

NEW YORK YEARLY MEETING
FALL SESSIONS
November 1–3, 2019

Powell House, Old Chatham, New York
Saturday, November 2, 2019; 3:45p.m.

Jeffrey Aaron (New Brunswick), Clerk
Elaine Learnard (Conscience Bay), Assistant Clerk
Mary Eagleson (Scarsdale), Recording Clerk
Robin Mallison Alpern (Amawalk), Reading Clerk

2019-11-01. Clerk Jeffrey Aaron opened the session by commenting on how blessed we are by the many wonderful, loving Friends among us. In the face of some challenging discernment before us, he shared two recent quotes from *The New York Times*:

In litigation, you get to choose who your opponents have to face in the courtroom. Why not choose the one firm they fear most? Quinn Emanuel is the law firm major companies least want to face. [poll quoted] So call us—and strike fear in the hearts of your opponents. —*NY Times* full page ad, 10/4/2019, p. B5,

We live in a time of acute bitterness and acrimony, where people's first... impulse is to brutalize, insult, embarrass and demean those who hold different views. The purpose of language, as they see it, isn't to clarify or enlighten or reason together. It is to inflict the maximum pain possible on other human beings.
—Peter Wehner, *NY Times*, 8/29/2019, p. A27

He continued, “We all spend most of our lives in this poisonous, often joyless atmosphere. We are all affected by it, but Friends have a powerful, Spirit based way to interact with grace. We refer to it as *sense of the meeting* business practice. It is accomplished with what is called *clerking consciousness*, where everyone has the same goal as the clerk: to find the best way forward for all. I am aware that I am preaching to the choir (much more after last night), but we all need reminders in stressful times. When we follow our practices well, we look for the Spirit in each other, we listen to each other carefully—not just waiting our turn to speak. We listen with an ear to understanding where the words are coming from so that our response is to the issue, not to each

other, and our contributions are Spirit-led and constructive. It is different from secular consensus, where people look for the *lowest* common denominator. In a practice of the Spirit; we reach for the *highest* common denominator. As Paul says in the Bible, we are members one of another. It is not easy or fast, but when we hold to our practices, they lift us above the harshness around us to a Spirit-based relationship, bringing us ever closer to the truly blessed community. I pray that even when we may disagree, we hold to our spiritual unity.”

2019-11-02. The clerk introduced those at the clerks’ table: Clerk, Jeffrey Aaron (New Brunswick); Assistant Clerk, Elaine Learnard (Conscience Bay); Recording Clerk, Mary Eagleson (Scarsdale); Reading Clerk, Robin Mallison Alpern (Amawalk).

2019-11-03. Buffy Curtis (Mohawk Valley) read the attached acknowledgement of the land (page 12).

2019-11-04. The reading clerk read the names of the quarterly or regional meetings, with their constituent monthly meetings. Friends stood as the names of their meetings were read. All regions were represented. Maureen Lyons, an Indigenous elder to Indian Affairs committee, was reportedly on her way, but had not yet arrived.

2019-11-05. Steve Mohlke (Ithaca), General Secretary of New York Yearly Meeting, reported on our experience with Pay as Led at Summer Sessions this past summer. The short version (complete notes attached, page 13) is that attendance was up, there were 81 who identified as first-timers or returnees after a long absence, and financially, we just about broke even. There were 72 attendees who self-identified as young adults. Steve Mohlke believes that both the greater affordability of the sessions and the Young Adult Spiritual Nurture Series had a positive effect on the total number of young adults present.

Sessions Committee recommends that Pay as Led be used for Summer Sessions 2020, with reconsideration after the second year’s experience. In response to a question about the cost in staff time, Steve Mohlke commented that in addition to initiating Pay as Led, the yearly meeting used master billing for the first time. This was not by choice; Silver Bay required it. The meeting approved Pay as Led for the coming year.

2019-11-06. Laura Cisar (New Brunswick) gave a preliminary treasurer's report as of Oct. 31. (To view it, visit nyym.org/session/fall-sessions-2019 and click on "Preliminary Treasurer's Report, October 2019.") The 2019 year-end treasurer's report is on page 128). A Friend asked how this report compares to last year's at the same date, and was told that it is comparable. Last year at the end of the year, there was a deficit. However, our treasurer is optimistic that we may break even this year.

Another Friend asked how much difficulty there was with cash flow, and the answer was that there were a few times during the year when we were very close to needing to dip into reserves. In response to another question about the budget deficit last year, Laura replied that the funds came from the operating reserve.

2019-11-07. Roseann Press (Housatonic Meeting), clerk of Trustees, gave a report from the Trustees on a plan for divestment of our funds in Friends Fiduciary Corporation from fossil fuels (page 15). This company now holds all our funds in the Quaker Growth and Income Fund, of which about 2% is invested in fossil fuel companies. The Trustees propose to transfer our funds from the Quaker Growth and Income Fund to the Quaker Green Fund, which is a much smaller fund, gradually over a period of six years, at the rate of 1/6 per year, beginning January 2, 2020.

Roseann presented a table on potential budget impacts of the transfer. The Green Fund currently distributes a lower percentage return than the Growth and Income Fund. Trustees will closely monitor the performance of both funds, and if the negative impact of moving to the Green Fund is unacceptable, they may halt the process.

A Friend expressed concern about where the funds would be found to make up for the loss of income. Further, he pointed out that most of those present had driven to this area in gasoline-fueled cars, use plastic articles and wear clothing produced using fossil fuels. He saw a double standard between divesting from fossil fuel companies and using fossil fuels for many aspects of our life. Another Friend pointed out that rather than living a double standard, we are living through a transition. A third Friend asked about finding another or other green investment(s) besides Friends Fiduciary. A member of the newly re-formed

Investment Committee of the Trustees responded that they are continuing to review the options.

2019-11-08. Mary Harpster (Rahway & Plainfield), Financial Services, presented a report from that committee and a proposal for the 2020 budget. (Committee report is on page 21. For the full proposed budgets, see nyym.org/sites/default/files/2019-FallSessions/ProposedBudget2020.pdf. The final, much-revised 2020 operating budget is on page 140.)

In 2018, Financial Services was charged with finding funds to support a full-time Children/Youth/Young Adult Field Secretary. It was not able to meet this challenge. It is now proposing a budget for 2020, which would contain funding for full-time staff support for children, youth, and young adults, starting in July, 2020, for a first reading. It is proposing a full-year budget with funding from January through June of 2020 for a part-time Young Adult Field Secretary.

The committee is first asking for approval of a process in which the budget including a part-year, part-time Young Adult Field Secretary is considered today, with the expectation that the budget with the full-time position starting in July will be brought back for consideration at Spring Sessions.

Several clarifying questions were raised and answered.

Leo Quirk, co-clerk of Witness Coordinating Committee, read a minute from that committee, pointing out that the possible redirection of several trust funds from Witness committees to the operating budget would be contrary to the goal expressed in our epistle from last year, of addressing structural racism within our yearly meeting. Most or all of the Witness funds being considered for redirection are used by Witness Committees to support people of color in various ways.

Discussion followed.

With one Friend standing aside, the meeting approved the process outlined above. It also approved a budget for 2020, which includes a part-time young adult field secretary through June, 2020. It will consider at Spring Sessions a revised budget which will include a full-time Children/Youth/Young Adult Field Secretary through year end. The hope is that this position would be continued for at least 3 years.

Powell House, Old Chatham, New York
Saturday, November 2, 2019; 3:45 p.m.

Jeffrey Aaron (New Brunswick), Clerk
Elaine Learnard (Conscience Bay), Assistant Clerk
Lucy (Lu) Harper (Rochester), Recording Clerk
Robin Mallison Alpern (Amawalk), Reading Clerk

2019-11-09. The meeting centered in worship. Jeffrey Aaron read a quote from Charles Windsor, commonly known as Prince Charles, on the occasion of the canonization by Pope Francis of theologian John Newman. Charles, an Anglican, penned an editorial in which he said that Newman's fearless, honest example was needed today in an era of division and intolerance "for the manner in which...he could advocate without accusation, could disagree without disrespect and...could see differences as places of encounter rather than exclusion...In the image of divine harmony which Newman expressed...we can see how...as we follow with sincerity and courage the different paths to which conscience calls us, all our divisions can lead to a greater understanding and all our ways can find a common home." Jeffrey noted that Charles clearly understands ways of the Spirit that Friends have tried to encourage the world to follow.

2019-11-10. Jeffrey Aaron introduced the clerk's table.

2019-11-11. Mary Eagleson, recording clerk for the afternoon session, read the minutes from that session. Friends approved the minutes.

2019-11-12. Jeffrey Aaron asked Friends to hold Karen Reixach (Ithaca) in the Light. Karen injured her shoulder and is not able to be with us tonight. Jeffrey introduced Lucy (Lu) Harper (Rochester) who will serve as recording clerk in Karen's stead.

2019-11-13. Assistant Clerk Elaine Learnard clerked the remainder of the session.

2019-11-14. Karen Way (New Brunswick), clerk of the Committee to Revise *Faith & Practice*, brought forward the revised section on Clearness Committees for second reading (attached, see page 28). A Friend raised suggestions pertinent to small meetings and suggested including "deep listening" in addition

to “prayer” in the clearness process. Another Friend held up the importance of writing a letter requesting the clearness committee. A Friend upheld the centrality of our clearness process to Quakerism and encouraged us to find ways to share the process with our young people. Friends approved this section with the suggested additions.

2019-11-15. Karen Way summarized the multi-year process that led to the changes coming for a second reading to the Membership Section of *Faith & Practice* to create an additional membership pathway. The Additional (formerly Alternative) Membership Pathways Working Group, the Committee to Revise *Faith & Practice*, and the Ministry Coordinating Committee have lovingly labored with how to best address the barriers of traditional membership to some Friends while honoring the rich tradition of local meeting membership in New York Yearly Meeting and the wider Religious Society of Friends. In the Advance Reports for Fall Sessions the membership section of *Faith & Practice* was included with the proposed revisions (on page 30), along with frequently asked questions about alternative membership pathways and responses to the FAQs (page 37). Karen read the new language that describes this additional pathway to membership.

A Friend asked whether other yearly meetings do this. Another Friend noted that the New Association of Friends and Ohio Yearly Meeting (Conservative) currently have variants of membership at the yearly meeting level. Friends raised questions about details of the process. Karen noted that it is expected that the details of the process will evolve. A Friend noted that incarcerated Friends will assume that membership does not apply to them if the language in *Faith & Practice* does not make it clear. This could be addressed in a later revision to *Faith & Practice*. Friends upheld membership as a “covenant relationship” rather than a “privilege.” A Friend expressed concern over the potential length of this process, but it was felt we could handle it. A Friend noted that adoption of this practice will require subsequent updating of handbook pages, for example, for the committee on Ministry & Pastoral Care. Friends offered additional suggestions which will be incorporated. Assistant clerk Elaine Learnard noted that early in the revision process

the Committee to Revise *Faith & Practice* decided that not all the many details in the original proposal from the Alternative Membership Pathways Working Group needed to be included in *Faith & Practice*.

2019-11-16. After extended and tender discussion and ministry, the second reading was approved. Friends asked Ministry Coordinating Committee to report the names of new “at large” members at the next sessions after their acceptance, and in *Spark*.

2019-11-17. Fred Dettmer (Purchase) reported on the Federal lawsuit against the New York State Department of Correction and Community Supervision (DOCCS) on behalf of incarcerated members of Greenhaven Prison Preparative Meeting, Nine Partners Quarter, Bulls Head-Oswego Meeting, Poughkeepsie Meeting, the yearly meeting, and 10 individual Friends. [Green Haven Prison Preparative Meeting of the Religious Society of Friends, et al. v. New York State Department of Corrections and Community Supervision, et al., United States District Court for the Southern District of New York (White Plains Division), Index No. 7:18-cv-08497 (KMK)]. Argument on the motion was held on October 30, 2019. Judge Kenneth M. Karas announced his decision to deny our motion, based partly upon the incarcerated members’ failure to follow the DOCCS internal grievance procedure. Fred is waiting to get the official transcript of the judge’s decision. A legal concern we may have with the judge’s decision is that he may have ruled that unincarcerated persons (such as the yearly meeting) do not have the right to bring a lawsuit regarding DOCCS decisions. If that is the case, we may appeal.

2019-11-18. Reading and approval of minutes occurred as the meeting progressed. The reading clerk read announcements. The meeting closed at 9:29 p.m. with waiting worship.

Powell House, Old Chatham, New York
Sunday, November 3, 2019; 8:45 a.m.

Jeffrey Aaron (New Brunswick), Clerk
Elaine Learnard (Conscience Bay), Assistant Clerk
Mary Eagleson, (Scarsdale), Recording Clerk
Susan Bingham, (Montclair), Reading Clerk

2019-11-19. After a period of centering, Clerk Jeffrey Aaron opened the meeting with the following remarks:

Words from the Talmud:

Do not be daunted by the enormity of the world's grief... You are not obligated to complete our work, but neither are you free to abandon it.

To avoid falling into despair at times in this harsh world, I find that I need to remind myself that some things have improved significantly. On my first birthday in 1945, an atomic bomb was dropped on Nagasaki to end years of unspeakable worldwide horror—with more horror. Race segregation would remain legal for years into the future and same gender sexual orientation was considered a mental illness—and remained so until only recently. When my mother was born, women were considered so inferior that they were not permitted to vote. A childhood friend told me that he had learned that humanity is the Crown of Creation. Apparently that meant in particular straight white men. *You are not obligated to complete our work, but neither are you free to abandon it.* And that's what Friends do. I am humbled by the undaunted striving of so many among us.

2019-11-20. Introductions: Assistant Clerk Elaine Learnard, Conscience Bay; Recording Mary Eagleson, Scarsdale; Reading Susan Bingham, Montclair

2019-11-21. Leo Quirk, Ithaca, Co-Clerk of Witness Coordinating Committee, read a proposal for a letter to Friends Fiduciary Corporation (attached, page 41), asking them to divest their funds from fossil fuel companies. Witness Coordinating Committee approved the minute in the proposal, and requested that the letter incorporate the points made in that minute.

A Friend suggested changing the term “less developed countries” to “lower-income countries” or “marginalized and vulnerable communities.” Friends agreed on “marginalized and

vulnerable communities.”

Another raised the question whether using the higher returns from the fossil fuels might not be morally preferable if those returns were invested in climate-mitigation actions. Trustees commented that as a result of their advocacy, Friends Fiduciary has begun to work on making its Green Fund more profitable. Second, they felt that using income from fossil fuel investments to fight the results of using fossil fuels might be inconsistent with integrity.

A Friend noted that the yearly meeting maintains a list describing its committees for use by those who might be seeking to become active at the yearly meeting committee level. She asked that the yearly meeting prepare a similar list of working groups, specifically to encourage participation from younger Friends. This was referred to the clerks of the sections.

One Friend commented that as long as we maintain the current growth-based economic model, we may not succeed in reducing climate change. He asked how we might learn to develop relationships and regard wealth in more and other terms than monetary.

Margaret McCasland, Co-Clerk of the Earthcare Working Group, asked the floor whether we should add to the resources attached to the minute from Witness two books from the Quaker Institute for the Future (approved) or remove the reference to the UN Sustainable Development Goals (not approved).

The body approved the minute, with the deletion of the phrase “Growth and Income Fund,” in the second paragraph, and changing “Friends testimonies call us” to “we are called” in the first paragraph. The change from “less developed countries” noted above will also be incorporated. The body further approved sending a letter, signed by the clerk and general secretary, to Friends Fiduciary containing the concerns raised in the minute.

The working group will continue working on the several concerns raised here today. It was suggested that an epistle on the topic of divestment might be crafted and shared widely among Friends.

2019-11-22. Anne Pomeroy, New Paltz, read a travel minute for Emily Provance (attached, page 44). Ministry followed. The

body directed the clerk to endorse this minute for Emily.

2019-11-23. Jeffrey Aaron introduced the Seasoned Business Items List (formerly “consent agenda”), from which the minute on gun violence has been removed, at the request of those proposing it. The meeting approved the list. Items are attached:

2019-11-24. Revisions to NYYM Handbook entry for the NYYM Board of Trustees (page 45)

2019-11-25. A report from the Priorities Support Working Group (page 46)

2019-11-26. A report from the Meetings for Discernment Steering Committee (page 47)

2019-11-27. Nominations (page 49)

2019-11-28. A second reading of the proposed changes to the Trustees’ By-Laws. (page 50)

2019-11-29. NYYM’s endorsement of the Ribbon Project, plus supplemental materials. (page 53)

2019-11-30. Lisa Gasstrom announced an event of interest to those who support the abolition of nuclear weapons, related to the Ribbon Project, which is one item on the Seasoned Business Items List. The event is the World Conference/Rally/March on Disarmament, Peace, Climate & Justice. It is scheduled for April 24-26, 2020 at Riverside Church, Manhattan. A planning meeting, to which all interested people are invited, will be held on Thursday, Nov. 14, at GODDARD RIVERSIDE COMMUNITY CENTER, 593 Columbus Ave at 88th Street, NYC.

2019-11-31. Margot Gardow, Chatham-Summit, has been nominated to the Powell House Committee, class of 2022. Friends approved the nomination.

2019-11-32. Jeffrey Aaron reported on an interim actions item: signing on to an amicus brief to the Supreme Court dated October 4, 2019 on behalf of religious organizations from around the country challenging the government’s rescission of DACA (Deferred Action for Childhood Arrivals), as was done previously for an amicus brief to the lower courts under the clerkship of Lucinda Antrim. The 27-page brief is avail-

able online at nyym.org/sites/default/files/2019-FallSessions/InterimActions-2019-SCOTUS-AmicusBrief.pdf, or search the internet for “Supreme Court 18-587.”

2019-11-33. Aeryn Cullinane, Rochester, presented the mission statement of the newly formed Differently Abled Friends and Allies Working Group of GSCC, and invited Friends to share concerns with them. (Statement is attached, page 55.)

Emily Provance noted that Britain Yearly Meeting has been working on this concern for some time, and can give advice to the working group if they ask. She knows that there are many yearly meetings throughout the world who feel a need for this work. She thanked the working group, and asked that generally, when the yearly meeting communicates news, it remember to say “*Spark*, InfoShare, Facebook and Instagram.” The audiences reached by each of these platforms are different.

2019-11-34. Melanie-Claire Mallison, Ithaca, gave the final report for Sessions Committee (attached, page 55). She thanked the region, Powell House, Old Chatham Monthly Meeting, and a number of individuals on the host committee for hosting. She reported that there were 142 registered; 127 participants, including two babies. Next session will take place at Oakwood School, hosted by Sessions Committee, Purchase & Nine Partners, and possibly Butternuts. The theme for 2020 will be **Embracing our Past, Envisioning our Future**. This will be the 325th anniversary of NYYM. We hope to take an honest look at our past, both the beautiful and the heart-breaking. What have we learned over the past 325 years that our country needs to learn?

2019-11-35. Announcements followed.

Attachments

Acknowledgement of the Land

See minute 2019-11-03

Tonight, we give humble thanks to the original peoples of this land where we now meet, the “Muh-he-can-neak, the People of the Waters that Are Never Still,” known today as the Mohicans. The lands they lived on extended as far north as Lake Champlain, and south to Manhattan Island, and included both sides of the Hudson River.

For centuries, they lived on and cared for the vast bounty of life that surrounded them. Their families, clans, tribes and nations were strong and essential to survival and harmony.

Contact with the exploring settlers, the Dutch in the 1600’s followed by the English, brought profound and deadly consequences to their lives and lands. Disease, missionizing, and continual wars decimated their populations. Dissention among the various bands, caused by having to choose sides in the conflicts, found warriors returning to their villages being forced to move westward as their lands became payment to the soldiers who won.

The Mohicans, like many of the Eastern native peoples, and their Haudenosaunee neighbors were forced to become part of the exodus west and into Canada by the conquering greed for land and resources. Those who chose to remain did their best to “fit in” or “disappear.”

And yet, to this day, they reside among us—we who are beneficiaries of the stolen lands. There is a renewal of connection and reclamation happening—an honoring of their presence and their “original instructions” to honor the Earth and all beings, for the good and survival of all. To this end, we bring forth this acknowledgement—to call us into the awareness of our original teachers, to help heal the many wounds, and to answer the imperative to work together in humility and gratitude.

To the Mohican/Lenape peoples, we give our deep and abiding thanks. May we walk forward together in knowledge and peace. (Source: www.mohican.com/origin-early-history/)

Report on Pay as Led

See minute 2019-11-05

At Summer Sessions 2017, we (NYYM business meeting) decided to take a big risk and change the economic structure of how people pay for their stays (meals and lodging) at Summer Sessions. Rather than ask each person or family to pay the exact cost of their stay, we decided that at future Summer Sessions we would give people flexibility to decide to pay for their stay with an amount appropriate to them, to pay as led (PaL). It is an act of trust in each other. It is a way of acknowledging that the resources of the world we live in are not distributed evenly, that our community is stronger when more of us are present for sessions, and that finances are a barrier to some being present.

For logistical reasons, Sessions Committee was not able to implement PaL in 2018. At that time Silver Bay, our host, still assigned rooms and collected payment for stays. It was not appropriate for them to take on the additional administration of PaL, and Sessions Committee and NYYM staff were not ready to take on the role of assigning rooms and collecting of payments which is also known as Master Billing. With an additional year to prepare and the planned transition to Master Billing, we tried PaL in the Summer of 2019.

How did it go?

Attendance was up and financially we were about the same as the previous year.

Attendance

Overall, approximately 480 people stayed overnight at least one night. Based on trends from the last few years, we would have expected roughly 410. Another big story is that 72 self-identified young adults attended. While we don't have attendance numbers from previous years specifically for young adult friends, this was a significant increase. The six-weekend Young Adult Spiritual Nurture Series also contributed to the increase in attendance. The count of people who identified as first-time attenders or first-time-in-a-long-time attenders was 81. Though we don't have records for first-time attenders at past Summer Sessions, experienced staff believe this is also a significant increase.

PaL and Master Billing

Pay as Led and Master Billing are separate but we started both at the same time. Pay as Led is fundamentally about how we ask each other to pay for Summer Sessions. We can choose to continue or not. Master Billing, paying the venue on one master bill instead of the venue charging each person separately, is here to stay. We are the last group for whom Silver Bay assigned rooms and collected payments. Master billing is the standard process for groups of our size at most venues. The extra work associated with Master Billing took a great deal more time than previous Summer Sessions for existing staff and an unsustainable amount of time for a few volunteers. Sessions Committee, YM staff, and volunteers are exploring ways to improve this.

Finances

NYYM was able to pay the bill from Silver Bay for our stays, in full, with funds we took in for Summer Sessions. With Pay as Led, many more people contributed and we were able to help many more people. The total bill from Silver Bay for all of our stays, including their discount for a group our size, was about \$250,000. The amount NYYM paid from budget lines including JYM Volunteer Support, Sessions Committee Program, Staff Travel, and other budget lines was about \$23,000. While people registered as individuals, families typically paid together so our financial counts are in terms of payer groups. Some payer groups were one person, some were multiple. In total, we had about 260 payer groups. Roughly 80 payer groups paid a total of \$23,000 less than the cost of their stay and therefore did not make the voluntary registration contribution. Their registration contributions would have been roughly \$5,000 under the non-PaL system. Roughly 110 payer groups paid \$28,000 more than the cost of their stays plus registration. This generosity covered the stays and registrations for those who paid less. In prior years, and still for Spring and Fall Sessions, we use the Equalization Fund as a method for people to contribute and receive financial support.

Recommendation

The Sessions Committee recommends that NYYM use the Pay as Led model for Summer Sessions for 2020. The committee

does not recommend making a longer-term commitment to the Pay as Led model at this time.

Preliminary Treasurer’s Report as of Oct. 31, 2019

See minute 2019-11-06

Visit nyym.org/session/fall-sessions-2019 and select “Preliminary Treasurer’s Report, October 2019.” The treasurer’s report for the entire year of 2019 is on page 128.

Trustees Plan for Divestment from Fossil Fuels

See minute 2019-11-07

Below is a copy of what the Investment Committee of Trustees presented to the Trustees at their meeting on September 7. To be clear, this report ‘leans’ towards Option C—there is no approval contained in this document. We are sharing a committee report. Trustees will be bringing a recommendation to Fall Sessions.

Fossil Fuels Divestment for NYYM Invested Funds

By the Investment Committee of the Trustees of NYYM

Introduction

This document explores the impact of divesting from fossil fuels within NYYM’s investable assets with Friends Fiduciary Corporation (FFC). It provides proposals for accomplishing this task.

The NYYM trustees passed “Minute 2019.07.26.1 – Trustees approve (re)forming an Investment Committee of the Trustees whose first charge is to bring to the Trustees a proposal for divestment from fossil fuels and investment in green technologies. We approve Peter Close, Jim Whitely, Spee Braun, and Albert Hsu (for his technical skills) to serve on the committee. Peter will serve as the convener of the committee and ask Albert Hsu if he is willing to serve.”

The resulting proposals put forth at least two options for

accomplishing this task. Several significant considerations exist that need to be addressed. They are:

- Distribution amount
- Performance
- Asset size
- Expenses

Currently, FFC manages \$6 mm on behalf of NYYM, all of which is invested in the Quaker Growth and Income fund (QGI), which is a balanced fund consisting of roughly 70% equities and 30% bonds via a fund of funds approach overseen by FFC. The size of the fund is approximately \$325 mm in assets, and the expense ratio is roughly 0.75%. NYYM receives a 4% distribution each calendar year. The energy component of the QGI is roughly 1.9% as of June 30, 2019, or approximately \$114,000 of our portfolio managed by FFC.

Comparatively, the Quaker Green Fund (QGF), a similarly allocated balanced fund, holds 0% in domestic energy stocks. In addition to being fossil fuel-free, the QGF includes a dedicated allocation to “cleantech/alternative energy” companies. These cleantech investments are in nine positive environmental areas. Areas include advancements in sustainable use of agricultural resources, alternative and renewable energy, efficient transport, power technology, water conservation and filtration, environmental finance, and cutting-edge clean technologies.

Assets in the QGF are approximately \$26 mm and the distribution rate is lower, at 3.5%. The expense ratio, 0.90% is higher than that of the QGI.

Fund performance as of 7/31/19:

Fund	YTD	1 year	3 year	5 year	Since Inception	Inception Date	Expense Ratio
Quaker Growth and Income (QGI)	15.09%	5.34%	9.20%	7.60%	6.41%	12/31/1998	0.75%
QGI Benchmark	14.61%	4.39%	7.98%	6.35%	5.53%		
Quaker Green Fund (QGF)	14.87%	4.53%	8.75%	6.56%	6.41%	12/31/2013	0.90%
QGF Benchmark	14.79%	3.99%	8.32%	6.47%	6.44%		

It should be noted that the lower performance of the QGF is not due to a 0% weighting in domestic energy stocks but rather to the difference in the amount of fixed-income funds held by each fund and in particular the real estate component.

As of June 30th, 2019, real estate holdings made up 8.8% of the QGI while in the QGF they had a weighting of 3.8% of the fund. These income-generating holdings directly impact the performance and distribution rate of the funds.

Examination and Conclusion

The committee examined three different scenarios:

- Do nothing – Scenario A
- Divest immediately and move all of our assets at once from the QGI to the QGF – Scenario B
- Divest slowly in \$1 mm tranches over six years – Scenario C

Attachment A details the hypothetical results of each scenario. Several parameters are the same for each scenario. Fund performance is a very rough approximation of what each fund could potentially return. The main purpose is to illustrate the impact of immediate divestment vs. gradual divestment.

A gradual divestment in fossil fuels by moving into the QGF from the QGI results in:

- A slower, potential decline in performance
- A gradual decline in assets before distributions have occurred
- A slight increase in expenses

Scenario A is the only scenario that maintains the full 4% semi-annual distribution but does nothing to divest from fossil fuels, albeit just 1.9%.

Scenario B immediately divests, and we would immediately take both a performance and a distribution hit. The performance impact is unknown, but the distribution rate would go from 4% to 3.5% semi-annually.

Scenario C begins to divest and does so gradually over 6 years. The process is more gradual and hence, more forgiving in terms of performance and the semi-annual distribution. It also provides a series of checks and balances, allowing periodic monitoring to achieve the desired outcome.

Other options were discussed such as moving to an entirely

new investment manager, but the Investment Committee is hesitant because doing so would result in the need for more oversight and management than is currently necessary and desirable. Additionally, FFC understands and manages itself based on Quaker principles and values, and the committee felt strongly that this was an important characteristic for any organization that managed our assets. That said, the Investment Committee will be conducting a deeper exploration of options outside of FFC as part of our ongoing monitoring to ensure that our current investment arrangements are the best use of our funds.

Addendum, 9/19/19

Further analysis was performed to determine what the impact on assets would be as the transition occurred from the QGI to the QGF.

Attachment B (see tables on next pages) shows the impact on both Total Assets and the Distribution. The short-term impact of a full divestment would be felt immediately. The most dramatic effect would occur to the Distribution should a full divestment occur. Scenario C displays a more gradual decline, eventually stabilizing in 2024.

Scenario C also shows a slight increase in assets over Scenario B due to better performance during the implementation years.

Friends Fiduciary Fund Performance

As of 7/31/2019:

Fund	YTD	1 year	3 year	5 year	Since Inception	Inception Date	Expense Ratio
Quaker Growth and Income	15.09%	5.34%	9.20%	7.60%	6.41%	12/31/1998	0.75%
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Quaker Green Fund (QGF)	14.87%	4.53%	8.75%	6.56%	6.41%	12/31/2013	0.90%
QGF Benchmark	14.79%	3.99%	8.32%	6.47%	6.44%		

Scenario A - Maintain Course

Impact: Distribution remains at 4%

QGI has over \$320 mm in assets - less friction

1.9% in fossil fuels or \$114,000

	Current	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Total Assets in QGI*	\$6,000,000	\$6,000,000	\$6,000,000	\$6,000,000	\$6,000,000	\$6,000,000	\$6,000,000
Simulated performance**	6.0%	6.0%	6.0%	6.0%	6.0%	6.0%	6.0%
Total Assets in QGI*	\$6,360,000	\$6,360,000	\$6,360,000	\$6,360,000	\$6,360,000	\$6,360,000	\$6,360,000
Expenses***	\$45,000	\$45,000	\$45,000	\$45,000	\$45,000	\$45,000	\$45,000

Scenario B - Immediate Divestment

Impact: Distribution goes down to 3.5% immediately

Expense ratio goes up to 0.90% - roughly \$9,000 increase

QGF has only about \$26 mm in assets - more friction

Performance change is potentially most drastic

	Current	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Assets in QGI*	\$6,000,000	\$0	\$0	\$0	\$0	\$0	\$0
Assets in QGF*		\$6,000,000	\$6,000,000	\$6,000,000	\$6,000,000	\$6,000,000	\$6,000,000
Total Assets	\$6,000,000	\$6,000,000	\$6,000,000	\$6,000,000	\$6,000,000	\$6,000,000	\$6,000,000
Simulated performance**	6.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%
Total Assets	\$6,360,000	\$6,300,000	\$6,300,000	\$6,300,000	\$6,300,000	\$6,300,000	\$6,300,000
Expenses***	\$45,000	\$54,000	\$54,000	\$54,000	\$54,000	\$54,000	\$54,000

Scenario C - Phased Approach of \$1 million/year out of Quaker Growth and Income into Quaker Green Fund

Impact: Expense ratio has potential to decline over 5 years as assets increase in QGF

Performance decline is less severe and more gradual

Smoother transition allowing for greater monitoring and oversight to ensure needs are being

QGF has potential to increase in assets over longer period of time

Distribution gradually declines to 3.5% over 5 years

	Current	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Assets in QGI*	\$6,000,000	\$5,000,000	\$4,000,000	\$3,000,000	\$2,000,000	\$1,000,000	\$0
Assets in QGF*		\$1,000,000	\$2,000,000	\$3,000,000	\$4,000,000	\$5,000,000	\$6,000,000
Total Assets	\$6,000,000	\$6,000,000	\$6,000,000	\$6,000,000	\$6,000,000	\$6,000,000	\$6,000,000
Simulated performance**	6.0%	5.8%	5.7%	5.5%	5.3%	5.2%	5.0%
Total Assets	\$6,360,000	\$6,350,000	\$6,340,000	\$6,330,000	\$6,320,000	\$6,310,000	\$6,300,000
Expenses***	\$45,000	\$46,500	\$48,000	\$49,500	\$51,000	\$52,500	\$54,000

* Based on simulated performance. Assets would increase or decrease by the difference between actual performance and the Distribution.

