

NEW YORK YEARLY MEETING
SPRING SESSIONS
APRIL 1-3, 2022

Saturday Morning, April 2, 2022

Online via Zoom

Elaine Learnard (Conscience Bay), Clerk
Gloria Thompson (Manhattan), Assistant Clerk
Lu Harper (Rochester), Recording Clerk
Robin Mallison Alpern (Amawalk), Reading Clerk

2022-04-01. Gathering

Friends remained gathered in deep worship.

2022-04-02. Land Acknowledgement

Julie Finch (15th Street) and Brendan Glynn (Brooklyn) read a land acknowledgment, attached.

2022-04-03. Roll Call

Roll call was read by Robin Alpern (Amawalk), Reading Clerk, including the names of at-large yearly meeting members, regions, monthly meetings, and worship groups. When Friends heard the name of their monthly meeting, Friends with video access were invited to turn on their microphone and camera, which moved their window to the top of the "gallery view" in Zoom.

2022-04-04. Clerk's Welcome

Elaine Learned (Conscience Bay) gave the clerk's welcome and introduced the clerks table. Elaine said that her heart has been heavy and she has been looking forward to being together with us. Then she went to last night's session, and her heart lifted. She felt joyful, connected, encouraged, and uplifted. We are a community as long as we remember that we can stretch in all directions to reach one another, grounded in love, agreeing and disagreeing, with strong arms to hold one another, open hearts to listen to spirit and deep faith that we are one.

2022-04-05. Interim Actions

General Secretary Steve Mohlke (Ithaca), reported on interim actions taken by the clerk and general secretary on behalf of the yearly meeting since we last gathered at Fall Sessions. They signed on to the NY Renews Faith Letter to the NY Governor and Legislature in support of a proposal for fifteen billion dollars for climate, jobs, and justice in this year's budget, funding a just and equitable transition to a renewable energy economy. They also sent letters to New York & Connecticut governors Hochul and Lamont in support of compassionate release of incarcerated people due to the COVID pandemic, and access to medical treatment and vaccinations for all incarcerated people. The letters are attached. A Friend suggested that we might also write to the governor of New Jersey (on whose actions these letters were modeled) to

say “you done good.” The clerk asked the clerks of Witness Coordinating Committee to follow up on that suggestion.

2022-04-06. Announcement of Annual Meeting of Corporation

Roseanne Press, Clerk of Trustees, announced the Annual Meeting of the Corporation in July 2022. Our bylaws require an announcement with 60 days notice.

She noted, in the spirit of transparency, that all the trustees have executed conflict of interest forms, that accountability reports from committees who receive funds from trustees are coming in, and that the trustees are at work.

2022-04-07. Postponing Discernment on Antiracist Faith Community Statement

The reading clerk read the Clerk’s Note, attached, announcing that the draft statement on becoming an antiracist faith community will not be brought to Summer Sessions 2022, to give monthly meetings more time to discern and respond. A Friend requested that this change be reflected on the yearly meeting web page.

2022-04-08. Minutes approved

Lu Harper (Rochester), Recording Clerk, read the minutes this far. A Friend reflected on assumptions made in the minute reflecting on Friends differing access to the technology used in the roll call. Friends approved the minutes to this point.

2022-04-09. Update on antiracism activities and training

General Secretary Steve Mohlke (Ithaca) read a report from the clerk, the general secretary, and the director of the Friends Center for Racial Justice (FCRJ) on antiracism activities and training since Summer Sessions, attached. The report covered efforts to have 100 Friends attend antiracism analysis training; Friends’ actions throughout the yearly meeting responding to and reflecting on racism; facilitation of sessions about racism and anti-racism at last summer’s sessions; and support from yearly meeting committees and individuals to fund analysis training opportunities. More than sixty people have attended analysis training to date and three additional training sessions are currently being offered. The report stated: “Despite best intentions, if an organization uses its existing processes and structures to create change in its processes and structures—that is, if we do it as we always have done it—the risk of ending up with the same structure is very high. We know this is a structure that regularly silences non-white voices without recognizing what it is doing. If we want to assure accountability to Friends of color and create a genuine, new way to be together in love and equality, we must learn some new skills and acquire new tools. Love and good intentions are necessary, but they are not sufficient.” The report urged “everyone to withhold judgment for a while, sit with discomfort, and explore what comes back to us from the trainings. Engage with the words and concepts, help hold a sacred space to consider what they might mean when seen from different angles, and trust that we, as a yearly meeting, will find a way forward.” The report continued, “We can’t know where we will end up. If we can enter the process as seekers with the mission to build a community truly open to all, we can trust Spirit to guide us to use our new tools and our familiar ones with wisdom and love.”

The clerk invited Friends to take time in worship to sit with the report, listening for questions or ministry to arise.

A Friend asked whether in-person trainings would be available, perhaps through FCRJ or Powell House. Angela Hopkins noted that Roots of Justice does offer an in-person hands-on training, but it is not yet available due to the pandemic. It is hoped that in-person trainings will become possible in the future.

Friends then offered prolonged ministry, from diverse viewpoints and experiences.

2022-04-10. Minutes approved

Lu Harper (Rochester), Recording Clerk, read the remaining minutes. Friends approved the minutes.

2022-04-11. Closing

The meeting closed in worship.

Saturday Afternoon, April 2, 2022

Online via Zoom

*Gloria Thompson (Manhattan), Clerk
Elaine Learnard (Conscience Bay), Assistant Clerk
Laura Higgins (Wilton), Recording Clerk*

2022-04-12. Gathering

Friends remained gathered in deep worship.

2022-04-13. Introductions

Clerk introduced the Clerks Table and Tech Staff.

2022-04-14. Visitors

Clerk offered an opportunity for visitors to introduce themselves.

2022-04-15. Memorial Minute postponed

Wilma McCampbell's memorial minute will not be read at Spring Sessions but will be presented at Summer Sessions.

2022-04-16. Treasurer's Report for 2021

December 31, 2021 Treasurer's report

Laura Cisar presented the year-end report and highlighted annotations made on the report for better understanding; the report is attached. New York Yearly Meeting ended 2021 with a surplus of \$63,835.22.

Note 1A shows Income and Disbursements. Contributions from Meetings totaled \$438,125, which is slightly higher than budgeted. Grant income was also higher than expected with the ARCH program receiving a \$10,000 grant from a private foundation.

- Note 1B shows “All Other” income includes a Contributions to the ARCH and CYYA funds being transferred to the operating reserve at the end of the year based on income and expenses.
- Note 3 shows Year End fund balances were \$450,144.16, \$64,316.36, and \$170,390.83 for the Operating Reserve, the Sharing Fund, and the Designated Use Funds, respectively.
- Note 4. shows distributions from the New York Yearly Meeting Invested Funds to the Operations Reserve, Witness Funds, Designated Use funds, and Other Organizations totaled \$251,466.60.

As of December 31, 2021, the balance of the New York Yearly Meeting Invested Funds was \$8,320,025.

The Year-end report also shows that in January of 2021, the PPP loan of \$80,400 was paid back. New York Yearly Meeting paid about \$600 in interest.

2022-04-17. Preliminary Treasurer’s Report for March 2022

Preliminary March 31, 2022 Treasurer's report was also presented by Laura Cisar.

- Note 1B shows that as of March 31, 2022, we estimated a deficit of approximately \$53,000.
- Note 1A reflects Contributions from the Monthly Meetings are \$37,397, which is 8.7% of budget. This is about half of the total received from Monthly Meetings at the end of March 2021. Note, the income from the 2022 ARCH grant has been transferred to the operating reserve.
- Note 2 Fund balances are \$397,226.72, \$57,023.93, and \$80,975.44 for the Operating Reserve, the Sharing Fund, and the Designated Use Funds, respectively.
- Note 3. At this time the assets of the Lindley Murray Trust are still held by New York Yearly Meeting, but have been separated out. The initial planned distributions from the Lindley Murray Trust for 2022 total \$35,561.32 based on the trust fund value in 2021. On page 7 of the Treasurer’s Report, which includes the table of New York Yearly Meeting Invested Funds and Properties, the Lindley Murray Trust is reported separately from the other funds.

One particular item of note is the YTD expenses for the Prisons Committee of \$10,525. This includes an expense of approximately \$6500 for the Green Haven petition to the Supreme Court. Past expenses for this lawsuit of \$2500 included for the initial submission in 2020. Future expenses will include approximately \$2500 for the reply brief and roughly \$3000 in other reimbursements.

2022-04-18. Report from Lindley Murray Committee

Carol Warner reported for the committee; the report is attached. In the summer of 2021, a working group updated the Lindley Murray application, including creating an online application. The YM created a folder structure that allows better organization and easier access of documents. In the spirit of transparency, and in keeping with the practices expected of all committees that receive funding through the Trustees, the Lindley Murray Committee provides

the New York Yearly Meeting Trustees with an Accountability Report that lists disbursements and other pertinent information.

The Lindley Murray Trust Fund, one of the largest (valued at \$1.2 million as of June 2021) and most complex funds, has recently come under an in-depth review. As a charitable trust, Lindley Murray is governed by Section 4947(a)(1) of the Internal Revenue Code, and is subject to many of the same rules as a private foundation, including the need to distribute at least 5% of its value per year. So as to reflect the value for each full calendar year, the amount of awards cannot be calculated until the January of the following calendar year. In addition, the procedure for awarding grants to individuals on an objective and nondiscriminatory basis must be approved in advance by the IRS. Trustees and counsel are exploring whether the procedures for grants to individuals are financially and administratively viable for this practice to be continued.

The recent Grant Cycle awarded \$54,891. A total of 23 grants were awarded for the 2021 disbursement cycle, including six for individual educational scholarships and one grant was awarded to an individual. Oakwood Friends and Westbury Friends - both Friends Schools - received grants:

New York Yearly Meeting Trustees continue to work closely with outside counsel to have Friends Fiduciary Corporation appointed trustee of the Lindley Murray Trust and on other legal issues.

During discussions, Friends expressed grave concern with the original wording of the will awarding the Lindley Murray funds and the hope that, although the terms cannot be changed, it is made clear that NYYM does not subscribe to the belittling and disrespectful descriptions of the beneficiaries contained in the original language of the bequest.

2022-04-19. Minutes approved

The minutes to this point were approved.

