

# ATTACHMENTS

## Priorities Support Working Group

*See minute 2018-07-15*

I'm happy to be able to share with you how our working group sees the progress we as a yearly meeting are making toward living into the priorities approved in 2015. In some areas, we have seen a great deal of growth, and some areas need raised awareness and attention. I have listed each of the Priorities, noted the progress the working group has seen, and where we feel more work is needed.

**We envision a yearly meeting deeply grounded in the practice of our faith.** The focus for deepening our faith and practice is mainly in our monthly meetings. This is supplemented by the Meetings for Discernment, weekends at Powell House, and the work of the Committee on Conflict Transformation and the Spiritual Nurture Working Group. A good example of this is the workshop on Circle Process sponsored by CCT. Having Whisper Buddies in yearly meeting business sessions helps to deepen understanding of our business practice. We are pleased that the practice of having elders ground business sessions has become well established.

**We envision a yearly meeting made up of strong, vital monthly meetings.** The State of the Society report gives a picture of our monthly meetings. Many are seeing decreasing membership, and lack of Friends to carry on the usual traditions. Some meetings are growing, and experiencing the challenges that come with growth. Many of our monthly meetings have only a limited sense of connection to the yearly meeting. Some of the communications from the yearly meeting are not as clear and compelling as might be envisioned. Some meetings are not aware of the resources that the yearly meeting has to offer. More work needs to be done to resolve the disconnect between the yearly meeting and monthly meetings.

The Outreach Working Group was made up of two Friends who in 2016 felt called to nourish the growing interest in outreach. They worked with 15 monthly meetings on ways to do more effective outreach and to welcome the people who were

attracted by their efforts. Although the original working group has been disbanded, their work goes on.

**We envision a yearly meeting gathered into one body.** This vision needs more attention. We need to increase intervisitation, Friends worshiping with other than their own monthly meetings.

Staff and clerks together are the yearly meeting leadership, not separate entities that function on their own.

It seems that many yearly meeting committees are doing important work. News about that work often seems to stay within the committee. Although Friends not on the committee may seek out their work by reading Advance Reports, often little is known about that work beyond the committee itself. How can we become more aware of the Spirit-led work that is happening?

One of the concerns of the working group is that many of our documents are written at a college reading level. We ask Friends to be sensitive to this so that our children, youth, young adults and others, including those for whom English is not their first language, are not excluded when simpler text will serve. We understand the Committee to Revise Faith & Practice is considering this concern as they work on revisions.

**We envision a yearly meeting that nurtures our children, youth and young adults.** When we had field secretaries whose focus was on these age groups, we made some progress. Not having those staff members has meant additional work for other staff when that is possible, and means that some things just don't get done

Intergenerational worship has become a reality in some monthly meetings, and during our morning community worship at Summer Sessions. Young adults use technology to stay connected, and to learn from different points of view. The yearly meeting has begun to tap into this resource.

**We envision a yearly meeting that supports and amplifies our witness.** Indian Affairs committee had brought to several of our Sessions a report about the original inhabitants on the land where we were meeting.

Our attendance at the White Privilege Conference in 2016 was remarkable. A number of Friends continue to work with us to overcome our white privilege and racism.

Friends who are actively witnessing receive support from their local meetings and beyond. The last sentence under this vision states: *“We, the Body of Friends gathered through our New York Yearly Meeting, recognize as a Priority for the Yearly Meeting the responsibility to be an active voice for Friends’ faith, value, ministry and witness in the world, and to support Friends active witness.”* How can our witness become more visible in the yearly meeting and the world?

**We envision a yearly meeting that is accountable and transparent.** This is an area where we have made significant progress! The Trustees, staff, committees and our treasurers have simplified our finances to a point where we will be able to conduct an audit in the next year or two. The treasurer’s reports that come to Sessions are easily understandable. We have a much better idea of what financial resources we have and how they can be accessed. Congratulations to all those who have made this possible.

This concludes the Priorities. Now a closing comment.

The Priorities did not mention nurturing our older people. The ARCH program has expanded so that many of our monthly meetings have at least one active ARCH volunteer. ARCH Local Coordinators provide local support for people, meetings and ARCH volunteers. The Local Coordinators reduce the need for extended travel in order to support Friends in our aging community.

You may have noticed other ways that we are living into the priorities. You may also have noticed areas where changes could be made to move us closer to the yearly meeting envisioned by the Leadings and Priorities Working Group. Please share these things with us this week, both informally and during our meeting.

*Members of the Working Group: Roger Dreisbach-Williams, Jeffrey Aaron, Callie Janoff, Don Badgley, Rachel Pia, Doug Way, Jeffrey Hitchcock, Deb Dickinson, Kathy Slattery, Deb Wood*

# **Personnel Committee Report**

*See minute 2018-07-22*

The Personnel Committee is proposing a change in staffing structure that we believe would help the yearly meeting live into our vision of nurturing our children, youth and young adults. The Personnel Committee and the General Services Coordinating Committee are bringing the proposed change to the entire yearly meeting body because this plan would mean a substantial increase in expenses.

## **History**

A year ago we had an open staff position for a half time Young Adult Field Secretary which was being filled on a n interim basis while the committee and staff worked through the hiring process. We received very few applications. When we wondered why, we discerned that it was because there were no benefits; lots of weekend work; lots of travel, and, as a half time position, it is not attractive to people who need full time work. A few months later, the part time position of Children and Youth Field Secretary also opened up. Quite a few people asked about combining the two part time positions into a single full time position with benefits. Further testing led to some concerns.

## **Concerns about combining the positions**

Working with young adults needs a significantly different skill set than working with children and youth. Could we find somebody who could do both?

- Could any one person, even one with all the varied gifts needed, do this extensive job?
- Young adults will lose out because the focus will end up on children & youth
- Children and youth will lose out because the focus will end up on young adults
- One person cannot be two places at once on a Sunday or weekend
- Paying benefits would mean that staff cost would increase

## **Addressing the concerns**

We could address most of the concerns by following the model

that is working for the Aging Resources Consultation and Help (ARCH) program. A person (Callie) in a full time position anchors the program while local coordinators, working on a monthly stipend, carry out the work in closer connection to more monthly meetings than one person possibly could. Local coordinators could be hired to balance the skills (children and youth vs. young adults) of the full time person. Having more people would allow us to be multiple places at once on a Sunday or weekend. Further, coordinators will have a reduced need to travel long distances.

### **The big remaining concern**

The main concern not addressed by adding local coordinators is finances. The NYYM budget has had approximately \$38,000 in the budget for the two part time field secretary positions (one was additionally partially funded by a grant.) The hourly rate we have been paying the field secretaries is too low. Raising that to a better level, adding health insurance and retirement benefits for a full time position would add about \$25,000 per year more than the total cost of the two part time positions. Hiring a sufficient number of local coordinators to make this work effective would add another \$25,000 per year. That is a total addition to personnel expenses of \$50,000 per year. Is that possible?

The short term is definitely possible. Due to gaps in budgeted staffing during 2017 and 2018, and other one-time unspent budgeted expenses, our yearly meeting is currently in good shape for cash reserves. As a result of those reserves, the additional costs of this staffing plan can be covered for at least 2018 and 2019 without any increases in our current income. It would create a difficult situation for lots of people if we hire staff only to find that we can't sustain that in a couple years. If we want to sustain this plan, we would need increases in income starting in the next fiscal year.

