,980
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Long-term liabilities:

Loans payable	\$	-	
Reserve for accounting review		6,100	
Reserve for director sabbatical or leave		8,300	
Total long-term liabilities			14,400

Total liabilities \$ 16,380

NET ASSETS

Earnings retained for operations:

Without donor restrictions	\$	1,751,658	
With donor restrictions		51,101	
Total earnings retained for operations			1,802,759

Total liabilities and net assets **\$ 1,819,139**

Friends Camp
New England Yearly Meeting of Friends
STATEMENT OF CASH FLOWS
Year Ended September 30, 2025
Final Report Jan 15, 2026

Cash flows from operating activities:	
Increase in earnings retained for operations	\$ 92,256
Adjustments to reconcile increase in earnings retained for operations to net cash provided by operating activities:	
Depreciation	39,369
Valuation adjustment	-
Net realized and unrealized gain/(loss) on investments	(7,859)
Restricted contributions	(54,814)
In-kind contributions	-
Increase in accounts receivable	-
Increase in accounts payable	<u>12,272</u>
Net cash provided by operating activities	81,225
Cash flows from investing activities:	
Net purchase of investments	(40,000)
Net additions to property and equipment	<u>(18,765)</u>
Net cash used by investing activities	(58,765)
Cash flows from financing activities:	
Proceeds from restricted contributions	<u>54,814</u>
Net cash provided by financing activities	<u>54,814</u>
Net increase in cash	77,274
Cash and cash equivalents at beginning of year	<u>158,438</u>
Cash and cash equivalents at end of year	<u><u>\$ 235,712</u></u>

NEYM
FY2025 Operating Budget vs. Actuals Summary
October 2024 - September 2025

	Actual	Budget	Over / (Under) Budget	% of Budget
Income				
4010 Individual Contributions	212,545	228,000	-15,455	93.22%
4020 Monthly Meeting Contributions	353,484	345,000	8,484	102.46%
4030 Organizations Contributions	250		250	
4050 Interest and Dividend Income	4,761	11,000	-6,239	43.28%
4070 Books & Other Sales Income	6,024	10,500	-4,476	57.37%
4080 Retreat Program Fees	28,797	37,500	-8,703	76.79%
4085 Sessions Program Fees	196,314	214,895	-18,581	91.35%
4090 Change in Fair Market Value	-7		-7	
Total Income	802,168	846,895	-44,727	94.72%
Expenses				
5000 Staff	495,660	516,314	-20,654	96.00%
5100 General & Administration	100,358	87,449	12,909	114.76%
5300 Travel & Conferences	17,577	22,300	-4,723	78.82%
6000 Programs	206,086	213,850	-7,764	96.37%
6140 Books & Other Sales Expense	4,828	8,000	-3,172	60.36%
Total Expenses	824,509	847,913	-23,404	97.24%
Net Operating Income	-22,341	-1,018	-21,323	
Transfers In/Out				
9940 Other Income - Transfers from other funds	60,009		60,009	
9950 Other Expense - Transfer to other funds	8,607		8,607	
Net Other Income	51,402	0	51,402	
Net Income	29,061	-1,018	30,079	

NEYM
FY2025 Operating Budget vs. Actuals Detail
October 2024 - September 2025

	Actual	Budget	Over / (Under) Budget	% of Budget
Income				
4010 Individual Contributions	212,545.06	228,000.00	-15,454.94	93.22%
4020 Monthly Meeting Contributions	353,484.47	345,000.00	8,484.47	102.46%
4030 Organizations Contributions	250.00		250.00	
4050 Interest and Dividend Income	4,760.76	11,000.00	-6,239.24	43.28%
4070 Books & Other Sales Income	6,024.36	10,500.00	(4,475.64)	57.37%
4080 Retreat Program Fees	28,796.65	37,500.00	-8,703.35	76.79%
4085 Sessions Program Fees	196,313.65	214,895.00	-18,581.35	91.35%
4090 Change in Fair Market Value	-7.00		-7.00	
Total Income	\$ 802,167.95	\$ 846,895.00	-\$ 44,727.05	94.72%
Expenses				
5000 Staff				
5010 Salaries & Wages	316,110.87	389,236.00	-73,125.13	81.21%
5037 Housing Allowance	60,000.20		60,000.20	
Total 5010 Salaries & Wages	\$ 376,111.07	\$ 389,236.00	-\$ 13,124.93	96.63%
5020 Payroll Taxes	23,495.36	30,195.00	-6,699.64	77.81%
5030 Benefits				
5033 Health Benefits	55,193.12	51,796.00	3,397.12	106.56%
5035 Retirements	38,137.48	38,924.00	-786.52	97.98%
5040 Disability	1,036.08	1,013.00	23.08	102.28%
5045 Workers' Compensation	647.00	600.00	47.00	107.83%
5050 Spiritual Retreats	150.00	1,200.00	-1,050.00	12.50%
5060 Staff Development	789.49	3,250.00	-2,460.51	24.29%
5070 Sabbatical & Paid Leave	100.00	100.00	0.00	100.00%
Total 5030 Benefits	\$ 96,053.17	\$ 96,883.00	-\$ 829.83	99.14%
Total 5000 Staff	\$ 495,659.60	\$ 516,314.00	-\$ 20,654.40	96.00%
5100 General & Administration				
5110 Administration				
5120 Bank Expense	9,734.47	7,000.00	2,734.47	139.06%
5130 Contracted Services	20,225.00	18,000.00	2,225.00	112.36%
5140 Legal Services	2,500.00	2,500.00	0.00	100.00%
5150 Liability Insurance	7,852.49	5,250.00	2,602.49	149.57%
5160 Payroll Service	8,593.75	5,500.00	3,093.75	156.25%
5170 Recruiting Expense	125.00	0.00	125.00	
5180 Rent	9,350.00	9,350.00	0.00	100.00%
5190 Misc. Expense	766.81		766.81	
Total 5110 Administration	\$ 59,147.52	\$ 47,600.00	\$ 11,547.52	124.26%
5200 Office				
5220 Cleaning Services	300.00	299.00	1.00	100.33%
5230 Maint - Equip & Hardware	86.80	500.00	-413.20	17.36%
5240 Postage	1,844.46	3,750.00	-1,905.54	49.19%
5250 Office Equipment	2,381.32	1,500.00	881.32	158.75%
5260 Office Supplies	1,588.90	1,600.00	-11.10	99.31%
5270 Printing & Copying	8,146.87	9,500.00	-1,353.13	85.76%
5280 Software & Updates	22,095.72	19,000.00	3,095.72	116.29%
5290 Telephone	4,651.50	3,700.00	951.50	125.72%
5295 Misc. Office	115.25		115.25	
Total 5200 Office	\$ 41,210.82	\$ 39,849.00	\$ 1,361.82	103.42%
Total 5100 General & Administration	\$ 100,358.34	\$ 87,449.00	\$ 12,909.34	114.76%

5300 Travel & Conferences				
5310 Travel - Committee		1,400.00	-1,400.00	0.00%
5320 Travel - Clerk	3,554.10	2,500.00	1,054.10	142.16%
5330 Travel - Programs	798.49	4,100.00	-3,301.51	19.48%
5335 Travel - Representatives Travel	2,059.63	2,000.00	59.63	102.98%
5350 Travel - Staff	11,164.39	11,900.00	-735.61	93.82%
5360 Travel - Ministries		400.00	-400.00	0.00%
Total 5300 Travel & Conferences	\$ 17,576.61	\$ 22,300.00	-\$ 4,723.39	78.82%
6000 Programs				
6110 Sessions Room & Board *SEE ALSO 3775 Future Uses Fund	139,021.78	135,570.00	3,451.78	102.55%
6112 Retreats - Room & Board			0.00	
6114 Room Rental	12,498.00	10,000.00	2,498.00	124.98%
6150 Food Expense	13,073.81	10,000.00	3,073.81	130.74%
Total 6112 Retreats - Room & Board	\$ 25,571.81	\$ 20,000.00	\$ 5,571.81	127.86%
6125 Program Expenses				
6105 Honoraria - Speakers/Wkshp Ldrs	17,177.00	21,000.00	-3,823.00	81.80%
6107 Honoraria - Volunteer Leadership	9,750.00	15,000.00	-5,250.00	65.00%
6115 Equipment Rental	3,379.70	6,500.00	-3,120.30	52.00%
6121 Supplies and Other Expenses	4,554.16	5,000.00	-445.84	91.08%
6165 Pre-Sessions Expense	1,429.66	1,500.00	-70.34	95.31%
Total 6125 Program Expenses	\$ 36,290.52	\$ 49,000.00	-\$ 12,709.48	74.06%
6130 Committee Expenses - General	1,685.61	4,400.00	-2,714.39	38.31%
6134 Childcare		2,000.00	-2,000.00	0.00%
Total 6130 Committee Expenses - General	\$ 1,685.61	\$ 6,400.00	-\$ 4,714.39	26.34%
6160 Program Support				
6163 Friends Camp	3,512.00	2,880.00	632.00	121.94%
6167 Religious Education & Outreach	4.04		4.04	
Total 6160 Program Support	\$ 3,516.04	\$ 2,880.00	\$ 636.04	122.08%
Total 6000 Programs	\$ 206,085.76	\$ 213,850.00	-\$ 7,764.24	96.37%
6140 Books & Other Sales Expense				
6142 Books	2,130.81	8,000.00	-5,869.19	26.64%
6145 Other Items for Sale	762.40		762.40	
6147 Consignment Sales	1,935.28		1,935.28	
Total 6140 Books & Other Sales Expense	\$ 4,828.49	\$ 8,000.00	-\$ 3,171.51	60.36%
Total Expenses	\$ 824,508.80	\$ 847,913.00	-\$ 23,404.20	97.24%
Net Operating Income	-\$ 22,340.85	-\$ 1,018.00	-\$ 21,322.85	
Transfers In/Out				
9940 Other Income - Transfers from other funds	60,008.65		60,008.65	
9950 Other Expense - Transfer to other funds	8,606.87		8,606.87	
Net Other Income	\$ 51,401.78	\$ 0.00	\$ 51,401.78	
Net Income	\$ 29,060.93	-\$ 1,018.00	\$ 30,078.93	

NEYM
Statement of Activities - All Funds
October, 2024-September, 2025

	Operating	Non-Operating		Total All Funds
	(unrestricted)	Board Designated (unrestricted)	Donor Restricted	
Income				
4010 Individual Contributions	212,545.06	39,184.00	10,575.00	262,304.06
4020 Monthly Meeting Contributions	353,484.47	6,988.50	11,658.20	372,131.17
4030 Organizations Contributions	250.00		27,800.00	28,050.00
4050 Interest and Dividend Income	4,760.76	41,172.79	25,366.94	71,300.49
4070 Books & Other Sales Income	\$6,024.36		0.00	6,024.36
4077 Consulting Fee Contribution	0.00		3,825.00	3,825.00
4080 Retreat Program Fees	28,796.65		0.00	28,796.65
4085 Sessions Program Fees	196,313.65		0.00	196,313.65
4090 Change in Fair Market Value	-7.00	10,046.55	8,164.45	18,204.00
4099 Net Assets Released To/From	0.00		0.00	0.00
Total for Income	\$802,167.95	\$97,391.84	\$87,389.59	\$986,949.38
Expenses				
Total for 5000 Staff	\$495,659.60	\$4,097.00	\$24,885.73	\$524,642.33
5110 Administration				
5120 Bank Expense	9,734.47		73.76	9,808.23
5130 Contracted Services	20,225.00	25,853.80	2,000.00	48,078.80
5140 Legal Services	2,500.00	564.86	0.00	3,064.86
5150 Liability Insurance	7,852.49		0.00	7,852.49
5160 Payroll Service	8,593.75		0.00	8,593.75
5170 Recruiting Expense	125.00		0.00	125.00
5180 Rent	9,350.00		0.00	9,350.00
5190 Misc. Expense	766.81		0.00	766.81
Total for 5110 Administration	\$59,147.52	\$26,418.66	\$2,073.76	\$87,639.94
5200 Office				
5220 Cleaning Services	300.00		0.00	300.00
5230 Maint - Equip & Hardware	86.80		0.00	86.80
5240 Postage	1,844.46		78.83	1,923.29
5250 Office Equipment	2,381.32		0.00	2,381.32
5260 Office Supplies	1,588.90		0.00	1,588.90
5270 Printing & Copying	8,146.87		211.40	8,358.27
5280 Software & Updates	22,095.72		0.00	22,095.72
5290 Telephone	4,651.50		21.75	4,673.25
5295 Misc. Office	115.25		0.00	115.25
Total for 5200 Office	\$41,210.82	\$0.00	\$311.98	\$41,522.80
Total for 5100 General & Administration	\$100,358.34	\$26,418.66	\$2,385.74	\$129,162.74
Total for 5300 Travel & Conferences	\$17,576.61	\$0.00	\$1,961.30	\$19,537.91
Total for 6000 Programs	\$206,085.76	\$59,377.72	\$59.10	\$265,522.58
Total for 6140 Books & Other Sales Expense	\$4,828.49	\$0.00	\$0.00	\$4,828.49
Total for 6200 Support of Other Organizations	\$0.00	\$11,000.00	\$40,356.50	\$51,356.50
6600 Publications	0.00		5,500.00	5,500.00
Total for Expenses	\$824,508.80	\$100,893.38	\$75,148.37	\$1,000,550.55
Net Operating Income	-\$22,340.85	-\$3,501.54	\$12,241.22	-\$13,601.17

Other Income

9940 Other Income - Transfers from other funds

<i>Create Future Uses Fund - transfer from W&M</i>	317,429.62			
<i>Transfer budgeted Legal Services amount from Operating 5140 to Legal Services Revolving Fund</i>	2,500.00			
<i>Transfer budgeted Sabbatical amount from Operating 5070 to Sabbatical Revolving Fund</i>	100.00			
<i>ERTC (Employee Retention Tax Credits) 2020 Q2,Q3,Q4</i>	60,008.65			
Total for Other Income	\$60,008.65	320,029.62	0.00	\$380,038.27

Other Expenses

9950 Other Expense - Transfer to other funds

<i>MM Equalization Restricted donations to Operating 4020</i>			6,560.50	
<i>Income from Endowment to Operating 4050</i>			2,465.48	
<i>Donation from 3832 West Falmouth Fund to Operating 4020</i>			200.78	
<i>Transfer from W&M Fund to create Future Uses Fund</i>	317,429.62			
<i>Pay-As-Led Equalization donations to Operating 4010</i>	39,184.00			
<i>MM Equalization (designated) donations to Operating 4020</i>	6,988.50			
<i>Income from Quasi-Endowment to Operating 4050</i>	150.99			
<i>ERTC 2020 Q2,Q3,Q4: Transfer to Camp their portion</i>	7,341.25			
<i>ERTC Paychex filing cost 2020 portion, from 1150 Prepaid Exp</i>	1,265.62			
Total for Other Expenses	\$8,606.87	\$363,753.11	\$9,226.76	\$381,586.74
Net Other Income	\$51,401.78	-\$43,723.49	-\$9,226.76	-\$1,548.47
Net Income	\$29,060.93	-\$47,225.03	\$3,014.46	-\$15,149.64

Statement of Financial Position
NEYM
As of September 30, 2025

	As of September 30, 2025	As of September 30, 2024	Change	% Change
ASSETS				
Current Assets				
Bank Accounts				
1000 Checking Accounts				
1010 Santander Checking	57,770.31	72,175.64	-14,405.33	-19.96%
1015 Everence Fed Credit Union Checking	433.78	6,093.78	-5,660.00	-92.88%
1040 Petty Cash	13.82	40.00	-26.18	-65.45%
Total for 1000 Checking Accounts	\$58,217.91	\$78,309.42	-\$20,091.51	-25.66%
1020 Money Market Accounts				
1028 Santander Money Market Savings	133,734.06	75,870.98	57,863.08	76.27%
1029 Everence Fed Credit Union SHARE Savings	6,218.28	609.45	5,608.83	920.31%
Total for 1020 Money Market Accounts	\$139,952.34	\$76,480.43	\$63,471.91	82.99%
Total for 1050 Certificates of Deposits	\$0.00	\$0.00	\$0.00	
Total for Bank Accounts	\$198,170.25	\$154,789.85	\$43,380.40	28.03%
Accounts Receivable				
Total for Accounts Receivable	\$0.00	\$0.00	\$0.00	
Other Current Assets				
1075 Pooled Funds	1,760,327.54	1,812,116.54	-51,789.00	-2.86%
1100 Accrued Receivables	46.76	526.76	-480.00	-91.12%
1110 Due to/from Friends Camp				
1112 Camp Disability	20.26	-1.07	21.33	1,993.46%
1113 Camp Health Ins	1,735.65	1,005.65	730.00	72.59%
1114 Camp - Retirement	1,266.83	853.34	413.49	48.46%
Total for 1110 Due to/from Friends Camp	\$3,022.74	\$1,857.92	\$1,164.82	62.69%
1150 Prepaid Expenses	4,239.59	6,272.22	-2,032.63	-32.41%
Total for Other Current Assets	\$1,767,636.63	\$1,820,773.44	-\$53,136.81	-2.92%
Total for Current Assets	\$1,965,806.88	\$1,975,563.29	-\$9,756.41	-0.49%
TOTAL ASSETS	\$1,965,806.88	\$1,975,563.29	-\$9,756.41	-0.49%
LIABILITIES AND NET ASSETS				
Liabilities				
Current Liabilities				
Total for Accounts Payable	\$0.00	\$0.00	\$0.00	
Credit Cards				
2005 Credit Card Elan St Marys	6,018.32	5,539.46	478.86	8.64%
Total for Credit Cards	\$6,018.32	\$5,539.46	\$478.86	8.64%
Other Current Liabilities				
2010 Accrued Liabilities	76.60	76.60	0.00	0.00%
2100 Payroll Liabilities	105.76	105.76	0.00	0.00%
2110 Federal Taxes	-785.87	-797.40	11.53	1.45%
2120 State Taxes	907.35	757.46	149.89	19.79%
2150 Health Insurance Premium	303.60	340.90	-37.30	-10.94%
2155 Sect 125 Employee Withholding	4,762.82	22.57	4,740.25	21,002.44%
2160 403B Retirement	470.26	420.26	50.00	11.90%
Total for Other Current Liabilities	\$5,840.52	\$926.15	\$4,914.37	530.62%
Total for Current Liabilities	\$11,858.84	\$6,465.61	\$5,393.23	83.41%
Total for Liabilities	\$11,858.84	\$6,465.61	\$5,393.23	83.41%
Net Assets				
3500 Undesignated Unrestricted Net Assets	22,807.08	80,005.15	-57,198.07	-71.49%
Total for 3600 Board Designated Funds	\$891,279.06	\$1,179,777.34	-\$288,498.28	-24.45%
Total for 3700 Revolving Accounts	\$312,981.79	\$75,092.91	\$237,888.88	316.79%
Total for 3800 Permanently Restricted Funds	\$697,819.18	\$691,420.35	\$6,398.83	0.93%
3900 Retained Earnings	0.00	0.00	0.00	
Net Income	29,060.93	-57,198.07	86,259.00	150.81%
Total for Net Assets	\$1,953,948.04	\$1,969,097.68	-\$15,149.64	-0.77%
TOTAL LIABILITIES AND NET ASSETS	\$1,965,806.88	\$1,975,563.29	-\$9,756.41	-0.49%