2022-04-20. Summer Sessions updates

Clerk of Sessions Committee Dawn Pozzi confirmed Friends will be meeting together at Silver Bay for Summer Sessions. Sessions Committee wants Friends to know that we are planning to be at Silver Bay in July. We also are committed to offering ways for Friends who join remotely to be genuinely part of Summer Sessions. At least Meeting for Worship, Meetings for Business, and the Plenary will be blended in-person and on Zoom. No Junior Yearly Meeting remote sessions are planned. Children have missed the magic of meeting together for three years and that is a really long time in their lives. We are working on our contingency plans. If something technological happens that disrupts the remote access, we will suspend business for 10 minutes. The tech team will be prepared with alternatives. If the problem hasn't been resolved within 10 minutes, the Clerk will decide how to move forward. If necessary for completion of business, we can reconvene online for a called meeting at an announced time after Sessions concludes.

Silver Bay Covid-19 policies follow all of New York State's rules. A New York Yearly Meeting committee to determine appropriate protocols is coming together. But, since July is so far off,

safety policies are still under advisement for everyone. Dawn said the goal is to keep everyone as safe as possible. Some Friends are concerned that high-risk immuno-suppressed Friends or Friends at high risk for infection may not be fully protected. Another Friend shared the analogy of our not meeting on the second floor if there were no elevators.

Many Friends are not easy with blended Meetings for Worship or Meetings for Worship with a Concern for Business. To a question about keeping worship sharing blended, Dawn noted the Sessions Committee is not responsible for organizing worship sharing. Another group at this meeting (Worship at Yearly Meeting Sessions/MCC) heard the concern. Perhaps worship sharing groups can either be on Zoom or in person. The Meeting for Discernment scheduled for Summer Sessions is going to be blended.

Dawn noted that we are blessed to be given this opportunity to spend a week together, immersed in Quaker practice and living out our faith together. She said she plans to carve out lots of time to just sit and enjoy your company and watch our children and youth playing on the fields.

2022-04-21. Nominating Committee report

Report from the Nominating Committee presented by Jill McLellan (Buffalo), below.

This time of year is the big push. Jill encouraged everyone to contact Nominating Committee at nominating@nyym.org if you are interested in serving New York Yearly Meeting.

Nominations

Recording Clerk

Melanie-Claire Mallison	Ithaca	Class of 2022
-------------------------	--------	---------------

Committee for Black Concerns

Helen Garay Toppins	Morningside	Class of 2024
---------------------	-------------	---------------

The body approved the nominations.

Releases/Resignations

Sessions Committee

Ann Pettigrew Nunes ('18)	Wilton	Class of 2023
---------------------------	--------	---------------

American Friends Service Corporation

Robert (Sunfire) Kazmayer* ('21)	Easton	Class of 2024
----------------------------------	--------	---------------

**Approved in error—New York Yearly Meeting has two representatives now, not three. Two Friends are already serving.*

2022-04-22. AFSC Announcement

Announcement regarding American Friends Service Corporation:

Hans-Jurgen Lehmann and Lisa Gasstrom, New York Yearly Meeting's appointed Representatives to the American Friends Service Corporation Corporation, would like Friends to know that important matters including the restructuring of American Friends Service Corporation will be coming up at the annual American Friends Service Corporation Corporation meeting 4/9-4/10. These matters have prompted some corporation members to ask whether the American Friends Service Corporation may thereby lose its vital connections with its communities. Interested Friends can be in touch with either Lisa or Hans with concerns or questions. Lisa and Hans intend to arrange a Zoom conversation including all New York Yearly Meeting Friends who are involved with or interested in American Friends Service Corporation following the Corporation meeting for all those interested.

2022-04-23. Minutes approved

The body approved the minutes.

Sunday afternoon, April 3, 2022

Online via Zoom

*Elaine Learnard (Conscience Bay), Clerk
Gloria Thompson (Manhattan), Assistant Clerk
Laura Higgins (Wilton), Recording Clerk*

2022-04-24. Gathering

Friends remained gathered in deep worship.

2022-04-25. Introductions

The Clerk introduced the Clerks Table and the technical support staff.

2022-04-26. Visitors

Autumne Kirkpatrick, Francis O'Hara (Storrs), Mary Grimes (15th St) introduced themselves as visitors.

2022-04-27. Minute to Redirect Funding to Climate Change

Proposed Minute for Redirecting Nuclear Funding to Climate Change

Diane Keefe (Wilton) read the minute that was approved at Wilton Quaker Meeting in January 2022, attached. Subsequently, the minute was approved by Witness Coordinating Committee, and the Climate Working Group considered and edited it. The minute was developed before the war in Ukraine began and reflects dollar amounts from that time. The minute requests the Biden Administration reduce the military budget by at least 10% with the projected \$78 billion in savings to be redirected to addressing climate change.

Friends offered comments and concerns about wording within the minute itself. Friends approved having the minute amended by the Climate Working Group, the Witness Coordinating Committee, the Clerk and the General Secretary and for the revised text to be forwarded to the Administration in Washington.

2022-04-28. Proposed Minute on Mindful Eating

A proposed minute from Friends in Unity with Nature, named Mindful Eating and Compassion for Animals, was presented by Janet Soderberg (Fifteenth Street).

The proposed minute, attached, is intended to ask us to live our peace testimony by condemning cruelty to animals, re-evaluating our personal food choices, supporting efforts to help animals, and expressing our support for a more sustainable food system that does not harm our Earth. Further, it asks that the minute be distributed to regional and monthly meetings for consideration and action and that the Committee to Revise *Faith and Practice*, in consultation with the Friends in Unity with Nature committee of Fifteenth Street Meeting, consider developing related queries and advices. This minute came to Spring Sessions having been written by the Fifteenth Street committee Friends in Unity with Nature, and was approved by Fifteenth Street Meeting, New York Quarterly Meeting and Witness Coordinating Committee.

Friends gave ministry that the minute covered too many topics, was not clear on the specific farming practices of concern, and was unclear on what people were being asked to do. Some Friends were uneasy that people with more limited financial resources might be excluded from practicing what is intended. The meaning of the term “mindful eating” was questioned. Friends who had been active in developing the minute noted that, having taken things out of the minute in response to criticism that it contained too many topics, perhaps they had taken out too much.

The Clerk observed that Friends were not in unity on the minute at this time. The Friends in Unity with Nature committee was encouraged to work on the intent and the text, in consultation with the Witness Coordinating Committee and others sharing this concern, to bring a new minute to the body in another session. Additionally, a suggestion was offered that this topic might be appropriate for extended consideration in a future issue of *Spark*.

2022-04-29. Minutes approved

The minutes were approved to this point, with the understanding that revisions to the previous minute would be made and shared with the representatives from the Friends in Unity with Nature (FUN) Committee. [The text of minute 2022-04-28 reflects the subsequent consultation with the FUN Committee of Fifteenth Street Meeting.]

2022-04-30. Green Haven case

Fred Dettmer gave us an update on Green Haven Prison Meeting v DOCCS, for which he had just received notice that the district court had filed a decision on defendants’ long-standing motion to dismiss and for summary judgment, granting the motion in its entirety. (The decision is 40 pages long and can be viewed online at nyym.org/green-haven-spring-2022.) He explained the possibilities going forward and the work to submit a Petition for a Writ of

Certiorari that would request that the Supreme Court hear the case. [Subsequent to Spring Sessions but before these minutes were published, we learned that on May 2nd, the Supreme Court denied petitions for certiorari in about 45 cases, including Green Haven Prison Meeting v. DOCCS.]

2022-04-31. Faith and Practice revisions

First Readings of proposed revisions to *Faith and Practice* were presented by Ann-Marie Scheidt. Ann-Marie Scheidt should receive all ministry, comments, and questions at faith-and-practice@nyym.org.

For reference, these documents — Revision to the Balby Epistle and Revisions to References to Elders and Overseers — were part of the Spring Sessions supporting documents on the Spring Sessions 2022 web page and are now attached below. The proposed changes will also be sent to monthly meetings for their input.

2022-04-32. Sessions Committee report

Dawn Pozzi, Clerk of Sessions Committee, gave the Sessions Committee report. One hundred forty-three Friends registered, including five who identified as young adults. Summer Sessions is being held, at Silver Bay and remotely, from Sunday, July 24 through Saturday, July 30.

2022-04-33. Minutes approved

Friends approved the minutes.

2022-04-34. Closing

The meeting closed in worship.

See minute 2022-04-02

Land Acknowledgement

We humbly acknowledge that we live and meet today on the ancestral homes of the Lenape, the Abenaki, and the Haudenosaunee. This is land that many Indigenous Nations have lived in relationship with from time immemorial. Sacred rocks and waters are here; from Split Rock of the Ramapough Lenape Nation to Onondaga Lake, sacred site of the creation of the Haudenosaunee Confederacy by the Peacemaker.

We acknowledge the care and love these Nations have for these lands.

NYYM has spent much time recently considering how to create an antiracist multicultural Society. In this vein we need to acknowledge all our history. This includes NYYM's role in aiding the destruction of the way of life of the Indigenous Peoples of these lands, from working to change gender roles through Boarding Schools like Tunesassa Friends School, to doing away with communal land through the Dawes Act drafted at Mohonk Mountain House.

And after all this, The Lenape, the Abenaki, and the Haudenosaunee are still here. Reclaiming language, land and culture. How can we assist these efforts and repair some of the harm perpetuated by our well-meaning and culturally ignorant ancestors? How can we move into the future without making similar mistakes?

See minute 2022-04-05

February 16, 2022

Dear Governor Lamont:

In light of the ongoing pandemic and the emergence of the extremely contagious omicron variant, the New York Yearly Meeting of the Religious Society of Friends* (Quakers) asks that you enact a comprehensive plan including the release of as many people as possible from jails and prisons in Connecticut and ensuring that those who remain have medical access and are vaccinated.

In the absence of such a plan, Covid-19 continues to spread in correctional facilities in Connecticut—and deaths of incarcerated people continue to rise. As of January 15, 25 incarcerated people have been reported to have passed away from COVID-19 in Connecticut prisons since the onset of the pandemic. The two most recent deaths were people who were incarcerated pretrial and were legally innocent at the time they contracted and eventually passed away from the virus.

Governor Lamont, you and the legislature have it in your power to help alleviate this suffering. You can save lives and slow the spread of the virus both in prisons and in our communities by taking action to reduce jail and prison populations. Releasing people is the smart and humane way to address this urgent problem.