### **Where could that income come from?**

Our yearly meeting has several primary sources of annual income. Monthly meeting covenant donations, by far the largest source, as a whole have remained flat for several years and not recovered to their pre-recession levels. In the last couple of years, we have had increases in annual income as NYYM Trust-

ees redesignated income from trust funds for use in the operating budget. Trust fund income is expected to continue, but not increase significantly. While we have received grants in the past to try new programs such as both field secretary positions, we cannot count on that source because grantors typically do not fund ongoing staff expenses. Another option would be to start spending our trust fund principal. This would reduce our future trust fund income. Support for that plan varies with how much one thinks our current situation is a crisis. The committee does not detect unity among the wider body on that. The remaining option for increased income is individual donations. We understand that the Development Committee is optimistic about this prospect and will be making a presentation at Summer Sessions.

### **Does having staff in this capacity foster a “consumer” mentality in meetings?**

In other words, will people think “staff is doing it so we don’t have to.” That could happen but the general idea is that staff help support volunteer efforts. If nobody steps forward to coordinate a youth or young adult program at Spring or Fall Sessions then there is no program. If staff coordinate, then volunteers can use their gifts to lead particular parts of a program. People who might have stepped forward to coordinate as a volunteer can step forward in another way.

### **What’s it been like without anyone in these roles?**

When the yearly meeting office receives notice of something that would interest young adults, we can send it out to the young adult email list compiled by our previous Young Adult Field Secretaries. However, email is not the best way to reach young adults and there is nobody to follow it up with a personal contact. Nobody is adding to the list. Besides Summer Sessions, no events have taken place at the yearly meeting level for young adults in the last year. The network of people with gifts working with children and youth that Melinda started developing still exists but it is not building. Something all three people who have held these two field secretary positions have found in common is that besides helping their target age group, they need to help everyone else see the things we do, mostly inadvertently, that discourage participation.

### **How many local coordinators?**

This isn't clear yet. Probably between four and ten. The number would depend on need, effectiveness, budget and would likely vary over time. We could also explore internships and short term jobs. At Spring Sessions a few people noted that it was an AFSC internship that helped them find their way in the Quaker world. These Local Coordinator positions would offer NYYM something similar.

### **What about Outreach?**

The work of engaging with children, youth and young adults is inherently about outreach. Most of our local meetings have so few young people that we all benefit by working together to attract more.

## **Report on Pay as Led Process**

*See minute 2018-07-28*

Sessions committee is continuing along our path to implementing Pay as Led for Summer Sessions (SS) 2019. Our plan is to begin 2019 with a new relationship with Silver Bay.

Instead of paying Silver Bay directly, each of us will be paying NYYM. The amount will be determined by a pricing model explained below. Basically, you will decide to choose to pay a small minimum amount or more, based on knowledge of the standard amount charged by Silver Bay and a "full" amount that covers all NYYM costs. There will be no registration fee. Grants from NYYM or local/regional meetings will be taken into account. The exact implementation process is still be worked out, but we hope to take advantage of the software that New England Yearly Meeting has used to implement their PaL process.

Here are some of the details.

### **Relationship with Silver Bay**

In this year as in the past, the registration process involved registering with NYYM and paying a registration fee. The rooming requests from the registration information was forwarded to SB which then contacted the registrant with rooming information

including pricing and a request for a deposit. The registrant was then responsible for making the final payment to SB by the end of Summer Sessions.

Under the new contract, NYYM will be responsible for all payments to SB. Although details are still being worked out, this may require that a final payment be made to SB well before the start of SS. It may also require us to change the calendar for registration, perhaps starting as early as January and finishing by the end of June.

### **Presenting PaL Pricing**

The basic model for PaL pricing is to start with the standard rate as charged by SB. We will specify a minimum PaL payment of 25% of the standard rate for the least expensive SB lodging options and 75% for the most expensive. The registration process will present registrants with three costs: the PaL minimum, the standard rate, and a full rate that covers the NYYM internal overhead for running SS (calculated as 25% above the standard rate). Registrants may choose to pay any amount at or above the PaL minimum.

Any amount above the standard rate will be recognized as a donation to NYYM and the registrant will be provided with a receipt for tax purposes.

The pricing will not include a separate registration fee and no such fee will be collected.

### **Grants for Registrants**

Registrants will be able to specify if they are eligible for and claiming any of two different types of grants. The first type is a grant from another NYYM organization such as for JYM volunteers, pastors, or NYYM committee members. The second type is a grant from a monthly or regional meeting to support a specific attendee. Either type of grant will be verified by the registration team and, for the second type, payments to NYYM will be expected from monthly/regional meetings.

A registrant claiming a grant may be in a situation where the grant exceeds the PaL minimum. In that case, the registrant may choose to pay nothing.

### **Implementation Mechanism**

The exact implementation of the registration process is still

being reviewed. We still hope to base the process on the registration web site implemented by New England Yearly Meeting (NEYM). Their site is linked to their membership database which is implemented using Salesforce. We have successfully converted NYYM's membership database to Salesforce over the last few months in part to support this possibility.

Whatever automated process we use, there will also be a paper based registration process for those without access to the web.

We recognize that there are still more details to be worked out for Pay as Led, some of which will depend on the final contract with Silver Bay YMCA and our ability to adapt NEYM's registration site. We remain committed to implementing the process and to the belief that it will benefit NYYM by removing some of the barriers that prevent Friends from participating in Summer Session.

*Submitted by Melanie-Claire Mallison, Steve Mohlke, and Doug Way, Pay as Led Subcommittee*

## **Emily Provance's Travel Minute Report**

*See 2018-07-31*

My travel minute was endorsed by this body two years ago. How do you report on two years of work in ten minutes?

One of the odd things about having a travel minute in the twenty-first century is that much of my travel doesn't involve leaving my kitchen table at all. And so—I bring you greetings from the Internet. I bring you greetings from Facebook reading groups and my blog and a ministry called Holy Experiments.

I bring you greetings from Chatham-Summit, and Ithaca, and the 19 meetings that did Quaker Outside the Lines projects.

I bring you greetings from Jericho meeting. They have about four single adults and a mother with two young sons, and they all worship together in a one-room meetinghouse with a wood-burning fire.

I bring you greetings from Bulls Head-Oswego and Matinecock.

I bring you greetings from Unadilla. The day I visited that

meeting with Marissa Badgley, it had snowed so much that we couldn't tell where the parking lot was. You couldn't tell the difference between the parking lot and the grass. A man came out of the building and said, "Y'all coming to church?" And then he directed us into the parking lot and taught us how to use their compost toilet.

When the meeting started, Pastor Ben stood up in front of the group—he's an old Methodist pastor who's retired three times—and he said, "This is the day that the Lord hath made," and the people all said, "Let us rejoice and be glad in it." And then Pastor Ben looked at Marissa and me and said, "It just seemed a few years back like a good idea to say that every Sunday, so we do."

I bring you greetings from Wilton meeting and from the FWCC Section of the Americas meeting at Stony Point.

I bring you greetings from a New England Yearly Meeting gathering called Living Faith in Providence, Rhode Island. While I was there, I got an email from a Friend asking, "What do you do if there's a ghost in your meetinghouse? Is there a committee in charge of that?" And I was able to tell him that I didn't know, but I happened to be in a place with several hundred Friends, and I'd ask around. And I did, and that led to some remarkable conversations.

