

2019
ANNUAL REPORTS
and
MINUTES
from Fall 2018 & Spring 2019 Sessions

New York Yearly Meeting
of the
Religious Society of Friends



Prepared in Advance of Summer Sessions
July 21–27, 2019, Silver Bay, NY

Please use the documents of this booklet throughout Summer Sessions in preparation for business sessions and committee meetings.

SAVE THIS BOOKLET if you would like to keep a printed version of the annual committee reports, as these reports will not appear in the printed *Yearbook* this year.

THIS COPY BELONGS TO.....

NEW YORK YEARLY MEETING ANNUAL REPORTS

The documents of this publication were printed in advance of the 2018–2019 *Yearbook* for consideration at sessions of New York Yearly Meeting in July of 2019.

Please note that the budgets and expenditures of many committees may be found in the Treasurer’s Report, page 72. Committees that have their own financial clerks submitted financial reports as part of their committee’s advance report.

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NEW YORK YEARLY MEETING FALL SESSIONS November 10–11, 2018

Holiday Inn, Rochester, NY
Saturday, November 10, 2018; 10 a.m.

Jeffrey Aaron (New Brunswick), Clerk
Elaine Learnard (Conscience Bay), Assistant Clerk
Karen Reixach (Ithaca), Recording Clerk
Robin Mallison Alpern (Amawalk), Reading Clerk

2018-11-01. The meeting centered in worship. The clerk welcomed Friends and reflected on how we embody the “beloved community” and the challenges and opportunities we face both externally and internally. His full remarks are attached below; see page 16. He introduced the individuals at the clerks table.

2018-11-02. Kathy Slattery (Orchard Park), clerk of Farmington-Scipio Regional Meeting, welcomed Friends to this large and diverse region. She invited Friends to a spacious place. She thanked the host committee and the Rochester Meeting for their loving support in our work of discernment.

2018-11-03. The reading clerk read the roll of regions, monthly meetings, and worship groups. Friends stood as their meetings were called. All regions were represented.

2018-11-04. Madeline Schmitt (Rochester) acknowledged that the land where we are meeting is home to the Onondowagagh and Haudenosaunee confederacy. Her remarks are attached (see page 18).

2018-11-05. The clerk noted that the agenda this morning addresses items from the General Services Coordinating Committee. He announced that the second reading of the by-laws has been laid over to Spring Sessions at the request of Trustees, who are working on clarifying the language.

2018-11-06. The clerk introduced Bridget Bower, clerk of General Services Coordinating Committee, who brought forward the business of the section.

2018-11-07. Laura Cisar (New Brunswick), NYYM treasurer, who reviewed the financial status of the Yearly Meeting as of October 31, 2018 (view online at nyym.org/sites/default/files/TreasurersReport-2018-10.pdf. The end-of-2018 report is on page 72). With 83% of the year completed, 68% of income has been received and 78% of expenses have been incurred. Current budget shortfall is \$73,564. Last year at the end of October NYYM had a surplus of roughly \$2000. The year-end projection suggests that NYYM will need to go into operating reserve (more or less \$37,000). She offered clarifications to questions from the body.

2018-11-08. Douglas Way (New Brunswick) of the Pay as Led Working Group described how the registration system will be implemented for Summer Session 2019. He noted that this new process will handle the financial aspects of registration under the new challenges of the master billing contract with Silver Bay and Pay as Led. Registration will open in January 2019 and the Pay as Led options will end on May 15th, 2019. As always, folks can register until the last day of Summer Sessions, but we cannot guarantee Pay as Led prices after May 15th. For every person who attends Summer Sessions in 2019, NYYM is responsible for paying the set room and board rates by the end of Summer Sessions. With a Pay as Led process, though, some participants will pay less than that set rate and some participants will pay more. We trust that f/Friends will be both generous and honest in their discernment on what they are led to pay. The full report can be found on page 19.

2018-11-09. Bridget Bower, clerk of General Service, provided an overview of the process of developing the 2019 budget. This morning the Treasurer informed us about our financial status for this fiscal year.

Financial Services Committee will offer a proposed 2019 budget developed from Budget Saturday.

The Trustees will then offer discernment about the budget request.

Then this body will have an opportunity for discernment.

Based on the Priority Working Group recommendations, the budget process has become more transparent, with the operat-

ing budget, investments and other funds clearly laid out in a consolidated statement. In addition, the budget process begins in January with a draft budget developed by Summer Sessions. Nonetheless, time constraints have complicated the process this year.

This proposed operating budget was created in light of the minuted approval by gathered Friends at Summer Sessions 2018 for the hiring of the new Young Adult and Children Secretary and the instructions to Financial Services of the need to create a budget to accommodate this new position at a net cost of \$50,000. We also desire to expand outreach. And everywhere else, NYYM is continuing to do business as usual.

To fund these increased expenditures will require significant increases in income.

If the budget is not approved at Fall Sessions, there is a process whereby in effect, the old budget is continued essentially with no changes until a revised budget is presented at Spring Sessions.

She described the investments of New York Yearly Meeting: The total is \$6 million, \$4.5 of which is restricted. Unrestricted investments amount to \$1.5 million. The income from these unrestricted investments fund a variety of committees and other organizations.

Our job is to figure out we manage our resources going forward.

2018-11-10. Mary Harpster (Rahway & Plainfield), Clerk of Financial Services Committee, proposed the designation of any remaining overage from the 2018 budget to the 2019 operating account or to the 2019 budget. Friends approved.

2018-11-11. Mary presented the proposed 2019 NYYM operating budget, describing the major items of income and expenses. The budget total is \$1,036,119, an increase of over \$300,000 from the 2018 budget, \$200,000 of which is covered by estimated income from Summer Sessions registration (see minute 2018-11-08.) In order to fully fund the 2019 budget Financial Services estimates that this would require using principal from the Yearly Meeting investments as needed over the course of the year (an estimated over \$135,000), which would likely

continue in subsequent budgets. Friends at Budget Saturday recommended exploring the transition of the income of approximately \$20,000 from selected committees and organizations to the NYYM operating budget and the consideration of use of endowment principal to fund the operating budget.

2018-11-12. Dare Thompson (Poughkeepsie) of the NYYM Trustees reported that the Trustees appreciate the work done at Budget Saturday and recognize and understand the desire for the yearly meeting to invest in its future through an injection of funds for outreach; a children, youth and young adult field secretary position; and other initiatives in support of the vitality of the yearly meeting. As fiduciaries of NYYM's trust funds, Trustees are especially mindful of any request to draw down principal of funds under our care and feel a heightened need for more serious discernment, especially when the term of the request is not well defined. She expressed concerns of the Trustees about the sustainability of this approach.

Trustees recommended:

2018-11-13. First, that in 2019, 2020, and in 2021 all income from the mortgage held by NYYM for the sale of the Stamford-Greenwich Meetinghouse be payable directly to the yearly meeting for unrestricted use in annual operations. This amount is \$13,320 per year. (This minute overrides NYYM Minute 2013-07-51.) Friends approved.

2018-11-14. Second, that, starting in 2019, the dividend from the Fund for Sufferings accumulation of \$33,000 be directed to the yearly meeting for unrestricted use in annual operations. The amount is estimated at \$1300 annually. Friends approved.

2018-11-15. Third, that the yearly meeting reprioritize the use of our current income prior to tapping trust fund principal, making hard choices as necessary. In particular the Trustees recommend the yearly meeting explore redirecting the approximately \$20,000 per year in unrestricted trust fund income that currently goes to select committees and organizations and instead have that income go to general operations. These groups have been notified of this possibility. No

decision was taken on this recommendation at this session (See Minute 2018-11-43 of Sunday session).

2018-11-16. That no final decision about tapping trust fund principal be made at Fall Sessions. The yearly meeting needs time to come up with a plan once the exact 2019 budget gap is known, which will likely be in early 2019 when the 2018 Final Treasurer's Report is available. Furthermore, Trustees recommend that prior to liquidating the principal of any unrestricted trust funds, the yearly meeting have in hand a time line and long-term financial plan that ensures the use of principal is sustainable and appropriately limited.

2015-11-17. Friends asked a number of questions to clarify the proposals, including the question that given the fiduciary responsibility of the Trustees, does the body have the authority to direct the Trustees to take particular action on the Stamford-Greenwich income and Fund for Sufferings? The clerk indicated the Trustee brought these recommendations to the body for action.

2018-11-18. The clerk outlined the options for further discernment on the 2019 budget. Friends will have the opportunity to explore further at Sunday's session.

2018-11-19. Reading and approval of minutes occurred as the meeting progressed. The reading clerk read announcements. The meeting closed with waiting worship.

Holiday Inn, Rochester, New York
Saturday 1:40 p.m., November 10, 2018

Jeffrey Aaron (New Brunswick), Clerk
Elaine Learnard (Conscience Bay), Reading Clerk
Karen Way (New Brunswick), Recording Clerk
Robin Mallison Alpern (Amawalk), Reading Clerk

2018-11-20. The meeting opened with quiet worship.

2018-11-21. Clerk Jeffrey Aaron welcomed Friends and introduced the clerks' table. Jeffrey read from the JYM Seniors' epistle to gathered Friends at Summer Session 2005. The young

Friends urged acceptance of our wonderful diversity and differences as an act undertaken in the Light.

2018-11-22. Jeffrey explained that Emily Provance (Fifteenth Street), clerk of Ministry Coordinating Committee, is traveling in the ministry. Thus Jeffrey did introductions for the following presenters.

2018-11-23. Trish Eckert, Pastor of Farmington Friends Meeting and Jillian Smith (Saratoga) presented the report from the Outreach Working Group (see page 20.) The report is the product of two years of work, including the formation of the Outreach Practitioners Circle, research by a consultant, focused efforts of 18 meetings, and a recent weekend of discernment. Friends are united in the understanding that outreach is important. The Outreach Working Group has developed a 3-year action plan built around four strategic priorities: to foster a spirit-infused culture in the yearly meeting, to build our capacity to communicate, to create better awareness of Quakers in the NYYM geographic area, and to improve outreach capacity in the monthly meetings. A structure of implementation priorities envisions an Outreach Steering Circle at the center, supporting interconnected projects: to develop a cohort of coaches, to create an online repository of outreach tools, to establish a story-telling network that amplifies stories of bold faithfulness among Friends, and to mobilize resources to communicate our messages to the world. This proposal will be taken to the Coordinating Weekend in January, with the possibility that a final action plan will be presented at Spring Sessions. Next year's proposed budget (subject to approval) has a funding line for continued work by the Outreach Working Group.

Friends spoke in response, emphasizing the value of inreach in building community. Others noted that witness can serve as outreach, and that newcomers attracted to meetings must be warmly welcomed when they arrive. Outreach can be supported by an easy introduction to Quaker terms and processes. More difficult and more important is how to share and communicate the experience of worship in the Light. Further resources are available from Friends General Conference's Welcoming Friends Project. Friends with additional suggestions and

comments can contact Robin Whitely and Arlene Johnson in the OWG before Coordinating Committee Weekend.

2018-11-24. Carolyn Emerson (Conscience Bay) and David Herendeen (Farmington) presented the first reading of a revised section on clearness committees for *Faith & Practice* (see page 25.) Friends offered suggestions for clarification and inclusion. Further comments should go to the Committee to Revise *Faith & Practice*.

2018-11-25. Carolyn Emerson and David Herendeen, speaking for the Committee on Sufferings, went on to present a revision of the Handbook that describes a new way of managing the Fund for Sufferings (see page 26.) In the current version of the Handbook, the fund is managed by a committee that evaluates requests for support from Friends who are suffering financially because of fidelity to Friends testimonies. In the proposed version (see page 27), the committee would be laid down and replaced by a single point person with much the same job. All requests would be forwarded to the clerk of Ministry Coordinating Committee with the point person's recommendation.

Friends asked for added clarification in the text about whether the clerk of MCC would further convey the application to the coordinating committee before making a decision. Friends also wanted better clarification on the role of the point person in deciding which applications would be forwarded to MCC.

The Committee on Sufferings will revise the text to be more explicit on these matters and will bring the result to a future yearly meeting session.

2018-11-26. At this point, clerking for the session was changed from Jeffrey Aaron to Assistant Clerk Elaine Learnard because Jeffrey had been an active member of the group next to report.

2018-11-27. Jillian Smith (Saratoga), Marissa Badgley (Poughkeepsie), and Jennifer Swann (South Berkshire, NEYM) presented the work of the Alternative Membership Pathways Working Group (AMPWG). Jillian reviewed the history of the working group, which was created under the care of Ministry Coordinating Committee in 2016 and which has drawn on the work of many other groups with similar concerns (available on

page 30.) The group has presented a proposal for alternative pathways to membership to MCC in Fall 2017 and Summer 2018 for refinement and discernment. The group then undertook to write a section describing a new pathway to membership that might serve as a first draft for a new F&P section.

Today's proposal (see page 31) is offered as the beginning of a process of wider discernment among Friends and their meetings. Many potential Friends are unable to attend a monthly meeting for a wide range of reasons, such as incarceration, schedules, distance, caretaking, and differences of culture. The proposal lists criteria an applicant would need to meet to become a member under the direct care of New York Yearly Meeting. The proposal also describes in detail how the process would work for the applicant and for the Ministry and Pastoral Care Committee within MCC.

Friends are urged to read the current section on applying for membership in *Faith & Practice*, and consider what barriers might have existed at different times in their own lives.

Friends spoke in response. A concern was expressed that the monthly meeting is the foundation of Quaker experience and life. Others spoke to the reality of being actually unable to attend a monthly meeting. The question was asked: what do we call a person who is strongly devoted to Quaker values and to vibrant non-meeting communities within the yearly meeting, if not a Quaker? The working group estimates that there are hundreds of adult Friends in the New York area who cannot make it to weekly meeting for worship but who yearn to belong to a larger Quaker family.

Ministry Coordinating Committee has already sent the proposal to all monthly meetings with a request for consideration. Responses can be sent to alternate-pathways@nym.org.

2018-11-28. Minutes were read, corrected, and approved in stages during the session.

2018-11-29. After announcements, meeting closed in quiet worship.

Holiday Inn, Rochester, NY

Sunday, November 10, 2018; 9:45 a.m.

Jeffrey Aaron (New Brunswick), Clerk
Elaine Learnard (Conscience Bay), Assistant Clerk
Mary Eagleson (Scarsdale), Recording Clerk
Justin Murphy (Rochester), Reading Clerk

2018-11-30. Friends gathered in waiting worship. Clerk Jeffrey Aaron shared an excerpt from "Standing Rock: A Change of Heart" by Charles Eisenstein:

Each time you refuse the invitation onto the warpath, you become more powerful. Those who can stay peaceful in the face of any terror or threat become virtual miracle-workers. ...In a way, we are all in the same boat; we are all facing situations that invite us to choose love over fear, to listen to the heart when it feels unsafe to do so. We need to help each other obey that call. In that, we are allies. We can be allies in calling each other to our highest potential.

2018-11-31. On behalf of the Working Group on Conscientious Objection to Paying for War, Lyle Jenks read the following quote from Wally Nelson on the 224th anniversary of the signing of the Canandaigua Treaty and the 100th anniversary of the armistice ending World War I:

What would you do if someone came to your door with a cup in their hand asking for a contribution to buy guns to kill someone they didn't like?

2018-11-32. Jeffrey introduced the clerks' table: Elaine Learnard as assistant clerk, Justin Murphy of Rochester Monthly Meeting as reading clerk, Mary Eagleson as recording clerk. He reviewed the agenda.

2018-11-33. Lu Harper (Rochester Monthly Meeting) introduced Sue Regen of Rochester Meeting. Sue carries a witness of forgiveness as a spiritual practice. She has been offering workshops on forgiveness since 2004; her work has been under the care of Rochester Meeting since 2006. Sue then spoke about her work.

Forgiveness is a daily opportunity to choose love over fear. It is the effort to see that of God in every person. Forgiveness is the letting go of all hope for a better past. It is releasing our pain

and suffering. She spoke of the blessing of helping people step on the path of healing through the daily practice of forgiveness. Two opportunities for Friends to attend her workshops will be in June at Powell House, and in July at the FGC Gathering.

2018-11-34. Rebekah Rice, co-clerk of Witness Coordinating Committee (WCC), introduced the business of WCC. Rebekah read a statement from WCC, joined by some members of Ministry Coordinating Committee who were present at the WCC meeting last evening:

In order to help defray the additional budget expenses in the 2019 proposed budget, it was proposed by Trustees that \$20,000 in income generated from some of the trust funds was never or was no longer restricted in its use and could be used by the yearly meeting in any way it discerned. In the past few years, it has been used to support the budgets of several WCC committees, including Black Concerns Committee, Prisons Committee, Barrington Dunbar Fund for Black Development, and Indian Affairs Committee. To help reduce the substantial deficit in the 2019 budget, it has been suggested that these funds might be transferred from the Witness committees to the operating budget. We don't believe that anyone intended taking these funds away from outreach to people of color in order to do inreach on behalf of largely White, middle-class Quaker meetings, but that would be the impact of this action.

2018-11-35. Pamela Wood read an update on the lawsuit pursued by Green Haven Preparative Meeting and others, including NYYM [minute 2018-07-46 (July 27, 2018)], against the Department of Corrections and Community Supervision (DOCCS), protesting the refusal of the Green Haven Prison administration to allow the preparative meeting to hold quarterly meetings in the facility. The report is on page 34. The lawsuit was filed in the United States District Court for the Southern District of New York (White Plains branch) on September 18, 2018. It asks the court to direct the defendants to accommodate the religious practices of the Quakers and to remove the inclusion of the Religious Society of Friends from the list of Protestants who celebrate Pentecost.

A Friend asked if any measures have been or could be taken

to protect the members of the preparative meeting from retaliation against them by DOCCS. Pamela responded that there is little or nothing Friends could do, and that the men are aware of the risks they are running by proceeding with the lawsuit.

2018-11-36. Rebekah read the following statement from Philadelphia Yearly Meeting, with which WCC unites:

Quakers are holding in prayer and the light the families and loved ones of those who we lost at the Tree of Life Synagogue on October 27, 2018, at the Kroger grocery store in Kentucky on October 24, 2018, and in other acts of hate that will go untold.

We are called to name these as acts of antisemitism, racism, and bigotry. As a Faith centered in the belief that each person has God's light within them, we are trying to address the culture of violence, isolation, and hate in our society. We are concerned that certain uses of internet and other media outlets foster a climate that embraces such acts of hate.

To heal from these, we are called to respond nonviolently, with love as our primary impulse.

Personally, between one shock to the system and the next, we may find this call to be tremendously difficult to follow. These days, we have little time even to mourn let alone consider how to move forward. We wonder what to tell our children.

The Civil Rights leader and author, Bayard Rustin—who was deeply influenced by Quaker and Gandhian nonviolence—wrote something that some may find helpful, in a letter to the children of Cleveland on December 3, 1969:

“...we cannot hope to achieve democracy and equality in such a way that would destroy the very kind of society which we hope to build. If we desire a society of peace, then we cannot achieve such a society through violence. If we desire a society without discrimination, then we must not discriminate against anyone in the process of building this society...If we can build such a society, then we would have achieved the ultimate goal of human freedom.”

In the work that we do, we sometimes feel like we are digging holes in the ocean. But we are reminded that we all share a relationship with God and to each other. As long as there are people like us, centering our actions in love, holding each other up, there will be resilience.

In the words of A.J. Muste, another organizer influenced by Quakerism, "There is no way to peace; peace is the way." We add: There is no way to love, love is the way. There is no way to beloved community, beloved community is the way.

2018-11-37. Jeffrey reported on an interim action taken since last July by the clerk and the general secretary. NYYM has signed onto a further amicus curiae ("Friend of the Court") brief in support of Ravidath "Ravi" Ragbir's lawsuit to prevent the U.S. Immigration and Customs Enforcement from silencing critics of the government's immigration policy by deporting him and like-minded activists who have been targeted because of their political advocacy on behalf of immigrant rights. This brief was submitted to the United States Court of Appeals for the Second Circuit. NYYM had earlier joined the amicus curiae brief to the trial court, the United States District Court for the Southern District of New York. The new amicus curiae brief makes the same points as the earlier brief. Both briefs are available on the NYYM website.

The defense counsel replied with the following:

While we are still waiting for a decision on the First Amendment claim itself, the Second Circuit issued a stay of removal yesterday afternoon! The stay ensures that Ravi will not be deported while the First Amendment case is pending. And, as a result of the stay, we learned this morning that ICE has cancelled Ravi's report date, most recently scheduled for Nov. 9, 2018, and rescheduled it for January 28, 2019.

We know we must remain vigilant, because ICE continues to seek Ravi's deportation and will do so as quickly as it can if this new stay, and the stay by the federal court in New Jersey, go away. But we are so grateful that the Second Circuit recognized the importance of ensuring Ravi is here and that it gets a chance to consider the important First Amendment issues this case presents, not just for Ravi, but for all of us.

2018-11-38. The nominating committee report, presented as a consent agenda (see page 38), was approved.

2018-11-39. Deb Wood from Purchase Meeting reported for the Nominating Committee on other nominations not on the consent agenda.

- Albert Hsu, Wilton Meeting, class of 2019 as assistant treasurer.
- Sarva Mongeau, Rochester Meeting, class of 2021, FWCC Section of the Americas representative
- Emily Provance, 15th Street Meeting, released from FWCC Section of the Americas, class of 2021.

These nominations and release were approved.

- By permission of the Yearly Meeting, Hazel Powless, Oneida Nation, Bear Clan, is co-opted for one year to serve on Indian Affairs Committee.

2018-11-40. Marissa Badgley announced a joyous experiment, which came out of a Summer Sessions gathering of young adults: the launching of the Young Adult Spiritual Nurture Series, under the care of Spiritual Nurture Working Group, which started in October and will continue through Summer Sessions, 2019. 18 young adults were present at the initial gathering held at the Quaker Intentional Village. However, only one monthly meeting nominated a young adult to participate, and Marissa urged us to reach out to any young adults who are connected to our monthly meetings, no matter how long it has been since they were last in the meetinghouse. The next retreat will be held in December in New York City.

2018-11-41. Dennis and Regina Haag, co-directors of Powell House, the NYYM retreat center, reported. The budget situation is worrisome. This causes Dennis to do new and creative things he might not otherwise do to reach out to bring in more people. He reported on recent experiments and commented that the only time you fail is when you don't try.

Regina reported that Powell House is a place of heartfelt welcome for all. She read some statistics about recent visits in the last six months. There were 207 in adult and intergenerational programs, 93 in monthly meeting retreats, 659 in community groups, 329 in youth programs, and 70 in yearly meeting programs. Chris DeRoller and Mike Clark have 37 young adults registered for next week. Powell House is starting up a fundraising campaign for this fall; it is getting ready to launch a capital campaign later.

2018-11-42. Melanie-Claire Mallison, clerk of Sessions Committee, reported as follows:

She thanked the host task group for their work in arranging this weekend. There have been 110 participants, including 2 youth, and an additional 10 guests to the Friday evening sessions. Spring Sessions will be held April 5-7 at Oakwood School. The November issue of *Spark* will have information about Pay as Led for Summer Sessions, and she urged us to read it and begin to prepare now for a joyous gathering at Silver Bay in July.

A Friend appreciated the hotel space where we are now meeting; she has concerns regarding both the accessibility of our venues in general, and funding for the sessions. She noted that there are financial barriers to the use of such space for those who must stay overnight, and asks us to consider how those affect our efforts to be a welcoming and inclusive community.

Another Friend asked if there would be an evaluation survey for Friends to use to communicate about this session; Melanie-Claire will send one out by email. A Friend asked that there be a question on this survey asking how much people have had to spend on transportation to attend. Melanie-Claire reminded us that Farmington-Scipio Region is the largest in the yearly meeting, so Friends from that region are very aware of the costs of transportation. She asked Friends to speak to Sessions about their concerns and possible solutions, and above all to attend sessions!

Jeffrey observed that we are facing a desire to do more than we have the financial resources to do, and that the costs of sessions will be part of the conversation about what we can do. Another Friend expressed gratitude for the presence of many Friends from the Farmington-Scipio Region at these sessions.

2018-11-43. After the initial budget discussion yesterday, Financial Services Committee met and decided to withdraw the budget they had proposed for 2019. They felt unable to propose an alternative budget, so there is at this time no budget. There is an interim budget process, which will be used; there will be nothing on the interim budget which has not been previously approved. It will thus be approximately similar to the current, 2018 budget.

Mary Harpster, clerk of Financial Services, said that the

committee seeks guidance from the yearly meeting as it prepares a budget to propose at Spring Sessions. Friends are invited to send comments by email to financial-services-clerk@nyym.org. She asked that we all consider not only the budgets for the work of the committees with which we are connected, but for the entire yearly meeting.

Rebecca Rice re-read the statement from the WCC she had read earlier in this meeting. Jeffrey clarified that the budget is created by Financial Services Committee. Trustees, and anyone else, are welcome to offer input. Last summer, the yearly meeting approved asking Financial Services to find resources to support a new hire, among other things. Financial Services asked Trustees to help find those resources, and Trustees listed several options, including the one referenced above. Trustees have also recommended that we not approve the proposed 2019 budget as it stood. Friends were asked for suggestions as to our priorities, so that we may discern what we can afford to do.

Jeffrey explained that approximately \$20,000 in income each year from unrestricted investments is divided among several Witness committees as well as other entities such as Oakwood School and Powell House.

A period of sharing followed. The main thrust of these was that Friends do not want to make any cuts, except perhaps in transportation costs. Nor do they approve invading the principal in our investments. Instead, we encouraged ourselves to contribute to the cost of the expanded budget.

2018-11-44. Friends asked that the comments captured during this session be sent to Financial Services and Trustees almost verbatim, and that they be summarized by the clerks for inclusion in these minutes. Friends approved; see page 42.

ATTACHMENTS

Fall Sessions 2018 Clerk's Opening Message

(see minute 2018-11-01)

Beloved Community.

Words that I hold in my heart, reinforced by the harshness of so much of the outside world—beloved community. When I see the remarkable work that our small numbers of dedicated Friends do, such as last night's presentation reminded us, and have done for centuries to promote peace and make a better world for everyone, I am overwhelmed with the importance of our work and I know that ours is a special place, even if we can do better. Ours is a community where we commit to a relationship based on the divinity of loving kindness and tender listening. Being imperfect beings, we blow it, frequently, as we were reminded last night. I know that I do. We need the humility that Jesus taught to learn from the Divine within each other how to advance what we profess. Unlike most of the world, our witness is to labor lovingly together to achieve equal opportunity without hierarchy, instead of competing for power and wealth. There are few such communities worldwide. This makes our community blessed, I believe, even with its defects, and of enormous importance to each of us. I believe it is why we are here. Thank you for your commitment, whatever your reason to be here.

Even when I sense distress among us when someone's words or the way they are delivered inadvertently hurt someone's feelings or when someone feels that another speaks too long or too frequently or with too much certainty that they know the answer when their answer may not be the answer for others, I truly believe that everything we say to each other in our work together comes from the passion of imperfect seekers who want to make our community more of a blessed community in the midst of a dangerous and harsh world. When I look at the pain and anguish throughout the wider world, at home and abroad, I re-dedicate myself to our community of seekers of Truth.

Tomorrow, November 11, is the 100th anniversary of Armistice Day 1918, celebrating the end of the first World War, the

so-called "war to end all wars." Thirty-seven million were killed, and countless others suffered their loss and the destruction of their lives and their families. Yet the proposed new military budget is well past half a trillion dollars, up more than 15% from last year. We have many hundreds of military bases in scores of countries, far more than any other nation. There are more than a dozen military conflicts that we are currently involved in, and there is a plan to withdraw from the INF, the Intermediate Nuclear Forces weapons treaty of 1987 to start a new nuclear arms race. Our message is critical.

My name is Jeffrey Aaron. My home meeting is New Brunswick. I am your new interim clerk. Okay, that was a strange thing to say, but I said it for two reasons: first, there were clerks before me and there will be clerks after me, and we face a strong calling to look beyond the present to our future. I think of myself as interim because we need to make many changes. Part of the work we are called to do is to find creative ways to make the rising generations, new Friends, and Friends of color all feel fully welcome as beloved equal participants. For the effort we do make to be inclusive, I feel great joy, but it has not been nearly enough. If we hold tight to old ways, the world may leave us behind and we may diminish in numbers even further than we already have. Maybe I should have said I am a transitional clerk. I am old and called "white", as have been most to serve at this table—not all, but most. It is hard to avoid because of life's pressures on today's young adults and the small number of Friends of color among us, but it is critical to try to find ways to embrace coming generations and all our Friends who possess the passion and creativity to do new things new ways.

We agreed at Spring Sessions to suspend Nurture Coordinating Committee and relocate all its committees and boards, then report back next summer on possible structure revisions, yet we chose not to create an ad hoc structure committee. Everyone is welcome to make suggestions at any time to any member of Liaison, which consists of the Clerk and Assistant Clerk, the General Secretary and the coordinating committee clerks. If you have any ideas, big or small, please contact any of these Friends at any time. Consider taking part in Coordinating Weekend at Powell House at the end of January, where change will be the

focus. It may take some uncomfortable changes to accomplish what we need, because change is usually uncomfortable, but it is the task we face to remain viable and pertinent. We must welcome positive change with joy and faith. So I see myself as your interim clerk. I promise to serve you with humility, joy and love. Even when I blow it.

Acknowledgment of the Land

(see minute 2018-11-04)

I have been asked to open Fall Sessions NYYM Meeting for Business with an acknowledgement that the land we hold these Sessions on was Onondowagah [Seneca] ancestral land held in common with the Hodinohso:ni [Iroquois] Confederacy for hundreds of years before European settlers came to this region. The Onondowagah [Seneca People] were and remain the “Keepers of the Western Door” in the Confederacy. Today we pay respects to Hodinohso:ni [Iroquois] elders past and present, women and men, who would remind us of our responsibility for stewardship of the land.

We also want to acknowledge that the Onondowagah [Seneca People] have survived efforts to remove them from New York State and are **still here** in Western New York, although their continuing presence may be less visible to most today.

Finally, we acknowledge that the Hodinohso:ni Confederacy’s form of government provided inspiration for our Federal Constitution.

We have the opportunity to learn more about the Onondowagah’s ancestral presence and contemporary culture through the local Native American Cultural Center, who recently collaborated with the City of Rochester to establish the first Indigenous People’s Day, by visits to Ganondagan State Historic Site and Seneca Art & Culture Center, in nearby Victor, NY, by attending Canandaigua Treaty Day tomorrow afternoon-or any Nov 11th; and, by watching the PBS special series *Native America* that, in the 2nd episode, gives great visibility to the history of the Hodinohso:ni Confederacy through the eyes of contemporary Confederacy, including Onondowagah, elders.

Summer Sessions 2019 Registration and Pay as Led Status

(see minute 2018-11-08)

The Pay as Led Subcommittee of Sessions Committee is proceeding with implementing the process for Summer Sessions 2019 registrations. This new process will handle the financial aspects of registration under the new challenges of the master billing contract with Silver Bay and Pay as Led. We are distributing a brochure at Fall Sessions that specifies that registration will open in January 2019 and the Pay as Led options will end on May 15th, 2019. As always, folks can register until the last day of Summer Sessions, but we cannot guarantee Pay as Led prices after May 15th.

The additional registration time will allow for staff to adjust to substantially increased workload and will ensure that NYYM can meet the payment dates required by the master billing contract. It will also allow attendees more time to budget and pay for their Summer Sessions expenses.

The foundation upon which we must build our Pay as Led process is the set costs for room and board, per person, as detailed in the attached Silver Bay YMCA room and board rates for 2019 (you can find them on www.nyyym.org/session/summer-sessions-2019). For every person who attends Summer Sessions in 2019, NYYM is responsible for paying these set room and board rates by the end of Summer Sessions. With a Pay as Led process, though, some participants will pay less than that set rate and some participants will pay more. We trust that f/Friends will be both generous and honest in their discernment on what they are led to pay.

Our initial implementation plan was based on the assumption that NYYM would pay to have the New England Yearly Meeting (NEYM) registration system modified to support our unique needs. That assumption fell apart when we learned that NEYM was planning on having their system rewritten. Our alternative is to build our own process using web forms to collect information, email to communicate registration status and costs to registrants, and an online payment page for collecting payments. We expect the new process to be available for use sometime in

January 2019. As in past years, there will be an alternate process for those who do not use online/email methods.

Report from Outreach Working Group

(see minute 2018-11-23)

WHAT: Report to NYYM Fall Sessions, November 9-11, 2018

FROM: The Outreach Working Group and the NYYM Outreach Discernment and Planning Meeting of Oct 6-7, 2018

PURPOSE: To inform Friends of recent developments in generating a strategic Outreach Action Plan for NYYM for the next three years, 2019-2021

Background

Over the past two years, there have been several reports coming to this gathering of Friends from the Outreach Working Group. What we are sharing with you now is a brief, summary report from the OWG, but **primarily it is a report coming from a new, emerging structure** that is being put in place to take outreach in NYYM to a new level.

The OWG was formed in early 2016 with the charge to nurture and encourage the energy for outreach in the Yearly Meeting. Its work has ranged from developing outreach resources to grant-making for outreach projects, but its primary focus has been on assisting monthly meetings in their outreach efforts through the formation of a learning circle called the Outreach Practitioners Circle. At various times up to eighteen meetings have been involved in OPC work, meetings as distant from each other as Buffalo and Conscience Bay, all engaged in learning how to help their meetings be more effective in outreach. At the same time, there were some powerful outreach initiatives being conducted by other Friends; for example Emily Provance's social media training and Melinda Wenner Bradley's hands-on assistance through the Monthly Meeting Partners Project. **But the simple fact remained that the Yearly Meeting, including the vast majority of monthly meetings, was not engaging in outreach learning in any coordinated or intentional way and significant opportunities were being missed.**

Major Task

As the OWG approached its 2018 sunset date, it saw as one of its major tasks a necessity to address this deficit. It requested and received from Yearly Meeting a budget to support a strategic planning process aimed at generating an outreach action plan for the entire Yearly Meeting. Such an outreach plan would elevate the understanding and effective practice of outreach at every level of organization and activity in NYYM, and bring more intentionality and coordination to the Yearly Meeting's outreach efforts.

The Process: Assess—digest—discern

First we needed to assess the status of outreach in the Yearly Meeting and listen to the thoughts and aspirations of Friends regarding outreach. Using the skills of a consultant experienced in collecting and evaluating qualitative and quantitative data, between May and July of this year, focus groups and one-on-one interviews were conducted and a questionnaire distributed to gain the input of Friends. This information was collated, digested and released in the form of a sixty-page report, "Outreach Within New York Yearly Meeting: A Report to Inform Discernment and Planning, Summer 2018."

In early October, a diverse body of twenty-four Friends from around the Yearly Meeting, each having read the Report and carrying a concern for some aspect of outreach, gathered at Chatham-Summit Meeting over the weekend of October 6-7 for a facilitated discussion to discern way forward with the objective of creating the broad outlines of an Outreach Action Plan for 2019-2021.