Quakers believe that there is that of God present in every person, that every person is entitled to humane treatment, and that no person is beyond redemption. We heed the teaching of Jesus: “Lord, when was it that we saw you sick or in prison and visited you?” And the King will answer them, “Truly I tell you, just as you did it unto the least of these my brethren, you did it to me.” (Matthew 25: 39-40)

Led by that teaching, we offer this information to support our request:

People in jails and prisons are especially susceptible to the pandemic: thousands are caged together in small spaces with limited options for quarantine and a limited selection of sanitary and hygiene products. Many incarcerated people suffer disproportionately from chronic health conditions that make them vulnerable to the virus.

Incarcerated people have far higher rates of contracting and passing away from COVID-19 than the general population.

We have a particular concern for the elderly who are extremely vulnerable to COVID infection and the crowded conditions in the prisons increase this risk. The current conditions make it a matter of life or death to reduce the Connecticut prison population, especially for the elderly. Given that evidence shows that people who are over 55 years of age have a minimal risk of

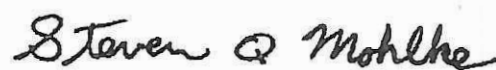
recidivism, early release of elderly individuals seems an effective approach to combating the virus in prisons.

New Jersey reduced its prison population by 40% through legislative measures signed by Governor Murphy in October 2020 because of the pandemic. He is about to reactivate those measures in response to the omicron variant.

We ask that you act with compassion and that you do so quickly. We hold you in the Light.



Elaine Learnard
Clerk



Steve Mohlke
General Secretary

Cc: Senator Bob Duff, Majority Leader of the Senate
Jason Rojas, Majority Leader of the House of Representatives

*New York Yearly Meeting is the gathering of Quaker meetings (congregations) in New York State, northern New Jersey, and southwestern Connecticut.

See minute 2022-04-05

February 16, 2022

Dear Governor Hochul:

In light of the ongoing pandemic and the emergence of the extremely contagious omicron variant, the New York Yearly Meeting of the Religious Society of Friends (Quakers) asks that you take action to release as many people as possible from prisons in New York State and ensure that those who remain have medical access and are vaccinated.

The COVID-19 crisis has impacted us all but the spread of COVID-19 in jails and prisons across the state is a hidden public health disaster. We recently received a communication from an incarcerated Quaker in a NYS prison – he describes conditions related to the pandemic:

“As I’m writing this email, [this prison] is being overwhelmed by Covid. Entire units have been infected. Prisoners have been locked in their housing units... There are multiple leaks... water is coming through the ceiling, including leaking through light fixtures. They are making prisoners sleep in the dayroom and laundry room. The house is full beyond capacity. Prisoners are forced to sleep a foot apart and the administration is still bringing people in the house. The living conditions are not safe. They are definitely not in compliance with covid protocols.”

Governor Hochul, you and the legislature have it in your power to help alleviate this suffering. You can save lives and slow the spread of the virus both in prisons and in our communities by taking action to reduce prison populations. Releasing people is the smart and humane way to address this urgent problem.

Quakers believe that there is that of God present in every person, that every person is entitled to humane treatment, and that no person is beyond redemption. We heed the teaching of Jesus: “Lord, when was it that we saw you sick or in prison and visited you?” And the King will answer them, “Truly I tell you, just as you did it unto the least of these my brethren, you did it to me.” (Matthew 25: 39-40)

Led by that teaching, we offer this information to support our request:

People in jails and prisons are especially susceptible to the pandemic: thousands are caged together in small spaces with limited options for quarantine and a limited selection of sanitary and hygiene products. Many incarcerated people suffer disproportionately from chronic health conditions that make them vulnerable to the virus.

We have a particular concern for the elderly who are more vulnerable to COVID infection and the crowded conditions in the prisons increase this risk. The current conditions make it a matter of life or death to reduce the NYS prison population, especially for the elderly. Given that evidence

shows that people who are over 55 years of age have a minimal risk of recidivism, early release of elderly individuals seems an effective approach to combating the virus in prisons.

New Jersey reduced its prison population by 40% through legislative measures signed by Governor Murphy in October 2020 because of the pandemic. He is about to reactivate those measures in response to the omicron variant.

We ask that you act with compassion and that you do so quickly. We hold you in the Light.



Elaine Learnard
Clerk



Steve Mohlke
General Secretary

Cc: The Honorable Andrea Stewart-Cousins, NYS Senate Majority Leader
The Honorable Carl E. Heastie, Speaker of the NYS Assembly
Peter Cook, NYS Council of Churches

See minute 2022-04-07

Clerk's Business - Spring Sessions 2022

A report of a decision not to bring the draft statement on becoming an antiracist faith community to Summer Sessions 2022

A decision has been reached over the past few weeks after consideration by the Clerk, Assistant Clerk, clerks of the Coordinating Committees, the General Secretary, the director of the Friends Center for Racial Justice, and others who have been involved with antiracism efforts this year. We have concluded that we will not bring the draft statement on becoming an antiracist faith community to Summer Sessions 2022. Additional background on this decision is in the report to Spring Sessions on “antiracism training to date and looking forward.”

Update on Antiracism Training - Spring Sessions 2022

A report from the Clerk, the General Secretary, and the Director of the Friends Center for Racial Justice on antiracism training to date and looking forward

In the General Secretary's Summer Sessions 2021 report, he wondered aloud whether we might be able to have 100 Friends attend antiracism analysis training over the coming year. His curiosity on this possibility was prompted by his own experience with such training. He had seen how well a small group of people who had had such training worked together, and he had an awareness that many Friends were feeling a greater call to do something. He also remembered the FGC Friends of Color's statement that the widely tolerated racist policies and actions found in America are present in the Society of Friends as well.

As 2021 progressed, turmoil and pain seemed to be increasing in the outside world, and within NYYM there was a sense of urgency to respond. Friends organized study groups, attended workshops, drafted minutes, and engaged as Friends have for centuries in efforts to live into the testimonies of equality, community, and peace. Some Friends thought these efforts were sufficient; some did not see evidence of racial prejudice, inequality, white supremacy, or racism in the yearly meeting; others believed it essential to identify and confront any expressions of racism in themselves, their meetings, and in the yearly meeting. The antiracism training the General Secretary proposed would provide tools, information, insight, and processes to explore these differing perceptions and enter into genuine discernment on right relationship in NYYM.

Aware of the range of perceptions about racial equity in NYYM, in the spring of 2021 the Sessions Committee decided that two afternoons at Summer Sessions—ultimately eight hours of programming—would be devoted to questions and information on racism and antiracism. The Friends Center for Racial Justice (FCRJ) was asked to provide the programming. In preparation, FCRJ invited all Friends to submit questions about racism and antiracism. FCRJ also reached out to a dozen Friends from NYYM who had attended antiracism analysis training to be facilitators for the discussions that would address these questions. These Friends organized into groups, according to their gifts and leadings, to address the questions/topics that had come in. FCRJ also invited a few Friends who were formerly part of NYYM to serve as observers.

Altogether, there were five specific one-hour discussion groups. Some participants attended one or two sessions and most participants stayed the whole time. There were consistently more than 80 people present at all times during the eight hours.

A final part of the programming was a presentation by a trainer from the Roots of Justice organization, a group that began in a Mennonite-sponsored antiracism initiative in the 1990s. This presentation was an introduction to the purposes and content of an antiracism analysis training and to the Roots of Justice group.

Following Summer Sessions, there was support from the Coordinating Committees, other committees, and individuals, both conceptually and financially, to proceed with

making training opportunities available. In November, Ministry Coordinating Committee used a few thousand dollars from unspent budget lines to make a down payment on an analysis training specifically for NYYM. Black Concerns pledged \$1,500 and EAQWER pledged \$1,000. At Fall Sessions, the approved budget included a \$4,000 increase for the Task Group on Racism. Individuals who did not plan to attend inquired about donating in support of these trainings. Some participants made donations by paying more than the cost of their own training.

Accordingly, the General Secretary and the Director of the FCRJ posted an “Expression of Interest” form on the NYYM website, began researching available slots in trainings previously scheduled for other organizations and negotiating trainings just for NYYM. Those who had expressed interest were invited to register for the trainings that matched their interests as they became available.

Training is not exclusive; it is open to all who express interest, in the belief that the training will improve our collective capacity to engage openly and meaningfully in the difficult exploration of racism and its impact on our community and our work in the world. As of mid March at least 118 people have expressed interest in attending such a training, and more than 60 people have attended a training. As of this writing Friends are registering for three additional trainings.

The material in the trainings is based on decades of research and scholarship in sociology, political science, history, psychology, medicine and the like. We will have emotional and spiritual responses to some of this information and everyone will consider it in relation to their own experiences. As in all disciplines, there are differences of opinion. The trainings help us build a common vocabulary and give us information that is science-based and backed up by research. They teach us a way to notice and analyze what is going on, wherever we are, with a sharper vision. We gain an understanding of the power and perseverance of racist ideas and policies and grow the capacity and tools to think new thoughts about how we can be a beloved community.

The Roots of Justice also teaches a process for how an organization can make the step from sensing a need for change to being empowered to effectively dismantle its racist structures. Despite best intentions, if an organization uses its existing processes and structures to create change in its processes and structures—that is, if we do it as we always have done it—the risk of ending up with the same structure is very high. We know this is a structure that regularly silences non-white voices without recognizing what it is doing. If we want to assure accountability to Friends of color and create a genuine, new way to be together in love and equality, we must learn some new skills and acquire new tools. Love and good intentions are necessary, but they are not sufficient.

ROJ’s process recommends that some people in the organization who have had the analysis training go to further training that is specific to their organization. They will learn how to recognize when harmful patterns are emerging again and what to do to turn that around. They become a core group that shares knowledge and tools throughout the

organization, moving the organization from one that relies on good intentions, kindness, and intuition to one that empowers everyone to participate in genuine transformation. Our familiar Quaker language might put it like this: to live into our testimonies, to be faithful.

As a yearly meeting, we are finding our way. Let us hold all those who are laboring with this. Friends have raised questions about terms such as “antiracism” and “white supremacy,” hoping for a different tone, perhaps, and rejecting some concepts in relation to Friends. There are financial costs associated with additional training. We urge everyone to withhold judgment for a while, sit with discomfort, and explore what comes back to us from the trainings. Engage with the words and concepts, help hold a sacred space to consider what they might mean when seen from different angles, and trust that we, as a yearly meeting, will find a way forward.