FY2025 Meeting Contributions

	General Fund	Equalization	Total
Connecticut Valley Quarterly Meeting			
Hartford Monthly Meeting	27,000.00		27,000.00
Litchfield Hills Monthly Meeting	3,153.69		3,153.69
Mount Toby Monthly Meeting	35,175.00	500.00	35,675.00
New Haven Friends Meeting	8,715.00		8,715.00
Northampton Friends Meeting	5,625.00	579.00	6,204.00
Storrs Friends Meeting	3,200.00		3,200.00
Subtotal	82,868.69	1,079.00	83,947.69
Dover Quarterly Meeting			
Concord Monthly Meeting	7,766.50	372.00	8,138.50
Dover Monthly Meeting	5,500.00	250.00	5,750.00
Gonic Monthly Meeting	407.00		407.00
Weare Monthly Meeting	1,600.00	1,400.00	3,000.00
West Epping Preparative Meeting	2,000.00		2,000.00
Subtotal	17,273.50	2,022.00	19,295.50
Falmouth Quarterly Meeting			
Brunswick Friends Meeting	1,100.00		1,100.00
Durham Monthly Meeting	6,000.00		6,000.00
Portland Friends Meeting	16,000.00	3,595.00	19,595.00
Southern Maine Friends Meeting	100.00		100.00
Windham Friends Meeting	100.00		100.00
Subtotal	23,300.00	3,595.00	26,895.00
Northwest Quarterly Meeting			
Bennington Monthly Meeting	1,700.00		1,700.00
Burlington Monthly Meeting	5,549.50	1,050.00	6,599.50
Hanover Friends Meeting	23,750.00		23,750.00
Middlebury Friends Meeting	4,000.00	700.00	4,700.00
Monadnock Quaker Meeting	5,400.00	300.00	5,700.00
Northeast Kingdom Quaker Meeting	250.00		250.00
Plainfield Monthly Meeting	1,000.00		1,000.00
Putney Friends Meeting	4,000.00		4,000.00
Quaker City Unity Friends Meeting	1,000.00		1,000.00
South Starksboro Monthly Meeting	350.00		350.00
Wilderness Friends Meeting	400.00		400.00
Subtotal	47,399.50	2,050.00	49,449.50
Salem Quarterly Meeting			
Amesbury Monthly Meeting	3,000.00		3,000.00
Beacon Hill Friends Meeting	11,845.00	1,398.00	13,243.00
Framingham Friends Meeting	10,000.00	800.00	10,800.00
Fresh Pond Monthly Meeting	10,000.00	300.00	10,300.00
Friends Meeting at Cambridge	43,176.00	1,000.00	44,176.00
Lawrence Monthly Meeting	600.00		600.00
North Shore Friends Meeting	3,000.00	100.00	3,100.00
Wellesley Monthly Meeting	24,462.00		24,462.00
Subtotal	106,083.00	3,598.00	109,681.00

Sandwich Quarterly Meeting

East Sandwich Preparative Meeting	500.00		500.00
West Falmouth Preparative Meeting	5,300.78	200.00	5,500.78
Yarmouth Preparative Meeting	1,000.00		1,000.00
Allen's Neck Monthly Meeting	3,630.00		3,630.00
Dartmouth at Smith Neck Monthly Meeting	1,000.00		1,000.00
Martha's Vineyard Monthly Meeting	960.00		960.00
Mattapoisett Monthly Meeting	250.00		250.00
New Bedford Monthly Meeting	250.00	755.00	1,005.00
Sandwich Monthly Meeting	1,100.00		1,100.00
Sandwich Quarterly Meeting		200.00	200.00
Westport Monthly Meeting	6,000.00		6,000.00
Subtotal	19,990.78	1,155.00	21,145.78

Southeast Quarterly Meeting

Providence Monthly Meeting	20,500.00		20,500.00
Westerly Monthly Meeting	3,500.00		3,500.00
Worcester Friends Meeting	6,620.00		6,620.00
Subtotal	30,620.00	-	30,620.00

Vassalboro Quarterly Meeting

Acadia Monthly Meeting	1,300.00		1,300.00
Belfast Area Friends Meeting	200.00		200.00
Cobscook Monthly Meeting	500.00		500.00
Eggemoggin Reach Monthly Mtg	150.00	50.00	200.00
Narramissic Valley Monthly Meeting	100.00		100.00
Orono Monthly Meeting	750.00		750.00
Vassalboro Friends Meeting	7,000.00		7,000.00
Winthrop Center Friends Church	2,400.00		2,400.00
Subtotal	12,400.00	50.00	12,450.00

Total All Quarters

339,935.47	13,549.00	353,484.47
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NEYM
FY2025 Committee Budgets vs Actuals
 October 2024 - September 2025

	Actual	Budget	Remaining
315 C&A	535.44	500.00	-35.44
320 F&P Rev		600.00	600.00
325 FGC		100.00	100.00
328 Finance		100.00	100.00
330 FUM		100.00	100.00
335 FWCC		100.00	100.00
340 M&C		100.00	100.00
350 Puente	1,150.17	1,500.00	349.83
360 Youth Ministries Committee (was YP)		500.00	500.00
370 Earthcare Ministry Comm		100.00	100.00
390 Other Cmttes (Permanent Board & Nominating)		700.00	700.00
TOTAL	\$ 1,685.61	\$ 4,400.00	\$ 2,714.39

NEYM Continuing Projects
Statement of Activity
October, 2024-September, 2025

Project	Board-designated projects			Temporarily Restricted projects									Continuing Projects Totals
	Archives Transition Processing	Future Uses Fund	Board-designated Continuing Projects Totals	RSEJ Book Project 2017	FWCC Quaker Connect Evaluation Consulting	Friends Foundation for the Aging: ARCH Grants	Quakers Advocating Justice for Palestine	Quaker Outreach 2015 grant	Printing of Interim Faith & Practice	Shoemaker Fund Grant	Growing Edges Youth Programs Initiatives	Restricted Continuing Projects Totals	
Project Balance beginning of year: (from previous year or opening transfer)													
Income	2,495.00	317,429.62	319,924.62	250.62		2,198.15	867.88	4,022.96	1,423.60	7,522.42	1,285.95	17,571.58	337,496.20
4020 Monthly Meeting Contributions			0								562.91	562.91	562.91
4030 Organizations Contributions			0			17,800.00						17800	17800
4050 Interest and Dividend Income		10,849.98	10,849.98									0	10849.98
4077 Consulting Fee Contribution			0		3,825.00							3825	3825
4080 Retreat Program Fees			0									0	0
4090 Change in Fair Market Value		287.03	287.03									0	287.03
Total Income	0.00	11,137.01	11,137.01	0.00	3,825.00	17,800.00					562.91	22,187.91	33,324.92
													0.00
Expense													0
5000 Staff		4,097.00	4,097.00		3,825.00	12,752.30				5,538.95	2,769.48	33,079.73	37,176.73
5100 General & Admin - incl Contracted Services		25,853.80	25,853.80			1,501.03					511.16	53,719.79	79,573.59
5300 Travel & Conferences			0.00		0.00	1,819.80		141.50				1,961.30	1,961.30
6000 Programs - incl Sessions		59,377.72	59,377.72									118,755.44	178,133.16
Total Expense	0.00	89,328.52	89,328.52	0.00	3,825.00	16,073.13	0.00	141.50	0.00	5,538.95	3,280.64	28,859.22	118,187.74
Net of Income and Expense FY2025	0.00	-78,191.51	-78,191.51	0.00	0.00	1,726.87	0.00	-141.50	0.00	-5,538.95	-2,717.73	-6,671.31	-84,862.82
Ending Balance (Sept 30, 2025)	2,495.00	239,238.11	241,733.11	250.62	-	3,925.02	867.88	3,881.46	1,423.60	1,983.47	(1,431.78)	10,900.27	252,633.38

Board-Designated and Revolving Funds

	Balance Sep 30, 2024	Invested balance Oct 1, 2024	Liquid balance Oct 1, 2024	Total Balance Oct 1, 2024	Investment Income	Change in Fair Market Value	Other Income	Expenses	Net Change 10/1/24- 9/30/25	Invested balance Sep 30, 2025	Liquid balance Sep 30, 2025	Total Balance Sep 30, 2025
3600 Board Designated Funds												
3620 Faith & Practice Revision	70,953.69	59,797.29	11,156.40	70,953.69	2,227.96	717.08			2,945.04	60,514.37	13,384.36	73,898.73
3630 World Conference Travel	0.00								0.00			0.00
3650 Quasi-Endowment (Investments)	4,051.78	4,051.78		4,051.78	150.99	48.59		150.99	48.59	4,100.37	0.00	4,100.37
3682 Witness & Ministry Fund	1,104,771.87	750,000.00	37,342.25	787,342.25	27,943.86	8,993.85		11,000.00	25,937.71	758,993.85	54,286.11	813,279.96
Total 3600 Board Designated Funds	1,179,777.34	813,849.07	48,498.65	862,347.72	30,322.81	9,759.52		11,150.99	28,931.34	823,608.59	67,670.47	891,279.06
3700 Revolving Accounts												
Board-designated Revolving Accounts												
3705 Archives	0.00		0.00	0.00					0.00		0.00	0.00
3706 Sabbatical	100.00		100.00	100.00			100.00		100.00		200.00	200.00
3707 Accounting Services	19,700.00		19,700.00	19,700.00					0.00		19,700.00	19,700.00
3708 Infrastructure	1,016.50		1,016.50	1,016.50					0.00		1,016.50	1,016.50
3709 Legal Services	1,588.67		1,588.67	1,588.67			2,500.00	564.86	1,935.14		3,523.81	3,523.81
3710 Equalization	0.00		0.00	0.00			46,172.50	46,172.50	0.00		0.00	0.00
3732 Sufferings - Unrestricted	18,158.62		18,158.62	18,158.62					0.00		18,158.62	18,158.62
3775 Continuing Projects: Archives Transition	2,495.00		2,495.00	2,495.00					0.00		2,495.00	2,495.00
3775 Continuing Projects: Future Uses fund	0.00	317,429.62		317,429.62	10,849.98	287.03		89,328.52	(78,191.51)	247,716.65	(8,478.54)	239,238.11
Restricted Revolving Accounts												
3711 Equalization - Restricted	0.00		0.00	0.00			6,560.50	6,560.50	0.00		0.00	0.00
3712 FUM Intervisitation	0.00		0.00	0.00					0.00		0.00	0.00
3713 FUM Earmarked Donations (per 2009-54)	0.00		0.00	0.00					0.00		0.00	0.00
3715 Peaceworker	1,784.36		1,784.36	1,784.36					0.00		1,784.36	1,784.36
3716 Bodine-Rustin Fund	1,051.41		1,051.41	1,051.41			965.00	1,051.41	(86.41)		965.00	965.00
3720 Prejudice & Poverty	0.00		0.00	0.00					0.00		0.00	0.00
3725 Puente de Amigos	8,534.41		8,534.41	8,534.41			23,844.79	20,771.44	3,073.35		11,607.76	11,607.76
3730 Sufferings - Restricted	0.00		0.00	0.00			300.00		300.00		300.00	300.00
3760 Young Friends Travel	3,092.36		3,092.36	3,092.36					0.00		3,092.36	3,092.36
3775 Continuing Projects: Restricted	17,571.58		17,571.58	17,571.58			22,187.91	28,859.22	(6,671.31)		10,900.27	10,900.27
Total 3700 Revolving Accounts	75,092.91	317,429.62	75,092.91	392,522.53	10,849.98	287.03	102,630.70	193,308.45	(79,540.74)	247,716.65	65,265.14	312,981.79

* The current year Operating Net Income, shown on the Balance Sheet and the Statement of Activities, is transferred to Account 3500 at the start of the next fiscal year.

Sessions Minute 2024-62.2 combined the purposes of the Future Fund and the Witness & Ministry Fund, creating one fund titled Witness & Ministry Fund.

Permanently Restricted Funds

Fund	Balance Sep 30, 2023	Balance Sep 30, 2024	Unavailable (Invested) Oct 1, 2024	Remaining Available from FY2024	Investment Income *	Expenses	Change in Fair Market Value	Unavailable (Invested) Sept 30, 2025	Remaining Available Sept 30, 2025	Balance Sep 30, 2025
3802 Endowment Fund	57,060.33	66,172.42	66,172.42	0.00	2,465.48	2,465.48	793.53	66,965.95	0.00	66,965.95
3804 Alice Needham	18,950.40	21,976.62	21,976.62	0.00	818.82	818.82	263.53	22,240.15	0.00	22,240.15
3806 Amy S. Hayden	62,641.49	72,644.82	72,644.82	0.00	2,706.64	2,706.64	871.15	73,515.97	0.00	73,515.97
3808 Anna M. Brown	41,550.42	48,185.68	48,185.68	0.00	1,795.33	1,795.33	577.82	48,763.50	0.00	48,763.50
3810 Freedmen's	151,981.73	173,932.58	173,932.58	0.00	6,480.45	6,480.45	2,085.77	176,018.35	0.00	176,018.35
3812 FUM Foreign Missions	51,071.01	59,226.63	59,226.63	0.00	2,206.69	2,206.69	710.23	59,936.86	0.00	59,936.86
3814 FUM Home & Foreign	7,101.85	8,235.95	8,235.95	0.00	306.86	306.86	98.76	8,334.71	0.00	8,334.71
3816 FUM Ramallah	64,576.92	74,889.32	74,889.32	0.00	2,790.26	2,790.26	898.05	75,787.37	0.00	75,787.37
3824 Mosher Book & Tract	87,349.09	104,077.14	95,322.48	8,754.66	3,551.55	5,779.07	1,143.08	96,465.56	6,527.14	102,992.70
3826 Phillips/Purington/Hawkes	27,397.76	31,772.96	31,772.96	0.00	1,183.82	1,183.82	381.01	32,153.97	0.00	32,153.97
3828 Pittsfield/Varney	12,050.06	14,225.76	12,397.93	1,827.83	461.90	0.00	148.68	12,546.61	2,289.73	14,836.34
3830 Susan B. Kirby	9,219.43	10,691.70	10,691.70	0.00	398.36	398.36	128.22	10,819.92	0.00	10,819.92
3832 West Falmouth Prep Mtg	4,646.73	5,388.77	5,388.77	0.00	200.78	200.78	64.62	5,453.39	0.00	5,453.39
Total 3800 Permanently Restricted Funds	595,597.22	691,420.35	680,837.86	10,582.49	25,366.94	27,132.56	8,164.45	689,002.31	8,816.87	697,819.18

* Available amounts for FY2025 were each fund's investment income from the Pooled Funds plus any remaining Available from FY2024.

Investment Income (formerly called Interest & Dividends) was 4% of a 3-year average of the total value of each fund, calculated on the Board of Managers' fiscal year ending March 31st.

Reinvestment of unused Available amounts stopped at the end of FY2020.