Several primary themes emerged from the assessment conducted this summer and, subsequently, from the rich discussion at the October discernment gathering. These themes shaped the outreach plan that is emerging.

- One primary theme is that inreach and continuing spiritual growth as well as continued focus on inclusivity and diversity must be the foundation on which effective outreach is built.
- Secondly, Friends said that outreach is frequently hindered, not only by a reluctance to appear to be proselytizing,

but also because the theological diversity among Friends hampers making clear and confident statements about who Quakers are.

- Friends also said that they feel undermined in their outreach efforts by the general lack of awareness about the work of Quakers — or even their existence. It is hard, they say, to get traction for outreach activities when there is so little cultural awareness of Quakerism.
- Finally, another key theme was that, while there are many examples of creative and energetic outreach activities, monthly meetings report that they do not have the skills, personnel, or resources to conduct effective, ongoing outreach. Monthly meetings are asking for more assistance in planning and implementing outreach.

Where We Are Now: Strategic Priorities and Implementation Planning

Building on these themes and coming out of that weekend of discernment, Yearly Meeting now has the outline of a three-year outreach action plan built around four strategic priorities. The discerned priorities are as follows:

STRATEGIC PRIORITY #1: Nurturing a Spirit-infused Culture as Foundational to Outreach *Foster a Spirit-infused culture that normalizes and supports bold faithfulness within a framework of radical inclusivity*

STRATEGIC PRIORITY #2: Communicating Who We Are *Build our capacity to communicate and act in a way that acknowledges and embraces the breadth of who we are and who we will become*

STRATEGIC PRIORITY #3: Increasing Awareness of Quakerism *Create greater awareness of Quakerism in the New York Yearly Meeting geographic area*

STRATEGIC PRIORITY #4: Building Monthly Meetings' Outreach Capacity *Build the capacity of monthly meetings in NYYM to do effective outreach*

Priorities need to be supported by implementation plans, and

so the planning group that met in October also identified five implementation priorities to support the strategic areas:

1. Steering Circle

Establish an Outreach Steering Circle to coordinate, evaluate, and monitor the implementation of this Outreach Plan for 2019-2021

2. Outreach Coaches

Develop a cohort of coaches to take forward implementation of these strategic priorities through work with monthly meetings

3. Repository of Outreach Resources

Create a searchable, sortable, curated, online repository of outreach tools, practices, and other resources

4. Story-Telling Network

Establish a storytelling and communications network connected with other elements of the Plan, that identifies and amplifies stories of bold faithfulness to the Divine among Friends, as a means of powerful inreach and outreach

5. Build Awareness of Quakers: Targeting and Messaging

Identify and mobilize people with marketing, graphic design, and publication expertise and secure a budget for research and marketing; explore and establish a network for collaboration across participating Quaker organizations

Implementation

Friends also defined a structure for implementation. That structure is shown below (on the next page). It includes a Steering Circle to be composed of a representation of Friends working in each of the Strategic Priority areas. They will be charged with coordinating, monitoring and evaluating the implementation of the Outreach Action Plan for 2019-2021.



Next Steps

The next step in bringing this plan to life is to take the proposal to the Coordinating Committee Weekend in January, where we anticipate there will be further discernment about the content and shape of a final Action Plan, to be presented at Spring Sessions in 2019. As it stands now, accomplishing key parts of the Plan will depend, ultimately, on the financial support of the Yearly Meeting.

With the faithful support of many Friends, **NYYM has taken a bold step forward with the generation of this Plan.** As expressed by individual Friends repeatedly and increasingly over the years, stated clearly and unequivocally in our 2014 Statement of Leadings and Priorities, and reinforced by Friends in the NYYM Outreach Report generated within these past six months, NYYM Friends have been looking for a more informed, effective way to reach out and offer the Quaker path to seekers. We now have the makings of a plan to address some of those

needs in a more thoughtful, comprehensive, and effective way.

We trust that Friends will receive this report with open hearts and minds, that you will lift up the measure of Light that it contains by supporting the Outreach Action Plan however you feel led, and that you will offer Friends entrusted with implementation of the Plan counsel along the way so that it stays on track and firmly grounded in our Quaker faith and tradition.

Revised section on clearness committees for Faith & Practice (first reading)

(see minute 2018-11-24)

CLEARNESS COMMITTEE

[Replaces paragraph on p. 121 of 2018 edition]

Clearness Committees are focused, private meetings for worship intended to clarify a situation or a decision. Traditionally, the clearness committee is used in determining readiness for a couple to marry or for an individual to be approved for membership. Additionally, the clearness committee can be used for personal discernment—to address particularly stressful personal decisions, to reconcile Friends in conflict, or to seek clarity in leadings and ministries.

To set up a Clearness Committee for personal discernment, an individual or group usually approaches the committee of Ministry and Counsel or Pastoral Care within a monthly meeting, regional meeting, or worship group. The person or persons asking for clearness works with Ministry and Counsel to select a few people who will form the Clearness Committee. It is helpful to designate a convener who will be responsible for scheduling, opening and closing meeting, and managing discussion and worship. The person requesting clearness should have unencumbered participation in the meeting.

A Clearness Committee session begins with a period of worship and maintains the frame of worship throughout. Maintaining a spirit of openness and prayerful waiting, the committee seeks to help the individual discern the path forward. The members are there to listen without prejudice, to help clarify alternatives and their implications, to facilitate communication, and to provide

emotional support for the process of seeking God's will.

Clarity may be reached in one session or it might take several sessions. This process should not be viewed as an occasion for advice nor as a substitute for therapy or professional counseling. When it works well, the Clearness Committee allows an individual to draw on the gathered discernment of Friends to address immediate problems, concerns, or decisions.

p. 114, paragraph 3: replace overseers with pastoral care, lines 2 and 6

Restructuring of the Committee for the Fund for Sufferings

(see minute 2018-11-25)

Approved at the September 13th, 2018 meeting of Ministry Coordinating Committee.

Reorganization of the management of the Fund for Sufferings as handled by the Yearly Meeting: We propose the following reorganization, which starts with laying down the Committee on Sufferings:

1. We will have a point person for the Fund for Sufferings in lieu of a committee. Nominating Committee will find a point person. The point person will work under the aegis of Ministry CC.
2. The point person will be responsible for getting out the word about the fund, receiving grant applications, and forwarding grant requests to the Ministry CC Clerk with a recommendation on whether or not to provide the funding. The Ministry CC clerk will consider the recommendation of the Fund for Sufferings point person for each grant request received and, if favorable, indicate approval.
3. The point person will work with the NYYM Treasurer to submit vouchers for approved grants.

Broadened Possible Uses of the Fund: We seek YM approval to broaden the possibilities for making grants from this fund so that the income is used more readily. We recom-

mend reducing the five Functions and Activities listed in the current Handbook page for the Committee on Sufferings to the following two (Appendix 2):

Functions & Activities

1. To administer the Fund for Sufferings to provide aid and assistance to those who are suffering [financial] hardship because of fidelity to Friends' testimonies.
2. To consider applications for assistance from a Yearly Meeting member wherever that person resides and from any who are faithful participants in worship and action in local meetings. Normally, an application will be forwarded by a local meeting with the anticipation that the Fund will supplement the meeting's financial resources in the matter. In lieu of this, a Yearly Meeting committee may endorse and forward the application.

Appendix 1: Minute 74 of the 1971 Yearly Meeting sessions

The Minute on Sufferings offered for consideration at the Representative Meeting in May was offered for discussion and decision. It was agreed that:

"Friends have a responsibility to support those who endure sufferings through faithfulness to Friends' Testimony. This responsibility rests first on Monthly Meetings for their members who stand in need. It rests also on the Yearly Meeting for those persons who endure sufferings while implementing Yearly Meeting Concerns. To enable the Yearly Meeting to meet its responsibility, the Peace and Social Action Program is authorized to establish and administer a Fund for Sufferings and to solicit contributions thereto."

Proposed Revision of Handbook Entry for Committee on Sufferings

(see minute 2018-11-25)

Current Handbook Page:

COMMITTEE ON SUFFERINGS (2000)

History

Minute 74 of the 1971 Yearly Meeting Sessions marked the initiation of the Fund for Sufferings under the Peace and Social Action Program. The Fund, raised through voluntary contributions, is meant to provide assistance to those who are suffering hardship because of fidelity to Friends' testimonies. In the sessions of 1975, a Committee on Sufferings was established to administer the Fund, and a budget appropriation was placed in the goals of the Sharing Fund to continue until the Fund reached \$10,000.

Functions & Activities

1. To administer the Fund for Sufferings to provide aid and assistance to those who are suffering hardship because of fidelity to Friends' testimonies.
- ~~2. To determine that the witness to which the suffering is attributed speaks to Friends generally relative to a common heritage and tradition.~~
3. To consider applications for assistance from a Yearly Meeting member wherever that person resides and from any who are faithful participants in worship and action in local meetings. Normally, an application will be forwarded by a local meeting with the anticipation that the Fund will supplement the meeting's financial resources in the matter. In lieu of this, a Yearly Meeting committee may endorse and forward the application.
- ~~4. The rendering of assistance rests on evidence that the applicant and any dependents have been diligent in self-help and in the search for alternate resources, particularly local meetings. Such assistance should be a decent level of support, especially when extended to the dependents of applicants.~~
5. Where religious witness involves challenges to authority, legal support must be limited to modest defensive moves and should not include the payment of fines or other financial penalties.

POINT PERSON FOR FUND FOR SUFFERINGS (2018)

History

Minute 74 of the 1971 Yearly Meeting sessions marked the initiation of the Fund for Sufferings under the Peace and Social Action Program. The Fund, raised through voluntary contributions, is meant to provide assistance to those who are suffering financially because of fidelity to Friends' testimonies. In the sessions of 1975, a Committee on Sufferings was established to administer the Fund, and a budget appropriation was placed in the goals of the Sharing Fund to continue until the Fund reached \$10,000. In the Fall sessions of 2018, a Point Person on Sufferings replaced the committee and the possible uses of the fund were broadened.

Functions & Activities

1. To administer the Fund for Sufferings to provide aid and assistance to those who are suffering financially because of fidelity to Friends' testimonies.
2. To consider applications for assistance from a Yearly Meeting member wherever that person resides and from any who are faithful participants in worship and action in local meetings. Normally, an application will be forwarded by a local meeting with the anticipation that the Fund will supplement the meeting's financial resources in the matter. In lieu of this, a Yearly Meeting committee may endorse and forward the application.

Organization & Method of Appointment

The Point Person on Sufferings serves a term of three years. The Yearly Meeting appoints the person upon the recommendation of the Nominating Committee. The Point Person receives and processes applications for assistance and forwards recommended action on each application to the Ministry Coordinating Committee Clerk for their approval. Ministry CC receives occasional reports on the status of the Fund for Sufferings.

Finances

The fund is held by the Yearly Meeting as a Designated Use Fund. The Yearly Meeting Treasurer monitors compliance with the fund's designation.

Context and History of the Alternative Membership Pathways Working Group
which led to the proposal called
Membership Under the Care of New York Yearly Meeting

(see minute 2018-11-27)

The Alternative Membership Pathways Working Group (AMPWG) under the care of Ministry Coordinating Committee (MCC) began out of a 2016 Summer Sessions Quakerism 101 course about the importance of membership in the Religious Society of Friends. Young Adult Friends spoke to barriers they faced in traditional membership and in response, the AMPWG was born to discern new pathways to membership within New York Yearly Meeting and beyond.

Quaker history was reviewed by the group. We learned that initially, identification as a Friend was that of a declaration of inward connection to the Light (God). Formalized membership was created in 1737 to ensure welfare was more carefully distributed to those who were an active part of the faith as well as to provide Committees for Sufferings for persecuted Friends. This formalized membership also sought to prevent ranterism, ensuring leadings could be tested and corporately discerned. Taking into account this history, the AMPWG worked to identify barriers that exist for those who are seeking to either enter Quakerism or remain within it but are isolated from or prohibited from attending regular Monthly Meetings. Some of these barriers are incarceration, schedules, differences in culture, theologies, not being understood on one's spiritual journey, scheduling, distance, and care-taking.

The working group met regularly between 2016 and 2018 and reached out to a wide variety of members and attenders both online and at many a Friends' gatherings. An AMPWG email account welcomed the diverse stories of those who had membership process successes or difficulties. An article was published in *Friends Journal* presenting different viewpoints towards membership with a call for stories from readers. A Powell House weekend of over 30 people later brought together

representatives from three different Yearly Meetings to reflect on and re-envision membership pathways through centered worship and numerous topic explorations. AMPWG additionally facilitated a day of worship sharing at the Friends Center for Racial Justice, holding space for Friends in Western NY, with questions such as: "Knowing that racism has always impacted membership how do we invent new pathways?" Finally, AMPWG also received feedback from the Attica Friends Worship Group and continues to explore ways that alternate pathways can more fully support incarcerated Friends. AMPWG has discerned this attached process to be a new path that we can learn from due to who applies for it and how Friends utilize it to describe their relationship with their spiritual home (even by and under utilization of this process). AMPWG will use this path as continuing revelation as we seek to ensure all Friends, especially those who are incarcerated, have a path to membership.

After this presentation, AMPWG encourages members and attenders to conduct their own discussions on membership and what types of alternative pathways could exist for people who are isolated from or prevented from regularly attending Monthly Meetings. We invite Friends to review Faith & Practice's entries on membership and see how your meeting's culture uses that guidance and what may be left unaddressed in both the text and in the proposal that follows.

The following process is the first alternative pathway put together by AMPWG, presented at both 2017 Fall and 2018 Summer sessions for approval by MCC. We welcome Friends' feedback, ideas, questions, and look forward to moving forward in discernment together about how to be more inclusive to all. Please join us in creating this path and seeing what we learn as we walk down it.

Proposal from Alternative Membership Pathways Working Group

(see minute 2018-11-27)

MEMBERSHIP UNDER THE CARE OF NEW YORK YEARLY MEETING

Criteria for Applying

- Friend is actively involved in New York Yearly Meeting business, committees, communities, worship, events, or sessions;
- Friend's life circumstances make it difficult or impossible to regularly attend or find home at a Monthly Meeting (people in remote locations, caregivers, incarcerated Friends, etc.); or Friend feels as though New York Yearly Meeting is their spiritual home;
- Friend is able to give resources of time and/or money to the work of the Yearly Meeting or the entities therein (committees, Powell House, Sessions, etc.);
- Friend is committed to enter wholeheartedly into the spiritual and corporate activities of the Society and willingly assumes responsibility for both service and support as the way opens.

Process within Ministry Coordinating Committee

1. The Ministry and Pastoral Care Committee of Ministry Coordinating Committee considers requests for membership under the care of New York Yearly Meeting.
2. The designee of Ministry and Pastoral Care, with the help of a well-connected Friend, considers application letters and appoints a Clearness Committee of at least three people for each applicant. When selecting Clearness Committee members, attention is paid to geography, needs of the applicant, familiarity, diversity and inclusiveness, and representation from multiple bodies within New York Yearly Meeting.
3. Should the Clearness Committee find the applicant clear for membership under the care of the Yearly Meeting, the Clearness Committee reports back to Ministry and Pastoral Care committee with their recommendation that the applicant be approved as a member under the care of the Yearly Meeting. Upon unity with the recommendation of the Clearness Committee, the Clerk of Ministry and Pastoral Care advises the clerk of Ministry Coordinating Committee and the Yearly Meeting offices to record the new Friend as a member.

4. On final approval, the new member is welcomed appropriately and is matched with an agreed upon Friend (or two) to guide the new member. The Friend(s) are responsible for support, advice and oversight of the new member, and are expected to maintain contact with their designated Friend regularly for the first two years of membership.
5. Ministry and Pastoral Care Committee receives an annual check-in letter from the Friend and responds as led.

Process for Prospective Members

1. The potential Friend seeking membership writes a letter of application addressed to the clerk of Ministry and Pastoral Care. The letter should include:
 - a. why membership under the care of NYYM is sought at this time;
 - b. why this process was selected by the applicant instead of applying through a Monthly Meeting;
 - c. how the applicant is in unity with Quaker or NYYM principles and testimonies;
 - d. ways that the applicant anticipates involvement in the Yearly Meeting;
 - e. whether the applicant is interested in being a member in perpetuity or for a set period of time; and
 - f. suggested Clearness Committee members.
2. The prospective member is contacted by Ministry and Pastoral Care, to consider the application letter and appoint a Clearness Committee of at least three people. When selecting Clearness Committee members, attention is paid to geography, needs of the applicant, familiarity, diversity and inclusiveness, and representation from multiple bodies within New York Yearly Meeting.
3. The Clearness Committee meets with the applicant (the Clearness Committee may find it necessary to meet without the prospective member at some point).
4. Should the Clearness Committee find the applicant clear for membership under the care of the Yearly Meeting, the Clearness Committee reports back to Ministry and Pastoral

Care committee with their recommendation that the applicant be approved as a member under the care of the Yearly Meeting. Upon unity with the recommendation of the Clearness Committee, the Clerk of Ministry and Pastoral Care advises the clerk of Ministry Coordinating Committee and the Yearly Meeting offices to record the new Friend as a member.

5. The new member is welcomed appropriately and is matched with a Friend (or two) to guide the new member. The Friend(s) are responsible for support, advice and oversight of the new member, and are expected to maintain contact with their designated Friend regularly for the first two years of membership.
6. The new member submits an annual check-in letter to Ministry and Pastoral Care to let them know what has been going on for the past year, whether they need any kind of specific support, or if they would like to adjust their membership status in any way.

Report on lawsuit against the New York State Department of Corrections and Community Supervision regarding quarterly meetings in Green Haven Correctional Facility

(see minute 2018-11-35)

Background

Green Haven Prison Preparative Meeting is under the care of Poughkeepsie Monthly Meeting and is part of Nine Partners Quarterly Meeting. Beginning in 1980, full-day “quarterly meetings” were held at Green Haven Correctional Facility (“Green Haven CF”). These quarterly meetings generally lasted from the time of morning worship through mid-afternoon, and included fellowship over a meal (lunch) paid for by Friends. Similar gatherings inside other facilities under the charge of the New York State Department of Corrections and Community Supervision (“DOCCS”) occur or have occurred at Auburn, Otisville and Sing Sing Correctional Facilities. In 2015, Green

Haven CF authorities ended these gatherings on the basis that DOCCS’ annual Religious Events Calendar identifies Friends as “Protestants” who can participate in a “Family Event” on Pentecost, together with the 18 other faiths designated as Protestant.

Friends made substantial, but unsuccessful, efforts to get the quarterly meetings in Green Haven CF restored. In addition, during the course of trying to resolve this concern through consultation and negotiation with DOCCS, Green Haven CF terminated the Green Haven Preparative Meeting’s weekly meetings for worship with a concern for business, perhaps in retaliation. Because DOCCS has failed to address this problem, but rather has expanded the deprivation of Friends’ opportunities for worship and fellowship in Green Haven CF, the members of Green Haven Prison Preparative Meeting determined to seek recognition of their rights through a lawsuit brought primarily under the Religious Land Use and Institutionalized Persons Act, 42 USCS § 2000cc-1 (“RLUIPA”). This statute (similar to the Religious Freedom Restoration Act) requires governments, including DOCCS, to accommodate inmates’ religious practices unless the government can prove that permitting the religious activity would jeopardize a compelling governmental interest and that there are no other ways to achieve this compelling governmental interest, which would be less harmful to the inmates’ religious freedom.

At Summer Sessions, New York Yearly Meeting approved a minute to participate in the proposed lawsuit, and named Robert Martin (Bulls Head-Oswego Meeting) and Pamela Wood (Morningside Meeting) to serve as liaison for the Yearly Meeting (Minute 2018-07-46, July 27, 2018). Frederick Dettmer (Purchase Meeting) is acting as counsel pro bono. New York Yearly Meeting’s Prisons Committee has agreed to cover expenses of the litigation out of its allocations from the Sharing Fund.

Developments Since Summer Sessions

Over the summer, Nine Partners Quarterly Meeting, Bulls Head-Oswego Monthly Meeting and Poughkeepsie Monthly Meeting approved minutes to participate in the lawsuit, and a number of Friends (see list below) also discerned their clearness to participate in the lawsuit as a representative of their Meeting

or in their individual capacity or both.

The lawsuit was filed in the United States District Court for the Southern District of New York (White Plains branch) on September 18, 2018. Thereafter, the Summons and Complaint were served on the defendants, which process was completed on October 15, 2018. The Complaint is available on the NYYM website at nyym.org/sites/default/files/FallSessions2018/ComplaintAgainstNewYorkStateDepartmentOfCorrections.pdf. Defendants have been granted an extension of time to December 21, 2018 to respond to the Complaint by submitting Answers or making a motion to dismiss the Complaint or both.

The Complaint alleges that DOCCS's termination of Quarterly Meetings at Green Haven CF and the recent termination of Green Haven Prison Preparative Meeting's meetings for worship with a concern for business violate the rights of Green Haven Prison Preparative Meeting and its members and attenders, including in particular plaintiffs Yohannes ("Knowledge") Johnson and Gregory Thompson, under (1) the Religious Land Use and Institutionalized Persons Act; (2) the freedom of religion clauses of the First Amendment to the United States Constitution ("*Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof....*"); (3) the equal protection clause of the Fourteenth Amendment ("*No State shall...deny to any person within its jurisdiction the equal protection of the laws.*"); (4) Article 1, Section 3 of the New York State Constitution ("*The free exercise and enjoyment of religious profession and worship, without discrimination or preference, shall forever be allowed in this state to all human-kind....*"); and (5) Section 610 of the New York Correction Law ("*All persons who may have been or may hereafter be committed to or taken charge of by any of the institutions mentioned in this section, are hereby declared to be and entitled to the free exercise and enjoyment of religious profession and worship, without discrimination or preference.*"). The Complaint also alleges that DOCCS's actions violate the rights of the other plaintiffs, including NYYM, under the First and Fourteenth Amendments and the New York State Constitution. The Complaint asks the Court to direct the defendants to accommo-

date plaintiffs' religious practices by (i) reinstating the holding of quarterly meetings at Green Haven Correctional Facility, (ii) removing the Religious Society of Friends from the category of Protestants and celebrants of Pentecost (because that classification is used to deny the requests for quarterly meetings), (iii) reinstating meetings for worship with a concern for business at Green Haven Correctional Facility, and (iv) eliminating a DOCCS rule that limits the ability of Green Haven Prison Preparative Meeting to attract new worshippers. The Complaint also requests that the Court award plaintiffs damages, costs and attorneys fees.

The complete list of the plaintiffs is:

- Green Haven Prison Preparative Meeting - Yohannes ("Knowledge") Johnson, individually and as Clerk of Green Haven Meeting
- Gregory Thompson, individually and as a member of Green Haven Meeting
- Nine Partners Quarterly Meeting
- Donald Badgley, individually and as Co-Clerk of Nine Partners Quarterly Meeting
- Emily Boardman, individually and as Co-Clerk of Nine Partners Quarterly Meeting
- Bulls Head-Oswego Monthly Meeting
- Carole Yvonne New, individually and as Clerk of Bulls Head-Oswego Meeting
- David Leif Anderson, individually and as Treasurer of Bulls Head-Oswego Meeting
- Poughkeepsie Monthly Meeting
- Frederick Doneit, Sr., as Treasurer of Poughkeepsie Monthly Meeting
- Julia Giordano
- Margaret L. Seely - Solange Muller
- New York Yearly Meeting

The complete list of the defendants is:

- New York State Department of Corrections and Community Supervision
- Anthony Annucci, DOCCS Acting Commissioner
- Jeff McKoy, DOCCS Deputy Commissioner for Program Services

- Alicia Smith-Roberts, DOCCS Director of Ministerial, Family and Volunteer Services
- Jamie LaManna, Superintendent of Green Haven CF
- Jaifa Collado, former Deputy Superintendent of Programs at Green Haven CF
- Marlyn Kopp, Deputy Superintendent of Program Services at Green Haven CF.

October 22, 2018

Submitted by: Frederick R. Dettmer (Purchase Meeting)

Robert Martin (Bulls Head-Oswego Meeting)

Pamela Wood (Morningside Meeting)

Consent Agenda

(see minute 2018-11-38)

Nominating Committee Report for Fall Sessions 2018

Officers of New York Yearly Meeting Class of 2019

Recording Clerk: Karen Way New Brunswick

Assistant Treasurer: Albert Hsu Wilton

Oakwood Friends School Board Class of 2021

William Reagan Easton

Deborah Wood Purchase

Ministry Coordinating Committee

Committee on Aging Concerns Class of 2019

Elizabeth Gilmore Brooklyn

Youth Committee Class of 2019

Donald O'Keefe Housatonic

Class of 2021
Kayleigh O'Keefe Housatonic

General Services Coordinating Committee

Sessions Committee

Members at Large Class of 2021

Susan Stillman Montclair

Witness Coordinating Committee

Members at large Class of 2021

Leo Quirk Ithaca

Indian Affairs Committee Class of 2020

Maureen Healy 15th Street

NYS Council of Churches Class of 2020

Regina Haag Old Chatham

Requests for Release:

Arlene Reduto from Powell House Committee

Karen Tibbals from Powell House Committee

Judith Abraham from Indian Affairs

Christine Japeley from Indian Affairs

TRAVEL MINUTES

Renewal of a travel minute for Emily Provance, dated 10/14/2018

Dear Friends,

We, the Fifteenth Street Monthly Meeting, continue to unite with Emily Provance's discernment that she continues to be called by God to travel in the ministry.

In traveling, Emily builds connections with and between people. She's concerned with exploring how Quaker practices from the past can help Quakers now. She tries to help people who are called to ministry grow into their roles. Traveling among Friends has started a spiritual Fire in Emily, and she wants to share that Fire with Friends everywhere. We hope that you will welcome Emily in your meeting and support her in her work while she is there.

In the Light,

Glenn Josey, Clerk, Fifteenth Street Monthly Meeting

Renewal of a travel minute for Christopher Sammond

Poplar Ridge Friends Meeting
1868 Poplar Ridge Road
Poplar Ridge, NY 13139
September 15, 2018

Christopher Sammond, a member of Poplar Ridge Monthly Meeting, carries a longstanding concern about deepening the faith and practice of Friends, especially with the respect to the gathered worship experience and vocal ministry, and he has acted on this concern in a variety of ways and in many venues. Years ago, in seminary, Christopher applied for a residency in Clinical Pastoral Education, because, to use his own words, “I knew by then that I craved working with those who really wanted to find a deeper path to God.”

In his service to New York Yearly Meeting as our General Secretary, Christopher recognized and named the spiritual gifts of those within the Yearly Meeting and beyond, releasing them not only to deepen their own Quaker faith and practice, but often strengthening the monthly meetings and in the wider world.”

Christopher rejoices in the gathering of diversified Friends in the unity of worship and in the spiritual nurture of individuals and groups. Again, in his own words, “Inviting Friends into deeper contact with the Inward Teacher...and creating a container for a group to open powerfully to the presence of the Holy Spirit has been my greatest joy.” Christopher has spent this last year in transition from his years of service as NYYM’s General Secretary, discerning his way forward. We support him as he travels on this long-standing and deeply held concern. He will continue this work with faith communities within and beyond New York Yearly Meeting, traveling with an elder whenever possible. A care and accountability committee, under Poplar Ridge Monthly Meeting’s Ministry and Counsel, is charged with the support of Christopher’s ministry. The committee meets at regular intervals with Christopher to listen, test, and discern where his ministry lies and how it is proceeding.

We expect to revisit this travel minute within one year.

Hannah Richter, Clerk

Renewal of a Travel Minute for Susan (Sue) Regen

Rochester Friends Meeting
84 Scio Street
Rochester, New York 14604
September 9, 2018

Dear Friends,

Susan (Sue) Regen has a well-established concern for encouraging the practice of forgiveness as a spiritual discipline. The authenticity of this work derives from its origins in Sue’s personal Journey of forgiveness, and is the source of its profound impact. Since 2002 Sue has been led to support others in this work by providing a total of 68 different events as well as individual accompaniment.

During the period since the approval of her last travel minute in November 2017, she has offered workshops around the country, most recently at Friends General Conference Gathering at University of Toledo in July 2018. Many individuals continue to ask for Sue’s support and counsel as they engage with forgiveness issues in their lives. Rochester Friends Meeting recognizes that the practice of forgiveness as a spiritual discipline is foundational to the Quaker testimonies of Peace and Integrity, and that it provides a deepening connection to the Divine for those who engage in the work. The Meeting has appointed an ongoing support committee and has established a fund to support this ministry. Sue travels with an elder.

We took this ministry under our care in 2006, renewed the travel minute in 2008, 2010, 2014 and 2017. Although Sue and her husband Rich moved to the D.C. area in December 2015, they remain members of Rochester meeting, and Sue’s forgiveness work remains under the loving care of Rochester Friends Meeting until she is settled in a meeting that can provide spiritual direction for this work. We have renewed her minute of travel.

In peace,

Jeffrey W. Fitts, Clerk

Comments in response to the request by Financial Services for guidance from the gathered Friends

(see minute 2018-11-43)

One Friend expressed her confidence that the money is there. She sees three pockets: the monthly meetings, the annual appeal and the Trustee-managed investments. The children, youth and young adult field secretary is essential to monthly meetings. The individuals who are able to make much larger contributions could be asked to do so. And finally, as a last resort, consider the Trustee-managed funds.

Who would we be, and what would we do with our lives if NYYM had no money?

We were reminded that development committee has received a match of \$50,000 for new recurring contributions. There are people who are waiting to be asked. We know we don't all have the means to give more, but how do we work together to ask those who would like give? Friends are urged to bring this discussion home to our monthly meetings.

A Friend pointed out that a special fundraising effort for this one year would not support an ongoing hire or outreach efforts; the effort must be for multiple years.

One asked if we might calculate the savings in money as well as fossil fuels we could save by substituting electronic communications for meetings to reduce the amounts we spend on transportation.

A Friend reminded us that in the past we have had some large jumps in budget which we approved in faith, and that we can do it again. We have a voice that must be heard. We must hear the voices of the young people. We can't back away from this challenge. This speaks to who we are and what we are, and we must proceed in faith, not backsliding but stepping forward in faith. We need to do it for our own wholeness.

A lot of people struggle with talking about money, not just Quakers. I hear a lot of us talking from that fear response. What

if we have to cut? What if we have to lose some of this vital work. I challenge us to stop talking from a place of scarcity, and start talking from a place of abundance. If every member of NYYM could increase their donation by \$5 a month, we would close this gap. Not all of us can afford \$5 a month, but there are others who can afford \$50 or \$100 a month more. We can take on this challenge and go out and do even more.

Another idea is that Powell House is a substantial part of the NYYM budget. There may be ways that Powell House could help out with the children and youth by depending on part of their staff, until a plan could be worked out to raise funds for a full time field staff.

Early Quakers talked about carrying the weight of a ministry. We are being offered the opportunity come under the weight of the ministry we carry, and we might be thinking too small.

Every Sunday Emily sends a query to those in the Holy Experiment. "What do we need to do to heal from exclusion that has happened and continues to happen?" Let us lift up money as a form of exclusion. This work can never pit Witness vs young adults, Witness vs children. Money is a form of exclusion that young adults have felt for the last few years. They have not felt taken care of. We should not dip into our principal balance. That could do more harm than good.

In shifting from a scarcity to an abundance mindshift, we need to name and hear from the entire community. In order for us not to slip into the default way of ordering our budget, we need to name that this budget is for the care and wellbeing of our entire community.

There are small ways in which we can all help the Development Committee.

Holiday Inn, Rochester, NY
Saturday, November 10, 2018; 10 a.m.

NEW YORK YEARLY MEETING
SPRING SESSIONS
April 5–7, 2019

Oakwood School, Poughkeepsie, NY
Saturday 10 a.m., April 6, 2019

Jeffrey Aaron (New Brunswick), Clerk
Elaine Learnard (Conscience Bay), Assistant Clerk
Karen Reixach (Ithaca), Recording Clerk
Willow Bennison (Brooklyn and Oakwood Friends School),
Reading Clerk

2019-04-01. The meeting centered in worship. The clerk welcomed Friends and offered a reflections on leadings (see page 57). He concluded, *“May words of the Spirit be spoken; may words of the Spirit be heard.”* The clerk then introduced the individuals at the clerks table and welcomed visitors: Hazel Powless, Oneida Nation Bear Clan, elder to the Indian Affairs Committee, and Ashleigh Dodd from Orlando, Florida, who has attended NYYM Summer Sessions and is a healer.

2019-04-02. Don Badgley (Poughkeepsie) welcomed Friends on behalf of the Host Task and Nine Partners Quarterly Meeting. He counseled us to listen to messages from the Spirit. He invited Friends to attend the Nine Partners gathering, May 5, opening with worship at 10:30 and program “Roots of Injustice, Seeds of Change” at noon, with Buffy Curtis and Liseli Haines as presenters.

2019-04-03. Chad Cianfrani, Head of Oakwood Friends School, warmly welcomed Friends and offered a brief message on the connection of the School with NYYM and with Quaker values.

2019-04-04. Buffy Curtis (Mohawk Valley MM) acknowledged the original inhabitants—the Waping or Wappinger and Mahican—and noted the negative impacts of the Salt Water people (Europeans) on these nations. She offered gratitude for the native nations endurance, gifts, and continuing care of the land today. Her remarks are attached; see page 58.

2019-04-05. The reading clerk read the roll of regions, monthly meetings and worship groups. Friends stood as their meetings were called. All regions were represented.

2019-04-06. Emily Provance (15th Street) and Joe Garren (Brooklyn) described the Creating Generous Congregations workshop at Powell House, August 16-18, 2019, and urged Friends to take advantage of this opportunity. Emily provided background: NYYM is dual affiliated with Friends General Conference and with Friends United Meeting. She and Joe are representatives to FUM, which is affiliated with a Mennonite group, Everance. The organization has been developing programs on the relation of Spirit to money. Joe Garren observed that Everance helped Pendle Hill turn around its finances.

2019-04-07. The clerk introduced Bridget Bower (Perry City), clerk of General Services Coordinating Committee, who brought forward the business of the section.

2019-04-08. Laura Cisar (New Brunswick), NYYM treasurer, reviewed the financial status of the Yearly Meeting as of December 31, 2018 (see page 72). She reported that in 2018 95% of income was received and slightly over 100% of budgeted expenses were incurred. The budget shortfall was \$35,194.76, largely due to a deposit to Silver Bay YMCA for summer sessions. She noted that the footnotes are now at the bottom of the sections and explained the report on the Sharing Fund and the designated use funds.

She explained the draft of the financial report for March 2019. The income for Silver Bay (contributions and goods and services) is significantly larger because of the changes related to Pay-as-Led. Covenant donations from meetings stand at 12%, which is lower than at this time last year. Financial reports for each month are posted on the website.

2019-04-09. Mary Harpster (Rahway & Plainfield), clerk of Financial Services Committee (FSC), provided an overview of the process of developing the 2019 budget. At 2018 Summer Sessions the body approved hiring a full-time staff person, along with a number of local coordinators, to work with youth and young adults and directed Financial Services to include this

position in the 2019 budget. In recommending this new position, Personnel estimated the increase to the yearly meeting budget to go from two part-time employees to one full-time, with related expenses, would be approximately \$50,000. In actuality, once the budget was fully analyzed, the increases turned out to total \$135,000 in 2019, with increases every year thereafter.