We can’t know where we will end up. If we can enter the process as seekers with the mission to build a community truly open to all, we can trust Spirit to guide us to use our new tools and our familiar ones with wisdom and love.

Note: Separate from the work of antiracism analysis training, a group of Friends had begun the previous winter to draft a statement of intention to become an antiracist faith community, proposing to share it at Summer Sessions 2021 (which was done) and bring it to Summer Sessions 2022 for possible approval. In the fall of 2021, meetings were asked to consider the draft and respond to it. Although the drafting group was aware of the need to make resources available to support discernment on the statement, there was no specific plan approved by any group or committee to process responses or questions. At the end of March 2022, the yearly meeting clerk and others decided that the statement will not come to Summer Sessions 2022 for consideration (see related report). It is expected that discussion on the statement will continue, perhaps facilitated by Friends who have attended training for such facilitation, in preparation for discernment by the yearly meeting at a future session.

Goals

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

Operations				Goal	Overall
Income	2021 Budget	2021 YTD	% Budget YTD		% Budget
1A Meetings (Covenant Donations)	\$ 430,000	\$ 438,125	101.9%		41%
Grants	64,000	74,000	115.6%		6%
Contributions (Annual Fund)	50,000	36,144	72.3%		5%
Invested Funds	68,900	72,533	105.3%		7%
Sessions ^{1,2}	276,500	17,693	6.4%		27%
All Other ⁶	63,320	67,808	107.1%		6%
Operating Reserve ³	89,148	-			9%
Total Income	\$ 1,041,868	\$ 706,302.90	67.8%		100%
Disbursements	2021 Budget	2021 YTD	% Budget YTD		
Personnel	\$ 513,000	\$ 423,563	82.6%		49%
Office Admin & Support	110,943	96,186	86.7%		11%
Sessions ^{2,4}	267,900	2,888	1.1%		26%
2 Committees & Working Groups	19,075	10,182	53.4%		2%
Programs & Publications	25,500	18,399	72.2%		2%
FUM/FWCC/FGC Appointee Expenses ⁵	17,400	3,200	18.4%		2%
Donations to Other Organizations	88,050	88,050	100.0%		8%
Total Disbursements	\$ 1,041,868	\$ 642,467.68	61.7%		100%
Surplus/Deficit	\$ -	\$ 63,835.22			

¹ Includes Summer Sessions Registration Contributions, and Spring/Fall Sessions Reg & Meals

² Since the approval of the budget, the yearly meeting decided that all 2021 sessions will be virtual.

It is expected that Sessions income and disbursements will end the year significantly below the approved budget.

³ Per the budget approved at Fall Sessions 2020, the operating reserve could be used to balance the budget.

⁴ Does not include travel and lodging costs of attending sessions for staff and for others paid by committees or funds

⁵ Actual expenses may be lower than budgeted when meetings are held on-line rather than in person.

⁶ Includes contributions to ARCH (\$25,457.42) and CYA (\$22,158.48) funds transferred to Operations at the end of 2021.

Fund Balances	Operating Reserve	Sharing Fund	Designated Use Funds
Opening Balance ¹	\$ 386,308.94	\$ 57,851.28	\$ 171,780.92
Plus Income	706,302.90	86,449.01	244,044.12
Minus Disbursements ²	642,467.68	79,983.93	245,434.21
To Date Balance	\$ 450,144.16	\$ 64,316.36	\$ 170,390.83

¹ Adjusted (\$351.82) following reconciliation of benefit accruals.

² Designated use fund disbursements include FFA grant income transferred to the Oper Res (Jan 2021)

Invested Funds	Jun-21	Dec-21	Total
Planned Distributions			
NYYM Operations	\$41,842.77	\$26,751.62	\$68,594.39
Witness Funds	\$27,364.34	\$27,271.40	\$54,635.73
Other NYYM Funds	\$28,286.81	\$28,592.27	\$56,879.09
Other Organizations	\$35,739.38	\$35,618.01	\$71,357.39
Total Planned Distributions	\$ 133,233.30	\$ 118,233.30	\$ 251,466.60
Invested Fund Balance			
December 2020	June 2021	December 2021	
\$7,505,296	\$8,014,074	\$8,320,025	

DISBURSEMENTS	2021 Budget	YTD 2021 Expenses	% Bud	2020 REVISED Budget	YE 2020 Expenses	Notes
General Services Coordinating Committee						
General Committee Expense	300	25.00	8%	300	-	
NYYM Officers' Expense	1,000	-	0%	1,000	-	
Aging Concerns Committee	775	-	0%	775	4,852.00	
Book Table Working Group	500	532.15	106%	500	631.85	
Development Committee	5,000	2,808.87	56%	7,500	3,100.00	
Total Committee Expense	7,575	3,366	44%	10,075	8,584	
Spark		8,996.00			8,893.00	
Yearbook/Adv Reports		6,023.83			4,147.30	
Other/Handbook/Faith&Practice/ARCH		759.58			3,213.65	1
Total Publications Expense	16,000	15,779	99%	22,595	16,254	
Fall/Spring Sessions Program	10,000	42.86	0%	2,500	97.25	2
Summer Sessions Program	8,500	2,366.36	28%	4,250	1,111.96	5
Summer Sessions Contract: Stays	228,000	-	0%			
Sessions Committee Expense	3,000	-	0%	2,500	285.00	
Junior YM Planning	2,400	-	0%	1,000	500.00	
Junior YM Summer Sessions	15,000	478.71	3%			
Total Sessions Expense	266,900	2,888	1%	10,250	1,994	
ARCH Programs	200	500.00	250%	200	153.41	6
Young Adult Programs	2,000	1,625.00	81%	2,000		
Youth Programs	2,000	-	0%	2,000	178.43	
Total Program Expense	4,200	2,125	51%	4,200	332	
Staff Salaries	414,000	339,444.64	82%	347,000	352,668.84	4
Medical and Pension Benefits	51,000	49,108.32	96%	41,000	44,302.56	
Other Wage Related Expenses	32,000	33,353.78	104%	34,200	33,643.87	
Staff Development	1,000	685.59	69%	1,000	465.97	
Staff Travel	15,000	970.28	6%	7,500	1,880.21	
Total Personnel Expense	513,000	423,563	83%	430,700	432,961	
Administrative Expenses	17,500	10,953.10	63%	13,500	9,596.55	3
Liability Insurance	11,569	11,664.40	101%	11,407	10,805.71	
Rent and Utilities - 15th St Office	23,874	23,465.00	98%	22,863	22,971.80	
Office Equipment & Support	4,000	3,278.68	82%	3,500	3,557.46	
Total Office Expense	56,943	49,361	87%	51,270	46,932	
Bookkeeping & Payroll service	32,000	32,329.10	101%	32,000	35,233.07	
Temp Staff/Consultants	22,000	14,495.96	66%	15,000	2,818.15	
Total Services Expense	54,000	46,825	87%	47,000	38,051	
Total General Services	\$ 918,618	\$ 543,907	59%	\$ 576,090	\$ 545,108	

Note 1: Faith & Practice expense (\$759.58) includes committee expenses; offset by contributions for products and services (\$1827.20).

Note 2: Fall/Spring Sessions Program expense is offset by Spring/Fall Reg & Meal contributions (\$4442.79).

Note 3: Includes interest on PPP loan (\$598.53), and Acceptiva+Transfirst administrative expense (\$1087.46+\$1642.37), offset by contributions (\$1086.60).

Note 4: The staff salaries budget will be re-allocated within the GSCC budget as CYA staff and program details become clearer.

Note 5: Summer Sessions Program expense is offset by Summer Sessions Contributions (\$13,250.01).

Note 6: ARCH Program expense is offset by Contributions for Products & Services (\$1688).

Ministry Coordinating Committee						
General Committee Expense	1,000	4,725.00	473%	1,000	285.00	1
Spiritual Nurture Working Group	1,200	473.67	39%	1,920		
Task Group on Racism	1,000	800.00	80%	1,000		
Outreach Working Group	2,500	-	0%	3,000	250.00	
Powell House Committee	1,000	566.84	57%	1,000	671.57	
Youth Committee	1,000	-	0%	1,000		
Conflict Transformation	1,000	200.00	20%	2,850	205.83	
Ministry & Pastoral Care Committee	500	-	0%	500	10.45	
Total Committees/Working Groups	9,200	6,766	74%	12,270	1,423	
Bible Study & Worship Summer Sessions	1,000	-	0%	950	300.00	
Total Sessions	1,000	-	0%	950	300	
Pastors' Conference	1,250	495.00	40%	1,250		
Other Programs					-	
Total Program Expense	1,250	495	40%	1,250	0	
Total Ministry	\$ 11,450	\$ 7,261	63%	\$ 14,470	\$ 1,723	

Note 1: General Committee expense was used to support contract for NYYM anti-racism training; offset by MCC committees spending less than budgeted.