Operating Reserves¹

	Balance Sep 30, 2024	Investment Income	Change in Fair Market Value	Other Income	Expenses	Net Change	Balance Sep 30, 2025
3500 Undesignated Unrestricted Net Assets	80,005.15	0.00	0.00		57,198.07	(57,198.07)	22,807.08
3900 Retained Earnings + Net Income	(57,198.07)	0.00	0.00	86,259.00		86,259.00	29,060.93
Total (9/30 = Undesig. Net Assets Oct 1 next FY)	22,807.08	0.00	0.00	86,259.00	57,198.07	29,060.93	51,868.01
3600 Board Designated Funds							
3650 Quasi-Endowment (Investments)	4,051.78	150.99	48.59		150.99	48.59	4,100.37
Total Operating Reserves	26,858.86	150.99	48.59	86,259.00	57,349.06	29,109.52	55,968.38
Total Expense Budget FY2026							869,108.00
Total Operating Reserves as Percent of Expense Budget²							6.4%

Notes

- Operating Reserves are composed of 3500 Undesignated Unrestricted Assets plus 3650 Quasi-Endowment.
- Per Section 2.3.1 of the Financial Handbook, "It is the Finance Committee's policy to have an operating reserve equal to one quarter of the annual budget (3 months) at the beginning of each fiscal year." The reserve amount on Sept. 30, 2025 fell below this amount.

NEYM
FY2026 Operating Budget vs. Actuals - Summary
October - December, 2025

	Oct-Dec 2025 Actual	Oct-Dec 2024 Actual	Difference FY25-FY26	Budget FY2026	% of Budget
Income					
4010 Individual Contributions	56,114	39,321	16,793	239,000	23.48%
4020 Monthly Meeting Contributions	51,834	61,547	-9,713	362,250	14.31%
4025 Unallocated Income	2,704		2,704	10,873	24.87%
4030 Organizations Contributions		100	-100	500	0.00%
4050 Interest and Dividend Income	1,618	1,430	188	5,712	28.33%
4070 Books & Other Sales Income	16		16	8,800	0.19%
4080 Retreat Program Fees	6,368	8,165	-1,797	41,350	15.40%
4085 Sessions Program Fees				201,000	0.00%
4090 Change in Fair Market Value	198		198	0	
4099 Net Assets Released To/From	0	0	0	0	
Total Income	118,853	110,563	8,290	869,485	13.67%
Expenses					
5000 Staff	131,088	114,726	16,362	517,758	25.32%
5100 General & Administration	23,851	26,628	-2,778	93,650	25.47%
5300 Travel & Conferences	5,410	3,281	2,129	23,000	23.52%
6000 Programs	13,678	13,415	263	227,700	6.01%
6140 Books & Other Sales Expense		0	0	7,000	0.00%
Total Expenses	174,026	158,050	15,976	869,108	20.02%
Net Operating Income	-55,173	-47,487	-7,687	377	
Other Income					
9940 Other Income - Transfers from other funds	162,969	60,009	102,961		
Total Other Income	162,969	60,009	102,961	0	
Other Expenses					
9950 Other Expense - Transfer to other funds	1,257	7,341	-6,085		
Total Other Expenses	1,257	7,341	-6,085	0	
Net Other Income	161,713	52,667	109,045	0	
Net Income	106,540	5,181	101,359	377	

NEYM
FY2026 Operating Budget vs. Actuals - Detail
October - December, 2025

	Oct-Dec 2025 Actual	Oct-Dec 2024 Actual	Difference FY25-FY26	Budget FY2026	% of Budget
Income					
4010 Individual Contributions	56,114.20	39,321	16,793	239,000.00	23.48%
4020 Monthly Meeting Contributions	51,834.00	61,547	-9,713	362,250.00	14.31%
4025 Unallocated Income	2,704.25		2,704	10,873.00	24.87%
4030 Organizations Contributions		100	-100	500.00	0.00%
4050 Interest and Dividend Income	1,618.15	1,430	188	5,712.00	28.33%
4070 Books & Other Sales Income			0		
4072 Sales - Books	16.47		16	8,800.00	0.19%
Total 4070 Books & Other Sales Income	\$ 16.47	\$ 0	\$ 16	\$ 8,800.00	0.19%
4080 Retreat Program Fees	6,368.06	8,165	-1,797	41,350.00	15.40%
4085 Sessions Program Fees				201,000.00	0.00%
4090 Change in Fair Market Value	197.70		198	0.00	
4099 Net Assets Released To/From	0.00	0	0	0.00	
Total Income	\$ 118,852.83	\$ 110,563.03	\$ 8,290	\$ 869,485.00	13.67%
Expenses					
5000 Staff					
5010 Salaries & Wages	85,965.30	72,165	13,800	330,235.00	26.03%
5037 Housing Allowance	13,846.20	13,846	0	60,000.00	23.08%
Total 5010 Salaries & Wages	\$ 99,811.50	\$ 86,012	\$ 13,800	\$ 390,235.00	25.58%
5020 Payroll Taxes	6,310.86	5,276	1,035	25,723.00	24.53%
5030 Benefits					
5033 Health Benefits	14,174.34	13,235	939	58,399.00	24.27%
5035 Retirements	9,316.36	9,198	119	39,424.00	23.63%
5040 Disability	264.24	243	21	1,057.00	25.00%
5045 Workers' Compensation	625.00	613	12	620.00	100.81%
5050 Spiritual Retreats		150	-150	1,200.00	0.00%
5060 Staff Development	585.44		585	1,000.00	58.54%

6114 Room Rental	9,158.25	2,730	6,429	11,700.00	78.28%
6150 Food Expense	2,294.12	1,813	481	9,450.00	24.28%
Total 6112 Retreats - Room & Board	\$ 11,452.37	\$ 4,543	\$ 6,909	\$ 21,150.00	54.15%
6125 Program Expenses			0		
6105 Honoraria - Speakers/Wkshp Ldrs	999.00	1,346	-347	18,000.00	5.55%
6107 Honoraria - Volunteer Leadership	750.00	3,000	-2,250	4,500.00	16.67%
6115 Equipment Rental				4,000.00	0.00%
6121 Supplies and Other Expenses	476.30	1,010	-533	5,400.00	8.82%
6165 Pre-Sessions Expense				1,500.00	0.00%
Total 6125 Program Expenses	\$ 2,225.30	\$ 5,356.00	-\$ 3,131	\$ 33,400.00	6.66%
6130 Committee Expenses - General				1,250.00	0.00%
6134 Childcare				400.00	0.00%
Total 6130 Committee Expenses - General	\$ 0.00	\$ 0.00	\$ 0	\$ 1,650.00	0.00%
6160 Program Support			0		
6163 Friends Camp		3,512	-3,512		
6167 Religious Education & Outreach		4	-4		
Total 6160 Program Support	\$ 0	\$ 3,516	-\$ 3,516	-100.00%	\$ 3,516
Total 6000 Programs	\$ 13,677.67	\$ 13,414.91	\$ 263	\$ 227,700.00	6.01%
6140 Books & Other Sales Expense					
6142 Books				3,600.00	0.00%
6147 Consignment Sales				3,400.00	0.00%
Total 6140 Books & Other Sales Expense	\$ 0.00	\$ 0.00	\$ 0	\$ 7,000.00	0.00%
Total Expenses	\$ 174,026.00	\$ 158,050.43	\$ 15,976	\$ 869,108.00	20.02%
Net Operating Income	-\$ 55,173.17	-\$ 47,487.40	-\$ 7,686	\$ 377.00	
Other Income					
9940 Other Income - Transfers from other funds	162,969.36	60,009	102,961		
Total Other Income	\$ 162,969.36	\$ 60,009	\$ 102,961	0	
Other Expenses					
9950 Other Expense - Transfer to other funds	1,256.60	7,341	-6,085		
Total Other Expenses	\$ 1,256.60	\$ 7,341	-\$ 6,085	0	
Net Other Income	\$ 161,712.76	\$ 52,667	\$ 109,045	0	
Net Income	\$ 106,539.59	\$ 5,181	\$ 108,459	\$ 377.00	

Statement of Financial Position

NEYM

Q1 FY2026

	Q1 Net Income of each Fund	December 31, 2025 UNCLOSED QBO export	Balances of each Fund Dec 31, 2025 Q1 FY2026
Assets			
Current Assets			
Bank Accounts			
1000 Checking Accounts			
1010 Santander Checking		63,992.93	
1015 Everence Fed Credit Union Checking		418.78	
1040 Petty Cash		13.82	
Total for 1000 Checking Accounts		\$64,425.53	
1020 Money Market Accounts			
1028 Santander Money Market Savings		272,779.44	
1029 Everence Fed Credit Union SHARE Savings		6,220.63	
Total for 1020 Money Market Accounts		\$279,000.07	
Total for Bank Accounts		\$343,425.60	
Total for Accounts Receivable		\$0.00	
Other Current Assets			
1075 Pooled Funds		1,802,833.92	
1100 Accrued Receivables		46.76	
Total for 1110 Due to/from Friends Camp		\$2,010.82	
1150 Prepaid Expenses		0.00	
Total for Other Current Assets		\$1,804,891.50	
Total for Current Assets		\$2,148,317.10	
Total for Assets		\$2,148,317.10	
Liabilities and Net Assets			
Total for Liabilities		\$7,288.44	
Net Assets			
3500 Undesignated Unrestricted Net Assets	29,060.93		51,868.01
3600 Board Designated Funds			
3620 Faith & Practice Revision INVESTED	1,461.23		61,975.60
3620 Faith & Practice Revision CASH	459.64		13,844.00
Total 3620 Faith & Practice Revision	1,920.87		75,819.60
3630 World Conference Travel			
3650 Quasi-Endowment (Investments) INVESTED	99.01		4,199.38
3650 Quasi-Endowment (Investments) CASH	0.02		0.02
Total 3650 Quasi-Endowment (Investments)	99.03		4,199.40
3680 NEFH Fund			
3682 NEYM Ministry Fund INVESTED	18,327.32		777,321.17
3682 NEYM Ministry Fund CASH	4,764.91		59,051.02
Total 3682 NEYM Ministry Fund	23,092.23		836,372.19
Total for 3680 NEFH Fund	\$23,092.23		\$836,372.19
Total for 3600 Board Designated Funds	\$25,112.13		\$916,391.19

3700 Revolving Accounts			
3705 Archives			0.00
3706 Sabbatical			200.00
3707 Accounting Services			19,700.00
3708 Infrastructure			1,016.50
3709 Legal Services	-99.87		3,423.94
3710 Equalization	312.50		312.50
3711 Equalization - Restricted			0.00
3715 Peaceworker			1,784.36
3716 Bodine-Rustin Fund	100.00		1,065.00
3720 Prejudice & Poverty			0.00
3725 Puente de Amigos	13,828.00		25,435.76
3730 Sufferings - Restricted			300.00
3732 Sufferings - Unrestricted			18,158.62
3760 Young Friends Travel			3,092.36
3775 Continuing Projects Future Uses Fund INVESTED	5,981.58		253,698.23
3775 Continuing Projects Future Uses Fund CASH	-5,847.28		-14,325.82
3775 Continuing Projects Future Uses Fund TOTAL	134.30		239,372.41
Total 3775 Continuing Projects	20,238.90		272,872.28
Total for 3700 Revolving Accounts	\$34,379.53		\$347,361.32
3800 Permanently Restricted Funds			
3802 Endowment Fund			
38021 Unavailable	1,617.02		68,582.97
38022 Available			0.00
Total for 3802 Endowment Fund	\$1,617.02		\$68,582.97
3804 Alice Needham			
38041 Unavailable	537.03		22,777.18
38042 Available	168.92		168.92
Total for 3804 Alice Needham	\$705.95		\$22,946.10
3806 Amy S. Hayden			
38061 Unavailable	1,775.18		75,291.13
38062 Available	558.38		558.38
Total for 3806 Amy S. Hayden	\$2,333.56		\$75,849.51
3808 Anna M. Brown			
38081 Unavailable	1,177.49		49,940.98
38082 Available	370.38		370.38
Total for 3808 Anna M. Brown	\$1,547.87		\$50,311.36
3810 Freedmen's			
38101 Unavailable	4,250.29		180,268.65
38102 Available	1,336.94		1,336.94
Total for 3810 Freedmen's	\$5,587.23		\$181,605.59
3812 FUM Foreign Missions			
38121 Unavailable	1,447.29		61,384.14
38122 Available	455.24		455.24
Total for 3812 FUM Foreign Missions	\$1,902.53		\$61,839.38

3814 FUM Home & Foreign			
38141 Unavailable	201.26		8,535.97
38142 Available	63.31		63.31
Total for 3814 FUM Home & Foreign	\$264.57		\$8,599.28
3816 FUM Ramallah			
38161 Unavailable	1,830.03		77,617.42
38162 Available	575.64		575.64
Total for 3816 FUM Ramallah	\$2,405.67		\$78,193.06
3824 Mosher Book & Tract			
38241 Unavailable	2,329.34		98,794.90
38242 Available	732.70		7,259.85
Total for 3824 Mosher Book & Tract	\$3,062.04		\$106,054.75
3826 Phillips/Purington/Hawkes			
38261 Unavailable	776.42		32,930.39
38262 Available	244.22		244.22
Total for 3826 Phillips/Purington/Hawkes	\$1,020.64		\$33,174.61
3828 Pittsfield/Varney			
38281 Unavailable	302.96		12,849.57
38282 Available	95.30		2,385.05
Total for 3828 Pittsfield/Varney	\$398.26		\$15,234.62
3830 Susan B. Kirby			
38301 Unavailable	261.27		11,081.17
38302 Available	82.18		82.18
Total for 3830 Susan B. Kirby	\$343.45		\$11,163.35
3832 West Falmouth Prep Mtg			
38321 Unavailable	131.68		5,585.07
38322 Available	41.42		41.42
Total for 3832 West Falmouth Prep Mtg	\$173.10		\$5,626.49
Total for 3800 Permanently Restricted Funds	\$21,361.89		\$719,181.07
3900 Retained Earnings	-29,060.93		0.00
Net Operating Income (not incl. Equalization, see 3710)	-55,485.67		-55,485.67
Net Other Income (ERTC, before Camp's portion transferred)	161,712.76		161,712.76
Total Net Income	106,227.09		106,227.09
Total for Net Assets	\$187,080.64		\$2,141,028.68
Total for Liabilities and Net Assets	\$187,080.64		\$2,148,317.12

Total 3500+3650+Net Other Income (ERTC):

\$ 217,780.17

Camp's portion of ERTC, transferring in Q2:

\$ 110,679.38

Total Reserves after Camp ERTC transfer:

(not including Q1

operating deficit of -55,485.67

Total Reserves 9/30/2025:

\$55,968.38

\$ 107,100.79

Presiding Clerk's Report to the Permanent Board of New England Yearly Meeting of Friends
From: Phillip Veatch, Fresh Pond Monthly Meeting (Cambridge, MA)
Meeting Date: February 28, 2026

Overall

If it is true that, "In the middle of difficulty lies opportunity," then we are in a time of great opportunity. I feel a yearning from Friends to be engaged in the world during these tumultuous times. And many meetings are reporting a surge in attendance as newcomers seek to find out what Quakers have to say. I believe that many of them are, at least in part, following the advice of, "Don't worry about what to do, worry about who you want to do it with." It is easy for yearly meeting leadership like the Permanent Board and C&A to be focused on immediate practical issues that naturally demand our attention and energy. I urge us to take some time to step back and consider who we are and what do we want to be known for. In the deepest sense, are we using our time and other resources in ways that best serve what we are called to be?

Planning for Sessions 2026

Sessions 2026 will be held at Mt. Holyoke College. The theme is, "Spring forth O well and make us whole." Planning for the schedule is well underway. The Theme and Speakers team has identified potential speakers and we are waiting for their discernment on our invitation. Similar to recent years, Friends will be encouraged to arrive on Friday, July 31 with the opening ceremony on Saturday morning, August 1. We hope to have a few structured activities for early arrivers on Friday, including an opportunity for extended worship similar to last year's worship event.

Our wonderful coordinators of Childcare and Junior Yearly Meeting for the past few years (Rainer Humphries and Kenzie Burpee) will not be able to continue for 2026 Sessions. We are actively searching for new coordinators for these positions. If you have any suggestions, please contact Kara Price at kara@neym.org.

Health of Quarterly Meetings

I continue to engage with quarterly meetings jointly with the clerk of Permanent Board to find ways to more deeply connect quarterly meetings to the work of Sessions. It is a long term goal to have quarterly meetings be places where the yearly meeting can have time for deep discernment and generate articles that come before our annual gathering.

Draft Charge for Conflict Response Team

The group responsible for redrafting the charge for the Conflict Response Team has finished its work and is bringing its draft to Permanent Board for approval. I believe the drafting group has done a thorough job and hope the PB is clear to move forward with their proposal.

Reminder of upcoming events

1) Living Faith will be held March 28 at Portland Friends School. "From the deep well of worship and shared listening, our witness springs forth—sometimes as a quiet trickle, sometimes as a bold flow—bringing the Love and Truth we experience inwardly to one another, our meetings, and our wider communities. Together we will explore how the Spirit's living water rises among us, what has grown from our faithfulness, and how our lives, joined with others, may bear witness in this time."

2) Visioning Day: Thriving Quarters. The gathering will be on April 11th in Haverhill, MA. Each quarterly meeting is encouraged to send 3 or more people for an in-depth visioning of the roles of quarterly meetings within our communal life. Serving as an official representative of a quarter is not a requirement to attend, all interested New England Friends are welcome

Israel-Palestine Resource Group Report to Permanent Board
February 28, 2026

Dear Friends, and members of the Permanent Board,

We remain committed to facilitating discussion and discernment about Palestine and Israel, and are clear to seek ways for us in NEYM to provide support for travel to the region. See below, **Recommendations From IPRG re: Travel to Palestine and Israel for Solidarity, Witness and Support**, for our assessment of the feasibility for travel at this time.