** Estimates based on simulated performance - not indicative of future performance. Does not include distributions.

*** Assumes expenses stay the same for entire period and do not decline as assets increase in the QGF which would likely not be the case.

Distribution Change Effect

Scenario B - Immediate Divestment

	2019	2020	2021	2022	2023	2024	2025
Scenario B - Total Assets	\$6,000,000	\$6,105,600	\$6,186,499	\$6,268,470	\$6,351,528	\$6,435,685	\$6,520,958
Simulated performance**	6.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%
Scenario B - Assets Before Distribution	\$6,360,000	\$6,410,880	\$6,495,824	\$6,581,894	\$6,669,104	\$6,757,470	\$6,847,006
Distribution level	4.0%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%
Scenario B - Distribution	\$254,400	\$224,381	\$227,354	\$230,366	\$233,419	\$236,511	\$239,645
Scenario B - Assets After Distribution	\$6,105,600	\$6,186,499	\$6,268,470	\$6,351,528	\$6,435,685	\$6,520,958	\$6,607,361
Expenses***	\$45,000	\$54,950	\$55,678	\$56,416	\$57,164	\$57,921	\$58,689

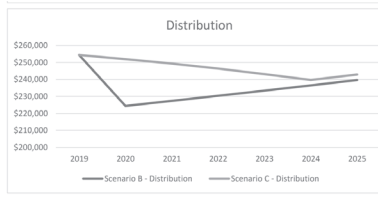
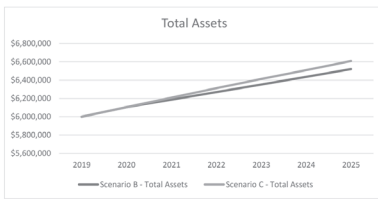
Scenario C - Phased Approach of \$1 million/year out of Quaker Growth and Income into Quaker Green Fund Impact:

	2019	2020	2021	2022	2023	2024	2025
Scenario C - Total Assets	\$6,000,000	\$6,105,600	\$6,207,796	\$6,312,298	\$6,413,073	\$6,509,859	\$6,608,679
Simulated performance**	6.0%	5.8%	5.7%	5.5%	5.3%	5.2%	5.0%
Scenario C - Assets Before Distribution	\$6,360,000	\$6,459,725	\$6,561,640	\$6,659,474	\$6,752,966	\$6,848,372	\$6,939,113
Distribution level	4.0%	3.9%	3.8%	3.7%	3.6%	3.5%	3.5%
Scenario C - Distribution	\$254,400	\$251,929	\$249,342	\$246,401	\$243,107	\$239,693	\$242,869
Scenario C - Assets After Distribution	\$6,105,600	\$6,207,796	\$6,312,298	\$6,413,073	\$6,509,859	\$6,608,679	\$6,696,244
Expenses***	\$45,000	\$54,950	\$55,870	\$56,811	\$57,718	\$58,589	\$59,478

* Based on simulated performance. Assets would increase or decrease by the difference between actual performance and the Distribution.

** Estimates based on simulated performance - not indicative of future performance.

*** Expenses would increase over time as more NYNM assets moved into the QGF.



Financial Services Committee Report on Proposed Budgets for 2020

See minute 2019-11-08

Financial Services Committee (FSC) is presenting two budgets for New York Yearly Meeting's 2020 operations—one that provides **partial** funding for children, youth and young adult staff support and one that provides **full** funding for children, youth and young adult staff support. Significant time and effort has gone into developing the budget that provides full funding; however, FSC believes the process is not yet complete and needs more time and discernment. **The committee is recommending the yearly meeting approve at Fall Sessions the budget that provides partial funding.** This will give the yearly meeting an approved budget for 2020 that contains funding to continue the current Interim Young Adult Field Secretary position through June. Meanwhile, FSC will continue the necessary seasoning of the budget that includes full funding, with the goal of completing the process by Spring Sessions.

Background

At Summer Sessions 2018, the yearly meeting affirmed the need to create full-time staff support for youth and young adults (Y/YA) and directed FSC to craft a 2019 budget that included this position. At Fall Sessions 2018, a 2019 operating budget was presented that included the Y/YA position funded primarily by a drawdown from invested trust funds and redirection of funds away from several other yearly meeting activities. Since there was not support for this budget it was withdrawn. Per NYYM's financial procedures covering this situation, a small group of people drafted an interim budget for 2019 and FSC presented a new budget at Spring Sessions 2019, which was approved. It did not include funding for the Y/YA position.

Following Summer Sessions 2019, an ad hoc committee worked to identify sources of income that could be redirected towards funding full-time staff support for Y/YA.

Where we are now

Using the ad hoc committee's work, FSC has drafted a proposed budget that includes full-time Y/YA support. This budget

requires many difficult changes. On the budget spreadsheet, the column labeled “2020 Full Y/YA” is this budget.

As a preliminary matter, FSC affirms its belief that all of the ways we are currently using our resources support good work. A proposed decrease in financial support for an activity does not reflect a judgement of the value of that work. It simply reflects the fact that we are not able to afford to continue to do everything we are currently doing and also have the financial resources for full-time staff support of youth and young adults.

The Full Y/YA budget is based on the assumption that it is the first year of a three-year plan. That is, some of the changes made to support this plan are only being made for a three-year period. Before the end of this three-year period, the yearly meeting will need to do further discernment regarding appropriate next steps.

In drafting the full Y/YA budget, the ad hoc committee, and then FSC, considered all possible sources of income that could be directed towards funding the work with Y/YA. As part of this work, the Trustees have agreed to some drawdown of trust fund principal to support the Y/YA position, if needed. The total of the potential drawdown has been capped at \$109,000 over the three years of this plan. These funds will only be drawn down at the end of each year if there is a shortfall. Relying on trust fund principal to more fully fund the position is not sustainable.

While significant time has been spent in discernment of the Full Y/YA budget by FSC, it was the sense of the committee that it is not yet fully seasoned and would be better presented as a first reading at Fall Sessions. In particular, there are some decisions that need to be made by various committees, and some actions that need to be taken by the yearly meeting, before the budget will be ready to be approved. The affected committees have been working on making the necessary decisions, but there has not been adequate time for them to complete the process. In addition, it was the sense of FSC that the yearly meeting could not be asked to approve a budget with significant changes, without first providing information on the impact of these changes—such as the impact of redirecting income from some trust funds to the operating account and away from Witness committees—and appropriate time to discern and reflect.

Therefore, FSC has also prepared a budget, labeled “2020 Partial Y/YA” on the spreadsheet. This budget includes funding to continue an Interim Young Adult Field Secretary through June, but without the need for the significant changes necessary for the Full Y/YA budget. FSC commits to continue the process that was begun by the ad hoc committee, and to continue to work with the affected committees, with the goal of bringing an updated, more fully-seasoned budget to the yearly meeting at Spring Sessions. This will also allow time for the yearly meeting body to review the information regarding the proposed changes that need to be approved, so these changes can be addressed at Spring Sessions.

FSC is recommending approval of the 2020 Partial Y/YA budget and is requesting the yearly meeting’s discernment at Fall Sessions on the issues raised in the first reading of the 2020 Full Y/YA budget.

NOTES ON THE PROPOSED BUDGETS

All comments are regarding the Full Y/YA budget, unless noted otherwise. Any information pertaining to the Partial Y/YA budget is in italics.

INCOME

Donations

- The Full Y/YA budget shows a modest increase in covenant donations on the assumption that the new staff support will be a motivating factor for meetings to increase their covenant donations.
- The Development committee is projecting a \$20,000 increase in the annual appeal for the Full Y/YA budget, from the \$40,000 historic base, on the assumption that the new staff support will be a motivating factor. (The larger number in 2018 included a one-time single contribution of \$25,000.) *The partial Y/YA budget includes a \$5,000 increase.*

Trust Fund distributions redirected from existing uses to operations

- ***Meeting Houses and Properties Fund***—This fund was established by Trustees to help Meetings with the expense of caring for their properties. The majority of the principal for the fund came from the sale of properties, so there is no donor restriction on the use of the fund’s distributions. The Full Y/YA budget would redirect trust fund distributions from the care of meeting houses and properties to Yearly Meeting operations for three years.
- ***Committee on the Expenditure of the H.H. Mosher Fund***—The committee receives funding from the Edward B. Underhill Fund and Henry H. Mosher Fund, two funds that are under the care of the Yearly Meeting Trustees. The disbursements from these two trust funds are designated for the support of publications. The current major activity of this committee is the book table at Summer Sessions and the distribution of books to monthly meetings and other individuals and institutions. *In both proposed budgets, the distributions from these two funds would be redirected to operations in support of yearly meeting publications.* The committee would continue to manage the book table at Summer Sessions and would receive \$500 for operating costs and limited provision of free books. While this would not be sufficient to continue providing monthly meetings with free books at Summer Sessions, it would allow the committee to continue to provide books to prison worship groups. This will require the approval of a minute by the yearly meeting.
- *In addition to redirecting the trust fund income to operations, both budgets would lay down the Committee on the Expenditure of the H.H. Mosher Fund.*
- ***Lindley Murray Trust Fund***—The trustees of the Lindley Murray Fund are appointed by the Yearly Meeting and are a separate body from the Yearly Meeting Trustees. The trustees of the fund meet annually to approve grants made from the proceeds of this fund. The Full Y/YA budget would direct all of the proceeds of this fund to Yearly

Meeting operations for a three-year period, thus prioritizing Y/YA support over outside organizations. The chart on the next page shows the 2019 contributions made by this fund. The lost contributions to Oakwood Friends School and Powell House would be offset by additional contributions in the operating budget.

Lindley Murray Fund	Contribution	
NYYM Related Organizations		\$ 8,550.00
Oakwood Friends School	\$ 6,000.00	
Powell House	\$ 2,550.00	
Other Quaker Organizations		\$ 9,900.00
American Friends Service Committee	\$ 1,900.00	
Friends General Conference	\$ 3,500.00	
Friends Journal	\$ 2,600.00	
FCNL	\$ 1,900.00	
Other Contributions		\$ 10,944.00
Scholarship	\$ 1,000.00	
Long Island Council of Churches	\$ 1,600.00	
Westbury Friends School	\$ 1,500.00	
YSOP	\$ 1,650.00	
Alternatives to Violence Project	\$ 1,350.00	
American Indian Community House	\$ 1,000.00	
Amerinda	\$ 1,394.00	
A Quaker Journey	\$ 500.00	
Creative Response to Conflict	\$ 950.00	
Total Designated by Lindley Murray	\$ 29,394.00	\$ 29,394.00

- Drawing Down Unrestricted Trust Fund Principal**—The Trustees have committed to drawing down a maximum of \$109,000 of the principal of selected trust funds over the next three years, which represents \$100,000 to help fund staff support of youth and young adults, plus \$9,000 directed to annual operations to cover lost distributions associated with the \$100,000 drawdown. Trustees can only tap into the principal of funds that do not specify the preservation of principal. There is approximately \$1.8 million available to be drawn down. However, the proceeds from these funds are

currently funding annual operations and every \$10,000 we draw down will reduce the income to operations by \$400 annually, assuming a 4% distribution rate.

- ***Trust Fund distributions without donor restrictions***—These are distributions from trust funds that are no longer restricted in their use by the original donor designation. The primary reason for the change is that the amount of the original donation has already been distributed according to the wishes of the donor. The identification of trust funds with this status was made as part of a multi-year process to clarify the status and appropriate use of all the yearly meeting’s trust funds, with the assistance of the auditor. Following this discernment, in September 2018, the Trustees decided the funds listed below (see table on next page) were now available for reassignment; and, for reasons of transparency and clarity, it would be most appropriate for the distributions from the funds to be directed to the operating budget, from which they would be allocated annually by the yearly meeting. Currently, the proceeds from these trust funds continue to go to uses similar to those originally identified by the donors. To accomplish the Trustees’ goal of transparency and clarity, the yearly meeting will be asked to approve directing the distributions of these funds to the operating budget.
- The Full 2020 Y/YA budget includes allocations to offset the loss of the funds previously going to Powell House and Oakwood Friends School, and \$10,000 to the Sharing Fund to offset the loss of the funds to Witness. However, future budgets may make different designations, based on the priorities of the yearly meeting.

Fund	Year	Donation Amount	Donor Designation	Designated Use	2019 Dividend	June 2019 Value
Witness Committees						
Ellen L. Congdon	1926	\$4,000	Indians, Colored People, Mexicans	Barrington Dunbar	\$1,088	\$32,400
Levinus Painter Scholarship	1990	\$3,000	Indian Affairs Committee	Indian Affairs	\$308	\$9,165
Mae D. Barton	1967	\$13,594	American Indians	Indian Affairs	\$2,668	\$79,461
Ellen Collins	1914-1926	\$15,000	Temperance work	Prisons	\$4,080	\$121,500
Ella J. Chapman	1942	\$7,000	Missions	World Ministries	\$1,904	\$56,700
Ellen Collins Missionary	1914	\$10,000	Missions	World Ministries	\$2,720	\$81,000
Mary F. Thomas	1924	\$1,800	Home and Foreign Missions	World Ministries	\$490	\$14,580
Smyrna Meeting	1967	\$1,000	Missions	World Ministries	\$196	\$5,832
Oakwood Friends School						
High Point	1893-1936	\$12,125	African American students	Oakwood students	\$3,297	\$98,172
Powell House						
Maria W. Barton	1976	\$19,882	Educational Purposes	Powell House	\$3,514	\$104,652
TOTAL					\$20,264	\$603,462

EXPENSES

Personnel

In September 2019, the yearly meeting hired an Interim Young Adult Field Secretary. *Both budgets include funding for that part-time position until mid-year 2020.* Assuming, even with full funding, that the hiring of full-time staff would likely take place in mid-2020, the Full Y/YA budget adds funding for this position starting mid-year.

Contributions to Outside Organizations

Both budgets distinguish among the various outside organizations that are currently supported by the yearly meeting.

- ***NYYM-Related Organizations***—Oakwood and Powell House are the two organizations under the care of the Yearly Meeting. The Full Y/YA budget maintains the same level of support in 2020 for these organizations as they received in 2019 from all Yearly Meeting sources. Funds previously directed to these organizations from Lindley Murray and

the no-longer-donor-designated trust funds (mentioned above) are now included directly in the operating budget. In addition, Oakwood would continue to receive approximately \$54,000 in donor-designated trust fund income as part of that support.

- ***Affiliated Organizations (FUM, FGC, and FWCC)***—The Yearly Meeting budget has traditionally included support for the named representatives to these organizations and a direct contribution to the organizations. *Both budgets maintain the same level of contribution in 2020 as these organizations received in 2019.* Both budgets also include support for named representatives.
- ***Membership Organizations***—These are two State Council of Churches organizations: New York and New Jersey. *Both budgets include a proportional contribution to each council.*
- ***Other Organizations***—*Both budgets use the rationale that discernment of which other external organizations should receive funding is best made by Witness Coordinating Committee, using Sharing Fund proceeds.* Neither budget includes any offsetting allocation to Witness to fund these organizations.

Proposed Operating Budgets for 2020

To view the full 2020 operating budgets proposed at Fall Sessions, visit nyym.org/sites/default/files/2019-FallSessions/ProposedBudget2020.pdf. The final (as of August 2020, subject to revision) operating budget for 2020 is on page 140.

Proposed Revision to *Faith and Practice*

Clearness Committees, Second Presentation

See minute 2019-11-14

CLEARNESS COMMITTEE

[Replaces paragraph on p. 121 of 2018 edition]

Clearness Committees are focused, private meetings for worship intended to clarify a situation or a decision. Tradi-

tionally, the clearness committee is used in discerning readiness for a couple to marry or for an individual to be approved for membership. Additionally, the clearness committee can be used for personal discernment—to address particularly stressful personal decisions, to reconcile Friends in conflict, or to seek clarity in leadings and ministries. A Clearness Committee seeks to determine whether the way ahead is clear of encumbrances and whether persons are clearly hearing the Spirit.

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

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

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

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

Proposed Revision to *Faith and Practice*

Membership Through New York Yearly Meeting, Second Presentation

See minute 2019-11-15

FAITH & PRACTICE REVISION

FOR CONSIDERATION AT FALL SESSIONS 2019

- *New sections in **bold**.*
- *For purposes of consistency, “Ministry and Pastoral Care” is used to mean any committee with those functions, including Ministry and Counsel, Ministry and Oversight, and other such usages*
- *The proposed pathway revision being considered begins under the heading “Application to the Yearly Meeting.”*

2. MEMBERSHIP

Friends accept into active membership those whose declarations and ways of life manifest such unity with Friends’ views and practices that they may be expected to enter fully into religious fellowship with the meeting. Part of the essential genius of the Society is the experience of growth through common worship and the loving acceptance of an individual by the group. It is an open fellowship that recognizes that of God in everyone.

Those inclined to join us should review carefully this entire book of *Faith and Practice* and other Friends’ literature so as to gain an understanding of the basis of the Quaker faith, mode of worship, and manner of transacting business. They should attend meetings for worship and for business for a sufficient period of time to become convinced that membership will nourish and enrich their continuing growth in the life of the Spirit. They should be aware that this growth may entail changes in every aspect of their lives.

There are two paths to becoming a member of the Religious Society of Friends in New York Yearly Meeting. The first is to apply to a monthly meeting or executive meeting. Membership in a monthly or executive meeting includes membership in the quarterly or equivalent

meeting, the New York Yearly Meeting, Friends United Meeting, and Friends General Conference.

The second path is to apply directly to the Yearly Meeting without specifying a monthly meeting. The application, addressed to the Clerk of Ministry & Pastoral Care of New York Yearly Meeting, should include the applicant's spiritual journey, their involvement in a Friends organization, and why applying to a monthly or executive meeting is inappropriate or impossible at this time. As with membership in a monthly meeting, membership in the yearly meeting includes membership in Friends United Meeting and Friends General Conference.

All applicants for membership should have knowledge of the Friends World Committee for Consultation, the American Friends Service Committee, and the Friends Committee on National Legislation.

Whichever path is chosen, membership is a privilege and entails a corresponding responsibility. Members should be prepared to give resources of time and money. The shared ministry of the Society and the importance of the proper functioning of committees and meetings demand participation and cooperation. Membership is a commitment to enter wholeheartedly into the spiritual and corporate activities of the Society and to willingly assume responsibility for both service and support as the way opens.

APPLICATION TO A MONTHLY MEETING. A person applying for membership should address a letter to the monthly meeting, stating the reasons for wishing to join the Religious Society of Friends and indicating the extent of unity with its principles and testimonies. This letter, addressed to the monthly meeting, is forwarded to the meeting's committee on ministry and pastoral care, who should acknowledge it promptly.

The committee on ministry and pastoral care will appoint from among their members a clearness committee, which has the responsibility to evaluate an applicant for membership. Monthly meetings without a formal committee on ministry and pastoral care will undertake this responsibility directly. Although not requiring acceptance of any specific statement of

faith or theological formulation of belief, the clearness committee should ascertain by personal visits the religious background and views of the applicant and the person's knowledge and acceptance of Friends' principles and practices. In particular, the applicant should be acquainted with the varieties of religious interpretation existing throughout the Society and with its emphasis on the loving spirit and teachings of Jesus. The applicant should discuss frankly with the clearness committee any reservations concerning Friends' beliefs and practices.

The clearness committee will explain the responsibilities and opportunities inherent in membership. These include faithful attendance at meetings for worship and business, service on committees, sharing in financial support of the meeting, and involvement in regional and yearly meeting activities. The clearness committee will report to the monthly meeting's committee on ministry and pastoral care who will then make a recommendation to the monthly meeting. If the committee reports that they find no obstruction, the monthly meeting may immediately receive the applicant into membership. If the committee feels that the applicant is not yet ready for membership, they may postpone recommending action until a subsequent meeting. It is then their responsibility to become better acquainted with the applicant and to offer such instruction and guidance as seem appropriate.

When the monthly meeting accepts an applicant into membership, the clerk records the action and furnishes the new member a copy of the approving minute. The meeting may appoint a welcoming committee.

Each meeting has a corporate personality of its own, so it is inevitable that there will be local coloration in the interpretation of membership requirements. This should not be construed, however, as license to impose additional requirements for membership or to set aside the guidelines in this Discipline. The receiving meeting must be mindful of the fact that it acts not only in its own behalf but in the name of the Religious Society of Friends in its entirety.

APPLICATION TO THE YEARLY MEETING. An adult who applies for membership "at large" in the body of New York Yearly Meeting is expected to have been

actively involved in the yearly meeting business, committees, communities, worship, events, or sessions. Sometimes life circumstances make it difficult or impossible to join or regularly attend a monthly meeting. Applicants may be incarcerated, living in remote locations, frequently traveling, working as caregivers, or simply not finding a spiritual home in a nearby monthly meeting. Those seeking membership by this path should be prepared to give resources of time and/or money, and to participate in the work of the yearly meeting through committees, task groups, sessions, and Powell House. A commitment to enter wholeheartedly into the spiritual and corporate activities of the Society and to assume responsibility, as way opens, is expected.

The prospective Friend should write a letter addressed to the clerk of the Ministry and Pastoral Care Committee of New York Yearly Meeting stating the reasons for joining the Religious Society of Friends and why membership under the care of the yearly meeting is sought at this time, rather than membership through a monthly or executive meeting. The letter should include the applicant's experience in worship, how the applicant is in unity with Friends' testimonies and principles, and how the applicant envisions being involved in New York Yearly Meeting.

A designee of Ministry and Pastoral Care and at least one other Friend with a seasoned understanding of New York Yearly Meeting will consider the application letter and appoint a clearness committee of at least three people. If the applicant is recommended for membership by the clearness committee and the Committee on Ministry and Pastoral Care unites with that recommendation, the clerk of Ministry and Pastoral Care will advise the clerk of Ministry Coordinating Committee and the New York Yearly Meeting office to record the new friend as a member. Ministry Coordinating Committee may appoint a welcoming committee.

CHILDREN. Friends have a particular responsibility to bring children under the loving care of the meeting. Friends should be sensitive to the needs of these young people, nurturing their spiritual well-being and helping them grow into mature and concerned members.

Meetings differ in the ways in which they encourage children's participation. Some monthly and executive meetings record children as members at birth or adoption when both parents are members, unless parents request otherwise. Meetings may also extend membership to children under age 18: a) by written request of both member parents; b) by request of a member parent and written consent, if possible, of the nonmember parent; c) by request of a guardian; OR d) by request of the child upon recommendation of the committee on ministry and pastoral care.

Some meetings record children as associate members.

[It is] our desire that all persons on whom involuntary membership has been conferred, either by birth or through entrance of parents into membership, be reaffirmed by commitment at an age which would make this appropriate.

—Yearly Meeting Minute #13, 1976

All members age 18 and over are considered adult members for statistical and financial purposes.

SOJOURNING MEMBERSHIP. Friends who expect to be residing temporarily within the limits of monthly meetings not their own may request from their own meetings recommendations of sojourning membership. If their meetings approve, they may issue certificates commending these Friends to the other meetings and stating the lengths of time during which the sojourning memberships are to be effective. This temporary residence may include intermittent periods, such as that of students attending school or college or of Friends working under concerns that take them from home. Following the general procedures for membership applications, the meetings with which they wish to associate may accept Friends into sojourning membership, according them the same privileges and responsibilities as full members but not including them in the total membership of the meetings for statistical reports.

A certificate of sojourning membership does not terminate the membership in the originating meeting.

ATTENDERS. Attenders are those who manifest a continuing interest in the life of the meeting. Friends should welcome their participation in activities of the meeting, but they may not serve as clerks of the meeting, treasurers, elders, trustees, or members of ministry and pastoral care, or on the Finance, Advancement, or Nominating Committees, and they should know that it is the members who must make the decisions in the meetings for business.

TRANSFER OF MEMBERSHIP. When a monthly meeting or the yearly meeting receives a request for transfer from one of its members, the relevant Committee on Ministry and Pastoral Care should carefully inquire into the condition of the member's religious and temporal affairs. If, on such inquiry, it seems proper to do so, the meeting should direct its clerk to issue a minute of transfer and promptly forward it to the monthly or yearly meeting to which transfer is desired. Transfer minutes for those recorded in the gifts of ministry should so state. If objection to a transfer appears, the clerks of the meetings involved should confer.

When the meeting to which the member wishes to transfer receives the minute, its clerk should refer it to the relevant Committee on Ministry and Pastoral Care. Unless objection appears, the meeting should accept and record the Friend as a member. Until this is done, the Friend remains a member of the former meeting. The clerk of the meeting accepting the transfer should notify the former meeting of that action. One or more Friends should be appointed to visit the transferred member and extend a welcome.

JOINING OTHER DENOMINATIONS. If a member wishes to join another religious denomination, **the monthly or yearly meeting may grant a letter of recommendation and remove the individual's name from membership.** When any member has joined another denomination without requesting a letter of recommendation, the monthly or yearly meeting should remove the individual's name from the list of members, and the clerk should send notice of this action to the person concerned.

RELEASE FROM MEMBERSHIP. When a member

requests the monthly meeting or yearly meeting to release her or him from membership, the meeting should appoint Friends to visit (or write to) the member and to inquire sensitively into the matter. If the member does not reconsider, the meeting should release that Friend from membership. The clerk should write to the former member, quoting the minute of release. For reinstatement, the applicant must follow the usual order of application for membership.

DISCONTINUANCE. After having made sustained and diligent efforts to reclaim the commitment of those Friends who have lost touch with meetings, **monthly meetings or the yearly meeting may discontinue their membership.**

Before taking that action, the meeting should have sent letters of loving inquiry to such members at least once a year for a period of three years. Having received no satisfactory replies, the monthly meeting clerk or the clerk of the Committee on Ministry and Pastoral Care may make a minute discontinuing membership and so inform the person(s) concerned.

DISOWNMENT. Whether at the monthly or Yearly Meeting level, a meeting should not disown a member until every method of reconciliation has been exhausted. Formal complaints against a member should be considered prayerfully by the Committee on Ministry and Pastoral Care. A committee appointed to confer with the member should labor in love to try to resolve the problem. Care should be taken to distinguish between the deed and the doer. If the committee is unable to restore the member to fellowship with the meeting, the matter should be brought before the monthly meeting or the Yearly Meeting's Committee on Ministry and Pastoral Care which will, if it still be unresolved, prepare a minute of disownment. The member shall be given a copy of the minute and the membership records updated accordingly.

A disowned member of a monthly meeting may appeal the disownment to the appropriate regional meeting within six months for a review. If the regional meeting upholds the decision of the monthly meeting, the individual can still appeal to the yearly meeting. Likewise, a disowned member of NYYM can appeal to Ministry Coordinating Committee and then the yearly

meeting. When there is a review before a quarterly or the yearly meeting, a committee of three should be appointed to represent the membership body from which the appeal is taken. Review may, by common accord, be conducted before a judicious and representative committee appointed by the meeting to which appeal is made rather than before the entire meeting.

Alternate Pathways to Membership FAQs

See minute 2019-11-15

Alternative Membership Pathway Proposal

Ministry Coordinating Committee, the Committee to Revise *Faith and Practice*, and the Alternative Membership Pathways Working Group are deeply grateful for the questions, feedback, and ministry received from individuals and monthly meetings regarding the proposed alternative pathway to membership with New York Yearly Meeting. Since 2016, we have lovingly labored with how to best address the barriers of traditional membership to some Friends while honoring the rich tradition of local meeting membership in New York Yearly Meeting and the wider Religious Society of Friends. We have heard and held each of your concerns and are prepared to offer a second reading of the proposed revision to *Faith and Practice* at Fall Sessions 2019.

To ensure that we as a Body are prepared for this item of business, we would like to offer responses to some of your most frequently asked questions and explain how we have addressed your feedback. We also encourage you and your monthly meetings to refresh your memory and understanding of the background and timeline of this work.

Background: <http://bit.ly/backgroundampwg>

Timeline: <http://bit.ly/timelineampwg>

Your Questions and Concerns Answered

1. Monthly meetings are the basic unit of our Society. Doesn't that mean that membership should always live there?

For many, monthly meetings remain the basic unit of our Society, and through our discernment we have learned that

for many others this is not the case. Initially, there was no membership in our Society and identification as a Friend was that of a declaration of inward connection to the Light (God). Formalized membership was created in 1737 to ensure welfare was more carefully distributed to those who were an active part of the faith as well as to provide Committees for Sufferings for persecuted Friends. This formalized membership also sought to ensure leadings could be tested and corporately discerned. The new membership pathway does not take away the sacredness of membership with a monthly meeting; it instead offers an additional pathway for Friends who believe that the yearly meeting can and in many cases already does serve these functions for people who have not found a home in a monthly meeting.

2. What happens with all our other practices that are linked to membership (marriage, religious education, transfer of membership, etc.)?

This proposal only offers a process for membership with the yearly meeting and does not seek to address any related concerns. Additional revisions to *Faith and Practice* will take more time and require more discernment from our Body. We understand that this change might affect many areas of our practice and have faith that we can move forward without having every detail worked out. This is the beginning of an experiment in continuing revelation.

3. Our monthly meeting hasn't experienced this concern. Where is this coming from?

The people for whom this new pathway is most relevant often have not found a home at a monthly meeting. Therefore, it makes sense that you have not experienced or heard this concern firsthand. Since 2016, the Alternative Membership Pathways Working Group has held workshops, traveled to meetings, and collected stories from dozens of people who are not currently members but who are Quakers in faith and in practice. This new pathway seeks to invite people in from the margins and to tell them, "yes, you belong here with us."

4. In the text of the first reading, there was no mention of

regular worship, before or after someone sought such affiliation, nor was there any mention of a spiritual dimension of any kind in an applicant's process of seeking membership in the yearly meeting.

When we presented the first reading, we neglected to include the full membership section of *Faith & Practice* where worship and spiritual grounding are emphasized as a part of membership. This was an oversight and led to misunderstandings. We have added some language to the Yearly Meeting Membership section itself to address this concern. However, this new pathway should be seen as a second option to membership with the same functions and accountability structures as membership with monthly meetings. We have included the full membership section with the second reading. It is important that we understand that this larger section is not being revised at this time and should we seek to redefine membership at large, we should follow our process to revise *Faith and Practice* to do so.

5. I joined a monthly meeting and membership has been so important to my experience as a Quaker. Why are we making exceptions to our practice? Are the people seeking this new form of membership trying to circumvent tradition?

It is so important to understand that most of the people with whom we have spoken wish that they could become a member of a monthly meeting. Since 2016, the working group has identified several barriers that exist for those who are seeking to either enter Quakerism or remain within it but are isolated from or prohibited from attending regular monthly meetings. Some of these barriers are schedules, differences in culture, differences of theology, incarceration, not being understood on one's spiritual journey, scheduling, distance, and caretaking responsibilities. This proposed pathway does not in any way diminish the importance of membership with local meetings. Instead, it seeks to bring people into a different type of spiritual community that is more accommodating to certain people's lives.

6. Won't this take people away from our monthly meetings which are already struggling to find members?

No, and we hope that the opposite will be true. Monthly meetings will remain the primary and most central entry point for new Friends and we do not expect for very active members to have any desire to transfer their membership to the yearly meeting. The people for whom this pathway would be relevant are mostly not members or not active members in monthly meetings. By providing an alternative pathway to membership, we anticipate welcoming more people into our Beloved Community and providing more opportunities for these Friends to interact with and potentially find a home in a local meeting.

7. Will members of the yearly meeting eventually become members of a monthly meeting?

Some members of the yearly meeting may eventually find membership in monthly meetings, but this is not a requirement of membership with the yearly meeting.

8. What does accountability look like for members of the yearly meeting? How do we know that they're "in good standing"?

Membership with the yearly meeting will follow the same accountability standards as monthly meetings. Ministry and Pastoral Care will provide oversight of membership, help members discern and test leadings, and offer mentorship, eldership, and support as needed. Members will contribute to the yearly meeting as they might to a monthly meeting by serving on committees, attending Sessions, and donating time and resources as appropriate.

9. Who will be the people seeking membership in the yearly meeting?

We haven't tried it yet so we don't quite know who will be led to take this alternative pathway to membership. However, we expect that this pathway will be most appealing to people who are already involved with the yearly meeting and who are more transient, isolated, or unable to attend their local meetings. Some of the populations we have identified as likely to pursue this option are young adults, people who travel or move frequently, people who are incarcerated, and people who live far from a local meeting. In all cases, people seeking membership

will participate in a clearness process to discern if membership with the yearly meeting is in good order.