DISBURSEMENTS	2021 Budget	YTD 2021 Expenses	% Bud	2020 REVISED Budget	YE 2020 Expenses	Notes
Witness Coordinating Committee						
<i>Total General Committee Expense</i>	1,500	-	0%	1,500	240.00	1
<i>Contributions to Membership Orgs</i>	750	750	100%	750	750	
Total Witness	\$ 2,250	\$ 750	33%	\$ 2,250	\$ 990	

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						
FGC Central Committee	5,200	-	0%	2,700		
FUM Board Representatives	1,800	200	11%	2,700	301.00	
FWCC Section Meetings	1,800	600	33%	1,800	360.23	
<i>Total NYYM Appointee Expense</i>	<u>8,800</u>	<u>800</u>	<u>9%</u>	<u>7,200</u>	<u>661</u>	
Provision FUM Triennial Sessions	6,200	-	0%	2,000	2,000.00	
Provision FWCC Hosting				450		
Provision FWCC World Gathering	2,400	2,400	100%			
<i>Total for Gatherings not held annually</i>	<u>8,600</u>	<u>2,400</u>	<u>28%</u>	<u>2,450</u>	<u>2,000</u>	
<i>Total Contributions to Quaker Orgs</i>	<u>87,300</u>	<u>87,300</u>	<u>100%</u>	<u>87,300</u>	<u>87,299.96</u>	
Total Affiliated Organizations	\$ 104,700	\$ 90,500	86%	\$ 96,950	\$ 89,961	

Other						
Meeting for Discernment	800	50.00	6%	800	-	
Miscellaneous Program Expense	4,050	-	0%		-	
Total Other Groups	\$ 4,850	50.00	1%	\$ 800	0	

TOTAL DISBURSEMENTS	\$ 1,041,868	\$ 642,468	62%	\$ 690,560	\$ 637,782	
----------------------------	---------------------	-------------------	------------	-------------------	-------------------	--

Contributions to Other Organizations				Contributions to Membership Organizations (9/2021)			
Named in Operating Budget*							
Friends General Conference (FGC)	2,500			NJ Council of Churches	250		
Friends United Meeting (FUM)	2,500			NYS Council of Churches	500		
Friends World Committee (FWCC)	1,000			<i>Total Membership Organizations</i>	<u>\$750</u>		
FWCC Section of the Americas	300						
Oakwood Friends School	5,300						
Powell House	75,700						
<i>Total Named in Operating Budget</i>	<u>\$87,300</u>						
Designated by Lindley Murray Fund (awarded 3/2021)							
Akwesasne Freedom School	1,900			Kingston YMCA Farm Project	950		
American Friends Service Committee	1,900			Oakwood Friends School	5,000		
Amerinda	1,950			Soul Fire Farm	300		
Alternatives to Violence Project - NY	1,400			Penington Friends House	1,000		
Creative Response to Conflict	950			Powell House	2,550		
Friends Committee on National Legislation	2,100			Scholarships	4,000		
Friends General Conference	3,150			Soup Angels	958		
Friends Journal	2,600			Youth Service Opportunitites Project	1,650		
					<u>\$32,358</u>		

* Planned contributions Named in the Operating Budget or Designated by Witness CC will be phased over the year

INCOME	2021 Budget	YTD 2021 Income	% Bud	2020 REVISED Budget	YE 2020 Income	Notes
<i>Meetings</i>						4
All Friends Regional	35,300	35,854.95	102%		36,874.95	
Butternuts Quarterly	4,900	4,900.00	100%		4,850.00	
Farmington-Scipio Regional	67,885	69,513.00	102%		69,325.00	
Long Island Quarterly	44,855	47,375.00	106%		45,872.50	
New York Quarterly	94,664	94,733.70	100%		92,812.90	
Nine Partners Quarterly	40,650	40,650.00	100%		40,650.00	
Northeastern Regional	31,978	32,828.00	103%		30,902.00	
Purchase Quarterly	60,470	60,470.00	100%		67,110.00	
Shrewsbury & Plainfield HY	51,800	51,800.00	100%		52,400.00	
<i>Total Meeting Estimated Income</i>	432,502	438,124.65	101%			
<i>Budget - Total Meeting Income</i>	430,000			400,000	440,797	
<i>Other Sources</i>						
Summer Sessions - Contributions	47,000	13,250.01	28%	10,000	17,629.97	
Summer Sessions - Stays	215,000	-	0%		-	
Summer Sessions - Contributions OR Stays						
Spring/Fall Sessions Reg & Meals	14,500	4,442.79	31%	7,250	345.00	
Invested Funds	68,900	72,533.39	105%	68,900	70,371.12	5
Grants	64,000	74,000.00	116%	69,000	65,000.00	8
Annual Fund/General Contributions	50,000	36,144.17	72%	40,000	38,015.88	
ARCH Contribution	20,000	25,457.42	127%	10,000	20,043.00	1
CYYA Contribution	20,000	22,158.48	111%		1,229.50	1
NYYM Funds (closed)				5,000	5,168.33	
Products/Services Contributions	2,500	3,622.20	145%	10,000	4,066.00	3
Other Income	7,500	3,251.35	43%	10,000	11,048.96	6
Income from Assets	13,320	13,318.44	100%	13,320	13,318.44	2
Operating Reserve	89,148		0%	47,000		7
<i>Total Other Sources</i>	611,868	268,178.25	44%	290,470	\$246,236	
TOTAL INCOME	\$ 1,041,868	\$ 706,303	68%	\$ 690,470	\$ 687,034	

Note 1: Calculated at year end based on ARCH or CYYA expenses, respectively, minus income to respective designated use fund.

Note 2: Stamford-Greenwich mortgage income for year 3 of 3 years per minute from Fall Sessions 2018

Note 3: Includes contributions from products & services: F&P (\$1827.20); Yearbook (\$52); ARCH (\$1688); SPARK (\$55)

Note 4: For 2021, based on information provided by monthly meetings on covenant donations as of February 2021;
for those meetings that did not provide information, estimates were made based on their 2020 contribution.

Note 5: Includes trust distribution from the Lafayette Fund from NYQ (\$3939), designated for training and support of YM members

Note 6: Includes income to offset Acceptiva expenses (\$1086.60)

Note 7: Per the budget approved at Fall Sessions 2020, the operations reserve could be used to balance the budget

Note 8: Includes \$10,000 ARCH grant from a private foundation following invitation to submit.

Operations Summary	Dec-21	YE 2020
Income	\$ 706,302.90	\$ 687,033.55
Disbursements	\$ 642,467.68	\$ 637,782.08
Surplus/Deficit	\$ 63,835.22	\$ 49,251.47

2021 Grants	
Friends Foundation for the Aging (FFA)	\$ 64,000
Private Foundation	\$ 10,000
	\$ 74,000

2020 Grants	
Friends Foundation for the Aging (FFA)	\$ 64,000
FWCC Technology grant	\$ 1,000
	\$ 65,000

December 31, 2021

Sharing Fund Financial Report

	Balance 1/1/2021	General Contrib	YTD Designated Contrib	YTD Disbursed	Balance 12/31/21	SF Budget	Planned Designated Fund Distribution	Steward/ Committee
Contributions to Other Organizations								
AVP (Alternatives to Violence) Donation	\$ -	\$ 2,885.82	\$ -	\$ 2,885.82	\$ -	\$ 3,248.42		Quarterly contribution
Right Sharing	-	\$ 2,885.83	-	\$ 2,885.83	-	\$ 3,248.42		Quarterly contribution
Designated Use Funds								
Barrington Dunbar Fund for Black Development	\$ 10,903.77	\$ 11,192.71	\$ 6,726.40	\$ 18,970.20	\$ 9,852.68	\$ 12,585.56	4,795.40	Barrington Dunbar Committee
Bolivian Quaker Education Fund		\$ 1,055.22		\$ 1,055.22	\$ -	\$ 1,193.36		BQEF representative
Black Concerns	\$ 4,766.59	\$ 4,115.77	\$ 1,249.42	\$ 4,850.00	\$ 5,281.78	\$ 4,628.00	1,249.42	Committee on Black Concerns
Conscientious Objection to Paying for War	\$ 487.34	-	-	-	\$ 487.34			COPW Working Group
Earthcare	\$ 4,317.77	\$ 300.28	\$ 3,000.00	\$ 1,500.00	\$ 6,118.05	\$ 300.27		Earthcare Working Group
Euro American Quakers Working to End Racism	\$ 360.06	\$ 2,218.90	\$ 1,000.00	\$ 785.00	\$ 2,793.96	\$ 2,518.22		EAQWER Working Group
Friends Peace Teams	\$ -	\$ 2,630.65	-	\$ 2,630.65	\$ -	\$ 2,964.48		FPT representative
Indian Affairs	\$ 4,302.32	\$ 4,129.63	\$ 5,566.55	\$ 9,150.00	\$ 4,848.50	\$ 4,643.60	5,016.55	Indian Affairs Committee
NYYM Named Representatives	\$ 3,851.33	-	-	\$ 75.00	\$ 3,776.33			Witness CC
Peace Concerns	\$ 250.00	-	-	-	\$ 250.00			Peace Working Group
Prisons	\$ 7,613.08	\$ 6,102.51	\$ 4,832.21	\$ 10,033.06	\$ 8,514.74	\$ 6,749.60	4,462.21	Prisons Committee
Torture Awareness	\$ 524.40		-	-	\$ 524.40			Pending decision
Witness Activities	\$ 3,817.62	\$ 2,668.30	-	\$ 1,850.00	\$ 4,635.92	\$ 3,000.40		Witness CC
Witness to the World	\$ 1,023.89	\$ 1,780.44	-	-	\$ 2,804.33	\$ 2,002.00		Witness CC
World Ministries	\$ 10,042.13	\$ 2,668.30	\$ 13,014.80	\$ 15,600.00	\$ 10,125.23	\$ 3,000.40	13,014.80	World Ministries Committee
FUM Missions (World Ministries)	\$ 3,923.31		\$ 3,712.56	\$ 6,710.50	\$ 925.37		3,712.56	World Ministries Committee
We're All in This Together	\$ 1,667.67	\$ 1,710.06			\$ 3,377.73	1,917.27		Witness CC
Not allocated, includes Campaign expenses		\$ 1,002.65		\$ 1,002.65	\$ -		1	
Total Sharing Fund	\$ 57,851	\$ 47,347	\$ 39,102	\$ 79,984	\$ 64,316	\$ 52,000	\$ 32,250.94	

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

Contributions from Meetings and Individuals	\$ 29,615
Sharing Fund Endowment	\$ 22,385
2021 Sharing Fund Total Budgeted Income	\$ 52,000
YTD Percentage of Total Budgeted Income	91.1%

Planned NYYM Invested Fund Designated Income	June	December	Total
Barrington Dunbar	2,401.78	2,393.62	4,795.40
Black Concerns	625.77	623.65	1,249.42
FUM Missions	1,859.44	1,853.12	3,712.56
Indian Affairs	2,512.54	2,504.01	5,016.55
Prisons	2,234.90	2,227.31	4,462.21
World Ministries	6,518.47	6,496.33	13,014.80
	<u>16,152.90</u>	<u>16,098.04</u>	<u>32,250.94</u>
Sharing Fund Endowment	11,211.44	11,173.36	22,384.80