I bring you greetings from Collins meeting.

I bring you greetings from Mohawk Valley. At Mohawk Valley we were doing a QuED Day, Quaker Exploration and Discourse, and we were livestreaming speakers over Facebook. At the end a man asked us questions over Facebook. He said, "My name is Dustin. I didn't know Quakers existed, and this popped up in my Facebook stream. I have a question about the Bible, and also—is it true that if I'm a Quaker, I won't be able to sing? And can you tell me where is the nearest Quaker meeting to me?"

I bring you greetings from Farmington-Scipio spring gathering and Friends Center for Racial Justice and the FGC gathering in Niagra and the FUM Triennial in Wichita. I bring you greetings from Adirondack, from New England Yearly Meeting sessions 2017, from Manhasset, from Winthrop Center in Maine, from Montclair and Conscience Bay and Pendle Hill and Buffalo.

I bring you greetings from a dinner and worship group in

Greensboro and Guilford College and Winston-Salem Friends Church. That trip to North Carolina was with FWCC's traveling ministry corps, and the most remarkable thing that happened was on the way there. Our bus pulled over on the side of the highway, and we were told to get off immediately—we were leaking fuel. We sat on the side of the highway for four hours, and toward the end of that time, a woman pulled over and started unloading bottles of water from her car, and then she left and came back half an hour later with a dozen pepperoni pizzas. We got to talking, and she told me about her wife, which I found significant because this was during the time in North Carolina with the bill about bathrooms...I asked her why she was giving a dozen pizzas to strangers. She said, "I don't think most people get enough love. And without love, what's left is fear, and fear turns to hate. So whenever I can, I try to put a little bit of love in the world."

I bring you greetings from Cornwall and Salem Quaker in New England Yearly Meeting and FGC's central committee, where I got to present on digital outreach, which you funded, and which FGC and I are now expanding throughout North America.

I bring you greetings from FUM board meetings and New Brunswick and Friends Seminary lower school, especially the first grade.

I bring you greetings from Upper Hill Friends Church in Samburu, Kenya, which was destroyed ten years ago by post-election violence. Their church and their medical center were ripped apart by hand, the pieces carried away. Today they are living the resurrection. They have a church building and a preschool, and they served us warm cans of soda, which a small boy carefully wiped with a towel to show us that we were honored guests.

I bring you greetings from Losuk Friends Church and Loltulelei Friends Church and Loltulelei Friends primary school and the school for shepherds, and afterschool program for children who do not go to school, where a little girl in a Tweety bird sweatshirt showed up early one day and sat down and giggled at me. I gave her a piece of chalk and discovered that she already knew how to add and subtract...so I taught her how to multiply.

I bring you greetings from the World Council of Churches

gathering on evangelism and mission in Tanzania and from Friends House in London and from Woodbrooke.

I bring you greetings from Living Faith in Portland and from a gathering in New England called “supporting ministers and ministry,” where I met a woman in Putney who told me a story about their nominating committee. In Putney, nominating calls everybody every year and asks, “How are you?” And then, after that part of the conversation is thoroughly explored, they ask, “Are you led to serve the meeting in every way?” And if nobody is led to serve on a particular committee, they report back to the meeting that this committee no longer has life, and the meeting joyfully lays it down. So far, they have laid down three committees, and that has made space for other kinds of service.

I bring you greetings from Hogwarts at Powell House and the FGC gathering in Toledo and Good News Associates, a group I’ve just joined as of the beginning of July, which is designed to provide financial support for non-institutional ministry. I can now receive donations in support of this work.

In the years before community worship, this auditorium used to be empty between breakfast and worship sharing. I would stand here on the stage and look over the seats, and I would imagine all the people who have ever sat in those chairs, and I would imagine all the people who someday will sit in those chairs, and it was a way to be connected to our people through time as well as space.

If you go far enough back in our history to our spiritual ancestors, you find a ship called the Woodhouse, a group of Friends crossing the Atlantic from England to somewhere in the northeast. Something happened, and they lost most of their crew, so every morning they would wake up and pray to know which way to go. They didn’t land where they meant to, but they landed on Long Island, and years later, they would become New York Yearly Meeting. What God can do with mistakes.

What I learn from this is to be brave. To be brave enough to make mistakes. And also that I am not alone—that when I go out into the world to do this work, I do so with this travel minute, and all of you are with me.

## Call for Action on Climate Change

*See 2018-07-34*

*Minute approved by the FWCC committee of NYYM Summer Sessions 2017 (Requesting support from Earthcare Working Group and Indian Affairs Committee)*

The Friends World Committee for Consultation calls the NYYM to take action on climate change. Both the Kabarak Call for Peace and Ecojustice in 2012 and the Pisac Minute on Living Sustainably and Sustaining Life on Earth in 2016 were passionate requests from the world body of Friends that each yearly and monthly meeting attend to the dire situation of our planet. Our yearly meeting has not taken up meaningful action and we feel that the urgency of the situation demands more. We must move quickly and decisively to limit climate change and do our best to safeguard Earth for generations to come.

Communities around the globe are already suffering from the effects of climate change. We call on NYYM to commit to the following actions as part of our recognition that Earth is our sacred home and that all people and creatures deserve clean air, water, and land.

1. Divest all NYYM funds from fossil fuels, starting this year and completing divestment within 5 years. Encourage monthly, quarterly, and regional meetings and individuals to do the same.
2. Re-invest in renewable energy, sustainable agriculture, energy efficiency technology, carbon sequestration, reforestation, and clean drinking water technology.
3. Establish a page on the NYYM website with information and resources for meetings and individuals for reducing carbon emissions.
4. Support monthly, quarterly, and regional meetings and individuals in initiating and completing projects that reduce carbon dioxide emissions. Ask each meeting to undertake a project within the next year and report progress to the yearly meeting on a blog, website, or other forum where information can be shared. Encourage meetings to consider projects that might have greater impact than just renovating meeting houses.

## **Interim Actions Taken by the Clerk and General Secretary**

*See minute 2018-07-39*

In a minute approved at Fall Sessions 2014, the Yearly Meeting directed the NYYM clerk and general secretary to represent the Yearly Meeting between sessions, when the occasion for giving the Yearly Meeting a public voice seems urgent and appropriate.

Since Spring Sessions 2018 the New York Yearly Meeting clerk and general secretary have one item on which to report:

We signed an amicus brief with other religious organizations (for Case No. 1:18-cv-00068). Full text is available at [nyym.org/sites/default/files/NYYM-SummerSessions2018-AmicusBrief-DACA.pdf](http://nyym.org/sites/default/files/NYYM-SummerSessions2018-AmicusBrief-DACA.pdf).

Here is an introduction to the brief: A group of states led by the Texas Attorney General recently filed litigation in the Southern District of Texas requesting that the court permanently enjoin the DACA program based on the theory that President Obama did not have the authority to enact it. The New Jersey Attorney General's Office has intervened to defend DACA from this attack, as have a group of DACA grantees represented by MALDEF. Together, they are opposing Texas's request that the court block DHS from adjudicating any further DACA applications. We have been asked by the New Jersey defendants to submit a revised version of the Religious Organizations amicus brief we filed in New York and California earlier this year.