10. Will this be the only pathway being added?

For now, this is the only alternative pathway being presented for approval. As we learn and grow, other forms may emerge in the future.

Suggested Letter from New York Yearly Meeting to Friends Fiduciary Corporation

See minute 2019-11-21

Preamble

The following minute was written by the Ad Hoc Climate Justice Working Group, which formed as directed by the New York Yearly Meeting body on July 26, 2018, in response to our Friends World Committee for Consultation's "Call for Action on Climate Change."

The Ad Hoc Climate Justice Working Group includes people from New York Yearly Meeting's FWCC Committee, the Earthcare Working Group, the Finance Committee, Trustees, plus several individuals with relevant experience and interests. We are an open Working Group, and others are welcome to join us.

The Minute regards Friends Fiduciary Corporation, an investing company that holds all of New York Yearly Meeting's investments as well as those of many other Quaker organizations. It has been approved by New York Yearly Meeting's FWCC Committee, Earthcare Working Group, and Witness Coordinating Committee. It complements the Trustees' Report on their plan to divest from funds which include shares in fossil fuel corporations. Other yearly meetings and Quaker organizations have expressed interest in joining us in bringing our concerns to Friends Fiduciary Corporation.

This Minute is one step in New York Yearly Meeting's response to the climate crisis. The Climate Justice Working Group will continue to work on all four actions recommended in the Call for Action on Climate Change, plus related climate justice concerns. These actions include 1) divesting from fossil fuels; 2) support-

ing ecological investments, 3) providing resources on ways to reduce carbon emissions, and 4) encouraging climate-related projects around our yearly meeting.

Minute

New York Yearly Meeting thanks Friends Fiduciary Corporation for its leadership in investing Quaker monies in ways consistent with Quaker beliefs and testimonies. We are grateful for Friends Fiduciary Corporation's track record of socially responsible investing and feel that the Quaker Green Fund is a wonderful addition to the options that Friends Fiduciary Corporation offers. New York Yearly Meeting intends to begin moving New York Yearly Meeting's holdings into the Quaker Green Fund. We appreciate the environmentally conscious investing that Friends Fiduciary Corporation has already undertaken. However, because global climate disruption is happening even faster than predicted, and because its impacts are being felt most deeply by people in less developed countries, Friends' testimonies call us to do more and to act swiftly. The moral imperative to protect our planet is central to our witness as Quakers. We can no longer stay invested in technologies that are on course to end life as we know it on Earth.

New York Yearly Meeting requests that Friends Fiduciary Corporation divest with good speed from all companies on the Carbon Underground 200™ list, compiled and maintained by Fossil Free IndexesSM, and that they also divest all holdings from companies involved in fossil fuel development and production. We also ask Friends Fiduciary Corporation to redirect its investments into green technologies and solutions in alignment with the United Nations Sustainable Development Goals. This requires investing with asset managers who have expertise in climate-responsive investing in all seven sectors of solutions promoted by Project Drawdown. We hope that Friends Fiduciary Corporation will join us in expanding our efforts regarding a concern of vital importance to Quakers and indeed all people and living beings on Earth.

The Witness Coordinating Committee recommends that the Clerk and General Secretary write a letter to Friends Fiduciary Corporation sharing the concerns of New York Yearly Meeting expressed in this Minute and its Preamble.

Supplementary Material

Fossil Free Indexes LLC is a company that “delivers research, consulting and investment solutions to investors concerned about climate and environmental risk.” Their Carbon Underground 200 list serves as a negative screen for avoiding investing in companies holding the largest underground reserves of coal, oil and natural gas. Friends Fiduciary Corporation’s Quaker Growth and Income Fund has stocks in at least 5 of these firms. fossilfreefunds.org/carbon-underground-200

The United Nations Sustainable Development Goals (SDGs) “are the blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including those related to poverty, inequality, climate, environmental degradation, prosperity, and peace and justice. The Goals interconnect and in order to leave no one behind, it is important that we achieve each Goal and target by 2030.” www.un.org/sustainabledevelopment/sustainable-development-goals

- GOAL 1: No Poverty
- GOAL 2: Zero Hunger
- GOAL 3: Good Health and Well-being
- GOAL 4: Quality Education
- GOAL 5: Gender Equality
- GOAL 6: Clean Water and Sanitation
- GOAL 7: Affordable and Clean Energy
- GOAL 8: Decent Work and Economic Growth
- GOAL 9: Industry, Innovation and Infrastructure
- GOAL 10: Reduced Inequality
- GOAL 11: Sustainable Cities and Communities
- GOAL 12: Responsible Consumption and Production
- GOAL 13: Climate Action
- GOAL 14: Life Below Water
- GOAL 15: Life on Land
- GOAL 16: Peace and Justice Strong Institutions
- GOAL 17: Partnerships to achieve the Goal

Project Drawdown is a science and engineering-based global collaboration which promotes 80 currently feasible ways to slow and then reverse global warming by reducing the levels of heat-trapping gases in our atmosphere. However we can only

again stabilize our climate if sufficient changes are made in all seven sectors (listed from most to least important): Women & Girls; Transport; Materials; Land Use; Food; Electricity; and Buildings & Cities. www.drawdown.org

Right Relationship: Building a Whole Earth Economy by Peter G. Brown and Geoffrey Garver with Keith Helmuth, Robert Howell and Steve Szeghi, Berrett-Koehler Publishers, 2009

Toward a Right Relationship with Finance: Debt, Interest, Growth, and Security, Prepared by: Pamela Haines, Ed Dreby, David Kane, and Charles Blanchard, 2016 download from www.quakerinstitute.org.

Travel Minute for Emily Provance

See minute 2019-11-22

13 October 2019

Dear Friends,

We, Fifteenth Street Monthly Meeting, have united with Emily Provance's discernment that she is called by God to travel and share her gifts in ministry. Emily's life has been dedicated to carrying this out faithfully since 2013.

As Emily travels globally among Friends, she explores how diverse communities embody the Quaker spirit. Emily builds connections and understanding among Friends through her speaking, writing, social media platforms, and face-to-face visitation.

She encourages people to see and know each other while embracing differences. She accompanies them as they discern their spiritual gifts. She sees herself as a teacher and learner; she invites us to nurture the spark at the heart of our meetings.

Emily carries the love of Fifteenth Street Monthly Meeting with her as she seeks to enrich our society with her gifts. We hope that you will welcome Emily in your meeting and support her in her work while she is with you and as she travels among Friends.

Warmly,

Glenn Josey, Clerk, Fifteenth Street Monthly Meeting

Revisions to NYYM Handbook entry for the NYYM Board of Trustees

See minute 2019-11-24

The following proposed revision to the NYYM Handbook entry for the NYYM Board of Trustees is for the sole purpose of aligning the entry with changes in the bylaws. Questions can be directed to Roseann Press, clerk of the Trustees Board and/or Peter Close, trustee attorney.

Purposes & Objectives

New York Yearly Meeting of the Religious Society of Friends conducts its business affairs pursuant to the guidance set forth in *Faith and Practice*, the Book of Discipline of New York Yearly Meeting. It is incorporated under Section 15 of the Religious Corporation Law of the State of New York for the purpose of administering property, both real and personal, belonging to the yearly meeting or subject to its direction and disposition. All members of the constituent monthly meetings of the yearly meeting are members of the corporation. Any business meeting of the yearly meeting constitutes a meeting of the corporation.

Functions & Activities

The by-laws of the yearly meeting assign to a Board of Trustees all business matters relating to property transactions, including management of the trust funds of the yearly meeting. The bylaws (see *Faith and Practice*), prescribe the duties of Trustees and general regulations for the conduct of their business. These include approval of a Clerk, Assistant Clerk, Recording Clerk, and Financial Clerk, and the appointment from within their number of an Investment Committee. In addition, the Clerk of the Trustees serves as President of the Corporation, the Assistant Clerk of the Trustees serves as Vice President of the Corporation, and the Recording Clerk of the Trustees serves as Secretary of the Corporation. The Clerk of the Corporation (Yearly Meeting) and the Treasurer of the Corporation (Yearly Meeting) serve as ex officio members of the Board of Trustees.

Organization & Method of Appointment

The Board of Trustees is composed of five (minimum) to ten

(maximum) trustees. Terms are four years long with staggered termination dates so one to two trustees are appointed each year and there is overlapping continuity. Trustees may serve two successive terms for a total of eight years. The Yearly Meeting Nominating Committee brings forth board nominations which are approved by the yearly meeting. Vacancies are filled at any meeting of Spring, Summer, or Fall Sessions. Clerks are approved as previously described. Trustees name one representative to the General Services Coordinating Committee. Trustees also name one representative to the Audit Committee who may not be the Financial Clerk of Trustees.

Meeting Times & Places

The Trustees meet and report to the yearly meeting body during Summer Sessions and they frequently hold one or more additional meetings during the year, according to need. They report the status of funds under their care and the disbursements of income to the several beneficiaries of the trust funds. They also make reports to Fall and Spring Sessions of the yearly meeting as needed. Finances, custodial fees, bookkeeping, and other expenses, except costs of securities transactions, are paid out of the income from the pooled trust funds. For purposes of transparency and accountability, the by-laws, trust fund descriptions, minutes of trustees' meetings and trust fund financial reports are available to all members of the yearly meeting.

Priorities Support Working Group Report

See minute 2019-11-25

Liaison Committee report on the Priorities Support Working Group and its request to be laid down. For questions, inquire of Clerk Jeffrey Aaron.

- At Fall Sessions 2010, the Priorities Working Group was established under the care of Liaison Committee.
- At Summer Sessions 2014, Friends approved a statement of leadings and priorities for five years.
- At Spring Sessions 2015, the PWG was laid down at the request of the WG.

- At Summer Sessions 2015, the Leadings and Priorities Working Group was established under the care of Liaison. It later revised its charge and was renamed the Priorities Support WG.
- Fall Sessions 2019, PSWG has requested of Liaison that it be laid down.

The original charge of the WG anticipated wide representation totaling eighteen Friends from numerous committees and coordinating committees, as well as each region. That representation was never achieved to any reasonable extent. Recent meetings were attended by five or six Friends. Without the representation mandated in setting up the group, it has been difficult to discern progress. The WG applauds the transparency around financial reporting that has happened since the Priorities were approved. However, in general, they have not felt that the yearly meeting has specifically focused on living into the other priorities. Times have changed and other concerns, priorities and leadings have arisen. Given the time that has passed since the Priorities were approved and the WG's frustration with lack of perceived progress, the WG felt it was time to be laid down.

Liaison Committee has agreed to do so.

Liaison reminds Friends that our yearly meeting's commitment to the approved list of priorities ended in July 2019, five years after approval. Liaison will be meeting to discern if there is more that should be done, but we expect that at minimum we will likely have a more complete report at Spring Sessions 2020.

—Jeffrey Aaron, Clerk, Liaison Committee

Report on the Meetings for Discernment 2019

See minute 2019-11-26

Meetings for Discernment were held twice in 2019, at Poughkeepsie Meeting on February 23rd and at Silver Bay during Yearly Meeting Sessions on July 23rd.

There were two notable changes in these meetings from others in recent years. The first is that more young adult Friends than usual attended these meetings. The second is that the query for the summer meeting addressed a matter that is currently under

consideration for action by the yearly meeting. And these two changes are connected.

Our February meeting was held on a Saturday and the organizers of the Young Adult Spiritual Nurture Series arranged to hold one of their workshops at Poughkeepsie Meeting the following day. This made it easy and inviting for young adults coming to the workshop to come for Discernment as well, enriching the worship and fellowship on Saturday.

The summer meeting centered on the query “what does membership mean to you?” This is directly related to the proposal now under consideration by the yearly meeting to create an additional pathway to membership. We have not previously attempted to labor over a specific issue through the Meetings for Discernment process, but the Steering Committee agreed that it was appropriate to do so at this point in our development. And, while the proposed new pathway would not solely apply to younger Friends, the suggestion originated with concerned young adults for whom membership through a monthly meeting is not readily achieved. Knowing that we may each have a different portion of the Light, our discernment together was deep and open. Some reported that they understood the feelings and needs of others when before they had not been able to and some reported feeling heard when before they felt excluded. Though the yearly meeting is yet to come to unity on some questions of membership, the Meeting for Discernment was an opportunity, well-used, to listen, to speak, and to open to one another. We hope to continue exploring how these meetings can have spirit-led practical uses for the yearly meeting.

Beyond the timing and topics of the meetings, this year the Steering Committee made a greater effort to reach out, for clerks, to Friends who had not been called on before to clerk a session and whose gifts could become more widely known and appreciated by their clerking such a session. We learned (again) how this kind of recognition lifts up the individuals and the meeting as a whole. We will continue to hold this as one of our objectives in seeking Friends to clerk Meeting for Discernment sessions.

Finally, we note that a minute approved in 2014 (2014-

07-24) reads in part that “...Friends approve the extension of Meetings for Discernment for an additional six years, at the end of which Friends will consider how and whether Meetings for Discernment are serving Spirit’s purpose for New York Yearly Meeting....” As the Steering Committee considers this over the coming months, we welcome any insights or concerns Friends may wish to share with us, and we anticipate bringing a recommendation on the future of the Meetings for Discernment to the Yearly Meeting body no later than Summer Sessions 2020.

Respectfully presented,
 Caroline Lane
 Elaine Learnard
 For the Meetings for Discernment Steering Committee

Nominations

See minute 2019-11-27

APPOINTMENTS

<i>Powell House Committee</i>		Class of 2022
Jennifer Morgan-Davie		
Bryant Henning		
<i>Youth Committee</i>		Class of 2022
Tom Goodridge	Morningside	
<i>Bolivian Quaker Education Fund</i>		Class of 2021
Jens Braun	Old Chatham	
<i>Barrington Dunbar Fund</i>		Class of 2022
Gloria Thompson	Manhattan	
<i>Friends United Meeting</i>		Class of 2020
Gabrielle Savory Bailey	Chatham Summit	
<i>Ministry & Pastoral Care</i>		Class of 2022
Barbra Bleecker	Montclair	

RELEASE FROM SERVICE

State of Society
 Matthew Baney-Giampo Montclair

AFSC

Linda Chidsey Housatonic

FUM Triennial Delegate

Marissa Badgley Poughkeepsie

Personnel

Marissa Badgley Poughkeepsie

**Proposed Changes to the Trustees’ By-Laws,
Second Presentation**

See minute 2019-11-28

Summary of Changes to 2017 Version of NYYM By-Laws, presented at NYYM Summer Sessions 2019

Article II. Board of Trustees

Paragraph 1. Appointment: The number of members of NYYM to be appointed to serve as trustees is sought to be changed from between 5 and 7 trustees to between 5 and 10 trustees as the Board of Trustees feels the need for a larger Board in order to properly conduct the regular business of the Board.

Also, the Board of Trustees seeks to reduce the number of years each trustee serves from 5 years to 4 years in order to encourage more members of NYYM to consider appointment as trustees. It is felt that whatever is lost by reducing the number of years of each term is outweighed by the likelihood that more members of NYYM will consider serving as trustees when asked to do so by Nominating.

Further, the Board of Trustees seeks to reduce the number of consecutive terms a trustee may serve on the Board from 3 terms to 2 terms as the Board feels that the more frequent addition of trustees to the Board outweighs any benefit of having trustees serve more than two consecutive terms.

Additionally, the Board feels that, in the event of a vacancy, a trustee can serve up to 2 years to fill the vacancy of a trustee who is unable to complete the balance of his term and still be considered eligible for the subsequent appointment of 2 consecutive 4 year terms.

Last, for its more effective functioning, the Board of Trustees

is seeking the input of the Clerk of NYYM and the Treasurer of NYYM in the business before the Board whenever possible or necessary and seeks to make them ex-officio members of the Board of Trustees in order to facilitate their input.

Paragraph 3. Officers of the Trustees: The Board of Trustees seeks to appoint an Assistant Clerk in order to conduct the regular business of the Board in the absence of the Clerk of the Trustees.

The Board seeks to re-title the Secretary of Trustees as the Recording Clerk and the Financial Officer as the Financial Clerk in keeping with the usual practice of Friends.

The Board seeks to delete “The Clerk of the Trustees shall act as President of the Corporation when the acts of such an officer are required”. In order to understand the reason for the deletion of this sentence here, see the changes to Article III. Officers below.

Paragraph 4. Meetings: The Board seeks to change the title of Secretary to Recording Clerk.

Paragraph 5. Quorum: Although it is hoped that the Clerk of NYYM and the Treasurer of NYYM will be able to attend a significant number of meetings of the Board of Trustees, the Board recognizes that this will depend more on their time availability and whether they feel the need to attend a particular meeting. Therefore, the Board seeks to have their inability to attend a given meeting not affect the quorum requirement necessary for the Board to transact business at that meeting.

Paragraph 7. Limitations on Responsibilities and Liabilities: Add at the end of Paragraph 7 “, nor do the Trustees have authority over the spiritual concerns and the programs of the Corporation.”

The Board seeks to further clarify its role in the functioning of the Corporation by setting forth these additional limitations in Paragraph 7.

Article III. Officers

Paragraph 1. Officers of the Corporation: The Board seeks to specifically identify the additional officer(s) the Corporation may appoint in the future by adding at the end of the second

sentence of Paragraph 1. “, including one or more assistant treasurers.” The NYYM Treasurer has identified this as a need of NYYM going forward and the Board of Trustees agrees.

Further, the Board seeks to include a third sentence at the end of Paragraph 1. “The Clerk of Trustees shall serve as President of the Corporation, the Assistant Clerk of the Trustees shall serve as Vice President of the Corporation and the Recording Clerk of the Trustees shall serve as Secretary of the Corporation.” Trustees seek this additional sentence in response to the concerns of our NYYM Treasurer that the practice of Friends in its titling of its Officers of the Corporation is confusing to the banks NYYM does business with, NYYM’s investment manager and NYYM’s insurers. In the secular business world as well as in the nonprofit universe and with other religious corporations, it is the usual practice more often than not that the officers of a corporation are titled as President, Vice-President, Secretary and Treasurer. However, it is the practice of Friends and NYYM to call our “officers” clerks, assistant clerks, recording clerks and treasurers. The term “officers” doesn’t translate completely into the terminology of “clerks” as practiced in NYYM. By having the Clerk of the Trustees serve as the President of the Corporation, the Assistant Clerk of the Trustees serve as the Vice-President of the Corporation and the Recording Clerk of the Corporation serve as Secretary of the Corporation, it will make our banks, insurers and investment manager more comfortable doing business with us and make it easier for our NYYM Treasurer to have contracts signed and generally conduct our business with the secular, outside world.

Paragraph 2. Clerk of the Corporation: In the first sentence, insert after “The responsibilities of the Clerk” the words “of the Corporation”; in the last sentence, delete the word: “necessary”.

Paragraph 5. Treasurer of the Corporation: Replace the title “financial officer” with the title “Financial Clerk” both times that it appears in Paragraph 5.

Article V. Meetings of the Corporation (“Sessions”)

Paragraph 4. Presiding Officer: After the words, “unavailability to serve”, insert “or a conflict of interest,”.

NYYM’s Endorsement of the Ribbon Project, plus Supplemental Materials

See minute 2019-11-29

The text below is the New York Quarterly Meeting’s minute endorsing the Ribbon Project. We are asking the New York Yearly Meeting to also endorse the project.

New York Quarterly Meeting, Religious Society of Friends
Meeting for Worship with a Concern for Business
Quaker Cemetery, Prospect Park, Brooklyn
13th day, 7th month, 2019

2019.07.10. Friends accept the reports of all monthly meetings, and consider also an action item from Morningside MM to support the minute endorsing the Ribbon Project—to commemorate the bombing of Nagasaki, support the campaign to abolish nuclear weapons, and build a culture of peace. Friends endorse this minute and direct the NYQM Clerk to forward the minute to the NYYM Witness Coordinating Committee for them to also consider endorsing. Friends should contact Charlene Ray at moneycoach@earthlink.net if they wish to be more involved, and in these communications please put “Ribbon” in the subject line.

The Ribbon International

Ribbon 2020—Tangible Hope for No Nuclear War

Please join The Ribbon International on August 1, 2020, for the 75 th Anniversary of the Nuclear Bombing of Hiroshima and Nagasaki.

Follow us on Instagram: @theribbon2020, and look for our Facebook page.

The Ribbon International was founded by Justine Merritt in 1982, after she visited the Hiroshima Peace Memorial Museum in Japan. She was greatly affected by the tragedy caused by the Atomic Bomb in 1945. Returning to the United States, she was inspired to create a Ribbon panel, expressing her feelings, “What I cannot bear to think of as lost forever in a Nuclear War.” She decided to have a Ribbon event for the 40th Memorial Anniversary of Hiroshima and Nagasaki.

It was in the middle of the Cold War between The United States and The Soviet Union, and using nuclear weapons could happen again at a moment's notice.

On August 4, 1985, fifteen miles of Ribbons encircled the Pentagon and other important monuments. On the same day, the Atomic Bomb Dome was encircled with Ribbons.

The Ribbon International is now a Non-Governmental Organization in Association with the United Nations. These days the world is closer to the tragedy of nuclear war and a nuclear accident than ever before. On August 1, 2020, The Ribbon International is planning to have a Ribbon event in New York City, Tokyo, and other cities, towns, villages, and homes around the world for the 75th Anniversary of the Nuclear Bombing of Hiroshima and Nagasaki. Please join us with Ribbons wherever you are, tie them together, and pray for a world without Nuclear Weapons and never another nuclear tragedy. (If you cannot join, please pray with us wherever you are.) Let's upload it on Instagram and Facebook.

How to make a Ribbon

(Please also see our website: www.theribboninternational.org)

- Cut a panel of sturdy cloth, double thickness, of any color.
- Finished size: one meter by a half meter (or one yard by a half yard)
- Sew 20cm (9 inch) pieces of ribbon to each corner so the panels may be easily tied together.
- On this panel, sew, paint, write, embroider, weave, knit, tie-dye or use any other kind of ornaments to express what you most love about the world and want to protect from what is endangered on this earth.
- If you wish, write your name and/or any message on the back of the panel.

Mission Statement of the Differently Abled Friends and Allies Working Group of GSCC

See minute 2019-11-33

Differently Abled Friends and Allies is a working group whose purpose is to help make differently abled individuals in our community feel more welcomed and safe. Our primary purpose is to educate because we believe that ignorance is the root of even unintentional ableism among us. We welcome anyone interested in or who has concerns relating to inclusion of disabled or differently abled people to join us. If you see ableism in our community or if you are experiencing ableism yourself, please tell us so we can help advocate for our full inclusion and participation. You can reach us at dafa@nym.org.

Report from Sessions Committee

See minute 2019-11-34

Thank you.

Thank you to the region.

Thank you EVER so much to everyone at Powell House and the members of Old Chatham Friends Meeting—especially Jens Braun and Vicki Smith—for their joyful and successful support of this session.

Thank you to the host task group: Regina Baird Haag, Sheree Cammer, Nat Corwin, Dennis Haag, David Herendeen, Sunfire Kazmayer, Jennifer Lindop, and Jim Ralston (and I helped too...)

Thank you to the tireless and tasty kitchen crew! 5-6 teens assisted Tony and Shiri in every aspect of our meals so that we could get to our scheduled events without delay. THANK THEM!!

“We” were 142 registrants and 127 [actually, 128—one didn’t register] participants. Including two wee ones.

Our next session will be held at Oakwood Friends School, April 3-6, 2020.

Our theme for 2020, named by Sessions Committee, is

Embracing our past,
Envisioning our future

2020 is the 325th anniversary of our yearly meeting. We hope that through this theme, we take an honest look at who we have been in the past—the beautiful and the heartbreaking. And use that discussion and discernment to inform who we are and who we will be for the next 325 years—most especially the months leading up to the November 2020 elections. What have we learned over the past 325 years that this country needs to hear?

**NEW YORK YEARLY MEETING
SPRING SESSIONS
April 3-6, 2020**

Spring Sessions, scheduled to be held at Oakwood Friends School in Poughkeepsie, NY on April 3-6, 2020, was cancelled as of March 12, 2020, due to the growing coronavirus pandemic and the resulting restrictions on in-person gatherings. Business was held over until Summer Sessions, held online July 19-31, 2020.

NEW YORK YEARLY MEETING
SUMMER SESSIONS
July 19-31, 2020

Online via Zoom

Monday, July 20, 2020; 6:45 p.m. EDT

Jeffrey Aaron (New Brunswick), Clerk
Elaine Learnard (Conscience Bay), Assistant Clerk
Laura Higgins (Wilton), Recording Clerk
Robin Alpern (Amawalk), Reading Clerk

2020-07-01. Friends gathered into a period of waiting worship.

2020-07-02. Out of the silence, Jeffrey Aaron (New Brunswick), serving as clerk of the yearly meeting, welcomed Friends to the 325th annual gathering of New York Yearly Meeting. He posed the query *Why We Meet*. (attached, see page 82)

2020-07-03. Lu Harper (Rochester), a member of the Technical Support team, spoke to Friends about how to participate in Summer Sessions with Zoom. She reminded Friends how to mute and stop video sharing over several platforms. Video participation is not required to participate in meetings.

2020-07-04. Marissa Badgley, NYYM Interim Young Adult Friend Field Secretary, led us in an activity to welcome one another. She invited us to “lean in” to this small group activity among the beloved community. She asked Friends to go into breakout rooms to introduce ourselves to the smaller groups.

2020-07-05. Liseli Haines (Mohawk Valley) offered an Acknowledgement of the Land (attached, page 83). She reminded us that we humbly acknowledge that we, in New York Yearly Meeting, live on stolen land; whether it was the land of the Matinecock and Shinnecock on the eastern shores, the Lenni Lenape in the south, the Haudenosaunee to the west, the Abenaki to the north or many others who took care and shelter in the thousands of miles of these broad, fertile lands, forests, and waters.

2020-07-06. Robin Mallison Alpern (Amawalk), NYYM Reading Clerk, noted we are participating in our first virtual

roll call. We aim to capture as much joy now as we do with the physical roll call. Robin called the monthly meetings by region as Friends shared our videos in turn.

2020-07-07. The clerk introduced our many visitors:

- Friends Committee on National Legislation: Bobby Trice, Quaker Engagement Associate; Alicia McBride, Director for Quaker Leadership; Riley Robinson who is presenting on July 23 and offered a letter of introduction.
- Friends United Meeting: Kelly Kellum, General Secretary who is presenting on July 27.
- Friends General Conference: Barry Crossno, General Secretary
- Right Sharing of World Resources: Jacqueline Stillwell, General Secretary who is offering an interest group.
- Gardner Documentary Group: Janet Gardner, Richard Nurse, producers, who are offering an interest group on their film Quakers: the Quiet Revolutionaries
- New York State Council Of Churches: Peter Cook, Executive Director who is presenting on July 30.
- Baltimore Yearly Meeting: Jolee Robinson who has a travel minute for the purpose of intervisitation.

2020-07-08. Melanie-Claire Mallison (Ithaca), Clerk of Sessions Committee, attempted a “call and response” to remind Friends to look at the on-line Summer Sessions Calendar 2020 to find all the session activities and their Zoom links.

Dawn Pozzi (Rochester) named the Junior Yearly Meeting (JYM) activities that we can also find on the same Summer Sessions on-line calendar. She introduced Ellie Rosenberg who is co-facilitator with Dawn for JYM.

Plans are underway for the Café Night talent show. Young people can register for JYM for no fee without their parents having registered for Summer Sessions.

2020-07-09. Laura Higgins (Wilton) read the minutes from the opening meeting for business. Additions were made to the minutes, after which Friends approved the minutes.

2020-07-10. The Interim Young Adult Friends Field Secretary, Marissa Badgley, led the assembly in a Joyful Activity to close the evening. In small groups, we wrote “rap-like” rhymes to words we were given.

Online via Zoom

Tuesday, July 21, 2020; 7:30 p.m. EDT

Clerk Jeffrey Aaron (New Brunswick)
Assistant clerk Elaine Learnard (Conscience Bay)
Recording clerk Mary Eagleson (Scarsdale)
Reading clerk Barbra Bleecker (Montclair)

2020-07-11. Matt Venhaus (Buffalo) read some advice on how to participate in a business session held by Zoom. The clerk explained that the process of discerning approval for a proposal will be somewhat different from an in-person meeting. Instead of asking for vocal approval of a proposal or minute, as would be done in a physical gathering, he will ask if anyone has a concern about the matter which should be heard. If no one responds, he will announce that the proposal or minute has been approved.

2020-07-12. The clerk introduced David Male, Ohio Yearly Meeting; Steven Willett, Britain Yearly Meeting; and Tom Roberts, Western Yearly Meeting.

2020-07-13. The Seasoned Business Items from the Spring Sessions were approved by Friends on June 8 as follows:

- Endorsement of travel minutes for Peter Murchison (Wilton, attached, page 84) and Christopher Sammond (Poplar Ridge, attached, page 85)
- Approval of the 2nd presentation of the NYYM Trustees Handbook revision (see attachment from Fall Sessions 2019, page 45)
- Nomination of Peter Phillips (Cornwall) and Mary Harpster (Rahway & Plainfield) to Trustees; Dawn Pozzi (Rochester) to Sessions Committee; Laura Higgins (Wilton) as Recording Clerk.
- Release of Irene Goodman from Ministry Coordinating

Committee and Karen Reixach from Recording Clerk.

2020-07-14. Anne Liske (Albany) from the State of Society Committee read the first section of their report (attached, page 166), which was compiled from State of the Meeting reports sent in by monthly meetings. Because many monthly meetings were still completing their reports when quarantine for COVID-19 was imposed, only 31 meetings were able to send in finished reports. Rather than drafting a report to address the state of the yearly meeting as a whole, the committee decided to read selected quotes on each of several topics.

2020-07-15. Laura Cisar (New Brunswick), NYYM Treasurer, gave the attached 2019 year-end treasurer's report (see page 128), which would have been reported at Spring Sessions.

We were fortunate that there were generous donations to Aging Resources Consultation and Help (ARCH) from individuals. In addition to contributions to the ARCH Fund, there was a return of excess premiums from New York Yearly Meeting's healthcare insurance carrier, and spending was less than was budgeted. These changes led to a surplus of \$79,250.03 in the operating budget. At the end of 2018, there was \$5.6 million in designated trust funds; at end of 2019, \$6.7 million.

2020-07-16. Steve Mohlke (Ithaca) reported that we had decided, at Fall Sessions, to divest our funds from fossil fuels, over a period of six years, by moving our funds into their Green Fund. Clerk Jeffrey Aaron wrote a letter to Friends Fiduciary Corporation, which manages our yearly meeting's investments, and told them why we were taking this action. His letter also requested that Friends Fiduciary consider divesting all its funds from fossil fuels. In January, we received a reply which said, in effect, "Thanks, we'll think about it." In March, Friends Fiduciary sent another letter saying they would not add any new fossil fuel companies to their portfolios, and were thinking about whether to go further. Steve then read sections from an email received today (attached, page 86) in which FFC announced that its board of directors had revised its policies to include the following addition to their Investment Guidelines:

- Friends Fiduciary excludes companies that explore, extract, produce or refine coal, oil or gas or have carbon reserves.

Further, we exclude companies that derive a majority of their revenue from the transportation and storage of these materials, for example, pipeline transport companies.

- We seek to invest in electric utility companies that are transitioning to a lower carbon, sustainable business model. We evaluate companies on their current and future fuel mix and their plans to increase renewable energy capacity.

2020-07-17. Mary Harpster (Rahway & Plainfield), clerk of Financial Services, gave the report from that committee (attached, page 88). The COVID-19 pandemic forced the yearly meeting to cancel Spring Sessions and to hold the current Summer Sessions remotely. This has necessitated revising the budget for the remainder of 2020, and mainly because the office assistant position at Silver Bay was not needed, the yearly meeting was able to continue the part-time Young Adult Field Secretary position for the remainder of 2020 without making any of the other changes to the budget it had anticipated.

Financial Services recommended approval of the proposed revised and balanced 2020 budget (attached, page 140), with the understanding that flexibility may be needed going forward as financial realities continue to change. The committee believes the current proposed budget provides a realistic guide to the rest of 2020. No concerns being expressed, the revised 2020 budget was approved.

The committee has begun working on a 2021 budget proposal which, by using some of the 2019 surplus, might be able to support a full-time Children/Youth/Young Adult Field Secretary position. The committee has also begun work on the 2022 budget as well, and invited any Friends who are interested to join them at their next committee meeting, which will be held July 29.