FSC drafted a proposed 2019 budget as directed. In order to cover the projected increase, it was recommended that funds be drawn down from the invested funds of the yearly meeting. This budget was presented at Fall Sessions but was withdrawn, as there was discomfort with drawing down the invested funds. Financial Services Committee was asked to discern further.

Because the proposed budget was withdrawn, the process for developing an interim budget until Spring Sessions was triggered. That budget basically continued the 2018 budget with a few tweaks. The interim budget has continued until Spring Sessions, at which time Financial Service Committee is presenting a new budget.

2019-04-10. Mary Harpster offered considerations regarding income and expenses that shaped the revision of the proposed 2019 budget:

- Income from monthly meetings is essentially flat, based on information provided by the constituent meetings of our yearly meeting. Contributions from individuals has grown over the last decade with the establishment of the Development Committee, but is not projected to continue to grow at the same rate. With Pay as Led, Sessions income is hard to predict and could have a possible significant negative impact on our ultimate bottom line. There is approximately \$1 million in unrestricted invested trust fund principal that could be liquidated to fund operations. However, this principal currently creates \$58,000 in income towards operating expenses. Liquidating principal would reduce this annual income forever.
- Discretionary increases to expenses have been minimal. The big increase over 2018 is from the Summer Sessions contract. Since we do not know how Pay as Led will go, we have budgeted to break even (see Summer Sessions

Payment under income). At the request of Ministry Coordinating Committee (MCC) there is a \$2500 increase to Powell House in lieu of the requested \$5000; MCC also reviewed their budget and provided cuts to other lines to partially fund this request as well as using about \$1,000 from Meeting Visitation Fund.

- Outreach Working Group line, which is no longer a working group, contains funds to undertake the next steps recommended by the working group. Manhasset MM has pledged three years of funding towards this project. This is in addition to what is in the YM's budget.

2019-04-11. Based on the lack of any increase in income sufficient to pay for the new position, and taking into account the uncertainty of Pay as Led, Financial Services Committee recommends that the new position not be included in the 2019 budget. Work is underway by staff and committees to find ways to do some of the work of this new position within the current budget and resources. Conversations continue about finding the funds for this position.

2019-04-12. The clerk then invited affirmations and concerns from the body.

Friends addressed the decision at Summer Sessions that approved a position for a children and youth secretary. The clerk observed that the decision was made outside the budget process; we are now facing issues that we have not encountered before. Mary indicated that FSC is working toward this goal, and this decision implies a \$350,000 cost over three years. Is this a \$350,000 problem or a \$350,000 opportunity? What is our priority? Could we re-designate income? Would Friends contribute more if we took a chance and funded this program? Are we living in terms of risk vs abundance? Why are we equating this issue with finding money; does this separate rather than unite the body? If we are led as a body, we may need to release current ministries. Once we know the impact of Pay as Led, might we have greater certainty and be better able to entertain fully funding this program? Friends were invited to sit with the experience of change.

2019-04-13. The clerk observed that we are not yet in unity on the 2019 budget. He reminded Friends that if we are not able to approve a 2019 budget, the interim budget based on 2018 will continue until Summer Sessions. Friends will have the opportunity to discuss the budget and program further at a subsequent session.

2019-04-14. Mary Harpster indicated that Financial Services has started to think about the 2020 budget.

- \$20,400 in trust fund income is no longer restricted. Conversations are occurring with the affected committees and organizations, as promised at Fall Sessions, to discern the right result for each one and the Yearly Meeting.
- Timing of budgeting process for 2020. FSC may make changes to the process to allow more time for discernment and feedback before Fall Sessions.

2019-04-15. Reading and approval of minutes occurred as the meeting progressed. The reading clerk read announcements. The meeting closed with waiting worship.

Oakwood School, Poughkeepsie, New York
Saturday 1:40 p.m., April 6, 2019

Jeffrey Aaron (New Brunswick), Clerk
Elaine Learnard (Conscience Bay), Assistant Clerk
Karen Way (New Brunswick), Recording Clerk
Robin Alpern (Amawalk), Reading Clerk

2019-04-16. The meeting opened with quiet worship.

2019-04-17. Clerk Jeffrey Aaron welcomed Friends and introduced the clerks' table. He shared a message he heard from a Friend about creating a loving community. It may be hard, said the Friend, but "my mother always told me: 'You can do hard things.'" Jeffrey then reviewed the changed agenda for the day.

2019-04-18. Emily Provance (15th Street), clerk of Ministry Coordinating Committee, introduced Maddy Kelly (Old Chatham) who described her recent experience at the Friends Committee on National Legislation Spring Training and Lobby

Weekend in Washington DC. The Powell House delegation of six youth and two adults attended in-depth training about immigration and the US southern border, listening to personal stories from those who had experienced policy directly. In Washington, they were able to meet with Representative Antonio Delgado and others. They got to know the city and the halls of Congress. Overall, they found the weekend informative, exciting, and empowering.

2019-04-19. The clerkship was changed to Elaine Learnard in order to prepare for a first reading of a *Faith and Practice* revision to create a path to membership with the yearly meeting itself. Elaine added that membership will be the topic for the meeting for discernment at Summer Sessions.

2019-04-20. Emily Provance introduced Jennifer Swann (South Berkshire NEYM, attending 15th Street) and Marissa Badgley (Poughkeepsie), co-clerks of the Alternative Membership Pathways Working Group. They reviewed the history of the working group (attached, page 59). Beginning with Summer Sessions in 2016, AMPWG has explored the history of membership from the beginning of Quakerism until now, noting the changed living and social situations of seekers in the present. The group explored the actual practices in monthly meetings, and gathered extensive information on barriers faced by potential Friends who cannot connect with a local meeting. Barriers include frequent travel, incarceration, distance to a local meeting, scheduling conflicts, caretaking duties, and inability of a local meeting to speak to a person's spiritual condition. In conjunction with the Friends Center for Racial Justice, AMPWG also asked "Knowing that racism has always impacted membership, how do we invent new pathways?"

In developing a new pathway, AMPWG identified ways in which an applicant could demonstrate involvement and commitment to the life of New York Yearly Meeting. The group also identified people and committees in the yearly meeting who could support the new member of the yearly meeting going forward. AMPWG produced a summary listing (1) criteria for applying, (2) the process within the Ministry Coordinating Committee to determine clearness, and (3) the process

as experienced by the prospective member (attached, page 62.) AMPWG then collaborated with the Committee to Revise *Faith and Practice* to draft new paragraphs in the membership section of *F&P*.

2019-04-21. Carolyn Emerson (Conscience Bay) gave a first reading of the revised sentences and new passages in *F&P* that define the practice for managing membership through New York Yearly Meeting (attached, page 65.)

Friends spoke in response with questions about the details of the proposed process. Some Friends greeted this change warmly. Another Friend expressed concern that we have not thought through the consequences of this change—for example, there would now be Friends with no monthly meeting to provide religious education, or clearness committees, or memorial services. Another predicted that the new practice would evolve in unforeseeable positive ways, stating that “Membership is a spiritual change that has nothing to do with technicalities.”

As a first reading, this proposal does not require approval.

2019-04-22. Jeffrey Aaron resumed clerkship. He commented on unity of the body of the meeting, which persists through discussion and disagreement. He emphasized the need to listen quietly when someone else is speaking, rather than seeking the clerk’s attention before they are done.

2019-04-23. We returned to the business of considering the budget for 2019. Friends would like to be able to fund a new staff program to support youth and young adults, but there is not enough money in the current budget. Some Friends spoke of spending versus investment; others wondered what we need to sacrifice. Jeffrey spoke of needing a third way. On one hand, we need to be free to find our hearts again, but we also have causes and people who depend on us. Perhaps we are not clear yet about what we really need. But we know there are young adults waiting to find out what we will say. We were reminded that in Summer Sessions 2018 we directed Financial Services to bring us a budget that would support the position we envisioned. For now, we rest in the discomfort of wanting what we cannot yet have, committed nevertheless to seeking the third way outside this room, through committees, conversations, and monthly

meetings. The work continues.

2019-04-24. Minutes were read, corrected, and approved in stages during the session.

2019-04-25. Meeting closed in quiet worship.

Oakwood School, Poughkeepsie, New York
Sunday morning, April 7, 2019

Jeffrey Aaron (New Brunswick), Clerk
Elaine Learnard (Conscience Bay), Assistant Clerk
Mary Eagleson (Scarsdale), Recording Clerk
Malcolm Condon (Oakwood), Reading Clerk

2019-4-26. The meeting opened with a period of waiting worship.

2019-4-27. The clerk welcomed those present, saying it is springtime, and he sees a garden of flowers, all different shapes and colors, all beautiful. He introduced those at the clerks’ table.

2019-4-28. Anne Pomeroy read a travel minute for Don Badgley (attached, page 66), who is traveling in the ministry to share the good news of experiential faith, both within Friends and beyond. The travel minute was brought by his monthly meeting, Poughkeepsie. Ministry was offered affirming Don’s gifts as a speaker. Friends instructed the clerk to endorse the travel minute.

2019-4-29. Mary Harpster, clerk of Financial Services Committee, brought a recommendation from FSC that the 2019 budget presented yesterday be approved. Financial Services Committee is moving forward with the 2020 budget, having heard the concern expressed yesterday that it should include provision for hiring a children, youth, and young adult field secretary. It is the opinion of the committee that the 2019 budget presented to us is better than the interim budget on which the YM has operated since the beginning of this year. The budget was approved (see page 79.)

2019-4-30. The clerk presented for consideration a recommendation of the Liaison Committee concerning consent agendas

(attached, page 67.) The process was never approved by the body; it was adopted from the business community for the sake of convenience. Jeffrey mentioned a concern with the name we use for the practice. We do not approve agendas, and it is a list, not an agenda. The proposal from Liaison is that the list of items should be called “seasoned business items.” It should be prepared by the clerk and published in time for its consideration before the beginning of Spring and Fall Sessions. At Summer Sessions, there will be two lists: seasoned business items and seasoned nominations. The former will be made available by Tuesday of Summer Sessions, and the latter by Thursday.

Jeffrey suggested that the idea was being presented so that any objections that might arise could be addressed by making changes. One concern was that the process would be confusing for those who were not already familiar with the process; another was the timing. The suggested times might not leave enough time for Friends to consider the items carefully. Finally, we need to discern clearly what kind of items we as a body are willing to have on a seasoned list, and which need discernment in the meeting for business. A Friend suggested that if the “seasoned” items were on the list, some might consider it appropriate to bring unseasoned items directly to the body. There was approval for proceeding with the experiment outlined by the report. It remains open to continuing input and discernment.

2019-4-31. Emily Provance, clerk of Ministry Coordinating Committee (MCC), spoke of the ministry of Rebecca Schillenback of Poplar Ridge. She explained the yearly meeting’s process of recording gifts in ministry. The purpose is to recognize that a Friend holds gifts in ministry which are for the community.

Emily read the following letter from Rebecca’s clearness committee to MCC:

Dear Friends,

The Committee to Record Rebecca Schillenback’s Gifts in Ministry in NYYM has completed its work, and joyfully recommends that Rebecca’s gifts in ministry be affirmed and recorded.

Serving on Rebecca’s committee were Astuti Bijlefeld (Central Finger Lakes Monthly Meeting), Ruth Ann Bradley (Poplar Ridge Monthly Meeting) and Kathy Slattery (Orchard Park Friends

Meeting), serving as clerk. Astuti and Kathy took the opportunity to first meet Rebecca at Farmington Scipio Spring Gathering on May 19, 2018, to begin to know each other and the recording process. Ruth Ann was not able to be at this meeting, but has had a long relationship with Rebecca in Poplar Ridge Meeting. In May, Rebecca was just completing her studies at Colgate Rochester Crozer Divinity School; she graduated with honors in May 2018 with a Masters of Divinity.

Rebecca’s support committee at Poplar Ridge had helped her discern her way forward to attend divinity school while balancing family life with her husband and young sons, and also leading worship at Poplar Ridge once a month. Rebecca is always carefully discerning her way forward in her path of ministry, and is grateful for the help and support of her home community and family.

Rebecca’s Committee to Record met again at Poplar Ridge on June 13, where all four of us deepened our conversation around ministry and gifts. More information on spiritual path, course of study and practical experience, questions and growing edges were shared both in person and in follow-up emails.

We heard from the Poplar Ridge community about their long-standing relationship with Rebecca and their understanding of her particular gifts in an informal conversation with Rebecca’s Committee to Record following worship led by Rebecca on September 16, 2018, where we had an opportunity to hear her bring the message. Some 30 persons from the Poplar Ridge community stayed after worship; everyone spoke. Several persons spoke of Rebecca’s maturation over the years and how privileged Friends felt to be a part of nurturing her growth and the coming to fruition of her calling as a minister.

- We heard of Rebecca’s love of her family, and of her capacity to draw lessons and metaphors from her own life experience in searching for connections and deeper spiritual guidance.
- We heard of the vibrancy of images in her stories that makes them so memorable, and how she so skillfully weaves them together with scripture and contemporary wisdom which delivers a message that stays with you.
- We heard that she is approachable, she reaches out; even a person on her clearness committee found that Rebecca had guided her.
- We heard that feeling the pain of the world, for Rebecca,

is modulated by the light showing through in a stream of optimism.

- We heard an appreciation of Rebecca's mystical nature, seeing the divine everywhere; moreover, she has the gift to express what she sees eloquently, merging scripture with the new, ancient wisdom with the contemporary.
- We heard that Rebecca is kind; has deep humility; intelligence; a love of learning and scholarship.
- We heard in different words how Rebecca is openhearted, genuine and authentic, and willing to share of herself.

The Committee to Record also heard from Rebecca, in a separate meeting. We heard of her gratitude for finding the best path of service for her capacities, and her love of the Poplar Ridge Meeting community and the opportunities she has had for ministry (also interning at Hospice, and Bible Study at NYYM Summer Sessions 2018). We heard, too, of the tension between a call to ministry and a need to contribute financial support for her family. She is living into the question of where her ministry will take her. Rebecca understands, as do we, that being recorded in the Religious Society of Friends is an important recognition as she continues her calling to the ministry.

We all feel blessed to have had this opportunity to meet and worship deeply together, and to have been part of Rebecca's process. We all look forward to continuing our friendship and support of Rebecca, whatever shape that takes in the future.

At Coordinating Committee Weekend, MCC recorded Rebecca's gifts in ministry and appointed a support committee for her.

2019-4-32. The minutes were approved to this point.

2019-4-33. Pamela Wood gave a brief report on the Greenhaven Prison lawsuit. At Summer Sessions, the Yearly Meeting approved joining the men in the Greenhaven Preparatory Meeting in suing the Department of Corrections and Community Supervision (DOCCS) to reinstate their business and quarterly meetings. On March 29, Fred Dettmer, as counsel, filed a motion for a preliminary injunction that would immediately reinstate the business and quarterly meetings.

Fred underlined the need for volunteer Friends from outside the prison to join the business and quarterly meetings. DOCCS offered a settlement consisting of daytime business meetings on

weekdays, but counsel's opinion is that they need to be in the evenings to accommodate Friends from the outside. Quarterly meetings should be held on weekends, for the same reason. For those reasons, the plaintiffs have not accepted the settlement offer.

2019-4-34. The clerk read two items from Nominating Committee. Friends received a request for release from service on the Friends United Meeting (FUM) Board from Beverly Archibald, Manhattan Monthly Meeting, class of 2019. The appointment of Gabrielle Savory Bailey, Chatham-Summit Monthly Meeting to the FUM Board, class of 2019 was approved.

2019-4-35. The clerk reported on two interim actions taken since Fall Sessions. First, we received a request from the New York State Council of Churches (NYSCOC) to sign on to a petition for bail, discovery and speedy trial reform, and this was done by the clerk and general secretary.

Second, in response to the recent massacre in the mosque in Christchurch, New Zealand, our clerk and general secretary sent a letter to the Christchurch Monthly Meeting. The clerk read this letter (attached, page 69.) A response has been received. Friends expressed gratitude for the witness this letter represents, and asked that the letter be shared with the rest of the yearly meeting. Friends directed the clerk to do so. Another suggested that we should, if such occasions arise in future, also send condolences to the congregation affected, in addition to reaching out to the local Friends' meeting. A Friend noted that the Christchurch incident was widely covered by the media, but within the last couple of weeks, a Quaker meeting in Michigan experienced the arrest of their pastor for a serious crime. This has not been widely publicized, but that meeting must be deeply traumatized, and no one is responding.

The clerk observed that the need for such letters is frequent, and that the responsibility for discerning when letters are needed should not fall on the leadership alone. He asked Friends' support in this ministry.

2019-4-36. Melanie-Claire Mallison, Ithaca, presented the final report from Sessions Committee: She thanked the host task group for their wonderful work in organizing and carrying

out these sessions. She also thanked the hosts who had offered home hospitality, Oakwood Friends School, and Nine Partners Quarterly Meeting. There were 118 participants, all adults.

She reminded us that Summer Sessions this year will be pay-as-led. The deadline for registration is May 15, and payment is needed by June 15. After May 15, the minimum pay-as-led rate may not be available. It is true that registration is possible up to the very end of the Summer Sessions, but it will not be pay-as-led.

2019-4-37. The remaining minutes were approved. Announcements followed.

ATTACHMENTS

Clerk's Opening Message Spring Sessions 2019

(see minute 2019-04-01)

At my regional gathering last Saturday, a Friend made a presentation concerning the environmental crisis facing humanity. Based on in depth, peer review scientific analysis that he secured through his activism, we were informed how humanity can resolve the frightening global warming problems we are facing. We were told at the beginning of the presentation that there are real, viable answers and that one of them is NOT a sense of despair. We were then presented with the list of 80 goals to work toward as individuals and as a society, in order of effectiveness.

The presentation was highly professional including documentation and resources. But what it brought to my mind in particular was the good works that Friends do and have done for humanity throughout our entire history, disproportionate to our small numbers. The work of this Friend was the result of a leading. We see many powerful leadings in the work of many Friends, both in committee work and as individuals. The world is a better place because of Friends. That said, we are imperfect beings and we have stumbled. We lament the fact that it took early Friends decades to pass a minute in opposition to slavery among our own membership and we are still struggling to rid ourselves of the remnants of racism in our own community and in the world at large. But we are facing that struggle and many more, laboring to learn how best to move forward. We teach and uplift each other and we teach and uplift others; our influence is critical in this harsh world. We hold that awareness in our hearts as we face our own institutional difficulties and hard choices. New York Yearly Meeting, including dozens of local meetings, is a place where the divine spark leads to holy work. We celebrate together as we work to make our entire YM stronger and more effective.

A wise Friend among us has said at the opening of some meetings, "May words of the Spirit be spoken; may words of the Spirit be heard."

Acknowledgement of Original Inhabitants of the Land

(see minute 2019-04-04)

With humility, we wish to acknowledge and give thanks to the original peoples of this land upon which we reside today—the Wapping or Wappinger and Mahican Nations—who tended and loved this land for over 400 generations before we arrived. Also known as the Highland Indians or the Long Reach Indians, their care of the forests, fields, waters, river, and all wildlife, sustained all beings in a symbiotic and thriving relationship. These “People of the East” have left words that speak their names today:

Mohonk — greatest of rocks

Nayanoch — where water flows out

Asho-okan — strong rapids

The Hudson, the tidal river they called Mough-hikan-ituck—the ever-flowing river, or the river that flows both ways—provided food and transportation for their dugout canoes and trade with their thousands of Indigenous neighbors who thrived along these waterways; the Lenape, Mohawk, Munsee/Unami, and Tappan, to name a few.

Following the arrival of the “Svannekins”—the salt water people, as the Europeans were known—capture, disease, wars, and displacement reduced their populations to near extinction within 100 years. Despite their efforts to tenaciously hold on to their homelands, those left alive were forced to join the Eastern Exodus moving further and further West—or were absorbed by other Indigenous nations, thus “disappearing!”

And yet, today, their resilience and fortitude are seen in the resurgence of their culture, traditional ways, ceremonies, dance, music and crafts. Pow Wow festivals are celebrated seasonally bringing education and cultural community to all. They reside here, among us still, our neighbors in all walks of life.

For their enduring courage and power to survive, for their many gifts and the care of this land—may we give deep and abiding Thanks!

—Buffy Curtis

Background: Alternative Membership Pathways Working Group

(see minute 2019-04-19)

The Alternative Membership Pathways Working Group (AMPWG), under the care of Ministry Coordinating Committee (MCC), began out of a 2016 Summer Sessions discussion about the importance to individuals of membership in the Religious Society of Friends. Friends of different age ranges and walks of life spoke to barriers they faced in acquiring traditional membership. In response, the AMPWG was instituted to discern pathways to membership. What we seek is the opportunity to embrace, nurture, and provide accountability to those we do not currently consider for membership.

AMPWG began by reviewing the history of Friends membership. In the 1600s, identification as a Friend was through declaration of an inward connection with the Light (God) and no formal membership existed. Formal membership was created in 1737 to ensure careful attention to each Friend’s welfare. It was limited to those who were an active part of the faith. Formal listing provided the basis for Committees for Sufferings on behalf of persecuted Friends. Formalized membership sought to prevent ranterism, ensuring leadings would be tested and corporately discerned. Cradle-rolls and birthright membership were very much a part of Friends meetings but are no longer maintained in most Monthly Meetings.

AMPWG took this background information and delved into the current landscape of Friend’s membership within NYYM. It focused on reviewing the *Faith & Practice* membership process and reached out to a wide variety of members and attenders both online and at many Friends’ gatherings, over the last few years, to obtain people’s stories. The working group met an abundance of folks eager to be a part of who we are or remain within despite a variety of life situations. An AMPWG email account additionally welcomed diverse personal accounts of those who had membership successes or difficulties. In June 2017, an article was published in *Friends Journal* presenting viewpoints toward membership with a call for stories from readers. Those submitted were added to the group’s discern-

ment base. A Powell House weekend of roughly 30 people in June 2017 brought together representatives from three different yearly meetings to reflect on and re-envision membership pathways through centered worship, activities, and small group sessions. The AMPWG additionally facilitated worship sharing at the Friends Center for Racial Justice, holding space for Friends in Western NY, with questions such as: “Knowing that racism has always impacted membership, how do we invent new pathways?” Finally, AMPWG has also received feedback from the Attica Friends Worship Group, exploring ways that Friends can more fully support and include incarcerated Friends.

Some of the most important observations made by the working group include: The established *Faith & Practice* membership process does not bear similarity to early Friends’ membership processes during the latter half of the 1600s to the early 1700s, monthly meetings of today do not consistently follow the membership process delineated in *Faith & Practice*, and there has been no significant attention paid to marginalized communities in our society to make those within them feel welcome in membership.

Taking into account this knowledge, the AMPWG worked to identify barriers that exist for those who are seeking to either join Quakerism or remain in it, but are isolated from, or unable to attend, regular monthly meetings. Some of the barriers uncovered include incarceration, differences in culture, scheduling conflicts, distance, caretaking duties, and inability of a local meeting to speak to a person’s spiritual condition. AMPWG concluded from this gathering of stories that there needs to be a new process beyond the one that currently stands and then began drafting one.

While that draft was underway, Friends approached the working group with concerns about creation of alternate pathways to membership. They expressed worry about how these new Friends could be active within our community, how they could assist in serving it, and how they would provide financial support (when able). The group incorporated these concerns into clearness for membership to ensure the community would be well served in this capacity by new Friends. Special attention was paid to financial support because while Friends are usually

reluctant to monetize membership, support is critical when it can be obtained.

AMPWG was also made aware of concerns related to spiritual nurture. People expressed concerns centered around the idea that a pathway to membership, directly through the yearly meeting, would mean new members could not build necessary relationships with Friends. The working group spent time with the Yearly Meeting Ministry Coordinating Committee to ensure this nurture would be given space and attention and emphasis would be put upon it in the membership process through increased diligence.

Because Friends traditionally lived and worked in towns and communities of Friends and often moved as a group to new locations, the challenges of today did not exist. We are at a time in Friends history in which we see new generations rising up as well as new ways of living and family dynamics. New social realities have developed in such numbers that we feel deeply lead to communicate their essence to New York Friends. Today communities of all types are charged with re-evaluating aspects of their structures—due to the radical changes that have arisen in our world.

None of these concerns are particularly new to Quakerism. In 1656, Richard Farnsworthy and William Dewsbury of Balby Meeting in Yorkshire offered the following suggestions, noting difficulties then that are common now:

That the particular meetings by all the children of Light, be duly kept and observed, where they be already settled, every first-day of the week; except they be moved to other places. And that general meetings be kept in order and sweet in the life of God, on some other day of the week than on the First-day, unless there be a moving to the contrary: that so in the light and life, the meetings may be kept, to the praise of God.”

As the Epistle then noted: “these things we do not lay upon you as a rule or form to walk by; but that all, with a measure of the light, which is pure and holy, may be guided: and so in the light walking and abiding, these things may be fulfilled in the Spirit, not in the letter, for the letter killeth, but the Spirit giveth life.”

The first reading that you are about to hear from *Faith and Practice* offers a direct membership in a wider fellowship of Quakers in NYYM, which would be led by a yearly meeting

committee, and members so accepted would be cleared and then cared for by groups established by the Ministry and Pastoral Care Committee, to include such members as could provide oversight and support.

Please help us in creating this path and learning as we walk down it. We firmly believe we are charged with ensuring access to our beloved community and to provide attentiveness to the needs of all Quaker peoples.

Membership Under the Care of New York Yearly Meeting

Proposal from Alternative Membership Pathways Working Group

(See minute 2019-04-19)

Criteria for Applying

- Friend is actively involved in New York Yearly Meeting business, committees, communities, worship, events, or sessions;
- Friend's life circumstances make it difficult or impossible to regularly attend or find home at a monthly meeting (people in remote locations, caregivers, incarcerated Friends, etc.); or Friend feels as though New York Yearly Meeting is their spiritual home;
- Friend is able to give resources of time and/or money to the work of the yearly meeting or the entities therein (committees, Powell House, Sessions, etc.);
- Friend is committed to enter wholeheartedly into the spiritual and corporate activities of the Society and willingly assumes responsibility for both service and support as the way opens.

Process within Ministry Coordinating Committee

1. The Ministry and Pastoral Care Committee of Ministry Coordinating Committee considers requests for membership under the care of New York Yearly Meeting.

2. The designee of Ministry and Pastoral Care, with the help of a well-connected Friend, considers application letters and appoints a Clearness Committee of at least three people for each applicant. When selecting Clearness Committee members, attention is paid to geography, needs of the applicant, familiarity, diversity and inclusiveness, and representation from multiple bodies within New York Yearly Meeting.
3. Should the Clearness Committee find the applicant clear for membership under the care of the yearly meeting, the Clearness Committee reports back to Ministry and Pastoral Care committee with their recommendation that the applicant be approved as a member under the care of the yearly meeting. Upon unity with the recommendation of the Clearness Committee, the Clerk of Ministry and Pastoral Care advises the clerk of Ministry Coordinating Committee and the yearly meeting offices to record the new Friend as a member.
4. On final approval, the new member is welcomed appropriately and is matched with an agreed upon Friend (or two) to guide the new member. The Friend(s) are responsible for support, advice and oversight of the new member, and are expected to maintain contact with their designated Friend regularly for the first two years of membership.
5. Ministry and Pastoral Care Committee receives an annual check-in letter from the Friend and responds as led.

Process for Prospective Members

1. The potential Friend seeking membership writes a letter of application addressed to the clerk of Ministry and Pastoral Care. The letter should include:
 - a. why membership under the care of NYYM is sought at this time;
 - b. why this process was selected by the applicant instead of applying through a monthly meeting;
 - c. how the applicant is in unity with Quaker or NYYM principles and testimonies;

- d. ways that the applicant anticipates involvement in the yearly meeting;
 - e. whether the applicant is interested in being a member in perpetuity or for a set period of time; and
 - f. suggested Clearness Committee members.
2. The prospective member is contacted by Ministry and Pastoral Care, to consider the application letter and appoint a Clearness Committee of at least three people. When selecting Clearness Committee members, attention is paid to geography, needs of the applicant, familiarity, diversity and inclusiveness, and representation from multiple bodies within New York Yearly Meeting.
 3. The Clearness Committee meets with the applicant (the Clearness Committee may find it necessary to meet without the prospective member at some point).
 4. Should the Clearness Committee find the applicant clear for membership under the care of the yearly meeting, the Clearness Committee reports back to Ministry and Pastoral Care committee with their recommendation that the applicant be approved as a member under the care of the yearly meeting. Upon unity with the recommendation of the Clearness Committee, the Clerk of Ministry and Pastoral Care advises the clerk of Ministry Coordinating Committee and the yearly meeting offices to record the new Friend as a member.
 5. The new member is welcomed appropriately and is matched with a Friend (or two) to guide the new member. The Friend(s) are responsible for support, advice and oversight of the new member, and are expected to maintain contact with their designated Friend regularly for the first two years of membership.
 6. The new member submits an annual check-in letter to Ministry and Pastoral Care to let them know what has been going on for the past year, whether they need any kind of specific support, or if they would like to adjust their membership status in any way.

Proposed Revision to *Faith and Practice*

(See minute 2019-04-21)

Membership through New York Yearly Meeting, First Reading, Spring 2019

**Changes and additions to Faith and Practice appear in italics.*

p.111 Membership in a monthly meeting includes[...] *Membership through New York Yearly Meeting includes membership to NYYM, FUM, and FGC.*

p. 112 Monthly and executive meetings *and New York Yearly Meeting* have the authority to admit individuals to membership in the Religious Society of Friends.

p. 113 Follow SOJOURNING MEMBERSHIP with :
MEMBERSHIP THROUGH NEW YORK YEARLY MEETING. The prospective member is actively involved in New York Yearly Meeting business, committees, communities, worship, events, or sessions. Sometimes life circumstances make it difficult or impossible to regularly attend or join a monthly meeting: reasons include, but are not limited to, those living in remote locations, caregivers, incarcerated persons, or those not finding a spiritual home in an adjacent monthly meeting. Those seeking membership should be prepared to give resources of time and/or money and participate in the work of the yearly meeting or its committees, task groups, Sessions, and Powell House. A commitment to enter wholeheartedly into the spiritual and corporate activities of the Society and to assume responsibility, as way opens, is expected.

p. 113 *APPLICATION FOR MONTHLY MEETING MEMBERSHIP.* Replace “overseers” in several places with “*ministry and pastoral care*”

p. 115 *APPLICATION FOR NEW YORK YEARLY MEETING FOR MEMBERSHIP. The prospective Friend should write a letter addressed to the clerk of Ministry and Pastoral Care Committee of New York Yearly Meeting stating the reasons for joining the Religious Society of Friends and why membership under the care of New York Yearly Meeting is sought at this time, rather than monthly meeting membership. The letter should include how the applicant is in unity with Friends testimonies and principles, and how the applicant envisions being involved in New York Yearly Meeting.*

A designee of Ministry and Pastoral Care and at least one other Friend, with broad connections to the Yearly Meeting, will consider

the application letter and appoint a Clearness Committee of at least three people. If the applicant is recommended for membership by the Clearness Committee and the Pastoral Care Committee subsequently unites with that recommendation, the Clerk of Ministry and Pastoral Care will advise the clerk of Ministry Coordinating Committee and the Yearly Meeting office to record the new Friend as a member. Ministry Coordinating Committee may appoint a welcoming committee.

p.115 TRANSFER OF MEMBERSHIP: When a *yearly meeting body with the authority for membership* receives a request for transfer from one of its members, *Ministry and Pastoral Care* or the meeting on ministry and counsel should carefully inquire into the condition of the member's religious and temporal affairs. If, on such inquiry, it seems proper to do so, *the meeting or committee should direct its clerk to issue a minute of transfer and promptly forward it to the clerk of Ministry and Pastoral Care (for yearly meeting membership) or to the clerk of a monthly meeting.*

Travel Minute for Don Badgley

(See minute 2019-04-28)

Don Badgley, a member in good standing at Poughkeepsie Meeting, has brought forward a calling to continue his travels in ministry to share the Good News of Experiential Faith. This ministry comes from a deeply personal spiritual center. His leading is to do outreach among Friends and in communities beyond Friends so to share the Experience of his Faith. Don hopes to encourage other Friends to find more ways to express to the world their Experiences of the Divine Light and to reach others by pointing to the Divine Source that is available to all.

Don has been traveling in the ministry for more than five years with the understanding that as Friends we are called to preach and share the Truth we discern under the guidance of the Divine Light. He will continue to travel as led in waiting worship and by invitation. We commend him to your care.

Poughkeepsie Meeting supports Don in his leading to travel in this ministry. The meeting understands that the content of his ministry will evolve as he continues to discern his leading. The meeting and Don's Anchor Committee continue to encourage Don to diligently seek and follow the Leading of the Spirit

during this ministry. The meeting also encourages those who receive this ministry to do so with the same diligence in seeking to discern where the Spirit may be leading them as individuals and as communities. We invite you to let us know of Don's service by endorsing this minute below.

Yours faithfully for Poughkeepsie Friend Meeting,
Jean Doneit, clerk

Proposed Changes to the Consent Agenda Process

(See minute 2019-04-30)

Background

1. Concerns about the title "consent agenda":
 - a. not clear without explanation
 - b. term "consent" implies passivity, current concerns about unwanted sexual advances emphasize that passive consent is insufficient; the term is misleading and not in keeping with Quaker concern for integrity
 - c. we do not generally consider approval of "agendas", but of concerns, minutes, nominations, etc.
2. Concern about the specifics of timing for presentation of the final version of consent agenda, which was changed too frequently and too late in the view of some Friends at Summer Sessions 2018.
3. Concern about nominations perhaps needing to be a separate process so that other items can be presented earlier and considered without the timing pressure that exists for the Nominating Committee.

Proposal

1. If Friends approve, Liaison plans to experiment with changing the term "Consent Agenda," using the term "seasoned" instead of "consent" and dropping the word "agenda" in this context. Seasoned items are matters that the Clerk expects can be approved without discus-

sion, that is, they have been seasoned by others prior to being brought forward for approval. Accordingly, the Clerk makes available a list of **Seasoned Business Items** and, at a subsequent business meeting, asks for approval of the list. If anyone does not agree that a specific item on the list is ready for approval without discussion, that Friend should alert the Clerk prior to the business meeting so that the item can be removed from the list to be approved without discussion.

2. For spring and fall sessions, the final version of the list of **Seasoned Business Items** including any nominations will be published in advance no later than Thursday of the weekend of the gathering, with copies also made available on paper for Friends when they arrive. Anything to be added after the deadline will be added to a regular business agenda. Approval by gathered Friends will be sought at the second or third business session.
3. For summer sessions, there will be two lists of seasoned items: for general business, the list of **Seasoned Business Items**, and for nominations the **Seasoned Nominations List**. The name changes and the new processes will be presented at Spring Sessions 2019 and an explanation will be available in advance of both Spring and Summer Sessions 2019.
 - a. General business:
 - i. The list of **Seasoned Business Items** will be made available as early as is feasible, and no later than Tuesday of the summer sessions. It will be made available on paper, if possible in the Quaker Update, and electronically.
 - ii. Anything to be added after the deadlines will be added to the regular agenda.
 - b. Nominations:
 - i. A **Preliminary Nominations List** will be made available for first review no later than the Wednesday of summer sessions at 1:00 p.m. It will be made available on paper to be posted and, if feasible, also

electronically. Announcements will be made in advance by the Clerk as to its availability.