Our brief is substantially the same, but has been updated to reflect that, unlike the New York and California lawsuits, which were brought by states and individuals who wanted to stop the repeal of DACA, this is a suit by the state of Texas and others to stop DACA itself. Our central argument remains the same— that the end of DACA will cause religious groups and their communities tremendous harm.

# **Revisions to the NYYM By-Laws**

## **First Reading**

*See minute 2018-07-41*

Trustees propose revising the Yearly Meeting's By-Laws to accomplish three goals: (1) clarifying and distinguishing between the identity of the "officers" of the corporation for certain legal and financial matters and the "officers" of the Society for the spiritual concerns of the Body; (2) increasing the maximum size of the Board of Trustees from seven to ten Trustees so that a broader diversity of Friends and skills can be represented on the Board; and (3) shortening the length of a Trustee's term from five years to four years and reducing the number of terms a Trustee can serve consecutively from three terms to two terms, which will reduce the total number of consecutive years a Friend can serve as a Trustee from fifteen to eight years, in order to increase the transparency of and opportunities for participation in the work of Trustees.

### **EXPLANATION**

#### **1. Distinguishing Between the Officers of the Corporation and the Officers of the Society.**

The spiritual life of the Yearly Meeting is under the servant leadership of the officers named by the Body; that is, clerk, assistant clerk, recording clerks, treasurer. They are identified in the By-Laws as the Officers of the Corporation. (Art. III, Sec. 1)

The management of the Yearly Meeting's properties and assets is primarily under the care of the Board of Trustees. (Art. II, Sec. 2) The By-Laws identify the Trustees' clerk, secretary and financial clerk as "Officers of the Trustees", and also state that the "Clerk of the Trustees shall act as President of the Corporation when the acts of such an officer are required." (Art. II, Sec. 3)

Some of the Yearly Meeting's business relationships, such as banking and insurance, require actions and signatures by an "officer of the corporation." The descriptions in the By-Laws can cause confusion because of the identification of the Yearly

Meeting clerk, assistant clerk and recording clerks as the “Officers of the Corporation,” even though the By-Laws also identify the clerk of Trustees as the President of the Corporation.

To eliminate this ambiguity, the proposed revisions to the By-Laws more clearly separate the administrative functions of the Yearly Meeting from the spiritual activities of the Yearly Meeting. This is accomplished by defining “Corporation” as referring to the functions under the care of the Board of Trustees; and defining “Society” as referring to the spiritual life of the Yearly Meeting under the servant leadership of the clerk, etc. The correct word is then substituted throughout the By-Laws where it is appropriate to separate the temporal from the spiritual.

## **2. Increasing the Number of Trustees and Reducing the Length of Service of Trustees.**

The By-Laws provide that the Board of Trustees shall consist of “no fewer than five nor more than seven” Friends. (Art. II, Sec. 1) Trustees have found that limiting the size of the Board to seven Friends can be disadvantageous because (i) it limits the diversity of the Board, (ii) it can leave the Board under-served when multiple Trustees depart within a short period of time, and (iii) professionally attending to the breath of the Board’s responsibilities and concerns requires a comparable breath of skills and experience in the Friends serving as Trustees. The proposed revisions would permit the size of the Board to vacillate between five and ten Friends, increasing the upper limit by three Trustees.

Trustees currently may serve for up to fifteen consecutive years; that is, three terms of five years each. (Art. II, Sec. 1) Trustees believe there is particular value to extended service because of the long-term nature of much of the Board’s concerns and responsibilities (such as investing the Yearly Meeting’s assets and implementing the directions of departed Friends). Trustees also appreciate the values advanced by term limits (such as increased participation and transparency). Trustees discern that these values will be better balanced by reducing the length of a term from five to four years and reducing the number of

terms from three to two, which in combination will reduce the term limit from fifteen to eight years.

## FORMAL LANGUAGE

Article VIII of the By-Laws of the New York Yearly Meeting of the Religious Society of Friends (the “By-Laws”) provides that the By-Laws may be amended by (i) presenting a proposed amendment at a Yearly Meeting session for a first reading, and (ii) approving the proposal at a second, separate Yearly Meeting session.

This is the first reading of the following proposed amendments to the By-Laws, for approval by the Body at a subsequent Yearly Meeting session:

### **General Amendment:**

1. The word “member” or “members” or “membership” is amended by being capitalized (“Member” or “Membership”) throughout the By-Laws.

### **Article I, Section 1 (“Name”):**

2. The first sentence of Article I, Section 1 of the By-Laws is amended by deleting therefrom the phrase “hereafter referred to as the Corporation”.
3. Article I, Section 1 is further amended by adding thereto, immediately after the second sentence (ending “Religious Corporations Law”), the following sentence: *“For purposes of these By-Laws, the word “Corporation” refers to, and is limited to, the formal, temporal affairs of the Yearly Meeting under the care of the Trustees (see Article II, below); and the word “Society” refers to all of the ecclesiastical, theological and spiritual practices and activities of the Yearly Meeting and such of the temporal affairs as are not delegated to the Trustees.”*

As a result of these changes, the amended Article I, Section 1 of the By-Laws will read as follows:

*“1. Name: The name of this Corporation is the New York Yearly Meeting of the Religious Society of Friends. It is*

*incorporated under Section 15 of the New York Religious Corporations Law. For purposes of these By-Laws, the word “Corporation” refers to, and is limited to, the formal, temporal affairs of the Yearly Meeting under the care of the Trustees (see Article II, below); and the word “Society” refers to all of the ecclesiastical, theological and spiritual practices and activities of the Yearly Meeting and such of the temporal affairs as are not delegated to the Trustees.”*

**Article I, Section 3 (“General Purposes”):**

4. Article I, Section 3 of the By-Laws is amended by deleting the provisions therein and substituting therefor the following subparagraphs a. and b.:

*“a. The Corporation exists principally (a) to foster the ministry, leadings and concerns of the Society; (b) to own, hold and administer the temporalities and property, real and personal, of the Corporation and the Society; (c) to receive, hold and administer property or funds received in trust by the Corporation or the Society; and (d) to serve as the employer of compensated persons serving the Society.*

*“b. The Society exists principally (a) to worship together; (b) to gather in corporate discernment; (c) to build community among all its Members and their meetings; (d) to support the life of the Spirit in its Members and their meetings; (e) to prepare, revise and maintain Faith and Practice: The Book of Discipline of the New York Yearly Meeting of the Religious Society of Friends; (f) to bear witness in the world; and (g) to engage in any activity or foster any work that the Membership considers appropriate, including provision of funds and supervision for such common projects.”*

[NOTE: The current Art. I, Sec. 3 is included in the new description of the purposes of the Society.]

**Article II (“Board of Trustees”):**

5. The title to Article II of the By-Laws is amended by adding

thereto the phrase “and the Officers of the Corporation”, so that the title will become: “*Board of Trustees and Officers of the Corporation*”.