Clerk Jeffrey Aaron reminded the body that at Fall Sessions 2019, we had approved a budget with the understanding that a revised budget would be presented at Spring Sessions, 2020. However, because of the pandemic that was not possible before now.

2020-07-18. Laura Cisar (New Brunswick) gave the treasurer's

report for 2020 to date.

In mid-March 2020, the COVID-19 outbreak made it necessary to close the yearly meeting office temporarily. At that time, the treasurers and the office staff began to monitor the meeting's cash flow and its ability to access cash to help ensure business continuity.

At the end of March, 2020 there was a deficit of approximately \$41,000. Subsequently, New York Yearly Meeting applied for and received a Small Business Administration Paycheck Protection Plan ("PPP") loan of \$80,400. Beginning in May 2020, this is displayed on its balance sheets as a liability, as it is a loan. However, after 24 weeks, we can apply for forgiveness of this loan. At the end of June, there is a deficit of \$14,000 in the operating account. The invested trust funds, as of June 2020, were valued at \$6.7 million. The May 31 balance sheet is attached (page 145).

2020-07-19. Jeffrey gave his report on an interim action taken on July 8.

A statement sent to the governor of New York on holding religious services (attached, page 91) states that the undersigned religious leaders will observe science-based recommendations before opening their houses of worship. Jeffrey and Steve Mohlke signed on to this letter.

In response, one Friend asked whether the letter is meant to serve as a guideline for monthly meetings considering whether or when to reopen their meetinghouses. Another quoted Jesus on true worship (John 4:21-23) happening neither in the temple nor on the mountain, but where people worship in spirit and in truth.

2020-07-20. In a spirit of worship, Barbra Bleecker (Montclair) read the FGC pre-gathering epistle from Friends of Color and their Families (attached, page 94), repeating in her reading the epistle's words describing pre-gathering attenders' experience of the "rare opportunity of not being othered in Quaker space".

Ministry followed. Friends were deeply moved by the epistle, and by its call to action. A friend spoke of how the words of the epistle resonated with her experience as a Friend of color, and that she holds that experience in tension with the love she feels

for her meeting communities. In additional messages, Friends encouraged the yearly meeting as a whole to get under the weight of anti-racism work, decentering whiteness and privilege, so that individually and collectively we may begin to heal and transform ourselves and our society.

2020-07-21. Helen Garay Toppins reported on Black Concerns Committee's development of Action Teams to work on mass incarceration, restoring college programs in prisons, and reducing gun violence. Many Friends have joined one or another of these action teams since they were announced on the weekly Yearly Meeting Update emails.

Online via Zoom

Thursday, July 23, 2020 2:30 p.m. EDT

Clerk pro tem, Elaine Learnard
Assistant Clerk pro tem, Jeffrey Aaron
Recording Clerk pro tem, Lu Harper
Reading Clerk, Robin Alpern

2020-07-22. Friends gathered into a period of waiting worship.

2020-07-23. Gina Varrichio (Ithaca), reminded Friends of our Zoom participation practices.

2020-07-24. The clerk acknowledged that we may experience longer pauses between items of business or between messages. She invited us to experience the closeness possible to be found in this virtual session, with patience for pauses and technical difficulties. She let Friends know that clerks and recording clerks may need to go into a "clerk's huddle" breakout room to confer. She asks that Friends hold the clerks in the Light should this occur.

2020-07-25. The clerk noted that the minute from Monday on the reading of the FGC pre-gathering epistle from Friends of Color is being revised and will be brought to a subsequent meeting for business.

2020-07-26. Pamela Wood (Morningside), Clerk of Prisons Committee, spoke of the impact of the coronavirus pandemic

upon incarcerated people. She presented a proposed letter, which has been endorsed by both Morningside Meeting and New York Quarterly Meeting, to New York State Governor Andrew Cuomo encouraging him to “give people hope in a time of despair and grieving” by taking steps to protect prisoners and prison staff during the Coronavirus pandemic, including increased coronavirus testing for prisoners and staff, compassionate release, clemency, and bringing the HALT Solitary Bill to a vote. Clerk Elaine Learnard invited questions and thoughts. Witness Coordinating Committee, in its June 2020 meeting, was clear to recommend sending the New York letter in its current form, with the understanding that the basic letter might be revised appropriately for Connecticut and New Jersey later. A formerly incarcerated Friend expressed his gratitude for the yearly meeting’s work in support of incarcerated people. A Friend suggested that we strengthen this and/or later letters by emphasizing more strongly our testimony that we have witnessed and experienced the power of the Light to change lives. With possible revisions to be brought by the Witness Coordinating Committee, Friends approved sending the letter to Governor Cuomo (attached, page 96).

The Clerks heard Friends’ support of the Clerk sending amended letters (as interim actions) to New Jersey and Connecticut should such letters be ready before we meet again at Fall Sessions.

2020-07-27. Melanie-Claire Mallison (Ithaca), Clerk of Sessions Committee, presented a first reading of a proposed revision to the Committee’s Handbook page (attached, page 98) to reflect the incorporation of Junior Yearly Meeting into Sessions Committee. Friends are invited to send comments and questions to Sessions Committee Clerk Melanie-Claire Mallison or to incoming Sessions Committee Clerk Dawn Pozzi (Rochester).

2020-07-28. Melanie-Claire Mallison (Ithaca), Clerk of Sessions Committee, announced changes to our practices of hosting Spring and Fall Sessions regionally to reduce the impact upon host regions. Beginning in 2021, Spring Sessions will be hosted by Oakwood Friends School, with nearby regions invited as led to supply volunteers during Sessions. Fall Sessions will

continue to rotate, but the Spring Fall Sessions Coordinator & Liaison and the Clerk of Sessions Committee will take on the responsibility of finding and booking venues, inviting appropriate regions to provide “day of” support as they are led.

2020-07-29. Recording Clerk pro tem Lu Harper (Rochester) read the minutes. The minutes were approved.

Online via Zoom

Saturday, July 25, 2020, 2:30 p.m.

Clerk: Jeffrey Aaron (New Brunswick)

Assistant clerk: Elaine Learnard (Conscience Bay)

Recording clerk: Mary Eagleson (Scarsdale)

Reading clerk: Barbra Bleecker (Montclair)

2020-07-30. Friends gathered into a period of waiting worship. Jeffrey Aaron, clerk, introduced the Friends serving at the “clerks’ table.” Chad Gilmartin from the technical support team provided instruction on how to participate in the Zoom session.

2020-07-32. The clerk observed that the most frequent times when we as a yearly meeting struggle, it is with the wording of the minutes, particularly when they record a deep and moving experience. On July 21, such an occasion arose after the reading of the minutes, and the last two minutes from that meeting were not approved at the time. Mary Eagleson read the amended minutes 2020-07-20 and 2020-07-21 from that business session. The two minutes (pages 62-63) were approved.

2020-07-33. Riley Robinson, representing Friends Committee on National Legislation (FCNL), spoke about the work of that organization. He explained how FCNL determines its legislative priorities, by asking for input from monthly meetings across the country. This year there were over 200 responses.

William Penn House no longer has its own board but is directed by the members of the FCNL Education Fund. Their meetings to consider matters related to the Wm. Penn House are held separately from those related to the Education Fund. Yearly Meetings no longer name members to the Wm. Penn House board. (Riley’s notes are attached, on page 101.)

2020-07-34. Jean Doneit, clerk of Poughkeepsie Monthly Meeting, read the attached memorial minute (see page 105) for Richard D. Hathaway, a member of her meeting, who passed away on January 29, 2020. Dick was known to many who visited the book table at summer sessions at Silver Bay. He came to the Religious Society of Friends as a young adult in the early 1950's, and was dedicated to peace concerns. He worked for three years as the executive director of the Fellowship of Reconciliation (1952-1955). He was active for many years in the Civil Rights Movement, marching in Selma in 1965 and chairing the legislative committee of the Southern Christian Leadership Conference Poor People's Campaign in 1968. On Easter Sunday, 1967, he led approximately 300 participants across the Peace Bridge at Niagara Falls to deliver cash to Canadian Quakers to send aid to North Viet Nam. In the summer of 1971 he was chief organizer of a 3-month silent peace vigil in front of the White House.

Dick's deep engagement in service was manifest in his practical participation in and support of Poughkeepsie Monthly Meeting and yearly meeting committees. He became a person to whom others could turn when in need of an answer, or spiritual conversations which often resonated with others' faith journeys. In the last hours of his life, he spoke the word "infinity," over and over, expressing a final experience of finding the Divine.

Ministry followed. Dick was beloved by many. The words "faithful, inclusive, community" apply especially well to him. He planted many "seeds," which have spread far and wide and have taken root and grown. In his absence, his continued presence is felt in Poughkeepsie Meeting. He could be counted on to speak his mind and heart.

2020-07-35. Marissa Badgley, serving as Interim Young Adult Field Secretary, gave her report. She is grateful for the opportunity to serve as part-time staff. This has been a strange year, sometimes marked by frustration and pain, but also blessed. She reviewed the 8 points presented by young adults a year ago, and reported on the work she has done to address them, using a graph to highlight the various parts of it. She reminded us that her work week is only 20 hours per week, and urged us to consider what might be accomplished by a full-time young adult

field secretary. She listed the increases in numbers of young adults now connected to the yearly meeting. She compared the results of the COVID 19 survey taken by the yearly meeting, which show that the pandemic has hurt young adults more severely than it has older Friends. They were more likely to have lost their jobs, or to have taken pay cuts, or suffered psychologically. Worse, these setbacks have occurred when they are in a vulnerable stage of life. What's next? Marissa has no idea. She sees many opportunities for connecting with young adults and urges all Friends to reach out to them. Further, she urges the yearly meeting to find the funds to support a full-time young adult field secretary.

Ministry followed. One Friend affirmed the power of feeling connected to the YM community, which has been brought about by the young adult field secretary. Another noted the importance of joy in life, and lifted up the joy of having a young adult field secretary. A Friend mentioned that young adults are the "growing edges" of our yearly meeting. Another commented on how important is the work both to the future of Quakerism as well as to the young adults themselves, and explained that the Development Committee is working now to raise money to continue the young adult field secretary position. One Friend said, "Remember our youth now, treat them well, they are the future of the yearly meeting."

2020-07-36. Anne Liske read a second section from the State of Society (see page 166). Each of the individual meetings' reports will be available in a folder on the yearly meeting website.

2020-07-37. The minutes were read and approved.

Online via Zoom

Monday, July 27, 2020, 7:30 p.m.

Clerk pro tem, Elaine Learnard
Assistant clerk pro tem, Jeffrey Aaron
Recording Clerk pro tem, Lu Harper
Reading Clerk, Barbra Bleecker

2020-07-38. Friends gathered into a period of waiting worship. The Clerk reviewed the agenda.

2020-07-39. Matthew Venhaus (Buffalo) reminded Friends of our Zoom participation practices.

2020-07-40. Reading Clerk Barbra Bleecker read an obituary for John Perry (Bulls Head-Oswego) while a photo of John and a poem by John's daughter-in-law Jen Perry (Farmington) was shared on screen. A memorial minute will be brought to a later Session.

Ministry followed. Friends spoke of their gratitude for the depth of John's Quakerism, his good-heartedness, and how he served as mentor and teacher for many. A Friend shared how she can still hear his voice and see him in his seat in the Auditorium at Silver Bay. He had a way of getting his message across. A Friend reflected that John was also a troublemaker. In meeting for Business at Bullshead-Oswego, his ministry might be contrary, challenging and deepening. He valued each person's individual gifts and held a desire for meetings to nurture, support and cherish Friends' gifts. A Friend shared that she became a member of Bullshead-Oswego because of John directing her to the writings of Quaker contemplative Thomas Kelly. John taught us how to continue to share our gifts even with the inevitable diminishment of age and disease: he found new ways of reaching out with each diminishment, becoming an AVP volunteer, a hospice volunteer, making art and other creative activities. In his last days, he was still immersed in keeping up-to-date on the problems facing the larger world.

2020-07-41. Anita Paul (Schenectady) and then Jeffrey Aaron read excerpts from the State of Society reports (attached to the July 21 minutes). The excerpts weave a message of how Divine guidance continues to speak to and through us as we face

conflict, grief, joy and the individual and collective witness and service we offer in the world.

2020-07-42. Steve Mohlke (Ithaca) presented the General Secretary's report (see page 109). Steve reflected on the frequently asked question, "How can we support the Friends Center for Racial Justice (FCRJ)?" In the spirit of "Wear thy sword as long as you can," Steve reflected on why it no longer makes sense to him to ask that question; he noted that the question assumes that those who ask the question are the giver and FCRJ is the receiver of the support. FCRJ's mission is to address racism within the Religious Society of Friends. We are the work, the givers and the receivers. Racism has infected all of us and it isn't going to go away on its own. Steve lifted up 3 quotes from the Friends General Conference Friends of Color pre-Gathering epistle that we heard read last week. "We enjoyed the rare opportunity of not being othered in Quaker space;" "Friends of Color need respite from the systemic racism too often found in our American Quaker community that often goes unseen by white friends;" and "Friends of Color are fatigued from being asked to teach white folks." Flipping the question, Steve asked, "How can FCRJ support me?" Angela Hopkins of FCRJ welcomes conversations with Friends exploring gifts and leadings around working to become a more anti-racist society. You can contact her at angela@fcrj.org. Steve encouraged Friends to think about what kind of commitment you can make to support FCRJ.

Continuing to speak about racism, Steve noted that as Friends talk to one another about systematic racism in our society, about the murders of black and brown people by police, we are building a shared vocabulary. With shared vocabulary, and with each other, we can take on the work of anti-racism. Steve encouraged Friends to expand our thinking about "racism" from "interpersonal bigotry" to structures, institutions, and systems. He offered up his understanding that "I understand myself as acting racist when I comply with a racist system and acting anti-racist when I resist it. Sometimes I do both almost at the same time." Steve spoke about why and how becoming anti-racist matters to our faith. He emphasized that our faithfulness depends on a diversity of perspectives. He spoke of patterns of whose voices get heard; how Friends of Color are discounted by the words and

actions of white Friends; a pattern of extra scrutiny of Friends of Color; and how as a body, many Friends feel free to ignore community rules. When the community feels free to ignore its own rules, Steve noted that a person of color, particularly someone new to Friends, has to wonder if this is a safe space. When rules are applied unevenly, it is people of color who lose. He noted that fewer than 30% of the people who registered for Summer Sessions accessed the web page with the community agreements we agreed to live by when we registered.

Steve also held up how our Quaker “superpowers” can be used in the work of anti-racism: listening to and for Spirit in the voices of Friends of Color; paying attention to, finding it important and supporting strategic anti-racist actions discerned by Friends of Color; examining our yearly meeting words and practices with a diversity and equity lens; leaning into our diversity of belief as a “big tent” skill in building a multicultural community; and our practice of connecting inward leadings with outward action. Steve wondered about the statement some Friends make, saying that they don’t see color. He asked us to consider how that statement lands for Friends of Color, and that it might be heard as “I feel invisible.”

Moving to the structure of the yearly meeting, Steve described the staffing structure and budget realities. With 5.5 full time staff equivalents, most of the work of the yearly meeting is done by volunteers. Personnel is $\frac{2}{3}$ of the yearly meeting budget. Just to keep doing what staff do now will require an additional \$5,000 increase each year going forward. Steve noted that this number gives him a sinking feeling when he faces it. Most of our yearly meeting budget comes from monthly meeting covenant donations, which overall have not increased in a decade. We have kept up with staffing costs largely because the Trustees have directed unrestricted investment income to the operating budget.

Steve reported that this Fall, NYYM needs to make a decision about what level of staff support we want to commit to children, youth and young adults for 2021 and beyond. It would take an increase of tens of thousands of dollars annually to broaden the young adult support from this past year to include children and youth. The most likely source of this increased income is from

individual donors who want to see the work of NYYM thrive. Friends were invited to talk with the Development Committee, which is having an Interest Group Wednesday evening.

Steve announced that after decades of working in her NYYM staff position, beginning September 1, Helen Garay Toppins will transition to working 3 days per week, with hopes that the staff savings will make it more possible to support children, youth and young adults. From the body, Helen Garay Toppins (Morningside) affirmed her absolute dedication to the future of the yearly meeting, by pleading for support for funds to support our young adults and our children.

Friends spoke in response to and in gratitude for the General Secretary's report in bringing us to a grounded place of faithfulness. A Friend asked the yearly meeting to help monthly meetings to engage in the questions about how we as individuals treat one another, particularly how we treat people of color; coming under the weight of the work that needs to be done to change systemic racism in our country. Another Friend spoke about how she has heard a lot about race and racism, looking outwardly. Steve has named patterns of how this manifests within the yearly meeting. She named another pattern: if we want to be faithful, it is important to look at the composition of our staffing, especially since, with Helen's cutting her hours, we may be becoming even more white in the makeup of our staff.

Friends spoke to funding for children, youth and young adults. A Friend raised a message she has heard from young adult Friends and Friends of Color: we are not only your future, we are your present. We are here, and we are already doing really big things. Another Friend said that it doesn't feel true to her spiritual condition that we are still asking ourselves where the \$5000 are, or how we can consolidate yearly meeting staff positions for youth and young adults. For years the Young Adult Field Secretaries have told Friends that Spirit needs them to do this work. What is the divine asking of us?

A Friend named the connection between our discussions of racism and the funding in support of children, youth and young adults in our meetings as "othering."

A Friend reminded us to trust the Light as we continue to struggle to find way forward. When we are covered, when

compassion and love unite us in communion with the Eternal, nothing is too great an obstacle to overcome in that moment when we become one, when Love resolves everything.

2020-07-43. Interim Young Adult Field Secretary Marissa Badgley reported on the Pilot Mentoring program. Marissa expressed gratitude for the work of the initial planning group, the Advisory Committee, the mentors and seekers themselves, and the yearly meeting as a whole in supporting the program. The program was requested last year by Young Adult Friends at Summer Sessions, and the body heard that request. The pilot program began in January 2020. Twenty-four initial matches were made between seekers and mentors; 10 virtual gatherings took place, from a virtual kickoff weekend delayed by snow through gatherings moved into virtual mode by the pandemic. Twenty out of 24 mentor/seeker matches completed the 6 ½ month program. Seekers overwhelmingly felt that the program was a good use of their time and energy this year; that it strengthened their spiritual practice and self-awareness; that they have a stronger connection to Quaker community; that they took steps to change something in their life that wasn't working; and that they built skills in Quaker process. Ninety-six percent of seekers plan to continue connecting with their mentors. Due to the virtual events, the only thing that cost money in the program was Marissa's time. From the body, Friends read reflections from participants in the program. One Friend wrote: "This program and the support I got from it saved my Faith and likely my life." Marissa noted learnings from the pilot program: mentoring relationships across distance are possible; mentors/seekers alike need training and support in community; going through the program as a cohort was powerful; there are opportunities to expand the program beyond Young Adult Friends; and continuing administration and facilitation of a mentoring program will require a team, not just one person. The Advisory Committee is in discernment about how to take what we have learned and build a sustainable program, with a tentative launch of Phase 2 in October 2020. Friends were invited to contact Marissa at yafs@nyym.org if they wish to serve on the Advisory Committee or wish to involve members of their Meeting.

Friends responded to the report, and thanked Marissa and

all involved in the work. A Friend wondered whether guidelines for the program have been written somewhere that Friends can access. Marissa noted that there will be more to share when the work for this pilot is modified and edited for the next iteration of the program. On average, mentors and seekers met more than twice a month. A Friend who participated in the program as a seeker stated that this has been the most powerful, collective movement of Spirit through the body that she has ever experienced. This program was very particular to the yearly meeting, which made it accessible to her, filling a hole in her Quaker community, where she had not yet been reached. A friend saw the possibility of a collaboration emerging between young adult Friends and Friends of Color (via FCRJ and/or other yearly meeting committees). A Friend serving on the Advisory Committee named one aspect of the work of the committee: checking in with mentor/seeker dyads. Another Friend noted that both mentors and seekers learned from one another. She named the value of bringing together a critical mass of young Friends that would have been difficult within a monthly meeting. A Friend lifted up the power of the program, speaking from their own experience of being accompanied through a “dark night of the soul,” discerning their own path and living into that.

2020-07-44. The minutes were read and approved.

Online via Zoom

Wednesday, July 29, 2020, 2:30 p.m.

Clerk, Jeffrey Aaron, New Brunswick
Assistant Clerk, Elaine Learnard, Conscience Bay
Recording clerk, Mary Eagleson, Scarsdale
Reading clerk, Robin Alpern, Amawalk

2020-07-45. Friends gathered into a period of waiting worship. Clerk Jeffrey Aaron introduced those at the virtual clerks’ table. Chloe Thomlinson from the technical support team gave some reminders on how to participate in the Zoom meeting.

2020-07-46. Roseann Press (Housatonic), clerk of Trustees, announced that this business session, in accordance with article

V, Section 1 of the New York Yearly Meeting By-laws, is noted as the Annual Meeting of the Corporation.

2020-07-47. Matthew Scanlon (Scarsdale), convener of the Lindley Murray Trustees, introduced a proposed change in the handbook description of Lindley Murray Fund. This revision to the yearly meeting handbook merely formalizes what have long been the respective roles of the yearly meeting Trustees and Lindley Murray trustees, namely that the yearly meeting Trustees are the trustees of the Lindley Murray Fund. The Lindley Murray Committee is appointed by the yearly meeting, and makes decisions on applications for grants from the fund.

Several Friends made comments or raised questions which indicated a need for a review of the entire entry for Lindley Murray. The change in name was approved today, and a review of the entire handbook page will be undertaken and reported at a later time.

2020-07-48. Kelly Kellum, general secretary of Friends United Meeting (FUM) gave the attached report (page 114). Friends around the world have been impacted by the COVID-19 pandemic, and FUM has discerned that its role is to continue to connect Quaker communities around the world with one another. It also is led to work to support the most vulnerable among us, and has taken several steps in response. It has established funds to aid suffering communities in Kenya and Belize City. To support the spiritual needs of Friends cut off from one another by travel restrictions, it has offered monthly opportunities for Friends around the world to join in prayer and sharing of experiences through electronic communications.

The FUM Triennial planned for 2020 has been cancelled, and there is hope that it will be possible to hold it in the summer of 2021. Some changes in staffing were reported.

Kelly Kellum thanked New York Yearly Meeting Friends for continuing to support FUM through financial contributions and by sending representatives to it.

One Friend observed that through travel with the Friends World Committee on Consultation (FWCC), Friends learn to demystify the perceived differences between ourselves and other members of our extended church; it is impossible to describe

the love between Friends from different parts of the world.

2020-07-49. The clerk introduced Julia Giordano (Bulls Head-Oswego), who read the first draft of this year's NYYM epistle to Friends everywhere. He noted that the first reading of the epistle in Summer Sessions is intended as an opportunity for feedback from those who hear it; Friends who wish to suggest changes are invited to send them to Julia via email.

The second, final reading of the epistle will be heard in tomorrow's business session.

While most of the ministry that followed will simply be forwarded to the Epistle Committee for their use in reworking the epistle, there was one strong request that we not leave these sessions without a concrete plan for specific anti-racism actions we will undertake, for which we have acknowledged the need several times. This message resonated with many Friends.

2020-07-50. Barbra Bleecker (Montclair) presented a proposal (attached, page 115) that the Meetings for Discernment become a standing function within the yearly meeting. Due to technical difficulties, the proposal was read by our reading clerk, Robin Mallison Alpern.

A recommendation for improving the process of the Meeting for Discernment will be forwarded to its steering committee. There being no hesitations expressed, the Meeting for Discernment is now approved as a standing function of the yearly meeting.

2020-07-51. The reading clerk, Robin Mallison Alpern, read more excerpts from the State of the Society Report.

2020-07-52. The minutes were approved.

Online via Zoom

Thursday, July 30, 2020, 7:30 p.m.

*Clerk pro tem, Elaine Learnard, Conscience Bay
Assistant Clerk pro tem, Jeffrey Aaron, New Brunswick
Recording clerk, Laura Higgins, Wilton
Reading clerk, Barbra Bleeker, Montclair*

2020-07-53. Friends gathered into a period of waiting worship.

2020-07-54. Clerk Elaine Learnard reminded Friends how to participate in the Zoom meeting. Elaine said we would take the time to discern as we need to speak.

2020-07-55. Peter Cook, Executive Director of the NY State Council of Churches (NYSCoC), began by recognizing the contributions of John Lewis, urging that all retain concern for his legacy. Peter welcomed Friends partnership and ministry out in the country and out in the world. He recognized NYYM's representatives to NYSCoC. Peter described an extensive number of social justice initiatives being led by NYSCoC.

2020-07-56. Cai Quirk (Ithaca), Co-Clerk of Witness Coordinating Committee (WCC), introduced Glenn Josey to bring a minute advocating a change to the 13th Amendment of the US Constitution to the Yearly Meeting body at Summer Sessions floor. WCC endorsed the minute approved by Fifteenth Street, Brooklyn, and Morningside Monthly Meetings, and New York Quarterly Meeting of the Religious Society of Friends.

2020-07-57. Glenn Josey (Fifteenth Street) presented the minute through a PowerPoint presentation.

The Thirteenth amendment to the Constitution, ratified in 1865, abolished slavery "except as a punishment for crime whereof the party shall have been duly convicted." This clause has allowed slavery to continue in the United States. The minute asks for a new amendment to the United States Constitution that replaces the current 13th amendment. The Minute is seeking to remove the exception clause that allows the continuation of slavery to continue in the United States through the disproportionate imprisonment of people of color and involuntary servitude of incarcerated persons.

Minute 2020.6.3, Fifteenth Street Monthly Meeting

Friends considered a statement regarding the 13th Amendment to the Constitution:

Section 1 of the 13th amendment of the US constitution states:

Neither slavery nor involuntary servitude, except as a punishment for crime whereof the party shall have been duly convicted, shall exist within the United States, or any place subject to their jurisdiction.

We propose a new amendment to the constitution that amends section 1 to state the following:

Neither slavery nor involuntary servitude shall exist within the United States, or any place subject to their jurisdiction.

Friends support the spirit and intention of this proposal and approve the suggested amendment.

Glenn introduced a Congressional Delegation Letter. New York Yearly Meeting was asked to endorse this minute and authorize the Clerk and the General Secretary to sign the attached letter to send to the congressional delegations of New York, New Jersey, and Connecticut introducing bills seeking two thirds approval from the House of Representatives and the Senate to begin the process of abolishing slavery in the United States. We also ask the Clerk to send this letter to other yearly and national meetings and other organizations as necessary to complete this work. We ask each local meeting to consider endorsing this minute and sending letters to their own representatives.

Documents read and referenced:

13th Amendment Cover Letter (see page 118)

13th Amendment Congressional Delegation Letter (see page 120)

Friends approved endorsing the minute and sending the letters as described. Friends were urged to get under the weight of supporting the work necessary to bring the proposed constitutional amendment to completion.

2020-07-58. Clerk presented Nominations (see Friends Under Appointment section) in two parts.

The first part is the nominations that have been posted in advance. These nominations would have been on the Seasoned Business Items (SBI) list. Nominations are the only item on the

SBI list for Summer Sessions. Because they have been posted in advance and Friends have had the opportunity to consider them and ask in advance for any changes to the list, there is no discussion of these nominations.

There were four people listed on what was posted who were already approved through the SBI process that took place after Spring Sessions was canceled.

These people are already serving in their rolls and should not have appeared on this list:

- Laura Higgins, Recording Clerk;
- Dawn Pozzi, Sessions;
- Mary Harpster and Peter Phillips, Trustees;

Additionally,

- Carol Holmes Alpern's name is removed from FUM Board nomination because our YM membership numbers now allow only two representatives and the two already serving are continuing, and Carol understands;
- Emilie Gay's name is removed from reappointment to Oakwood Board at her request;
- Robin Mullaney is removed from the list because she is on the separate approval list as an attender.

Friends approved these nominations.

2020-07-59. The reading clerk read the names of additional nominations, which must be considered individually.

Requiring separate approval are:

Elsie K. Powell House Inc.

Matthew Lindop Saratoga (attender) class of 2021

Communications Committee

Jennifer Swann ('17) South Berkshire, NEYMclass of 2021

Sessions Committee

Robin Mullaney Old Chatham (attender class of 2021

Ann Nunes ('18) Wilton (attender) class of 2021

*Deborah B. Wood ('17) Purchase class of 2023

*Accidentally omitted from regular list

Supervisory Committee for General Secretary

Ileana Clarke ('17) Cornwall (attender) class of 2021

Anne-Marie Scheidt, Conscience Bay, was released from service on the Indian Affairs Committee.

These nominations and release request were approved.

2020-07-60. Julia Giordano (Bulls Head-Oswego) presented the final reading of the Epistle (see page 125).

Ministry followed. Necessary clarifications and corrections were brought to the Epistle Committee.

Friends approved the Epistle with minor revisions that will be accomplished by the Epistle Committee, Clerk, Assistant Clerk, and General Secretary.

Online via Zoom

July 31, 2020 at 7:00 p.m.

*Clerk, Jeffrey Aaron
Assistant Clerk, Elaine Learnard
Recording Clerk, Lu Harper*

2020-07-61. Friends gathered into a period of waiting worship. Jeffrey Aaron (New Brunswick) reviewed Zoom participation practices.

2020-07-62. Marissa Badgley shared a video celebrating Friends' milestones of the last year. Friends re-centered into worship, and shared ministry. Friends expressed gratitude; spoke to the love they have for the yearly meeting; and testified to the living Spirit that has infused our Sessions.

2020-07-63. Clerk Jeffrey Aaron (New Brunswick) made closing remarks (attached, page 121). He noted that the documentary we watched has helped us look back at our history, and that we are moving forward to address current concerns. In our Meetings for Business, Friends addressed the remnants of legal slavery still embedded in the US Constitution, raised concerns about unsafe prison conditions in this time of pandemic, passed a budget and made important structural revisions. We remembered dear Friends who recently passed; we wept and laughed

and celebrated together in a meeting for grieving and healing and in our worship sharing groups; and we were blessed by the participation of many first time participants.

Jeffrey invited us, quoting Eleanor Roosevelt, to believe in the beauty of our dreams, and to take heart from George Fox's vision of an infinite ocean of light rolling over the ocean of darkness. Jeffrey spoke of Friends' history of leadership in movements for equality, peace and justice, and encouraged us to get into "good trouble," taking inspiration from John Lewis, Bayard Rustin and Martin Luther King, Jr., and to continue to do our part to help build the Beloved Community.

Jeffrey announced that we will gather again as we are able, in-person, virtually or a hybrid of both, at Fall Sessions on the first weekend in November.

2020-07-64. We welcomed Elaine Learnard (Conscience Bay) as our new clerk. Elaine noted that although we were not gathered in one place geographically this year, we were certainly gathered and the Spirit moved powerfully among us. She expressed her hope that the things we have learned that allowed us to be more accessible, more inclusive, and more focused, will not be lost as we go forward. Elaine asked Friends for their prayers, love & support in this new role. She understands support as talking to her "when something is not right or clear or when a need is unmet or an injury unacknowledged, not just when things are smooth."

2020-07-65. Melanie-Claire Mallison (Ithaca) presented the final Sessions Committee Report. Cafe Night has raised over \$2800 so far. There were 401 Summer Sessions registrants: 18 youth, 61 young adult friends, 44 returning after a time away, and 117 first time attenders. A Summer Sessions evaluation will be sent out in mid-August. Melanie-Claire introduced the incoming clerk of Sessions Committee, Dawn Pozzi (Rochester).

2020-07-66. Dawn Pozzi (Rochester) presented a report from Junior Yearly Meeting (attached, page 123). While registration of youth was low and attendance was sporadic, there were still deep conversations. Facilitators heard what it was like to shelter at home, go to school online, and not be with friends. We heard what the young folks thought about the pandemic,

about the divisions in our nation and about the protests in the streets. Dawn expressed optimism for having JYM at Summer Sessions in 2021. She stated that she was glad we offered JYM sessions this year. It is important for the yearly meeting to tell our youngest Friends that we care about them and that we are here for them.

JYM coordinators will be appointed by the Sessions Committee later in the year.

Melanie-Claire shared a list of the Friends who created and made Summer Sessions happen, who helped behind the scenes before and during Summer Sessions, all facilitators and participants, and shared statistics for attendance at events.