- ii. There can be changes to the **Preliminary Nominations List** up until 1:00 p.m. of the Thursday of summer sessions. This review period provides everyone the opportunity to consider the proposed nominations and to speak with the Nominating Committee if there are questions or suggestions about the nominations. As of 1:00 p.m. on Thursday, the Preliminary Nominations List, with any amendments made thereto, will become the **Seasoned Nominations List**.
- iii. Any nominations to be made after the Thursday 1:00 p.m. deadline will be added to a regular business agenda.
- c. All seasoned business lists will include contact individuals and their contact data in case of any concerns that could lead to a request for the item to be removed from the Seasoned Business Items list.

Interim Action Taken by Clerk and General Secretary

See minute 2019-04-35

Letter to Christchurch Meeting in New Zealand
March 17, 2019

Michael Winter, Clerk
Christchurch Monthly Meeting
Christchurch, New Zealand
By email: CH.clerk@quaker.org.nz

Dear Friends in New Zealand,

When any among us is injured or killed, we all suffer. And so we know that Friends in New Zealand are suffering now, and our hearts go out to you. Know that, just as when Friends from around the world prayed for us after the attacks of 9/11/2001

and at other times, our prayers and the prayers of Friends around the world are being offered for the healing of your nation and your people.

We send you our deepest condolences on the tragic incident of blind hatred in Christchurch. We pray for the full recovery of your community's injured and for the emotional recovery of those who lost friends and family, and for your entire community. We pray that the felt presence of the Divine Spirit, so palpable to so many Friends and others, can be found once again, knowing that the Ocean of Love can overcome the Ocean of Darkness.

We wish you peace and we send you our love.

Jeffrey Aaron, Steve Mohlke

Jeffrey Aaron, Clerk
Steve Mohlke, General Secretary
New York Yearly Meeting
cc: ymclerk@quaker.org.nz

Treasurer's Report

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Summary

December 31, 2018

NYYM Financial Summary

Five Year Vision of the Priorities Working Group

- ❖ Meetings and Friends understand and support the work and finance of the entire Yearly Meeting.
- ❖ Comprehensible consolidated financial statements are published annually.

Operations				Goal 100%	Overall
	Budget	Receipts	% Budget YTD		% Budget
Income					
Meetings (Covenant Donations)	\$ 421,703	\$ 417,339.09	99%		58%
Grants	100,385	85,000.00	85%		14%
Contributions (Annual Appeal)	81,063	64,517.10	80%		11%
Invested Trust Funds	56,500	55,426.09	98%		8%
Sessions	22,000	34,299.00	156%		3%
All Other *	9,000	38,266.98	425%		1%
Operating Reserve ***	37,000				5%
Total Income	\$ 727,651	\$ 694,848.26	95%		
Disbursements	Budget	Payments	% Budget YTD		
Personnel	\$ 435,711	403,980.51	93%		60%
Office Admin & Support	96,440	84,700.99	88%		13%
Sessions **	37,200	93,015.24	250%		5%
Committees & Working Groups	34,075	18,156.35	53%		5%
Programs & Publications	25,550	30,732.47	120%		4%
Support of FUM/FWCC/FGC	9,700	8,721.60	90%		1%
Donations to Others	88,400	90,735.86	103%		12%
Total Disbursements	\$ 727,076	\$ 730,043.02	100%		
Surplus/Deficit ***	\$ 575	\$ (35,194.76)			

* Receipts include \$19,824.55 as ARCH contribution from the Aging Concerns Fund

** Does not include cost of summer session stays for staff and for others paid by committees or funds;
includes \$40,000 deposit to Silver Bay for 2019-21 Summer Sessions

*** Operating reserve used for \$35,194.76 deficit

Fund Balances	Operating Reserve	Sharing Fund	Designated Use Funds
Opening Balance	\$ 300,650.29	\$ 76,627.21	\$ 174,125.74
Plus Income	694,848.26	78,209.25	237,224.11
Minus Disbursements	730,043.02	96,791.14	226,563.49
To Date Balance	\$ 265,455.53	\$ 58,045.32	\$ 184,786.36

Invested Trust Funds	Jun-18	Dec-18	Total
Dividend Disbursements			
NYYM Operations	\$ 23,002.06	\$ 30,117.02	\$ 53,119.08
Witness Funds	23,672.69	23,672.69	\$ 47,345.38
Other NYYM Funds	25,392.30	25,816.81	\$ 51,209.11
Other Organizations	33,946.90	33,946.90	\$ 67,893.80
Total Dividends	\$ 106,013.95	\$ 113,553.42	\$ 219,567.37
Invested Trust Fund Value			
December 2017	June 2018	December 2018	
\$6,120,959.91	\$ 6,057,437.44	\$ 5,567,161.87	

Treasurer's Report

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Operations

December 31, 2018 NYYM Operations Financial Report Goal 100%

DISBURSEMENTS	2018 Budget	YTD 2018 Expenses	% Bud	2017 Budget	YE 2017 Expenses	Notes
General Services Coordinating Committee						
General Committee Expense	300	508.00	169%	300	150.00	
NYYM Officers' Expense	1,000	1,123.31	112%	2,000	879.33	
Aging Concerns Committee	4,775	12.00	0%	13,725	7,886.09	1
Development Committee	5,000	1,279.94	26%	4,750	2,658.65	
Total Committee Expense	11,075	2,923.25	26%	20,775	11,574.07	
Spark		9,281.00			8,327.00	
Yearbook/Adv Reports		4,501.41			3,930.44	
Other/Handbook/Faith&Practice		6,551.09			584.78	4
Total Publications Expense	20,000	20,333.50	102%	18,100	12,842.22	
Fall/Spring Sessions Program	10,000	27,133.52		10,000	10,160.87	2
Summer Sessions Program	6,000	46,151.47		3,000	8,262.60	3
Sessions Committee Expense	2,000	2,543.00		2,000	1,519.87	
Junior YM Planning	3,955	1,613.67		2,200	740.00	
Junior YM Summer Sessions	14,245	15,573.58		14,500	13,817.70	3
Total Sessions Expense	36,200	93,015.24	257%	31,700	34,501.04	
ARCH Programs	-	2,860.04	0%	-	3,237.34	
Total Program Expense	-	2,860.04		-	3,237.34	
Staff Salaries	343,677	310,462.85	90%	349,886	320,151.66	
Medical and Pension Benefits	40,000	46,743.93	117%	40,000	37,033.07	
Other Wage Related Expenses	33,534	32,536.89	97%	38,061	38,942.27	
Staff Development	1,000	-	0%	1,000	990.00	
Staff Travel	17,500	14,236.84	81%	19,000	22,152.96	
Total Personnel Expense	435,711	403,980.51	93%	447,947	419,269.96	
Administrative Expenses	16,600	12,491.18	75%	17,206	17,000.49	
Liability Insurance	11,100	9,865.83	89%	11,330	10,897.11	
Rent and Utilities - 15th St Office	25,040	23,133.74	92%	23,800	23,481.41	
Office Equipment & Support	2,500	1,871.24	75%	2,950	2,399.32	
Total Office Expense	55,240	47,361.99	86%	55,786	53,778.33	
Bookkeeping	36,200	31,200.00	86%	36,200	31,200.00	
Temp Staff/Consultants	5,000	6,139.00	123%		10,631.83	5
Total Services Expense	41,200	37,339.00	91%	56,200	41,831.83	
Total General Services	\$ 599,426	\$ 607,813.53	101%	\$ 630,508	\$ 577,034.79	

Note 1: 2017 budget included a \$10,000 grant for strategy

Note 2: Sessions expense offset by Spring/Fall Reg & Meal contributions (\$14,166)

Note 3: Sessions expense offset by Summer Sessions contributions, (\$20,133), which includes contributions for childcare, and \$40,000 deposit for 2019-21

Note 4: Faith & Practice expense (\$6551.09) offset by contributions for Faith & Practice (\$2271.25)

Note 5: Includes expenses for YA Spiritual Nurture Series, offset by contributions (\$430.13)

Ministry Coordinating Committee						
General Committee Expense	1,800	776.71	43%	700	895.00	
Spiritual Nurture Working Group	4,800	1,089.87	23%	3,250	1,541.11	
Task Group on Racism	1,000	-	0%	1,000	-	
Outreach Working Group	5,000	5,067.40			305.00	
Powell House Committee	1,000	-	0%			
Youth Committee	1,000	434.12	43%	3,250	1,454.93	6
Conflict Transformation	3,000	6,079.00	203%	1,000	492.75	1
Ministry & Pastoral Care Committee	600	-	0%	600	-	
Total Committees/Working Groups	18,200	13,447.10		9,800	4,688.79	
Bible Study & Worship Summer Sessic	1,000	1,000.00	100%	1,100	670.32	
Total Sessions	1,000	1,000.00		1,100	670.32	
Pastors' Conference	1,250	1,046.71	84%	1,250	644.98	5
Stevens Fund Contribution	3,000	6,000.00	200%	-	-	2, 3
Other Programs	1,300	492.22	38%	3,700	149.25	4
Total Program Expense	5,550	7,538.93	136%	4,950	794.23	
Total Ministry	\$ 24,750	\$ 21,986.03	89%	\$ 15,850	\$ 6,153.34	

Note 1: Additional \$511.24 in 2018 budget from laying down of Conflict Resolution Film Project fund.

Workshop costs offset by Staff Travel (\$50)+Products/Services Contributions (\$4310,Circle training workshop)

Note 2: Contribution to fund for Friends in need through age or disability

Note 3: Additional \$3000 contributed to the Stevens Fund from 2018 budget from within MCC : SNWG (\$1000), MCC section expense (\$750), Ministry& Pastoral Care (\$300), Task Group on Racism (\$100), Youth Committee (\$100), Other Programs (\$750)

Note 4: Includes expenses from Outreach WG strategic planning

Note 5: Pastors' Conference expense offset by Products/Services Contribution (\$120.05)

Note 6: Provided support for YA Spritual Nurture Series (\$174.12)

Treasurer's Report

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Operations

December 31, 2018 NYYM Operations Financial Report Goal 100%

DISBURSEMENTS	2018 Budget	YTD 2018 Expenses	% Bud	2017 Budget	YE 2017 Expenses	Notes
Witness Coordinating Committee						
Total General Committee Expense	4,000	786.00	20%	3,000	550.00	1
Contributions to Outside Orgs	3,000	3,000.00		-	(300.00)	
Total Witness	\$ 7,000	\$ 3,786.00	54%	3,000	\$ 250.00	

Note 1: Sharing Fund campaign expenses paid from the Sharing Fund receipts

This account is for expenses incurred by Sharing Fund committees and appointees.

Affiliated Organizations						
General Expense	-	-		1,200	50.25	
FGC Central Committee	800	600.00	75%	1,400	1,563.15	
FUM Board Representatives	4,000	3,341.21	84%	4,200	1,062.69	
FWCC Section Meetings	1,800	1,680.39	93%	3,000	1,917.00	
Total NYYM Appointee Expense	6,600	5,621.60		9,800	4,593.09	
Provision FUM Triennial Sessions	1,000	1,000.00	100%	550	550.00	
Provision FWCC Hosting	900	900.00				
Provision FWCC World Gathering	1,200	1,200.00	100%	900	900.00	
Total for Gatherings not held annually	3,100	3,100.00	100%	1,450	1,450.00	
Total Contributions to Quaker Orgs	85,400	87,735.86	103%	85,250	85,250.00	1
Total Affiliated Organizations	\$ 95,100	\$ 96,457.46	101%	\$ 96,500	\$ 91,293.09	

Note 1: Includes contributions sent to Powell House (\$2335.86) collected at Summer Sessions

Other						
Meeting for Discernment	800	-	0%	1,000	220.52	
Special Projects		-	0%	6,000	4,724.67	
Total Other Groups	\$ 800	\$ -		\$ 7,000	\$ 4,945.19	

TOTAL DISBURSEMENTS	\$ 727,076	\$ 730,043.02	100%	\$ 752,858	\$ 679,676.41	
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Contributions to Other Organizations			
Named in Operating Budget		Designated by Witness CC	
Friends Council on Education	150	Bolivian Quaker Education	300
Friends General Conference (FGC)	2,500	Campaign Against Torture	300
Friends LGBTQ Concerns	150	Earth Care Witness	300
Friends United Meeting (FUM)	2,500	Friends Committee on National Legislation	300
FUM - 3rd World Attend to Triennial	150	Friends Peace Teams	300
FUM - 3rd World Board Reps	150	NJ Council of Churches	300
Friends World Committee (FWCC)	1,000	NYS Council of Churches	300
FWCC Section of the Americas	300	Peace Tax Fund	300
Oakwood Friends School	5,300	Water Protectors	300
Powell House	73,200	William Penn House	300
Total Named in Operating Budget	\$85,400	Total Designated by Witness CC	\$3,000
Designated by Lindley Murray Fund			
American Friends Service Committee	2,600	Friends Journal	2,700
Alternatives to Violence Project	1,450	Kanatsiohareke Mohawk Community	1,023
AMERINDA	1,500	Long Island Council of Churches	1,800
Creative Response to Conflict	1,000	Oakwood Friends School	6,000
Friends Committee on National Legislation	2,000	Powell House	2,750
Friends General Conference (FGC)	3,900	Redemption Center	1,200
		YSOP	1,790
Total Designated by Lindley Murray	\$29,713		

Treasurer's Report

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Operations

December 31, 2018

NYYM Operations Financial Report

Goal 100%

	2018 Budget	YTD 2018 Income	% Bud	2017 Budget	YE 2017 Income	Notes
INCOME						
<i>Meetings</i>						
All Friends Regional	41,620	40,020.00	96%	43,620	33,920.00	4
Butternuts Quarterly	4,700	4,400.00	94%	5,211	4,261.00	
Farmington-Scipio Regional	73,163	69,511.74	95%	72,443	82,823.96	
Long Island Quarterly	45,815	47,065.00	103%	48,315	45,515.00	
New York Quarterly	79,235	80,674.35	102%	80,851	79,487.35	
Nine Partners Quarterly	39,200	37,300.00	95%	38,538	41,757.00	
Northeastern Regional	31,245	30,663.00	98%	31,148	31,992.00	
Purchase Quarterly	57,415	57,735.00	101%	65,565	65,085.00	3
Shrewsbury & Plainfield HY	49,310	49,970.00	101%	53,660	49,910.00	
Total Meeting Income	421,703	417,339.09	99%	439,351	434,751.31	
<i>Other Sources</i>						
Summer Sessions Registration	22,000	20,133.00	92%	25,000	20,887.00	
Spring/Fall Sessions Reg & Meals		14,166.00			11,393.96	
Invested Trust Funds	56,500	55,426.09	98%	55,000	55,444.49	
Grants	100,385	85,000.00	85%	116,385	116,785.00	
Annual Appeal	81,063	64,517.10	80%	47,500	53,675.75	1
ARCH Contribution		19,824.55	0%	18,450	19,817.65	2
NYYM Funds		511.24	0%	38,667	10,337.73	5
Products/Services Contributions	9,000	12,884.62	143%		3,554.83	6
Other Income		5,046.57	0%	7,370	9,983.50	7
Operating Reserve	37,000		0%	13,950		
Total Other Sources	305,948	277,509.17	91%	322,322	301,879.91	
TOTAL INCOME	\$ 727,651	\$ 694,848.26	95%	\$ 761,673	\$ 736,631.22	

Note 1: 2017 income includes Nov and Dec 2016; 2018 income includes matching grant

Note 2: Calculated at year end based on ARCH expenses minus income

Note 3: Includes \$5280 received in 2018 for 2017

Note 4: Includes \$4700 received in 2018 for 2017

Note 5: Transfer from NYYM funds to operations; see list on Other Funds report

Note 6: Includes \$4810-CT workshops; \$4735.19-ARCH; \$2271.25-F&P; \$360-hats; \$148 attendee list; \$120.05-Pastor's retreat;

\$430.13- YA Spiritual Nurture Series; \$10-Yearbook

Note 7: Includes contributions sent to Powell House (\$2335.86) collected at Summer Sessions.

Operations Summary	Dec-18	YE 2017
Income	\$ 694,848.26	\$ 736,631.22
Disbursements	\$ 730,043.02	\$ 679,676.41
Surplus/Deficit	\$ (35,194.76)	\$ 56,954.81

2018 Grants	
2018 Shoemaker Allocation	\$ 16,000
Friends Foundation for the Aging (FFA)	\$ 69,000
	\$ 85,000

Balance

2017 Grants	
FFA operations	\$ 74,000
FFA Strategic Plan	\$ 10,000
Quaker Outside the Lines	\$ 5,000
Shoemaker Vital Meetings	\$ 27,785
	\$ 116,785

Treasurer's Report

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Sharing Fund

December 31, 2018

Sharing Fund Financial Report

	Balance Jan 1, 2018	Opening Adj	YTD General Contrib	YTD Designated Contrib	YTD Disbursed	Balance 12/31/18	SF Budget	Designated Trust Budget
Contributions to Other Organizations								
AVP (Alternatives to Violence) Donation	\$ -		\$ 3,071.06	\$ 50.00	\$ 3,121.06	\$ -	\$ 4,000	
Right Sharing	-		\$ 3,071.06	\$ -	\$ 3,071.06	\$ -	\$ 4,000	
Designated Use Funds								
Barrington Dunbar Fund for Black Development	\$ 8,930.84		\$ 12,640.08	\$ 1,905.00	\$ 18,300.00	\$ 5,175.92	\$ 16,500	\$ 1,104
Black Concerns	\$ 4,676.42		\$ 4,183.72	\$ 3,209.20	\$ 6,306.03	\$ 5,763.31	\$ 5,500	\$ 1,159
Conscientious Objection to Paying for War	\$ 1,007.34		\$ -	\$ -	\$ 520.00	\$ 487.34		
Earthcare	\$ 6,064.48		\$ 3,605.15	\$ -	\$ 2,985.28	\$ 6,684.35	\$ 4,700	
Euro American Quakers Working to End Racism	\$ 303.49		\$ 623.11	\$ -	\$ 676.00	\$ 250.60	\$ 850	
Indian Affairs	\$ 12,212.67		\$ 5,340.92	\$ 4,754.30	\$ 20,897.18	\$ 1,410.71	\$ 7,000	\$ 4,654
NYYM Named Representatives	\$ 904.35	5,000.00	\$ -	\$ -	\$ 1,139.40	\$ 4,764.95		
Peace Concerns	\$ 1,000.00		\$ -	\$ -	\$ 750.00	\$ 250.00		
Prisons	\$ 5,942.76		\$ 5,162.90	\$ 4,305.00	\$ 8,406.56	\$ 7,004.10	\$ 6,750	\$ 4,140
Torture Awareness	\$ 524.40		\$ -	\$ -	\$ -	\$ 524.40		
Witness Activities	\$ 8,373.08	538.78	\$ 2,982.03	\$ 640.00	\$ 6,250.00	\$ 6,283.89	\$ 3,900	
Witness to the World	\$ 13,938.78	(5,538.78)	\$ 1,513.26	\$ -	\$ 9,050.00	\$ 863.26	\$ 2,000	
World Ministries	\$ 8,617.17		\$ 2,314.41	\$ 12,075.00	\$ 12,000.00	\$ 11,006.58	\$ 3,000	\$ 12,075
FUM Missions (World Ministries)	\$ 4,131.43			\$ 3,444.48	\$ -	\$ 7,575.91		\$ 3,444
Campaign Expenses				\$ 3,318.57	\$ 3,318.57	\$ -		1
Total Sharing Fund	\$ 76,627.21	\$ -	\$ 44,507.70	\$ 33,701.55	\$ 96,791.14	\$ 58,045.32	\$ 58,200	\$ 26,577

Note 1: Adjusted at end of year from endowment income before distributing balance to sharing funds by %

Contributions from Meetings and Individuals	\$ 37,432	
Sharing Fund Endowment	\$ 20,768	received in June and Dec
2018 Sharing Fund Goal	\$ 58,200	
YTD Percentage of Goal	76.5%	

NYYM Invested Trust Designated Income	June	December	Total
Barrington Dunbar	552.00	552.00	1,104.00
Black Concerns	579.60	579.60	1,159.20
FUM Missions	1,722.24	1,722.24	3,444.48
Indian Affairs	2,327.15	2,327.15	4,654.31
Prisons	2,070.00	2,070.00	4,140.00
World Ministries	6,037.50	6,037.50	12,075.00
	<u>13,288.49</u>	<u>13,288.49</u>	<u>26,576.99</u>
Sharing Fund Endowment	10,384.20	10,384.20	

Treasurer's Report

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Designated Use Funds

December 31, 2018 Designated Use Funds - Financial Report

	Balance Jan 1, 2018	Income	Disbursed	Balance 12/31/18	2018 Trust Income	Steward	Notes
Equalization Fund	\$ 3,805.66	\$ 14,513.11	\$ 17,347.00	\$ 971.77		Sessions C	1
Lindley Murray	\$ 29,713.54	\$ 29,394.04	\$ 29,713.00	\$ 29,394.58	\$ 29,394.04	Lindley Murray	2
Mahlon York (Butternuts)	\$ 11,574.28	\$ 9,292.92	\$ 15,437.00	\$ 5,430.20	\$ 9,292.92	NYYM Trustees	2
Meeting Houses & Properties	\$ 1,763.96	\$ 3,816.66	\$ 4,500.00	\$ 1,080.62	\$ 1,580.27	NYYM Trustees	2,5
Stevens	\$ (381.60)	\$ 11,856.48	\$ 10,500.00	\$ 974.88	\$ 5,856.48	Pastoral Care C	2,6
Young Friends Activity	\$ 3,811.57	\$ -	\$ -	\$ 3,811.57		Youth C	
Aging Concerns (ARCH)	\$ 16,844.55	\$ 66,980.00	\$ 19,824.55	\$ 64,000.00		Aging Concerns C	7
FWCC World Gathering	\$ 3,778.03	\$ 1,200.00	\$ -	\$ 4,978.03		FWCC C	
FUM Triennial	\$ 830.12	\$ 1,000.00	\$ -	\$ 1,830.12		FUM C	
FWCC Regional Hosting	\$ 1,248.44	\$ 900.00	\$ -	\$ 2,148.44		FWCC C	
Meeting Visitation	\$ 2,576.76	\$ -	\$ -	\$ 2,576.76		M&C CC	
Mosher	\$ 9,720.59	\$ 5,005.02	\$ 4,103.42	\$ 10,622.19	\$ 3,753.60	Mosher C	2
Vital Meetings Reserve	\$ 16,887.34	\$ -	\$ -	\$ 16,887.34			3
Trustee Reserve	\$ 55,205.08	\$ 82,812.24	\$ 107,937.46	\$ 30,079.86		NYYM Trustees	4
Sufferings	\$ 16,236.18	\$ 10,453.64	\$ 16,689.82	\$ 10,000.00	\$ 907.28	Sufferings C	2
	\$ 173,614.50	\$ 237,224.11	\$ 226,052.25	\$ 184,786.36	\$ 50,784.59		
		Op Reserve	Other Funds	Other Org	Disposition		
Conflict Transform Film Proj	\$ 511.24	\$ 511.24			Operating Reserve to support Conflict Transformation Committee		
	\$ 511.24	511.24	-	-			

Note 1: Income from individual/meeting contributions and complimentary stays at Silver Bay;

Note 2: Receives income from NYYM Trust funds in June and December

Note 3: \$16,000 from Shoemaker grant was moved to operations for 2018 expenses; balance for 2019 expenses

Note 4: Receives monthly mortgage payments from laid down meeting property; includes \$1,333 income from Morris Cemetery trust fund, and \$1,600 in expenses

Note 5: Includes \$2,100 was transferred from Trustees Reserve

Note 6: Includes \$6,000 from a Provision to the Operating Budget under MCC

Note 7: Includes \$64,000 from Friends Foundation for the Aging 2019 ARCH grant; \$19,824.55 disbursed to 2018 Operating income

Treasurer's Report

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Trust Funds and Property

December 31, 2018

NYYM Invested Trust Funds and Property

Trust funds consist of bequests or gifts to NYYM and the assets of Meetings that have been laid down. Trustees determine an annual dividend. The dividend is disbursed semi-annually in June and December. The December dividend will be at least as much as the June dividend. The assets are currently invested under the care of Friends Fiduciary Corporation.

	June 2018	Dec 2018	6/30/2018	YE 2018
Invested Trust Funds	Dividend	Dividend	Value	Value
Operations				
<i>Operations - Unrestricted*</i>	\$19,388.96	\$26,503.92	\$1,107,848	\$1,019,033
<i>Operations - Ministers</i>	\$1,278.14	\$1,278.14	\$73,031	\$66,780
<i>Operations - Aging Concerns</i>	\$2,334.96	\$2,334.96	\$133,415	\$121,996
Total Operations	\$23,002.06	\$30,117.02	\$1,314,294.41	\$1,207,809.24
Funds under the care of Witness Coordinating Committee and Sharing Fund				
<i>Barrington Dunbar</i>	\$552.00	\$552.00	\$31,540	\$28,841
<i>Black Concerns</i>	\$579.60	\$579.60	\$33,117	\$30,283
<i>FUM Missions</i>	\$1,722.24	\$1,722.24	\$98,406	\$89,983
<i>Indian Affairs</i>	\$2,327.15	\$2,327.15	\$132,969	\$121,588
<i>Prisons</i>	\$2,070.00	\$2,070.00	\$118,276	\$108,153
<i>Sharing Fund</i>	\$10,384.20	\$10,384.20	\$593,334	\$542,550
<i>World Ministries</i>	\$6,037.50	\$6,037.50	\$344,971	\$315,445
Total Witness Funds	\$23,672.69	\$23,672.69	\$1,352,613.10	\$1,236,841.53
Other Designated Use Funds				
<i>Lindley Murray</i>	\$14,697.02	\$14,697.02	\$839,760	\$767,884
<i>Mahlon York</i>	\$4,646.46	\$4,646.46	\$265,490	\$242,766
<i>Meeting Houses and Properties</i>	\$790.14	\$926.52	\$45,147	\$48,409
<i>Mosher</i>	\$1,876.80	\$1,876.80	\$107,237	\$98,058
<i>Stevens</i>	\$2,928.24	\$2,928.24	\$167,314	\$152,993
<i>Sufferings</i>	\$453.64	\$741.77	\$25,920	\$38,756
Total Other Designated Use Funds	\$25,392.30	\$25,816.81	\$1,450,867.93	\$1,348,866.80
Designated to Quaker Organizations				
<i>Friends Historical Library</i>	\$3,153.58	\$3,153.58	\$180,190	\$164,767
<i>Oakwood</i>	\$29,010.36	\$29,010.36	\$1,657,597	\$1,515,722
<i>Powell House</i>	\$1,782.96	\$1,782.96	\$101,875	\$93,155
Total Quaker Organizations	\$33,946.90	\$33,946.90	\$1,939,661.99	\$1,773,644.30
Total	\$106,013.95	\$113,553.42	\$6,057,437.44	\$5,567,161.87

* December dividend includes \$7,000 towards NYYM administrative costs (bookkeeping, insurance)

Property under the care of Trustees	Value/Disposition
Stamford - Greenwich Mortgage	Payments \$1,109.87 per month until June 1, 2028; income reinvested to date
Plattekill Meeting House	3/17 sale net \$24,708; proceeds invested Meeting Houses & Properties Fund
Monkton Meeting House and Cemetery	Deed to Monkton Ridge Church Association, Inc. in process
Yorktown Meeting House and Parsonage	In negotiations with Calvary Bible Church
Morris Cemetery	Cemetery trust fund established; pays for maintenance; in 2018 received \$1,333 trust income, and had \$1,600 in expenses

NYYM Operations 2019 Budget

SUMMARY PAGE

Income	2017	2018 Budget	2018	2019 Budget	Notes
Meetings (Covenant Donations)	\$434,751	\$421,703	\$418,339	\$427,977	
Grants	116,785	100,385	85,000	80,887	a
Contributions (Annual Appeal)	53,676	81,063	64,517	75,000	a
Invested Trust Funds	55,444	56,500	55,426	73,307	g
Sessions	32,281	22,000	34,299	219,500	b
All Other	43,694	9,000	38,267	13,577	c
Operating Reserve		37,000		-	
Additional Income				-	
Stamford-Greenwich	-	-		13,320	
Fund for Sufferings				1,300	
Unrestricted Funds from Trustees				-	
Total Income	\$736,631	\$727,651	\$695,848	\$904,868	d
Expenses	2017	2018 Budget	2018	2019 Budget	
Personnel	419,270	435,711	403,981	425,148	
Office Admin & Support	95,610	96,440	84,701	110,084	e
Sessions	34,501	37,200	93,015	217,745	b
Committees & Working Groups	17,704	34,075	18,156	22,510	
Programs & Publications	21,598	25,550	30,732	27,300	
Support of FUM/FWCC/FGC	6,043	9,700	8,722	11,550	f
Donations to Others	84,950	88,400	90,736	90,900	
Total Expenses	\$679,676	\$727,076	\$730,043	\$905,237	d
Surplus/Deficit	\$56,955	\$575	\$(34,195)	\$(370)	

NOTES

- a. Grants plus Contributions are about the same as 2018
- b. Sessions Income and Expenses much different in 2019 because of Summer Sessions Contract
- c. 'All Other' \$38,000 actual 2018 includes ~\$20,000 ARCH contribution transferred from Aging Concerns fund
- d. total for 2019 is much larger than 2018 primarily due to note b above
- e. Office Admin & Support includes funds for consultants
- f. Support of FUM/FWCC/FGC larger because of higher representatives expenses
- g. Income from Invested Trust Funds includes \$15,000 from Trustee's Reserve to support a consultant working on organization and development of standard operating procedures.

INCOME NYYM Operations 2019 Budget

INCOME PAGE				
INCOME	YE 2017 Income	2018 Budget	YE 2018 Income	2019 Budget
<i>Meetings</i>				
All Friends Regional	33,920	41,620	40,020	38,800
Butternuts Quarterly	4,261	4,700	4,400	4,450
Farmington Regional	82,824	73,163	69,512	70,551
Long Island Quarterly	45,515	45,815	47,065	44,600
New York Quarterly	79,487	79,235	80,674	84,739
Nine Partners Quarterly	41,757	39,200	36,300	40,525
Northeastern Regional	31,992	31,245	30,663	29,495
Purchase Quarterly	65,085	57,415	59,735	63,122
Shrewsbury & Plainfield HY	49,910	49,310	49,970	51,695
<i>Total Meeting Income</i>	434,751	421,703	418,339	427,977
<i>Other Sources</i>				
Summer Sessions Registration	20,887	22,000	20,133	21,000
Summer Sessions Payments				185,000
Spring/Fall Sessions Reg & Meals	11,394		14,166	13,500
Invested Trust Funds	55,444	56,500	55,426	73,307
Grants	116,785	100,385	85,000	80,887
Annual Appeal	53,676	81,063	64,517	75,000
ARCH Contribution	19,818		19,825	
NYYM Funds*	10,338		511	1,577
Products/Services Contributions	3,555	9,000	12,885	9,000
Other Income	9,984		5,047	3,000
Operating Reserve		37,000		-
<i>Additional Income</i>				
Stamford-Greenwich	-	-		13,320
Fund for Sufferings				1,300
Unrestricted Funds from Trustees				-
<i>Total Other Sources</i>	301,880	305,948	277,509	476,891
TOTAL INCOME	\$736,631	\$727,651	\$695,848	\$904,868

EXPENSES NYYM Operations 2019 Budget

EXPENSES	YE 2017 Expenses	2018 Budget	YE 2018 Expenses	2019 Budget
General Services Coordinating Committee				
General Committee Expense	150	300	508	300
NYYM Officer's Expense	879	1,000	1,123	1,000
Aging Concerns Committee	7,886	4,775	12	775
Development Committee	2,659	5,000	1,280	2,900
<i>Total Committee Expense</i>	<i>11,574</i>	<i>11,075</i>	<i>2,923</i>	<i>4,975</i>
Spark	8,327		9,281	-
Yearbook/Adv Reports	3,930		4,501	-
Other/Handbook/Faith&Practice	585		6,551	-
<i>Total Publications Expense</i>	<i>12,842</i>	<i>20,000</i>	<i>20,334</i>	<i>17,500</i>
Fall/Spring Sessions Program	10,161	10,000	27,134	8,000
Summer Sessions Program	8,263	6,000	46,151	6,000
Summer Sessions Contract				185,000
Sessions Committee Expense	1,520	2,000	2,543	2,500
Junior YM Planning	740	3,955	1,614	2,000
Junior YM Summer Sessions	13,818	14,245	15,574	14,245
<i>Total Sessions Expense</i>	<i>34,501</i>	<i>36,200</i>	<i>93,015</i>	<i>217,745</i>
ARCH Programs	3,237	-	2,860	3,550
YA Spiritual Nurture Programs				2,000
<i>Total Program Expense</i>	<i>3,237</i>	<i>-</i>	<i>2,860</i>	<i>5,550</i>
Staff Salaries	320,152	343,677	310,463	321,359
Medical and Pension Benefits	37,033	40,000	46,744	49,226
Other Wage Related Expenses	38,942	33,534	32,537	38,563
Staff Development	990	1,000		1,000
Staff Travel	22,153	17,500	14,237	15,000
<i>Total Personnel Expense</i>	<i>419,270</i>	<i>435,711</i>	<i>403,981</i>	<i>425,148</i>
Administrative Expenses	17,000	16,600	12,491	13,500
Liability Insurance	10,897	11,100	9,866	10,720
Rent and Utilities - 15th St Office	23,481	25,040	23,134	22,364
Office Equipment & Support	2,399	2,500	1,871	3,500
<i>Total Office Expense</i>	<i>53,778</i>	<i>55,240</i>	<i>47,362</i>	<i>50,084</i>
Bookkeeping	31,200	36,200	31,200	36,200
Audit				
Temp Staff/Consultants	10,632	5,000	6,139	23,800
<i>Total Services Expense</i>	<i>41,832</i>	<i>41,200</i>	<i>37,339</i>	<i>60,000</i>
Total General Services	\$577,035	\$599,426	\$607,814	\$781,002

EXPENSES NYYM Operations 2019 Budget

EXPENSES	YE 2017 Expenses	2018 Budget	YE 2018 Expenses	2019 Budget
Ministry Coordinating Committee				
General Committee Expense	895	1,800	777	1,000
Spiritual Nurture Working Group	1,541	4,800	1,090	1,920
Task Group on Racism	-	1,000		950
Outreach Working Group	305	5,000	5,067	5,000
Powell House Committee		1,000		950
Youth Committee	1,455	1,000	434	950
Conflict Transformation	493	3,000	6,079	2,850
Faith & Practice	-			95
Ministry & Pastoral Care Committee	-	600		570
<i>Total Committees/Working Groups</i>	<i>4,689</i>	<i>18,200</i>	<i>13,447</i>	<i>14,285</i>
Bible Study & Worship Summer Sessions	670	1,000	1,000	950
<i>Total Sessions</i>	<i>670</i>	<i>1,000</i>	<i>1,000</i>	<i>950</i>
Pastor's Conference & Events	645	1,250	1,047	1,250
Retired Ministers in Need		3,000	6,000	3,000
Other Programs	149	1,300	492	-
<i>Total Program Expense</i>	<i>794</i>	<i>5,550</i>	<i>7,539</i>	<i>4,250</i>
Total Ministry	\$6,153	\$24,750	\$21,986	\$19,485

Witness Coordinating Committee				
<i>Total General Committee Expense</i>	<i>550</i>	<i>4,000</i>	<i>786</i>	<i>1,500</i>
Bolivian Quaker Education		300	300	300
Campaign Against Torture		300	300	300
Earth Care Witness		300	300	300
FCNL		300	300	300
Friends Peace Teams		300	300	300
NJ Council of Churches		300	300	300
NYS Council of Churches		300	300	300
Peace Tax Fund		300	300	300
Water Protectors		300	300	300
William Penn House		300	300	300
<i>Contributions to Outside Organizations</i>	<i>(300)</i>	<i>3,000</i>	<i>3,000</i>	<i>3,000</i>
Total Witness	250	7,000	3,786	4,500

Affiliated Organizations				
General Expense	50	-	-	-
FGC Central Committee	1,563	800	600	2,700
FUM Board Representatives	1,063	4,000	3,341	5,500
FWCC Section Meetings	1,917	1,800	1,680	1,800
<i>Total NYYM Appointee Expense</i>	<i>4,593</i>	<i>6,600</i>	<i>5,622</i>	<i>10,000</i>
Provision FUM Triennial Sessions	550	1,000	1,000	500
Provision FWCC Hosting		900	900	450
Provision FWCC World Gathering	900	1,200	1,200	600
<i>Total for Gatherings not held annually</i>	<i>1,450</i>	<i>3,100</i>	<i>3,100</i>	<i>1,550</i>

NYYM Contributions Approved in Operating Budget				
Friends Council on Education		150	150	150
Friends General Conference (FGC)		2,500	2,500	2,500
Friends LGBTQ Concerns		150	150	150
Friends United Meeting (FUM)		2,500	2,500	2,500
FUM - 3rd World Attend to Triennial		150	150	150
FUM - 3rd World Board Reps		150	150	150
Friends World Committee (FWCC)		1,000	1,000	1,000
FWCC Section of the Americas		300	300	300
Oakwood Friends School		5,300	5,300	5,300
Powell House		73,200	75,536	75,700
<i>Total Contributions to Quaker Orgs</i>	<i>85,250</i>	<i>85,400</i>	<i>87,736</i>	<i>87,900</i>
Total Affiliated Organizations	91,293	95,100	96,457	99,450

Other				
Meeting for Discernment	221	800		800
Special Projects	4,725			-
Total Other Groups	4,945	800		800

TOTAL EXPENSES	679,676	727,076	730,043	905,237
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Reports of Yearly Meeting Committees, Resource People, and Representatives to Affiliated Groups

Liaison Committee

Liaison Committee is comprised of the yearly meeting clerk, assistant clerk, general secretary, and the clerks of the coordinating committees. In recent years, several other Friends in key positions also participated. This year, every designated member other than the general secretary is new to his/her position and the core committee members decided it would be best to start with only the original members, although others could be invited whenever it seemed appropriate to do so. Despite the almost completely new committee, it has been functioning well, addressing concerns as needed, specifically what is arising within our yearly meeting in order to prepare and season the business to be presented at our gatherings, including at Coordinating Committee weekend. It quickly became clear that the smaller size of the group is more efficient and intimate. The committee will expand as it normally does during Summer Sessions to include the recording and reading clerks, and likely others as well.