6. Article II, Section 1 of the By-Laws (“Appointment”) is amended as follows:

- a. In the first sentence, by deleting the phrase “members of the Corporation” and substituting therefor the phrase “Members of the Society”, and deleting the phrase “seven members of the Corporation” and substituting therefor the phrase “ten Members of the Society”, so that the amended sentence will read: “*The Members of the Society shall appoint no fewer than five nor more than ten Members of the Society to serve as Trustees of the Corporation.*”
- b. By deleting the second and third sentences and substituting therefor the following sentence: “*Appointees shall serve staggered terms of four years each, and may be reappointed for a second consecutive four-year term, provided that a Trustee may not serve more than ten consecutive years (in the event of appointment to fill a partial term).*”
- c. By adding a sentence at the base of the Section, as follows: “*In addition, the Treasurer (see Article III, Section 5, below) shall serve as an ex officio member of the Board of Trustees.*”

As a result of these changes, the amended Article II, Section 1 of the By-Laws will read as follows:

- “1. Appointment: *The Members of the Society shall appoint no fewer than five nor more than ten Members of the Society to serve as Trustees of the Corporation. Appointees shall serve staggered terms of four years each, and may be reappointed for a second consecutive four-year term, provided that a Trustee may not serve more than ten consecutive years (in the event of appointment to fill a partial term). At any meeting of the Corporation, the Members may appoint Trustees to succeed those whose terms have expired or to*

*fill vacancies for unexpired terms. In addition, the Treasurer (see Article III, Section 5, below) shall serve as an ex officio member of the Board of Trustees.”*

7. Article II, Section 3 of the By-Laws (“Officers of the Trustees”) is amended by:
  - a. In the first sentence, between the word “clerk,” and the words “a recording clerk”, adding the words “an assistant clerk,” so that the amended sentence will read: *“The Trustees shall appoint from their own number a clerk, an assistant clerk, a recording clerk and a financial officer.”*
  - b. Deleting the second and third sentences therein (“The Clerk of the Trustees shall act as President of the Corporation when the acts of such an officer are required. The financial officer shall oversee the receipt, disbursement, investment, reporting, record-keeping and accounting for funds held by the Corporation in trust or otherwise entrusted to the management or supervision of the Board of Trustees, and shall report regularly to the Trustees with respect to such funds.”).

[NOTE: The second sentence is moved to a new Section 5 (“Officers of the Corporation”); and the third sentence is moved to a new Section 4 (“Financial Officer”).]

As a result of these changes, the amended Article II, Section 3 of the By-Laws will read as follows:

- “3. *Officers of the Trustees: The Trustees shall appoint from their own number a clerk, an assistant clerk, a recording clerk and a financial officer. No employee of the Corporation shall serve as clerk of the Trustees.”*
8. Article II of the By-Laws is further amended by adding new Sections 4. and 5. thereto, as follows:
  - “4. *Financial Officer: The financial officer shall oversee the receipt, disbursement, investment, reporting, record-keeping and accounting for funds held by the Corporation in trust, or otherwise entrusted to the management and supervision of the Board of Trustees,*

*and shall report regularly to the Trustees with respect to such funds.*

- “5. Officers of the Corporation: *The clerk of the Trustees shall also act as President of the Corporation when the acts of such an officer are required. The assistant clerk of the Trustees shall also act as Vice President of the Corporation when the acts of such an officer are required. The recording clerk of the Trustees shall also act as Secretary of the Corporation when the acts of such an officer are required. The Treasurer (see Article 3, Section 5, below) shall also act as Treasurer of the Corporation when the acts of such an officer are required.*”
9. Article II of the By-Laws is further amended by renumbering the current Sections 4, 5, 6 and 7 to become Sections 6, 7, 8, and 9.
  10. The second sentence of the current Section 4 (new Section 6) of Article II of the By-Laws (“Meetings”) is amended by deleting the word “Clerk” and substituting therefor the word “clerk”, and by deleting the word “Secretary” and substituting therefor the words “recording clerk” so that the amended sentence will read: *“Special meetings may be called by the clerk, or by the recording clerk upon the request of two Trustees.”*
  11. Current Section 6 (new Section 8) of Article II of the By-Laws (“Reports”) is amended by deleting the word “Corporation” and substituting therefor the word “Society” so that the amended sentence will read: *“The Trustees shall report annually to the Society.”*
  12. Current Section 7 (new Section 9) of Article II of the By-Laws (“Limitations on Responsibilities and Liabilities”) is amended by deleting in the first sentence the words “Section 2 above” and substituting therefor the following phrase: “Article I, Section 3(a) and Article II, Section 2, above” so that the amended sentence will read: *“The responsibilities of the Trustees are limited to those set forth in Article I, Section 3(a) and Article II, Section 2, above.”*
  13. Current Section 7 (new Section 9) of Article II of the By-Laws

(“Limitations on Responsibilities and Liabilities”) is further amended by deleting throughout the second sentence the word “Corporation” and substituting therefor the word “Society”.

### **Article III (“Officers”):**

14. The title to Article III of the By-Laws is amended by adding thereto the phrase “of the Society”, so that the title will become: *“Officers of the Society”*.
15. Article III, Sections 1, 2, 3 and 4 of the By-Laws are amended by deleting in the title of each Section the word “Corporation” and substituting therefor the word “Society”.
16. Article III, Section 2 of the By-Laws (“Clerk of the Society”) is further amended (a) in the first sentence, by adding immediately following the words “business sessions” the phrase “of the Society and the Corporation”, and by deleting the phrase “to the Corporation”; and (b) by adding the following sentence at the base thereof: *“(All references in these By-Laws to the “Clerk” are to the Clerk of the Society unless otherwise specified.)”*

As a result of these changes, the amended Article III, Section 2 of the By-Laws will read as follows:

*“2. Clerk of the Society: The responsibilities of the Clerk are to conduct business sessions of the Society and the Corporation, see that the business is properly presented for consideration, and announce decisions when made. The Clerk keeps an accurate set of minutes, properly dated and signed, showing all matters discussed and actions taken. The Clerk carries out the instructions of the Society and signs documents on its behalf when necessary or appropriate. (All references in these By-Laws to the “Clerk” are to the Clerk of the Society unless otherwise specified.)”*

17. Article III, Section 3 of the By-Laws (“Assistant Clerk of the Society”) is further amended by adding the following sentence at the base thereof: *“(All references in these By-Laws to the “Assistant Clerk” are to the Assistant Clerk*

*of the Society unless otherwise specified.)”*

18. Article III, Section 4 of the By-Laws (“Recording Clerks of the Society”) is further amended by (a) between the words “business meeting of” and “the Corporation”, adding the phrase “the Society or”; and (b) adding the following sentence at the base thereof: *“(All references in these By-Laws to the “Recording Clerks” are to the Recording Clerks of the Society unless otherwise specified.)”*
19. Article III, Section 5 of the By-Laws (“Treasurer”) is amended by
  - a. In the title, deleting the phrase “of the Corporation”;
  - b. In the first sentence, following the words “Operating Budget of the”, deleting the word “Corporation” and substituting therefor the word “Society”;
  - c. In the second sentence, following the words “reports regularly to the Members of the”, deleting the word “Corporation” and substituting therefor the word “Society”; and
  - d. In the third sentence, deleting the word “Corporation” and substituting therefor the word “Society”.
20. Article III, Section 6 of the By-Laws is amended, following the words “Members of the”, by deleting the word “Corporation” and substituting therefor the word “Society”.