2020-07-67. Powell House co-director Regina Baird Haag reminded us that Powell House is still here and eagerly awaiting Friends' return. Due to the pandemic, Powell House has lost \$250,000 in income from programs and rentals. Powell House expects to remain closed until at least November 2020. She introduced our new Powell House Youth Directors, Martin and Sarah Glazer, who bring wonderful energy and gifts to Powell House. Sarah and Martin, members of Rochester Meeting, shared their enthusiasm for the youth program, and announced some upcoming and ongoing events, including Zoom check-ins, guided meditations and virtual conferences.

2020-07-68. The minutes were read and approved.

Before closing, Friends moved into small breakout groups where we reflected on Summer Sessions and envisioned our future; we re-gathered together to share goodbye wishes.

Attachments

Why We Meet—An Opening Message From the Clerk

See minute 2020-07-02

So, why do we still meet? Let me quote Quaker author Parker Palmer, speaking at Friends General Conference in 2015. Palmer said, *I want to testify to all that Quakerism...has to offer to a world in deep need. Over the past...weeks, as I've told my Jewish, Catholic, Protestant and Muslim friends that I would be speaking at this Gathering, every one of them has said something like, "Please tell the Quakers how much we need them these days."...The underlying key to our renewal, I believe, is not in...repackaging...ourselves. It's naming and claiming and sharing with others the spiritual treasures we've always possessed...too often hidden from others by our reluctance...to talk about them. We must not let our declining numbers diminish our sense of the spiritual gifts we have to share with a world in great need.*

Through our history, Friends have worked tirelessly to relieve human suffering....If we have been ahead of the times concerning the plague of racism, we could still have done far better, and can do better, and we own that. I share with you query #1 of 6 from the epistle of Friends of Color and their Families at Friends General Conference of this month. *What is the Spirit leading me to do about the historic and ongoing racial pandemic across my meeting, my community, my work environment and my country?* Friends, this is why we meet.

During these sessions, we will meet to confront existing legal slavery in our vast, hidden prison system, disproportionately populated with people of color. Today we are witness to historic developing awareness of many critical concerns. Much of the world has begun to understand that black lives matter, that vast social and financial inequality is unjust and therefore socially unstable, that the health of our environment is a critical concern, that a person's culture or sexual identity is no reason for separation or fear and hatred. We are all different and in that we are all the same, traveling together on the same planet...

The perpetual job of godly people is to make the needed repairs as we are able. This—and joyful laughter together as Friends—is why we meet.

At Fall Sessions 2019, I quoted from the Talmud. It is all the more pertinent today: *Do not be daunted by the enormity of the world's grief....You are not obligated to complete our work, but neither are you free to abandon it.* And so we gather for the 325th time. And still, we rise.

We are fortunate to have the technology to gather today, even though we are not able to reach out to hug each other. But for the first time, through technology, our gathering is available to our entire yearly meeting, in homes everywhere. This year, as we celebrate being together, we balance our joy with compassion for those Friends who cannot be with us because of the losses they are suffering from the pandemic—illness, illness of loved ones, bereavement, economic devastation, mental and emotional distress from loss of contact with family and friends, losses of so many kinds. We will work to find ways to provide relief as we are able.

So, as we gather this week, we will take care to maintain a balance of laughter and joy in our togetherness while we make room for grief and compassion for those who are struggling. Let us hold that critical balance as we rededicate ourselves to our beloved community.

Acknowledgement of the Original Inhabitants

See minute 2020-07-05

We humbly acknowledge that we, in New York Yearly Meeting, live on stolen land; whether it was the land of the Matinecock and Shinnecock on the eastern shores, the Lenni Lenape in the south, The Haudenosaunee to the west, the Abenaki to the north or many others who took care and shelter in the thousands of miles of these broad, fertile lands, forests, and waters.

These peoples, with their tradition of hospitality, welcomed us as guests to these, their lands. Many of us did not know how to share and our greed caused us to take and take and take until there was almost nothing left for our hosts.

In spite of this, their strength and resiliency have enabled

them to regain their presence and to be an example of the need for connection. Their ongoing care and stewardship of this land and their communities is a timeless spiritual practice and model for sustainable living.

May we have learned in the several hundred years of living on this continent, the abundance that is still here, the meaning of enough, the hospitality that is still offered by our hosts, and respond in gratitude for their enduring love and the care of this land. May we join them in loving care for Earth and each other that will take us into the future.

Peter Murchison Travel Minute

See minute 2020-07-13

Wilton Quaker Meeting of the Religious Society of Friends
317 New Canaan Road, Wilton, CT 06897
Fgcquaker.org/could/wilton-quaker-meeting

December 8, 2019

Dear Friends,

We send you our loving greetings with Peter Murchison as he travels in ministry to eliminate gun violence.

Peter, a member of this Meeting for over 40 years, has opened to us his leading to travel among Meetings in the United States and other faith communities with a ministry of gun violence prevention. He will ask others to use their faith and understanding of the Spirit to decide on actions they can take to move our country towards the elimination of gun violence. He will travel in this ministry between the current date and March of 2021.

This Meeting unites with Peter Murchison's leading. We trust that you will benefit as we have from sharing his experiences and insights. Peter's extended family was devastated by the Sandy Hook shootings, which took the life of a loved one. Over the last several years, Peter has increased his activism with a series of activities. He ran a Remembrance Event at our meeting house in 2018 for those lost to gun violence in all parts of our society, met with Senators and Congressmen, testified in our state capitol on pending legislation, and partnered with FCNL on this issue, including helping to train their current Advocacy Corps:

20 young adults who will do community organizing in their home states on this issue. Most recently he helped run a gun buyback with the city of Norwalk, CT where the guns collected will be turned into gardening tools and donated to community gardening programs. Several Meetings have asked Peter to visit with them and discuss the many facets of this important issue.

Peter's efforts in this work have provided an abundance of spiritual energy to our community: We commend him to your care and hospitality.

Approved and minuted at Wilton Quaker Meeting for worship with a concern for business held Twelfth Month, 8, 2019.

Martha Gurvich, Clerk, Wilton Quaker Meeting

Mary Eagleson, Clerk, Purchase Quarterly Meeting

Jeffrey Aaron, Clerk, New York Yearly Meeting

Christopher Sammond Travel Minute

See minute 2020-07-13

Poplar Ridge Friends Meeting

1868 Poplar Ridge Road, Poplar Ridge, NY, 13139

September 15, 2019

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

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

Christopher rejoices in the gathering of diversified Friends in the unity of worship and in the spiritual nurture of individuals and groups. Again, in his own words, "Inviting Friends

into deeper contact with the Inward Teacher...and creating a container for a group to open powerfully to the presence of the Holy Spirit has been my greatest joy.”

Christopher traveled to Meetings within NYYM and beyond, including FGC (Friends General Conference), Roanoke Monthly Meeting, Patapsco Friends Meeting, Pendle Hill and Homewood Monthly Meeting. He leads workshops entitled “Opening to the Heart of Worship.” These workshops were very positively received with praises toward his spirit filled leadership. He is truly a blessing to those lives he touches. We (Poplar Ridge Friends Meeting) continue to support Christopher as he travels leading future workshops on this and similar topics.

A care and accountability committee, under Poplar Ridge Monthly Meeting’s Ministry and Counsel, is charged with the support of Christopher’s ministry. The committee meets at regular intervals with Christopher to listen, test and discern where his ministry lies and how it is proceeding.

We expect to revisit this travel minute within one year.

Hannah C. Richter, Clerk of Poplar Ridge Friends Meeting, 2/8/20; Kathy Slattery, Co-clerk of Farmington Scipio Regional Meeting, 2/11/20

Email from Friends Fiduciary

See minute 2020-07-16

July 21, 2020

RE: Friends Fiduciary Goes Fossil Fuel Free In All Funds

Friends,

The Board of Directors of Friends Fiduciary Corporation, at the recommendation of its Investment Committee, has made the decision to exclude fossil fuel companies from all Friends Fiduciary portfolios, including our flagship Growth & Income Fund. This decision was made after careful consideration and is consistent with both the Board’s fiduciary responsibility to our many constituent investors, as well as the Quaker values that Friends Fiduciary reflects in its investment process.

In its deliberations, the Board carefully considered the

investment risk of companies that hold fossil fuel reserves as well as companies involved in the extraction and refining of fossil fuels; all such companies are excluded under the new policy. In addition, companies that derive a majority of revenue from the transportation and storage of those products will also be excluded. The new policy includes refined screens for utility companies and their fuel stock mix for power generation, favoring those moving towards renewable energy. This reflects our investment philosophy that companies with climate risk exposure could represent an additional risk to shareholder value and are less likely to be sustainable in the long-term.

The Board of Directors approved the following addition to our Investment Guidelines:

- Friends Fiduciary excludes companies that explore, extract, produce or refine coal, oil or gas or have carbon reserves. Further, we exclude companies that derive a majority of their revenue from the transportation and storage of these materials, for example, pipeline transport companies.
- We seek to invest in electric utility companies that are transitioning to a lower carbon, sustainable business model. We evaluate companies on their current and future fuel mix and their plans to increase renewable energy capacity.

In reaching this decision the Investment Committee and Board considered the long-term sustainability, valuation and risk factors for these companies, their weighting in the current portfolios, and care for Creation. While the Board was considering this exclusion, FFC's various managers were instructed not to increase fossil fuel holdings and staff will now work with them to effect an orderly sale of any holdings not in compliance with the current policy by September 30, 2020.

You may recall that the Quaker Green Fund was launched in January 2014 to provide an investment option for those constituents who did not want to invest in fossil fuel companies. This change naturally raises the question of the Quaker Green Fund and whether we should continue to offer it with its existing investment strategy.

The Board of Directors has asked staff to review the current

Quaker Green Fund and develop a new potential investment offering; an all-world, all cap equity fund with a rigorous focus on companies leading the transition to a low-carbon economy. This will include investments in clean tech, renewable energy and energy conservation, water, environmental finance, and low carbon commerce. It will be the only fund of its kind that combines a concentrated, environmentally focused investment strategy with the Quaker values of simplicity, peace, integrity, community, and equality. As an all equity fund it will be an ideal supplement for constituents who want an environmentally focused investment option in addition to their balanced portfolio.

Staff is beginning conversations with some current investors in the Quaker Green Fund to “test market” this concept for a more concentrated, environmentally focused stock fund. We will share more information as the potential new fund offering progresses.

If you have any questions about this new policy and our investment options please don't hesitate to contact me at jperkins@friendsfiduciary.org or 215-241-7272.

Sincerely,
Jeffery W. Perkins, Executive Director

Financial Services Committee Report to Summer Sessions 2020

See minute 2020-07-17

Background

At Summer Sessions 2018, the YM expressed its support for creating new staff support to work with children, youth, and young adults. The original proposal for this staff support followed the ARCH model and included creating a new full-time staff position as well as five part-time positions. Crafting a budget that includes this staff support has proven to be a longer process than originally anticipated because the YM's limited financial resources have required making choices among the many good things the YM wants to

support. Therefore, Financial Services Committee (FSC) has had to take gradual steps towards the goal. At Summer Sessions 2019, the Young Adult Field Secretary Task Group was formed to assist with the process. This task group developed a list of recommended sources of income for the new position, some of which were incorporated into the budget approved at Fall Sessions 2019.

Because the plan developed by the task group included redirecting funds away from other programming, there was not time before Fall Sessions 2019 to fully season these suggestions and ensure the choices being made truly reflected the priorities of the YM. **Therefore, FSC presented, and the YM approved, a budget that provided funding for seven months of interim staff support for youth and young adults (Y/YA) and twelve months of all other expenses.** This allowed the current interim secretary to continue her work and was a first step towards full funding of the children, youth, and young adult staff support. FSC promised to continue working towards the goal of full support and to bring a revised budget back to Spring Sessions 2020.

Where we are now

2019 ended with a larger than anticipated surplus. This was due to a number of things including expenses that were not paid in 2019, but would be paid in 2020, additional fundraising by ARCH, and an unexpectedly large refund check from one of NYYM's insurance companies. By using some of this surplus, FSC was able to draft a revised 2020 budget that continued the current interim staff support for Y/YA for a full twelve months without having to make any of the task group's other proposed changes. This revised budget was disseminated prior to Spring Sessions 2020. FSC also started work on developing a 2021 budget with full time children/youth/young adult staff support. The 2021 budget anticipated using the remainder of the 2019 surplus funds.

Then, before Spring Sessions could occur, the COVID-19 pandemic and its related shelter-at-home orders and economic impact, hit. A group comprised of the YM clerk, YM assistant clerk, General Services Coordinat-

ing Committee clerk, clerk of Trustees, Trustees financial clerk, Treasurer, Assistant Treasurer, General Secretary, and clerk of Financial Services, met to consider how these unprecedented occurrences would affect the 2020 budget.

Taking as a starting point the 2020 budget approved at Fall Sessions, and making educated guesses about likely decreases in income and expenses, a proposed revised 2020 budget was developed and has been provided along with this report.

The revised budget is an attempt to understand the impact on the YM's income and expenses of our current economic realities.

- The revised budget **does not include any new spending.**
- The revised budget does include a **significant reduction in income** – some of this due to **the cancellation of Spring and Summer Sessions** and some due to **anticipated reductions in donations and covenant donations.**
- Due to the cancelation of Spring and Summer Sessions, the YM's **personnel needs are reduced** as the usual temporary staffing for those events will not be hired. This has allowed **interim staff support for youth and young adults to be expanded from seven months to a full twelve months**, without an increase in budgeted personnel costs.
- The other major decreases in expenses are for **staff travel** and **Development Committee events.**

Summer Sessions 2020

FSC is recommending approval of the proposed revised 2020 budget, with the understanding that flexibility may be needed going forward as financial realities continue to change. FSC believes the current proposed budget provides a realistic guide to the rest of 2020.

Going forward

FSC had previously started developing a 2021 budget that included funds to hire full time children, youth, and young adult staff support (C/Y/YA). It is unknown at this time what the full impact of COVID-19 will be on this budget and so FSC will need to assess a variety of scenarios to ascertain how the YM can best support everyone, including C/Y/YA, given the new realities.

FSC will be having ongoing meetings to continue our work on the 2021 budget and start drafting a 2022 budget. All are welcome to join us.

The Revised 2020 NYYM budget is on page 140.

Interim Action Faith Statement re Reopening Houses of Worship

See minute 2020-07-19

July 9, 2020

A Statement on COVID-19 Prevention in Houses of Worship from Religious Leaders of the State of New York

We are aware that on Friday, June 26, a U.S. District Judge issued a preliminary injunction prohibiting the New York State government from ordering or enforcing any arbitrary limits placed upon religious gatherings held in outdoor or indoor venues.

We are also aware of news reports that are revealing a disturbing and dramatic rise in the number of COVID-19 cases throughout the United States. The increasing number of positive tests and hospitalizations in dozens of states many times can be attributed to ill-advised gatherings of people who are worshipping indoors and often not engaging in proper social distancing, nor employing recommended sanitation measures, or participating in the disciplined use of face masks covering mouth and nose. After much sacrifice New York infections have stabilized.

As leaders of religious communities and organizations throughout the State of New York, we hope to prevent another increase and unite with a common voice to state the following:

- We will always rely on the analysis of facts and the expertise of medical professionals and scientists to helping us determine when and how to reopen or scale back observances in our sanctuaries, temples, mosques and other worship settings;
- We depend upon the centralized and focused leadership of those in our state government to provide uniform messaging, standards and protocols for the safe and timely reopening of our state, including all houses of worship;
- We pledge to continue to follow the guidance from New York state government and health officials and welcome the intentional steps they have provided for conducting religious and funeral services found within the NY Forward Guidelines;
- While we recognize the importance of our First Amendment right to freedom of religion, we as faith leaders also understand the importance of keeping our worshiping members and those we serve safe. A pandemic is no respecter of persons and thus, this is the time to prioritize the health and safety of all New Yorkers, especially those in high risk categories amongst those who need or want the religious or social services we provide;
- Likewise, we urge our brother and sister religious leaders to comply with the consistent and data driven advice of the overwhelming majority of virus scientists and public health officials and follow New York State's public health emergency experts in curtailing the ill effects of the pandemic.

As religious leaders we celebrate the opportunity to be participants with other leaders in the State of New York as we lessen the spread of the COVID-19 virus. Because of the uncertain nature of the virus and pandemic as well as the reality that we often minister to highly vulnerable and disproportionately affected constituency, as well as in settings that often include activities in the highest transmission risk categories, such as singing, we do not wish to see our houses of worship and other worship spaces placed into any exempt category or treated in any way

different than other businesses or gatherings that assemble people in venues where their health may be adversely affected.

We invite and urge all New York religious leaders, lay and ordained, from all faith communities in their abundant diversity, to join us in creating a consistent witness of the value we place on a human life that is equal to the value we place on the care of a human body and soul.

We stand with Governor Cuomo in stating that, as religious leaders, we too are New York Tough, Smart, Disciplined, and most of all, loving.

Love thy Neighbor—wear a mask, social distance and practice good hygiene.

Signed:

Bishop. Thomas J. Bickerton
Resident Bishop, The New York Annual Conference of The
United Methodist Church

The Reverend Dr. Chloe Breyer
Executive Director, Interfaith Center of New York

The Reverend Peter Cook
Executive Director, New York State Council of Churches

The Reverend Que English
Senior Pastor, Bronx Christian Fellowship

Peter B. Gudaitis, M.Div.
Executive Director & CEO, New York Disaster Interfaith
Services

Bishop John Macholz
Upstate New York Conference, Evangelical Lutheran Church of
America

Rabbi Joe Potasnik
New York Board of Rabbis

Pastor James Richmond, Community Liaison
Seventh Day Adventist Church

Jeffrey Aaron, Presiding Clerk
New York Yearly Meeting of the Religious Society of Friends
(Quakers)

Steve Mohlke, General Secretary
New York Yearly Meeting of the Religious Society of Friends
(Quakers)

LIST IN FORMATION

People of Color and their Families Pre-Gathering Retreat Epistle

See minute 2020-07-20

“We are a harvest of survivors. But then,
that’s what we’ve always been.”
—Octavia E. Butler, *Parable of the Sower*

To Friends Everywhere:

We begin by remembering our ancestors who were strong enough to make a way for us. Friends of Color and their families met for Pre-Gathering Retreat on 26 Day through 28 Day Sixth Month 2020. This is the eighth year Friends of Color have met for our Pre-Gathering Retreat. First-timers felt welcomed and validated. This year, we met virtually with our largest attendance yet. There were 47 attendees, ranging in age from 11 months through 77 years from Canada, Mexico, Switzerland and the United States of America.

The importance of this Gathering for Friends of Color worshipping in community together cannot be overstated. To our Friends in the wider Quaker world, we the Friends of Color, can’t breathe. During this weekend, we enjoyed the rare opportunity of not being othered In Quaker space. We experienced the joy of being seen as we are and the affirmation of a supportive spir-it among ourselves in the “Amen corner”. The term “Amen corner” comes from the Black church and is a communal space that validates, affirms and uplifts the spirit. In isolation, due to COVID-19, we are being kept apart and away from those we love, trust and need. The pre-gathering retreat brought back the source of community and family that has been missing. We were able to exhale, relax, and breathe together. Many of us did not realize how exhausted we were until we were able to relax with one another. The gifts of the spirit were abundant. We shared in

worship, gentle yoga and meditation, meaningful discussions, journaling and self-discovery. We also listened and shared in each other's joys, triumphs, pains and sorrows. We experienced spiritual renewal that was awakened by moving through pain to hope for the future for ourselves and our children. Attention and space was given for people to play games, dance, talk, grieve, play music, watch videos, and write.

We have much gratitude to the Program Coordinator for the Ministry on Racism; the pioneer who laid the groundwork to make the Pre-Gathering Retreat available to us within FGC gathering and who faithfully makes it happen each year. We are grateful for being able to acknowledge all that makes us human, for finding home and connection. Our inner Light is magnified and our capacity to breathe deeply is nurtured when that of God is acknowledged in each of us. It is our hope that other Friends of Color will know that such a space exists and know that they are desired, needed and will be warmly embraced.

The Pre-Gathering Friends of Color Retreat provides a reprieve. Friends of Color need respite from the systemic racism too often found in our American Quaker community that often goes unseen by many white Friends. Friends of Color need respite from the insidious lie of white supremacy manifested in daily oppressive traumatic stressors (microaggressions) which have the effect of blaming the oppressed for our own oppression. Friends of Color need respite and support which our home meetings have not provided. Friends of Color are fatigued from being asked to teach white folks.

We ask all Quakers to heed a Call to Action. Please sit with these queries:

1. What is the Spirit leading me to do about the historic and ongoing racial pandemic across my meeting, my community, my work environment and my country?
2. How can we honor the memory of people who have lost their lives to the struggle for a better world?
3. How can we construct ways for people to engage and remain engaged beyond good intentions in the struggle for true equality in health, education, wealth and against state sanctioned violence?

4. How can we encourage the support of Friends of Color in Quaker worship and meetings around the world?
5. How can Friends de-center themselves in order to listen to and hear Friends of Color?
6. How can I support respite for Friends of Color?

In this time of COVID-19, People of Color discovered that a deadly pandemic is secondary to the long-time pandemic of racism in our lives. People of Color are more likely to die from COVID-19 due to the effects of racism and oppression. Think about how this pandemic has turned your world upside down, economically, emotionally, psychologically. Now imagine there is no one working on a vaccine, and that if you get sick or die, no one notices or cares. For People of Color, the human-made pandemic of racism is deadlier than COVID-19, and we need you to do work so that we can BREATHE.

In Peace, Love and....

—2020 FGC Virtual Pre-Gathering Retreat for Friends of Color and their Families

Prisons Committee Letter to NY Governor Andrew Cuomo (as sent from NYYM)

See minute 2020-07-26

July 27, 2020

“Blessed are the merciful for they will be shown mercy.” Matthew 5:7

To Governor Cuomo,

This time of sickness and sadness is indeed a time we need to show mercy to one another. In that spirit, we urge you to consider showing mercy to those who are incarcerated, especially those who are particularly at risk of COVID-19. As Governor of the State, there are many steps you have the power to take; we urge you to take this moment to give people hope in a time of despair and grieving.

You could encourage the use of compassionate release for

people who are elderly and people who have health issues, thereby saving lives.

You could use the power you have to grant clemency.

We encourage you also to consider clemency for the many incarcerated people who are eligible for parole but are denied parole solely because of the “nature of their crime.” As members of the Religious Society of Friends (Quakers), we have witnessed and experienced the power of the Light to change lives. It is important for you to acknowledge that change.

If people in prison have been granted parole, and they have a place to go in the community, you could encourage their immediate release rather than exposing them to the virus while in transitional correctional facilities.

New York State has a very high re-incarceration rate for minor parole violations. Currently this exposes the formerly incarcerated to a greater possibility of infection from the virus. You have the ability to bring a halt to this.

Testing those over 55 years of age is a very positive step, and making this public is reassuring to those on the outside. Because many are being moved to different facilities, it is important that testing continue, not only for those over 55 years of age but for all who are incarcerated. Younger people also have health conditions that make them vulnerable to COVID-19, and they can transmit the virus to staff and others incarcerated with them. This protects everyone associated with these facilities. We urge you to be more transparent and active in this area.

You could encourage the HALT Solitary Confinement Bill to come to a vote as soon as possible. To experience solitary is to experience torture. In this time of COVID-19, people in solitary are also at greater risk of not receiving the medical care they might need if they are infected.

As members of the Religious Society of Friends (Quakers), we know that there are many non-violent ways to address violence that do not escalate into further violence. Programs such as the Alternatives to Violence Project, already offered in many correctional facilities for those inside, could be used for staff as well. Training Correctional Officers in de-escalation strategies has the potential to improve outcomes for all who live and work

in these facilities.

Jeffrey Aaron, Presiding Clerk
New York Yearly Meeting

Proposed Revision to Sessions Committee's Handbook page

See minute 2020-07-27

SESSIONS COMMITTEE

GENERAL SERVICES

History

NYYM Sessions Committee evolved from the former Administrative Committee. A major change was made to the constitution of the committee when Nurture Coordinating Committee was laid down in 2018. Subsequently, the Junior Yearly Meeting Committee was put under the care of Sessions Committee and is now incorporated into the committee structure.

Purposes & Objectives

Sessions Committee is responsible for organizing the logistics of Spring, Summer, and Fall Sessions of Junior Yearly Meeting (JYM) and New York Yearly Meeting (NYYM). Sessions Committee stewards the right use of the Equalization (EQ) Fund and the process of Pay as Led (PaL), sets sessions registration fees and forms, and manages the committee's finances in accordance with the NYYM Operating Budget.

Functions & Activities

The functions and activities for Sessions Committee are detailed in three separate committee manuals; one for the committee, subcommittees and appointments, one for Spring and Fall Sessions, and one for the JYM Program. All manuals, which include job descriptions of committee members, subcommittees, and various volunteer positions for YM session activities, and timelines and forms for JYM, can be found on the NYYM website, along with the committee's minutes, and the schedule of upcoming NYYM Sessions.

In summary, the committee works, as appropriate, with the NYYM Clerk and Assistant Clerk, the YM staff (Associate Secre-

tary, Communications Director, Digital Communications Director, and General Secretary), YM treasurer, General Services Coordinating Committee, NYYM Trustees, Liaison Committee, and the NYYM regions to handle all operational details of each session including, but not limited to:

- Research, contact, negotiate, and contract services with venues, following current YM guidelines for processing contracts.
- Update sessions forms, including registration, medical forms for youth, evaluations, etc.
- Arrange for the printing and distributing of advance publicity.
- Set all registration fees and assist the YM staff in creating all registration forms.
- Set and distribute session themes and schedules.
- Invite guest speakers and arrange for their needs.
- Invite f/Friends to serve as JYM volunteers and arrange for the needs of Junior Yearly Meeting Program and its participants.
- Assist and report to the NYYM Liaison Committee and General Services Coordinating Committee when requested.
- Respond in a timely manner to concerns and changes in process, focus, and requirements for all NYYM sessions.
- Ensure that all sessions-related expenses are accounted for and paid in a timely manner, keeping within the parameters of the YM-approved Sessions Committee budget.

Organization & Method of Appointment

Sessions Committee includes four routes to membership; [1] at large members, [2] ex officio members, [3] representatives named by the YM Coordinating Committees, and [4] the persons named by the committee to be coordinators and liaisons, who may not be part of any of the other three options.

- [1] **at large**; nine to twelve at-large members appointed for three-year terms, approximately one third named each year, upon the recommendation of the YM Nominating

Committee and the approval of NYYM.

- [2] **ex officio members**; the clerk and assistant clerk of Yearly Meeting, and one or two Yearly Meeting staff, currently the Associate Secretary and General Secretary.
- [3] **representatives**; one representative named by each of the NYYM Coordinating Committees, currently General Services, Ministry, and Witness.
- [4] finally, Sessions Committee names a Spring Fall Sessions Coordinator & Liaison, a Summer Sessions Liaison, and the JYM Coordinators (two) and JYM Registrar (one). These five persons do not need to be part of the other three options above.

All Session Committee members, listed in these four categories, are expected to not only attend meetings of the entire Sessions Committee, but also to serve on one or more subcommittees. Current subcommittees (2020) include Finance, Handbook & Manuals, Internal Nominating, Junior Yearly Meeting, Summer Sessions Arrangements, and Summer Program. For the good functioning of the committee as a whole, Sessions Committee names a clerk, assistant clerk, recording clerk, and a representative to General Services Coordinating Committee. Again, see the committee manuals for the complete descriptions of the subcommittees and individual job descriptions.

Sessions Committee is an open committee and all Friends are welcome and invited to attend as led.

Meeting Times & Places

Sessions Committee typically meets in early fall, mid-winter, early spring, and at all NYYM sessions. Subcommittees meet as necessary. The clerk of Sessions Committee will especially ensure time is allotted for subcommittees at the fall and mid-winter committee meetings.

Finances

The committee is funded from the YM Operating Budget. Expenses covered include, but are not limited to: committee expenses and travel; venue fees; costs for session needs (advance reports, JYM program materials, name tags, Summer Sessions Programs, etc.); room, board and travel for invited speakers to

Summer Sessions; financial support for Junior Yearly Meeting volunteers, the Sessions Committee clerk, the Summer Sessions Liaison and the YM Office Assistant; copying of materials during sessions; a thank you gift to the venue. Expenses for Spring and Fall Sessions include, but are not limited to, deposits for and donations to venues, volunteer support for the Spring Fall Sessions Coordinator & Liaison, and any Spring or Fall Sessions expenses not covered by the monies collected via registrations.

See the Sessions Committee Manual for a comprehensive description of the Sessions Committee budget and expenses.

FCNL's Riley Robinson's Notes for his Report to NYYM

See minute 2020-07-33

About 10 years ago I participated in an interfaith group studying emergency preparedness for religious groups. Each health care expert that we spoke to said that it was not a matter of if there was going to be a pandemic, but when. They told us that preparedness would make congregations more able to help their members and more able to help others as well. I didn't have much luck talking to Quakers about this and other preparedness problems. But this March a faint memory of this came back to me. I went to look in a dusty corner and was glad to find that I owned two boxes of N95 masks that I hadn't thought about in years.

Some situations are so big and complicated that they are hard to see, but that doesn't make them any less real. So all Quaker organizations, all of us, are facing the realities of today, and whatever else is coming. Quakers work well with queries and questions. So I'm going to ask three provocative ones. And I certainly don't know the answers to these:

1. What if, knowing that we are heading to a Niagara Falls of an environmental crisis, New York Yearly Meeting and Friends Committee on National Legislation had both decided a year ago to have annual meetings by Zoom because the environmental cost of meeting in person was too great, and then made a public witness of it?

2. What if, a year ago, knowing that this nation was under severe racial stress, both organizations had dedicated ourselves to bringing a plan to the next annual gathering for being authentically and thoroughly antiracist organizations, ready to work in our respective communities as well?
3. What if both organizations had readied plans to deal with the militarization of government and society, knowing the both President Dwight Eisenhower and Rev. Dr. Martin Luther King Jr. had publicly warned us decades ago that all the public services in the nation would suffer if we did not?

I'm serious about the questions. But in each case, last year I might have said to myself, "No, that's too hard! Or, "No, we'll never agree to that!" But I recall a conversation long ago with a non-Quaker staffer of a Quaker organization, warning, "If you don't make decisions, they will get made for you."

But these are also trick questions. Because in each case, there was a Quaker organization available to help us with the problem. For the first, Quaker Earthcare Witness. For the Second, Friends General Conference. And for the third, Friends Committee on National Legislation.

My larger points? There is no more time to put off facing the big hairy realities. And this is no time for Friends and Quaker organizations to even think of trying to go it alone. Friends, we need each other!

Here is FCNL's vision:

- We seek a world free of war and the threat of war.
- We seek a society with equity and justice for all.
- We seek a community where every person's potential may be fulfilled.
- We seek an earth restored.

This is not just a poetic vision. These are the actual headings for FCNL's much longer Legislative Policy statement, renewed just last year.

Who decides what we work on? Well, actually you have a lot to do with it. In every year in which there is a congressional election. FCNL prepares a set of legislative priorities for the coming new congress. To do this, FCNL starts by asking for

input from Friends Meetings and churches. And this spring, even with all the disturbance going on, Friends sent in more than 200 responses, which is terrific. Thank you! This will be approved at the November annual Meeting by the General Committee, on which 10 NYYM members currently serve.

So how is FCNL doing?

Well, like every year, FCNL sent out an annual report this spring. (Iran and Yemen, Root Causes of Violence, Native American Crime Victims, Gun Violence Research, four young adult programs...). (But so much has happened since then!)

So this is not been the year that anybody planned for but it's the year we all got. Having said that, in recent times, FCNL developed its Human Resources capacity, developed a full-fledged communications department, and strengthened its computer network capacity. When DC shut down in early March, FCNL already had a work-from-home policy which all staff suddenly had to use. The computer system had to rapidly adapt to that as well, which happened. And FCNL has been able to get its message out to the public with pieces in public media, even in some military-related publications, on radio networks, and on TV like BBC and Al Jazeera.

Even more to the point, we'd been planning our annual young adult Spring Lobby Weekend for late March. It moved from a D.C. event to online in three weeks! 500 young adults made approximately 127 congressional visits online to lobby on climate change.

FCNL's nationwide network of Advocacy Teams continues to work on legislation involving war powers. This year so far, there are 123 teams who have made 187 lobby visits and gotten 98 press clips. Nine teams are in the NYYM region. Last November NY Senator Kirsten Gillibrand spoke at the Advocacy Teams Retreat at annual meeting.

Quote from Mass. Rep. McGovern on one of their recent calls: "There is an urgency to the work that you are doing that is greater than any time in my lifetime. So much is riding on the work that you are doing. What I like about FCNL is I always feel you are speaking with moral authority.... And sometimes when it's uncomfortable you're annoyingly right on some of these issues."