December 31, 2021

Designated Use Funds - Financial Report

	Balance January 1, 2021	Income	Disbursed	Balance December 31, 2021	Planned 2021 Fund Distribution	Steward	Notes	Purpose
Equalization Fund	\$ 4,658.08	\$ -	\$ -	\$ 4,658.08		Sessions C	1	Financial aid to members to attend sessions
Lindley Murray	\$ 32,357.96	\$ 34,410.13	\$ 32,357.96	\$ 34,410.13	\$ 34,410.13	Lindley Murray		Black people, Indians, poor, books
Mahlon York (Butternuts)	\$ 9,208.10	\$ 10,016.19	\$ 19,311.21	\$ (86.92)	\$ 10,016.19	NYYM Trustees		Educational & religious; preference for Butternuts Q
Meeting Houses & Properties	\$ 2,131.23	\$ 6,532.22	\$ 2,500.00	\$ 6,163.45	\$ 6,140.47	NYYM Trustees		Construction and repair of Meeting Houses
Stevens	\$ 506.16	\$ 6,312.29	\$ 6,500.00	\$ 318.45	\$ 6,312.29	Pastoral Care C		Friends in need thru age or disability
Aging Concerns (ARCH)	\$ 69,000.00	\$ 89,457.42	\$ 89,457.42	\$ 69,000.00		Aging Concerns C	2	Designated contributions to support ARCH
Children, Youth, Young Adult (CYA)	\$ -	\$ 22,158.48	\$ 22,158.48	\$ -				
FWCC World Gathering	\$ 5,578.03	\$ 2,400.00	\$ -	\$ 7,978.03		FWCC C		Attendance at gatherings not held annually
FUM Triennial	\$ 3,540.12	\$ -	\$ -	\$ 3,540.12		FUM C		Attendance at gatherings not held annually
FWCC Regional Hosting	\$ 2,598.44	\$ -	\$ -	\$ 2,598.44		FWCC C		Hosting of gathering not held annually
Trustee Reserve	\$ 32,202.80	\$ 72,757.39	\$ 73,149.14	\$ 31,811.05		NYYM Trustees	3	
Sufferings	\$ 10,000.00	\$ -	\$ -	\$ 10,000.00		Sufferings Liaison		Friends suffering because of an act of conscience.
Total	\$ 171,780.92	\$ 244,044.12	\$ 245,434.21	\$ 170,390.83	\$ 56,879.08			

Note 1: Income from individual/meeting contributions

Note 2: \$64,000 from Friends Foundation for the Aging (FFA) grant moved to operations in January 2021 for 2021 expenses; includes 2022 grant (\$64,000)

Note 3: Stamford-Greenwich mortgage payments going to operating budget for 3 years, from 2019-2021, per minute from Fall Session 2018

December 31, 2021

NYYM Invested Funds and Property

Invested funds consist of bequests or gifts to NYYM and the assets of Meetings that have been laid down. Trustees determine an annual distribution per investment unit. The distributions are disbursed semi-annually in June and December.
The assets are currently invested under the care of Friends Fiduciary Corporation.

Invested Funds	June 2021 Distribution	December 2021 Distribution	6/30/2021 Value	YE 2021 Value
Operations				
<i>Operations - Unrestricted*</i>	\$35,915.53	\$20,844.50	\$1,412,880	\$1,466,818
<i>Operations - Ministers</i>	\$1,379.96	\$1,375.28	\$93,219	\$96,778
<i>Operations - Aging Concerns</i>	\$2,520.97	\$2,512.41	\$170,296	\$176,797
<i>Operations - Publications</i>	\$2,026.31	\$2,019.43	\$136,881	\$142,106
Total Operations	\$41,842.77	\$26,751.62	\$1,813,276	\$1,882,499
Funds under the care of Witness Coordinating Committee and Sharing Fund				
<i>Barrington Dunbar</i>	\$2,401.78	\$2,393.62	\$162,244	\$168,437
<i>Black Concerns</i>	\$625.77	\$623.65	\$42,272	\$43,886
<i>FUM Missions</i>	\$1,859.44	\$1,853.12	\$125,608	\$130,404
<i>Indian Affairs</i>	\$2,512.54	\$2,504.01	\$169,727	\$176,206
<i>Prisons</i>	\$2,234.90	\$2,227.31	\$150,971	\$156,735
<i>Sharing Fund</i>	\$11,211.44	\$11,173.36	\$757,351	\$786,265
<i>World Ministries</i>	\$6,518.47	\$6,496.33	\$440,333	\$457,144
Total Witness Funds	\$27,364.34	\$27,271.40	\$1,848,506	\$1,919,077
Other Designated Use Funds				
<i>Lindlev Murray</i>	\$17,234.33	\$17,175.80	\$1,164,208	\$1,208,654
<i>Mahlon York</i>	\$5,016.61	\$4,999.58	\$338,881	\$351,818
<i>Meeting Houses and Properties**</i>	\$2,874.36	\$3,266.11	\$221,383	\$229,835
<i>Stevens</i>	\$3,161.51	\$3,150.78	\$213,565	\$221,719
Total Other Designated Use Funds	\$28,286.81	\$28,592.27	\$1,938,037	\$2,012,026
Designated to Quaker Organizations				
<i>Friends Historical Library</i>	\$3,404.81	\$3,393.25	\$230,000	\$238,781
<i>Oakwood</i>	\$30,409.58	\$30,306.31	\$2,054,218	\$2,132,641
<i>Powell House</i>	\$1,924.99	\$1,918.45	\$130,037	\$135,001
Total Quaker Organizations	\$35,739.38	\$35,618.01	\$2,414,255.00	\$2,506,423
Total	\$133,233.30	\$118,233.30	\$8,014,074	\$8,320,025

* June dividend includes \$15,000 towards NYYM administrative costs (bookkeeping, insurance)

** This fund's June distribution should have been \$2,874.36. Difference of \$391.75 added to the December distribution from the Trustee Reserve line item.

Property under the care of Trustees	Value/Status
Stamford - Greenwich Mortgage	Payments \$1,109.87/month until 6/1/2028; mortgage receipts added to the principal of the Stamford-Greenwich trust fund (Minute 2012-07-51). NYYM overrode that minute in 2018, approving that from 2019-2021, the mortgage receipts be applied to the NYYM operating budget instead (Minute 2018-11-13).
Morris Cemetery	Cemetery trust fund established; pays for maintenance (est. \$1500 in 2021)

December 31, 2021

NYYM Balance Sheet

ASSETS

December 31, 2021

Current Assets

Checking/Savings

Cash 620,759.65

Total Checking/Savings 620,759.65

Other Current Assets

Other Receivables (Web) 81,673.04

Prepaid Expenses 40,050.08

Total Other Current Assets 121,723.12

Total Current Assets 742,482.77

2

TOTAL ASSETS

742,482.77

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Accounts Payable

Accounts Payable 17,641.64

PPP Loan/Grant payable 0.00

1

Total Accounts Payable 17,641.64

Other Current Liabilities

Total Payroll Liabilities (10.22)

Total Other Current Liabilities (10.22)

Total Current Liabilities 17,631.42

Long Term Liabilities

Witness - Sharing Funds 64,316.36

Other Funds 170,390.83

Total Long Term Liabilities 234,707.19

Total Liabilities 252,338.61

Equity 490,144.16

2

TOTAL LIABILITIES & EQUITY

742,482.77

Note 1: Paycheck Protection Program (PPP) loan paid back.

Note 2: Includes \$40,000 deposit on contract for Silver Bay Summer Sessions venue incurred in 2018.

See minute 2022-04-18

Lindley Murray Committee Report, Spring 2022

Updates

- Summer of 2021 a working group updated the LM application
- An online application was developed, and the YM created a folder structure that allowed organization of documents
- In the spirit of transparency the LMC provides the trustees with an Accountability Report which lists disbursements and other pertinent information

Background

The following charge, excerpted directly from Lindley Murray's Last Will and Testament dated 1821, is to apply the income of the fund to the following purposes:

- Mission statement:
 - "To liberate Black people from slavery and give them, their descendants, and other Black persons suitable education."
 - "To promote the civilization and instruction of the Indians of North America."
 - "To purchase and distribute books tending to promote piety and virtue and the truth of Christianity."
 - "To assist and relieve the poor in any description in any manner that may be judged proper."
- The Lindley Murray Trust Fund (the LMT), one of the largest (valued at \$1.2 million as of June 2021) and most complex funds, has recently come under an in-depth review

Recent Grant Cycle

The committee met by Zoom on February 13, 2022.

Committee members include:

Renelda Walker / Morningside Meeting
Jeannine Lavery / Easton Friends Meeting
Anthony Christopher Smith / New Brunswick Monthly Meeting
Robin Gowin/ New Brunswick Monthly Meeting
Lisa Bateman /15th Street Meeting
Carol Warner /15th Street Meeting and
NYYM Trustee Ro Press / Housatonic Monthly Meeting

Overview

- A total of 23 grants were awarded for the 2021 disbursement cycle, totaling \$54,891
- If organizations are aligned with Lindley Murray mission, the committee then determined the size of grant, taking into consideration the requested amount, the amount in the budget, other funding sources in regards to overall need
- 6 individual educational scholarships totaling \$11,137
- 1 grant was awarded to an individual \$1,800
- 2 Friends Schools received grants: Oakwood Friends and Westbury Friends

Lindley Murray Trust Fund grants, awarded 3/2022

Akwesasne Freedom School	3,000
AFSC-NY	2,000
American Indian Artists, Inc.	3,000
Alternatives to Violence Project-NY	3,000
Christ is the Answer Friends Church	2,835
Creative Response to Conflict	3,000
FCNL Education Fund	3,000
Friends of Ganongadan	3,000
FGC	3,000
Friends Publishing Corporation	3,000
Individual Scholarships	11,137
Individual award	1,800
Oakwood Friends School	3,000
Penington Friends House	3,000
Powell House	2,000
Soup Angels	1,000
Westbury Friends School	2,119
Youth Service Opportunities Project (YSOP)	2,000
<i>Total Lindley Murray Trust grants</i>	54,891

The Future

- As a charitable trust, the LMT is governed by Section 4947(a)(1) of the Internal Revenue Code, and is subject to many of the same rules as a private foundation, including the need to distribute at least 5% of its value per year
 - In 2021 the LMT distributed \$54,891
- NYYM Trustees continue to work closely with outside counsel to have Friends Fiduciary Corporation appointed trustee of the LMT and on other legal issues
 - Trustees and counsel are exploring how grants to individuals are affected by the parameters of a trust governed by Section 4947 (a)(1) to determine if it's financially and administratively viable to continue this practice in the future
 - For example, as a 4947(a)(1) trust, the procedure for awarding grants on an objective and nondiscriminatory basis must be approved in advance by the IRS before making grants to individuals
 - The process for completing and submitting this application to the IRS is complex

Minute: Redirecting nuclear funding to climate change

New York Yearly Meeting of the Religious Society of Friends (Quakers) considers climate action urgent and we are troubled by the inadequate response of Congress. The executive branch needs to implement energy efficiency and renewable energy projects within federal operations and facilities wherever possible.