A current focus of the committee is the set of changes that need to be made to our way of doing business to meet our needs as a community. Nurture Coordinating Committee was suspended this past year because there hasn't been sufficient life in it to continue. The committee participation had dwindled to much too few to do business as it should and there was no appropriate person to serve as clerk. A temporary structure was put in place with a plan for Liaison to report at Summer Sessions 2019 on any progress on structural revisions. Friends chose not to establish a new ad hoc structure committee, considering that that path has been taken many times in recent decades. We chose to seek a new way forward. As of this writing, there have not been significant changes since the experiments that began at Summer Sessions 2018, but the changes in effect have been working. We are discovering that the work of leadership is to take note of specific areas of concern and experiment with ways to address them.

Factors causing difficulties include 1. contraction. Reduced membership in our local, regional, yearly and wider Quaker communities requires making adjustments. This concern is evident among other religious communities as well; 2. the aging of our existing active membership; 3. the need and/or desire for both partners of a couple, especially young adults, to hold paying jobs; 4. a widespread, general hesitation to commit to committee work; and 5. a questioning of membership itself as a concept. In addition, our structure is not nimble. To make changes, recommendations are expected to arise from committees which in many cases are barely able to meet their charge and are unable to find the time and commitment to labor over how they may need to change. Our Handbook tells us what we have to do to make any given change, rather than provide flexible guidelines, e.g. regulations instead of "best practices." A change in this way forward seems in line with continuing revelation and openness to change; we hope to find a way to address this overriding concern. With a structure that normally relies on changes coming from committees to start and direct the processes, change is more complicated. Quaker proposals, traditionally, have had to rise from those who are committed to our community through committee membership, but that process must not be passive in a time of significant change.

Answers may include small volunteer study groups to address each given problem, wherever and whenever they are identified. Each given small study group can address a specific problem, with the input of others, including hopefully the specific committee members and likely the coordinating committee clerk that the committee falls under, with the additional possible assis-

tance of other Liaison members such as the clerk, the assistant clerk and the general secretary. Seasoned Friends who are no longer active may be willing to serve in this temporary way, as well as any others who are so led. These temporary study groups would be under the care of Liaison. Solutions could include laying down of committees, changing committees to appointees, changing the numbers and classes of members and/or the terms, changing the charge, changing the current requirement to rotate off automatically, and any other constructive ideas. We are hoping to have reports to bring to Summer Sessions 2019, although the work is just beginning as of this writing in April.

Your Liaison members, as well as many other individuals from throughout our yearly meeting, are dedicated Friends who love our yearly meeting, and who are committed to finding the best way forward for all of us of our beloved community.

Jeffrey Aaron, clerk

Priorities Support Working Group

The Priorities Support Working Group has met three times, once during Summer Sessions 2018, at Fall Sessions 2018, and Spring Sessions 2019. We have observed progress on some of the 2015 Priorities, and feel that some areas need more attention.

We envision a yearly meeting deeply grounded in the practice of our faith. Some of the working group members feel that our witness is not always deeply grounded. Attention needs to be given to connecting our witness to our ministry. The Committee on Conflict Transformation is a resource for transforming conflicts within monthly meetings and between individuals. We would like to see more training offered to Friends to help overcome fear of conflict. Whisper Buddies and community worship at Summer Sessions are two programs that help to bring us together and help to deepen our understanding of our faith and practice.

We envision a yearly meeting made up of strong, vital monthly meetings. Some of our monthly meetings and worship groups are vital. They are growing in numbers and spiritual depth. Other meetings are losing active members and attenders. Outreach efforts have helped to revitalize some meetings. Some meetings' outreach is limited in concern that this ministry might be perceived as proselytizing.

We envision a yearly meeting gathered into one body. We see the Pay as Led (PaL) initiative as a path to help bring us together. The more Friends who participate in Sessions, the more vital and united we are as a yearly meeting. We still find a lack of connection between too many of our monthly meetings and the yearly meeting.

We envision a yearly meeting that nurtures our children, youth and young adults. We are disappointed that we have not yet been able to hire a full time secretary to minister to these age groups. Our previous field secretaries have provided gains in this work, and created a solid base on which to grow. The proposed Alternative Path to Membership may help young adult Friends to feel more welcomed and included. The 2018-2019 Young Adult Spiritual Nurture Series has provide spirit-filled learning and community building for young adults.

We envision a yearly meeting that supports and amplifies our witness. Some Friends have reached out to other faith groups. Political action with a spiritual underpinning has become increasingly important. Naming the Light that inspires and enables our witness adds power and distinction to that witness. Some of our youth had the opportunity to participate in the FCNL advocacy training last fall. Interim actions by our clerk and general secretary allow our voices to be heard in the wider community.

We envision a yearly meeting that is accountable and transparent. Financial reports have become much easier to understand, and we receive more information about our finances than we have in the past.

The Priorities Support Working Group will ask to be laid down at Summer Sessions 2019. Observation of our yearly meeting and how we are living into our priorities is a job for each member of the yearly meeting community. All Friends, meetings and yearly meeting committees are encouraged to review and consider these priorities at regular intervals.

Deb Wood, clerk

Oakwood Friends School

On June 7th students from around the country and around the world gathered under a beautiful Copper Beech tree on the Oakwood Friends School campus to celebrate commencement. Oakwood's school clerk, a member of Brooklyn Meeting, opened the ceremony speaking to her classmates and the community. Deb Wood, Vice President of the Oakwood Board and alumna from the class of 1956, shared her experiences as a student and talked about the power of Quaker education. The Head of School reminisced about several of the seniors as 6th graders, and then each of the graduates was given the opportunity to share words of gratitude, words of hope and words of optimism. The students spoke powerfully about what they have gained academically, socially and spiritually. One student, from Kabul, Afghanistan, spoke about a community that had opened her mind academically and had become a refuge and a home for her and her sisters. Through the students' words, spoken at times in multiple different languages, they expressed deep gratitude for the opportunity a Quaker education affords.

This year our students moved from the classrooms, to the stage, to the sports fields, and into the community. They engaged weekly in service-learning, human rights initiatives, political advocacy, and social justice work. They travelled to Albany and NYC, presenting and pressing our elected officials on issues ranging from mental health awareness and suicide prevention to the opioid crisis, to the rights of Hudson Valley migrant farmers, to the challenges faced by undocumented students in New York State. Our student clerk spent her spring vacation volunteering at Kisan-guara Quaker School in Tanzania and students locally volunteered at community farms, women's shelters, and food banks.

Our campus was fortunate to host NYYM Spring Sessions in April and looks forward to continuing to strengthen the ties between Oakwood and our neighboring Quaker meetings. Each Wednesday, our entire community gathers in worship in our Meeting Room. It is in these times of silent reflection that we witness the light and voice within each of us. It is in these times that we also celebrate our differences and our diversity as strengths to be shared, discussed, and explored. Oakwood is part of an educational and spiritual tradition that is much greater than the sum of its parts. It is this connection that helps sustain our mission, helps inform our curriculum, and helps ensure that Quaker values remain central to the work of students and faculty every day.

Chad Cianfrani, Head of School

Reports from Representatives to Affiliate Groups

Friends General Conference

Currently six Friends serve on the Central Committee (governing board) of Friends General Conference (FGC) as representatives from New York Yearly Meeting. Our job is to carry concerns of NYYM, and to bring back news of what's going on at FGC.

After some years of painful contracting, FGC is looking ahead. One priority is to better serve as a connector among the 15 affiliated Yearly Meetings and 14 directly affiliated Monthly Meetings. Here are a few highlights of things which are happening. Details of all these and more are avail-

able on the website: www.fgcquaker.org.

Spiritual Deepening

The Spiritual Deepening Program has held a number of successful e-retreats.

Two more are scheduled for fall 2019:

Understanding & Healing White Supremacy: September 22 - October 18, 2019

Becoming a Welcoming Friend: November 3 - November 22, 2019

The resources of the Spiritual Deepening Library are now available to all at: www.fgcquaker.org/SDlibrary

Anti-Racism

In 2017, FGC embarked on an Institutional Assessment on Systemic Racism. The results were brought to Central Committee in 2018. At that time FGC approved a Query to be considered in conjunction with all decisions going forward: “How does this decision support FGC in its goal to transform FGC into an actively anti-racist faith community?”

An Implementation Committee has now been appointed and recently held its first meeting. Its 10 members include 6 older and 4 younger Friends. Five are of European descent, two of African descent, two of Asian descent, and one is Latinx. The list of members of this committee is on the FGC website.

FGC also provides significant support for Friends attending the annual White Privilege Conference

QuakerBooks of FGC

Check out the large collection of Quaker-related books at quakerbooks.org. Sales are doing well this year so far. A plan is under consideration for a sample box that could be sent to distant meetings so that Friends can handle and examine books before ordering. A new historical novel is expected to be published in 2020. It stresses the youthful vision and courage in ministry that first brought our faith to the world in George Fox’s day.

Quaker Cloud

An easy to use website platform helps meetings and churches with inreach, and outreach as well as a secure, user-friendly minute manager and meeting directory for each site. Since its launch in January 2013, the Quaker Cloud has helped nearly **150 Quaker meetings, yearly meetings, and organizations** develop their web presence through individual websites for their meetings.

The Gathering

Last but certainly not least, is FGC’s flagship program, the annual Gathering. This 6-day event offers spiritual nurture and learning opportunities to approximately 1000 Friends each July. The 2019 Gathering was held at Grinnell College, Grinnell, IA, with the theme “Peace in Our Hearts, Justice in the World. The 2020 Gathering will be held June 28-July 4 at Radford University, Radford, VA. The theme is **Way Will Open**.

Karen Snare, clerk

Friends United Meeting

Friends United Meeting is an international organization of Quakers. We have members in the United States, Canada, Belize, Cuba, Jamaica, Palestine, Kenya, Tanzania, and Uganda. New York Yearly Meeting is affiliated with Friends United Meeting. If you are a member of New York Yearly Meeting, you are also a member of Friends United Meeting.

Our yearly meeting names three representatives to the board of Friends United Meeting. Right now, two of those representatives are Emily Provance and Joe Garren. Beverly Archibald was a representative for most of this year. Sadly, she had to leave the board for health reasons. Our new

representative is Gabi Savory Bailey.

Representatives attend either three or four board meetings every year. We listen to reports about the work of Friends United Meeting and help discern what to do next. Friends United Meeting has preschools, elementary schools, and high schools around the world. We also have health centers and hospitals. We do peace work. We spread the Quaker message. We try to support local meetings and churches.

Right now, Friends United Meeting is focused on two especially challenging pieces of work. The first has to do with decolonization. Friends United Meeting started out as a North American organization. Now, it is 90% African. We think it's important to work as a genuine global partnership. That means listening to and following the leadership of African Friends. It also means working to help every mission become locally led and self-sustaining. This takes time and faithful support.

The second big piece of work has to do with our financial future. Several yearly meetings in the United States have split in the last few years. One result of this has been a significant drop in financial support for Friends United Meeting. We are having a hard time adjusting to this. Cutting our budget would mean cutting ministries that are directly impacting people's lives. A long range financial planning working group is trying to find creative solutions.

You can travel in fellowship through the Living Letters program of Friends United Meeting. If you feel called to visit Friends in Cuba, Jamaica, Kenya, Tanzania, Uganda, Ramallah, Canada, Belize, or other parts of the United States, write to livingletters@fum.org.

Emily Provance, clerk

Friends World Consultation Committee (FWCC)

Last year at Summer Sessions the NYYM body directed the FWCC committee to work with those responsible for the website, and the trustees of NYYM, to take concrete action in response to the Sustainability minute from Pisac (fwcc.world/fwcc-news/living-sustainably-and-sustaining-life-on-earth-the-minute-from-the-plenary). We asked the trustees to move all yearly meeting funds out of fossil fuels. We understand that Friends Fiduciary, the fund that manages NYYM investments currently, has a Green fund that yields at a high rate and would be in alignment with the yearly meeting's wishes to protect the earth in the face of the current climate crisis. We hope way opens to move these funds soon. See the NYYM FWCC minute on Sustainability here: nyym.org/sites/default/files/FWCC-SustainingOurEarth-2017.pdf

We stand with Friends who are already suffering from the devastation of climate change. You can learn about how climate change is affecting Quakers all over the world here: vimeo.com/295976247. We urge our yearly meeting to take strong action while we still have a slim hope of protecting life as we know it. We would like to make a website page with resources and initiatives from local meetings available on the NYYM website soon. If you can help with this please contact Sylke Jackson, FWCC committee clerk. Friends can access sustainability resources from the FWCC world office at: fwcc.world/sustainability-resources. We also have the opportunity to host a regional gathering on the topic of Climate Action if we can gather a planning team. Please contact Sylke Jackson or Gloria Thompson or come to one of our committee meetings if you are interested. Let's join with Quakers across the globe to save our planet!

Three representatives from NYYM (Angela Hopkins, Sarah Mongeau, and Gloria Thompson) attended the FWCC Section of the Americas gathering in March 2019 near Kansas City, Missouri. A first timer to the gathering shared these thoughts:

As a member of NYYM relatively new to Friends (I've been attending Rochester Friends Meeting for about 5 years) I had never met a conservative or evangelical Quaker before. Having the space to meet and share with Quakers from different traditions and places helped to open my eyes to various experiences of the Quaker faith and practice. My biggest take away from the gathering was a renewed

understanding of the community testimony—that although liberal Quakers and evangelical Quakers certainly have their differences, we are more alike than we are different, and our varied experiences of what it means to be Quakers makes our community strong. We are all Quakers, and we can be a powerful force for change when we come together in community with respect and love for one another despite our differences. It was a privilege to see and be a part of this wide, varied Quaker community coming together to tackle issues like climate change, and to meet with other Young Adult Friends to make plans to strengthen and bring together the YAF community worldwide. I am overall very grateful for this experience, and I look forward to continuing to do this work with FWCC.

A representative who has been to many FWCC gatherings shared:

As a New York Yearly Meeting FWCC representative to the Section Meeting, I participated as a home group leader, clerk of Northeast Regional meeting, attended Executive committee meetings, and was nominated as co-clerk for the Representative Engagement Program group. To me, an event like FWCC's cross cultural section meeting is important, as it brings us together to talk about Quaker values, similarities and differences, to do some deep soul searching, and discover the true meaning of living a Christian life. We had more participants this year than in 2015 and 2017 and I hope that by developing stronger spiritual relationships, and keeping in-touch with friends from across the Americas, we are bringing forth FWCC message of "Connecting Friends. Crossing Cultures. Changing Lives."

Other NYYM people also contributed at the 2019 Section gathering. Christopher Sammond served on a planning group that involved participants in addressing climate change across cultural differences and Emily Provance was a plenary speaker (read her message here: quakeremily.wordpress.com/2019/03/24/come-and-see/). Emily has come to the end of her 2-year position as an FWCC traveling minister. Below we offer a bit of her experience to encourage monthly meetings to consider inviting someone from the FWCC Traveling Ministry Corps.

From Emily Provance, on being in the FWCC Traveling Ministry Corps:

Kalamazoo Meeting had asked me to facilitate a retreat on resurrection. That was an interesting experience! Among other things, we talked about how resurrection always implies the loss of something else, and there are different sorts of resurrections. Some are like forest fires, unintentional and very scary but making space for new things, while others are like construction sites, where we deliberately tear down something old with a plan for new life. Either way, we have to grieve what's lost before we're ready to accept what's new.

I'd encourage Friends feeling a call to travel in the ministry to remember that this is a spiritual practice, not an institutional program. Projects like FWCC's Traveling Ministry Corps are wonderful for awareness and support. At the same time, what's most needed is discernment with one's local meeting followed by faithfulness. I hope the Traveling Ministry Corps is used as encouragement but that it won't be perceived as a set of walls containing what travel in the ministry can be. What God has in mind is unlikely to be anything like what we would have imagined.

More information on the Traveling Ministry Corps here: fwccamericas.org/visitation/traveling-ministry.shtml

Finally, World Quaker Day is October 6, 2019. Please plan on doing something to celebrate your Quaker witness on that day. FWCC will offer a Facebook page for individuals and meetings to share their activities.

Sylke Jackson, Clerk of Friends World Committee for Consultation (Committee of NYYM)

Meetings for Discernment Steering Committee

Meetings for Discernment are held each year during Summer Sessions and in the winter at a host meeting's meetinghouse. Friends from throughout New York Yearly Meeting have found the gatherings to be a valued time for sharing with other Friends.

Freed from the pressure of any business, the group is able to settle deeply into worship during which we may hear from voices rarely heard in large gatherings of Friends for business sessions.

In earlier times, it was normal for Friends to gather for extended worship especially when a traveling minister was present. Unless one has been present during such an occasion, it may be difficult to appreciate the value of such gatherings. It is the task of the Steering Committee to enable more Friends to share the experience.

In reflections immediately after our Summer Sessions in 2018, one Friend asked whether “we ever get to the point of coalescing around an idea ...[noting that]... the idea we were close to today might be ‘How do we go out into the world?’” The clerk for the afternoon session asked that we consider “What are we doing as a body to take care of each of us and our meetings? How to overcome the stumbling blocks? What are we going to change? How?” On February 22/23, 2019 Poughkeepsie Monthly Meeting hosted the Winter Meeting For Discernment attended by 90 Friends including many young adult Friends. In reflections on Saturday afternoon, someone noted that the worship, as she had experienced in other meetings for discernment, was “progressively deepening as the day went on ...[and we were]... sitting with hard things.” These are examples of matters that can be labored over in Meetings for Discernment because we have the time to let things rise and then to sit with them.

We are now about to experiment with using the meetings for consideration of specific issues before the yearly meeting. This summer’s meeting will focus on membership, what it means to individuals and to meetings, what may be the advantages and disadvantages of membership, and whether and how we can make changes in the processes related to membership.

We wrote to monthly meetings before Summer Sessions 2019, providing queries relating to the membership proposal now before the yearly meeting. Although it would be a big jump, we hope to have representatives from every meeting at Summer Sessions. We hope that representatives will bring responses, regardless of whether their meetings are in unity on the topic.

The Steering Committee has been reviewing the use of queries for these gatherings, whether the queries should be less directive? lean toward personal reflection? toward concerns of local meetings and how they are faring? toward what is rising in the yearly meeting? toward concerns such as inclusion? toward difficult issues in the world and how to respond?

We also have been considering how to strengthen the process, whether we should continue to meet at Summer Sessions, whether we could meet more frequently, how to encourage participation by more monthly meetings, whether we have strayed too far from the original charge, and similar matters relating to the structure of the Meetings for Discernment.

Meetings for Discernment gatherings are organized by the steering committee with the help of a local host committee. Hosting can be an opportunity to connect deeply with Friends from throughout the yearly meeting, both as a body and as individuals. The experience of hosting is much less demanding than hosting a spring or fall session. Friends who are asked to serve as elders and clerks during the process express a willingness to serve because the process has spiritual depth and value both to them as participants and to the host meetings. All Friends are invited to attend all of our gatherings. The cost is small and travel expenses are available on request. There is of course no additional cost at Summer Sessions.

The steering committee meets monthly by conference call and expects to continue to work to provide this twice yearly environment for deep extended worship. We encourage participation by all Friends. You are invited to experience the foundational experience of Friends across the centuries and across the world as we sit and listen deeply.

Caroline Lane and Elaine Learnard, co-clerks

Ministry Section

Ministry Coordinating Committee

Since Summer Sessions of 2018, Ministry Coordinating Committee has been trying a few new things.

First, our clerk has begun to send monthly resource lists (three resources each month) to clerks of local and regional ministry and counsel committees. The feedback received from these clerks has been very good. Our clerk hopes that this is a step toward helping Friends in monthly meetings feel more directly served by the yearly meeting committee structure.

Second, our clerk has begun to encourage us to take seriously the idea of succession planning. How are we nurturing the Friends who carry the right gifts to do the work of our group next year? Five years from now? Ten years from now? Some of us are beginning to consider this on a regular basis, but it hasn't yet resulted in concrete changes to our ways of doing things.

Third, we have met more frequently than usual, adding one 90-minute conference call between each of our in-person meetings for a total of nine meetings planned each year. (Two at summer sessions, one by Zoom in October, one at fall sessions, one by Zoom in December, one at coordinating committee weekend, one by Zoom in March, one at spring sessions, and one by Zoom in May.) This has allowed us to do more of our routine work during conference calls and have time in-person to focus on the larger questions of discernment that we have sometimes, in the past, not had time for.

One of the things we have often not had time for is addressing the charge of Ministry and Pastoral Care Committee, which is one of MCC's constituent groups. We have known for many years that the charge of that committee is so large that it is impossible to fulfill. As a coordinating committee, we have formed a task group specifically to look at that committee's charge and make recommendations for next steps.

How well is Ministry Coordinating Committee meeting its own charge?

According to its handbook page, we have three basic responsibilities: to provide guidance and care to MCC's constituent committees and task groups, to have charge of the process of recording ministers, and to administer distributions from the Stevens Fund. The committee is mostly in agreement that we have administered distributions from the Stevens Fund very well. More than half of us have some doubts about how well we have handled our other two responsibilities. In particular, some of us have real questions about the health of our constituent committees and task groups, and we are struggling with knowing how best to engage with groups that might not be responsive to communications.

We have active representatives on Ministry Coordinating Committee from most, but not all, of the thirteen groups under our care. We have active representatives from six of our nine regions. Not all of our at-large members are active on the committee. Despite that, it seems--for now--as though we have enough support for the work we are currently doing. We don't know whether we would be doing more if we had more members or if our members had more time and energy to spare.

The recent temporary reorganization of the coordinating committee structure, which brought Powell House Committee, Youth Committee, and Epistle Committee under our care, has not seemed to make much difference in our ability to meet our responsibilities, though this is likely because we began meeting more frequently shortly after the additions.

Emily Provance, clerk

Committee on Conflict Transformation

The Committee on Conflict Transformation offers training to Quaker groups on tools and approaches to respond creatively to conflict and is available to assist with responses to specific conflicts. In 2018 the Committee on Conflict Transformation (CCT) was invited to be of service to monthly meetings, the Friends Center for Racial Justice and organizations of the Yearly Meeting.

The Committee has an active core of five members from Farmington-Scipio, New York, and Northeastern regional and quarterly meetings, as well as a co-opted member actively involved in specific pieces of work.

The Committee met by phone with three or four times a month and gathered on retreat January 26-27, 2019. We find that the opportunity to plan and reflect together deepens our connection and our ability to discern way forward.

The Committee has emphasized peace circles as a means of conflict transformation.

- CCT sponsored Kay Pranis, the author of the *Little Book of Circle Processes*, to facilitate two 2-1/2 day workshops on circle processes in April 2018, one in Rochester and the other in New York City. Eighteen Friends and 23 other individuals participated in the trainings. We offer opportunities for participants to meet at Sessions. The Committee continues to call on Kay for advice as design and facilitate circle processes.
- Members of the Committee have facilitated peace circles at Yearly Meeting Sessions, at Farmington-Scipio Spring Gathering with a follow-up in Farmington, and in other venues. We have also provided consultation to individual in other parts of the US.
- The Committee was active at Summer Sessions 2018, offering a worship sharing group and an interest group on circles, participating in the Circle of Care and Concern and the Community Agreements Response Team, meeting with Oliver Waterhouse of Britain Yearly Meeting.
- The Committee provided funding for a consultant to assist a meeting with whom we have had an on-going relationship.

Members of the Committee were invited to offer a weekend workshop at Woolman Hill in October 2018; unfortunately it was canceled due to low registration. The work of preparing for the weekend was valuable. Members have invested significant effort by phone and in face-to-face meetings in planning for a 5-day workshop at the July 2019 FGC Gathering to be held in Grinnell, Iowa. We plan to offer one-on-one opportunities in the afternoons, something that has been well received at previous Gatherings.

The Committee submitted its responses to the Accountability Queries to Ministry Coordinating Committee in a timely way.

Karen Reixach, clerk

Ministry & Pastoral Care

Members of both Ministry & Pastoral Care committee (M&PC) and Ministry Coordinating Committee (MCC) as a whole have a long-time concern for the breadth of responsibilities carried by M&PC, as shown in its Handbook page (nyym.org/book/nyym-handbook-ministry-and-pastoral-care-committee). The committee's charges include:

- traveling Friends;
- periodic meetings with clerks of quarterly, half-yearly, and regional meeting Ministry and Counsel committees at Yearly Meeting Sessions;
- oversight of New York Yearly Meeting prayer list;
- annual spring and fall Pastors' Retreats;

- recommendations to MCC for distributions from the Stevens Fund;
- coordination with the NYYM Meetings for Discernment in areas related to ministry and pastoral care;
- support of regional meetings for ministry and counsel;
- visitation among and between meetings;
- pastoral care in meetings and worship groups;
- support of and assistance to meetings for ministry and counsel;
- eldering within monthly meetings;
- gifts of ministry among young Friends;
- healing ministries;
- support of pastoral leadership, including the annual Pastors' Retreat with New England Yearly Meeting;
- support of worship groups and small or struggling meetings;
- support for pastoral care in prison worship groups;
- sponsorship of workshops/initiatives on worship, ministry, pastoral care, and related concerns;
- education about pastoral care and nurturing of pastors and pastoral care givers, clearness committees, committees of care/support, listening skills, and discernment, prayer.

At Spring Sessions, 2019, MCC clerk Emily Provance convened an ad hoc working group to look at M&PC's charge. This report from that ad hoc group comes after three meetings, one at Spring Sessions and two via Zoom in April and May 2019. We are still working.

Members of the ad hoc working group recognize that M&PC's charge is broader than the committee can support in a meaningful way, and that the sheer breadth can be daunting to committee members. The ad hoc working group recommends the committee work as led, on those charges that have life for current committee members. The ad hoc working group hopes to have conversations with other committees and working groups whose charges overlap, including: Prisons committee for prison working groups; ARCH for pastoral care; Spiritual Nurture Working Group for eldership, meeting deepening, and spiritual development; Youth Committee for the pastoral needs of younger Friends; and Meeting for Discernment for concerns that Friends share at its sessions.

M&PC continues to provide support for the NEYM/NYYM retreats for pastors and elders, this year with *They Gathered Around*, a well-attended retreat open to Friends called into pastoral ministry. M&PC continues to distribute monies from the Stevens Fund; in recognition that the fund currently has more recipients than fund income can support, M&PC has revised its guidelines for applications, and welcomes contributions.

New work coming to M&PC includes investigating ways to financially support individual ministries and support of Alternative Pathways to Membership at the yearly meeting level, should the YM support the APM working groups proposal. We wonder how the structure of committees/working groups may no longer be serving us. One Friend suggested regular zoom calls with monthly, quarterly and regional Ministry & Counsel clerks and YM call-in times on particular topics as ways to share support and bring Friends with similar concerns together.

While M&PC committee has its full complement of nine members, its 2018/2019 clerk has asked to be released, so the committee is currently functioning without a clerk. MCC's clerk will convene its next meeting at Summer Sessions. All Friends interested in supporting ministry and pastoral care at all levels of the yearly meeting are invited to join us and share your leadings and

enthusiasm. Anyone called to the work listed above that is valuable and not being done is encouraged to contact a member of M&PC.

Lu Harper

Powell House Co-Executive Directors

Greetings from the Co-Executive Directors at Powell House during EarthSong 2019 weekend! The buildings and grounds are full of exuberant, joy-filled youth, who are celebrating endings, beginnings, and most importantly, “just being”! It feels like this is an appropriate backdrop for marking the completion of our 3rd year here.

The past year has been full of interesting events, with participants and attenders who are engaged in doing what makes Powell House, Powell House; welcoming, loving, refreshing, and inspiring ALL who come here. We continue to love listening and sharing in the conversations, activities, the meals, the work, and worship. Our call to this place remains strong and fulfilling.

One thing we now “know experimentally” is about the energy, time, and expense that are devoted by folks making trips to Powell House from over 3 hours away. We’ve been traveling far and wide in NYYM the last 3 weeks; from Farmington Scipio Regional Meeting’s Spring Gathering, to Northeastern Region’s spring meeting in Saranac Lake, and then to Long Island for an Interfaith Clergy retreat. Our hearts are full of the rich diversity of all the places and people that comprise our yearly meeting, and we deeply appreciate the efforts of all who visit us in Old Chatham on Pitt Hall Road. We also seek more opportunities to visit across our constituency.

We are looking forward to connecting with many at Silver Bay during Annual Sessions. We hope to share more specifics about our year in a report to the body during business sessions. We also want to share and discuss all things Powell House at our exhibit, and during informal conversations on the porch, in the lake, and at the ice cream parlor. Please DO say hello, ask questions, and voice concerns as you encounter us during the week!

*Peace and blessings, Dennis Haag and Regina Baird Haag
Co-Executive Directors, Elsie K. Powell House, Inc.*

Elsie K. Powell House, Inc.

The Powell House Committee meets together in person three times a year with some work done over telephone or email between meetings by members of subcommittees and ad hoc working groups. One of the pieces of work we undertook this year was to amend a small section of the Powell House bylaws to bring it into better alignment with other yearly meeting committees. The term of service on the Powell House Committee has changed from 5 years to 3 years. Members can serve for up to 9 years in a row before stepping off the committee for at least a one year break. Our intention is that this will allow service on the committee to feel less onerous to people in various stages of life.

As we considered who would serve as clerk, assistant clerk, recording clerk, and treasurer, the nominating committee was led to name two assistant clerks for next year. This is an example of how we are working to match and foster the gifts individuals bring and the work that needs to be done.

The new Powell House strategic plan has been in effect for one year. The vision the committee and staff crafted as part of that plan is “To be the place of heart-felt welcome where all are empowered to live authentically in the world and to recognize truth and call it forth from one another.” While this is not as quantifiable as other aspects of the plan, it calls forth the image of what we strive to be as the Conference and Retreat Center of New York Yearly Meeting. The Co-Executive Directors and Youth Directors have this vision in mind as they plan programs, work with facilita-

tors and staff, Friends and others who come and feel welcomed and empowered in this spiritually rich environment.

Over the last year the number of participants in the adult, intergenerational, and youth, and young adult programs has remained steady, increasing by a handful in each category. The 4th and 5th grade retreats continue to have a low number of participants, due perhaps to demographics within the NYYM as this age group has the largest percent of youth whose families are affiliated with monthly meetings.

Chris DeRoller and a youth program graduate brought 6 youth attenders by train to Washington DC to participate in the FCNL spring lobby training weekend. The high school students learned about immigration and the work of advocacy and had the opportunity to practice their skills with staffers from their senators' offices as well as with Congressman Antonio Delgado. Participant Maddy Kelly gave a report about the trip during Spring Sessions, and FCNL will be sending a representative to Summer Sessions in response to the presence of our youth in this national program.

A large number of young adults have been part of Powell House programs this year. Many have been registered for programs tailored to the interests and needs of people in this time of life, while others have worked as co-facilitators and adult presences at youth programs. It is inspiring to learn how former attenders of the youth program are using their gifts to benefit current attenders, the yearly meeting, and the world at large.

This year Friends have travelled from Philadelphia and New England yearly meetings as well as from Minneapolis to attend programs at Powell House. This is one indication of people's continued longing for the spiritual enrichment and deeply grounded skills shared in this place of heart-felt welcome.