#### **Article IV (“Membership”):**

21. Article IV, Sections 1 and 2 of the By-Laws (“Designation” and “Authority”) are amended by deleting the word “Corporation” where ever it appears and substituting therefor the word “Society”.
22. Article IV, Section 3 of the By-Laws (“Attendees”) is amended by:
  - a. In the first and second sentences, deleting the word “Corporation” where ever it appears and substituting therefor the word “Society”; and
  - b. In the third sentence, following the words “Decisions in

meetings of”, adding the words “the Society or”.

**Article V (“Meetings . . .”):**

23. The title to Article V of the By-Laws is amended by adding between the words “Corporation” and “(“Sessions””, the phrase “and the Society”, so that the title will become: “*Meetings of the Corporation and the Society (“Sessions”)*”.
24. Article V of the By-Laws is further amended by adding a new Section 1, as follows:
  - “1. *Meetings of the Corporation: Any duly-noticed meeting of the Society for the conduct of business shall also constitute a meeting of the Corporation to the extent necessary or appropriate. The Clerk (or, in the case of incapacity, unwillingness or unavailability to serve, the Assistant Clerk or other designee) shall preside over any meeting of the Corporation.*”

[NOTE: The first sentence of the new Section 1 was the first sentence of Section 3 of the current By-Laws and is being moved from Section 3 to Section 1 with these revisions; and the second sentence of the new Section 1 is derived from (but does not replace) Section 4 of Article V.]

25. Article V of the By-Laws is further amended by renumbering the current Sections 1, 2, 3 and 4 to become Sections 2, 3, 4, and 5.
26. Current Section 1 (new Section 2) of Article V of the By-Laws (“Annual Meeting”) is amended by:
  - a. In the title, adding the words “of the Corporation”;
  - b. In the first sentence, following the words “The Annual Meeting of the Corporation”, deleting the phrase “(“Summer Sessions””);
  - c. In the first sentence, between the words “ordinarily” and “in July”, adding the phrase “during “Summer Sessions””; and
  - d. Deleting the current second sentence (“The members shall be given at least sixty (60) days’ notice thereof.”)

and substituting therefor the following sentence:  
*“Notice of the Annual Meeting must be published at least thirty (30) days in advance.”*

As a result of these changes, the amended Article V, Section 2 of the By-Laws will read as follows:

*“2. Annual Meeting of the Corporation: The Annual Meeting of the Corporation shall take place at a time and place to be announced by the Clerk, ordinarily during “Summer Sessions” in July of each year. Notice of the Annual Meeting must be published at least thirty (30) days in advance.”*

27. Current Section 2 (new Section 3) of Article V of the current By-Laws (“Other Meetings”) is amended by

- a. In the title and in the first sentence, deleting the word “Other”, and following the word “Meetings” adding the words “of the Society”, so that the revised title becomes *“Meetings of the Society”* and the first sentence begins with the same words;
- b. In the first sentence, following the words “Meetings of the Society”, adding the phrase “ordinarily occur three times a year”;
- c. Adding a new sentence to immediately follow the first sentence as follows: *“Additional meetings may be convened by the Clerk upon appropriate notice.”*;
- d. Deleting the current second sentence (“The members shall have at least thirty (30) days’ notice thereof, and six (6) days’ notice of any rescheduled meeting.”) and substituting therefor the following sentence: *“Notice of a meeting of the Society must be published at least thirty (30) days in advance, and six (6) days in advance of any rescheduled meeting.”*; and
- e. Adding a new sentence to immediately follow the current second sentence as follows: *“The Clerk (or, in the case of incapacity, unwillingness or unavailability to serve, the Assistant Clerk or other designee) shall preside over any meeting of the Society at which*

*business will be transacted.”*

As a result of these changes, the amended Article V, Section 3 of the By-Laws will read as follows:

3. *Meetings of the Society: Meetings of the Society ordinarily occur three times a year (“Spring Sessions,” “Summer Sessions” and “Fall Sessions”). Additional meetings may be convened by the Clerk upon appropriate notice. Notice of a meeting of the Society must be published at least thirty (30) days in advance, and six (6) days in advance of any rescheduled meeting. The Clerk (or, in the case of incapacity, unwillingness or unavailability to serve, the Assistant Clerk or other designee) shall preside over any meeting of the Society at which business will be transacted.*

28. Current Section 3 (new Section 4) of Article V of the By-Laws (“Business Placed Before the Meeting”) is amended by

a. Deleting the first sentence;

b. In the current second sentence, deleting the word “Corporation” and substituting therefor the word “Society”.

29. Current Section 4 (new Section 5) of Article V of the current By-Laws (“Presiding Officer”) is amended by being deleted.

[NOTE: The substance of this sentence is being moved to Section 2 (“Meetings of the Society”).]

### **Article VI (“Committees . . .”):**

30. The title to Article VI of the By-Laws is amended by deleting the word “Corporation” and substituting therefor the word “Society” so that the title becomes “*Committees of the Society*”.

31. Article VI of the By-Laws is further amended by deleting the word “Corporation” where ever it appears and substituting therefor the word “Society”, except in the third sentence of Section 1, the word “Corporation” shall be maintained where it appears between the words “obligate the” and “in any manner”.

As a result of these changes, the amended Article VI, Section 1 of the By-Laws will read as follows:

1. *Committee Composition: The Society may create, from time to time, committees whose purpose is to undertake designated work of the Society. Such committees shall be committees of the Society, not of the Board of Trustees. No such committee shall have the power to enter into contracts or to obligate the Corporation in any manner, except as the membership may delegate through its approval of the Handbook of the Society or the operating budget of the Society, or in some other fashion.*
32. The first sentence of Article VI, Section 3 (“Accountability”) is amended by (a) deleting the word “corporate” between the words “expenditure of” and “funds”; and (b) adding the phrase “, other than funds held in trust,” between the word “funds” and the words “in furtherance”.

As a result of these changes, the amended Article VI, Section 3 of the By-Laws will read as follows:

3. *Accountability: Members may, from time to time, authorize the expenditure of funds, other than funds held in trust, in furtherance of the work of committees of the Society. Committees of the Society shall be accountable to the Members for work that they undertake and funds that the Society entrusts to them.*

### **Article VII (“Indemnification”):**

33. Article VII of the By-Laws is amended by, in the first sentence, between the words “Corporation” and “against expenses” and between the words “Corporation” and “in the absence of gross negligence”, adding the phrase “or the Society”.

As a result of these changes, the amended Article VII of the By-Laws will read as follows:

1. *The Corporation shall indemnify any and all of its Trustees, Officers, employees or volunteers who perform work on behalf of, and with the authority of, the Corporation or the Society against expenses actually and necessar-*

*ily incurred by them in connection with the defense of any action, suit or proceeding in which they, or any of them, are made parties, or a party, by reason of having performed work on behalf of, and with the authority of, the Corporation or the Society, in the absence of gross negligence or willful misconduct. Such indemnification shall not be deemed exclusive of any other rights to which those indemnified may be entitled.*

**Article IX (“Amendments to the By-Laws”):**

34. Article IX of the By-Laws is amended by deleting the phrase “members of the Corporation” and substituting therefor the phrase “Members of the Society”.