Because our national security depends on fighting the global scourge of climate change, we ask that the Biden administration act by executive order to use cost savings achieved through reduced nuclear and other weapons programs to fund additional climate change response programs. Congress approved a \$778 billion military budget¹ in the recently passed 2022 National Defense Authorization Act. We support at least a 10% reduction of the military budget, with the \$78 billion in savings redirected to addressing climate change. For example, the Friends Committee on National Legislation (FCNL) supports the elimination of Intercontinental Ballistic Missiles (ICBMs) and their missile silos.^{2,3} They are an outmoded cold-war strategy that poses an increased threat to the areas where they are sited and should be closed.

In 2021, the United States experienced 20 weather and climate related events that cost over \$1 billion each. These included exceptional heat and drought, a rash of wildfires, a cold snap in Texas, 2 major floods, 4 tropical storms and hurricanes, 3 tornado outbreaks, plus 8 other severe weather events.⁴ We can't afford to not address climate change – these issues will only continue to grow and get more expensive.

Our lives and the lives of our neighbors depend on federal action now.

Approved by the Witness Coordinating Committee 3/13/2022, pending final wording from the Climate Justice Working Group, made 3/23/2022

Approved by the NYYM Climate Justice Working Group 2/23/2022

Based on a minute approved by Wilton Monthly Meeting 1/9/2022

¹ [Summary of the Fiscal Year 2022 National Defense Authorization Act](#)

² <https://www.fcnl.org/resources/stop-new-intercontinental-ballistic-missile>

³ [Rethinking Land-Based Nuclear Missiles](#)

⁴ <https://www.noaa.gov/news/us-saw-its-4th-warmest-year-on-record-fueled-by-record-warm-december>

Background information for the Minute

The US currently has a nuclear stockpile of 3750 nuclear warheads. There are 2000 additional warheads that are retired and scheduled for dismantlement (1). The extension of the New START treaty between Russia and the US was signed in February, 2021 and limits each side to not more than 1550 deployed nuclear warheads until 2026 per the Congressional Research Service. Both Russia and the US are in compliance with these limits (2).

In 2013, the Obama administration determined that the security of the US and its allies and partners could be safely maintained even with a one-third reduction in deployed nuclear weapons from the level established by New Start (3). FCNL has been working with the arms control community to influence the Biden administration's Nuclear Posture Review set to be released in late February 2022. One of FCNL's requests is for a one third reduction in the US nuclear arsenal (4).

The US currently fields 400 nuclear-tipped Minuteman III intercontinental ballistic missiles (ICBMs) in underground silos (5), which have had their service lives extended through a multi-billion dollar, decade-long program. Meanwhile, the Air Force is moving ahead with plans to develop a new, replacement ICBM, the Ground Based Strategic Deterrent (GBSD), with total program costs estimated around \$260 billion. Land-based ICBM nuclear weapons are an outmoded, cold war remnant that many experts agree should be retired (5,6).

However, if the US continues to field an ICBM force, there is no technical reason to build a new missile (3,5,6). The development of dangerous and unnecessary new weapons, such as the Ground Based Strategic Deterrent (GBSD), and others such as low-yield nuclear warheads and sea-launched cruise missiles, should be canceled or deferred (3,6,7).

References (all checked on internet on 2/22/2022)

- (1) <https://www.state.gov/transparency-in-the-u-s-nuclear-weapons-stockpile/>
- (2) <https://www.state.gov/on-the-extension-of-the-new-start-treaty-with-the-russian-federation/>
- (3) https://www.armscontrol.org/sites/default/files/files/Reports/ACA-Report_First100Days_NuclearChallenges_FINAL_2%20%281%29.pdf
- (4) <https://www.fcni.org/updates/2022-01/what-nuclear-posture-review-and-why-does-it-matter>
- (5) <https://www.fcni.org/resources/stop-new-intercontinental-ballistic-missile>
- (6) [Rethinking Land-Based Nuclear Missiles](#)
- (7) <https://www.fcni.org/updates/2022-01/what-nuclear-posture-review-and-why-does-it-matter>

See minute 2022-04-28

Minute from Friends in Unity with Nature

Title: Minute on Mindful Eating and Compassion for Animals

Let us be mindful of what we are eating. John Woolman, the eighteenth century Quaker preacher, wrote:

“That as by [God’s] breath the flame of life was kindled in all Animal and Sensible Creatures, to say we Love God as unseen, and at the same time exercise cruelty toward the least creature moving by his life, or by life derived from Him, was a contradiction in itself.”

Today’s factory farming practices often treat animals, which are sentient beings, with cruelty. And many such animals end up as meat for human consumption. In the face of such mistreatment, we believe it is time to put our faith into action on the issue of animal rights. We encourage our members and attenders to be mindful of the impact of their food choices—choices that may contribute to the suffering of an animal.

As a community we can live our peace testimony by condemning cruelty to animals, being aware of all our food sources, re-evaluating our personal food choices, supporting efforts to help animals, and expressing our support for a more sustainable food system that does not harm our Earth.

THE BALBY EPISTLE

F&P COMMITTEE 11032021 MCC 12192021 REVISED DRAFT

03172022 Proposed revision of *Faith and Practice* for 1st reading

Spring Sessions 2022

Current language in *Faith and Practice* (on NYYM Website)

THE BALBY EPISTLE

The elders who assembled at Balby, in the north of England, in 1656 wrote twenty “advices,” which included the first detailed directions about what to do in certain circumstances such as when “any person draw back from meetings and walk disorderly.” Their epistle, which follows, prepared the ground for later books of discipline.

To help us understand something of our heritage, this book of discipline contains this early statement of Friends’ principles. Yet it is important to re-examine these advices in the Light as we know it and to restate them freshly in the language of today. There will continue to be revisions of our discipline so that the words of this volume and the rewordings of future times serve the same spirit and reinterpret the same truth.

Language below is proposed to replace the above

[Retain title THE BALBY EPISTLE]

Quakerism was born in the aftermath of the English Civil War and the subsequent restoration of the monarchy, a period of political, religious and social ferment with fundamental and lasting impact on the country and its colonies. George Fox’s message that individuals had no need of churches nor priests to receive God’s truth inspired young men and women throughout the North of England and in Scotland to follow his example in spreading this word. By the year of the Restoration in 1660 — eight years after Fox’s vision of continuing and direct revelation, that “There is one, even Christ Jesus, that can speak to thy condition” — some 50,000 people considered themselves “children of the Light” or “publishers of Truth,” subsequently settling on “Friends.” During that founding decade, meetings of Friends gave

consideration to the ordering of their religious communities and their corporate and individual relationships with others; occasionally the results of their discernment were shared in epistles to other Friends — a conscious adoption of the term used for comparable communications in the early Christian church. A very early surviving document of this kind was prepared to summarize right Quaker practices following a meeting at Balby in Yorkshire in 1656, now commonly referenced as "The Epistle from the Elders at Balby." A copy that is regarded as authoritative, from the Marsden Monthly Meeting records in the Lancashire Records Office, may be found on the Quaker Heritage Press Website —

<http://www.qhpress.org/texts/balby.html>

The document's conclusion, which may have been appended as a postscript to affirm the primacy of direct spiritual connection, and continues to be cited as an expression of that affirmation, reads:

“Dearly beloved Friends, 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.’” (2 Corinthians 3:6 KJV)

See minute 2022-04-31

OVERSEERS AND ELDERS, *Faith and Practice*, October 2020 printing, several sections identified below

Suggested revisions relating to elders and overseers (and additional changes to ministry sections generally) from Lu Harper and Anne Pomeroy. Reviewed and approved with minimal amendment at Faith and Practice Committee meeting of November 3, 2021. The version below contains one addition (highlighted in yellow below) suggested by Ministry Coordinating Committee on December 19, 2021.

Page references to October 2020 printing of *Faith and Practice*. Text in red Cambria quotes this printing; black text below the red, in Helvetica Neue, presents the Committee-approved changes.

E. The Monthly Meeting (p. 98) [Query unresolved by the Committee: Should removing the distinction between members and attenders in committee work be up to the individual meeting? or some committees as the Yearly Meeting discerns?]

[STANDING COMMITTEES. The meeting as a whole may carry on any of its functions, or it may appoint committees of its members for particular tasks such as overseers, ministry and counsel, nominating, finance, or advancement. Attenders, as well, may serve on religious education, peace and service, and other specified committees not named above. (See ATTENDERS.)]

STANDING COMMITTEES and WORKING OR TASK GROUPS. The meeting as a whole may carry on any of its functions, or it may appoint committees, working groups, or task groups for particular **functions**. ~~though not limited to pastoral care, ministry and counsel, nominating, finance, or advancement.~~ [Here continue as in the original.] Newly appointed committees should meet as soon as possible after their appointment to name a clerk and to organize their activities. Unless otherwise designated by the meeting, the first person in the ~~list-roster~~ of appointments ~~acts-serves~~ as convener for the first meeting. Committees shall conduct their business according to the principles described in Section A: General Business Procedures.

3. Ministry and Counsel (p.119 replace red text in brackets with text immediately following)

B. Organization

ELDERS. If the monthly meeting decides to continue or establish the office of elder, it should appoint a special nominating committee to propose names of qualified members for appointment to terms of five years with varying expiration dates. The monthly meeting determines the number of elders. Elders, by reason of their office, are members of Ministry and counsel but may also meet separately (see the later paragraphs on “Ministry and Spiritual Life”).

ELDERSHIP/SPIRITUAL ACCOMPANIMENT. Individuals function as elders when they ground and support the spiritual life of the meeting through gifts of prayer; discernment; recognizing and naming spiritual gifts; listening; teaching; a ministry of presence; support and accountability; voicing hard truths; spiritual accompaniment; holding/grounding space; and an understanding of the spiritual basis of Friends’ faith and practice. People with these gifts may be asked to accompany individuals experiencing conflict (see paragraph on conflict below). Eldership may be encountered in one-on-one interactions, within the community, in meetings for worship and meetings with a concern for business, as well as in secular settings. The Meeting may wish to name Friends with the gifts of eldership to Ministry and Counsel or call on Friends with such gifts for specific service, such as holding business meetings in prayer, for example.