I won't be able to talk about the many issues that FCNL works on, or how, but please come to the FCNL interest group for more, on Wednesday evening at 7 p.m.

Financially, FCNL is cutting 13% from its budget for the coming year.

Meanwhile, just on Wednesday, FCNL:

- Issued a piece entitled: The United States Needs to Issue National Use of Force standards - (about policing).
- On our web site home page is the article "One Last Chance: Congress is Preparing the Most Impactful Bill of the Year," telling you how you can help on the COVID bill.
- FCNL Young Fellow Ose Okooboh was named an Emerging Expert of the Forum on the Arms Trade.

We're passionate and we're patient, and we're just going to keep on going.

William Penn House is still a separate 501c3 organization. The board has the same composition as the FCNL Education Fund, but they meet as a separate entity to consider WPH decisions. Meetings/YMs no longer appoint board members. Right now we are moving forward with the extensive repairs the house needs. Originally we had planned to reopen the House in the fall of this year, but COVID19 has delayed that goal. We are looking forward to re-opening when it's feasible and offering hospitality and advocacy training and programming. We're very grateful for the many Friends who have been involved and supportive of William Penn House's work and are excited to see what this next phase of WPH's life will bring.

Draft public announcement:

Friends Committee on National Legislation Education Fund (FCNLEF) assumed responsibility for the governance and management of William Penn House on September 1, 2019. William Penn House will remain a separate 501(c)(3) charitable organization. When the building re-opens in fall 2020, the house will strengthen and expand the Quaker presence on Capitol Hill by providing accommodation in four dormitory rooms and three private bedrooms, as well as daytime rentals of the conference room accommodating 30 people. For more information, email wph@fcnl.org.

Staying in touch:

- FCNL.org – what’s happening on issues, upcoming events, etc.
- Join Friends from across the country every Wednesday at 5:15pm Eastern for silent reflection – <http://fcnl.org/ww-stream>
- Fcnl.org/lobbyfromhome
- Fcnl.org/donate

Video events: www.fcnl.org/action/events

- August 6 at 4:00 p.m.: Thursdays with Friends—75 Years After Hiroshima with Anthony Weir on the 75 anniversary of the US dropping atomic bombs on Hiroshima and Nagasaki.

Join us for our Annual Meeting online, November 14-17.

Riley Robinson

Major Gifts Officer

Friends Committee on National Legislation

Memorial Minute for Richard Hathaway

See minute 2020-07-34

RICHARD D HATHAWAY, beloved member of Poughkeepsie Friends Meeting for many, many years passed away on January 29, 2020. He had a vibrant, life-long devotion to Quakerism and let his life speak from the core of his being. Next to his photograph in the Poughkeepsie meeting house, he said: “I made a career out of words but what speaks to me here is the silence.”

It is impossible to truly summarize Dick’s life by listing his accomplishments, though his life’s work says much about who he was. It was a life well lived, a life that spoke. Most of those who spent time with him, worked with him and worshiped with him knew little or nothing of those things. What we knew was his presence. We knew and treasured his smile, his meticulous attention to detail, his insights and his ability to offer his leadings as a member of our body. We knew a man who turned to Quakerism early in life and then let his life speak in adher-

ence to its principles. He was most of all a dear Friend.

The son of Dale and Edith Hathaway, Dick was born in Chillicothe, OH. After college he married and had two children with his first wife Shirley: Bruce, who predeceased him in April 2019 and a daughter, Linda Ellis whose family includes Dick's three grandchildren and six great-grandchildren. His wife since 1978, Viola Sabia Hale Hathaway who worked for the American Friends Service Committee when they met, remains a cherished member of Poughkeepsie Meeting which they joined together after their marriage.

Dick came to the Religious Society of Friends as a young adult and joined Cambridge Meeting in the early 1950's, after serving with the US Naval Reserve from 1945-46 and graduating from Oberlin College in 1949. He was particularly drawn to how God is expressed in the Quaker testimony of non-violence and the practice of taking peace concerns into actions and service. He worked for three years as the Executive Director of the Fellowship of Reconciliation (1952-55) and continued to support them throughout his life. He was active for many years in the Civil Rights Movement, marching in Selma in 1965 and chairing the legislative committee of the Southern Christian Leadership Conference Poor People's Campaign in 1968.

Many people have been inspired by his work for peace that included risk, a strong personal integrity, a deep caring for all people, and a steady love for Quaker ways. Throughout his life Dick served on many Peace Concerns committees and organized or participated in Peace vigils for peace from the White House to the Poughkeepsie meeting house. He often spoke about the profound self-searching and lasting impact of participating on Easter Sunday 1967, in an act of civil disobedience, leading approximately 300 participants, including many non-Quakers, across the Peace Bridge at Niagara Falls to deliver cash to Canadian Quakers to send aid to North Viet Nam. In the summer of 1971 he was the chief organizer of the 3-month silent peace vigil in front of the White House. Dick was involved in mediation for peace in Ireland and numerous other life commitments to outreach. In a 2004 talk, he said "The Quaker message is that peace begins with an individual, an individual in communion with the Holy Spirit, an individual living peace, and exemplify-

ing it at all costs. In 1651, George Fox, the founder of the Quaker movement, was offered a commission in the Puritan army. He refused it. Then he went home and wrote in his journal, ‘I told them I lived in the virtue of that life and power that took away the occasion of all wars.’ Peace must be inward before it can become outward. Then you have to do something about it.”

In his vocation as a professor of English many of his gifts found expression. He taught at Rensselaer Polytechnic Institute, Millsaps University, and SUNY New Paltz (1962-2011), wrote about early American literature and modern style in the craft of writing, and published numerous articles. Friends remember that he also wrote and published poetry and occasionally shared it in Quaker worship or discussion groups, bringing his and other poems life and depth. He self-published two thoughtful pamphlets on Quakerism as well (*Balancing Act—The Literary Artist as Contemplator and Reflections from Silence*). In meeting for worship his leadings to offer vocal ministry were honed through time to become brief, evocative messages.

Over time he gravitated to committees of New York Yearly Meeting that required a comprehensive and sensitive way with words, or a sure grasp of financial matters. He served in many capacities over the years. [We have not been able to track down a comprehensive list of Dick’s NYYM committee service, 1978-2008, some could be added here, now or later.] His love of books led him to manage the book table for years during NYYM sessions at Silver Bay. He had many friends throughout the Yearly Meeting and was often hailed by them as he walked across the campus wearing his familiar sun hat!

Dick had an amazing talent and attentiveness for details embedded in our immediate world that could bring a richness to the most seemingly mundane things. He was meticulous and brought that talent to being treasurer of both Poughkeepsie Monthly Meeting and Nine Partners Quarterly Meeting and the NYYM Budget Weekend. His broad understanding of financial matters and his ready and extensive understanding of computers, programming and electronic media helped him counsel the Meeting in matters ranging from building a website to investments to contractors’ estimates.

His support of committees was also very practical. Dick

contributed enormous energy to the workings and running of Poughkeepsie Friends Meeting, serving on the Building and Grounds and Planning and Finance committees. Often during the week, driving past the Meeting House, one might see Dick's car parked in the car lot and know that he was inside doing some job for the Meeting. On occasion, he was seen on the roof of the building removing ice or fixing shingles. In these years, the energy, time, and contributions Dick devoted to the Meeting seemed endless. Let us not forget his homemade ice cream at the socials!

Deep engagement in service and the Quaker way of life led him many times to new endeavors, including on Poughkeepsie's Ministry and Counsel. Originally feeling that new attenders should not be intruded on with too many questions, during committee worship he had a profound leading to welcome them. Since that moment, he offered enthusiastic greetings over and over to many newcomers! He was joyful they happened to visit and was boundlessly interested to learn about them. Many remember with gratitude this spiritual hospitality and kindness "welcoming in a stranger" who otherwise felt rather shy and new. This connection left people with a happy impression and often created lasting bonds. He expanded that role to facilitate book and discussion groups that started with a text, but ended up exploring anything that was on the participants' minds, sharing his Quaker perspective on life. Dick became a person to whom others could turn when in need of an answer, some advice about the Meeting, or spiritual conversations which often resonated with others' faith journeys. In the last hours of his life, he spoke the word "infinity," over and over, expressing a final experience of finding the Divine.

Music was also Dick's constant companion and his life work. As a youth he played violin and came to love many types of music, opera high among them. Throughout his life Dick encouraged music in others and after the death of his son, he shared with many Bruce's beautiful and compelling compositions. Dick supported the gifts of other people, especially in the areas of literature, art and music. He attended many concerts and art shows as well as other programs members were involved in. He encouraged the projects and the project-makers and expressed

his gratitude freely.

An especially poignant way that Dick's life touched us was by witnessing the devotion he had for Viola and his family. He often spoke about Viola with abiding love. His eyes would fill with Light with the mention of her name—an unmistakable expression of the love he felt for her. His hardest final good-bye was the parting from his deepest earth-love. This love will always be fresh, and vibrant, and beautiful.

Dick was a regular at business and committee meetings and always had ideas and advice on what would be best for the Meeting. Late in his life he became less physically able, but he was always at Planning and Finance when held at his building, and came to Meeting for Worship even when it was difficult for him. He didn't let his disabilities get him down. We found his messages in the last year thoughtful, intelligent and spirit-filled. He continued to have a smile for everyone and was always encouraging to others. He really appreciated what others did for him. Dick loved his Meeting and the people in it. He is greatly missed.

Approved by Poughkeepsie Monthly Meeting, 6/21/20.

Signed, Jean W. Doneit, clerk

Report from General Secretary

See minute 2020-07-42

General Secretary's Report—Summer 2020

When William Penn became a Quaker, he asked George Fox, "Now that I'm into this movement, how long should I keep wearing my sword?" George Fox replied, "Wear it as long as you can." Which I interpret as: "You are going to come to know things and it just won't make sense to wear the sword anymore."

Last Wednesday's plenary was given by Angela Hopkins, Director of the Friends Center for Racial Justice in Ithaca. At the end of the plenary, someone asked, "How can we support the Friends Center for Racial Justice?" I'd like to take a couple minutes to explore that question. It's a question that gets asked a lot. I used to ask it. But I've come to know things and it just doesn't make sense to me to ask it anymore.

That question contains an assumption: that we, the askers, are the giver and FCRJ is the receiver of support in order to do its good work. Friends, we are the work. The FCRJ's mission is to address racism within the Society of Friends. Racism has infected all of us. It is different for Friends of Color and for white folks. We can all be forgiven for not wanting to deal with it. But it isn't going to go away by itself.

In our opening session, we heard the epistle from the FGC Friends of Color gathering. I want to lift up three quotes from that epistle:

- “We enjoyed the rare opportunity of not being othered in Quaker space.”
- “Friends of Color need respite from the systemic racism too often found in our American Quaker community that often goes unseen by white friends.”
- Friends of Color are fatigued from being asked to teach white folks.

How can FCRJ help within the Society of Friends? Angela Hopkins would welcome a conversation with you. She loves to explore gifts and leadings with people, particularly around becoming a more anti-racist Society of Friends. Her email is angela@fcrj.org. And if you plan to spend some time with Angela, think about what you can commit to to make it worth her while. Note that, like others, due to current events the FCRJ is making the transition to online programming.

I'm going to keep talking about racism. Some of what I'm saying could apply to other forms of oppression, but I'm keeping my attention on racism. The murders of black and brown people by police and recorded on cell phone video have more of us talking about racism. This is good, because we can't address something without talking about it. And as we talk, we build a shared vocabulary. With a shared vocabulary, and each other, we can take this on.

Some thoughts on vocabulary. When you hear the word “racism” do you just think about the interpersonal bigoted statement? Do you think about structures, institutions, and systems? What about the term “a racist”? Personally, I don't use the term “a racist” anymore. It seems to imply that a person is or isn't.

I draw a parallel to the positive experience we have of trying to name elders. When we try to talk about somebody being an elder or not, where do we draw the line? Who is and who isn't? It seems to work better if we talk about serving as an elder as in, "I'm serving as an elder for the Meeting for Discernment." I understand myself as acting racist when I comply with a racist system and acting anti-racist when I resist it. Sometimes I do both in a very short time period.

Why does this matter to our faith? Our faithfulness depends on a diversity of perspectives. We Quakers believe actions speak louder than words. Our actions arise from a decision-making process that depends on a community of participants grounded in the spirit. And the unity of our decision-making is more reliable when the process includes a diversity of perspectives.

It is more difficult to ground ourselves if we are hungry, tired, or trying to smile our way through the latest othering. White Friends, even if there are few or no People of Color in your monthly meeting, are you ready for newcomers? Are you ready to partner with other churches and community organizations?

One of the ways I understand racism is as a series of patterns. For example:

- Whose voices get heard the most? We heard this at the opening business session when a Friend observed that the minutes did not mention the ministry of any of the three Friends of Color who spoke.
- Timing. Saying "there is that of God in everyone" is a wonderful statement that helps define who we are as Friends. It is great on its own. But if someone says "Black Lives Matter" and I follow with "There is that of God in everyone," I've discounted their statement.
- Extra scrutiny. I was in a meeting selecting people for two leadership positions. The first had been chosen and we were considering who might fill the second. The questions being asked about a person were good ones: Does she have leadership experience? Has anyone seen her in action? Does she have experience with the content? The only problem was that these questions hadn't been asked about the person already selected. The first was a White man and

the second was a Black woman.

- Feeling free to ignore the rules. When the community feels free to ignore its own rules, a Person of Color, particularly a new Person of Color, has to wonder if this is a safe space. When rules are applied unevenly, it is People of Color who lose. I have a count of how many people registered for these sessions and a count of how many people accessed the web page with the participant agreements. Fewer than 30% of us took the time to look at the agreement that we agreed to live by.

Luckily, Quakerism has some skills and abilities we all have inherited and honed that help with anti-racism work:

- Listening. We regularly practice listening to the still small voice of Spirit within. Can White folks use that to listen to the voices of Friends of Color? The Black Concerns Committee and the Barrington Dunbar Fund for Black Development discerned three action teams that Friends can join, to listen and learn: Advocating for College Behind Bars, Disrupting the School-to-Prison Pipeline, and Racial Justice and Anti-Racism Resources. Contact office@nyym.org to join.
- Words. We are a people able to wrestle with words until we get them just right. Start by writing down procedures—what we do and why we do it. For our monthly meetings, this could range from what constitutes acceptable budget requests to ministry in meetings for worship. For our yearly meeting, it means things like contracts and personnel policy. Then, share that document with others. Examine it with a diversity and equity lens.
- Diversity of belief. We have non-theist Quakers, Christ-Centered Quakers, Buddhist Quakers, etc., and though there are occasional skirmishes, we generally manage to make the tent big enough to welcome each other's ministry. We can use those same skills to build a multicultural community. Note that the idea "I don't see color" is not the way to build a multicultural community, as it can make people feel invisible.

- Connecting leadings from spirit within us with outward action. We need both the inward and outward in order to make this fundamental change.

Now I'd like to make a transition and talk about staffing. Right now, the yearly meeting has the equivalent of 5.5 full time staff positions: 3 full time staff members, 4 half time, and 7 ARCH Coordinators at 10-12 hours per month. Most of the work in NYYM is done by volunteers. The personnel budget makes up roughly 2/3 of the current NYYM budget. For a couple of years, this body has been talking about increased staff support for children, youth and young adults.

Just to keep our current level of staffing, and making some standard assumptions about rising costs, we need an additional \$5,000 increase each year going forward. A \$5,000 increase each year just to keep doing what we are doing gives me a sinking feeling when I face it. NYYM's primary source of income has always been covenant donations from local meetings. On the whole, those have not changed in more than a decade. Some meetings have increased their donations, and others have decreased. We have managed to keep up with staffing costs largely because the Trustees have stopped using unrestricted investment income for grants and have directed unrestricted investment income to the operating budget.

This fall, NYYM needs to make a decision about what level of staff support we want to commit to children, youth and young adults for 2021 and beyond. It would take an increase of tens of thousands of dollars annually to broaden the young adult support from this past year to include children and youth. The most likely source of increased income is from individual donors who want to see the work of NYYM thrive. If you want to talk with the Development Committee, stop by our Interest Group Wednesday evening.

One more thing. We are making a staff transition. After decades working full time for NYYM, Helen Garay Toppins will be working 3 days per week starting September 1. She is very clear about her motivations. This is not about retirement. She hopes this change will help make it possible to support children, youth and young adults.

Friends United Meeting Report to New York Yearly Meeting of Friends

See minute 2020-07-48

The COVID-19 pandemic is touching the lives of the global FUM family in multiple ways. We did not anticipate a singular global event that would simultaneously impact the entire FUM community in various ways (including schools and meetings closed, travel restrictions, food scarcity, illness, and economic distress).

During these days of concern, FUM's staff is working to provide ongoing support to our members and ministry partners. Most significantly, we continue our commitment to connect the global family of Friends and we are increasing our support to our most vulnerable communities.

In March 2020, FUM established the Solidarity Fund. In Africa, FUM partnered with FWCC-Africa, and Friends Church Kenya to establish the COVID-19 African Collaboration Fund. Friends have contributed nearly \$60,000 to support communities whose lives and livelihoods are impacted by the pandemic and other natural crises. In Belize City, this allowed Friends to establish a feeding program to relieve the hardships of families in the southside community. In Kenya, Friends funded PPE's to the Lugulu Friends Hospital, assisted community outreach initiatives in Turkana and Samburu, provided food relief for isolated families in the Mount Elgon region, and even aided stranded truck drivers.

One of the ways we are keeping Friends connected is by offering spiritual support and prayer. Currently, FUM is hosting international prayer gatherings on Zoom and WhatsApp to learn how the coronavirus is impacting our members in Belize, Cuba, Jamaica, North America, Palestine, Tanzania, Uganda, and Kenya. Ron Bryan, presiding clerk of FUM writes, "It is powerful praying as a global community, to listen to the cares and concerns of Friends from around the world, and pray together with one voice." Prayer centers us and calls us to selfless generosity and service.

2020 Triennial

Because of international travel restrictions, the Executive Board of FUM agreed to cancel the 2020 Triennial sessions in Kenya, with the hope of rescheduling it for June or July 2021.

Personnel Updates

This coming year FUM will manage several staff transitions. We are currently searching for a bookkeeper for the Africa Ministries Office. Additionally, Ben Snyder (Coordinator of North American Ministries) and Julie Rudd (Media Specialists) are leaving FUM's to pursue other callings. After 16 years of faithful service to FUM, Eden Grace (Director of Global Ministries) believes it is time for a change. FUM will take this opportunity to align staff responsibilities to better serve our constituents and purpose.

Thank You

I want to take this opportunity to express my gratitude to the members of New York Yearly Meeting for your ongoing commitment, participation, and generous support for the vital work of FUM.

Grace and Peace,
Kelly Kellum, General Secretary

Recommendation from the Meetings for Discernment Steering Committee

See minute 2020-07-50

The Steering Committee for the Meetings for Discernment recommends to the New York Yearly Meeting that the Meetings for Discernment be made a standing function of our yearly meeting.

The origins and history of the Meetings for Discernment have been detailed in previous reports to the yearly meeting. To aid in considering this recommendation and discerning the way forward, we provide the following information, including (in italics) quotations from the 2014 report, made at the time of the most recent extension of the Meetings for Discernment.

History

In 2007, the yearly meeting body temporarily suspended the Yearly Meeting on Ministry and Counsel and replaced it with Meetings for Discernment, giving Meetings for Discernment three charges: ‘to help strengthen connections between monthly meetings and the yearly meeting, to support individual leadings, and to help discern emerging directions within the yearly meeting.’ In July 2008, and again in July 2011, the provisional status of the Meetings for Discernment was extended.

In 2014, the provisional status was again extended and that approval ends with this year’s Summer Sessions 2020.

The Yearly Meeting on Ministry and Counsel was laid down in 2016.

Meetings for Discernment as a Practice of New York Yearly Meeting

Meetings for Discernment are an experiment in deep listening for the movement of Spirit among us without the constraints of agendas. Open to all Friends, they provide a place outside our committee structure and business agenda for the richness of extended worship in which concerns, questions, leadings, and new gifts find voice, take shape, are seeded, or begin to emerge. They deepen connections among geographically distant Friends. During the many hours of unprogrammed worship, guided by focusing queries, ministry rises up, sharing our experiences of God’s presence and direction in our individual lives and the lives of our monthly meetings, and expressing much about the yearly meeting as a whole—our concerns, leadings, joys, and pain.

Sometimes concerns rising at Meetings for Discernment are forwarded to committees or taken back to our monthly meetings and worship groups. Sometimes individuals find the spiritual support or impetus for following leadings, experiencing transformation, or furthering their spiritual journeys. We find ourselves strengthened; our bonds of love deepen, and we are better prepared to meet challenges together. We are growing in our capacity for corporate discipline and for recognizing and nurturing one another’s gifts, particularly those of eldership and vocal ministry.

From the beginnings of Meetings for Discernment, Friends

were invited to serve as “elders,” a non-hierarchical practice of holding the body in the Light. Through the Meetings for Discernment “elders gatherings,” a diverse group of Friends learned, reflected on, and practiced skills that have served to ground and center the yearly meeting in all its sessions.

In Summer 2019 and Winter 2020, the Meetings for Discernment expanded its scope to provide space to consider specific issues facing our yearly meeting, at the Summer meeting a proposal to provide an additional pathway to membership and at the Winter meeting an opportunity to consider the impact of power and authority in our lives and in our meetings.

Reasons for the recommendation

The practice of extended worshipful discernment is foundational to our life as Friends. On a corporate level, Meetings for Discernment offer the space to ground decisions in deep worship. We believe that this ongoing practice responds to current needs within our yearly meeting, and provides opportunities for spiritual deepening and growth.

Recommendation for Action

The Steering Committee for the Meetings for Discernment is in unity to ask that the Meetings for Discernment be approved as a standing function of our Yearly Meeting, per the following proposed minute:

- A. the Meetings for Discernment shall be a standing function of our yearly meeting;
- B. the Handbook pages for the Meetings for Discernment and for the Meetings for Discernment Steering Committee shall be revised to reflect this status and the Steering Committee’s current practice (except for the method of appointment of members of the Steering Committee);
- C. Appointment of members of the Steering Committee will be the responsibility of the Yearly Meeting Nominating Committee; and
- D. Faith and Practice shall be revised to reflect the purposes and processes of the Meetings for Discernment as a part of our faith and practice.

As approved by the Steering Committee of the Meetings for Discernment, 7/1/ 2020

Beverly Archibald
Barbra Bleecker
Lu Harper
Angela Hopkins
Caroline Lane
Elaine Learnard
Steve Mohlke
Chloe Tomlinson

13th Amendment Cover Letter

See minute 2020-07-57

Witness coordinating committee endorsed a minute approved by Fifteenth Street Monthly Meeting of the Religious Society of Friends. The minute asks for a new amendment to the United States Constitution that amends the 13th amendment. The minute is seeking to remove the exception clause that allows the institution of slavery to continue in the United States through imprisoning people.

Minute 2020.6.3, Fifteenth Street Monthly Meeting

Friends consider a statement regarding the 13th Amendment to the Constitution. Section 1 of the 13th amendment of the US constitution states:

Neither slavery nor involuntary servitude, except as a punishment for crime whereof the party shall have been duly convicted, shall exist within the United States, or any place subject to their jurisdiction.

We propose a new amendment to the constitution that amends section 1 to state the following:

Neither slavery nor involuntary servitude shall exist within the United States, or any place subject to their jurisdiction.

Friends support the spirit and intention of this proposal and approve the suggested amendment.

It is important that we begin this work now as the foundational documents of our country continue to allow for the inhumane

treatment of imprisoned people. As is apparent in the current cases of George Floyd and Breonna Taylor, along with the thousands of other deadly and nondeadly cases across the US, people of color are treated differently than non-people of color. This leads to disproportionate rates of arrest and incarceration of people of color. According to the June 20, 2020 Federal Bureau of Prisons Inmate Statistics on Race, African-Americans make up 38.1% (61,274 people) of all federally incarcerated people, while, according to the Federal Bureau of Prisons Inmate Statistics on Ethnicity, Hispanics make up 31.1% (49,874 people) of all federally incarcerated people. These people are considered slaves.

Efforts to change state Constitutions have started to occur around the country. Prior to 2018, the state of Colorado's Constitution read "there shall never be in this state either slavery or involuntary servitude, except as a punishment for crime, whereof the party shall have been duly convicted." Efforts to change the state Constitution began in 2016 to remove the exception. In the 2018 election, 66% of voters voted to change the state Constitution to state "there shall never be in this state either slavery or involuntary servitude." Vermont and Utah have also introduced measures to ban all slavery in their state Constitutions. New York, New Jersey and Connecticut State's Constitutions do not mention slavery.

There are many steps that must occur to pass an amendment to the US Constitution. Article V of the Constitution states the process as follows:

The Congress, whenever two thirds of both houses shall deem it necessary, shall propose amendments to this Constitution, or, on the application of the legislatures of two thirds of the several states, shall call a convention for proposing amendments, which, in either case, shall be valid to all intents and purposes, as part of this Constitution, when ratified by the legislatures of three fourths of the several states, or by conventions in three fourths thereof, as the one or the other mode of ratification may be proposed by the Congress; provided that no amendment which may be made prior to the year one thousand eight hundred and eight shall in any manner affect the first and fourth clauses in the ninth section of the first article; and that no state, without

its consent, shall be deprived of its equal suffrage in the Senate.

We ask New York Yearly Meeting to endorse this minute and authorize the Clerk and the General Secretary to sign the attached letter to send to the congressional delegations of New York, New Jersey and Connecticut introducing bills seeking two thirds approval from the House of Representatives and the Senate to begin the process of abolishing slavery in the United States. We also ask the Clerk to send this letter to other yearly and national meetings and other organizations as necessary to complete this work. We ask each local meeting to consider endorsing this minute and sending letters to their own representatives.

13th Amendment Letter to Congressional Delegation

See minute 2020-07-57

7 July 2020

Dear _____

Since the 18th Century, the Religious Society of Friends, Quakers, have advocated for the abolishment of slavery in the United States. The Thirteenth amendment to the Constitution, ratified in 1865, abolished slavery “except as a punishment for crime whereof the party shall have been duly convicted.” This clause has allowed slavery to continue in the United States.

It is important that we complete the work of abolishing slavery now as the foundational documents of our country continue to allow for the inhumane treatment of imprisoned people. As is apparent in the current cases of George Floyd and Breonna Taylor, along with the thousands of other deadly and nondeadly cases across the US, people of color are treated differently than non-people of color. This leads to disproportionate rates of arrest and incarceration of people of color. According to the June 20, 2020 Federal Bureau of Prisons Inmate Statistics on Race, African-Americans make up 38.1% (61,274 people) of all federally incarcerated people, while, according to the Federal Bureau of Prisons Inmate Statistics on Ethnicity, Hispanics

make up 31.1% (49,874 people) of all federally incarcerated people. These people are considered slaves.

We ask you to sponsor a new amendment to the constitution that removes the exception clause in section 1 of the 13th amendment. The new amendment would state the following:

Neither slavery nor involuntary servitude shall exist within the United States, or any place subject to their jurisdiction.

Sincerely,

Clerk's Closing Comments

See minute 2020-07-63

Friends, we have looked back at our history, with the help of a wonderful, informative and unvarnished documentary. We have also dealt with many current concerns and done good work these two weeks despite adverse conditions. We have addressed remnants of legal slavery still in the US Constitution, a concern about unsafe prison conditions in a time of pandemic, passed a budget and made important structural revisions. We have heard inspired and inspiring reports from committees, staff members and affiliated Quaker organizations, and an inspiring epistle from Friends of color. We have memorialized dear Friends who recently passed; we wept and laughed and celebrated together in a meeting for healing and grieving and in our worship sharing groups. And we did much more, with the welcome participation of large numbers of first time participants.

A great American hero once said, "The future belongs to those who believe in the beauty of their dreams." That hero, Eleanor Roosevelt, contributed significantly to world peace and to gender and racial equity during and after World War II, another harsh era in our history. During a much earlier era of struggle in a harsh and punitive world, George Fox was nevertheless able to see an infinite ocean of light rolling over the ocean of darkness.

As we struggle to see our way through so many troubles in the world, we need to remember these great leaders and take inspiration from them and from many others, including in our midst. When we are at our best, we find ways to inspire the world with our work. Even in a time of great difficulties, we walk cheerfully

across the earth, answering to that of God in everyone. We teach ourselves and the world that there are no “others” by group to fear and hate; that is a human illusion, a disease of the Spirit. There is much to inspire us in our history and among Friends today. We have raised great leaders, disproportionate to our small numbers, in the abolitionist movement, the women’s suffrage movement, the civil rights movement, the LGBTQ movement, the indigenous rights movement, the prisoner rights movement, the peace movement, the equal rights movement and the earth justice movement. Quaker insights have been critical to the advance of human society for three and a half centuries. We have stumbled along the way, and we may not yet have attained the blessed community that we aspire to, but we move forward and challenge the world. We must hold to the Spirit, even in the face of rising authoritarianism at home and across the world, even while facing the difficult struggles of our own, in particular our Friends of color and our young adults, our future and present.

And yet our numbers dwindle because most people are not the committed idealists that we are. Too many in the world choose the false security of power and rank, financial inequality, white supremacy, and a tenuous sense of control, coupled with fear of its loss as its motivation. How do we change that way of thinking? We gather, we labor together, we commit to the Spirit reflected in our testimonies, we stand tall like John Lewis, who spoke of “getting in good trouble”, and like our own Bayard Rustin, who spoke of “angelic [Quaker] troublemakers”. In John Lewis’s final words published yesterday, entitled “Together, You Can Redeem the Soul of Our Nation”, he referenced Martin Luther King as saying that “we are all complicit when we tolerate injustice....each generation must do its part to help build... the Beloved Community.” We are currently in the midst of great cultural change. We may not have yet fully achieved all that we envision, but the world would be significantly worse off without Quakers, few that we may be in number, and we continue to do our work.

In the book *Beauty* by Sheri Tepper, the main character observes that “God has given us the earth. He is not waiting in the next room, ready to fix it for us if we ruin it. If we do not care

for it, no one will....He cares for us, but he does not control what we do.”

Friends, let us continue to spread light wherever we walk, fixing the world. The values that we espouse are of the Spirit; they make us better and stronger when we work together, lifting each other up. We welcome all who would walk with us along the path toward the blessed community. I have been honored to serve as your clerk, to have worked with the many remarkable people who pulled these sessions together. And I honor all those powerful Friends working out there every day. I regret that I was not able to accept a nomination for another term as servant clerk at this point in my life, but as was evident these weeks, you will be in good hands.

We look forward to gathering once again at Fall Sessions on the first weekend in November, at Rahway and Plainfield Monthly Meeting if we are able, but with continued online access, however we may meet.

Jeffrey Aaron

Report from Junior Yearly Meeting

See minute 2020-07-66

Friends,

Ellie Rosenberg and I, as co-coordinators, were part of the Reimagining Summer Sessions work group. Plans were put in place to have sessions for each of our traditional age groups. Because of low registration, some groups were reconfigured.

Attendance was sporadic. We did not have the groups and the spaces we enjoy at Silver Bay. We could not play games they love, like duck, duck goose, elbow tag, or wizards and giants and elves. We did not have the numbers we would need for wagon wheel or concentric circles. But there were some deep conversations.

Facilitators heard what it was like to shelter at home, go to school on line, and not be with friends. We heard what the young folks thought about the pandemic, about the divisions in our nation and about the protests in the streets. Some shared how they and their families had been part of protests in their

home towns. Some children talked about prayer and drew prayers for Gabi's heart. Three generations in one family heard Jake Swamp's prayers of thanks to Mother Earth. The Senior High collaboratively solved a crossword puzzle.

We certainly are optimistic that we can be together playing in the fields at Silver Bay in 2021. I, for one, am glad we offered JYM sessions this year. It is important for the yearly meeting to tell our youngest Friends that we care about them and that we are here for them.

I guess my time working directly with JYM has come to a close. It feels like it has been off and on forever, when it's really only been 36 years. It has been an honor and a joy and I thank you for trusting me to do well by our young Friends.

Usually at this time, you would hear who next year's coordinators will be. We can't tell you that yet. Those appointments are made by Sessions, typically during our week together, but Sessions has not yet met to take that up. Rest assured that we will have JYM next year, and, as always, I ask that each of you look into your heart for the leading to join this very important work. As we heard this week, our young Friends are not just our future, they are our present.