**ANNEXED IS A COPY OF THE PROPOSED REVISED BY-LAWS.**

**By-Laws of New York Yearly Meeting of the Religious Society of Friends, Inc.**

Adopted by the Membership of the Corporation November 7,  
2015

Amended by the Membership of the Corporation November 12,  
2017

Further Amended by the Membership of the Corporation, July  
2018

**Article I. Name, Principal Office and General Purposes**

1. Name: The name of this Corporation is the New York Yearly Meeting of the Religious Society of Friends. It is incorporated under Section 15 of the New York Religious Corporations Law. For purposes of these By-Laws, the word “Corporation” refers to, and is limited to, the formal, temporal affairs of the Yearly Meeting under the care of the Trustees (see Article II, below); and the word “Society” refers to all of the ecclesiastical, theological and spiritual practices and activities of the Yearly Meeting and such of the temporal affairs as are not delegated to the Trustees.

2. Principal Office: The principal office of the Corporation shall be 15 Rutherford Place, New York City, New York, 10003.
3. General Purposes:
  - a. The Corporation exists principally (a) to foster the ministry, leadings and concerns of the Society; (b) to own, hold and administer the temporalities and property, real and personal, of the Corporation and the Society; (c) to receive, hold and administer property or funds received in trust by the Corporation or the Society; and (d) to serve as the employer of compensated persons serving the Society.
  - b. The Society exists principally (a) to worship together; (b) to gather in corporate discernment; (c) to build community among all its Members and their meetings; (d) to support the life of the Spirit in its Members and their meetings; (e) to prepare, revise and maintain *Faith and Practice: The Book of Discipline of the New York Yearly Meeting of the Religious Society of Friends*; (f) to bear witness in the world; and (g) to engage in any activity or foster any work that the Membership considers appropriate, including provision of funds and supervision for such common projects.

## **Article II. Board of Trustees and Officers of the Corporation**

1. Appointment: The Members of the Society shall appoint no fewer than five nor more than ten Members of the Society to serve as Trustees of the Corporation. Appointees shall serve staggered terms of four years each, and may be reappointed for a second consecutive four-year term, provided that a Trustee may not serve more than ten consecutive years (in the event of appointment to fill a partial term). At any meeting of the Corporation, the Members may appoint Trustees to succeed those whose terms have expired or to fill vacancies for unexpired terms. In addition, the Treasurer (see Article III, Section 5, below) shall serve as an *ex officio* member of the Board of Trustees.

2. Responsibilities: The Trustees shall be responsible for holding title to and administration of the properties, both real and personal, owned by the Corporation, and for the management of bequests and deeds of trust received by the Corporation in a fiduciary capacity. The Trustees shall also propound a Conflict of Interest Policy and a Policy for Related Party Transactions that comply with the requirements of New York Religious Corporations Law.
3. Officers of the Trustees: The Trustees shall appoint from their own number a clerk, an assistant clerk, a recording clerk and a financial officer. No employee of the Corporation shall serve as clerk of the Trustees.
4. Financial Officer: The financial officer shall oversee the receipt, disbursement, investment, reporting, record-keeping and accounting for funds held by the Corporation in trust, or otherwise entrusted to the management and supervision of the Board of Trustees, and shall report regularly to the Trustees with respect to such funds.
5. Officers of the Corporation: The clerk of the Trustees shall also act as President of the Corporation when the acts of such an officer are required. The assistant clerk of the Trustees shall also act as Vice President of the Corporation when the acts of such an officer are required. The recording clerk of the Trustees shall also act as Secretary of the Corporation when the acts of such an officer are required. The Treasurer (see Article 3, Section 5, below) shall also act as Treasurer of the Corporation when the acts of such an officer are required.
6. Meetings: The Trustees shall meet at such times as they may determine upon not less than 30 days' notice, or may fix by adjournment. Special meetings may be called by the clerk, or by the recording clerk upon the request of two Trustees. At least ten (10) days' notice of special meetings shall be given to each Trustee, and the purpose for which the meeting is called shall be stated. Notice requirements as set forth in this Article II Section 4 may be waived upon unanimous consent of all Trustees. The Trustees must meet at least once every year. Every meeting of the Trustees shall

be minuted.

7. Quorum: A majority of the Trustees shall constitute a quorum for the transaction of business.
8. Reports: The Trustees shall report annually to the Society.
9. Limitations on Responsibilities and Liabilities: The responsibilities of the Trustees are limited to those set forth in Article I, Section 3(a) and Article II, Section 2, above. In particular, the Trustees are not responsible to the Society or to any person for the oversight of the Operating Budget of the Society, or for the retention, hiring, training or supervision of employees or volunteers who perform work on behalf of, and with the authority of, the Society.

### **Article III. Officers of the Society**

1. Officers of the Society: The Society shall appoint the following Officers: Clerk, Assistant Clerk, Recording Clerks and Treasurer. It may also appoint other Officers as need may arise.
2. Clerk of the Society: The responsibilities of the Clerk are to conduct business sessions of the Society and the Corporation, see that the business is properly presented for consideration, and announce decisions when made. The Clerk keeps an accurate set of minutes, properly dated and signed, showing all matters discussed and actions taken. The Clerk carries out the instructions of the Society and signs documents on its behalf when necessary or appropriate. (All references in these By- Laws to the “Clerk” are to the Clerk of the Society unless otherwise specified.)
3. Assistant Clerk of the Society: The responsibilities of the Assistant Clerk are such as the Clerk may delegate. (All references in these By-Laws to the “Assistant Clerk” are to the Assistant Clerk of the Society unless otherwise specified.)
4. Recording Clerks of the Society: The responsibilities of the Recording Clerks are to write minutes of any business meeting of the Society or the Corporation, subject to the Members’ approval. (All references in these By-Laws to

the “Recording Clerks” are to the Recording Clerks of the Society unless otherwise specified.)

5. Treasurer: The responsibilities of the Treasurer are to receive and disburse funds with respect to the Operating Budget of the Society; and to receive and disburse funds held by the Corporation in trust, or otherwise entrusted to the management and supervision of the Board of Trustees, in consultation with the financial officer of the Trustees and subject to the approval of the Trustees. The Treasurer keeps the account books of the Corporation in consultation with the financial officer of the Trustees and subject to the approval of the Trustees with respect to funds held by the Corporation in trust, or otherwise entrusted to the management and supervision of the Board of Trustees, and reports regularly to the Members of the Society. If Assistant Treasurer(s) are appointed, they shall also be Officers of the Society.
6. Officers shall be appointed by the Members of the Society at any duly noticed meeting of the Corporation.

#### **Article IV. Membership**

1. Designation: Members of the Society shall be those persons having made application to and been accepted into membership in any monthly meeting affiliated with the New York Yearly Meeting of the Religious Society of Friends.
2. Authority: The governing authority of the Society shall be vested in its Members. All decisions and actions shall be taken at duly noticed meetings of the Society by the process of seeking unity in the manner of Friends as may be set forth from time to time in *Faith and Practice: The Book of Discipline of the New York Yearly Meeting of the Religious Society of Friends*.
3. Attendees: Attendees are those who have not applied for and been accepted to membership in a monthly meeting, but who manifest a continuing interest in the life of the meeting or the work of the Society. Attendees are welcome to participate in the activities of the Society in such manner as may be discerned by the Members of the Society, but attendees may not serve as Clerk, Treasurer or Trustee, or on the financial,

advancement or nominating Committees of the Society. Decisions in meetings of the Society or the Corporation are made by Members only.