Bob Watt of Providence Meeting is back from his trip in December, 2025 and is very willing to share with your meeting or Quarter about his experiences, as is Linden Jenkins, who continues to travel in the ministry under the care of N. Sandwich (NH) Friends, having given her message, *Pilgrimage to Palestine, Pilgrimage to Home: A Report* back to 17 groups since returning November 2024 after 3 months there. Bob can be reached at wattesq@aol.com and Linden at lightreveals2prevail@proton.me.

We will also be offering a workshop at the upcoming Living Faith gathering featuring Bob and Linden, facilitated by Martha Yager of Providence called "Come and See, Go and Tell".

First, we wanted to provide some updates on the status of the region, primarily from American Friends Service Committee, and their decision to remain despite recent demands from the Israeli government

<https://afsc.org/newsroom/quaker-org-will-continue-gaza-work-despite-israels-threat-ban-ingos>

And this link to their Palestinian Program webpage, featuring their monthly newsletter on Palestinian activism.

<https://afsc.org/programs/us-palestine-activism-program>

In addition, here is the Northeast Region newsletter announcing Keith Harvey's retirement. We are requesting that the Permanent Board approve a Minute of Appreciation for Keith's work over the last three decades.

<https://afsc.org/sites/default/files/2025-12/afsc-northeast-region-holiday-2025-newsletter.pdf?ms=EMA26NE1231YE&emci=917aefc3-59e6-f011-8195-000d3a1d58aa&emdi=739fc0b6-73e6-f011-8195-000d3a1d58aa&ceid=770453>

Here is a report from Britain about the recent court decision on the group Palestine Action, which I hope to update on the 28th

<https://www.bbc.com/news/live/c8x90q9nyzyt>

And, a recent investigation by Al Jazeera about the types of weapons Israel has deployed against Palestinians

<https://www.aljazeera.com/features/2026/2/10/israel-used-weapons-in-gaza-that-made-thousands-of-palestinians-evaporate>

Here is a series of offerings from Friends Meeting at Cambridge, scheduled for March

Upcoming programs at Friends Meeting Cambridge:

Divesting for Palestinian Rights (Zoom) WED, 3/11, 2--4:00pm

Dov Baum, Director of the American Friends Service Committee (AFSC) Action Center for Corporate Accountability, will talk about divestment—both personal and institutional—and answer our questions.

Check back for more information about this event. To participate using Zoom, click this [link](#) or provide the meeting ID 783 475 1861 and passcode 1652 (if requested) on Zoom.com, the Zoom app, or after calling 1-646-558-8656. Contact Stephen Houseworth at gaza@fmcquaker.org

Palestinian-Themed Simple Lunch (Friends Room).

Sun, 3/22, 12:15--1:00pm

A \$6-7 donation is requested to cover the cost of the vegan soup, salad and bread provided, but you are invited regardless of whether you can contribute money. An extra donation is welcomed to cover extra foods purchased for this event. Contact Tom Sander / David Smith at simplelunch@fmcquaker.org.

The Trump 'Peace Plan' and the Future of Palestine (Friends Room /Open Zoom). Sun, 3/22, 1:15--3:00pm

After a Palestinian themed lunch, we will hear from two activists about Gaza—Nancy Murray (scholar and writer) and Leila Farsakh (Palestinian-American political scientist at UMass-Boston) with discussion following their presentation.

To participate using Zoom, click this [link](#) or provide the meeting ID 783 475 1861 and passcode 1652 (if requested) on Zoom.com, the Zoom app, or after calling 1-646-558-8656. Contact Skip Schiel at gaza@fmcquaker.org

And a recent appeal from Jewish Voice for Peace

<https://www.jewishvoiceforpeace.org/2025/12/05/israel-bonds-victories-27/>

We offer these resources so that we may be reminded of the international efforts of so many, and to provide more background than is easily available through mainstream media.

Here is an update on Shadi Khoury, Ramallah Friends School Graduate from Friends United Meeting, as of 2/16/26

(via Kathleen Wooten of Lawrence Meeting and a member of the Permanent Board)

For the past several years, we have lifted up the story of Shadi Khoury, a member of our Ramallah Friends School community, who was arrested by the Israeli military, and has since endured repeated trials, prolonged delay, house arrest, imprisonment, isolation, physical abuse, and the strain of the Israeli military court system.

After extended proceedings and retrial, a verdict has now been issued: The court sentenced Shadi to 32 months in prison, a fine of 12,000 shekels, and a six-month suspended sentence. He must turn himself in on March 29th.

We continue to pray for him and for his family.

We are deeply grateful for the care, the prayer, and the advocacy that so many Friends have offered around the world. As we pray for Shadi, we also remember the many Palestinian youth held in military prisons. We pray for their protection, and we must continue to shine a spotlight on the injustice of these prisons that operate outside regular oversight and accountability.

- Kelly Kellum, Friends United Meeting

** Max Carter is in touch with the family, and trying to determine if folks can donate to the fee, or their needs. I will share more info as I receive it. (from Kathleen)

Recommendations From IPRG re: Travel to Palestine and Israel for Solidarity, Witness and Support

Following the approval by the Permanent Board of the recommendations from the Called Meeting on Gaza, the Resource Group has explored and researched several options for travel to the area, primarily the West Bank and East Jerusalem, since it may not be possible to travel to Ramallah (which was the case in December, 2025 per Bob Watt).

We have consulted with Friends who have relationships in the area, with staff at the American Friends Service Committee and with other faith groups who have or are planning similar trips.

Here are some options:

- To partner with Sabeel <https://sabeel.org/category/delegation/>

which is the group that coordinated the delegations that both Linden and Bob were in. Linden has volunteered with them since 2024 and helped to organize several trips and is willing to do that for us. Estimated cost is \$4,500-5,00 per person for ten days.

- To partner with the World Council of Churches (as suggested by Brian Blackmore of AFSC)

Ecumenical Accompaniment Programme in Palestine and Israel (EAPPI) with the World Council of Churches: [Ecumenical Accompaniment Programme in Palestine and Israel | World Council of Churches](#). This program brings 25-30 people to Palestine for a three-month period to do the kind of work NEYM is envisioning. Quakers in Britain and Ireland are very involved in EAPPI. You can learn more about their involvement here: [Eyewitness Stories from Palestine and Israel – EAPPI UK &](#)

[Ireland – We share the eyewitness stories of Palestinians and Israelis and advocate for justice, equality and an end to the military occupation of Palestine.](#)

In addition to the fee, participants gather, pre-trip, in Washington, D.C. for some days of training and orientation, and post-trip for debriefing & prep for the 10 talks they agree to give, as part of their witness.

Estimated cost \$10,000 plus airfare

- Another possibility is to partner with AFSC,

We have been exploring that with their staff. Because of the demands and restrictions of the Israeli government, that may not be the best option at this time, but we are not ruling it out.

When Bob Watt participated in his trip with Catholic Workers, that group made the commitment to raise enough money to self-fund their trip. We look forward to ways that NEYM may be able to assist with travel costs, including the possibility of a matching fund, or a discussion with the Gifts Committee (formerly the Legacy Gift Committee) of NEYM to support individuals in their travel. In any event, there does appear to be both ways and means that these trips can happen.

Respectfully submitted,

Leslie Manning (Durham and 3 Rivers), Skip Schiel (Friends Meeting at Cambridge)

Bob Watt (Providence), Linden Jenkins (North Sandwich), Martha Yager (Providence), Petra Doan (Brunswick), Steve McKnight (Wellesley)

To: The Permanent Board of New England Yearly Meeting of Friends

From: Phillip Veatch, Fresh Pond Monthly Meeting (Cambridge, MA), Clerk of Coordinating and Advisory Committee

Re: Report from C&A in preparation for the Permanent Board Meeting on February 28, 2026

1) Since the last Permanent Board meeting in December, the Coordinating and Advisory Committee has had its three day winter retreat. At the retreat we spent some time reflecting on the state of the world. Responses from C&A members included:

- One of our gifts as Friends is to help others see and trust the Living Presence.
- Sadness and hope are being experienced together leading to a strength in community.
- Small steps bring people in monthly meetings together.
- The challenge and frustration of not feeling one can break through with those on “the other side”.
- The recent Quaker Call to Action with 1000 people on Zoom featuring Phil Gulley. “From exhaustion to exuberance: Joy in the resistance to tyranny”. Joy in celebrating what is happening is needed especially when we are personally depleted exhausted. Such a hunger among Friends and people now. Hearing a hunger for visioning— what’s the prophetic vision of rebuilding?
- An opportunity to cultivate what we are for, not just what we are working against.

2) C&A has been working to clarify which committees require monthly meeting membership (and how to handle situations where membership status changes during a person’s term). While a few PPCs (Purpose, Procedure, and Compositions – the defining document for each committee) have an explicit requirement, others are vague. We will be bringing recommendations to Permanent Board in future meetings regarding changes to PPCs to clarify which committees require membership and which do not.

3) We reviewed the proposed PPC for the Conflict Resolution Team and generally endorsed the proposal that will be presented to Permanent Board by the group charged by Sessions to revise the charge originally brought to Sessions in 2024.

4) There is now a designated email address for Quarterly Meetings to send memorial minutes to: memorialmins@neym.org . Letters to this address go to the clerk of PB, the clerk of M&C, and the NEYM office manager.

When memorial minutes are received by NEYM, they will be shared with the clerk of M&C who will follow up with the meeting if needed regarding memorial minute guidelines. All the memorial minutes that Quarterly Meetings send to YM will go into the memorial minute booklet and excerpts from all of them will be read at the memorial meeting at Sessions.

Here is the link for guidance on writing a memorial minute:

<https://neym.org/sites/default/files/2019-10/Writing%20Memorial%20Minutes%20%282017%29.pdf>

5) We spent some time reflecting on questions raised by the Nominating Committee as they reviewed the PPC of the Permanent Board (which has not been updated since 2017). While C&A will leave most

of those questions up to the Nominating to bring to Permanent Board, one timely question is, “Does the current size of the PB feel small and would we wish to increase it by 10 or so members?” There are currently 31 members of PB (including the 9 ex officio members). Faith and Practice calls for the size of PB to be, “not more than fifty members, with each quarterly meeting represented.” If current members of PB have suggested names of additional PB members, please share them with Sadie Forsythe, the clerk of Nominating at nomclerk@neym.org or Lucy Meadows, Nominating shepherd for Permanent Board at lucymeadows@live.com.

We also reaffirmed the existing practice that clerks of committees are appointed by the Nominating Committee in consultation with members of each committee.

6) PB had asked C&A to make recommendations regarding how the yearly meeting should work on retrospective restorative justice for communities other than Indigenous communities. In spurring the Yearly Meeting to take up this work at this time, Hal Weaver offered both an important impetus, and through The Black Quaker Project, an important resource.

C&A’s recommendation is that the PB endorse the creation of a working group modeled after the NEYM Quaker Indigenous Boarding Schools Research Group with an overarching goal of **enabling meaningful reflection among Friends across NEYM in a way that positively impacts the choices we are making today.**

There is a historical part to this work that should consider the role (arc of involvement; actions) of New England Friends in chattel slavery and systemic racism. This includes the involvement of individual Friends and also any involvement of NEYM institutionally (as evidenced in our minutes, committee structures, and finances). A review of current and previous efforts towards reparations would be part of the group’s charge. We are looking for an overview, not something book length, with a goal of making the information accessible to New England Friends of different ages and backgrounds.

Without presuming that we (the yearly meeting) knows what is the best approach for retrospective restorative justice, the group would be charged with reaching out to affected communities to learn their understanding of what retrospective justice requires, and bringing possibilities for meaningful action back to the yearly meeting.

If the PB endorses this approach, C&A would draft a more complete PPC for PB’s consideration in May.

Gifts Committee

Purposes, Procedures and Composition

Background

NEYM Sessions Minute 2015-27 established the Legacy Gift Fund, administered for ten years by the Legacy Gift Committee. In 2024, NEYM Sessions Minute 2024-62 reconfigured the former Legacy Gift Funds into the Witness and Ministry Fund (W&M Fund), to be administered by the Gifts Committee.

The primary purpose of the Gifts Committee is to fulfill the purposes expressed in Minute 2024-62 by distributing the available income generated by the W&M Fund and other funds assigned to the committee.

Minute 2024-62:

"The purpose of the Legacy Gift Funds is to support the ministries of New England Yearly Meeting Friends, both within and beyond our region.

"Guided by our living testimonies, we seek to strengthen our Witness through the funding of public and released ministry....

"We seek to nurture our beloved community through the support of education, outreach, released ministry and meetinghouse projects..."

Available income from the Fund is determined by current NEYM Board of Managers investment policies, and NEYM accounting practices. For requests over \$10,000, the Gifts Committee will encourage applicants to first seek other funding sources, before the Committee and the Permanent Board consider withdrawal of funds from the principal of the Witness and Ministry Fund. Should special circumstances (such as a large request over \$10,000) make it advisable, the Committee may draw funds from the principal, following consultation with, and approval of, the Permanent Board. Should the Yearly Meeting deem it advisable to withdraw funds from principal, for the good of the Yearly Meeting as a whole, that discernment shall be with the consultation and participation of members of the Gifts Committee, and shall be approved by the Yearly Meeting.

The Committee may also seek and encourage additional ways to release and support ministry in New England and beyond, for example, collaboration with the NEYM Ministry and Eldership group, engagement with local meetings/support committees of recipients, or engagement with individual recipients.

Additionally, the Yearly Meeting, in consultation with the Gifts Committee, may request that the Committee administer awards from other grant funds such as the Bodine-Rustin Fund, and the Salem Quarter Fund.

Procedures

The Committee sets review and discernment processes and application deadlines in accordance with established, successful, and currently appropriate practices of the former Legacy Gift Committee, and in keeping with the charge of Minute 2024-62.

Detailed guidance on the Application Process appears on the NEYM website at <https://neym.org/legacy-gift/legacy-grants-apply-now>.

The Committee meets regularly throughout the year, for the purpose of soliciting and reviewing applications to the fund, and to conduct other business pertinent to its mission. From time to time, the committee may invite guest reviewers to participate in the review process. The Witness and Ministry Fund is not limited to existing balances but can receive additional donations to support the work.

The Committee is required to report back to Sessions directly every year during a Meeting for Business and is encouraged to offer workshops to promote the work of the Committee, the relationship of money to our spiritual condition, and to highlight the ministry and witness of the recipients of these funds.

Witness and Ministry Fund recipients are expected to report annually to the Committee for the duration of their grant, and to consult with the Committee if there are significant changes to their budget or schedule after approval.

Composition

The committee consists of up to nine individuals, including a clerk, named by the NEYM Nominating Committee, in consultation with the Committee, and approved by the Yearly Meeting. The Yearly Meeting Presiding Clerk, the Permanent Board Clerk, and the NEYM Office Manager, serve as *ex-officio* members to facilitate coordination of activities and resources. Members serve for renewable, staggered 3-year terms. Friends may be appointed for a second term.

Gifts Committee members may include Friends who:

- bring gifts in spiritual discernment and supportive guidance to new applicants
- are gifted in, or called to support witness and ministry among us
- Have experience in supporting released ministry
 - <https://neym.org/read-approved-chapters-faith-and-practice/ministry-and-counsel> Section on “Public Ministry and the Released Friend”
- bring experience in grant writing or awarding
- are previous recipients of the Legacy Gift funds

February 22, 2026

- 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 (or on Zoom when necessary) for reviews
- will respond to applicants in a fair, timely and supportive manner
- are able to help the group make decisions about competing priorities
- bring skills in, and are comfortable with, the technology used by the committee, such as Google Docs, Zoom, and other relevant programs to participate in and share the work of the committee
- share a bold vision of the possibilities of what these funds could support.

Lifespan

The former Legacy Gifts Committee process and disbursement of Legacy Gift funds was reviewed, after ten years of implementation, by the Yearly Meeting in 2024. It is recommended that practices of the Gifts Committee, and the stated “vital purposes” of the Fund be reviewed by Sessions in 2034, or sooner if directed by Sessions.

Supports Available:

NEYM supports that are available to Friends in service to YM can be found at: <https://neym.org/support-yearly-meeting-office>. Additionally, the Committee may request guidance and support from the NEYM Treasurer; the Accounts Manager, who will assist in management and disbursement of the Fund; and the Program Director for coordination of programs and outreach. The Ministry and Eldership Resource Group can assist when meetings need help establishing care and oversight committees for recipients of W&M funds.

Introduction

A draft proposal for a New England Yearly Meeting Conflict Response Team was included in the Unity Agenda at 2024 Sessions. While general appreciation was shown, the proposal was withdrawn after questions were raised with suggestions for improvements. Instead, Friends at 2024 Sessions “provisionally approved the Permanent Board to refine and implement the proposal.”

After some delay, a new drafting group was formed and began work this fall. A revised proposal is now ready for your consideration (below). We acknowledge that many people throughout the yearly meeting have expressed concern with the delay. We believe that we as a yearly meeting are ready to live into this new experiment. The Nominating Committee is ready to begin working to fill this team as soon as the final charge is approved by Permanent Board.