I have been hearing a song from my youth in my head for the past weeks. I will paraphrase.

*You of tender years,
Can't know the fears
That your elders grew by.
And so please teach us with your youth.
We seek the truth before we can die.*

Thank you. Blessed be.
Dawn Pozzi

Epistle

The 325th New York Yearly Meeting Summer Sessions • July 22–28, 2018

To Friends Everywhere,

We send our love to you from the ancestral lands of the Matinecock and Shinnecock, the Lenni Lenape, the Haudenosaunee, and the Abenaki peoples before the genocide that followed European settlement. New York Yearly Meeting (NYYM) met online for two weeks this July with a full schedule of events: meetings for business, social meals, affinity groups, interest groups, worship sharing groups, young adult Friends groups, activities for children. We began our Summer Sessions with a full day of extended worship we call Meetings for Discernment, which this year was made a permanent function of NYYM. Registration did not require a donation. Four hundred one people registered, of which 117 were first-timers, 18 were youth, and 61 were young adults.

We gathered this year during the pandemics of racism and the coronavirus from our homes, where COVID-19 keeps most of us sheltering in place. Many can't go to school; many have lost jobs. We're listening to the radio, watching the news, seeing protests and demonstrations in our streets against systemic racism. We do our daily chores, and we sit down at our electronic devices to meet together. We have found that God covers our meetings here online too and allows us to enter into a profound space of spiritual nourishment and transformation.

Each of our business meetings was preceded by a full hour of worship, which centered us in the Divine Light and allowed us to attend to our concerns with enough patience and quiet to stay in touch with each other in this new virtual space. We needed that time. Friends found ourselves deeply moved by the Epistle from the Friends General Conference Virtual Pre-Gathering of Friends of Color and Their Families, a community which allows People of Color “the rare opportunity of not being othered in Quaker space.” European American Friends have so much work to do, and this epistle gave Friends some queries to wrestle with: “How can we encourage the support of Friends

of Color in Quaker worship and meetings around the world? How can Friends de-center themselves in order to listen to and hear Friends of Color? How can I support respite for Friends of Color?”

At our plenary Friend Angela Hopkins, founder of the Friends Center for Racial Justice (FCRJ) in Ithaca NY, asked NYYM to consider the query, “How can we contribute to building a faithful, more inclusive community?” She showed us that building an anti-racist structure requires inward work as well as outward. Our General Secretary Steve Mohlke asked us to consider the assumptions behind the question, “How can I help the Friends Center for Racial Justice?” He wanted us to consider how our understanding changes when we ask, “How can the FCRJ help within the Society of Friends?” We can build a multicultural community that does not center whiteness and privilege, but it will take time. Some of the ways our practices “other” people among us were pointed out to us during these sessions, for which we are grateful as we look to ways we desire to change. In the minutes of our business meetings, we were asked to include substantive vocal ministry. This practice evokes a truer sense of our experience and our commitment to continuing revelation.

Marissa Badgley, NYYM’s Young Adult Field Secretary, reported on her work. In 2019, when we began Pay as Led for Summer Sessions and thanks to a year-long Young Adult program by Marissa, there was the largest ever YAF registration for summer sessions—70 young adults. Despite being online in 2020, 61 registered. The interest is there. One new initiative, a Mentoring Program, created intergenerational pairs to nurture each other’s spiritual lives. She told us that 26% of the 83 NYYM young adults who responded to her survey have lost their jobs due to the coronavirus pandemic. We have been trying for three years to allocate enough money for a full-time position for children, youth, and young adults, so far only successfully funding a part-time Young Adult Field Secretary position. Young Adult Friends are not only our future; they are also our present. Can we trust the Light to lead us toward unity?

We began some of the work we have before us. We authorized our clerk to send a letter to Governor Cuomo, asking for early release and clemency for people in New York State who are

incarcerated in crowded conditions in this time of COVID-19, and asking him to support the HALT Solitary Confinement Bill. There will be letters to follow to the Governors of New Jersey and Connecticut. Our Black Concerns Committee has formed three action study groups to address structural racism: Advocating for College behind Bars, Disrupt the School to Prison Pipeline, and Racial Justice and Anti-Racism Resources. Witness Coordinating Committee endorsed and forwarded a proposal that NYYM urge Congress to approve a new amendment to the United States Constitution to read, changing the 13th Amendment to read: “Neither slavery nor involuntary servitude shall exist within the United States, or any place subject to their jurisdiction,” omitting the exception for “punishment for crime,” thereby finally abolishing all slavery in the United States. We committed to this process, and NYYM will send such a letter to our members of Congress. We urge local meetings, individuals, yearly meetings, and community groups everywhere in the United States to do the same.

Friends, there is always more to do. As our Black Concerns Committee reminds us, “Our hearts are heavy but our Spirit is strong.” Our labors continue with trust in the Divine Presence that leads us to let our lives speak.

Treasurer's Report—December 31, 2019

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Financial Summary

Five Year Vision of the Priorities Working Group

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

Operations	Budget	Receipts	% Budget YTD	Goal 100%	Overall % Budget
Income					
Meetings (Covenant Donations)	\$ 427,977	\$ 428,712.21	100%	100%	47%
Grants	80,887	80,887.34	100%	100%	9%
Contributions (Annual Appeal)	75,000	50,378.78	67%	67%	8%
Invested Trust Funds	74,607	74,939.10	100%	100%	8%
Sessions *	219,500	276,001.75	126%	126%	24%
All Other	26,897	50,484.57	188%	188%	3%
Operating Reserve	-				0%
Total Income	\$ 904,868	\$ 961,403.75	106%		
Disbursements					
Personnel	425,148	397,233.70	93%	93%	47%
Office Admin & Support	110,084	88,917.12	81%	81%	12%
Sessions **	218,695	267,287.50	122%	122%	24%
Committees & Working Groups	21,465	8,573.29	40%	40%	2%
Programs & Publications	27,395	17,778.11	65%	65%	3%
Support of FUM/FW/CC/FGC	11,550	7,660.60	66%	66%	1%
Donations to Others	90,900	94,703.40	104%	104%	10%
Total Disbursements	\$ 905,237	\$ 882,153.72	97%		
Surplus/Deficit	\$ (369)	\$ 79,250.03			

* includes Summer Sessions Stays and Contributions income, and Spring/Fall Sessions Reg & Meals

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

Treasurer's Report—December 31, 2019

Fund Balances	Operating Reserve	Sharing Fund	Designated Use Funds
Opening Balance	\$ 265,455.53	\$ 58,045.32	\$ 184,786.36
Plus Income	961,403.75	73,323.66	368,134.77
Minus Disbursements*	882,153.72	84,652.55	354,678.06
To Date Balance	\$ 344,705.56	\$ 46,716.43	\$ 198,243.07

*Designated use fund disbursements include grant income & trustee reserve transferred to the Oper Res (Jan 2019)

Invested Trust Funds	Jun-19	Dec-19	Total
Dividend Disbursements			
NYYM Operations	\$ 33,465.93	\$ 23,468.17	\$ 56,934.10
Witness Funds	23,329.61	23,329.61	46,659.22
Other NYYM Funds	24,711.64	26,422.23	51,133.87
Other Organizations	33,454.92	33,454.92	66,909.84
Total Dividends	\$ 114,962.10	\$ 106,674.93	\$ 221,637.02
Invested Trust Fund Value			
December 2018	June 2019	December 2019	
\$5,567,161.87	\$ 6,251,216.16	\$ 6,668,968.79	

Treasurer's Report—December 31, 2019

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Operations-Disbursements

December 31, 2019	NYYM Operations Financial Report				Goal	100%
DISBURSEMENTS	*2019	YTD 2019	%	2018	Budget	Expenses
Budget	Expenses	Bud	Expenses	Budget	Expenses	Notes
General Services Coordinating Committee						
General Committee Expense	300	48.75	16%	300	508	
NYYM Officers' Expense	1,000	-	0%	1,000	1,123	
Aging Concerns Committee	775	-	0%	4,775	12	
Development Committee	2,900	2,728.97	94%	5,000	1,280	
Total Committee Expense	4,975	2,778	56%	11,075	9,281	
Spark	9,298.50				9,281	
Yearbook/Adv Reports	4,823.18				4,501	
Other/Handbook/Faith&Practice	649.65				6,551	1
Total Publications Expense	17,595	14,771.33	84%	20,000	20,334	
Fall/Spring Sessions Program	8,000	12,710.18	159%	10,000	27,134	3
Summer Sessions Program	6,000	10,153.45	169%	6,000	46,151	6
Summer Sessions Contract- Slays	185,000	227,988.20	123%	2,000	2,543	
Sessions Committee Expense	2,500	2,414.19	97%	2,000	3,955	
Junior YM Planning	2,000	2,335.00	117%	14,245	15,574	5
Junior YM Summer Sessions	14,245	11,686.48	82%	36,200	93,015	
Total Sessions Expense	217,745	267,288	123%	36,200	2,860	4
ARCH Programs	3,550	46.25	1%	-	2,860	
YA Spiritual Nurture Programs	2,000	2,173.53	109%	-	-	
Total Program Expense	5,550	2,220	40%	343,677	310,463	8
Staff Salaries	321,359	316,684.88	99%	40,000	46,744	
Medical and Pension Benefits	49,226	38,468.31	78%	33,534	32,537	
Other Wage Related Expenses	38,563	27,115.79	70%	1,000	14,237	
Staff Development	1,000	569.72	57%	435,711	403,981	
Staff Travel	15,000	14,395.00	96%	16,600	12,491	7
Total Personnel Expense	425,148	397,234	93%	11,100	9,866	
Administrative Expenses	13,500	16,787.01	124%	25,040	23,134	
Liability Insurance	10,720	10,680.67	100%	2,500	1,871	
Rent and Utilities - 15th St Office	22,364	21,162.79	95%	55,240	47,362	
Office Equipment & Support	3,500	3,299.01	94%	36,200	31,200	2
Total Office Expense	50,084	51,929	104%	5,000	6,139	
Bookkeeping	36,200	31,200.00	86%	36,988	37,339	
Temp Staff/Consultants	23,800	5,787.64	24%	41,200	607,814	
Total Services Expense	60,000	36,988	62%	\$ 599,426	\$ 781,097	\$ 773,207
Total General Services	\$ 781,097	\$ 773,207	99%	\$ 599,426	\$ 607,814	

Note 1: Faith & Practice expense (\$649.65) includes committee expenses; offset by contributions for products and services (\$1281)

Note 2: Includes support for YA Spiritual Nature Series, consultant during digital director's leave, and consultant working on the organization and development of standard operating procedures

Note 3: Fall/Spring Sessions Program expense is offset by Spring/Fall Reg & Meal contributions (\$14,983.58)

Note 4: YASNS Program expense offset by contributions for products and services (\$398)

Note 5: YIM Summer Sessions expense is offset by contributions for childcare (\$744.70)

Note 6: Summer Sessions Program expense includes capital purchase (panels)

Note 7: Includes Accipiva+Transfirst administrative expense (\$1329,77+\$5591.66=\$6921.43), offset by contributions (\$3173.91)

Note 8: Expense offset by \$7754 received from Friends Mutual Health Group as 1st half of return of excess premium

* Budget approved Spring Sessions 2019

Treasurer's Report—December 31, 2019

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Operations-Disbursements

December 31, 2019	NYYM Operations Financial Report				Goal	100%		
DISBURSEMENTS	*2019		YTD 2019		%	2018	YE 2018	Notes
	Budget	Expenses	Budget	Expenses	Bud	Budget	Expenses	
Ministry Coordinating Committee								
General Committee Expense	1,000	590.00			59%	1,800	777	
Spiritual Nurture Working Group	1,920	554.33			29%	4,800	1,090	2
Task Group on Racism	950	744.00			78%	1,000		
Outreach Working Group	5,000	-			0%	5,000	5,067	
Powell House Committee	950	1,000.00			105%	1,000		
Youth Committee	950	97.97			10%	1,000	434	
Conflict Transformation	2,850	863.29			30%	3,000	6,079	
Ministry & Pastoral Care Committee	570	-			0%	600		
Total Committees/Working Groups	14,190	3,850	18,200	13,447	27%	18,200	13,447	
Bible Study & Worship Summer Sessions	950	700.00	1,000	1,000	74%	1,000	1,000	
Total Sessions	950	700	1,000	1,000	74%	1,000	1,000	
Pastors' Conference	1,250	787.00	1,250	1,047	63%	1,250	1,047	
Provision for Stevens Fund	3,000	-	3,000	6,000	0%	3,000	6,000	1
Other Programs		-	1,300	492		1,300	492	
Total Program Expense	4,250	787	5,550	7,539	19%	5,550	7,539	
Total Ministry	\$ 19,390	\$ 5,337	\$ 24,750	\$ 21,986	28%	\$ 24,750	\$ 21,986	

Note 1: Contribution to fund for Friends in need through age or disability

Note 2: Includes support for elder for YASNS

* Budget approved Spring Sessions 2019

Treasurer's Report—December 31, 2019

December 31, 2019 **NYYM Operations Financial Report** **Goal** **100%**

DISBURSEMENTS	*2019 Budget	YTD 2019 Expenses	%	2018 Budget	YE 2018 Expenses	Notes
Witness Coordinating Committee						
Total General Committee Expense	1,500	458.00	31%	4,000	786	1
Contributions to Outside Orgs	3,000	3,000.00	100%	3,000	3,000	
Total Witness	\$ 4,500	\$ 3,458	77%	7,000	3,786	

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

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

Affiliated Organizations						
General Expense	-	-				
FGC Central Committee	2,700	1,017.00	38%	800	600	
FUM Board Representatives	5,500	3,932.60	72%	4,000	3,341	
FWCC Section Meetings	1,800	1,161.00	65%	1,800	1,680	
<i>Total NYYM Appointee Expense</i>	<i>10,000</i>	<i>6,111</i>	<i>61%</i>	<i>6,600</i>	<i>5,622</i>	
Provision FUM Triennial Sessions	500	500.00	100%	1,000	1,000	
Provision FWCC Hosting	450	450.00	100%	900	900	
Provision FWCC World Gathering	600	600.00	100%	1,200	1,200	
<i>Total for Gatherings not held annually</i>	<i>1,550</i>	<i>1,550</i>	<i>100%</i>	<i>3,100</i>	<i>3,100</i>	
Total Contributions to Quaker Orgs	87,900	91,703.40	104%	85,400	87,736	1
Total Affiliated Organizations	\$ 99,450	\$ 99,364	100%	\$ 95,100	\$ 96,457	

Note 1: Includes contributions sent to Powell House collected at Summer Sessions (\$3803.40)

Other						
Meeting for Discernment	800	787.98	98%	800		
Special Projects		-	0%			
Total Other Groups	\$ 800	\$ 787.98	98%	\$ 800	0	

TOTAL DISBURSEMENTS	\$ 905,237	\$ 882,154	97%	\$ 727,076	730,043	
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* Budget approved Spring Sessions 2019

Treasurer's Report—December 31, 2019

Contributions to Other Organizations Named in Operating Budget	Amount	Account	Budget
Friends Council on Education	150	American Friends Service Committee	225
Friends General Conference (FGC)	2,500	Bolivian Quaker Education	700
Friends LGBTQ Concerns	150	Campaign Against Torture	225
Friends United Meeting (FUM)	2,500	Friends Committee on National Legislation	700
FUM - 3rd World Attend to Triennial	150	NJ Council of Churches	225
FUM - 3rd World Board Reps	150	NYS Council of Churches	700
Friends World Committee (FWCC)	1,000	William Penn House	225
FWCC Section of the Americas	300	Total Designated by Witness CC	\$3,000
Oakwood Friends School	5,300		
Powell House	75,700		
Total Named in Operating Budget	\$87,900		
Designated by Lindley Murray Fund			
American Friends Service Committee	1,900	Friends General Conference	3,500
Alternatives to Violence Project	1,350	Friends Journal	2,600
American Indian Community House	1,000	Scholarship	1,000
Amerinda	1,394	Long Island Council of Churches	1,600
A Quaker Journey	500	Oakwood Friends School	6,000
Creative Response to Conflict	950	Powell House	2,550
FCNL	1,900	Westbury Friends School	1,500
Total Designated by Lindley Murray	29,394	YSOP	1,650

Treasurer's Report—December 31, 2019

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Operations-Income

INCOME	*2019 Budget	YTD 2019 Income	% Bud	2018 Budget	YE 2018 Income	Goal	100%	Notes
<i>Meetings</i>								
All Friends Regional	38,800	43,074.95	111%	41,620	\$40,020			5
Butternuts Quarterly	4,450	4,050.00	91%	4,700	\$4,400			
Farmington-Scipio Regional	70,551	69,569.00	99%	73,163	\$69,512			
Long Island Quarterly	44,600	44,810.14	100%	45,815	\$47,065			13
New York Quarterly	84,739	84,425.62	100%	79,235	\$80,674			8
Nine Partners Quarterly	40,525	38,850.00	96%	39,200	\$36,300			6
Northeastern Regional	29,495	29,822.50	101%	31,245	\$30,663			
Purchase Quarterly	63,122	62,215.00	99%	57,415	\$59,735			
Shrewsbury & Plainfield HY	51,695	51,895.00	100%	49,310	\$49,970			
Total Meeting Income	427,977	428,712	100%	421,703	\$418,339			
<i>Other Sources</i>								
Summer Sessions - Contributions	21,000	46,361.68	221%	22,000	\$20,133			10, 11, 12
Summer Sessions - Stays	185,000	214,656.49	116%					12
Spring/Fall Sessions Reg & Meals	13,500	14,983.58	111%		\$14,166			
Invested Trust Funds	74,607	74,939.10	100%	56,500	\$55,426			7
Grants	80,887	80,887.34	100%	100,385	\$85,000			
Annual Appeal/General Contributions	75,000	50,378.78	67%	81,063	\$64,517			1
ARCH Contribution		22,685.00	0%		\$19,825			9
NYYM Funds (closed)	1,577	-	0%		\$511			3
Products/Services Contributions	9,000	3,483.00	39%	9,000	\$12,885			3
Other Income	3,000	10,998.13	367%		\$5,047			4
Income from Assets		13,320	100%					2
Operating Reserve			0%	37,000				
Total Other Sources	476,891	532,692	112%	305,948	\$277,509			
TOTAL INCOME	\$ 904,868	\$ 961,404	106%	\$ 727,651	695,848			

For footnotes, see bottom of next page (8 of 12). * Budget approved at Spring Sessions 2019

Treasurer's Report

Operations-Summary

- Note 1: Calculated at year end based on ARCH expenses minus income
- Note 2: Stamford-Greenwich mortgage income for year 1 of 3 years per minute from Fall Sessions 2018
- Note 3: Includes contributions from products & services: Faith & Practice (\$1281); Hats (\$170); ARCH (\$1534); YASNS (\$398); Confl Trans (\$5); Attender's list (\$70); Youth Committee Outreach (\$25).
- Note 4: Includes contributions to be sent to Powell House collected at Summer Sessions (\$3803.40), and contributions to offset Acceptiva expenses (\$3173.91)
- Note 5: Based on information from monthly meetings on covenant donations as of the beginning of December 2018.
- Note 6: Includes covenant donation of \$750 for 2018 received in 2019
- Note 7: Includes \$15,000 to support consultant working on organization and development of standard operating procedures
- Note 8: Includes covenant donation of \$900 for 2018 received in 2019
- Note 9: \$1,577 will be transferred from the Meeting Visitation Fund if needed
- Note 10: In 2018 Summers Sessions contributions was comprised of \$19,646 for registration and \$487 for childcare. Other contributions included \$11,778 to the EQ Fund (n=55); \$14,274 in support was provided (n=43) from the EQ Fund for attendance at Summer Sessions .
- Note 11: As of December 31, 2019 Summer Sessions contributions include \$14,544 for registration and \$744.70 for childcare.
- Note 12: Reflects NYM detail for Summer Sessions contributions and payments for stays.
- Note 13: Part of 2019 covenant donation (\$250) contributed in 2018.

Operations Summary	Dec-19	YE 2018
Income	\$ 961,403.75	\$ 695,848.26
Disbursements	\$ 882,153.72	\$ 730,043.02
Surplus/Deficit	\$ 79,250.03	\$ (34,194.76)

2019 Grants	
2019 Shoemaker Allocation	\$ 16,887
Friends Foundation for the Aging (FFA)	\$ 64,000
	<u>\$ 80,887</u>

2018 Grants	
2018 Shoemaker allocation	16,000
FFA	69,000
	<u>85,000</u>

Treasurer's Report

	Balance Jan 1, 2019	Income	Disbursed	Balance 12/31/19	2019 Trust Income	Steward	Notes
Equalization Fund	\$ 971.77	\$ 2,169.82	\$ 1,860.00	\$ 1,281.59		Sessions C	1
Lindley Murray	\$ 29,394.58	\$ 28,968.04	\$ 29,394.00	\$ 28,968.62	\$ 28,968.04	Lindley Murray	2
Mahlon York (Butternuts)	\$ 5,430.20	\$ 9,158.24	\$ 7,000.00	\$ 7,588.44	\$ 9,158.24	NYYM Trustees	2
Meeting Houses & Properties	\$ 1,080.62	\$ 3,536.79	\$ 2,900.00	\$ 1,717.41	\$ 1,826.20	NYYM Trustees	2
Stevens	\$ 974.88	\$ 5,771.60	\$ 4,000.00	\$ 2,746.48	\$ 5,771.60	Pastoral Care C	2
Young Friends Activity	\$ 3,811.57	\$ -	\$ 1,220.00	\$ 2,591.57		Youth C	7
Aging Concerns (ARCH)	\$ 64,000.00	\$ 91,685.00	\$ 86,685.00	\$ 69,000.00		Aging Concerns C	4
FWCC World Gathering	\$ 4,978.03	\$ 600.00	\$ -	\$ 5,578.03		FWCC C	
FUM Triennial	\$ 1,830.12	\$ 500.00	\$ -	\$ 2,330.12		FUM C	
FWCC Regional Hosting	\$ 2,148.44	\$ 450.00	\$ -	\$ 2,598.44		FWCC C	
Meeting Visitation	\$ 2,576.76	\$ -	\$ -	\$ 2,576.76		M&C CC	
Mosher	\$ 10,622.19	\$ 4,652.94	\$ 10,569.32	\$ 4,705.81	\$ 3,699.20	Mosher C	2
Vital Meetings Reserve	\$ 16,887.34	\$ -	\$ 16,887.34	\$ -			3
Trustee Reserve	\$ 30,079.86	\$ 220,642.34	\$ 194,162.40	\$ 56,559.80		NYYM Trustees	5,6
Sufferings	\$ 10,000.00	\$ -	\$ -	\$ 10,000.00		Sufferings C	
	\$ 184,786.36	\$ 368,134.77	\$ 354,678.06	\$ 198,243.07	\$ 49,423.28		

	Op Reserve	Other Funds	Other Org	Disposition
	-	-	-	
	\$			

Note 1: Income from individual/meeting contributions
 Note 2: Receives income from NYYM Trust funds in June and December; made \$5,000 grant to ARCH for books
 Note 3: \$16,887.34 from Shoemaker grant was moved to operations for 2019 expenses
 Note 4: \$64,000 from Friends Foundation for the Aging grant was moved to operations for 2019 expenses; received \$5,000 Mosher Fund grant for books
 Note 5: Stamford-Greenwich mortgage payments going to operating fund for 3 years, from 2019-2021, per minute from Fall Session 2018
 Note 6: \$15,000 from Trustee Reserve transferred to Trust Fund Income to support consultant working on organization and development of standard operating procedures

Treasurer's Report

Trust Funds and Property

December 31, 2019 NYYM Invested Trust Funds and Property

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

	June 2019	Dec 2019	6/30/2019	YE 2019
Invested Trust Funds	Dividend	Dividend	Value	Value
Operations				
<i>Operations - Unrestricted*</i>	\$29,905.19	\$19,907.43	\$1,185,491	\$1,244,548
<i>Operations - Ministers</i>	\$1,259.62	\$1,259.62	\$75,019	\$78,747
<i>Operations - Aging Concerns</i>	\$2,301.12	\$2,301.12	\$137,048	\$143,859
Total Operations	\$33,465.93	\$23,468.17	\$1,397,558.04	\$1,467,153.46
Funds under the care of Witness Coordinating Committee and Sharing Fund				
<i>Barrington Dunbar</i>	\$544.00	\$544.00	\$32,399	\$34,009
<i>Black Concerns</i>	\$571.20	\$571.20	\$34,019	\$35,710
<i>FUM Missions</i>	\$1,697.28	\$1,697.28	\$101,085	\$106,108
<i>Indian Affairs</i>	\$2,293.43	\$2,293.43	\$136,589	\$143,378
<i>Prisons</i>	\$2,040.00	\$2,040.00	\$121,496	\$127,534
<i>Sharing Fund</i>	\$10,233.70	\$10,233.70	\$609,488	\$639,778
<i>World Ministries</i>	\$5,950.00	\$5,950.00	\$354,363	\$371,975
Total Witness Funds	\$23,329.61	\$23,329.61	\$1,389,439.08	\$1,458,491.22

Treasurer's Report

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Trust Funds and Property

	June 2019 Dividend	Dec 2019 Dividend	6/30/2019 Value	YE 2019 Value
Invested Trust Funds				
Other Designated Use Funds				
<i>Lindley Murray</i>	\$14,484.02	\$14,484.02	\$862,623	\$905,494
<i>Mahlon York</i>	\$4,579.12	\$4,579.12	\$272,718	\$286,272
<i>Meeting Houses and Properties</i>	\$913.10	\$2,623.69	\$54,381	\$164,025
<i>Mosher</i>	\$1,849.60	\$1,849.60	\$110,156	\$115,631
<i>Stevens</i>	\$2,885.80	\$2,885.80	\$171,869	\$180,411
Total Other Designated Use Funds	\$24,711.64	\$26,422.23	\$1,471,748.20	\$1,651,831.74
Designated to Quaker Organizations				
<i>Friends Historical Library**</i>	\$3,107.88	\$3,107.88	\$185,096	\$194,294
<i>Oakwood**</i>	\$28,589.92	\$28,589.92	\$1,702,727	\$1,787,349
<i>Powell House**</i>	\$1,757.12	\$1,757.12	\$104,649	\$109,849
Total Quaker Organizations	\$33,454.92	\$33,454.92	\$1,992,470.84	\$2,091,492.37
Total	\$114,962.10	\$106,674.93	\$6,251,216.16	\$6,668,968.79

* June dividend includes \$10,000 towards NYM administrative costs (bookkeeping, insurance)

** June 2019 contribution to Friends Historical Library was \$3153.58; to Oakwood, \$29,010.36; to Powell House, \$1,782.96. Additional amounts came from Trustee Reserve (total \$491.98).

Property under the care of Trustees	Value/Disposition
Stamford - Greenwich Mortgage	Payments \$1,109.87/month until 6/1/2028; income to Operating Fund 2019-2021
Monkton Meeting House and Cemetery	Deed to Monkton Ridge Church Association, Inc. in process
Yorktown Meeting House and Parsonage	Sale completed September 2019
Morris Cemetery	Cemetery trust fund established; pays for maintenance (\$1378.70 in 2019)

	2020 Budget Approved 11/2019	Proposed Revised 2020 Budget - June 2020	Notes
Income			
<i>Donations</i>			
Covenant Donations from Meetings	430,500	400,000	Estimated decrease based on decrease during 2008 financial crisis
ARCH Designated	10,000	10,000	
Annual Appeal	45,000	40,000	Estimate
<i>Total Donations</i>	\$485,500	\$450,000	
<i>Sessions</i>			
Summer Sessions - Contributions	47,000	10,000	Registration contribution for virtual summer sessions - based on 2019 reg
Summer Sessions - Stays	215,000		Summer Sessions not taking place at Silver Bay
Spring/Fall Sessions Reg & Meals	14,500	7,250	
<i>Total Sessions Income</i>	\$276,500	\$17,250	
<i>Grants</i>			
Friends Foundation for the Aging	64,000	64,000	
Moshier Fund Transfer	5,000	5,000	
<i>Total Grants</i>	\$69,000	\$69,000	
<i>Invested Trust Fund Dividends</i>			
NYYM Trust Fund Dividends	59,900	59,900	Funds designated by the Yearly Meeting for operations
Moshier	4,000	4,000	Designated to support YM publications
<i>Total Trust Fund Dividends</i>	\$63,900	\$63,900	

	2020 Budget Approved 11/2019	Proposed Revised 2020 Budget - June 2020	Notes
Income			
<i>Additional Income</i>			
Stamford-Greenwich Mortgage	13,320	13,320	Mortgage payments until Dec 2021 committed to operations
Products/Services Contribution	10,000	10,000	ARCHI programs; Faith & Practice; Young Adult activities
Miscellaneous Income	10,000	10,000	
Operating Reserve/Surplus	19,000	47,000	From 2019 unexpected surplus, cannot depend on, not sustainable
<i>Total Additional Income</i>	\$52,320	\$80,320	
<i>Closed Funds - Amount represents estimated 2019 YE balance</i>			
Meeting Visitation	2,500	2,500	
Mosher Committee	5,000	5,000	
Young Friends Activity	2,500	2,500	
<i>Total Closed Funds</i>	\$10,000	\$10,000	
<i>Total Income</i>	\$957,220	\$690,470	
Surplus/Deficit	\$ (361)	\$ (90)	
<i>Manhasset MM Contribution</i>	\$20,000	\$20,000	<i>To cover additional outreach activities - to be used as needed</i>

	2020 Budget Approved 11/2019	Proposed Revised 2020 Budget - June 2020	Notes
EXPENSES			
Personnel			
Staff Salaries	327,000	312,000	
Medical and Pension Benefits	41,000	41,000	
Other Wage Related Expenses	34,200	34,200	
Staff Development	1,000	1,000	
Staff Travel	15,000	7,500	
Total Basic Personnel Expense	\$418,200	\$395,700	
Interim YA coordinator	20,000	35,000	Continuation of interim position through end of 2020
Total Youth and Young Adults Personnel	20,000	35,000	
Total Personnel	\$438,200	\$430,700	
Office Admin & Support			
Administrative Expenses	13,500	13,500	
Liability Insurance	11,407	11,407	
Rent and Utilities - 15th St Office	22,364	22,863	per new 3-year lease from NY Quarter
Office Equipment & Support	3,500	3,500	
Publications			
NYYM	17,500	17,500	Spark, Faith&Practice, Handbook, Yearbook
ARCH	5,000	5,000	ARCH publications funded by Mosher transfer. To be spent in 2020
Consultants	15,000	15,000	
Documented Procedures (SOP)			
Outreach Related			\$15,000 grant in 2019 from trustees; < \$10,000 used in 2019; 2020 funded by surplus
Other			
Bookkeeping	31,200	32,000	for ADP time & attendance, initiated 2/2020
Total Office Admin & Support	\$119,471	\$120,770	

EXPENSES	2020 Budget Approved 11/2019	Proposed Revised 2020 Budget - June 2020	Notes
Sessions			
Fall/Spring Sessions Program	5,000	2,500	Free venues in 2020 reduces costs. Spring Sessions cancelled
Summer Sessions Program	8,500	4,250	There may still be costs associated with virtual Summer Sessions
Summer Sessions Contract, Stays	228,000	-	Summer Sessions not taking place at Silver Bay
Sessions Committee Expense	3,500	2,500	Summer Sessions not taking place at Silver Bay
Junior YM Planning	2,400	1,000	In-person volunteer training not expected to take place
Junior YM Summer Sessions	15,000	-	Summer Sessions not taking place at Silver Bay
Book Table (formerly Moshier)	500	500	
Bible Study & Worship Summer Sessions	950	950	
Total Sessions Expense	\$263,850	\$11,700	
Committees and Working Groups			
General Services Coordinating Committee	1,300	1,300	
Aging Concerns Committee	775	775	
Development Committee	10,000	7,500	Reduction in Events. Committee expanded from 3 to 8 including young adults; need for strategic plan & additional expense for outreach
Ministry Coordinating Committee	1,000	1,000	
Spiritual Nurture Working Group	1,920	1,920	
Task Group on Racism	1,000	1,000	
Outreach Working Groups	3,000	3,000	
Powell House Committee	1,000	1,000	
Youth Committee	1,000	1,000	
Conflict Transformation	2,850	2,850	
Faith & Practice	95	95	
Ministry & Pastoral Care Committee	500	500	
Meeting for Discernment	800	800	
Witness Coordinating Committee	1,500	1,500	
Total Committee and Working Groups	\$26,740	\$24,240	

EXPENSES	2020 Budget Approved 11/2019	Proposed Revised 2020 Budget - June 2020	Notes
Affiliated Organizations Appointee Expense			
Attend Board/Section Meetings			
FGC Central Committee	2,700	2,700	
FUM Board Representatives	2,700	2,700	
FWCC Section Meetings	1,800	1,800	<i>To fund expenses of reps to attend annual board or section meetings</i>
Funds to Attend Regional/World Gatherings			
Provision FUM Triennial Sessions	8,170	2,000	Funds set aside annually towards expenses of gatherings not held annually Triennial rescheduled to 2021. \$2,000 already transferred.
Provision FWCC Regional Gathering	450	450	\$2,598 2019 Fund balance with 2020 allocation = \$2,638. For 2020 NE Gathering, 2021 Section of the Americas Gathering
Provision FWCC World Gathering	-	-	\$5,578 2019 Fund balance; Next gathering, 2023 in South Africa; No additional funds in 2020.
Total Appointee Expense	\$15,820	\$9,650	
Contributions to Other Organizations			
<i>Related Organizations</i>			
Oakwood Friends School	5,300	5,300	
Powell House	75,700	75,700	
<i>Affiliated Organizations</i>			
Friends General Conference (FGC)	2,500	2,500	
Friends United Meeting (FUM)	2,500	2,500	
Friends World Committee (FWCC)	1,000	1,000	
FWCC Section of the Americas	300	300	
<i>Membership Organizations</i>			
NJ Council of Churches	250	250	
NYS Council of Churches	500	500	
Total Contributions to Other Orgs	\$88,050	\$88,050	
Other			
ARCH Programs	200	200	
Youth Programs	2,000	2,000	
Young Adult Programs	2,000	2,000	<i>To replace funds from Young Friends Activity Fund</i>
Pastor's Conference & Events	1,250	1,250	
Total Other Expense	\$5,450	\$5,450	
TOTAL EXPENSES	\$957,581	\$690,560	
Reimbursed Outreach Plan	\$20,000	\$20,000	<i>Contribution from Manhasset Monthly Meeting</i>

Treasurer’s Balance Sheet as of May 31, 2020

In mid-March 2020, challenges in NYC due to the COVID-19 outbreak led to a temporary closure of the NYYM office. At this time, the treasurers and the office staff began to carefully monitor NYYM’s cash flow and ability to access cash to help insure business continuity.