4. Limitations on Liability: No individual Member or monthly meeting shall be liable to the Corporation or its creditors for any indebtedness or liability of the Corporation, and any and all creditors of the Corporation shall look only to the assets of the Corporation for satisfaction of any debt, obligation or liability.

## **Article V. Meetings of the Corporation and the Society (“Sessions”)**

1. Meetings of the Corporation: Any duly-noticed meeting of the Society for the conduct of business shall also constitute a meeting of the Corporation to the extent necessary or appropriate. The Clerk (or, in the case of incapacity, unwillingness or unavailability to serve, the Assistant Clerk or other designee) shall preside over any meeting of the Corporation.
2. Annual Meeting of the Corporation: The Annual Meeting of the Corporation shall take place at a time and place to be announced by the Clerk, ordinarily during “Summer Sessions” in July of each year. Notice of the Annual Meeting must be published at least thirty (30) days in advance.
3. Meetings of the Society: Meetings of the Society ordinarily occur three times a year (“Spring Sessions,” “Summer Sessions” and “Fall Sessions”). Additional meetings may be convened by the Clerk upon appropriate notice. Notice of a meeting of the Society must be published at least thirty (30) days in advance, and six (6) days in advance of any rescheduled meeting. The Clerk (or, in the case of incapacity, unwillingness or unavailability to serve, the Assistant Clerk or other designee) shall preside over any meeting of the Society at which business will be transacted.
4. Business Placed Before the Meeting: At any meeting of the Society, Members may act upon any order of business properly placed before them, including seasoned concerns and necessary business that is placed on the Agenda by the Clerk.

## **Article VI. Committees of the Society**

1. Committee Composition: The Society may create, from time to time, committees whose purpose is to undertake designated work of the Society. Such committees shall be committees of the Society, not of the Board of Trustees. No such committee shall have the power to enter into contracts or to obligate the Corporation in any manner, except as the membership may delegate through its approval of the Handbook of the Society or the operating budget of the Society, or in some other fashion.
2. Committee Establishment and Operations: When the Society establishes a committee, it must also determine and approve a statement of its purpose and functions and provide adequate funding. All appointments to committees are to be made for a specified term. A current record of all committees and their membership shall be made available to the Members of the Society. No individual compensated by the Corporation may participate in deliberations on matters relating to his or her compensation.
3. Accountability: Members may, from time to time, authorize the expenditure of funds, other than funds held in trust, in furtherance of the work of committees of the Society. Committees of the Society shall be accountable to the Members for work that they undertake and funds that the Society entrusts to them.

## **Article VII. Indemnification**

1. The Corporation shall indemnify any and all of its Trustees, Officers, employees or volunteers who perform work on behalf of, and with the authority of, the Corporation or the Society against expenses actually and necessarily incurred by them in connection with the defense of any action, suit or proceeding in which they, or any of them, are made parties, or a party, by reason of having performed work on behalf of, and with the authority of, the Corporation or the Society, in the absence of gross negligence or willful misconduct. Such indemnification shall not be deemed exclusive of any other rights to which those indemnified may be entitled.

## **Article VIII. Amendments to the By-Laws**

1. These By-Laws may be altered, amended or repealed by (i) the presentation of such proposed alteration, amendment or repeal before a duly noticed meeting of the Corporation for a first reading, and (ii) approval by the Members of the Society of such proposal at a second, separate, meeting of the Corporation.

## **Effort to Hold Quarterly Meetings in Green Haven Correctional Facility**

*See minute 2018-07-46*

### **Description in Support of Minute Approving Litigation Against the New York State Department of Corrections and Community Supervision**

Green Haven Prison Preparative Meeting is part of Nine Partners Quarterly Meeting. The Worship Group meets Friday evenings for approximately 2 hours; meets as a book club Thursday evenings for approximately 2 hours; and holds meetings for business on Saturdays for approximately 1.5 hours. There are 5-7 inmates registered with Green Haven Correctional Facility as part of the Worship Group; 10-12 incarcerated men regularly attend worship sessions, and as many as 17-23 attend for some occasions.

For many years, going back at least to the 1990s and perhaps to as early as 1984, full-day Quarterly Meetings (or bi-annual meetings) on Saturdays were held at Green Haven Correctional Facility (“GHCF”). These Quarterly Meetings generally lasted from the time of morning worship through mid-afternoon, and included fellowship over a meal (lunch) brought into the facility. Similar Quarterly Meeting 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, Sing Sing and perhaps other DOCCS correctional facilities.

Beginning with 2015, when DOCCS hired a new Deputy Superintendent of Program Services, Jaifa Collado, annual

written requests by the Green Haven Prison Preparative Meeting for continued inclusion of Quarterly Meetings in the annual Religious Events Calendar have been rejected, primarily on the basis that Friends are “Protestants” and therefore are entitled only to participate in the Pentecost “Family Event”.

Friends have made substantial efforts to get Quarterly Meetings in GHCF restored. Timely annual requests by the Green Haven Prison Preparative Meeting for the inclusion of Quarterly Meetings in the Religious Holy Day Calendar have been summarily rejected or ignored. A delegation led by the then General Secretary of New York Yearly Meeting, Christopher Sammond, and the then Executive Secretary of NYSCOC, Paula Gravelle, met with DOCCS officials in May 2015. The elimination of Quarterly Meetings at GHCF was discussed at the meeting, and the DOCCS representatives promised to investigate and get back to liaison for the Friends delegation. DOCCS never followed up. Letters from New York Yearly Meeting’s Prisons Committee to DOCCS have gone unanswered.

Because DOCCS has failed to address this problem despite substantial efforts by Green Haven Prison Preparative Meeting and by Friends in Nine Partners Quarterly Meeting and New York Yearly Meeting over a number of years, Friends are clear to seek recognition of their rights through a lawsuit brought under the Religious Land Use and Institutionalized Persons Act, 42 USCS § 2000cc-1. 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.

The lawsuit will be filed in Federal Court in New York. Frederick Dettmer (Purchase Meeting) is acting as counsel *pro bono*. Expenses, which may total a few thousand dollars, will be paid out of Prison Committee’s allocations from the Sharing Fund. Prisons Committee is prepared to name a small ad hoc committee to oversee the yearly meeting’s participation.

Prisons Committee has been working with this concern for

four years and is clear that the yearly meeting should approve participating in the proposed lawsuit. The committee approved the following minute at Fall Sessions 2016:

“The Prisons Committee of New York Yearly Meeting agrees to support any legal action initiated by individual members of the Green Haven worship group against the NY DOCCS in pursuit of their religious rights under the Religious Land Use and Institutionalized Persons Act. Such support may include pro bono legal representation, financial support to cover filing fees, etc. and spiritual support through the process.”

The yearly meeting’s Board of Trustees approved filing a lawsuit at its meeting on February 11, 2018:

**“Prisons Committee Request:** Judy Meikle & Robert Martin, from the Yearly Meeting’s Prisons Committee, presented a request for Trustees approval, subject to approval by the YM Body, of filing a lawsuit against DOCCs under the Religious Land Use and Institutionalized Persons Act (comparable to the Religious Freedom Restoration Act) in order to force DOCCs to permit Quarterly Meetings to be held in Green Haven Correctional Facility (“GHCF”). Their report is attached. After discussion, **Trustees approve, subject to approval by the YM Body.**”