Current drafting group: Alysia Parkes, Becky Jones, Rebecca Leuchak, Phil Veatch (Presiding clerk), Susan Davies (Permanent Board clerk), Janet Hough (M&C clerk)

With acknowledgment for the work of the original drafting group: Darcy Drayton, Melody Brazo, Carl Williams, Rebecca Leuchak, Susan Davies

Conflict Response Team of New England Yearly Meeting

From NEYM Annual Sessions Minute 2023:42 Faithfulness demands that we lean in, rather than avoid the hardship of facing conflict. This is an opportunity for healing, learning, deepening, and transformation of relationships. But it demands structure, support, and tender care that is lacking within our body at this time. We need to transform conflict at every level of our body. In particular, we hear that there is a call for a clear structure or path that supports a healthy response to conflicts when they arise outside the structure of the monthly meeting.

Purpose

The Conflict Response Team (the Team) is intended to supplement the policies and practices that already exist within NEYM. The work of the team is to support a healthy response to conflict and help Friends restore meaningful relationships through processes that value all parties and that reach shared understanding and goals. Friends may turn to the Team when other means have not resolved a conflict.

The Yearly Meeting as a whole has a concern for recognizing systemic issues that lie below a particular concern so that we may shift patterns and practices that repeatedly lead to conflict. When the Team observes what it understands to be repeating patterns of harm, injustice or oppression in the conflicts brought to their attention, it is the Team’s role both to respond to the particular situations and to bring the patterns to the attention of the clerk of Permanent Board, for the yearly meeting to discern how to address these patterns more broadly.

Procedures

- In situations of unresolved conflict, any individual Friend, the clerk of a monthly meeting or quarterly meeting, or representative of the Yearly Meeting may ask the Conflict Response Team for advice, counsel or direct engagement. The Yearly Meeting's Accompaniment Group may direct people to the Conflict Response Team and vice versa.
- In determining whether the Conflict Response Team is the appropriate body to assist with the conflict, the Team will consider what other conflict transformation pathways have been considered or used, including advice in Faith and Practice, the document [Pathways and Practices for Responding to Conflict](#), and the brief overview in [First Steps in Addressing Conflict](#).
- When engaging in direct assistance, the Team will consult with all parties understood to be involved in the conflict to establish that they are willing to take part in a process to address the conflict, with the hope of repairing relationships.
- The Team will ask all parties for background information about the situation to be addressed and will prayerfully consider what steps might be taken to bring all to a table of deep listening and respect.
- The number and manner of meetings will be determined based on the wisdom of the Team with the mutual agreement of the parties involved.
- In all they do, the Team should encourage and foster an atmosphere of trust, respect, and truthfulness so Friends can hear the words of others in an open-hearted way. The Team should attempt to establish a shared commitment to searching self-examination concerning one's part in the conflict and acknowledgement of personal accountability.
- It may be helpful to distinguish between conflicts arising from disagreements over policy and conflicts arising from behavior, and to notice what power imbalances may be present.
- As appropriate, all participants will affirm that confidentiality will be maintained by all involved. In cases where the conflict has been public, there may be a need to inform the larger body that steps have been taken to address the conflict. In such cases, the Team will work with all parties to determine what will be publicly shared and how..
- If conditions for working together are not possible, the Team will inform the original requesting person or body of this conclusion. The Team will report to the clerk of Permanent Board that a request has been made and considered, and that way was not open to proceed.
- If the Team and the parties involved find that a conflict is not currently resolvable, the Team may make recommendations for ongoing pastoral care for the parties, so that, if possible, all parties may remain connected to the Yearly Meeting or home meeting, consistent with advice on limits of pastoral care capabilities, in the Faith & Practice chapter on [Ministry & Counsel](#).
- The Team may recommend other actions, including referring the parties involved to outside services.
- In cases where a member of the Team is named as a party in a conflict, then that member will be asked to step aside from participation in considerations about that particular conflict.
- In general, two or three members of the Team will participate in the response to a particular conflict. The Team may invite other Friends to join in this work as needed, in support of particular situations or needs.

Membership

The Conflict Response Team will consist of 4 or 5 people, who have gifts and skills in the work of conflict response, named by the NEYM Nominating Committee, and approved by the Yearly Meeting. There are no ex-officio members; however, people in leadership roles may be nominated as individuals. Terms of appointment will be for 3 years, with staggered membership. Members may be reappointed. Nominating Committee will discern a clerk in consultation with the Team, to be approved by the Yearly Meeting.

Additional qualities to be looked for in the Team's membership are listed below. The work may involve sensitive discussion and will need to be held with care that allows for open and honest responses, skillful empathy, and respect for confidentiality.

Supervision, guidance and support

The Conflict Response Team is under the care of the Permanent Board.

- The Team may seek insight or help from people within or outside of the Yearly Meeting with regard to particular conflicts. This may include the Permanent Board clerk, the Yearly Meeting Presiding Clerk, the clerk of the Accompaniment Group, the clerk of Ministry & Counsel, and/or the Yearly Meeting Secretary, except in the case where one or more of these individuals is a party in the conflict.
- The Presiding clerk, Yearly Meeting Secretary, and clerks of Permanent Board, Accompaniment and Ministry & Counsel may seek insight from the Team.
- Funding for the Conflict Response Team's work may come from a variety of sources.
 - Committee members' travel would come from a travel fund for committees.
 - If members of the Team were to see a need for themselves to get training or for outside professional advice or assistance and funds were not otherwise available, a request for funds could be made to the clerk of Permanent Board for consideration and possible approval.

Annual Self-Evaluation & Reporting

The Conflict Response Team will report annually to Permanent Board on the nature and progress of their work, including the number and general nature of instances the Team has been called upon. The primary purpose of the reporting is to share what the Team has learned and to make recommendations for ways the Yearly Meeting can corporately improve our skills in responding to conflict. The Team will work to balance both the importance of confidentiality and the benefits of transparency.

When the Team reports on their work to the Permanent Board, at least two team members should be available to provide a brief summary and to respond to questions.

When the Team observes common patterns in the conflicts it is called to address that it understands to be arising from the harm of systemic injustice or oppression, the Team will bring

these patterns and their insights concerning them to the attention of the clerk of Permanent Board, for the Yearly Meeting to discern how to address these patterns more broadly.

Continuation of Process or laying down the Conflict Response Team

The charge and process will be evaluated after five years of implementation, or earlier if requested by the Team or by Permanent Board. Recommendations for any modifications to the Conflict Response Team's charge and a new timeline based on the evaluation will be presented at Sessions for approval.

When it considers continuation of the Conflict Response Team, Permanent Board will review the annual self-assessments of the Team. The Team will invite evaluation from parties who have engaged with them in conflict response to reflect on their experiences, and if led to do so, communicate these to the clerk of Permanent Board or to someone they trust to speak for them.

Closing prayer

This work is intended to create a path for addressing conflict that all in our Yearly Meeting can access. In our community life, we recognize that we all carry, and at times uncomfortably express, the burdens of our humanness. May we live into a bold commitment to learn to love each other because we are the same and because we are different. May the Spirit draw us into a communion of love, hearing each other fully, and working to heal ourselves and each other—together under God's infinite and abiding care.

Qualities to be looked for in people for the Conflict Response Team

Derived from qualities lifted up in worship sharing at NEYM Annual Sessions 2023 [[Minute 2023-58](#)]

- Friends who have relevant training, experience, and skills in holding spaces for trauma-informed mediation, restorative justice, and transformation
- Friends who are comfortable with situations of conflict, who have come to understand and manage their own trauma enough to be able to see others' needs
- Friends who bring a degree of humility and selflessness, and who have the skill and grace to listen to, honor and respect the pain, the words, and experiences of others
- Friends with experience recognizing and setting healthy boundaries for all involved in situations that might be experienced as abusive
- Friends who can hold the dynamic of dual narratives - both of which may be true
- Friends who inhabit liminal spaces, and whose identities place them on the margins, such that they can see dynamics that those in the center cannot.
- Friends who are able to be present in a way that provides a level of safety and comfort in a difficult time
- Friends who understand the dynamics of power and privilege and how they impact situations of conflict
- Friends who understand how interpersonal conflicts reveal and are shaped by our values (what we believe, our identity, systems and cultural patterns) and who understand that the intersection of these values affects how we move through conflict

- Friends who are tuned in to somatic awareness—ways of wisdom that are not just intellectual but connected to the body's way of knowing
- Friends with recognized gifts of eldership and oversight
- Friends who are people of prayer

NEYM Nominating Committee Report to the Permanent Board

February 23, 2026

In keeping with current tradition of the Permanent Board - these advance documents are 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 has been working diligently to anticipate which committees and roles will have some turn over this year, to give us time to be in conversation with committees about what gifts and skills are needed, and who among us may be called to service.

As always, we invite Friends to consider who in your own circles may be interested in increased yearly meeting involvement through committee service. We are happy to make “get to know you” calls with individuals you recommend, so that we may hear about their leadings, and share about the work of the yearly meeting to explore where there may be a match. We are also striving to be present at yearly meeting events to have informal Opportunities with Friends who may not already be on our radar. I was grateful to be invited to visit the Young Adult Friends midwinter gathering at Woolman Hill this month, and appreciated the opportunity to hear what was stirring among those gathered.

This year, our looking ahead to transitions includes the clerk of Permanent Board as Susan Davies will conclude her service in this role at Sessions in August. With grateful acknowledgement of all that Susan has brought to this role, we have been discerning who might serve as a rising clerk allowing for a time of overlap to support this transition, and are grateful to have a name to offer for your consideration now. As I shared with the nominee, it is, as always, a delight when discernment of gifts, skills, and right timing aligns among those called to nominate and those nominated to serve.

Permanent Board, clerk:

The Clerk of the Permanent Board serves as the presiding officer at meetings of the Permanent Board and as such serves an essential leadership role for the Yearly Meeting between the annual sessions of the full body. As it is the governing body of the Yearly Meeting between Sessions, including being given oversight for personnel, property and legal matters that arise during the year, the Clerk of Permanent Board is the final authority on personnel concerns and the designated signatory for legal documents. The Clerk of the Permanent Board oversees the work of bodies under the care of the Permanent Board. They serve as a member of the Coordinating and Advisory Committee. In partnership with the Presiding Clerk and Yearly Meeting Secretary, they are responsible to speak and act for the organization as needs arise, consistent with the policies of the Yearly Meeting.

Permanent Board, clerk - Liesa Stamm (Hartford Monthly Meeting) to begin August 2026, class of 2029

Liesa brings a deep spiritual grounding, and a simultaneous interest in organizational structures, with an ability to hold both attention to detail and the big picture. She currently serves as a member of Permanent Board, and of the Meeting Accompaniment Group, and has found this service deeply meaningful while deepening her own connection with Friends community. She brings an enthusiasm for the support of quarterly meetings. Previously, Liesa served on the board of Woolman Hill, and she currently serves on the board of the Obadiah Brown Benevolent Fund. If approved, she will work alongside Susan Davies as a rising clerk, and begin clerking Permanent Board following sessions in August 2026.

Friends World Committee for Consultation:

Friends World Committee for Consultation–New England (FWCC–NE) encourages fellowship among all the branches of the Religious Society of Friends, connecting Friends, crossing cultures, and changing lives. FWCC–NE brings Friends of varying traditions and cultural experiences together in worship, communication and consultation, to express our common heritage and our Quaker message to the world. The NEYM FWCC Committee represents NEYM in the work of the international Friends World Committee for Consultation, and promotes and interprets FWCC’s work within the Yearly Meeting. FWCC–NE facilitates visits within New England of Friends from other parts of the world, including cooperating with Puente de Amigos.

FWCC–NE meets during Yearly Meeting Sessions and several times during the year, in person or by conference call. The committee designates six of its members to represent NEYM at meetings of FWCC Section of the Americas. Some of these representatives also serve on Section committees. The committee recommends delegates to represent NEYM at periodic worldwide and sectional FWCC meetings.

Friends World Committee for Consultation - NiaDwynwen Thomas (Northampton Friends Meeting) to begin immediately, class of 2029

NiaDwynwen Thomas is a member of Northampton Friends Meeting and serves as Program Director for NEYM. Over the last few years, she has worked with Friends from FWCC on the development, implementation, and evaluation of the Quaker Connect program, a congregational health & renewal program for Quaker congregations from across the Americas.

Thank you for your consideration of these nominations, and for your own service among Friends as a member of Permanent Board. Please contact me directly as soon as possible with any questions about these nominations.

With appreciation and care,

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

Nominating Committee members: Beth Hansen, recording clerk (Westerly), Chris Gant (Beacon Hill), Darcy Drayton (Weare), Kathleen Wooten (Lawrence), Tim Lamm (Worcester), Martha Schwope (Wellesley), Leslie Manning (Durham), Lucy Meadows (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.

A Report of FCNL Happenings

To: NEYM Permanent Board

From: Scot Drysdale, NEYM representative to FCNL

Date: February 28, 2026

FCNL is undergoing a number of changes.

For decades the FCNL General Committee of about 180 Quakers has met annually in Washington during November as the governing body of FCNL. Two years ago, we met in Arlington, because the hotels in Washington were too expensive. We met virtually over Zoom last November, again to save money. The current plan (as I understand it) is to meet in-person on even years and virtually on odd years.

Last November we approved new Bylaws that reorganized governance. The Executive, Policy, Nominating, Naming, and Audit committees remain as they were, but the other committees (including Finance, Development, Field, and a number of others) have been consolidated into two overarching committees—the Stewardship Committee and the Quaker Governance and Engagement Committee. Also, the Executive Committee will approve the annual budget instead of the General Committee.

The Spring Lobby Weekend (where young people came to Washington to learn to lobby and to lobby their senators and representatives) and the Quaker Public Policy Institute (where General Committee members met before the Annual Meeting to lobby their senators and representatives) have been replaced by a Friends Changemaker Weekend (FCW). This intergenerational conference will bring together students, advocates, and community leaders. The first FWC will be April 11–14, 2026. Registration information is available at fcnl.org.

This event will take place both in-person (at the Hilton Arlington National Landing Hotel this year) and online. Virtual participants will not be lobbying with in-person participants, but they will have their own virtual action to take with FCNL staff.

FCW 2026 “will push back against this administration’s unprecedented, militarized actions, which have undermined congressional and constitutional authority. Claiming national security threats, the administration continues to justify violence, repression, and militarization in both international waters and U.S. city streets. Under the theme “No War at Home or Abroad,” constituents at Friends Changemaker Weekend will learn about and advocate for Congress to oppose this militarized approach.”

The Advocacy Teams program has been quite active. There are over 1,500 Quakers organized into 135 Advocacy Teams covering all 50 states. These teams try to establish ongoing relationships with representatives and senators, and they lobby on issues suggested by FCNL.

Last year the Policy Committee wrote a statement about AI, with lots of input from many sources. Last November the General Committee approved the following addition to The World We Seek document:

III.2.12 Artificial Intelligence. Artificial intelligence (AI) is a [rapidly developing technology](#) that enables computers and machines to simulate human learning, comprehension, problem-solving, decision-making, creativity, and agency. Already embedded in our lives (e.g., medicine, research, writing, communications, robotics, entertainment, education, homes, and workplaces), AI is having pervasive positive and negative impacts on society. Even experts are unable to fully understand how AI systems process information and make decisions. Experts have also sounded alarms about whether humans will be able to control autonomous AI systems. Therefore, AI policymaking must be continuously probing, nimble, anticipatory, and protective.

As Quakers, we seek to safeguard truth, knowledge, and discernment guided by the Spirit. It is essential that federal legislation and regulatory frameworks ensure AI applications are ethical and protect the public, especially children and other vulnerable populations, from AI misuse. Those responsible for training AI systems must work to prevent harmful bias. Any AI systems must protect privacy and intellectual property, be universally available, and be affordable. Our democracy must be protected from AI manipulation. AI products must be clearly identified as such and be subject to all civil and criminal liability. Our democracy must be protected from AI manipulation. We support efforts to mitigate the negative effects of AI on jobs, incomes, and the economy. We oppose autonomous AI weapons. We also oppose AI's excessive demands on energy, water, and land.

Finally, this is the year when the General Committee will set priorities for the 120th Congress. Two years ago, the priorities approved for the 119th Congress were as follows:

Legislative Priorities for the 119th Congress

With each priority below, in collaboration with the most directly impacted populations, we will identify, expose, and work to end laws, policies and practices that are racist, sexist, biased or otherwise discriminatory.

- » Counter the imminent threat of further climate change and support evidence-based mitigation and adaptive remedies.
- » Demilitarize our borders and reform immigration policies to protect fundamental human rights for immigrant communities, regardless of immigration status.
- » Dismantle militarism at home and abroad while reasserting Congress' role in decisions around military engagements. Champion initiatives to reduce military spending and to eliminate nuclear, conventional, and newly emerging weapons.
- » Eliminate poverty, structural economic inequity, and health care inequity.
- » Ensure U.S. commitment to international peacebuilding, diplomacy, cooperation, and human rights at home and abroad.
- » Strengthen environmental protections and advance environmental justice in the United States and around the globe.
- » Support gun violence prevention, nonviolent conflict resolution, and community-led safety solutions.
- » Transform our current cruel and unjust criminal legal system into one that is restorative and rehabilitative.
- » Uphold the community rights and concerns of indigenous peoples, and reform the federal legal and administrative systems to protect tribal sovereignty and self-determination.