See also the later paragraphs on “MINISTRY AND SPIRITUAL LIFE.”

[OVERSEERS Where a monthly meeting decides to appoint a separate group of overseers, appointments are made on recommendation of the regular nominating committee of the meeting on the same basis as appointments to Ministry and counsel described below. The monthly meeting determines the number of overseers. Overseers regularly hold separate meetings for conduct of their activities and are not considered members of Ministry and counsel unless the monthly meeting so directs. However, it is recommended that occasional joint meetings with Ministry and counsel be held for sharing of common concerns (see the later paragraphs on “Ministry and Spiritual Life”).]

PASTORAL CARE. Monthly meetings may decide to appoint a separate committee with a concern for the material, physical and emotional care of meeting members and attenders. Committee members may carry gifts of hospitality, sensitivity to the needs of others, practical help and spiritual accompaniment. The work of a Pastoral Care Committee is usually confidential. Pastoral Care Committees may regularly hold separate meetings for conduct of their activities and are not considered members of Ministry and Counsel unless the monthly meeting so directs. Occasional joint meetings with Ministry and Counsel may be held for sharing of common concerns.

PASTORAL CARE OF THE MEMBERSHIP. (p.123 red original text in brackets, followed by proposed revision)

[(NOTE: These functions are usually considered the special duties of overseers in meetings where such a group is appointed in addition to ministry and counsel.)]

(NOTE: These functions are usually considered the special duties of the Pastoral Care Committee in meetings where such a group is appointed in addition to Ministry and Counsel.)

C. Functions of Ministry and Counsel (p. 124-126 red original text in brackets, followed by proposed revision)

THE MONTHLY MEETING ON MINISTRY AND COUNSEL

MINISTRY AND SPIRITUAL LIFE. (this entire section substantially re-written) [(NOTE: These functions are usually the special responsibility of elders, in meetings which appoint elders.) Members of ministry and counsel should concern themselves particularly with the vocal ministry of the meeting for worship and the spiritual condition of the membership, although this does not lessen the responsibility in the matter of all members of the monthly meeting. Humility of spirit and confidence that the power of God is at work in each person are essential to this service.]

Members of ministry and counsel should encourage those who give evidence of true spiritual insight and expression. They should provide guidance into more helpful lines of service for those whose messages are not acceptable to the meeting. They should bear in mind Friends' individual differences in mental training, fluency of expression, and power of interpretation. The spirit of the message is more than the form, and the example of one struggling to be faithful in a difficult task may be more helpful than a polished address.

Ministry and Counsel members should encourage Friends' private worship and meditation, devotional reading, and religious study. They should develop activities to promote growth in the spiritual life and prepare each worshipper for the corporate meeting for worship. They should direct attention to the timeliness of messages to the end that vocal utterances in meetings for worship may be in season and in harmony with the spirit of the meeting. This is of special importance in a large gathering when many accustomed to speak are present.

Though the vocal ministry serves an important purpose, Friends should be constantly aware that the opportunity for silent communion with God is basic to our religious practice, and the quiet portion of corporate worship should not be unduly limited by an excess of vocal expressions. Those who may be inclined to speak unacceptably, or at undue length, or with too great frequency, should be advised with loving counsel.

Members of ministry and Counsel should tenderly advise members of the meeting as to their spiritual condition and provide Friendly help toward the attainment of a high standard of Christian life and unselfish service. The discovery and development of particular gifts and concerns is a very significant responsibility of Ministry and Counsel members.

Eldering embraces the positive aspects of nurturing, supporting, and helping members and attenders grow spiritually. When a member or attender is found to be acting in ways not in accordance with our faith and practice, either in meeting for worship or business or at other times, Friends' custom is to appoint two or more members to perform what is known as eldering. Those appointed must go in love to the person to be eldered and speak gently and sensitively, but truthfully, in an attempt to help the person understand the discord.]

The functions of Ministry and Counsel should be extended to all worship groups under the care of the meeting, such as prison worship groups.

Each member or attender of the meeting community carries a responsibility for their own spiritual condition and for that of the meeting as a whole. Members of Ministry and Counsel particularly concern themselves with the spiritual condition of the membership and the worshiping community, the vocal ministry, and the meeting's worship life.

Care of the spiritual life of the meeting embraces the positive aspects of nurturing, supporting, and assisting individuals to grow spiritually. Ministry and Counsel members should encourage individuals' worship,

meditation, devotional reading, and/or religious study. Members of Ministry and Counsel should accompany individuals in their spiritual journey and in the integration of spirituality, witness and service in their daily lives. The committee should develop activities to promote growth in the spiritual life and prepare each worshiper for the corporate meeting for worship. Members of Ministry and Counsel may encourage all in developing the power and authentic expression of their spiritual insights/gifts. The discovery and development of gifts and concerns of the community is important to the vibrant spiritual life of the meeting. Members of Ministry and Counsel need to be familiar with all phases of the life cycle of ministry (See under CARE OF MINISTRIES and RECORDING OF GIFTS IN MINISTRY). Ministry and Counsel committees can support an individual's growth in the ministry through appointing Care/Support/Anchor Committees. When an individual is led to travel in ministry or witness, Ministry and Counsel may consider recommending a minute of travel (see MINUTE OF TRAVEL). When an individual demonstrates sustained gifts in ministry, Ministry and Counsel may recommend recording (see CARE OF MINISTRIES and RECORDING OF GIFTS IN MINISTRY).

Ministry in Meetings for Worship.

Friends' practice of expectant, waiting worship, is based on the understanding that communion with God is available to all. The Spirit moves differently through each individual, thus the expression of ministry in meeting for worship is expected to be varied. An important function of Ministry and Counsel is to prayerfully ground the meetings for worship and meetings for worship with attention to business.

Spirit-led vocal ministry deepens and enlivens the spiritual life of the meeting community. Vocal ministry may be encouraging, deepening, questioning, and in the case of prophetic ministry, challenging. Members of Ministry and Counsel should promote an awareness of the variation in life experiences and authentic forms of expression, and encourage the community to listen to "where the words come from." Preferencing a seeming uniformity of expression may marginalize some in the community.

Messages in meeting for worship speak differently to different people. A message may be for only one person present. Friends are reminded that the spirit of the message is more than the form, and the example of one struggling to be faithful in a difficult task may be more helpful than a polished address.

Individuals are encouraged to avoid judging the message and/or the messenger. There are rare instances when individuals demonstrate repeated ministry that does not speak to many in the community. When concerns about this are brought to Ministry and Counsel, a broad understanding of the message and the community should be encouraged. Individuals should be encouraged to consider what Spirit has to teach them in and about their reactions to the ministry or to the person.

Members of Ministry and Counsel need to be sensitive to how power dynamics, patterns of oppression (including structural racism), and marginalization of individuals can impact the perception of ministry by both Ministry and Counsel and the wider community. Individuals on Ministry and Counsel are advised to be mindful that in the eyes of the community, service on the Committee carries power. Members of Ministry and Counsel are advised to consider how their actions may embody such dynamics and patterns, especially when addressing concerns about ministry. Recognizing and deepening individual and collective awareness of dynamics and patterns of separation is an ongoing aspect of the spiritual journey that Ministry and Counsel tends.

Tender care should be used if Ministry and Counsel discerns that an individual should be spoken to about their ministry in worship. Where possible, Friends called to speak with the individual should have an existing relationship to support the spiritual growth of the person. The goal is deepening the spiritual life of the individual and the community, not admonition.

Conflict is inherent in human interactions and provides an opportunity to deepen the spiritual life of the community through meeting one another in love. Individuals are encouraged to directly and promptly address conflict with one another as they are able. Wherever possible (and as safety of the individuals permits), those in conflict should meet together. Any individual involved in the conflict may ask someone with gifts of spiritual accompaniment to be worshipfully present. At any time, individuals may choose to have a clearness committee to help discern their way forward. When additional support is needed, the matter should be referred to the monthly meeting's Ministry and Counsel or Pastoral Care Committees. Care should be taken to protect the confidentiality of the individuals involved. **In a situation where there is an ongoing conflict, Ministry & Counsel should not act alone; the broader community of the meeting can be consulted for additional support.** In a situation of impasse, the Yearly Meeting's Conflict Transformation Committee may be consulted.

In addressing conflict within the meeting, Friends are advised to be spiritually grounded, to be guided by Spirit/God, and to practice deep listening. Members of Ministry and Counsel need to be particularly sensitive to the dynamics of racial wounding, marginalization, power over, and oppression: in themselves, between individuals in the community, and in community. In assisting in conflict transformation, members of Ministry and Counsel may be called on to assist individuals or the community in deepening their awareness of the dynamics and patterns of inclusion/exclusion. In addressing conflict, tender care should be taken to avoid replicating harm through a spirit of judgment or creating a sense of being "othered" in anyone involved.

Additional functions of Ministry and Counsel include: supporting and encouraging ministry in meeting for worship, supporting individuals in their growth in the ministry in and beyond meeting for worship. When not under the care of another committee in the meeting community, Ministry and Counsel may also provide opportunities for deepening our understanding and experience of Quakerism.

Glossary Red original text in brackets followed by proposed revisions. Proposed revisions combine these two sections.

P. 150 ELDERING. [Gently admonishing in love the ways, habits, or thoughts of a Friend or attender after serious consideration by or consultation with respected members of the meeting.]

P. 151 ELDERS. [Historically, those appointed to foster the vocal ministry of the meeting for worship and the spiritual condition of the members.]

ELDERSHIP/SPIRITUAL ACCOMPANIMENT

These terms refer to the practice of carrying a deep concern for the spiritual life of the meeting, carrying gifts of prayer, discernment, recognizing and naming spiritual gifts, voicing hard truths, listening, teaching, a ministry of presence, spiritual accompaniment, and an understanding of the spiritual basis of Friends' faith.

Historically, the term “eldering” was used to describe one function of eldership: gently admonishing in love the ways, habits, or thoughts of a Friend or attender after serious consideration by or consultation with respected members of the meeting. The use of the verb or adverbial form in this context undermines a more complete understanding of the range of functions of eldership above.

P. 153 [OVERSEERS. A committee that has pastoral care of the meeting's membership.]

PASTORAL CARE: Carrying a concern for the material, physical and emotional care of meeting members and attenders, or the provision of such care. A committee that carries such a concern.