Heidi Kelly, clerk

Task Group on Racism in NYYM

No report submitted.

Committee to Revise *Faith and Practice*

The committee met at Summer, Fall and Spring sessions, in- person, and once by conference call. Over the past year we have researched various ways to make *Faith and Practice* more accessible. The new 2018 edition became available in Fall 2018, and demand has made it necessary to have a second printing. Copies were sent to monthly meetings and worship groups. A large print copy was made available and sent to monthly meetings, worship groups and to a few prison worship groups. Although we checked into the possibility of having copies available in Braille, the cost was prohibitive—the start-up cost being about \$3000, with additional copies around \$1000 or more. We approached the Andrew Heiskell Library for the Blind about having a copy recorded through National Library Services for the Blind and Handicapped, and were successful in coordinating a recording through the studio. The recording is now available to those enrolled in the Talking Books program of the Library of Congress—either for their dedicated audio player, or by download through BARD. In addition, we are working with the Communications Department in the creation of an e-audiobook which would co-exist with the online version of *Faith and Practice* on the yearly meeting's website. A YouTube edition might also be created for the yearly meeting's YouTube site.

We had a first reading of the revised section on the Clearness Committee at Summer Sessions,

did some revision and are prepared for a second reading at Summer Sessions 2019.

Much of our time has been devoted to working in collaboration with the Alternative Pathways to Membership Working Group to craft wording to introduce the concept of membership through New York Yearly Meeting into our book of discipline. Meetings were invited to send feedback to the clerk of Ministry Coordinating Committee, who has shared that with us. We are still in the process of working on this and hope to present the revised changes and additions for a second reading at Summer or Fall Sessions.

In preparation for the future, we are in the process of locating all references to Nurture Coordinating Committee in *Faith and Practice*, so when it is laid down, we'll be prepared to quickly make the changes.

We have made several invitations to invite newcomers to join us at a committee meeting, as we plan ahead for next year, when we have members who'll be rotating off the committee. Having six members (the most in quite a while) has been beneficial for our work. If we become a four-person committee again, it becomes more difficult to function with ease, especially when not all can be in attendance at a meeting. We will continue to seek new members.

As change comes to our yearly meeting, our committee is called upon, so this has been a busy year, and there are always sections calling for revision.

Carolyn Emerson, clerk

Spiritual Nurture Working Group

During Summer Sessions, SNWG offers Coffee, Conversation & Communion on the Inn Porch from 6-7:30 a.m. We also offer drop-in worship sharing on the Porch for those who haven't signed up for a worship sharing group or are only at Silver Bay for a portion of the week.

Since Summer Sessions 2018 we have helped support the Young Adult Spiritual Nurture retreat series by providing eldership and one-on-one opportunities for spiritual nurture, co-facilitation, and by providing scholarship assistance. By Summer Sessions 2019 we will have participated in all six planned retreats and hope to be involved in planning for similar outreach to young adults in the future. We see this both as succession planning, since a number of very talented facilitators have planned these retreats, and as important for the ongoing life of Quakerism in NYYM.

We continue to offer Tending the Garden retreats (nyym.org/content/tending-garden) and we are interested in collaborating with other YM committees: we plan to share an interest group at Summer Sessions with the Earthcare working group, and to facilitate a retreat at Friends Center for Racial Justice in October 2019.

Lu Harper and Anne Pomeroy, Co-clerks

Committee on Sufferings

Since last summer, this committee became a one-person committee. At Fall Sessions, there was a first reading for a new Handbook page that outlines the transformation of this committee into a point person, or liaison, who would do the footwork when presented with a request for Sufferings funds, and eventually present the request to the Treasurer. When we suddenly had a request for funds this winter, the ensuing events presented some further questions which need clarification before this comes to the yearly meeting body for a second reading.

Carolyn Emerson

Committee on Worship at Yearly Meeting Sessions

Oh Lord, be gracious to us! We wait for You. Be my strength every morning and my salvation in time of trouble. Isaiah 33:2

As clerk of Worship at Yearly Meeting Sessions I initially had doubts about being able to find Friends to fill all of the positions necessary for worship at Sessions to be successful.

Calling and emailing Friends to ask for help felt daunting. *(I still feel a bit of pain when I am rejected. Friends frequently say to me “oh Barbra, don’t take it personally.” Ha, it was my foot that was stepped on! I need to say Ouch!)* Be that as it may, I’ve made great strides in asking for help.

Reaching out to Oliver Waterhouse, a Friend from Britain Yearly Meeting, to come share his brilliance with us during the week was a communication challenge because of our time differences and having wrong phone numbers, etc., but we finally connected. He agreed to stay and do the closing Saturday worship as well to remain in the states and attend my monthly meeting and share more blessings.

Patricia Glynn and Elise Bacon graciously agreed to organize daily community worship which included a diverse group of Friends from the youth program at Powell House, students from Junior Yearly Meeting, Poplar Ridge, New Paltz Meeting and the ARCH committee. Each morning worship was spirited and wonderful. Thank you all!

Everyone that I reached out to was generous with their time and commitments and were very supportive. Deep thanks to Leo Quirk and Isabella Aguirre for their support in making the closing worship memorable.

Vesper services were rich and inspiring. Thanks to those who accepted the invitation to share ministry, to elder and hold sacredness during all of the worship sessions and meetings for business and the whole of our Summer Sessions gathering.

The worship sharing groups went well. The facilitator asked and has received more help in coordinating this group going forward. It was noted that the Parents with Children group would be best served by parents of that group.

After thou seest thy thoughts and the temptation, do not think but submit, and then power comes. Stand still in the Light and submit to it...and when temptation and troubles appear, sink down in that which is pure, and all will be hushed and fly away. And earthly reason will tell you what ye shall lose. Harken not to that, but stand still in the Light. — George Fox

Barbra Bleecker, clerk

Youth Committee

No report submitted.

General Services Section

General Services Coordinating Committee

General Services Coordinating Committee is responsible for the administrative, financial and communication functions of the yearly meeting. This year we added Junior Yearly Meeting as a sub-committee of Sessions Committee and Aging Concerns due to the suspension of Nurture Coordinating Committee. I commend to you the reports of the committees of the Section for a full sense of the work of all of our committees.

General Services Coordinating Committee spent much of its year considering the procedures of the yearly meeting. The Financial Procedures, a summary of our practice, were reviewed, considered, and approved with the understanding that they are living guidelines with changes introduced as our practices evolve. We approved a process clarifying who can sign contracts on behalf of the yearly meeting.

We provided discernment for the work of committees in the section and heard reports of the work being carried forth. It was a challenging year for our budget, having spent January through March with an interim budget. We are deeply aware of the need for a children, youth, and young adult field secretary and have been looking hard for those funds.

The work of the Section is carried by the committees. As with many other parts of the yearly meeting, fewer Friends are able to step into the work. We will continue to discern how much we can do, how much we should do, AND how much, and what, we are called to do.

Bridget Bower, clerk

Committee on Aging Concerns

The Committee on Aging Concerns is a focused, well-functioning and spiritually based committee. The integration of the ARCH (Aging Resources, Consultation and Help) program into the administrative structures of Yearly Meeting began in 2017. Our annual retreat was held at Powell House, and involved ARCH visitors as well as committee members and local coordinators. It was a deep and enlightening weekend. At both Spring and Fall Sessions, a number of committee members stayed in the same home, increasing our time for deep dialogue and fun.

A highlight of the past year was the introduction of Remote ARCH Visitor Training which worked extremely well. The flexibility of the time and location made for a diverse group of participants plus travel and venue were not necessary. Even the role plays worked well via Zoom (video teleconference). The second remote training is currently in progress, bringing our number of active ARCH visitors to 136 active with a total 162 trained. There is also an online reporting form to fill out following an ARCH visit and/or presentation. We hope this will enhance our communication with each other as well as provide follow-up and more accurate reporting.

ARCH has a full time director, Callie Janoff, and five part time local coordinators. The committee has eight members with one co-opted Friend we hope will officially join us this summer. We have co-clerks, recording co-clerks, and a liaison to Personnel Committee. Three committee members serve a support committee for the ARCH director, with one Friend or the whole group meeting weekly with Callie, usually by phone but sometimes in person. The committee meets regularly by Zoom as well as at yearly meeting sessions and our annual retreat. Opening worship both settles us from our busy lives and grounds us for the work ahead. Our practice is to leave Zoom with closing worship.

The CAC is concerned about the financial state of NYYM, and how our budgetary fears may impact the funding of the ARCH program over the coming years. The Friends Foundation for the Aging, established with proceeds of the sale of the McCutchen (a retirement home in New Jersey for Friends), which encouraged the founding of the ARCH program and has been funding it since

its inception, is eager for NYYM to find ways to raise a larger portion of our ARCH budget and to rely less on their support in the future.

Since becoming an integrated part of NYYM, ARCH's financial situation has changed. Before that time when it was responsible for funding its own budget, Friends were inspired by their experience with ARCH programs, staff, and volunteers, to contribute directly to ARCH. Although Friends are still able to earmark contributions to the NYYM for ARCH, our efforts have been focused on assisting in fundraising efforts for the whole NYYM. Despite our best efforts, we continue to struggle with fundraising as a NYYM body. Our hope is that increased energy and enthusiasm for our wonderful programs will increase contributions and our sense of abundant possibility. This would increase the amount of funds available throughout the NYYM that ARCH and the other ministries of NYYM rely on, rather than focusing on difficult cuts that may help one group, but only at the expense of another.

In the face of budget constraints, we have instituted some money saving measures such as remote training to save the expenses of a costly venue, accommodations, and travel for a weekend retreat. The committee is exploring possibilities of widening the scope of the remote visitor training and inviting Friends from beyond our New York Yearly Meeting to participate. Through this we are beginning to see a way to expand the reach of our program to other yearly meetings through cost sharing arrangements. We are also exploring partnerships with FGC about how we could offer our programming broadly. All of this can help us find new and innovative ways to fund this important work.

Our goal is to have ARCH visitors accessible to each meeting or worship group in New York Yearly Meeting. Our work includes ARCH programming for monthly, regional, and prison meetings, as well as interest groups or workshops at all Yearly Meetings sessions. This summer one workshop will deal with guardianship and be geared to young families. End of Life workbooks were sent to clerks of all meetings without an active ARCH visitor. A workshop will be held at the FGC Gathering in Iowa this summer titled "Quaker Values and End of Life Decision Making." One topic that has risen up is the prejudices of ageism. We continue ARCH visits to incarcerated Friends and are available to offer ARCH programs to prison worship groups.

We look forward to the coming year with enthusiasm and love as we continue to explore aging issues and to provide resources to our yearly meeting. Please see the report from Callie Janoff, ARCH director, for more reflections on our exciting, challenging and rewarding shared ministry.

This report was a CAC group effort submitted by Jill McLellan, CAC co-clerk

Audit Committee

The primary responsibility of the Audit Committee is to assure that the financial record keeping of New York Yearly Meeting (NYYM) is complete, clear, accurate and accountable. The work of the Audit Committee is carried out in collaboration with the NYYM office, Financial Services Committee, the treasurer, and the trustees. Most particularly has been a concern that NYYM's main financial report, the annual Financial Statement, be clearer, more comprehensive, and in fuller compliance with standard Generally Accepted Accounting Principles (GAAP).

In line with this concern, an element in a continuing improvement process (dating back five years) is a move to biennial audits of the Financial Statement. The Audit Committee is undertaking procurement of an auditor for this to occur in the coming year. Along with auditor procurement, primary on the Audit Committee current agenda is performing a readiness review for that audit, prior to transmitting it to the auditor in 2020.

Steve Reul, convenor/clerk

Communications Committee

The Communications Committee is charged with ensuring NYYM communication moves forward throughout the year. The committee met at both Fall and Spring Sessions and additionally met by video conference on two other occasions. We welcomed visitors who provided additional understanding towards potential needs beyond our current scope. We gained a new member as well. The committee additionally hopes a younger adult will join with us soon.

The year's discussions ranged from content for *Spark*, to analyzing how we and those around us get information, to the differing needs within online and print mediums, to the future of Quakerism, and finally how to reach younger people in a more effective way—as we discerned this vital connection needs expansion. Further ideas put forth involved looking into the printing of *Spark* and seeing if any alterations could be done while accommodating current needs. A common core to discussions was finding ways to improve NYYM communications as a whole.

Work was also done to try to reduce the size of the printed *Yearbook*. Some sections would be printed, some sections would be online and printed upon request. Mailings would be provided to whoever wants them so as to serve Friends without Internet access or computers. The reduced printing/ mailing costs as well as staff time free-ups would allow for new outreach projects to occur. We continue to explore the landscape we have been determining.

Jennifer Swann, clerk

Development Committee

At the 2018 Summer Sessions the Development Committee happily and gratefully announced that a very generous anonymous donor had offered NYYM a gift of \$50,000 in the hopes that it would generate additional gifts to help support the NYYM in a more sustainable way. The committee encouraged attendees and NYYM Friends elsewhere to match the donor's generosity at whatever level they could with their own gifts. We also encouraged them to make their gift a recurring annual or monthly one so that the NYYM would have more confidence in its financial future and could commit accordingly to maintaining and even growing its staff.

The response to the matching concept has been disappointing and we are aware that we may have added more confusion than L(l)ight in our attempts to explain. We are continuing to discern how best to move forward in the spirit of the donor and will talk more about this at Summer Sessions. We have consulted with a Quaker who has helped many other Quaker organizations raise funds and recognize that some more pieces need to be in place in order to raise funds in the effective way that is really needed.

Accordingly we are seeking additional Friends for our Development Committee. This is especially important because NYYM staff has very limited time to help and there are many different tasks to meet the talents of many different people (writing, bookkeeping, social visits, etc.). Please consider this yourself! Raising funds with a strong committee can be spiritually enriching for both askers and askees and can truly build community. The Pay As Led effort is already showing us that community-building aspect of fundraising. Friends have stepped forward to help get "everyone" to Silver Bay, and already we have more young people coming—a goal we all share.

We look forward to seeing you at Silver Bay and seeing how—together—we can strengthen and grow the NYYM we need and want.

Dare Thompson for the Committee, which also includes Jerry Leaphart (clerk) and James Malchow, and has NYYM staff support from Callie Janoff and Steve Mohlke

Committee on Expenditure of the H. H. Mosher Fund

In 2018, at NYYM Summer sessions at Silver Bay, the book table distributed books from the Friends General Conference (FGC) Bookstore in the amount of \$3,291. This includes:

- Gifts of 202 items to 56 monthly meetings, worship groups and prison worship groups in the amount of \$2,750.
- Gifts to five Friends Schools and Anna Curtis Center of 19 items for \$279.
- Books given to 12 individuals (staff, recorded ministers, presenters at Summer Sessions) in the amount of \$262.

Plans are being considered to provide the Anna Curtis Center with a number of new books for the Powell House Youth Programs library using the fund balance. Also being considered is an increase in the amount of funds for books for each meeting, worship group, and prison worship group that accepts a gift of books at Summer Sessions. In 2018, a Publications Working Group was established for the Mosher Committee. Requests for funding costs to publish manuscripts, videos, tapes and other publications can be submitted from monthly meetings/worship groups and yearly meeting committees. Criteria for funding: that the material is in keeping with Friends' values and testimonies, reflects a fresh or needed insight, is readable for most Friends, and that funds are available from the Mosher fund balance to cover the cost.

In summer 2019, books from the FGC Bookstore will again be available at the book table in the lobby of the Inn at Silver Bay during the week. The book table hours will be posted. The table closes at the end of Thursday evening. Friends are encouraged to browse at the book table and select books for their meeting libraries and for neighboring meetings that have no representatives at Summer Sessions. Volunteers make the book table possible and Friends are invited to sign up to help arrange and distribute books.

Beatrice Beguin, clerk

Nominating Committee

The Nominating Committee has as its charge finding the people who have the leading, the gifts, and the time and energy to carry out the ministry and witness of New York Yearly Meeting. We meet by telephone conference call throughout the year, at Spring and Fall Sessions, and every morning over breakfast during Summer Sessions.

The Nominating Committee continues to have fewer members than required. The committee is made up of Friends appointed by regions. Some regions have fewer than the expected number, and a few have none at all. One result is that several regions have very few Friends serving on yearly meeting committees. Many of those who are serving have often served for many years, and may serve on several committees at the same time. Membership on a yearly meeting committee can help to broaden an individual's experience with a leading.

Nominating Committee members celebrate the joy that comes with this work, as well as the time and attention needed. We get to talk to people about their gifts and their passions. We usually get to know some new folks over the year and to learn some new things about old F/friends.

We try to engage with the whole of the yearly meeting so that we can recognize what is needed and who may be ready to step in. We do this work so that Quakers continue to have their voices heard, and to make a positive difference in the world.

Deborah Wood, clerk

Personnel Committee

During the time period in question, the Personnel Committee has been meeting on a regular basis, approximately every two months. Generally we meet in person at the NYYM offices with some persons participating either by video or telephone.

Under discussion have been two main topics:

- a revised and up to date personnel handbook
- the vacancies of the Youth and Children's Field secretary as well as the Young Adults Field Secretary

As to item 1, this process has been much longer than I had anticipated. The committee made good progress initially but was able to go just so far. The issue became the legal aspects of what needed to be included to make the document legitimate. So far, that part of the document remains an open issue. We are fortunate to now have the services of Friend Pam Yaeger who has been contracted to review and re-write the document to make it more user friendly. That process has just recently started and needs to be completed and approved by the committee before it can go to legal review, again something that has not yet been addressed.

As to item 2, the committee has struggled mightily to resolve these vacancies. As you may recall, at last year's Summer Sessions the body approved the idea of combining both part time positions into one full time position as it had become clear that we were not attracting any candidates for the part time positions. It was the General Secretary who proposed to us the full time position based on the ARCH model. However, financial reality started to set in almost immediately at last year's budget Saturday. The proposed budget for the upcoming term simply could not support an annual cost estimated to be in the neighborhood of \$120,000.

So, the quandary remains what shall we do with these invaluable positions. The committee feels that we must be in a position to nurture the youth in our midst if we are to engage them in the mission of Friends.

Respectfully submitted, Hans-Jurgen Lehmann, clerk

YEARLY MEETING STAFF

Administrative Associate: Walter Naegle

The last year was one of transition in the NYYM office. We are beginning to use Salesforce to track membership data, and hope to add information on sessions attendance and financial gifts to the basic information we now keep. The overall goal is to have more information available to a staff that is familiar with the Salesforce program. This will require some staff training sessions.

At present, we still have a card file as well as the ACCESS database that we use for compiling and sorting information on meetings and membership. I maintain both of those files and enter new information into those as well as into Salesforce. We use the data to generate membership lists, labels for mailing *Spark* and fundraising appeals, and distributing various reports to Monthly Meeting Clerks and Treasurers. It is also used for compiling information for the *Yearbook* and Statistical Report. The database also includes information on our prison worship group attenders, other domestic and international yearly meetings, Quaker related organizations such as the American Friends Service Committee (AFSC), Quaker colleges and universities, and the Friends Committee on National Legislation. We also keep a list of elected officials from the NYYM area whom we sometimes contact about political issues of concern to Friends.

Our General Secretary, Steve Mohlke, has been instrumental in moving us into a computer based registration process for sessions, as well as for processing and tracking finances (contribu-

tions, deposits, payments). This involves new skills and can sometimes be daunting, but ultimately should help streamline processes and ease the process of organizing and assembling data for various reports.

I continue to assist in responding to telephone inquiries, responding to e-mail messages, opening and directing mail, ordering office supplies, and mailing/shipping of NYYM publications.

Aging Resources, Consultation, and Help (ARCH) Staff Report

The work of the ARCH program is often difficult to share because it touches on the real lives, full of real pain and real joy, of people you may or may not know well. Ours is a relatively small community in many ways, and much of the content of what we do is confidential.

So when faced with the opportunity to share with you about the work of the ARCH staff in the last year, there is much I can't tell you about. I do not have a measurement for the number of times that an ARCH Visitor has found themselves in tears of empathy with the person they are visiting. I can't share with you the details of the feelings of helplessness, isolation, and grief that Friends have shared with ARCH Visitors. I don't have a way to convey their sense of meaning and connection that people have made with each other through the ARCH program, or the frustrations experienced when there is "nothing we can do to help."

The bulk of what we do is what we would call "emotional labor" and the self-care required to continue that labor. And when I say "we" I'm referring to the six ARCH staff people, and the over 130 active volunteer ARCH Visitors peppered throughout our meetings. Some ARCH Visitors might meet with someone once a week, or more. Some might only visit once a year. Some might field emails, texts or phone calls from Friends near or far to draw on their expertise in a particular area related to growing older. Others might organize events, workshops, or get-togethers for their local or regional meetings. The sheer diversity of this ministry is staggering.

The ARCH Staff is here to follow the leadings of ARCH Visitors, to support them when they need it, to help maintain connection and healthy boundaries, to connect volunteers with needs and resources in their area, and to continue to offer training and enrichment to help Visitors do the ministry they are called to. This year marked a new era in our Visitor training program: offering our popular training as a seven week series of remote video conference sessions.

As the director of the ARCH program, I supervise five ARCH Local Coordinators (LCs) who are distributed geographically around our NYYM area.

This year we welcomed back Gabi Savory-Bailey, former Young Adult Field Secretary for NYYM, as an ARCH Local Coordinator for our New Jersey meetings and Friends. Gabi brings a storehouse of experience with pastoral care among Friends, as well as a ministry of visitation and community building. Gabi draws on her own experience in the "sandwich generation," caring for both young children and older parents, as she supports the work of ARCH in her area. Some of the "real life" content of the emotional labor that she has worked with this year are grief and loss, anticipatory grief, searching for meaning and direction, and finding humor and joy in otherwise challenging times. Gabi took over for Abby Burford who we miss dearly, but commend with great affection to her new meeting in Virginia.

As the LC for our New York City area, Mahayana (Yana) Landowne keeps up with the 40+ ARCH Visitors there and the many ways that they navigate growing older as city dwellers. Yana draws on her training and experience as a theatre director and interactive artist/activist to draw connections between people. Many of the experiences she encounters in her ARCH work relate to overwhelm, anxiety, isolation, and connection. The ARCH Visitors she works with are also glad to be of use to their communities, and derive great satisfaction from their ministry.

Kathy Slattery scoffs at us when we refer to her Farmington-Scipio Region as "local" as far west

as Fredonia, and as far east as Syracuse, and as far south as Elmira. Kathy also says “grief is her beat,” and somehow attending to the grieving of others continues to seek her out as a calling. But Kathy is also called to the work of racial justice and to healing the wounds of white supremacy. She helps others work through the confusion, anger, shame, hurt, and grief she finds in those wounds we all bear.

In Purchase Quarter, Martha Gurvich has undertaken a huge professional and spiritual development opportunity, training to be a chaplain at her local hospital. This has opened her up to intensive self-reflection, and to opening up to the acute suffering of others in medical crises. She brings this back to her experiences in her own spiritual life, and into her work with others through ARCH. Martha is often called on to work with family groups, and all the interpersonal dynamics we encounter in family.

Barbara Spring began with the ARCH program as its co-founder 12 years ago, and for the last two years has been serving as the LC for her North East Regional Meeting, and for NYYM’s prison worship groups. Last summer Barbara was diagnosed with Lymphoma. As I write this I have just learned that she will be entering hospice care, and that by the time you read this she will likely have departed this earth. Barbara has faced this year’s emotional labor with a grace and perseverance that has felt miraculous to me. Even as she began treatment, she visited Greenhaven Prison Worship Group, and recruited interested Friends in her area to join the team of ARCH Visitors. She said, “the bull looks different” by which she meant “seeing the bull from outside the ring is different than being the bullfighter and looking the bull in the eyes.” The bull of course being her own mortality. She has spent the better part of her life studying, teaching about, and preparing others for life’s end. She has been a special mentor and friend to me, and even with all she has shared with me about how to do this, I do not feel easy saying goodbye.

Barbara will leave a lasting legacy through her work with others at their own end of life, and as a fierce advocate and activist for racial justice and healing. It is my hope to honor that legacy in everything we do. It is also my hope that you will join us in celebrating her many gifts that she has shared with us over the course of her life.

We remain grateful to the Friends Foundation for the Aging which took a leap of faith with Barbara and Anita Paul when they founded our program, and who continue to support our ministry of care for one another. We are also grateful to the Committee on Aging Concerns which remains a light and home base for our work, sharing their vision, oversight, eldership, enthusiasm, and commiseration, and whose report can be found on page 97. Our deepest gratitude goes to the community of ARCH Visitors who inspire us daily with their faithfulness, compassion, love, empathy, and patience in their ministry. We know the lengths to which you go for those of us who need you, and are humbled to serve you.

—Callie Janoff for the ARCH staff

Associate Secretary: Helen Garay Toppins

The strength of the team is each individual member. The strength of each member is the team.”

—Phil Jackson

What has moved me the most this year is my heightened consciousness of team work. I do believe that it has been spirit-led. As transitions and changes swirled all around me, teamwork kept me grounded. Some of the transitions stemmed from a rebound of the changes I enumerated in my last staff report. We continue to broaden and enhance our computerized office operations and to fine-tune how we process vouchers. However, some of the changes are brand new. Along with encouraging a host of new Summer Sessions’ attenders, Pay as Led has added to the staff

workload. For the first time, New York Yearly Meeting has taken on assigning all of the Summer Sessions housing room assignments, and the billing which was formally handled by the Silver Bay YMCA staff. This has added to my workload. Fortunately, as all of these new assignments whirled around me, the YM office assistant came in extra days, and a stellar volunteer registration team—a co-registrar and registrar assistants—stepped up to the plate.

I have been spending much more time responding to inquiries from throughout our yearly meeting, from around the country, and from around the world. This is due to an increasing worldwide access to the internet and to our expanded website. I have received inquiries from Quakers in Kenya and in South Africa who want to lead interest groups at Summer Sessions; from a West Point Military Academy professor who wants to include Quaker conscientious objection as part of his military history course curriculum; a California Friend looking for ARCH information; a Friends Peace Team Indonesian participant inquiring about our World Ministries Committee; and an upstate New Yorker researching his Quaker genealogy. The majority of these inquiries come in via email. However inquiries also come in by telephone. I can get a call from Long Island, London or Lagos.

Supervising and coordinating staff; monitoring staff schedules; managing office workflow; serving as an interactive communications hub between YM clerks, YM officers, YM committee members, MM clerks, and MM officers; responding to NYYM Friends, to seekers, and to the general public; and the recruitment, training, and supervision of volunteers, also keep me busy. So busy, that I don't have the time to visit as many monthly meetings and as many prisons worship groups as I would like to.

My academic night life, which is preparing me for my retirement career, also helps me with my current employment. My college computer classes have been extremely helpful. I have transitioned from feeling a certain amount of anxiety in regard to my computer skill set to welcoming and really enjoying working with computers.

I appreciate my fellow staff members, respect all of our volunteers, and I love my job.

Communications Director: Sarah Way

I like to connect Friends with each other and help them gather together, share ideas, and be inspired by each other. I do that via the printed *Spark* newsletter; our monthly emailed newsletter, InfoShare; the daily “Q-Up” bulletin at Summer Sessions; the *Yearbook*, containing the past year's minutes, reports, committee appointments, and meeting directory; email announcements to our “global” list; and posting frequently to social media—Twitter, Instagram, and Facebook.

Over the past year I've put out five issues of *Spark*, containing articles solicited on a different theme for each issue. I've continued to improve the informational design of *Spark*, designing icons and color schemes for each issue to visually identify the themed sections.

- The theme for September 2018 was “Quaker Structures,” which gave Friends an opportunity to process recent changes in the NYYM committee structure.
- For the November 2018 issue, “Cultivating Quakers,” I created a “NYYM How-to Guide” that included an explanation of NYYM's committee structure, affiliations, publications, and gatherings. This was in response to the recent outreach planning workshop weekend, at which a younger Friend expressed her confusion about the way things are done in the YM.
- January *Spark* was on “Learning from Quaker History,” which generated a large volume of submissions.
- The March 2019 issue on “Conflict” was guest-edited by Heather Cook and Karen Reixach of the Committee on Conflict Transformation. This popular issue was extended from eight to

12 pages to fit in all the content, including sections for both Spring and Summer Sessions. So many Friends have asked for additional copies of this issue that I've created a stand-alone collection of the articles and am considering printing options.

- May 2019's issue was on "Quaker Commonality" — what do all different kinds of Quakers have in common? Like all of the issues this past year, it had a section promoting Summer Sessions.

Due to the new Pay as Led method of paying for 2019's Summer Sessions, the roll-out of Sessions information has shifted to an earlier and more drawn-out schedule. This has been quite a change for a process that used to begin and end with the May issue of *Spark*. I started promoting and sharing information about Summer Sessions and Pay as Led in the Nov. 2018 issue of *Spark* and have continued in each successive issue of *Spark* and InfoShare. I designed the Summer Sessions information to be accessible to newcomers, making sure to fully explain Quaker jargon. Working with the clerk of Sessions and the other staff people, I determined the strategy of how and when to present or highlight Summer Sessions information.

Starting in 2019 I've increased the frequency of InfoShare, the email newsletter I produce using MailChimp, from bi-monthly to monthly. There's too much going on in our yearly meeting to wait for two months between communications, even when *Spark* appears in the middle. I can now include news items from *Spark* in InfoShare, to reach the people who don't read *Spark*.

I've been working with the Communications Committee to explore the possible reduction of the printed *Spark* newsletter. Can the time spent producing *Spark* be better spent on other projects? NYYM serves some Friends without internet access and some Friends who only read news online, so communications will need to continue in both print and online formats. I will be considering different forms of communication and content, and what priority each should take in my work, over the next year.

I worked with Steve Mohlke to reduce the size of this year's printed *Yearbook*. The goal of the *Yearbook* Reduction Plan is to save time, money, and paper by placing some sections of the *Yearbook* online instead of in the bound, printed *Yearbook*. The sections that won't appear in the bound book — mainly, the committee reports — will be printed as advance reports for Summer Sessions, and a copy will be sent home in each meeting's book bag at Summer Sessions.

I post frequently on Facebook, Twitter, and Instagram, though the level of engagement isn't as high as I would like. The NYYM periodicals — *Spark* and InfoShare — always get shared as posts on our social media accounts. Jillian Smith, a young adult Friend, has also been posting to NYYM's Instagram and Facebook accounts, and I am very grateful for her assistance.

I'd like to do more research into what communication formats younger Friends are using — how they find out about upcoming events, for example. I'm considering big changes in how we've been communicating in the yearly meeting, starting with the reduction of the printed *Yearbook* and continuing with the rethinking of *Spark*. The goal is to free up my time so I can spend more of it on outreach work. Outreach hasn't previously been part of my job responsibilities, but it's important work and I'm excited to help with it. If you have any thoughts or concerns about NYYM communications, please email me at communications@nyym.org.

Digital Communications Director: Chad Gilmartin

This year has been one of exploring digital tools and updating our practices and structures to better utilize those tools. Last year I helped New York Yearly Meeting make some big technology decisions, and this year we have expanded our utilization of those new platforms as staff, clerks, committees, and individual volunteers. We are collaborating on Google Drive, registering

for Sessions with Google Forms, telecommuting to meetings with Zoom, accessing our advance documents and other Sessions information via the website, and managing our wider email communications with MailChimp. This has helped us, as a yearly meeting, reduce our carbon footprint by using less paper, and reducing our travel needs, as well as increased our efficiency and record keeping.

My personal life has greatly affected my work this year for the most joyous reason: becoming a parent! In January, my wife and I welcomed our first child into our family, and are loving the journey into parenthood. We both feel so well supported by our friends and family, but most especially blessed by overwhelming support from New York Yearly Meeting. I was able to take the full month of February off thanks to New York's Paid Family Leave program, and eased my way back into a full schedule over March, April, and May. This allowed my wife and I to spend wonderful time bonding with our newborn, learning the ropes of early childcare, and adjusting to our new life as parents. We look forward to bringing our new family addition to Summer Sessions, where she can experience the joy of being in loving Community with Friends.

General Secretary: Steve Mohlke

In 2010, Ithaca Meeting, my spiritual home, had an important decision to make. Should we continue to pursue building a new building on land the meeting owned a couple miles outside the city or should we purchase and renovate a badly dilapidated restaurant downtown and renovate it into a meetinghouse? The phrase that emerged during discernment and captured much of our longing was "we want to knit ourselves into the community." In the context of our decision, that clearly meant choosing the downtown location. Like Ithaca Meeting chose to knit itself into its community, I have been spending the past year as General Secretary knitting a stronger organization and community within NYYM.

Much of my knitting takes place with systems in the office. Processing Summer Sessions registrations was easily the most complex project. While Silver Bay used to assign rooms and collect payments for the roughly 400 of us that attend, with our new contract, NYYM is responsible for those functions. I created the online system that knits together all the location information about buildings, bed configurations, and age-based pricing structure with registrants needs such as accessibility, age discount, rooming or clustering with others, etc. Office staff also had to improve our income tracking so that we could handle many more payments and efficiently match payments with registrations. And to this, we added Pay as Led, which means there isn't a fixed price for rooms. As we approach Summer Sessions with the help of staff and volunteers, this process is going remarkably smoothly. We're knitting together a community of people who can afford to pay more and people who need to pay less in order to attend.

A major focus for me this past year has been our collective longing to continue the children, youth, and young adult work in the form of a new, and costlier, staff configuration proposed by the Personnel Committee. At Summer Sessions 2018 the assembled body agreed that we wanted this new staff configuration and directed Financial Services to craft a budget to include it. However, the body did not consider anything we might give up in order to help budget for it. Throughout the year, we continued to look for ways to fund the new staff. At Spring Sessions we were not yet able to fund that staff configuration and passed a budget that does not include it. It has been clear to me that it is important for the community to seriously consider giving something up. There are only a few places in the budget where one could find tens of thousands of dollars to get us part way to the children, youth, and young adult staffing we seek. The budget lines most relevant to the General Secretary relate to staffing. NYYM has a wonderful, hard working staff who are never at a loss for things to do to help our Yearly Meeting. As Helen Garay Toppins, Associate Secretary,

considers retirement, the staff and I have been exploring which current staff functions we could consider giving up in order to free up funding for part of a staff position. That is a major goal for me in the coming months.

I remember, perhaps five to ten years ago, attending Summer Sessions and seeing several women wearing signboards and buttons that read “Talk to me about racism!” I remember walking the long way around because I really, really did not want to talk with them about racism. But Spirit was working on me as I avoided them. At the 2016 Friends General Conference Gathering, I had the experience of Spirit speaking to me with the words “It’s time.” In the context of the moment, I knew that meant “It’s time to work on my own racism.” At the time I thought that meant the prejudicial thoughts I had about people of color who I did not know. I learned a lot that year as I helped lead the 2017 Gathering. This year, as more and more individuals and meetings in NYYM have been addressing racism, I have been trying to understand institutional racism in general and NYYM in particular. I can’t claim a solid understanding but I do know that there are things that don’t look like racism when viewed in isolation but do look like racism when viewed as part of a system.