The priority-setting process is underway, with meetings and other Quaker groups meeting to discuss priorities and send their choices to the Policy Committee. The Policy Committee will read the submissions and meet virtually to choose a set of priorities, which will be reviewed by the Executive Committee and staff. Then the priorities will be discussed in on-line listening sessions. The final priorities will be presented and discussed (and hopefully approved) at the Annual Meeting this November.

Hartford Monthly Meeting of the Religious Society of Friends

MEMORIAL MINUTE FOR CYNTHIA WEST REIK

January 23, 1930 – September 14, 2024

Cynthia truly walked cheerfully over the world, answering that of God in everyone

Cynthia was a dedicated teacher who never stopped learning and readily shared her knowledge from a long and happy life with all whom she encountered.

Cynthia Marjorie West was born in Evanston, Illinois, the younger sister of two brothers. Her father worked for the *Chicago Daily News*. When she was seven, her father's job took the family to the East Coast, where they settled in Bronxville, New York, chosen for the quality of its public schools. Cynthia's education in Bronxville established her commitment throughout her life to public school education. Following high school graduation, Cynthia attended Radcliffe College, before taking a leave to care for her dying mother. Back in Bronxville, she continued her college education at near-by Sarah Lawrence College. In 1950 just before her senior year at Sarah Lawrence, Cynthia married James (Jim) Reik. She and Jim had known each other since their childhoods in Bronxville when Jim and her brother, Richard, became best friends.

After several moves and the birth of her first three children, Deborah, Jonathan and David, Cynthia graduated from Sarah Lawrence in 1955 with a degree in English. That same year Cynthia, Jim and their family moved to the Hartford area where she and Jim continued to live the rest of their lives. Their fourth child, Conny, was born in 1956.

Quaker Meeting was central to Cynthia's life and values. She and Jim found Hartford Friends Meeting shortly after they moved to the Hartford area and continued as active Meeting members throughout their lives. The Reik children were brought up in the Meeting's First Day School and attended Quaker Lane Cooperative Nursery School. The friends that Cynthia and Jim made through the Meeting and the Nursery School remained their closest friends. Cynthia continued attending Meeting for Worship, Meeting for Business and the Meeting's 11th Hours and other programs, as well as Quarterly Meeting until several months before her death.

Cynthia's commitment to Friends included serving on a number of Hartford Meeting committees and initiatives over the years, including her long service as an Alternative to Violence Project (AVP) facilitator in Connecticut prisons, participating in the Meeting's Court Monitoring project, and serving as Meeting Clerk. She also joined in many Friends activities in New England and elsewhere. She loved attending weekend retreats at Woolman Hill, the annual gatherings of New England Yearly Meeting, Connecticut Valley Quarterly Meetings, and the former biennial FGC conferences in Cape May. She served for a number of years on the Board of Trustees of the Obadiah Brown Benevolent Fund, as well as a Trustee of the Moses Brown School. Cynthia actively expressed her Quaker values through joining in demonstrations for peace and human rights in Connecticut, around New England and on occasion in New York.

She was in her element publicly standing up for social justice, frequently in the company of other Quakers.

Cynthia began what became a twenty-nine-year commitment to teaching English at Hartford High School after receiving a master's degree in Education from Trinity College in 1962. She adored the school and the students, about whose successes she loved to tell friends, even for years after she retired. She was honored to be chosen to teach in the School's Talented and Gifted program for which she devoted her love of educating and supporting students' learning. Cynthia expressed her dedication to sharing her interests and knowledge by co-authoring *On Common Ground: A Selection of Hartford Writers*, and editing another book, *The Harriet Beecher Stowe Reader*. She and fellow Hartford public school teacher and Meeting member, Brad Noel, created a guidance booklet for high school girls entitled *Sex: Female*. After retirement Cynthia maintained her enthusiasm for educating through teaching classes at the University of Connecticut, University of Hartford, and Saint Joseph College. And for many years she graded essays for the National College Board. Cynthia's pursuit of knowledge included learning more about other places in the world. She and Jim traveled widely, often with other Hartford Meeting friends, visiting 57 different countries.

In addition to her many years of teaching, Cynthia contributed to the community in a number of ways. She served on the Hockanum River Commission, the Board of the Hartford Public Library and subsequently of the East Hartford Public Library, the East Hartford Board of Education, and was a devoted supporter of the Stowe Day Foundation. In addition, she enthusiastically participated in a memoir writing group at UConn for a number of years. She was a voracious reader throughout her life and began each morning reading *The New York Times*. She was a founding member of a long time Meeting book club and belonged to four other book groups. Even during her last years, she regularly participated in discussion groups on *The New Yorker* and *The Atlantic* magazines at the West Hartford Library.

Cynthia had a wonderful enthusiasm for life which she conveyed to all with whom she was in contact, even making difficult situations an adventure. As her daughter Debbie reflected, "my mother was irrepressible. When we were planning her 90th birthday party, I asked her if she had 90 people she wanted to invite and she replied, 'Am I limited to 90?'"

Respectfully and lovingly submitted,

Liesa Stamm, Karen Will, and Palma Vaccaro

October 2025

Accepted by Connecticut Valley Quarterly Meeting on February 1, 2026, noting that during her long life Cynthia provided serving as co-recording clerk for Connecticut Valley Quarterly Meeting.

Joan Austin
June 18, 1921 - April 28, 2019

Friends Meeting at Cambridge lost a treasured member, Joan Austin, on April 28th, 2019, just a few weeks before her 98th birthday. An activist, advocate, and near neighbor of the Meeting, Joan found Friends in the early 1970s, and became a member in 1974.

Joan (Perkins) Austin grew up in Greenwich, Connecticut, outside New York City. Even as a child she felt a deep spiritual connection with the natural world. The youngest of four in a large blended family, she attended Presbyterian services like her much older siblings, but never adopted that tradition. She cherished the outdoors, especially the beauty of Mishaum Point in South Dartmouth, MA where her family spent every Summer.

Joan attended Milton Academy and Vassar College, and went on to earn her Master's in American History at Columbia in 1944. There she met her first husband, John Garraty. The couple settled in Michigan and had three children: John, Katharine, and Sarah. The family returned to New York when her husband was offered a position at Columbia.

For several years Joan taught second and third grades at private schools in New York and Connecticut. After her first marriage ended in divorce, she reconnected with John Austin, a former beau who had moved to California. They were married in 1966, and Joan and her younger daughter, Sarah, moved to Berkeley to live with him. However, it was a tumultuous time for all. As Joan struggled with her own emotional hardship and recovery, the marriage unraveled, and the couple divorced in 1970. Joan then moved to Massachusetts, first to Lexington, and then to Cambridge.

In addition to her twelve-step work Joan became active in Massachusetts in a variety of progressive causes. Notably, she served as Director of Common Cause Massachusetts during the Dukakis administration. She also supported the Dartmouth Natural Resources Trust near her summer home; Joan was passionate about the natural resources of the area, as well as its history.

Many Friends will remember her vocal ministry lifting up the wonders of nature; the miracles she found there spoke to her spirit. Yet Joan's generosity, hospitality, and compassionate presence nurtured the Meeting as much as her messages in worship. Living only steps from Longfellow Park, Joan gave tremendous energy to the Meeting, greeting attenders at the door, bringing fresh flowers, and tending the meetinghouse gardens. Over decades she served in many roles at FMC, including several stints on Oversight Committee (as it was then known), of which she was appointed clerk in 1999.

The committee met regularly at her house on Foster Place, a haven for Quaker gatherings. Joan hosted not only individuals, but potlucks and events; for years the West Cambridge Village group met for worship in her home.

Joan can be credited with several practices that still inform our community life today. She instituted the practice of checking in at the beginning of meetings, something that was particularly helpful to one member who was going through a difficult time in her life. In addition, under Joan's care, Oversight Committee established monthly meetings for healing on Thursday evenings. Joan also led a memorable forum on "Healing from Childhood Trauma: Turning in to the Healing Presence of God in our Community."

In 2001 Joan moved to Brookhaven, an assisted living community in Lexington that included several other Quakers. She attended the Brookhaven Worship Group for a time, but its silence did not speak to her condition and she stopped coming. However, she maintained contact with friends at Cambridge through periodic visits. When her daughter Katherine died suddenly in 2005, Joan turned to FMC for a memorial meeting.

In addition to her children, Joan had three grandchildren and played an active role in their lives from their births to her death. When she died, she also left two greatgrandchildren, and another has been born since.

Just as Joan's presence was essential to Friends Meeting at Cambridge, so the Meeting was dear to Joan. Those who knew her respected her connection with Friends as they did her connection with the natural world. Though she suffered from alcoholism in her younger years, Joan always said that it was through Friends worship that she found the Higher Power that sustained her in recovery for the rest of her life.

Approved by Friends Meeting at Cambridge on February 14, 2021, Deborah Colgan, clerk.

Christine (“Chris”) Connaire
February 10, 1934 - September 5, 2019

If you didn’t know that Chris Connaire was a theater professional, you might have been able to guess. She dressed with flair, spoke crisply, with an enduring English accent, and was capable of making a grand entrance. But Chris was also always authentically herself: kind, generous to a fault, passionate about social justice. She was a force of nature engaging people from different walks of life with equal interest, concern, and enthusiasm.

Chris was born February 10, 1934 in Esher, UK, outside London. She was raised by her father and stepmother. One of Chris’s most indelible memories of living through World War II in England arose for her more than once in vocal ministry in Friends’ worship many years later. Participating in a civic program just after the war, her family took in a German prisoner of war for a time. It was Christmas, and in an effort to assuage the intense loneliness of the displaced German soldiers, children were taught at school how to sing “Silent Night” in German as well as English. Singing the carol in German with the stunned young man who had been dropped into their family circle deepened for Chris a passionate, lifelong pacifism.

Chris came to the United States, reuniting with her mother in pursuit of her education, earning a bachelor’s degree from Hope College in Holland, Michigan, and a master’s degree from Wellesley College. Chris was a co-founder of the People’s Theater in the 1970s. She was involved in helping racially integrate the theater and took the reins when leadership was needed. Later she served as director of the Cambridge Arts Council. She was an indispensable member of a small group of Quakers who met monthly to read plays aloud together for fun.

Stephanie Fox, a niece related “by divorce” remembered at Chris’ memorial that when she came to family events that included children, she “talked funny, wore odd hats, and was colorful and playful, arriving in costume with her kids.” She went on, “Chris had a calling to spark imagination in all and to express being brave. Chris treated everyone as co-equal.”

Chris became a member of the Friends Meeting at Cambridge 2008 and stayed engaged until her death. She ran the meeting’s First Day School (FDS) from 2010 to 2014 with a combination of tenderness and no-nonsense fierceness encouraging our youth to be their true selves—a blessing she had not always been afforded as a child. Perhaps it was a voice of authority declaring a girl’s “proper” place that empowered Chris to burst forth with her vibrant spirit. As FDS Coordinator she developed relationships with all the children and teens, speaking to their differing needs. Her infectious enthusiasm for her work with the youth, as well as the joyous Christmas pageants they produced together, kept the young people present in the minds and hearts of adults in the community. She made work into fun, enriching, and connecting our community at Friends Meeting at Cambridge.

Friends remember Chris' dedication to prison ministry, visiting incarcerated individuals as well as helping their transition upon release. Chris served on the board of Concerned Elders, Inc. -- a Massachusetts non-profit founded in 2014, now renamed the Community Re-entry Program. She was a consistent friend of prisoners, returning citizens and recent immigrants, sharing her life and her possessions.

Chris advocated for the needs of others in many ways. She modeled considerate, compassionate interaction with homeless people. Chris regularly led the meeting's youth in making meals for a nearby shelter. A Friend remembers the years, for a few weeks before Christmas, that Chris would stand at the rise of Meeting, and "invite us -- in her inimitable Chris way -- to drop money into her Santa's sack. She was raising funds for homeless women and children at the Y in Central Square. We could not respond to her request fast enough."

Chris's energetic generosity also took her back across the Atlantic several times to be with and, in the end, to ensure good care for her stepmother Kitty. The relationship had been a sustaining one in Chris's younger life and flowered as Chris made the faithful trips that taxed her budget but nourished her heart.

Another Friend remembered her pride in her son, Colin, and in his roles both in taking care of his family and as a police officer. She was proud of her daughter, too, keeping Celia's artwork within eyesight and talking of her impressive job.

An avid camper when she was younger, and swimmer even in old age, Chris embraced new adventures including marriage. She let her friends know that she was over the moon about Jonathon Fine, whom she married as soon as she turned eighty.

When a doctor informed her that she had inoperable cancer, she received the news calmly without tears. "I survived the bombing of London when I was a child," she told the doctor, explaining that she had faced death before and she was not afraid. During her long stay at the Miriam Boyd Parlin Hospice Residence in Wayland she had many visitors among Quakers, colleagues and family. From her bed she daily perused the New York Times and Boston Globe to keep abreast of world events. She became a favorite among the volunteers and staff. One volunteer said, "I learned how to die from her."

Chris died at age 85 Thursday, September 5, 2019. She is survived by her two children, Celia Connaire and Celia's spouse, John Budish, of Brick, NJ, and Colin Connaire and his spouse Nicole, grandchildren, and extended family. She was predeceased by her first husband, Joseph Connaire, and second, Jonathan Fine.

As she lay dying, Chris told Friends that she looked forward to rejoining Jonathan and telling him, "I'll tell him 'I told you so!'" that there was an afterlife. Shortly before her death she was looking up and was asked what she saw. "Jonathan." How's he look? "Good." Is he looking back at you? "Oh, yes!"

A Memorial Meeting for Worship was held December 14, 2019, at 2:00 PM at the Friends Meeting at Cambridge, 5 Longfellow Park, Cambridge MA 02138.

Approved by Friends Meeting at Cambridge, September 12, 2021, Ian Harrington, clerk.

Ghanda Virginia DiFiglia
August 25, 1938 - December 28, 2019

Ghanda Virginia DiFiglia grew up in Brooklyn, New York, in a large, close-knit Italian family. She spent many happy early years playing with cousins who would remain her close friends for life. She experienced Catholic grade school as quite rigid and stern, and it was a relief when she entered a secular high school. Her interests started to develop in history and civics, and she decided that a worthy and “faithful” life would be as a civic-minded citizen, taking action for justice and peace. In college, she developed a circle of friends who brought her joy and comfort throughout her life. Her early work with children with severe disabilities deepened her humanism by putting her in touch with the stories and experiences of others.

As an adult, Ghanda settled in the Boston area, where her work included careers as a teacher of special needs children, an educational writer, and a librarian. She retired as Department Administrator in the Philosophy Department at Harvard University. A poet and prose writer, Ghanda wrote several books, including a book of poetry and two children’s books. She served as coordinating editor for two books highlighting Unitarian Universalist leaders who worked on behalf of refugees during and after World War Two.

Ghanda joined FMC in March of 1985. Among the many roles that Ghanda played in the meeting over the years, she served as an interim Friend in Residence, in 1990, where she initiated staff meetings for mutual support. She served as Recording Clerk for two years, and was a steady and resourceful member of the clerk’s team. She served on Ministry and Counsel, with one year as co-clerk. Always concerned with the wellbeing and learning of children, she served on the Cambridge Friends School Trustees as well as serving the First Day School Committee for many years, often as co-clerk. She was a First Day School teacher, too, teaming up with Christel Jorgenson for several years to adventure together as teachers of the high school group.

Ghanda was especially interested in the intersection of faith and social action, and enjoyed dialoguing with congregations and other groups on that subject. In the 1980’s she was a founding member of the meeting’s Ad Hoc Committee of Concern for Central American Refugees. As a long-time member of the Peace and Social Justice committee (then “Peace and Social Concerns”), Ghanda’s service was legendary. As one Friend recalls, “she not only lent her gravitas as a well-grounded Quaker to the peace and social justice committee, but created the notes that helped us stay on track.” She created a new interfaith adult curriculum for peace education, gathered materials to support young people considering conscientious objection, and helped to initiate FMC’s monthly meeting for worship and witness in front of Textron, and later Raytheon, corporations that profit from creating weapons of war. A strong proponent of action for peace and justice, Ghanda was heard more than once to express impatience with Friends

over the time it can take us to commit to social action.

Ghanda's belief in the importance of dialogue across differences led her to spend time in Oasis of Peace, a cooperative village jointly founded by Israeli Jews and Arabs in 1972. She returned to inform us at FMC about the village's intentional peace-making.

Ghanda brought her skills as an artist and writer to her work for peace. For more than a decade, she wrote the Good Friday Peace Witness pamphlet, each year broadening the concerns expressed to include the environment, racial justice, and concern about antisemitic themes in some portrayals of Holy Week. Collaborating with several FMC Friends, Ghanda produced, wrote and directed a film on the ecological costs of war and preparation for war, called Urgent Peace. Of their work together on this film, one collaborator remembers that Ghanda "didn't put in a word that she didn't think a lot about." Independent to the end in service of her abiding commitments, Ghanda traveled to an antiwar march in NYC after her diagnosis with cancer; her family worried about this trip, yet knew that she was being true to herself. As one Friend said, "Her commitment to peace and social justice reflected in her witness over so many years will continue to serve as an inspiration to many."

In her seventies, Ghanda followed a leading to create a children's book in which the three Wise Men, back home after their sojourn in Bethlehem, receive the gifts of faith, hope, and love to share with the people of their cities. The result was *Home from Bethlehem: A Story of the Wise Men After They Came Home*. As one Friend wrote: "Talk about being faithful! It took years and years to get that wonderful, profound story illustrated and published. Nevertheless, she persisted! What a gift to the world." FMC children – and adults – return frequently to *Home from Bethlehem* for learning and inspiration.

Ghanda's long list of loves included writing and singing, attending plays and musical performances, and connecting with children as playmate and teacher. She studied Italian, did extensive genetic and genealogical research on her family, and made several trips to Sicily to track down her family's genetic history and to reconnect with long-lost relatives. She loved creating and savoring community, and enjoyed serving Italian dinners to gatherings of her wide intersecting circles of friends. As her niece Becca said, "The human connection was really strong for Gigi. Such a full Roladex! And she had so much going on!" Above all, Ghanda loved Becca and the family that they created together over many years, including Becca's husband Josh and son James. She loved being a grandmother to James as he grew; she got down on the floor to play with him, and joined his wonder at their science adventures.

Friends remember Ghanda as "a self-effacing, proper, traditional person... a deep and deliberate thinker... . . . passionate and meticulous about the facts... steadfast in wanting to tell the truth." We relished Ghanda's sense of humor. One Friend remembers: Ghanda and I were

talking about meeting for business and how some people knit. She said, “I wonder how people would feel if I just set up an ironing board in the back and brought my ironing?” We laughed and laughed at the visual image of it. I loved how her nose would crinkle up and her eyes would dance.” And we felt her kindness: “When I was 8, my parents flew to China for two weeks to adopt my sister.. Ghanda agreed to care for me and my brother while they were gone. I have always had a soft spot in my heart for her and know it was because of how kind she was.” Another Friend prizes that “during her last months of illness, Ghanda demonstrated such consistent grace and caring about the welfare of others even as she was battling health issues of her own.” Friends might want to listen to this [this beautiful piece](#) celebrating Ghanda’s life based on the rhythms of the Stone of Hope drumming circle.

Ghanda died on Saturday, December 28, 2019, in Arlington, MA.. During her final illness, the FMC hospice choir came to sing to her, which was a profound experience: music had always brought her comfort, and it did so at the end. Becca and Josh were with Ghanda and relayed that she “passed away quietly, surrounded by love.” Becca spoke of how strengthened she felt by the caring and support Ghanda received from her FMC community.

We miss Ghanda. We seek to live up to her vibrant, deeply considered and persistent witness for justice and peace.

Approved by Friends Meeting at Cambridge March 9, 2025, Christel Jorgenson, clerk.

Joan L. Griscom
May 26, 1930 - March 2, 2017

Joan “Joanie” Griscom was born in Cambridge on May 26, 1930. She was educated at the Winsor School and Vassar College, earning three Master’s Degrees, one in English from the University of Minnesota, one in theology from Union Theological Seminary, and a third Master’s Degree from New York University. Joanie continued her education at New York University and was awarded her doctorate in Psychology in 1991. She was a dedicated professional, and her long career included serving as an educator and social worker with young adults, teaching college at William Paterson University, and research in Women’s Studies. Joanie published widely and was far ahead of her time in her enlightened understanding of issues of gender, sexuality and race.

Joanie loved music! She was a wonderful pianist and enjoyed playing Bach, Brahms, and Chopin, as well as Scott Joplin and Joseph Lamb. Her love of music was also evidenced in her deep commitment to choral music, singing both in professional and semi-professional groups. She sang for many years with Chorus Pro Musica and The Orpheus Singers, and had a lifelong association with the Longy School of Music. Joanie continued to study voice until shortly before she passed away, and shared her love of music both at FMC Women’s Silent Retreats and at Brookhaven. Joanie was delighted by her involvement in strengthening Brookhaven’s music program and she worked tirelessly with others to bring top quality guest musician’s to regularly perform there.

Joanie lived in Wanaque and Ringwood, New Jersey for many years and then chose to move to Brookhaven at Lexington where she had many deeply meaningful relationships with both residents and staff. She was an active and popular member of the Brookhaven community for 15 years. While at Brookhaven, she joined the local FMC worship group, subsequently becoming a member of Cambridge Friends Meeting.

Joanie had relayed that she had been drawn to Quakerism for years. She said that she had specifically reached out to FMC as a result of having read An Epistle to Friends Meeting at Cambridge from the Meeting on Ministry and Counsel, May 16, 2010. She shared that she had found the document very moving and that it spoke to her in a deep and personal way. Joanie said that reading this document directly led her to want to become a member of Friends Meeting at Cambridge.

Joanie shared that she regretted not being able to come as regularly as she would like to worship at FMC, but sincerely valued her connection with the community, including serving for a period of time on the Care and Support Committee. She often drove with Chuck Woodbury, another FMC member residing in Brookhaven, to the Meeting for Worship at FMC. Joanie often said that

she particularly cherished her times at the women's retreats, noting that she both valued the extended times of silence and the fellowship with women from FMC during these weekends together.

Her commitment to equality and social justice was apparent in her conversations. Joanie's innate curiosity led her to place an intense value on the benefits of open, frank and honest conversations, always ready to hear and explore ideas and deepen her own knowledge and understanding through conversations with others. Her extensive relationships spanned many generations and included people from all walks of life and from places all over the world. Joanie had a vast array of family members, both in her "family of origin" and her "family of choice." Joanie was predeceased by her former husband, Werner, and her devoted partner Marge. She was a member of numerous organizations and maintained contact with a wide spectrum of people. Joanie has been described as a "kind, wise, and delightfully unconventional person" and she described herself as someone who valued connections with family, friends and music more than anything else in her life.

Joanie passed away on March 2, 2017. Her love of family and friends, her passion for music, her commitment to deep and meaningful conversation, her intense commitment to women's issues, her desire for equality for all filled her life. Joanie's unquenchable joie de vivre will long live in the minds and hearts of those who had the pleasure of knowing her.

This minute was read at a special memorial meeting at Friends Meeting at Cambridge on November 20, 2024 and approved at the subsequent Meeting for Worship with attention to business on December 8, 2024, Christel Jorgenson, clerk.

Patricia Anne Hogan
May 17, 1937 - July 4, 2018

Patricia Anne Hogan was known by several names. Most of her family called her “Pat,” or “Auntie Pat.” Her school and college friends also called her “Pat.” Our meeting knew her as “Trish,” and later, as she spent several long sojourns in Ireland exploring her roots, she adopted the Irish version of her name “Padraigín Áine Ní Ógáin.”

Trish’s face was incredibly expressive, even transparent. On Sunday mornings, as she entered the meetinghouse, walking to her usual seat on the facing bench by the fireplace, a radiant smile would so often light up her whole face, and indeed the whole room would brighten. Trish wore her emotions plainly on her face — joy, consternation, empathy, worry, anger, love. As reflected in her face, she could easily move through any number of these emotions in a short space of time.

One of her relatives noted that “Auntie Pat” lived her life joyfully and had a curious, independent, adventurous nature. She didn’t like to sit still — she was always on the go, taking classes, going to contra dances, traveling, or riding her bike. She thought nothing of renting a car and heading down to Connecticut for a holiday or up to Vermont for a weekend.”

Born in 1937 in Boston and growing up in Melrose, Massachusetts, Trish surmounted all challenges while living a very full and overflowing life as a happy and content ‘single lady.’ In her twenties, she traveled extensively in Europe and Nigeria eventually finding her way to the Experiment in International Living with its mission of creating a more peaceful and sustainable world through international exchange. She continued working for other educational institutions and in the corporate sector. She fought gender and age discrimination her entire career. As a financial aid officer, she advocated for awards that would increase racial justice.

Later, she reinvented herself by marketing software for petroleum engineers and creating forecasting services for financial and corporate institutions. One of her last jobs before retirement was working for Friends Meeting at Cambridge as the Meeting Secretary.

Her religious and spiritual life was grounded in Quakerism, Alcoholics Anonymous, and Irish Catholicism. She began attending Friends Meetings in the 1960s while living in Maryland. When she moved back to Massachusetts, she joined the Beacon Hill Friends Meeting in the early 1980s and transferred her membership to Friends Meeting at Cambridge in 1987. She was active in New England Yearly Meeting, serving on the Finance Committee and the New England Friends Home Committee. She was a member of Alcoholics Anonymous (AA) for 42 years. And, in her later years, she reconnected to the Irish Catholic spirituality of her youth, spending several summers in Ireland.

At age 49, Trish was diagnosed with chronic lymphocytic leukemia and lived an amazingly full life for the next 31 years. Her illness did not slow her down or stop her from doing things. She often shared her updates, conversations, and the research and guidance she would get from her oncologist and dear friend Lidia Schapira. Lidia writes of their friendship in an article, “Finding Ways to Celebrate the Joys of Living Over a Cup of Tea.”

“Trish was one of my first patients. I was fresh out of specialty training in hematology and oncology, and Trish chose me as her doctor. Together we embarked on the long journey of managing an incurable illness. There were good years, when her leukemia was indolent and watchful waiting was the best approach. When the disease was stable, we had the luxury of talking about life, poetry, and travel during our routine clinic visits. Trish was fearless. She accepted her illness at age 49 and had decided to live her 2020-04-05 days as fully as possible and with confidence. Her mother had lived with the same disease for a couple of years before she passed at the age of 82.

“Trish taught me about coping with adversity and illness. It is absolutely true that oncologists learn about life, grief, and loss from their patients, and Trish has been my best teacher. I saw her move past the shock of receiving bad news time and time again. I watched her arrive at a state of peaceful, comfortable acceptance of what could not be changed. It was a state coupled with the determination to do whatever was necessary to keep on living as well as possible.”

Trish did not slow down when she retired at the age of 62. Her love of books and poetry led her to the Harvard Institute for Learning in Retirement where she taught and studied the literature of William Faulkner and William Butler Yeats, as well as the poetry of Jorie Graham, Seamus Heaney, and John Ashbery.

A founding member of the Cambridge Cohousing community in 1998, she was an active and engaged participant there until her death. If she was sometimes quick to vent frustration during the ups and downs of community life, she was as quick to acknowledge and reconcile. She showed a particular and generous concern for the children of the community as they grew.

A few years before she died, she began planning her memorial meeting. She was absolutely clear that she did not want the usual Quaker memorial meeting. The idea of people speaking out of the silence in remembrance of her just seemed way too placid. She wanted the memorial to be a celebration of life. She wanted (and got) a Celtic harp player, lots of music, singing, poetry, even preaching. And yes, she did eventually agree to include a few minutes of silent waiting worship. And people did speak, so very movingly, about her.

When she knew it was time to let go of the twice-weekly treatments that were keeping her alive, she faced death with courage and grace. She assured everyone that she was in a good place and everything was going to be okay. She was ready. Over the next few weeks, a stream of visitors came by her bed at Elizabeth Evarts de Rham Hospice in Cambridge. Some would read to her, some would just sit quietly, and some would engage her in deep conversation about whatever was on her mind at the moment. Trish knew she was loved and embraced by so many — her family, her co-housing community, her medical community, her Quaker community, her dear friends, and of course, by the love of Jesus. She was often in awe of the support and she truly felt blessed.

Trish died on July 4, 2018, held in love by her friends and family.

Approved by Freinds Meeting at Cambridge, May, 17, 2020, Ian Harrington, clerk.

Lynn Lazar
January 14, 1936 - September 2, 2018

Lynn Patricia Chandler Lazar was born on January 14, 1936, in Oakland, California, to Scott and Marie Chandler. Lynn grew up in Oakland, graduating from Oakland High School and then moving down the road to Berkeley for college, graduating with a degree in Art History. Lynn's mother Marie worked at a credit union that played a significant role in helping the Oakland community socially and economically; as a child, Lynn would often visit Marie at work, listening to stories and absorbing the atmosphere of loving concern and practical action.

Lynn was briefly married to Roger Moss in the late 1950's. She subsequently met and married Edward Lazar, with whom she shared formative experiences of work for social justice and peace, along with two children, Sarania and Susie. Ed and Lynn worked on the Everyman Boat antinuclear protest in the early 1960's. Then, after brief stays in New York and Rhode Island, they traveled together to India to participate in the 1963 Delhi to Peking Friendship March. They came back to the United States, staying for a few years, then returned to India, living in an ashram, where spiritual growth was emphasized and the residents performed daily living tasks together. After the birth of Sarania, they decided that they should be closer to modern health care for the sake of their baby. They moved back to the Bay Area, then made their way to Cambridge, Massachusetts, when Ed accepted a job at the American Friends Service Committee.

The couple had their second child, Susie, while living in Cambridge. The entire family, Lynn, Ed, Sarania and Susie, became full members of Friends Meeting at Cambridge in 1972 (later on, Ed resigned and Sarania and Susie let their memberships lapse when they reached adulthood). Soon after, the marriage ended, and Lynn became a single parent raising her two girls; after 1980 or so, they lived in her house on Gorham Street in Cambridge, which was Lynn's address for the rest of her life.

Lynn was a strong woman who managed to balance single parenthood with a full professional life. Her girls were well-loved, and Lynn allowed them to be quite independent, but could be firm when that seemed called for. When the family faced challenges, they shared and processed their feelings in a circle, a practice that Lynn loved and urged on her friends the rest of her life.

In Cambridge, Lynn worked for Vocations for Social Change in Central Square, first as a volunteer, then in a paid position; she conducted counseling groups of young people and people in mid-career centered on how to bring social justice meaning to their work. Lynn was always intrigued about work; she loved reading and discussing Studs Terkel. (She was also continually introducing her friends to newfound favorite authors: John Paul Lederach,

Michele Alexander, and many others.)

After leaving Vocations for Social Change, Lynn went back to school to earn a certificate in counseling, and she started working as a drug counselor at The Third Nail in Boston. Later she worked at Transition House, an agency to help battered women. She participated in training police about domestic violence. For a short time, she worked as a temporary employee at Harvard University, then in a full-time job at the Aids Institute there. She then became involved in hospice work, and finally took up massage therapy, which she practiced until she retired. Throughout her work life, Lynn practiced and shared her enthusiasm for nonviolent communication.

Everywhere Lynn worked, she formed deep friendships and welcomed her friends into her home; there were many shared evenings nourished with tostados, curries, or other treats that she created out of whatever was in her tiny refrigerator, using a small toaster oven. As one friend said at her Memorial, “She made you feel like a rock star, just sitting and talking with her.” Lynn and her daughters seldom lived alone in the house—there might be women who were victims of domestic violence, Buddhist monks, or others who just needed a place to stay for a while.

Lynn’s first grandchild, Angel, son of Sarania and her partner Ernesto Osegueda, was born in California in 1999, and Lynn moved back to her home state to help out. In 2002, Lynn, along with Sarania’s family, moved back to Cambridge, where they lived in two apartments in the Gorham Street house. (Sarania, Ernesto and Angel still live there, and they are preparing Lynn’s old apartment for rental.) Meanwhile, Lynn’s daughter Susie had her son Jahli in 2000 and then her daughter Gianna, who attended First Day School at Friends Meeting at Cambridge for a while with her cousin Jordan, in 2008.

In her later years, Lynn spent much time volunteering with local non-profits such as Haley House, Louis D Brown Peace Institute, Boston Worker’s Alliance, Cambridge Interfaith Sanctuary Coalition, as well as Friends Meeting at Cambridge, where she was active with the Living with Dying Resource Committee, First Day School Committee, Youth Programs Committee, Ministry and Counsel, the Wednesday night Sharing Circle, among other groups. Everywhere she went, Lynn would volunteer to do work, but what she liked to do most was to talk with staff, volunteers, and clients, sharing her insights, listening and learning, and, above all, being a connection-maker (she would say, “You must meet so-and4 so; they are doing fabulous work.”). She spoke with friends about the importance of “going across the river” into Boston to talk to people with different life experiences, rather than staying on the Cambridge side of the Charles, talking among ourselves about social justice. Lynn had many ideas and suggestions for peace and justice projects that she urged on her friends, her committees, her groups, and a number of her ideas came into fruition.

Establishing a bail fund for the son of a friend was accomplished quickly and led to an ongoing Cambridge Bail and Legal Defense Fund. Her idea that Friends Meeting at Cambridge should apply to sponsor a Boston chapter of Quaker Voluntary Service caught on after a few months of talking and leg work by her and a couple of friends she recruited; it is going strong today. Sometimes, Lynn would be frustrated that she could not get people to join with her in working on her ideas (Someday Farm on Longfellow Park is far from being realized, for example). She would lament what she perceived as her inability to express clearly what her vision was or what next steps might be.

Lynn was, in fact, concerned that all she had learned and experienced in her very active life would be lost unless she could get it written down and organized. Her basement was crammed with papers; when her children suggested that she reduce the piles, she objected, “Those papers are HISTORY!” She tried to write systematically about some of the social justice organizations she had been involved in, but this was a big challenge for her. (She would have been delighted to know that some of her papers are now being archived at the University of Massachusetts.)