In February, I travelled to Atlanta for a few days because I learned that Atlanta Meeting has done a lot of work on addressing racism. I met with numerous individuals and groups in the meeting who helped me understand what they’ve done in the past and what things are like now. I visited Atlanta Friends School and met with the pastor of the Burundian Quaker Church, whose members worshipped at the Atlanta Meeting for many years until they were able to start their own church. Friends noted the benefit they felt the Burundians brought. It was easy for me to draw parallels with the Congolese Quakers who make up the Christ is the Answer International Fellowship in Buffalo which is now part of NYYM. Mostly, the trip helped me gain insight into what a healthy, multi-cultural, anti-racist Quaker institution could look like. A major goal for me over the coming year is to both lead and support efforts toward this in NYYM.

I started visiting some of our prison worship groups. Though these are difficult to schedule, I welcome the opportunity and value the insights and perspectives of the participants. I admire the steady dedication of the outside participants. I joined one of the conference calls about the lawsuit that NYYM joined against the New York State Department of Corrections. Much of the call was spent finding words to describe the importance of Quarterly Meetings to our faith and practice in terms that would make some sense to non-Quakers.

I love the Quaker decision-making process. I believe this spirit-led, non-coercive method for making decisions is one of the greatest features of Quakerism. I joined Arthur Larrabee to co-facilitate clerking workshops at Powell House and Pendle Hill and will do another one in July at the FGC Gathering. I wrote an article for *Spark* about preparing potentially controversial matters for meeting for business. I held one on one conversations with numerous monthly meeting clerks and committee clerks. I expect to expand my support for Quaker decision-making over the coming year.

On an almost daily basis, I engage in activity to improve administration. I helped streamline the voucher process. I’m working with a consultant to review and improve our Standard Operating Procedures. Office staff are tracking income in a manner that makes it much easier to answer questions. Staff are experimenting with online procedures for collecting and correcting the meeting information which is shared in NYYM’s *Yearbook*. I’m helping examine how we can streamline the process of creating the *Yearbook*. For Summer Sessions, we are able to track payments for registrations in close to real time so we know where we stand with finances and where to focus staff time.

Overall, the job is a joy. There is a lot of variety. I feel like my gifts are well used. Thank you for enabling me to serve in this way.

Records Committee

This year we have focused on two projects. The first is revising the records guidelines for meeting, particularly to include how to preserve electronic records as well as paper. That process is nearly finished and those guidelines should be available shortly. We worked with Friends Historical Library (FHL) to ensure that our procedures do not conflict with theirs and that they do not make extra work for FHL.

The second project is ongoing. The older microfilm at Friends Historical Library is failing and they have informed us that it is time to digitize. They recommend that we pick a vendor who is interested in our records for genealogical purposes and have them scan and index the records which will make them available to a broader audience. There have been conversations with two different genealogical vendors so far. There are choices that will need to be made—do we prefer that the records be made freely available before they are indexed? But what if they don't have a clue about Quakers? Or would we prefer to go with a vendor who charges a fee to access the records? What if we (NYYM) could access them for free? And would perhaps give us a tiny income stream? With glowing recommendations from another yearly meeting? Then there are the process questions: We pick a vendor. What next? Do gathered Friends at yearly meeting sessions have to approve it? Does each monthly meeting have to approve having their records scanned? To what date can the records be available online? (Vendors want records open up through yesterday, we prefer 70 years.) If we go with the fee-charging vendor, how do we authenticate Friends to that system? If we go with the freely available vendor, are we willing to help index?

We are a small committee. If those questions interest you, consider joining us—even for a short time.

As always, questions about records and their contents have come to the clerk of Records Committee. I'm happy to help and I also commend two sources to Friends:

Records of New York and Genesee Yearly Meetings of the Religious Society of Friends:

www.swarthmore.edu/library/friends/NYYM/NYYMindex.htm

James E. Hazard Index to the Records of New York Yearly Meeting:

www.swarthmore.edu/Library/friends/hazard/index.html

Bridget K. Bower, clerk

Sessions Committee

As we write this report, NYYM is closing in on the first critical deadline for our initial experiment in Pay as Led. The good news is we seem to have a lot more first timers registering to attend NYYM Summer Sessions! This is the whole point of the incredibly hard work involved in creating Pay as Led—to grow and evolve and become an inclusive, diverse beloved faith community. By the time you read this report, we will have a real grasp of the experiment and how it has benefitted—or challenged—our yearly meeting. Stay tuned for real time statistics at Summer Sessions!

In the meantime, our 2018 yearly meeting sessions can be summarized thusly:

2018 NYYM Spring Sessions

Brooklyn Friends School

April 6-8, 2018

Participants, 135 adults and four teens (139 total)

Total income, \$6,178

Total expense, \$11,220

2018 NYYM Summer Sessions

Silver Bay YMCA

July 22-28, 2018

Participants, 341 adults and 95 youth (436 total)
Total income, \$20,133
Total expense, \$33,662 (includes Junior Yearly Meeting)

2018 NYYM Fall Sessions
Rochester Holiday Inn Downtown
November 9-11, 2018
Participants, 108 adults and two teens (110 total)
Total income, \$7,979
Total expense, \$18,545

Gosh. This looks bad on paper! But the fact is that these income totals do not include money that comes in from committees and the Equalization Fund. So for instance, close to \$10k of the Summer Sessions expenses were paid for by via various committee and staff travel budgets, but those are not considered “income”—it’s all very complex. Money, right?

More important to our mission as your Sessions Committee is the steady decline in participation. There are many valid reasons why folks are not coming to our yearly meeting sessions—age, weather, distance, time off, new little ones to care for—but it is concerning. We’d like to hear from you—why are you staying away from the gatherings of your faith community?

In the meantime, in response to smaller numbers, Sessions Committee is choosing smaller, less expensive venues for our upcoming sessions. It would please us no end to run out of space! Please do join us. If I may say so, the way the country is going right now, we desperately need to be in worship and action, together.

Please continue to evaluate our efforts and our yearly meeting sessions. We are listening.

Melanie-Claire Mallison, clerk

Junior Yearly Meeting Subcommittee

The charge of the Junior Yearly Meeting Committee (JYM) is to provide Friendly activities for pre-school and school-age children and youth during Summer Sessions. The committee selects and supports the co-coordinators, who, in turn, recruit and support a cadre of volunteers. In 2018, 95 babies, children, and youth attended Summer Sessions.

The JYM program has two aspects. The first is a morning program—now including a preschool group for 3 and 4 year-olds!—which meets daily from the end of community worship until lunch. The young people are grouped by their preschool or school grade and meet in the same space each day. Children three and under may join the Silver Bay children’s program, whose staff is supplemented by a Friendly presence. All the JYM participants experience time with adults and other children in which our Quaker testimonies are lived out using age-appropriate activities. Caring, sharing, cooperation, worship, and being with adults who listen deeply give them an experience that may be quite different from the one they have in their home communities. Many JYM alums speak of JYM as the times (along with the PoHo program) that gave them their sense of identity as Quakers.

The second is afternoon and evening childcare, an informal gathering of the younger children during plenary and committee meeting times. This gives parents an opportunity to attend these meetings. JYM leaders are assisted by parents, youth, and others who volunteer in this cooperative program.

The senior and junior high groups select two of their number to serve as clerks. These clerks are part of the planning process for the summer sessions and are given an opportunity to develop their leadership skills and learn about Quaker process.

JYM is responsible for three events that include the entire yearly meeting: Fun(d) Fair and Café

Night, which are fundraisers in support of Powell House and the Sharing Fund, and the closing program on Friday evening, where each of the groups presents an epistle, giving a flavor of what they did during their week together.

The JYM committee and volunteers are grateful to the yearly meeting for their continued support. Many of the volunteers are only able to attend and be part of the yearly meeting thanks to the financial support that covers part of their Silver Bay fees.

The co-coordinators of JYM work to fill all position needed to provide a safe, enjoyable, and Friendly program for our youngest Friends, and ask that Friends who have not worked with the children consider giving some time to them. Our children are amazingly wise and insightful. Spending time with them is very rewarding and sure to bring a smile to your face and a warmth to your heart.

*Sylke Jackson and Dawn Pozzi, JYM Coordinators
Susan Stillman, JYM Subcommittee, clerk*

Supervisory and Support Committee for the General Secretary

The committee has been meeting with the General Secretary every four to six weeks. Our focus has been on supporting his work within the yearly meeting. To that end we have worked to help Steve establish clear goals and priorities and manage his time accordingly. We recognize that the demands of his position make it impossible to meet all the needs and expectations of the yearly meeting. In addition to our regular committee meetings, we have been encouraging Steve to reach out to committee members individually as the need arises. Our committee is comprised of individuals with different expertise and experiences and we have worked individually with Steve at his request. The committee has a liaison to the Personnel Committee which allows for coordination and communication between the two committees as needed.

Barbara Menzel, clerk

Trustees, Lindley Murray Fund

No report submitted.

Trustees, New York Yearly Meeting

During 2018, Trustees met four times in person, once by conference call; in 2019, three times in person, one of which was a full-day retreat.

- Considerable progress was made in resolving outstanding property issues. Sale of the Yorktown property is proceeding toward a closing in the near future. Likewise, transfer of the Monkton property will happen when the Monkton Association receives 501 (c)(3) status. Arrangements for the maintenance of the Morris Cemetery were also finalized.
- With respect to the Meetinghouse and Properties Fund, in 2018, grants were made to Hudson Friends Meeting (\$1700) and Perry City MM (\$2800). For 2019, the available balance of \$2900 was approved to support projects at Quaker St MM and Cornwall MM, \$1400 and \$1500 respectively.
- Conflict of Interest (COI) forms were signed by all Trustees and filed on the Trustees Team Drive. Accountability and filing of COI forms for non-trustees is the responsibility of NYYM admin.
- In that regard, Trustees approved the following minute for GSCC: “The Trustees request that the role of General Secretary be acknowledged as an executive officer of New York Yearly Meeting for the purposes of conducting business of the Yearly Meeting within the defined

scope of the General Secretary's role and responsibilities."

- Trustees welcomed the formation of "Friends Legal Cooperative" that will provide pro bono and other legal services for yearly and monthly meetings. Principals will be three Friends who are attorneys. Notable is their application for group 501(c)(3) status that would cover all MMs and others under the care of NYYM. Though churches are legally tax exempt, a group exemption letter will be very helpful to QMMs to conclusively verify that status.
- We reviewed our Directors and Officers insurance policy, found it to be adequate. Also reviewed was the Silver Bay contract, in the context of assuring it was covered by NYYM's blanket insurance policies.
- Re NYYM's Invested Trust Funds, all committee and other dividend recipients were informed by assigned Trustees as to the amounts available for distribution in June and December 2019. There is now a continuing expectation that recipients will provide an accountability report annually on the use of the funds. Total assets in the Funds as of 3/31/19 were \$6.158M.
- Yearly Meeting's investable financial assets are held and managed by Friends Fiduciary Corp in Philadelphia. Performance measured against published benchmarks has been commendable. Investment policies are clearly aligned with Quaker values. As a result of a "call to action" to divest from fossil fuels brought forth by FWCC at Summer Sessions (2018), Trustees deeply considered the implications of such action with respect to NYYM's financial condition. An exploratory statement on policy and financial considerations was drafted, discussed with a member of the FWCC committee, and is available to Friends. Trustees recommend no immediate change but will continue to discern the proper balance between our fiduciary responsibility to provide maximum financial support for YM programs/initiatives while addressing broader concerns arising in yearly meeting.

Trustees are committed to transparency in their deliberations, and the light of all Friends is welcome.

Jim Whitely, Assistant Clerk

Witness Section

Witness Coordinating Committee

Witness Coordinating Committee is responsible for the Sharing Fund, which is the source of income for our collective work in the world beyond New York Yearly Meeting. This responsibility includes fundraising, allocation of the funds among the activities of the section and its constituent committees, and receiving reports on the work done. In addition, the coordinating committee receives and seasons relevant minutes to be brought to the yearly meeting business sessions. Such minutes may come either from Witness committees or from monthly or regional meetings. The section also supports the functioning of its constituent committees, and the witness work of individual monthly meetings.

Monthly meetings may apply for Witness Activities Fund grants, which are made from a designated percentage of the Sharing Fund income. In 2018, these grants supported a Friend's travel to El Salvador with Friends Peace Teams, a summer week-long Peace Camp for children in Albany, holiday gifts for residents of homeless shelters in Westchester County, and a trip to the FCNL Spring Lobby weekend for a group of Powell House youth.

In 2018, Witness committees were encouraged to spend down the surplus funds which had been accumulating in the Sharing Fund, and some inactive or laid-down committees' funds were transferred to other committees. This effort led to distribution of \$96,791.14, which is substantially more than the \$84,977 received as income from contributions and distributions from trust funds held by the trustees of the yearly meeting. The Sharing Fund still has a healthy reserve balance, and the coordinating committee encourages committees and monthly meetings to make use of these funds in their work to promote peace, social justice, and the environment.

—Mary Eagleson

Alternatives to Violence Project (AVP)

AVP New York's work in 2018

In 2018, AVP New York held 141 full (18 -22 hour) three-day workshops and 13 short (10-16 hour) workshops for a total of 154, down from 157 in 2017. The number of active incarcerated facilitators also dropped from 226 in 2017 to 212 in 2018, while we again grew the number of active outside (civilian) adult facilitators from 92 in 2017 to 108 in 2018 and five youth (under 18) facilitated a full workshop and eight youth facilitated mini (four-hour) workshops.

The number of hours our volunteers put in is consistently impressive. Inside (incarcerated) facilitators volunteered more than 15,000 hours and outside facilitators more than 8,390 hours to hold more than 3,400 in-session workshop hours with 1,977 participants in full (18 hour minimum) workshops and 313 participants in mini (half-day) workshops. These hours do not include the weekly, bi-monthly or monthly maintenance sessions that many prison programs hold.

The Rochester Landing Strip continues to meet twice monthly at the Gandhi Institute and at a café. Landing Strips provide a support community for people returning from prison and meeting with community people interested in AVP. The schedule and location of the Rochester Landing Strip is on the website: www.avpny.org

Due to lack of participation, the Bronx Landing Strip no longer meets. People returning to any community in New York State are invited to call the AVP office and they will be connected with facilitators in their communities.

Our Work in Prisons.

Consistency in many of our prison programs remains elusive. In 2018, we lost our program at Sullivan due to the suspension and subsequent resignation of our outside coordinator there. In

addition, we held no workshops at Eastern due to the prison administration's attempts to control the program—choosing facilitators etc. We are happy to report that we are back at Eastern now and relations have improved. We have not found a new coordinator for Sullivan.

Our suspended volunteers at Groveland have both been reinstated. We are sorry to report that both our outside coordinator and another long-time volunteer at Sing Sing have been terminated as volunteers as a result of not immediately reporting that they had received obscene notes from an inside facilitator. Fortunately, we have a new outside coordinator and a team of facilitators to carry on at Sing Sing.

We received invitations from Clinton and Fishkill to start programs. Steve Bradley accepted the challenge of coordinating at Clinton as well as FCI Ray Brook and they held their first workshop at Clinton this past February. We continue to seek volunteers to take on Fishkill. We also need local volunteers at Attica.

We held 134 full workshops inside fourteen prisons (including one federal prison) with 1,766 participants completing. Two of those workshops were in Spanish and three were bilingual, at Auburn and Sing Sing. One all-facilitator workshop and a facilitator day focused on strengthening our facilitation skills. We trained 197 new apprentice facilitators inside the walls.

Our annual Forum Day was held at Cayuga Prison in 2018 and fourteen inside facilitators joined with eleven outside facilitators from across the state. The inside team wowed the outside facilitators with their skills and personalities and the inside team truly enjoyed meeting facilitators they had heard or read about and connecting with people from their home towns.

Special topic advanced workshops in prison focused on anger, trauma resilience, parenting, a follow-up to the training for facilitators workshop, self-esteem, domestic violence, re-entry, relationships and women of courage.

Our Work in Communities.

We held 27 full workshops with 150 adult, 50 young adult or teen and 46 youth participants. We trained 20 adult and 11 teen and young adult apprentice facilitators. We also held 19 mini workshops with 19 adults and 239 youth. Three facilitator days provided opportunity for 28 facilitators to hone skills and share new exercises.

T. Haywood and his team at the Osborne Association continued their work with teens and young adults in the Bronx, holding four workshops with 50 participants and training 11 new apprentice facilitators. Seven of these young people with two mentors joined in the work at the AVP NY Annual Gathering at Powell House. Separately, the Bronx and Westchester Area Councils trained ten more facilitators, at Lehman College.

In Brooklyn's East New York neighborhood, we held a Basic with area pastors. We hope to continue with this group.

Central New York Area Council trained six new apprentice facilitators in Syracuse and held a Basic workshop with ten people completing. Seven facilitators spent a day at On-TECH high school in Syracuse for the six mini workshops with 9th graders (see below).

At Eco-Village Ithaca, Elmira Area Council held a mini workshop with three teens and seven adults.

Genesee Valley Area Council held a Facilitator Refresher Workshop with eleven facilitators at the Gandhi Institute as well as a Basic Workshop in the same locale with four participants completing.

Mid-Hudson Area Council held a one-hour introduction to AVP with six from Hudson Valley Community Services in Newburgh.

Niagara Frontier Area Council held five short (less than 16 in-session hour) workshops with forty-three adults. Special topics included Trauma Resilience and Liberation. Six Congolese refugees participated.

Westchester Area Council held six full workshops with sixty-two adults in Purchase and Scarsdale. Bill Leicht, Milton Roman and Paul Linden (via Zoom) led a special topic on Embodied Peacemaking (Aiki AVP) with four apprentice facilitators trained in this workshop at the AVP/USA Gathering. Nineteen participated. One training for facilitators workshop graduated four new apprentice facilitators. Two Facilitators Days brought together sixteen and fifteen facilitators—some attended both.

Our Work with Youth and Teens.

When Noelle Granger was a student at Walton Schools, she participated in AVP with Florence McNeil. When she became a teacher at neighboring Franklin School, she introduced AVP there and in 2018, she returned as a teacher to Walton Schools and was on-team for a Basic with 26 students and four youth facilitators from Franklin and Walton Schools. She also coordinated four mini (4 hour) workshops with 6th graders, three minis with 7th graders and four minis with 8th graders, reaching about 180 youth. When teens facilitate, the younger kids really pay attention! Thank you Noelle!! And Thank You Walton and Franklin Schools!!

Central New York Area Council held another full Basic workshop over eight days and five weeks with 5th graders at Bellevue Elementary in Syracuse. At On-TECH high school—a new charter school for kids with emotional and mental health challenges, also in Syracuse, we held six mini workshops with 59 ninth graders and their teachers.

The Genesee Valley Area Council held a mini workshop with seven youth peer mediators and two adults from Franklin High School in Rochester.

Niagara Frontier Area Council continued their work with youth who are homeless or close to becoming homeless at the Compass House Resource Center in Buffalo. They held two ten-hour short workshops with eight youth completing.

Westchester Area Council held a basic workshop with six youth at the Mamaroneck Congregational Church Peace Camp.

Our Work Outside of NYS.

Several AVP New York facilitators attended the AVP National Gathering at Earlham College in Richmond, Indiana.

Nadine Hoover continues her work as coordinator of Friends Peace Teams' Asia West Pacific Initiative. In 2018 she was again instrumental in bringing together more than forty people from eleven countries for the annual international peace training in Indonesia. Nadine was on-team for Mini Workshops in North Carolina and Flagstaff, AZ; for Basic Workshops in Jeju Island, Korea; Portland, OR; Odessa, Ukraine and Nashville, TN; and for Special Topic Trauma Resiliency Workshops in Nashville, TN; Flagstaff, AZ; Gwangju, Korea and Gwang-myeong, Korea. In Nepal, Nadine was on-team for a 48-hour workshop with peace workers and she coordinated a second 48-hour workshop with participants from the Nepal National Land Rights Forum and Community Self-Reliance Center.

Our Gratitude.

Many thanks to all who do this work and who make this work possible.

Thanks to our donors, we came within \$1,500 of reaching our 2018 fundraising goal of \$26,000 in public support. The changing stock market meant our income from dividends was also less than anticipated (by just over \$3,200). Our expenses were also less than anticipated but, nonetheless, exceeded our income for the year by \$3,182.

Your support means we can:

- provide manuals to area councils that are unable to purchase them
- cover travel expenses for facilitators to attend the AVP/USA annual gathering
- hold our annual Forum Day and Annual Gathering

- support Landing Strip meetings in Rochester
- staff an office that:
 - promotes AVP and advertises community workshops
 - fields inquiries from potential participants
 - stays connected with facilitators coming home from prison
 - maintains our website and presence on social media
 - tracks and publishes workshop statistics
 - works to foster a positive relationship with NYS Dept. of Corrections and Community Supervision
 - publishes two newsletters annually, giving voice to inside facilitators

A Call for Facilitators.

We are grateful for our facilitator base and we always need more facilitators to grow AVP in New York State to allow us to reach more communities, schools and prisons here and around the world. Please consider taking the three levels of workshops to become an apprentice facilitator. See www.avpny.org or contact Shirley Way.

Shirley Way

American Friends Service Committee Corporation

I attended my first Corporation meeting in April 2019. Meetings are held annually in Philadelphia. The Corporation provided a very useful introduction for newcomers; among other things, I learned that the Corporation structure is designed to allow for grass-roots governance of the AFSC, helping AFSC listen to Quakers across the country and reflect their priorities in its work. This works only if the Corporation members take their role seriously. This takes some effort and time.

As with many Quaker institutions, AFSC is facing budget pressures and will probably have to lay down some work this year. There seems to be continuing tension between the community organizing staff who do the work “on the ground” (most of whom are not Quakers) and the organization structure. There is opportunity for healing here in the midst of difficult, demanding work on issues such as immigration, discrimination and incarceration. You can find much more information on the work at www.afsc.org. Some staff had been unionized in the past, but this year is the first that AFSC is conducting all its negotiations in a collective bargaining atmosphere.

New York Yearly Meeting has two Corporation seats, only one of which is filled. As the sole appointee I felt the absence as I tried to gather more information than could be gained by one person, needing to be in two places at one time. I strongly encourage someone interested in serving on the Corporation to let Nominating Committee know, and to ask me any questions (I can be reached at lucindaantrim@gmail.com). It is a wonderful opportunity to get to know Quakers from around the country, as well as to have a chance to visit Philadelphia. It is a lovely time of year to be in Philadelphia—blossoming trees are everywhere.

Although I understand there is a budget for travel to the AFSC Corporation Meeting, I have only now begun the process of trying to access it and link it to the Corporation budget structure. The Corporation funded my travel, hotel, and meals, as they do for all those who attend.

Lucinda Antrim, NYYM Appointee to AFSC

Barrington Dunbar Fund for Black Development

It gives me goosebumps to submit the Barrington Dunbar Fund for Black Development Advance Report. The Fund received money from the High Point North Carolina Trust Funds. My family was enslaved on a plantation four days by foot, or four hours by car, from the High Point Normal and Industrial Institute for Negro Students. That school was operated under the care of the Mission Board of NYYM from 1893-1923. Income from its sale and residue from its scholarship funds has been passed on to our committee, and we are grateful for it.

The Barrington Dunbar Fund for Black Development was established in 1969 as the New York Yearly Meeting's response to the needs of the Black and Latino communities. The committee has provided funds to maintain or expand the services of a variety of projects, including scholarships for disadvantaged students; to assist in community-development projects aimed at helping preschool children, youth, and aged who are victimized by the adverse conditions of poverty and racism in their communities; and many other projects of a like nature.

Below, is a listing of our education grants for 2018. We received more requests than we were able to accommodate, and we are grateful to the NYYM Trustees for making it possible to grant the requests we did and for everyone who contributed to the NYYM Sharing Fund.

- **The Baobab Cultural Center, Rochester NY:** The Baobab promotes an understanding of African culture, as rooted in ancient traditions and by the migratory experiences of people through the Caribbean, Europe, and Asia to the Americas. Visitors experience this journey through art and educational exhibits, films and documentaries, poetry readings, book discussions, and other cultural activities. —\$500
- **Grant to Buffalo Monthly Meeting for a scholarship** for their Meeting's African Quaker Student —\$1,000
- **College and Community Fellowship, NYC:** enables women who have been involved with the criminal justice system, to earn their college degrees. Higher education increases opportunities for employment and long-term stability after release. While 66% of incarcerated non-degree earners nationwide are likely to return to prison within three years of release, the likelihood drops to 5.6% for Bachelor's degree recipients. —\$500
- **Expanded Schools, NYC:** Male Teachers Training & Retention Program. A number of the African-American and Latino participants are new teachers, and appreciative of the additional training and support they receive from Expand. —\$800
- **Operation Unite, Hudson, NY:** Cultivates well-rounded, progressive youth by providing programs that foster a sense of direction, self-esteem and social consciousness. The Center's participants include African-Americans, Caribbean-Americans, and Latinx. Many will be the first in their families to attend college. —\$400
- **Grant to Peconic Bay Monthly Meeting for their Student Scholarship Fund:** For those affected by DACA (Deferred Action for Childhood Arrivals). —\$1,000
- **Rural & Migrant Ministry:** identifies and nurtures new generations of leaders in upstate rural New York, through their Youth Empowerment Programs—Youth Arts Group, Youth Economic Education Group, Summer Overnight Leadership Camp, Summer Day Programs, and High School/College Internships. —\$500
- **Scholarships for Black Quaker students** attending Brooklyn Friends School, Oakwood Friends School, and the University of Albany. —\$8,700

Helen Garay Toppins, convener

Black Concerns Committee

*The higher you build your barriers,
The taller I become
The further you take my rights away,
The faster I will run.*

—Labi Siffre

During the international anti-apartheid movement there was a popular refrain—the higher you build your walls—the farther we will climb. It was based on a protest song written by Labi Siffre. Those lyrics describe a facet of the Black Concerns Committee’s work for the past year. Too often, it seemed for every three steps forward there were two steps back. However, for every push back, we intensified our resolve.

Major pushes back were repeated denials from multiple Rochester, New York venues that were opposed to hosting the White Privilege Symposium (WPS: Tools for Creating a Just Future for All. Multiple times the organizers thought they had secured a venue, only to find it snatched back. The upside was that the multiple delays solidified the organizing team by motivated everyone to work more closely together. The WPS is an off-shoot of the White Privilege Conference which examines race and gender based privilege, and strives to empower and equip individuals to work for equity and justice through self and social transformations. The symposium will focus on criminal justice, education, housing, and immigration. The yearly meeting’s Black Concerns Committee is taking an active role in supporting the Rochester WPC Symposium, much as we did in support of the WPC that was held in Philadelphia. We are providing funds for the overall support of the WPC, encouraging and supporting attendance by all of our committee members, encouraging all NYYM Witness committees to send representatives, and promoting the symposium throughout our yearly meeting, but particularly in monthly meeting in western New York State. The WPS will take place at the Asbury First United Methodist Church, 1050 East Ave, Rochester, NY 14607, Friday, November 15 and Saturday November 16, 2019.

Mass Incarceration is a Black Concern and one that our committee has addressed. We have supported Books Through Bars. This organization sends free books, fiction and non-fiction, to incarcerated people in New York, New Jersey, and Connecticut prisons. A member of the Attica Prison Quaker Worship Group told us how glad he was to have received a philosophy text from Books through Bars which was unavailable in the Attica Prison Library.

Our next major promotion will be in support of College behind Bars. Incarcerated individuals who receive a college education while in prison have improved reentry outcomes as higher education is one of the most powerful deterrents to crime and re-incarceration. Higher education in prison also reduces recidivism. Our committee has printed and distributed flyers and postcards encouraging Friends to get involved with this issue. We will present a more detailed plan of action, including promoting *College Behind Bars*, a new documentary series that will be aired on PBS in November.

We continue to purchase and distribute *Deep Denial: The Persistence of White Supremacy in United States History and Life*, by David Billings. Monthly meetings and Friends groups have utilizing the text for book discussion groups that have had a positive impact. If you would like a copy for your monthly meeting, school, college or neighborhood library, please let a committee member know. There is also a free electronic study guide at www.cddbbooks.com/public/DeepDenialStudyguide.pdf

An anonymous donor has contributed funds to assist in the participation and attendance of Friends of Color who are new to our Summer Sessions. One of our committee’s mandates is to contribute to the diversity of New York Yearly Meeting and we are grateful for this contribution.

The Black Concerns Committee is also supporting the next gathering of the Fellowship of

Friends of African Descent—Moving Forward on Their Shoulders—which will be held in New York City, August 23-25, 2019.

Helen Garay Toppins, clerk

Bolivian Quaker Education Fund

The Bolivia Quaker Education Fund has had a good year, which has brought some new “adventures” and some changes. We continue to serve between 30 and 40 scholarship students with their university studies, with a stipend for books, materials, a place to live, food, and transport, as well as fees and sometimes tuition (most public universities offer free tuition to Bolivian youth). In addition to help with the costs of being a student, BQEF continues to provide assistance to rural young Friends trying to make their way in the big cities of La Paz and El Alto. During the monthly meetings when each student receives their scholarship stipend, our Bolivian staff and the volunteer Scholarships Committee frequently counsel the students on how Friends values can be made manifest in daily life and offer opportunities for students to get individual help with the financial, academic, and personal problems that can arise as they pursue their studies.

We are excited that after a number of years of the US Embassy in Bolivia denying apprentice teacher and summer visitor candidates the opportunity to spend time in the US, scholarship student Vanesa Maldonado was granted a six-month visa. She has spent the winter/spring semester at Carolina Friends School in Durham, has already traveled to visit Friends and Friends institutions in other parts of the country, and will continue to do so through the Friends General Conference Gathering in July 2019, after which she plans to return home to Bolivia. Another candidate has been identified to spend time here in the US, and we are working for her to receive a visa that will have her arrive in early 2020.

A change in the program we have experienced this year is the closing of the Student Residence in Sorata. Due to changes in Bolivian law, and the legitimate establishment of substantially greater oversight of institutions that serve children (recent years have seen a number of scandals in the country where institutions ostensibly created to care for children abused their charges), BQEF found we were not able to meet the expanded requirements, including the newly-mandated hiring of a multidisciplinary staff to include a social worker, a pedagogical specialist, and trained care providers. The Student Residence has been a special part of the BQEF program and a favorite place for many visitors to our programs to stay a few days. We have released the program but a version of it is being reorganized in Sorata with the help of a former BQEF Board member, a scholarship program graduate, and a team of volunteer professionals in the required fields.

We look forward to continuing this important work among young Bolivian Quakers and, as always, are grateful to NYYM and NYYM Friends who continue to support the work financially and in many other ways.

Jens Braun, WCC Representative

Conscientious Objection to Paying for War (COPW) Working Group

The COPW Working Group is small and generally meets at Yearly Meeting Sessions at Silver Bay. Among Friends in our yearly meeting there seems to be little energy for this work, yet we feel it important that we maintain at least a small presence as a reminder of how war permeates our national American fabric.

Since 2001, taxpayers in the United States have been paying a collective \$11,757,991 per hour for Military Costs of War (www.nationalpriorities.org/cost-of/military-costs-war/). Whether U.S. wars are truly waged for national security (which some of us Friends define as maintenance of a status quo based on social and economic inequality, environmental destruction,

and racism) or, as Socrates said, “All wars are fought for money,” we know in our souls that we should not support war-making. And yet we do financially.

The COPW working group has focused on this disconnect among Friends in two ways. One is by supporting efforts to educate our youth and ourselves about the ways our nation normalizes and (in the case of the draft or taxes) coerces us through laws to participate in war and preparation for war. We are grateful to Bill Galvin from the Center on Conscience and War for coming to Summer Sessions and speaking with Junior Yearly Meeting Friends about his work and how young people are brought into registering for the draft as preparation for a lifetime of supporting war. Bill has also brought to our attention the important news that the male-only draft has been ruled unconstitutional! We encourage all to check out the Conscience and War website at centeronconscience.org.

The second emphasis of our group is to help each other and Friends in the yearly meeting practice listening to conscience. At most yearly meeting sessions, we provide a reading or other item on conscience for the gathered body to consider. We know we could all be much better about a focus on conscience, despite Friends’ practices through many of the other programs and projects of the yearly meeting, such as Meetings for Discernment, or support and encouragement for Friends who engage in work on awareness of and ending racism.

Slowly, some of us are coming to see that so many of the issues faced by our society today, whether it be wars or climate change, racism or incarceration rates, immigrant policies or native rights, are propelled by the undercurrent of money and personal financial wealth as a primary driver. We Friends are generally comfortable with lives of convenience and from that vantage point we do struggle against the ills of society. But we are doing little to lift up or provide alternatives to the economic forces and habits that help hold all the rest in place.

Jens Braun

Earthcare Working Group

During 2018, our Working Group has continued to grow into its role of providing resources and support for Friends’ Earthcare leadings and concerns around our yearly meeting. For many years, Friends in NYYM have expressed a deep and enduring love for our planet and all its beings. In addition to the many ways we nurture and appreciate the living world in our communities, we have a growing concern over Global Climate Disruption, and the many ways it affects local, regional and global ecosystems. The impacts of the extraction and use of fossil fuels wound us deeply, both directly and out of our concern for peace and social justice, and our love for all Earth’s people and other beings.

A decade ago, a concern re: fracking for natural gas emerged in our YM, around the same time many Friends were beginning to realize that Global Warming was already causing significant harm to many parts of the United States and the world. Closer to home, Superstorm Sandy devastated parts of NY and NJ in 2012. By 2013, flooding from tropical storms and intense “rain events” started periodically damaging many areas Upstate. New York State saw its first serious drought in 2016, affecting crops in many areas. Fear, anxiety, and helplessness—often compounded by guilt—became common feelings.

However we are Friends who worship and work in community. We provide inspiration, guidance and support for each other in ways that give us energy, stamina, and courage. Many Friends are active in efforts to end the extreme extraction and transport of fossil fuels, both within NYYM and in other areas. We helped successful efforts to have NYS ban fracking and to block expanded gas storage at Seneca Lake. Several Friends from NYYM stood with First Nations people at Standing Rock. We also are working to limit the use of fossil fuels by promoting energy efficiency and conservation, public transport, etc. The pipeline through Standing Rock was built, and the use

of fracked gas to generate electricity and heat buildings has continued to grow in New York and elsewhere. But so have our resolve and our skills at promoting “right relationship” with energy sources. We also continue our broader work building right relationship with all Earth systems.

On the individual and meeting levels, we are learning about the Fire of Fox, practicing permaculture, participating in Transition Communities, and joining Project Drawdown. A group focusing on ecological eating formed within North East Regional Meeting. Farmington Scipio Regional Meeting started implementing ways to reduce the amount of meat (especially that from industrial agriculture) at its quarterly gatherings.

Most of these and other Earthcare-related activities within NYYM lands (NYS, CT and NJ) have not had direct connections to our EWG. But our activities as a working group have been evolving so that we are now a steering team that is trying to reach out all around our YM to support and connect those doing these many forms of important work.

On the NYYM level, the March 2018 issue of *Spark* had “Earthcare Now” as its theme, guest edited by Pamela Boyce Simms, who works with both the Quaker UN Office (QUNO) and Quaker Earthcare Witness (QEW).

In order to better support work within our YM, we also reach out beyond our YM to join with wider Quaker groups such as Friends World Committee on Consultation (FWCC), QEW, the Quaker Institute for the Future (QIF), and QUNO. Ithaca MM hosted the 2019 QIF Summer Research Seminar in July, and about half the attendees were from NYYM. The EWG co-opted Alice McMechen as a 2nd representative from NYYM to QEW, and she attended their fall meeting. Pamela Boyce Simms coordinates the African Diaspora Earthcare Coalition of the QEW United Nations Working Group.

Shelley Tanenbaum, General Secretary of QEW, joined us at Summer Sessions, where she spoke to the Meeting for Discernment, led an interest group, met with the EWG and Young Adult Friends and staff, and joined us in our EWG activities.

In particular, since 2017 we have been slowly developing ways to respond to FWCC’s 2016 Pisac Sustainability Minute, which calls for YMs to take key steps in response to **Global Climate Disruption**.

1. **DIVESTMENT** from fossil fuels. At Fall Sessions 2018, the EWG agreed to begin discussing divestment with the NYYM Trustees and NYYM treasurer.
2. **OUTREACH** by YMs to all their MMs re activities around Climate Change. EWG steering team members meet with others in monthly and regional meetings to both listen to concerns and inform people of resources we offer. We have been collecting names for email communication, and increased our use of Zoom. We also use Witness Coordinating Committee and more direct connections with other Witness Committees and Working Groups to coordinate shared concerns (eg, an EWG member is a liaison to Indian Affairs Committee).
3. **WEBSITE** for resources on Earthcare, and especially aspects relevant to Climate Change. This is being actively planned.
4. **INVENTORY**: find ways to record and share the activities of monthly meetings regarding Climate Change and Earthcare. This is planned as a feature on our website.

The EWG’s co-clerks have been learning more about how best to work with the Witness Coordinating Committee and with NYYM to promote Earthcare programs throughout our YM. The co-clerks attended Fall Sessions in Rochester, where we held an interest group and an EWG meeting. Roy Allen, Rochester FM, attended our Fall Sessions meetings and has since become part of our EWG steering team. This increased participation with NYYM gatherings “beyond Summer Sessions” was very productive and we committed to the EWG’s continued presence at Spring and Fall Sessions, as well as at January Coordinating weekends. In addition to meeting in person at Summer Sessions, the EWG steering team met every month or two via Zoom conference calls.

2019 through Spring Sessions

In 2019, four EWG members attended Coordinating Weekend, where we learned about Sharing Fund finances in depth, and initiated an Earthcare grant program. We gave grants to a demonstration garden and to a project that plants trees at schools and churches.

We are supporting Northeastern Regional Meeting in their activities to serve regional food at Fall Sessions 2019.

We refined our travel grant policy, and helped fund Christopher Sammonds' travel to the FWCC meeting in Kansas, where he helped plan Earthcare programming. A Zoom link enabled an EWG co-clerk to observe the sessions.

Roy Allen has been co-opted as one of two NYYM reps to QEW (pending official naming; he is replacing Pamela Boyce Simms, who continues as QEW's rep to QUNO), and he went to QEW's spring meeting.

An online catalog of our DVD lending library is being finalized, and we have added Paris to Pittsburgh, donated by Interfaith Power & Light.

We also approved a minute commending Project Drawdown, which promotes ways of reducing greenhouse gases in the air and oceans. Several steering team members are actively participating in Project Drawdown, which we find complements our Quaker testimonies as we work towards right relationship with people and planet.

Two EWG people attended NYYM's Spring Sessions, where we held a committee meeting with Fred Doneit, a former EWG co-clerk and arranged a tour of ecological aspects of Oakwood School. One co-clerk began a discussion of divestment with NYYM trustees. She and another EWG steering team member have begun studying divestment-related issues.

Margaret McCasland and Robert (Sunfire) Kazmayer, co-clerks

European American Quakers Working to End Racism

EAQWER is a working group of white-anti-racist Friends under the care of Witness Coordinating Committee. We have liaisons to the Black Concerns Committee, Task Group on Racism, Indian Affairs, Prisons, Friends Center for Racial Justice, and WCC. In October we celebrated 15 years together, with five of the founders still active in our group. We also welcomed Karen Snare as a new member.

We normally meet three times a year for a weekend at the home of our member, Sue Clark, in Troy, NY. However in 2018 we were hard pressed to meet. It seemed the national climate of intensified racism and violence led members to focus more on local actions and resistance.

Our main activity in the first half of the year was to arrange bringing Sharon Lane-Getaz, Co-Clerk of the FGC Institutional Assessment on Racism Task Force, to Summer Sessions to report on progress. Sharon spoke at meeting for business, led interest groups, and engaged in several other opportunities to inform Friends about the assessment.

A new concern arose in the wake of discussions in the yearly meeting about a racist incident at Fall Sessions 2017. EAQWER observed NYYM needs to develop an ongoing structure for conversation and training in anti-racism, rather than simply react to crises. We need to build our resilience, courage, and commitment to handling racial conflict. When another racist incident took place at Fall Sessions 2018, EAQWER supported addressing it at Witness Coordinating Committee, and raised our concern for ongoing anti-racist education and training. It is our hope a variety of committees will take up the concern and work together to create a structure.

Inspired by the Indian Affairs Committee, we agreed to a practice of acknowledging that our meetings at Sue Clark's are held on land once inhabited by, and cared for by, the Mahican people.

In our partnership with the Friends Center for Racial Justice, we have been encouraged to pay attention to our accountability to Friends of Color. We continue to explore how to practice

accountability, and to notice how white supremacy culture trains us NOT to be accountable to People of Color.

In mid-December, our member Sarah Faith Dickinson was seriously injured in a car crash that could easily have been fatal. We are so grateful Sarah Faith is still with us, and recovering.

The treasurer's report for 2018 is as follows:

Allocated from the Sharing Fund: \$850

Expenditures: \$741

Program (Sharing) Funds

Contribution towards bringing Sharon Lane-Getaz to Silver Bay as our resource person	\$176
Scholarship for participation in the Center for the Study of White American Culture's workshop <i>What White People Can Do About Racism</i>	65
Assistance for member to represent EAQWER at Fall Sessions	<u>50</u>
subtotal	291

Donations of \$450 to other causes

Friends Center for Racial Justice, earmarked for expenses for June weekend event	150
Friends Center for Racial Justice	50
Restoration and Healing fund of The Doctrine of Discovery.org through the Indigenous Values Initiative	100
Kanatsiohareke Mohawk Community	100
Assistance for legal fees for Sharon Smith (a Friend of Color)	<u>50</u>

annual total \$741

Robin Alpern for the Working Group

Friends Committee on National Legislation Representatives

2018 marked the 75th anniversary of the founding of Friends Committee on National Legislation. The Friends Committee on National Legislation seeks to bring spiritual values and Friends' testimonies to bear on public policy decisions. FCNL asked Quaker meetings, churches, and organizations around the country to help discern the following priorities for our lobbying and public education work during the 115th Congress (2017-2018):

- Promote peacebuilding, diplomacy, and the peaceful prevention and resolution of violent conflict with an emphasis on the Middle East.
- Reduce military spending and armed interventions.
- Promote nuclear disarmament and non-proliferation.
- Advance equitable criminal justice systems that eliminate mass incarceration, and support law enforcement that is community oriented and demilitarized.
- Pursue policies that promote and respect the rights, safety, and dignity of all immigrants, refugees, and migrants.
- Promote equitable access for all citizens to participate in the political process.

- Promote policies that reduce economic inequality and poverty; encourage fair compensation for workers and health care for all.
- Work to end gun violence.
- Witness and advocate on Native American concerns.
- Advocate for sustainable solutions to climate disruption and its consequences.

In each priority, FCNL and Friends are called on to identify, expose, and work to eliminate institutional racism in order to promote genuine equality of opportunity and communities in which everyone can safely live, learn, work, worship, and love.

FCNL seeks to collaborate across the political spectrum to advance these priorities. FCNL's work will be based on legislative opportunities, specific expertise, leadings, and available resources. In addition, *The World We Seek* (FCNL's Policy Statement) gives FCNL the flexibility to respond to crises and to other important legislative opportunities, as Way opens. (The FCNL General Committee approved these priorities on November 13, 2016.)

—text from page 3 of FCNL's 2017-2018 annual report, at www.fcnl.org/documents/828

Learn more about FCNL's work at www.fcnl.org/

Sign up for email action alerts at fcnl.org/action/act-online

Friends Peace Teams Representatives

Friends Peace Teams (FPT) is a Spirit-led organization working around the world to develop long-term relationships with communities in conflict to create programs for peacebuilding, healing and reconciliation. FPT's three initiatives build on extensive Quaker experience combining practical and spiritual aspects of conflict transformation. This past year we continued to excel worldwide in peacebuilding with local partner organizations in Africa, Asia West-Pacific, and Latin America. The transitions that have been underway for the past few years in each of the initiatives and the Council have continued with renewed energy as we supported the peace work led by Spirit.

Peacebuilding en Las Americas (PLA) has over fifteen active peacebuilding and trauma healing projects in Colombia, Guatemala, El Salvador, Honduras, and Ecuador. We provide grassroots solidarity, tools, financial support, and hope to those most discriminated against and marginalized. We work with youth, teachers, war survivors, former and active gang members, civil police, incarcerated persons, indigenous communities, grassroots leaders, and women human rights defenders. Some recent highlights include: the expansion of our program for the first time to Ecuador with workshops for indigenous Kichwa women in the Andean highlands; the first-ever workshop in a prison for men in El Salvador; workshops for the National Civil Police in Guatemala; workshops with local women leaders in Afro-indigenous and indigenous communities of Honduras who are defending their land rights against illegal mining and tourism; and workshops in Colombia with the demobilized guerrilla and paramilitary fighters and their adolescent children.

PLA facilitators helped spread AVP to Argentina, Belize, Chile, Guayana, Panama, and Peru, and strengthened relationships through visitation. PLA held its first-ever Face to Face Gathering in Honduras in January 2019.

With \$1,500 from Witness Coordinating Committee's Sharing Fund and an equal amount from Farmington Scipio Regional Meeting, Allie Prescott and Shirley Way (Ithaca MM) traveled to Honduras in January and February, 2019. Together with the Honduran AVP team we facilitated two Alternatives to Violence Project (AVP) Trauma Awareness and Resilience Workshops—one

inside El Porvenir Prison in La Ceiba and one in the community with AVP facilitators from La Ceiba.

Asia West Pacific Initiative (AWP) hosted the sixth annual Creating Cultures of Peace eight-day workshop—AVP adapted for peace and justice workers. It has become a great success with 47 participants from Indonesia, including Sumatra, Java, Nusa Tenggara, West Papua, as well as Australia, Singapore, Malaysia, the Philippines, Nepal, Korea, Chechnya, Aotearoa/New Zealand, USA, and England. A book describing the training is available from ConscienceStudio.com. We support or release peace workers such as:

- Petrus and Nanik Central Java, working also in Yogyakarta and Semarang, with an interfaith student movement resisting radicalization in Indonesia.
- Mislan and Tunas Baru Teachers, North Sumatra, Indonesia, empowering women to shape peaceful, nonviolent rural communities.
- Kins Aparece, Tagbilaran City, Philippines, calling for social and ecological peace and justice.
- Park Jungjoo, Jeju Island, Korea, opposing the militarization of Jeju Island.
- Subhash Chandra, Kathmandu, Nepal, supporting the network of landless and land poor standing up for their rights and challenging the historic caste system, where we offered their own 2-week training in November 2018 to support the National Land Rights Forum (NLRF) and the Community Self-Reliance Center (CSRC).
- Rustam Musaev, North Caucasus, recovering from war, finding their way under repressive regimes, and supporting young people to resist radicalization.
- Rosie Remmerswaal, Aotearoa/New Zealand, bridging the European settlers and the Maori People in post-colonial society.
- Chris Hunter, UK, supporting the Power of Goodness and empowerment of women and girls in the N Caucasus.

Nadine Hoover and Fenna Mandolang (US), Chris Hunter (UK), John Michaelis (Australia) continue to support our new AWP Clerk Jane Drexler (Australia) and new AWP Coordinator Kins Aparece (Philippines). A NYYM member offered to match any donations sent to FPT-AWP for Creating Cultures of Peace in order to work with others to spread this incredible training in the world. It draws on the AVP basic and trauma resiliency extended into developmental play, communities of love and conscience, liberation from oppression and organizing based on discernment. We also began to integrate permaculture with AVP as the foundation of our peace work, understanding that we will not make peace with each other until we make peace with the natural world. Power of Goodness facilitators disseminate the message of peace through 2-3 hour Peace Library or community events using stories from the collection in mini-AVP sessions. We are seeking our own Valiant Sixty to volunteer on our Working Group or pledge \$50/month to sustain our Initiative or one of the local areas or activities. Them is us; we need you!

The African Great Lakes Initiative (AGLI) has grassroots partners in Burundi, Congo, Kenya, Rwanda, Tanzania, and Uganda. Their work is ongoing and has the capacity for expansion with more funds. There is great need for their training in Alternatives to Violence, Transformative Mediation, Healing and Rebuilding Our Communities trauma resiliency training, Peer Mediation and Peace Dialogues. Friends Women's Association in Burundi provides comprehensive health care for women and their families, and promotes women's leadership and autonomy. Children's Peace Libraries in Rwanda provide literacy support and peace training.

The FPT Council recently formed the new **Peace Ministries Committee**. Any Friend with a concern for peacebuilding is welcome to join this committee. We will consult with anyone called to peace work who needs a home for oversight and support. We stand ready to share our learning

and best practices and to listen, offer feedback, and support as appropriate.

All of these projects can and will flourish and grow if we can provide the funds and human resources needed. We are delighted that many contributors have chosen to support specific projects. Moving forward we need unrestricted donations to sustain the administration and infrastructure that makes all the work possible.

Please see our website www.friendspeaceteams.org and *PeaceWays* publications for descriptions of the work going on in all regions.

Please talk with me about this work.

Shirley Way, NYYM Representative to Friends Peace Teams

Indian Affairs Committee

From the first arrival of Quakers on this continent, there have been Friends who carried a concern for the Indigenous people whose home we had encroached upon. A committee convened in 1798 with that shared concern. The Indian Affairs Committee is the longest standing committee of our Yearly Meeting. We know we stand on the shoulders of many Friends who have come before us.

In the Spirit of the Two Row Wampum, which states: “We agree to work together, each in our own boats (nations) to care for our Mother, as long as the grass is green, the waters flow to the sea and the sun rises in the East and sets in the West”....We continue to be honored by representation from the Haudenosaunee (Iroquois). After consideration, the Haudenosaunee agreed that such a liaison was in order and agreed to have Kay Olan, a member of the Mohawk Nation, join us. We deeply appreciate Kay’s many contributions to our work together. In 2017-18, Freida Jacques, Turtle Clan Mother of the Onondaga joined us, and brought us her keen attention to overcoming the effects of the Doctrine of Discovery. This year 2018-19, Hazel Powless, Oneida Bear Clan, will help guide our work forward together.

The activities of this committee included, but are not limited to, participation in:

- Two Row on the Grand River at Six Nations in Ontario where two IAC members paddled and provided support in July. It holds an open invitation to all wishing to join.
- Planning for The Conference at Pendle Hill on Quakers and the Doctrine of Discovery assisted by a member of the committee and attended by several committee members and other Friends from NYYM.
- Quakers and Indigenous Peoples as Allies: A weeklong workshop at FGC Gathering facilitated by three committee members
- Invitations to committee members to speak, present workshops and share their witness and journeys, continue to come as result of this work in the wider world.
- One member attended a long weekend called Healing Turtle Island, a multi-year project of Indigenous gatherings and ally work to help address the climate issues before us all. This is also open to all.

The committee met at Spring, Summer, and Fall Sessions in 2018. We have reflected extensively on the need to meet a fourth time each year to share more deeply in our work. We did enjoy and celebrate a committee retreat this past Fall with 11 attenders at the White Pine Camp in the Adirondacks and were treated to a wonderfully informative afternoon with John Fadden, Mohawk, from the Iroquois Museum of the Adirondacks. It served to inspire and inform our discernment of ourselves and committee purpose in a companioning way, reminding us again about the importance of building relationships.

We are pleased to share that the Indian Affairs Committee continues to have the energy needed

for supporting each other in getting our work done. We have several visitors at every meeting and could only accommodate 2 new members, of several who wished to join us. We welcome all attenders and the energy they bring.

IAC members have presented a workshop, originally developed by Paula Palmer of Boulder Meeting, to address the Doctrine of Discovery called **Roots of Injustice, Seeds of Change**. Presentations have been made in Canada, nationally, regionally, and will continue to be offered to monthly and quarterly meetings throughout our yearly meeting and beyond by invitation. Two members are working with a Syracuse based version of this Kairos blanket exercise, specific to the Haudenosaunee called **Witness to Injustice**.

Several members and liaisons continue activities in both the Quaker and outer world in numerous ways; attending conferences including the Parliament of World Religions, White Privilege Conference, Next Steps from the Doctrine of Discovery, presenting talks and workshops, serving on Indigenous focused committees such as the Friends of Ganondagan, Neighbors of the Onondaga Nation (NOON), and the Friends Center for Racial Justice. Two members serve on the steering committee of an emerging national organization, Decolonizing Quakers, that was initiated from the 2017 Pendle Hill Conference.

We continue to work in conjunction with several other YM committees engaged in similar works; European American Quakers Working to End Racism (EQAR) and Quaker Earthcare Witness (QEW) and with liaison attenders from other YM sections. We hope to reach out to others. It feels important to have committee connective efforts, so that all the similar good works can bring maximum Spirit and leading to us all.

Our operating budget, funded by Trustees Funds and the Sharing Fund incomes, has been used to support the following projects over the past year:

Akwesasne Freedom School — Mohawk Language Immersion

Akwesasne Task Force on the Environment

American Indian Community House of NYC

Kanatsiohareke Mohawk Community

Friends of Ganondagan for Canadaigua Treaty Day

Ndakinna Education Center

1816 Farmington Friends Meeting House

Two Row on the Grand (Canada) — Haudenosaunee and Allies collaboration

Onondaga Lake Fund — Onondaga Lake clean up

FCNL Native American Project

Blossom Garden Friends School — Quaker run school with Seneca children in the student body

Seven stipends and one scholarship for Native American Students to pursue education

Support for Indigenous Elders at Sessions

We look forward to having Hazel Powless, Oneida Bear Clan, accompany us as our Indigenous Elder. We continue our outreach throughout the NYYM community. Our Interest Group on “Being an Ally”, at the 2018 Summer sessions, with Liseli and Frieda Jacques, drew more than 30 attenders. Frieda’s visit with the high school youth provided new perspectives for all. We hope to offer something similar this summer with Hazel, including the Roots Workshop again.

We desire to widen our IAC message by greater presence in Monthly Meetings. The interface with Indigenous concerns, environmental concerns and our youth’s growing awareness of the encroaching pipelines and climate issues in all our communities is imperative and ongoing. We are humbled to help carry the Spirit of the Two Row flag of alliance with all beings.

Buffy Curtis and Liseli Haines, Co-Clerks

National Campaign for a Peace Tax Fund (NCPTF)

The National Campaign for a Peace Tax Fund is well aware that its objectives constitute a “long-term body of work.” As with any work of this sort, Quakers may be among the best group to have involved!

Throughout much of the NCPTF’s existence, Representative John Lewis has introduced a Peace Tax Fund Bill, with this happening most recently in 2017. John Lewis’ office has said they will introduce the bill again (usually this happens around Tax time) but it has not yet been done. The bill is currently known as H.R. 1947—Religious Freedom Peace Tax Fund Act of 2017, its wording would stay the same but the bill number and date would be changed with the new introduction.

Malachy Killbride, NCPTF’s Executive Director is doing much of the lonesome work of the organization and during the past year focused on visiting congressional districts where the NCPTF has substantial support from local Friends and others concerned about tax witness. The intention is to identify key locations where galvanized grass-root support can encourage specific Representatives to co-sponsor the bill.

Any NYYM Friends who are so moved are encouraged to visit NCPTF’s web site at peacetaxfund.org/petition/ to sign the Peace Tax Fund Petition. This actions gives NCPTF a sense of congressional districts where there can be sufficient support to encourage a representatives support for the legislation. Of course all Friends are encouraged to ask their representative directly to sign on to the bill. Given Washington politics in this particular time in history, a Peace Tax Fund witness may just be one who’s time has come. It would not only open doors for us who are conscientiously opposed to funding the US military, but it would also open the possibility that an economic voice would be given to ordinary citizen’s consciences in regard to other issues.

The National Campaign for a Peace Tax Fund, through its executive director, expressed deep gratitude for New York Yearly Meeting’s support of the organization’s work over the past many years.

Jens Braun, NYYM’s Representative

National Religious Campaign Against Torture

The National Religious Campaign Against Torture (NRCAT) is a membership organization. Since its formation in 2006, more than 300 religious organizations have joined NRCAT, including representatives from the Catholic, evangelical Christian, mainline Protestant, Unitarian Universalist, Quaker, Orthodox Christian, Jewish, Muslim, Hindu, Baha’i, Buddhist, and Sikh communities.

One of NRCAT’s primary campaigns is against solitary confinement. Isolated confinement has a variety of names: “the box,” segregation (“seg”), “the hole.” Incarcerated people are confined to a cell (alone, or with another person) for 22-24 hours per day, with an hour alone in an exercise cage. Food is pushed through a small slot in the door. Those who have survived it describe the experience as being “buried alive.”

For 23 hours a day for months, years, even decades, more than 80,000 adults and youth are held in solitary confinement in U.S. prisons, jails and detention centers. On the 23rd of every month, the National Religious Campaign Against Torture invites you to join people throughout the U.S. who are holding monthly actions to call for an end to the torture of solitary. NRCAT invites you to help make visible this hidden torture, and working to replace it with restorative alternatives rooted in human dignity.

To stay informed you can sign up for NRCAT’s email list at www.nrcat.org/home-page. Or contact: National Religious Campaign Against Torture, 110 Maryland Ave. NE, Suite 502, Washington, DC 20002 (202-547-1920).

New Jersey Council of Churches

On February 21, 2019, this Friend was officially ready and able to attend her first meeting with the New Jersey Council of Churches...but the meeting was cancelled due to a sudden snowstorm.

On an unusual wet, stormy, May 4th this Friend officially met the Council. The New Jersey Council of Churches met officially to serve a common mission. The New Jersey Council of Churches is a coalition of Christian communions that seeks ways to do together what we are not able to do separately. This includes recognition of outreach, ministry, programs, and assisting in identification of areas of commonality in theological traditions which might provide a foundation for shared life and witness. The specific mission of the Council is to work within this community, engaging society and its culture through ministries of compassion and justice. Based on areas of commonality and discerned societal needs, the Council may suggest specific information to be distributed throughout this community and/or action to be taken by its members.

The Council worked for the successful and historic efforts to reform the New Jersey Bail System. Working closely with the Drug Policy Alliance, Senate Bill 946/Assembly Bill 1910 was signed and took effect January 1, 2017. This legislation was created to create a fairer, safer, and more cost-effective bail system. A constitutional amendment needed to implement comprehensive bail reform was passed by New Jersey voters with 62 percent of the vote. Bail reform prioritizes public safety and encourages fiscal responsibility while strengthening families and communities. Low risk individuals are supervised as part of The New Jersey Administrative Office of the Courts, Criminal Case Management, Pre-Trial Division. As long as the New Jersey law is “implemented correctly,” it will mean that thousands of people will no longer have to languish behind bars simply because they cannot afford the cost of bail.

We live during interesting times. The Drug Policy Alliance and several partners (such as AFSC) were named to the Commission and are responsible to report annually to the Governor, the Legislature and the Supreme Court.

The N.J. Council of Churches last met on May 22, 2019. The meeting was scheduled to include Roseanne Scott, Executive Director of the New Jersey Drug Policy Alliance. Earlier during the day, Ms. Scott learned her position was eliminated and the Alliance would be closing their New Jersey Office in two days.

The New Jersey Council of Churches remains committed to justice reform. While working for bail reform the council joined activists, medical professionals, family members, and survivors who have long-explained that solitary confinement is a brutal and dangerous practice. They have beaten the drum to explain that depriving human beings of meaningful social contact is both cruel and dangerous. People exposed to solitary confinement are more likely to suffer from hallucinations, revenge fantasies, rage, and irrational anger, and they’re more likely to turn their inward rage outward through self-mutilation. (openscholarship.wustl.edu/cgi/viewcontent.cgi?article=1362&context=law_journal_law_policy)

In New Jersey, according to Department of Corrections statistics, there were more than 1,500 inmates in the various segregation units—administrative segregation, disciplinary detention, protective custody, etc. In county jails, where data is harder to come by, hundreds, and maybe even thousands of people are subjected to extreme isolation. In one county jail, for example, dozens of prisoners—mostly pretrial detainees, some of whom suffer from serious mental illnesses, are kept alone in their cells for 23 hours a day five days a week, and 24 hours a day the other two days. (sources: www.nj.com/middlesex/index.ssf/2015/11/solitary_confinement_in_middlesex_county_cruel_and.html and www.aclu-nj.org/news/2014/07/03/aclu-nj-sues-middlesex-county-jail-end-solitary-confinement)

The N.J. Council of Churches will continue its witness because it is clear that New Jersey can no longer dismiss the thunderous roar of the drumbeat for justice.

The Council of Churches is looking at S-2100/A3456; this legislation would remove the prohibition on voting by persons convicted of indictable offenses who have served probation and/or parole. The Council is looking at the State's Stigma Free Campaigns and will continue to monitor the refugee crisis and the practices of I.C.E. operations throughout the State.

As the way opened, Marcus Burnett, AME Church, Trenton was installed as the new President for the Council and an induction is being planned for September. The Council plans to increase our visibility in 2019-2020.

Jan T. Philips

New York State Council of Churches

The New York State Council of Churches continues to be actively involved in a number of progressive causes. Our presence on the Council is one of the ways we support and amplify our witness.

Here is a sample of the things the NYS Council of Churches does:

- We held a conference on "Bridging the Urban/Rural Divide," seeking to create dialogue and foster unity in New York State.
- We support and certify prison chaplains in NYS; we also work on re-entry issues. Someone actively involved in NYYM's prison work might be a good representative to the Council to build on our own work in prisons.
- We are active in the Poor People's Campaign and work in various ways to create more equitable access to housing. One of our initiatives is to help churches identify unused properties and explore ways of using them to support housing justice.
- We held an "Advocacy Day" in February, enabling individuals to visit legislators in their Albany offices to express their views on significant issues before the assembly and senate.

You can find much more information at www.nyscoc.org.

The Council is working to address the fact that a group of Council members and others were turned away at the border in India in October on their way to visit the Church of South India. Since returning, council members met with the Indian ambassador and the Senate Committee on Foreign Relations to try to make sure that those turned away will have clear records and be able to travel to India in the future, as well as address our concern that this might have been in part an anti-Christian incident.

Our contribution to the Council of Churches, after having increased in the recent past, is decreasing, though still somewhat more than it was at its lowest. The Council effectively amplifies both witness and ministry concerns and we believe merits more funding as an important expression of our priorities.

Your NYYM representatives have attended three meetings this year, which are held in various places throughout NYS. Although Friends are a small denomination compared with many of the other represented churches, we have the sense that our presence is much appreciated.

Lucinda Antrim and Regina Baird Haag, NYYM's representatives

Prisons Committee

This year the work of the Prisons Committee has had both joys and frustrations. One of the important roles of the committee is to support prison worship groups and the preparatory meetings which are under the care of monthly, quarterly or regional meetings within New York Yearly Meeting. At this time, there are eight worship groups in NY State Correctional Facilities: Attica, Auburn, Cayuga, Greenhaven, Orleans, Otisville (an interfaith group sponsored by Quakers) and Woodbourne.

One of the joys of 2018 is that many of the men who have been attending Quaker worship for many years have been released, in part due to a change in the kinds of people who have been appointed to the Parole Board. We have been able to give financial support through our reintegration grants, thanks in part to a grant from Trustees, to a number of those men who had registered as Quakers with the Department of Corrections. When people are newly released from prison after a long sentence, they have a wide variety of challenges: fees they are obligated to pay, the purchase of new clothes and transportation costs, for example. The reintegration grants help with these expenses.

An important ministry of the Prisons Committee is the support of those inside with various kinds of mailings. Every year all the men who have been part of a worship group at one time, even if they are not currently in a facility with one, receive a mailing at Christmas with a card, a motto calendar and a calendar with pictures organized by a volunteer in the NYYM Office. In addition, each man receives a birthday card. We are very grateful to the many people who contribute both cards and calendars for this effort. In addition, extra mailings with inspirational material are sent to men in solitary and to those who have extremely long sentences. For those who have been in prison for long periods of time, these mailings may be the only ones they receive, and many have expressed their great appreciation for these remembrances in their isolation from society.

When a parole hearing is near, each man is sent a parole packet with information appropriate to the locality to which the man is to be paroled, which they can use to prepare the required release plan, which they need for the hearing. Although the facility parole officer is responsible for helping the men prepare for the possibility of parole, they often do not do very much, and the information they have may not be up to date. We try to update the information we are sending out. The men have told us that these packets are very helpful.

There is a shortage of re-entry services, and the Prisons Committee has given financial support to 3 places that provide housing and substance abuse programs: Isaac Hopper House, which offers safe housing for women, which is in short supply; Freedom Commons in Syracuse, NY, a place where there is a shortage of housing for returning citizens; and the Fortune Society in New York City, where many of the members of our groups have found help and support.

One of the frustrations of the year has been our inability to respond to the requests for volunteers so that both the Fishkill and Elmira Correctional facilities can establish worship groups. The men are allowed to have Quaker study groups, which they have established, but technically they cannot have a worship service unless volunteers are present. So far we have not been able to find any volunteers, ideally at least two for each facility

Since 2015, the general secretary and members of the yearly meeting have met with the Department of Corrections in Albany to request that they reinstate quarterly meetings at the Greenhaven Correctional Facility, which were suspended in an arbitrary way. This has been another source of frustration. They were unable to make any progress, and the members of the Greenhaven Preparatory Meeting decided they wished to file a suit against DOCCS. The members of the group asked the yearly meeting to join the suit, which would give it more weight. In apparent retaliation for the suit, the business meeting time was also revoked. The Prisons Committee discerned that it wished to forward this request to the yearly meeting, which approved joining the suit, and it is currently in process.

We also try to educate members of the yearly meeting on various issues in the New York Correctional facilities through our open meetings at Spring, Summer and Fall Sessions, with displays and other information. Those of us who are volunteers have found great meaning in this service, which we hope to share with others.

Pamela Wood, clerk

Right Sharing of World Resources

Keith Voos, at the Shrewsbury and Plainfield Half-Yearly Meeting gathering in spring of 2019, spoke about some of the viable options we have for avoiding the disasters we may expect if we do nothing (or too little) about climate change. Interestingly, among the dozen most effective options were

- Educating girls and women to high school equivalence; and
- Providing women access to high quality family planning resources.

Combined, these two make the single most effective option.

Right Sharing of World Resources focuses on empowering poor women economically. In project after project, the first thing women do, after securing adequate nutrition for their families, is to send their children to school. Girls, too. RSWR does not provide family planning resources, but empowered women do seek them out.

In the past year, RSWR has been looking very closely at the effectiveness of its work in India, Sierra Leone, and particularly, in Kenya. A member of the board, David Leonard, has 50 years of experience in development work, and he has been guiding the board to examine existing literature on this topic. One change RSWR has already made is to insist that every project must include a savings program; this has been shown to be one of the most effective ways to help lift people out of poverty. Another change has been to increase the amount of care the field representatives give the women in self-help groups. Although increased field-rep attention costs RSWR more, it also makes our grants more productive in terms of increased quality of life for the recipients. The board always seeks to balance quality and quantity—a real challenge in a world where there is so much poverty!

RSWR is partially supported by a percentage of the Sharing Fund. Many individual members and attenders of NYYM monthly meetings make personal contributions, either through the website www.rswr.org, or by checks sent to Right Sharing of World Resources, 101 Quaker Hill Drive, Richmond, IN 47374. Finally, postage stamps, used or new, can be sent to Stamps for Right Sharing, c/o Indianapolis First Friends, 3030 Kessler Blvd. East Drive, Indianapolis, IN 46220.

Mary Eagleson

William Penn House

No report submitted.

World Ministries Committee (WMC)

The World Ministries Committee (WMC), with funds from bequests and the Sharing Fund, has supported the ministry of NYYM Friends in the wider world since 1889. WMC is a grant-making committee that provides a means whereby NYYM members and meetings can follow their witness to promote peace and love worldwide.

The committee meets by teleconference three or four times during the year, to review grant applications received by the clerk prior to each meeting. Whenever possible during NYYM sessions, WMC will try to meet face to face, and also welcomes Friends who have questions or potential projects.

WMC grant parameters and standard application form are available on NYYM.org. The application can be submitted at any time, but will only be reviewed during the next WMC meeting, except in case of extreme emergency (such as the need for Ebola funding which occurred several years ago). All WMC grants must have oversight by at least one designated member of NYYM, to insure that the funds are used within the parameters of the grant

request. A progress report well into the grant cycle is also required.

Our funding comes from specific bequest interest and the Sharing Fund, and some of our allocations annually go to Friends United Meeting projects outside the United States. The majority of grant funds, however, go to organizations and monthly meetings with representatives in NYYM.

During the past fiscal year, after serious Spirit-led deliberations, the committee has been able to contribute to the following projects which spread Quaker love in the wider world:

- Peacebuilding in Las Americas — \$2,000 for trauma-healing workshop;
- Bolivia Quaker Education Fund — \$2,500 for AVP in Andean region;
- Youth Service Opportunities Project — \$3,500 for Washington DC Fellows Program;
- Friends World Committee for Consultation — \$2,500 for traveling ministry program;
- AVP with Police Officers in Honduras — \$1,400 for facilitators;
- Davanga Friends School — \$500 for new classrooms;
- NYQM Africa Education Committee — \$1,180 for Kisangura Friends School Visit;
- Kenya Health Education Ministry — \$1,250 for preventative health education program under guidance of Nora J. Percival;
- Friends Peace Teams — \$3,400 for Creating Cultures of Peace Training for Nonviolence
- Trainers in Chechnya, Ukraine and Georgia;
- Bolivian Quaker Education Fund, Newton Garver Scholarship Fund — \$1,500 Grant for two Aymara students under guidance of BQEF

Friends serving on WMC feel our participation on the committee enables those Friends with special leadings to give their time, skills and hearts by spreading the Light worldwide to those who need our help.

It is to that end that NYYM Friends are encouraged to go to the NYYM website and see if their leadings and projects fit within our funding parameters; if so, apply for grant funds to help WMC spread Quaker love in the wider world.

*Submitted in Peace and Friendship with thanks to WMC members Arlene Reduto,
Edward Doty, Martha Gurvich, David Gerhan, Lisa Stewart and David Herendeen
—Susan Weisfeld, clerk*