Lynn was fully active in worship at Friends Meeting at Cambridge. She was also a stalwart participant for many years in the Course in Miracles group that has met for years on Saturday mornings at the Meeting. She deeply lived the admonition to “Teach only Love, for that is what you are.” She believed strongly in the spiritual nature of human beings: “I am not a body.” Toward the end of her life, she spoke graciously and authentically about her life ending soon—about the joyous adventure she anticipated of transitioning to another state beyond death.

In June 2018 Lynn experienced a large stroke. She recovered rather well physically and she was amazingly cheerful and gracious; her sense of humor was intact. But she had difficulty reading, writing and speaking, which she dealt with in her down-to-earth way— “not complaining, just observing,” as a friend said. She would say, “I don’t remember your name, but I know who you are.” When she was trying to get a thought out and got stuck, she would sometimes say any old word or word-like sound, trusting that her listener could substitute an appropriate English word. A second, massive stroke in August 2019 led to her death a few weeks later.

At the lovely Memorial Meeting that was held to celebrate Lynn’s life at Friends Meeting at Cambridge in November 2019, friends and family members remembered her with many loving and admiring messages. For instance:

- Lynn gave us space, but guided us when we needed it.
- She was a mentor who taught empowerment.
- Lynn was a mama bear. She was shy, but she would get in the mud with you, meet you where you were. She knew how to zero in on the center of her friends’ lives.
- The year between her strokes was a gift to all of us. She was serene, but not quite ready to go, because, “we have more work to do.”

- Ways I will miss Lynn: her cozy home, her welcoming, the way she cooked, snacking on what she put out in tiny bowls, her welcoming home, endless patience, inquiries about my work, talking about important people, talking about peace marches, Petsi pies and scones, big picture ideas, her plans for how I could change the world, ginger cookies, walking the walk, food cravings, efforts to stop smoking. She was a truly good friend.
- I am always meeting people who knew and loved Lynn. She helped teach me how to love unconditionally; she was truly genuine in showing her love and faith: “It will be okay—don’t worry.”
- She showed up for people; she felt it was a responsibility.
- She showed me how love can transform into justice.
- She was flexible but persistent.
- She taught me that kindness is a strength, not a weakness, and there is a ripple effect of her kindness and insight.

Lynn Lazar, how we miss you! We feel your kindness and love, your joy in doodles and paper cranes, rippling among us. You are with us.

Approved by Friends Meeting at Cambridge, November 14, 2021, Tom Sander, clerk.

Mehmet Rona
October 18, 1939 - October 26, 2019

Mehmet Rona was born on October 18, 1939 in Adana, Turkey, the fourth child of Hikmet and Ziya Rona. Mehmet was a curious and inventive child. His sons tell of young Mehmet building a box kite from a picture in a dictionary: “To many, this would have remained just a dream. But to my father, ideas demanded action. And with the minimal information that box kites existed and what they sort of looked like, he was able to build one. One can only imagine the scoffs turning to smiles of amazement when the box kite soared.” Mehmet lost both his older brothers when he was still young, and his father, Ziya, a pharmacist, passed away when Mehmet was 14 years old. Mehmet assumed the role of protector of his mother and sister for the rest of their lives. These formative experiences of loss shaped much of the remainder of Mehmet’s life, although, as his sons attest, he “never dwelled on how bad it was.” He met difficulties with resilience and Humor.

Mehmet graduated from Robert College, an independent American high school in Istanbul, in 1961. A former Robert College classmate remembers him as “ a brilliant person with loveliness in his heart. He cared for everybody. He was born a teacher.” A family story tells of his next steps: Mehmet went to the beach on a day off from his work in a steel mill – work that built a stocky, weight-lifter strength in his body that lasted to the end. He learned of an entrance exam for studies at Princeton University in the far-away USA, took the exam without studying, got the top score, and received a full scholarship. He earned a PhD in theoretical physics from Princeton in 1966.

The wife of Mehmet’s thesis advisor at Princeton recalled, during Mehmet’s memorial meeting, that the first time he came over to meet his advisor, having learned that he and his family were Jewish, he apologized about Turkey’s neutrality until the very end of World War II. We hear in this story Mehmet’s balance of head and heart, the infusion of his academic brilliance with a deep, caring sense of responsibility to his fellow humans. He became a close part of his advisor’s family.

During his years at Princeton, Mehmet and Susan Rich met and fell in love with each other. They married in Istanbul in 1968, and had two sons - Yilmaz Rona (now of Upton) and Ilyas Rona (now of Chestnut Hill). They settled in Turkey, where Mehmet taught physics at Middle East Technical University in Ankara. A colleague from that time remembers Mehmet teaching elementary physics to two classes of five hundred freshmen each, and being tremendously well respected. “They were students from all over Turkey. These young men adored him.” According to his former Robert College classmate, “In Turkey people are still saying, “Mehmet! He was my professor!” Mehmet also loved mischief. On the day scheduled for a faculty photo, he posed as a Saudi mathematician in full head-dress and sunglasses, was given a VIP tour, and showed up in

the faculty photo.

By the late 1970s, the political situation in Turkey became precarious. Middle East Technical University was at the center of the increasingly dangerous confrontations. When the president of the university stepped down, and no other faculty member had the courage to take on the role given the threat of violence from an extremist political group, Mehmet agreed to step into the political fray as acting president. In this role, Mehmet needed round the clock protection, and there were several attempts on his life. A colleague remembers that Mehmet “saved the university as interim director, with humor and great courage. He showed great bravery during that difficult time.” Mehmet was famously absent minded, says his son Ilyas, but “his mind would be laser-focused on the right thing to do and his sense of duty when circumstances called for it.”

When the danger to their family became too great, Mehmet and Susan moved with their sons to Belmont, MA, where Mehmet joined the storied consulting firm Arthur D. Little in Cambridge (which became Tiax LLC in 2002). A gifted practical theoretician, he authored several published works on the physics of semiconductors and invented several patents, and rose to the position of vice-president. A caring soul, he helped his workplace community through difficult times, greeted coworkers with lively concern, gave guidance when asked, and served as Ombudsman for a number of years. One colleague from Arthur D. Little calls Mehmet “a perfect gentleman, and a mensch.” Another recalls seeing Mehmet in the halls: “He’d always check on us and ask about our careers. He was a trusted person in the organization.” Many ADLers remember him simply as their mentor.

In his forties, Mehmet suffered a serious motorcycle accident that left him with pain for the rest of his life and prompted a mid-life search for deeper meaning. Mehmet went through a challenging time internally. Despite his professional success and being so well-respected as a scientist and consultant, he longed for his life to have an impact that felt more meaningful to him. He separated from Susan in 1990, and moved to Cambridge. This longing also led him to deepen his religious quest, and to engage Christianity more and more fully. He thought to become a Catholic, and asked his close friend Michael Shanahan, whom he assumed to be Catholic, where he went to Mass. When Michael responded that he was a Quaker, Mehmet came to Friends, and found himself at home. He became a member of FMC in October of 2006.

In an interview with a student at the Harvard Advocate towards the end of his life, Mehmet put into words the dynamic faith at work in him as he sat in the meeting house, Sunday after Sunday, his well-worn Bible in his hand. “I am in love with God,” he told the young woman. My whole life, people have said I have a transparency for God. I leak my faith....My relationship with Christ is very intense. Meetings help me to organize that.” Friend Jessie Brown often recorded the words of Mehmet’s vocal ministry, so we can remind ourselves now of the messages that

came through him.

- ❖ Open your heart. Let God inspire you. Whether we conduct our life from fear or from hope is our choice. (2008)
- ❖ How does one get better at this? I am expectantly waiting! (2009)
- ❖ Can we remember for one another our own knowledge of the bright days, and rely on faith to remove the clouds? (2010)
- ❖ I've heard this admonishment, "Walk cheerfully over the earth, seeking that of God in every one," In my imperfect way, I hear it as an admonishment asking me to serve the needy, the hungry, the unloved. I hear it asking me to work on behalf of the community—and if I meet with failure, not to sulk, but to try again. (2010)
- ❖ There are wars, injustices, unspeakable cruelty... And yet, I am here. I have the sense that God wants good for all. Can I serve that purpose by being kind, loving, forgiving, here? Without sermons, thick books, catechisms, we can draw close to God. (2010)
- ❖ How do we prepare ourselves to be the pipe that resonates, that thrills to the mystery some call God, or Spirit, or the gathered meeting? We wait, listening, for that calling. It doesn't come always — but to make every attempt to make our souls ready, receptive, inviting to that tone, is our best chance.... (2012)
- ❖ To serve God is not like climbing Mount Everest, and shoving in a flag so that you're proved good! It's a constant process of humility—more like crawling up a surface of ice, hooking fingers, scrabbling, and not becoming furious if you lose altitude. (2013)

One Friend has said, "His faith wasn't about definitions or theology. He was about love. I hope his messages have fallen on enough hearts that we will carry that message of love forward."

Mehmet's service at FMC included a challenging stint on the Personnel Committee, to which he brought the wisdom of his experience as vice-president in a high-level technical consulting firm. He worried as this circle of non-HR-professionals tried to help FMC be a dependable, transparent and effective employer. During a particularly fraught period, when the committee struggled to do the right thing by both meeting and staff, he confessed that the task was grueling for him, "worse than a root canal." Later, Mehmet led the Grants Committee, where he was devoted to helping FMC give of our abundance to those in need.

Mehmet was also a founding member of the Wednesday Night Sharing Circle, a weekly mutual support group of Quakers and non-Quakers, many of whom have been in prison. In the circle, he spoke often of loving everyone present. When a circle member was having a hard time or a legal difficulty, Mehmet would volunteer his time and money to try to help. A member of the circle remembers: "He gave us the carved wooden cane from the Philippines that we use as a talking piece; one of the Circle participants always said that this talking piece contained the stories of everyone who ever held it."

Mehmet was a friend to innumerable ones of us at FMC. One Friend recalls that Mehmet reached out to him when he was new to the meeting and seeking a way to become part of things. “He took me by both my hands and blessed my presence here.” Another reports that “Mehmet was my spiritual friend and my protector. He helped me believe in myself and in what I was trying to do. He chose to help every possible way.” Mehmet had intense and intimate relationships in the meeting. In particular, he and Ann Foster experienced a deeply loving bond that endured over many years.

Mehmet’s generosity was felt beyond FMC’s walls. Those who socialized with him outside FMC report that he gave people money on the street, and regularly left half his meal at his regular restaurant for the waitstaff to give to nearby homeless people. He tutored at risk teenagers from East Cambridge, and work to end the constitutional deprivations wrought by our unjust bail system.

One of the more endearing aspects of Mehmet was his self-proclaimed imperfection, faults that he would own and humbly apologize for. Yet there was also in Mehmet a deep, private territory, an insistent, even stubborn, self-reliance, that even his closest intimates found it hard to get through to, but which they sensed was the source of much anguish and seeking in his life. This possibly traced back to the traumas of his youth and the loss of his brothers and father, leaving him as the sole protector of his mother and sister. It also made his final illness—that robbed him of both speech and movement—particularly difficult for him to bear.

Of this final illness, Mehmet’s son Ilyas remembers that “to the very end, my dad kept his individuality. In his final year at the Wingate nursing home, he was unable to speak or walk, and yet even in a wheelchair he could be his imperious self. He even led my aunt on an unauthorized tour of the administrative offices. He was popular among staff and residents alike. He forged unspoken friendships with the diverse population that was there. Until the very end, he told you how felt with his eyes.” Those of us who were able to visit with Mehmet in his last months are indelibly imprinted with the silent depth of those visits. As one Friend said, “Mehmet could speak without saying any words. When he looked at you it was almost unbearable, his visual transfer of love.” To this day, people at Wingate speak of him with deep fondness.

Mehmet left his earthly body on October 26, 2019. In his three decades among us at Friends Meeting at Cambridge, we knew him to be courteous, compassionate, generous, and alive to his Christian faith. We experienced him as a complex, cherished, and cherishing, friend. We give thanks for his time among us, and are grateful that he is at peace. “Mehmet was in an internal embrace: he loved God, and God loved him. He is in that deep embrace now.”

Approved by Friends Meeting at Cambridge on April 11, 2021, Richard Ristow, clerk

Roger Webb
November 10, 1934 – June 10, 2019

At meeting for worship in the spring of 2019, an older, white-haired man struggled to his feet to offer ministry at the Cambridge Meetinghouse and began by saying, “I was born a Quaker and I want to die a Quaker...” After a long absence from the Friends community Roger Webb returned home to Meeting, where his membership was approved by Friends Meeting at Cambridge (FMC) on June 9th, 2019, just one day before his passing.

Roger began attending Friends Meeting at Cambridge shortly after he came to Harvard College in 1952 and joined the meeting in November of 1966. In 1967, as a witness against the growing U.S. war in Vietnam, the Meeting provided sanctuary for a man who was a conscientious objector to war and absent without leave (AWOL) from the military. Perhaps due to the Meeting’s support of this act of civil disobedience reflecting the polarized politics of the day, or perhaps because his career and family began to take precedence, after a few years Roger drifted away from the Meeting, resigning his membership in 1979. Rejoining the Meeting 40 years later, Roger came full circle, returning to his Quaker childhood roots.

The youngest of four siblings, Roger was born into a Quaker family in Montclair, NJ on November 10, 1934 to Eleanor Miller and Nathaniel Conant Webb. During childhood he spent summers visiting family in Sandy Spring, MD, where he became immersed in his Quaker heritage. In the company of his "Gaga" (grandmother) and extended family, Roger attended First Day (Sunday) meetings for worship at the nearby 18th century Quaker Meetinghouse. He fondly remembered making up small games to entertain himself in the silence. Years later, in his adulthood, Roger returned to the Sandy Spring Meeting, where he was surprised to find it had been transformed from a rural farming community into a suburb of Washington and Baltimore.

After attending Montclair Academy and The Choate School, in Wallingford, CT, he graduated from Harvard College in 1958, with a two-year interlude in the U.S. Army from 1954 to 1956. He went on to Harvard Business School, graduating in 1961. Roger's marriage in 1959 to Anne Van Vleck, an art history major at Smith College, sparked his interest in historic architecture, the field which was to become his lifelong career and passion.

A pioneer in preservation real estate development in Boston, Roger established Restoration and Relocation Enterprises (RARE) in 1963, a historic preservation contractor engaged in adaptive building reuse and relocation. Among the projects he completed were the relocation of a Greek Revival style chapel to the Belmont Hill School and the relocation of numerous structures threatened with demolition to locations in Cambridge, Brookline and Belmont. In 1966, Roger established the Architectural Heritage Foundation to jointly conduct a feasibility study for the

reuse of the Quincy Markets in Boston. That feasibility study created the framework for the subsequent redevelopment of the markets by the Rouse Company into what later came to be known as the Faneuil Hall Marketplace. Roger's signal accomplishment was working with Mayor Kevin White to preserve the recently vacated Boston City Hall building on School Street. At the time, little value was seen in historic buildings, with the city in the midst of a sweeping urban renewal movement. The successful rehabilitation of Old City Hall for commercial office use, became a model for other preservation efforts and helped to ignite interest in historic preservation locally and nationally. Roger later helped to establish the non-profit revolving fund Architectural Conservation Trust, which evolved into Preservation Massachusetts, the statewide advocacy group for historic preservation.

Throughout his life, Roger maintained vigorous physical health. Once, after being advised by a sports doctor to take up yoga, he sought instruction at a small personal growth center in Watertown with yoga classes taught by Jon Kabat-Zinn, the founder of mindfulness-based stress reduction. He later enrolled in a teaching program at the Kripalu Center for Yoga and Health and continued to practice yoga daily, for nearly five decades. He was last documented doing a headstand in February 2016, to the delight of many.

Roger's love of family and friends pervaded nearly every activity and was the generator of numerous group trips and adventures involving multiple families and generations. Group sailing expeditions to Maine or the Caribbean were a favorite, particularly if they included dancing to a steel drum band. At any family wedding Roger was often the last to leave the dance floor. In retirement, Roger immersed himself in caring for grandchildren and took every opportunity to connect to the people around him. He continued to enrich his life by taking classes in painting, history and writing. Painting became a passion and he used his lifelong interest in the built environment to create voluminous travel sketches and paintings wherever he went. Roger was a lifelong seeker. In his 80s, Roger participated in a series of creative writing classes, during which time he crafted a series of memory essays entitled Cheers and Tears Over the Years: My Story. In it, he wrote, "My retirement about ten years ago and my divorce brought me self-discovery. I spent a lot of time getting to know myself more deeply. ...my life is still a work in progress. Even at 80, I am still evolving."

Roger died peacefully in the care of hospice and his three daughters Rebecca, Mary and Ruth on June 10, 2019. A packed, joyous, and deeply moving memorial meeting for worship was held for Roger at the Cambridge Meetinghouse on July 13, 2019.

Roger is survived by his ex-wife Anne Webb, his daughter Rebecca Webb and her husband Christopher Heye of Belmont, his daughter Mary Webb and her husband Sean McDonnell of Cambridge and his daughter Ruth Webb and her husband Matthew Bellows of Cambridge, and his eight grandchildren Peter, Austin, Kate, Margaret, Claire, Anna, Nelson and Roy. He

treasured his close relationships with his nieces and nephews.

Approved by Friends Meeting at Cambridge, January 10, 2021, Deborah Colgan, clerk.

2026-02-28 Perm Bd Minutes

Final Audit Report

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