At the end of Q1 2020 there was a deficit of approximately \$41,000. Subsequently, NYYM applied for and received an SBA Paycheck Protection loan of \$80,400. Beginning in May 2020, this is displayed on our balance sheet as shown below.

	<u>May 31, 20</u>	
ASSETS		
Current Assets		
Checking/Savings		
Cash	540,601.55	
Total Checking/Savings	<u>540,601.55</u>	
Other Current Assets		
Other Receivables (Web)	(1,068.44)	
Total Other Current Assets	<u>(1,068.44)</u>	
Total Current Assets	<u>539,533.11</u>	
TOTAL ASSETS	<u><u>539,533.11</u></u>	
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
PPP Loan/Grant payable	80,400.00	1
Total Accounts Payable	<u>80,400.00</u>	
Other Current Liabilities		
Total Payroll Liabilities	<u>16,104.00</u>	
Total Other Current Liabilities	<u>16,104.00</u>	
Total Current Liabilities	<u>96,504.00</u>	
Long Term Liabilities		
Witness - Sharing Funds	40,796.80	
Other Funds	97,946.42	
Total Long Term Liabilities	<u>138,743.22</u>	
Total Liabilities	<u>235,247.22</u>	
Equity	<u>304,285.89</u>	2
TOTAL LIABILITIES & EQUITY	<u><u>539,533.11</u></u>	

Note 1: Paycheck Protection Program (PPP) loan amount; following "forgiveness period", now 24 weeks, SBA PPP Forgiveness application will be submitted to the lender. The lender has 60 days to notify NYYM of the "forgiveness" amount. Then the SBA has 90 days to confirm with lender.

Note 2: Reconciliation in progress

Reports of NYYM Committees, Resource People, and Reps to Affiliated Groups

Liaison Committee

The Liaison Committee consists of the yearly meeting clerk, assistant clerk, the clerks/co-clerks of the three coordinating committees, and the general secretary. Other individuals are occasionally invited to participate when appropriate. During Summer Sessions when in person, the committee meets each morning and is generally expanded to include reading and recording clerks, the coordinators of JYM and sometimes the clerk of Sessions Committee. The yearly meeting clerk serves as clerk of the Liaison Committee.

The Liaison Committee also plans Coordinating Committee Weekend, usually held in late January at Powell House. The Committee serves in an advisory capacity to the yearly meeting clerk and usually meets monthly online. The Committee considers rising business within the yearly meeting and recommends items for the agenda of yearly meeting business sessions. The committee also discusses matters of concern to the yearly meeting that encompass the responsibilities of more than one committee or that do not fall clearly within the scope of any coordinating committee. It also reviews items of concern that arise that may affect the yearly meeting as a whole so that it can respond appropriately or refer concerns to other entities.

During this past year, there were an unusual number of recommendations from liaison to gathered Friends for consideration for approval, all of which were approved, as follows.

- Friends agreed to lay down Nurture Coordinating Committee and move its constituent entities to other CCs and some to liaison itself (minute 2019-07-29).
- The concept of the consent agenda, which was never fully self-explanatory, was re-named Seasoned Business Items (“SBI”) list, and its process details were spelled out as they had not previously been (minute 2019-07-41).

- With reference to “first readings” and “second readings”, Friends approved a proposal to allow possible summaries and to refer to first and second “presentations” in the event of extensive and/or complex topics, such as bylaws (minute 2019-07-40).
- Reading clerks, who had been nominated and named as officers of New York Yearly Meeting, are now volunteer positions named by Sessions Committee (minute 2019-07-57).
- The schedule of spring and fall gatherings was modified to enable committees to meet early, then coordinating committees, where committee proposals can be considered, and then business meetings, where reports or possible items for consideration for approval from the coordinating committees can be presented to gathered Friends.

At this writing, in May 2020, Liaison Committee is struggling, along with all other committees, boards, task groups, working groups and individuals, to determine best ways forward to serve our yearly meeting during the lockdown of the COVID-19 pandemic. We hope that our efforts will result in positive changes to our processes that will enable more Friends throughout the yearly meeting to participate in yearly meeting activities, including business meetings and other valued events, both during online Summer Sessions 2020 and thereafter.

Jeffrey Aaron, Clerk of New York Yearly Meeting

Leadings and Priorities Working Group

PART ONE: How did all of this begin?

At Fall Sessions of 2009, the clerk of Financial Services offered a report on behalf of that committee. How could we determine and approve a yearly meeting budget without first answering some fundamental questions? Who are we? How are we led? How do we support and follow the leadings God gives?

The yearly meeting, gathered in worship, asked the Liaison Committee to consider these questions. At Spring Sessions of 2010, that committee suggested that the questions posed were too big to be answered just by Friends in the room. The answers

should be gleaned from monthly meetings and worship groups. Once received, the answers should also guide our staff's work plan and the work of coordinating committees.

And so we set for ourselves the following work: to find out, from Friends in monthly meetings and worship groups, who the yearly meeting is as a whole and how it is led—and then to use this information to guide our budget, our staff's work plan, and the work of coordinating committees.

PART TWO: What happened next?

Even after the need for listening was identified, it took some time for Friends to discern next steps. A year passed before Friends gathered at Spring Sessions 2011 approved forming an “ad hoc Priorities Working Group.”

We minuted asking the following people to be part of the group: “the yearly meeting clerk, assistant clerk and general secretary, the clerk or a named representative of Financial Services Committee, Young Adult Friends, each coordinating committee, and each regional meeting.”

And we charged the group “(a) to gather the sense of the monthly and regional meetings and of individual Friends as to how the Spirit is at work among us and where it is leading us as a society of Friends in the immediate future; (b) to distill those insights and discern from them a proposed Statement of Leadings and Priorities that is both prophetic and workable; (c) to reflect these insights and priorities back to our constituent regions to ensure that the working group has discerned accurately; (d) to report its findings to the yearly meeting body and to lead the process for considering and approving the Statement of Leadings and Priorities; and (e) to design a process to assess the implementation of these priorities.”

We heard progress reports from the Priorities Working Group in fall 2011, spring 2012, summer 2012, fall 2012, spring 2013, summer 2013, fall 2013, and spring 2014. Most of those progress reports are available in old yearbooks, online, or both, and they are public documents that everyone is welcome to read.

Between spring of 2011 and spring of 2014, the members of the Priorities Working Group did a lot of visiting. They visited 53 monthly meetings, 3 worship groups, and 5 prison worship

groups. Usually, the working group made these visits in pairs, with two working group members to each meeting. They asked everyone they visited the same three questions: Usually, the working group made these visits in pairs, with two working group members to each meeting. They asked everyone they visited the same three questions:

First, How is the Spirit alive in your monthly meeting? Second, What work, ministry, witness is your meeting called to? And third, How can the rest of the yearly meeting support you in that life?

The working group members took notes on the visits and sent their notes to meetings afterwards, to make sure they were accurate. Toward the end of the three years, the members of the working group distilled what they had heard to a series of six leadings and priorities. Those were:

We envision a yearly meeting deeply grounded in the practice of our faith.

We hear a clear sense from Friends that the core of all they do centers in their meeting for worship and their life as a community. In support of this, their primary focus, Friends seek help in spiritual deepening, in developing clerking skills, in understanding principles of meetings for business, in understanding the role of vocal ministry and afterthoughts, in practicing pastoral care and conflict transformation, in participation in first day school and adult religious education programs. We, the body of Friends gathered through our New York Yearly Meeting, recognize as a priority for the yearly meeting the development of programs to teach and share our spiritual skills with each other, and to help meetings to revitalize themselves.

We envision a yearly meeting made up of strong, vital monthly meetings.

Meetings and Friends seek information and assistance with the necessities of operating a meeting, such as insurance, cemetery maintenance, fund-raising and advancement. We, the body of Friends gathered through our New York Yearly Meeting, recognize as a priority for the yearly meeting the development of programs to help sustain our monthly meetings financially and to increase membership.

We envision a yearly meeting gathered together into one body.

Friends express a deep yearning for increased contact and connection with each other. Regular interaction among Friends throughout New York Yearly Meeting helps sustain and deepen our Society. We, the body of Friends gathered through our New York Yearly Meeting, recognize as a priority for the yearly meeting the pursuit of greater contact and spiritual relationship among Friends.

We envision a yearly meeting that nurtures our children, youth, and young adults.

We hear Friends' call to focus attention on integrating our children, youth and young adults into the fabric of our community and to provide opportunities for them to experience and reflect on our spiritual practices. We seek to offer abundant opportunities and welcoming spaces for exploring and growing into the Light. We seek to make our monthly meetings a place where they can develop loving relationships with peers and adults, where youth are supported as they transition to adulthood, and where young adults are recognized for their gifts and encouraged in their participation in their monthly meetings and beyond. We, the body of Friends gathered through our New York Yearly Meeting, recognize as a priority for the yearly meeting the nurturing of our children, youth, and young adults.

We envision a yearly meeting that supports and amplifies our witness.

Meetings and Friends look to the yearly meeting to be an active presence in the broader society for Friends' faith, values, ministry and witness. Through the yearly meeting, Friends can magnify our impact on our communities, nation and the world. Our collective voice speaks more loudly than those of individual Friends or monthly meetings. The yearly meeting affords the opportunity for Friends carrying common concerns to act in concert. 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, values, ministry and witness in the world, and to support Friends' active witness.

We envision a yearly meeting that is accountable and transparent.

Meetings and Friends express concern that the yearly meeting organization has not been fully accountable and transparent in its operations. We envision a yearly meeting whose structure and operations are well understood by all Friends, and which is a faithful expression of the leadings of those Friends that make up the yearly meeting. In approving this statement to guide our activities in the immediate future, we also bear a duty to assure that these Leadings and Priorities are faithfully implemented. We, the body of Friends gathered through our New York Yearly Meeting, recognize as a priority for the yearly meeting the responsibility to hold itself accountable to the above priorities, ensuring their faithful fruition.

Many of those who were present remember Summer Sessions 2014, when we approved the Leadings and Priorities, as being difficult. It took several days for us to approve the six statements. Minute 2014-07-31 reads, “Friends approved the Statement of Leadings and Priorities as presented. It was noted that we have experienced conflict transformation—also joy and humility.”

This report won’t include why the approval of these priorities was difficult because we did not put the reasons in our minutes. That means there’s no objective record. Various Friends’ memories of the events are naturally quite different from one another.

We approved the priorities for five years. Therefore, our approval of the statement of leadings and priorities would expire at Summer Sessions 2019.

Whose responsibility would it be to make sure that we used the six priorities? We said the priorities would guide our budgeting, our staff work plans, and the work of coordinating committees. How would we make sure this happened? The final paragraph approved read as follows:

While particular committees may be well-suited for pursuing parts of this vision, these are the Priorities of the yearly meeting as a whole. We are all responsible for all the aspects of this work. The Priorities arise from considerable and consistent input from Friends across the yearly meeting. Their realization will require the worshipful and focused dedication of everyone within the yearly meeting, including all our committees and working groups, all our staff, and all concerned Friends and meetings. We are called to work together to make this vision a reality.

However, Friends continued to try to find some form of accountability beyond “we are all responsible.” The Priorities Working Group had suggested the formation of a group to provide such accountability, but we did not approve this. We spent time in worship together on this question in fall 2014 and in spring 2015. We were not able to approve next steps. We approve some implementation minutes specific to finances in spring 2015. At spring 2015, we also laid down the original Priorities Working Group.

In summer 2015, the Liaison Committee created a working group under its care. That group was charged to provide accountability and support as Friends implemented the priorities. The formation of this working group didn’t require approval because it was a working group under the care of the Liaison Committee.

The “Leadings and Priorities Support Working Group” spent about a year refining its charge. Then, it reported to the yearly meeting in summer 2016 and summer 2018. The group also published a few articles in *Spark*, the yearly meeting newsletter. This group was never fully populated. It always had far fewer members than its charge said it should have. The group formally requested to be laid down in summer 2019. The Liaison Committee laid down the working group as requested.

The same summer, the leadings and priorities statement, approved in summer 2014 for a period of five years, formally expired.

PART THREE: What good things emerged from this process?

There were some really good things that came from this process.

The PWG visits themselves were good experiences for the meetings, the PWG visitors, and the yearly meeting as a whole. One of the common responses to the PWG visits was a version of “great to see folks from yearly meeting—we want more!” The PWG made their visits in pairs, comparing their responses and impressions to give depth and breadth to the listening and to the reporting. More Friends became acquainted with one another. Yearly meeting had some “faces” attached to it. And meetings got direct responses and information about activities and processes of the yearly meeting. Most importantly, the

PWG visitors shared worship and fellowship as well as a discussion of practical matters. They got a more clear sense of how each meeting was really faring than can be gotten from reports or calls.

The work of determining and approving priorities was an on-going discernment process. The PWG reported regularly. Each time, we were compelled to consider what we are about as a yearly meeting. Who are we as groups of Friends and individuals who strive to create and live in community? This gave us a continuing call to be in discernment. Visitations to meetings were opportunities for discernment, both for the meeting and for the PWG. The presentation of the reports to the body of the yearly meeting were as well. The commitment to the ongoing discernment process was in itself useful.

In response to the second priority, about strong, vital monthly meetings, an Outreach Working Group was formed. The OWG did research, communication, development of outreach resources, grantmaking for outreach projects, and direct assistance to monthly meetings. From 2017–2019, eighteen monthly meetings participated in the Outreach Practitioners' Circle. This was a learning circle that met bi-monthly by video conference to support and nurture outreach in local meetings. In 2018, a series of focus groups and a survey formed the basis of a 60-page Outreach Report to NYYM. The reported documented a growing need for more effective outreach assistance and resources. To plan for a sustainable and ongoing response to this need, a diverse group of twenty-five Friends convened for a weekend of discernment. The discernment produced a three-year NYYM Outreach Action Plan. In 2020, several elements of the action plan are being implemented. An Outreach Coaching Network will assist local meetings at whatever stage of outreach they find themselves. A Storytelling Network will gather and disseminate Friends' stories of radical faithfulness. An Online Resource group will make outreach materials more easily available. A new Outreach Working Group will be formed to guide and coordinate outreach efforts in NYYM going forward. The group will also work with an Outreach Coordinator to oversee and support the Outreach Action Plan.

In response to the sixth priority, much work has been done by

the Treasurers and the Trustees as well as the Financial Services Committee to increase the transparency and comprehensibility of yearly meetings finances. The trustees finances are reported in the regular budget reports. Our financial procedures have been tidied up and written down, enabling consistent application; these documents are living documents and will be updated as needed.

Ministry Coordinating Committee began its internal budgeting process with a question. “How is our work benefitting Friends in local meetings?” This change was a response to the second priority, about strong, vital monthly meetings. It was also a response to the sixth priority, about being accountable and transparent.

A lot of different pieces of work have risen in response to the fourth priority, about nurturing our children, youth, and young adults. We had Gabi Savory-Bailey serving as young adult field secretary. We hired Melinda Wenner Bradley as our Children and Youth Field Secretary. When Gabi and Melinda both left their positions, we hired Emily Provance, and later Marissa Badgley, as interim Young Adult Field Secretaries. Also, the Youth Committee was revitalized. The Vital Meetings Project provided concrete support for local meetings in developing stronger multi-generational communities. We held many young adult retreats and family gatherings. We provided training for Friends in local meetings to help with engagement and support of our younger generations. Most recently, we’ve launched a young adult mentorship program.

There are other things that New York Yearly Meeting does well that connect directly to the priorities. However, many of those things are continuations of work that had already been happening, so they’re not included here. Some other things might have been a result of the priorities process, but there don’t seem to be directly identifiable connections. Sometimes, when a certain concept is sort of “in the air,” it has indirect effects that aren’t easy to track. That could have happened in a variety of ways after we named the six priorities.

PART FOUR: Should we do it again?

The questions we started with haven’t gone away. Who are we?

How are we led? How do we support and follow the leadings God gives? These questions are at the heart of moving forward together—in our budgeting, in our staff work, in our committee work, and in becoming a more fully inclusive community.

Nevertheless, the Liaison Committee is not recommending that we repeat the priorities process.

PART FIVE: But if the original questions still exist, why not repeat the process?

There are some real limitations to the priorities process as a way of answering the key questions: Who are we? How are we led? How do we support and follow the leadings God gives?

For one thing, the distillation process that follows listening to Friends across New York Yearly Meeting led to priorities that were very broad. This is natural. Lots of diverse input, when blended into a few statements that include as much of that input as possible, becomes less specific in the process. But broad priorities are difficult to use as guidance for a budget, a staff work plan, or direction for coordinating committees. When priorities are broad, it seems like almost anything can fit them.

We also know that we exist in a state of continuing revelation. A process that takes as much as ten years isn't quick enough to respond to changes in how we are led as a people. What we really need within our structure is enough agility to respond to new leadings and new Friends.

And finally, the priorities process mostly didn't include consideration of state of the meeting reports, meetings for discernment, and staff members' discoveries/perceptions. It was supposed to. But in practice, that was very difficult to do. And there was no way at all to incorporate new information and alter the priorities after they had been approved.

PART SIX: Then how do we address the original questions?

As Friends, we will probably always be asking the same questions: Who are we? How are we led? How do we support and follow the leadings God gives? This, in itself, is a sacred charge.

These questions were originally formulated in 2009 by a group that was preparing our budget. Going forward, we must

continue to ask these questions as we develop our budgets, and even as we develop the processes by which we will develop our budgets.

How do we have group discernment to determine the best financial support for the leadings God gives? How do we know if our budget is a reflection of who we are? And in both of these questions, who are “we”? Does “we” include all of New York Yearly Meeting, or does it include only those who are able to be in the room when discernment is being done?

How do we support and follow the leadings God gives in times of apparent scarcity of resources? Do we have sufficient trust in one another, and sufficient flexibility, to respond to continuing revelation?

The work of our staff, and the work of our committees, is meant to be in service of all the Friends of New York Yearly Meeting. But most Friends are not in the room when corporate discernment is being done. We must find practical ways to widen our definition of “we.” The responses to these three questions—Who are we? How are we led? How do we support and follow the leadings God gives?—must be gleaned from Friends throughout New York Yearly Meeting.

The Liaison Committee recommends that committees, working groups, task groups, and staff pay attention to the state of the meeting reports and other communications from local meetings. We can use this information to guide our work. We recommend that staff, committees, and groups focus on finding, developing, and providing resources that are directly useful to Friends throughout New York Yearly Meeting. This would include representatives to organizations beyond New York Yearly Meeting. We recommend that these representatives seek as many mediums and venues as possible by which to report back to local and regional meetings after attending gatherings of the respective organizations.

As we move forward, we’ll also need to continue our work of being as inclusive as possible in the gatherings of New York Yearly Meeting. Limited participation in corporate worship does lead to limits on our discernment. Our ability to serve all Friends is restricted when we do not have a diversity of races, classes, ages, abilities, gender identities, and other identities within the group participating in discernment.

The yearly meeting is already taking some steps toward becoming more inclusive. We've been using Pay-as-Led for sessions and other gatherings. We've established a Differently Aabled Friends and Allies Working Group. We've increased our use of task groups and working groups to create more flexible opportunities to serve. We've established Whisper Buddies to support Friends who are new to our gatherings.

The Liaison Committee recommends that all of us continue to educate ourselves about inclusion through the lens of race, age, class, ability, gender, and other identities. We recommend that Friends ask themselves, consistently, how the work they are doing (and the manner in which they are doing it) supports our becoming a more actively inclusive faith community. And we recommend that Friends hold in discernment a recent minute from the Witness Coordinating Committee:

“Our Creator calls for us all to treat each other with justice and equality. Following our testimonies and leadings of Spirit, we therefore affirm that NYYM must consider all budgets and policy decisions through a lens that looks at structural racism and our leading to become an anti-racist and multi-cultural faith community.”

Oakwood Friends School

July 2020

“Serious illness has twice interfered with our schoolwork. Earlier this year about two thirds of our whole school were stricken with the influenza and later in the year we had four cases of scarlet fever. We are glad to report complete recovery in all the cases. In spite of long periods of quarantine, and broken work due to changing of teachers, the pupils made good showings in their examinations’.—Oakwood Advance Report to New York Yearly Meeting, 1918-1919

This year we mark a century of learning on the Poughkeepsie campus, having moved here in 1919 from Union Springs, New York. Oakwood Friends School has a centuries-old tradition of leaning into uncertainty, building community, and supporting a diverse population of learners. While necessity drove us to physically distance ourselves this Spring, we explored multiple

ways to shorten the gap between us academically, socially, and emotionally.

The year began with the community gathering in worship on campus. A beloved faculty member passed suddenly just prior to the start of his 40th year of teaching. Hundreds of former students, friends and colleagues joined the current Oakwood community in reflective silence and shared experiences. With the meeting room proving too small, the service was moved to the gym and theater, where we witnessed the impact a transformative teacher can have on their students and where the love of a strong community can strengthen us all.

This positive message carried throughout the fall and winter terms as students and faculty applied their learning inside and outside the classroom. The service-learning-through-the-arts program shared music with the larger Hudson Valley, performing for people from age two to a hundred and two. Our four-season greenhouse remains a focal point of our Middle School sustainability curriculum, where valuable learning mixes with an abundance of kale, spinach, tomatoes, and carrots. We welcomed Drew Smith, Executive Director of Friends Council on Education, for a hands-on workshop for parents on Quakerism, Friends Education, and conversations about how to better connect our students and families to the Quaker testimonies. Our students travelled to Costa Rica on educational exchanges. They travelled to Montreal and joined 1200 students from around the world for an annual Model United Nations conference. Our 10th graders travelled to New York for Youth Service Opportunities Project. We celebrated the Year of the Rat, with our international students, inviting several of their parents who were in the United States this December to join us on campus for a day of cooking, eating, and sharing. Our young alumni talked with our students about leading lives of consequence and how to put their Oakwood education into action. Recent graduates from the 1990's and 2000's discussed their work with Rural and Migrant Ministries, migrant farmworkers rights, ethical and sustainable commerce, and environmental education initiatives within the Hudson Valley's public-school systems.

While recognizing the strength of a socioeconomically, culturally, spiritually, and racially diverse community, we also

reflected deeply on our individual understanding of, and participation in, anti-racist work. Members of the Center for the Study of White American Culture met with faculty and parents during a series of winter term workshops. Challenged to confront racism within our society and within our school community, we recognize that this work is ongoing and central to the school's mission. We are encouraged by the efforts of our current faculty, students, and the rising student leaders.

As the winter transitioned into spring, the realities and severity of the COVID-19 pandemic became apparent. Indicative of the diverse community of learners, Oakwood has students and families located on six continents, all affected. Ever creative and resilient, faculty and students transitioned quickly to new modalities of distance learning. International students who could not travel home were cared for in the dorms and within the community. Alumni gatherings became virtual, allowing for hundreds to connect who otherwise could not come to campus. Virtual arts lectures and social justice lectures were attended by community members around the globe with graduates from the 1940's joining into conversations with current students. Meeting for Worship also shifted to the digital realm. Every Wednesday after lunch, students, faculty and staff joined in quiet reflection. These meetings helped to ground our community during highly uncertain times.

In the wake of the horrific acts of racism on display with painful frequency throughout our country, we gathered for evening prayer vigils, virtual gatherings and faculty and student discussions. Members of the community joined in protests from Albany, to Poughkeepsie, Beacon, New York City and beyond. Students and faculty have continued these discussions past graduation and into July, reminding us all that this work is never over and needs to be better woven into the daily language, action, and curriculum of our school program.

And yet the Oakwood community, adapts, supports, and moves forward. Recently, we welcomed the newest members to the Oakwood family, with two couples in our humanities department welcoming healthy baby girls onto the campus. Our seniors celebrated a virtual graduation. And although they could not be physically present on campus, they were connected

in spirit, through video, and song. The Middle School program, expanding to include a 5th grade next year, is the largest in twenty-five years, and the Upper School program, despite a shift in international student population, remains vibrant and strong.

Close to 100 years ago, Oakwood's long-tenured Head of School, William Reagan wrote, "In the 1920's the winds of change were blowing. The turmoil of war and violence of depression were an unsettling influence on this country and elsewhere. Table ideas were under attack... yet we think of love of all people and vision of new problems taking the place of old.... (at the heart of an Oakwood experience is) a more intimate contact with persons of insight and experience." He went on to acknowledge that the Oakwood community, flaws and all, aspires to be part of the change we know to be possible. And as we complete the 224th year of this journey in Quaker education, nurtured and supported by New York Yearly Meeting, we look forward to the challenges and opportunities before us.

Chad Cianfrani, Head of School

Reports from Representatives to Affiliate Groups

Friends General Conference

Friends General Conference is an association of 16 yearly meetings—Pacific YM joined last year—and 14 directly affiliated monthly meetings. A small staff and many volunteers are involved in a wide variety of projects and activities at FGC. There isn't room here to give more than tiny tastes of all that's going on. Lots of information is available at www.fgcquaker.org.

The following 5 goals indicate areas in which FGC would like to grow, and is working on raising money to do so.

1. Ensure long-term vitality of the FGC Gathering
2. Move FGC toward greater wholeness as a spiritual community as we transform FGC into an actively anti-racist organization.

3. Improve and increase resources to help yearly and monthly meetings feed the spiritual hunger of Friends
4. Strengthen opportunities for Quaker youth and young adults to participate in and contribute to Quaker community at all levels
5. Enhance our ability to connect Friends and serve yearly and monthly meetings.

The annual Gathering is FGC's best-known program. In March, when the spread of COVID-19 made clear that it would be extremely unwise to continue planning for a Gathering in the usual format, staff and a small group of volunteers embarked on a huge effort create a virtual Gathering. Encouraged by the success of Pay as Led in New England and New York Yearly Meetings, staff decided to experiment with Pay as Led for the virtual Gathering. As I write this, the Gathering is beginning with over 900 people registered. Clearly this is something people want. Time will tell how successful this experiment will be. Perhaps it will change the shape of future Gatherings, even when again it becomes safe to travel to a large meeting,

FGC continues to prioritize efforts toward anti-racism. The query approved by Central Committee in 2018 is brought to all meetings for business, and all committees are encouraged to include a response in each of their reports. This is that query:

How does this decision support FGC in its goal to transform into an actively anti-racist faith community?

In addition, FGC continues its partnership with the White Privilege Conference, and provides a substantial discount for Friends who register through FGC.

The online Spiritual Deepening Library contains a multitude of resources for meetings, on a wide variety of topics. Check it out at www.fgcquaker.org/SDlibrary.

Several upcoming eRetreats will afford opportunities for spiritual growth in the company of Friends from across North America:

- Building a Meaningful Life: Dates to be announced (Postponed from Spring)
- Aging, Death, & Dying: September 13 - October 9, 2020

- Weaving a Wider Welcome: September 27 - October 23, 2020
- Understanding & Healing White Supremacy: October 25 - November 20, 2020

QuakerBooks is a resource for Friends and Meetings. In addition to books and e-books they have suggestions for reading groups, religious education materials, and more.

The Gathering includes an intentional community of Adult Young Friends which includes a pre-Gathering retreat, affinity groups, and (when the Gathering is in-person) a housing cluster. FGC sponsors an annual training in Clerking and Recording Clerking skills for High School and Young Adult Friends.

There are periodic opportunities for Yearly Meeting Clerks and General Secretaries to meet with each other and exchange ideas and concerns.

Six Friends currently represent NYYM on Central Committee, the governing board of FGC.

(According to the FGC Organizational Guide, NYYM is entitled to 12 representatives.)

Karen Snare, Clerk

Friends United Meeting

No report submitted.

Friends World Consultation Committee (FWCC)

FWCC rejoices that NYYM took up the call to action on climate change and in 2019 began the process of divesting NYYM funds from fossil fuels. We hope that the rest of the funds will be divested as soon as possible.

NYYM's FWCC committee is proposing a regional gathering on Environmental Action for Fall of 2020. We invite Friends from the East Coast (and beyond) to join us in researching and planning the event. Please reach out to the clerk if you are interested. The event will be virtual, with the possibility of an

in-person component at the Center for Racial Justice in Ithaca if gatherings of that sort are considered safe at the time of the event. We hope to engage Quaker youth activists as speakers for the event.

Thanks to Friends in the Delaware Valley, FWCC Section of the Americas is offering Yearly Meetings in the Americas grants of \$1,000 for pandemic relief, specifically to help meetings with technology concerns. Money can be used for Zoom accounts, staff time for training, internet connections, monthly and regional meetings needs, or any other technology resources the Yearly meeting determines necessary. Please contact Robin Mohr (robinm@fwccamericas.org) with inquiries. If there are multiple requests across the yearly meeting can we ask the yearly meeting office to coordinate applications for funds?

FWCC is also offering grants to strengthen the network of Young Adult Friends around the world. If you are 18-35 and have ideas for helping Young Adult Friends experience deep spiritual fellowship on an international level please consider applying. You can find the application at fwcc.world/fwcc-news/yaffund or email faithb@fwcc.world if with questions.

In February of 2020 FWCC world office hosted an online Sustainability Conference attended by more than 300 Friends from all over the globe. For information on that gathering and other resources for helping our planet please check out Sustainability Resources at <http://fwcc.world/sustainability/resources>.

The FWCC Section gathering is planned for the spring of 2021 in Florida. The FWCC world gathering is planned for 2023 in South Africa. We encourage Friends interested in worshipping with and learning from Quakers from all over the country and the world to find out more about FWCC. Please contact our clerk to come to our next meeting.

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

Meetings for Discernment Steering Committee

With this report, we are changing the reporting period from the calendar year to the period from May 1 to April 30 of each year. For this report, as the first one that is not congruent with the calendar year, we report on all of 2019 and on 2020 through the end of April. The next advance report will cover the 2020 summer meeting and the 2021 winter meeting.

In the period of this report, Meetings for Discernment were held at Poughkeepsie Meeting on February 23, 2019, at Silver Bay during Summer Sessions on July 23, 2019 and at Ithaca Meeting on March 7, 2020.

There were two notable changes in these meetings from others in recent years. The first is that more young adult Friends than usual attended these meetings. The second is that the query for the summer meeting addressed a matter that was currently under consideration for action by the yearly meeting. And these two changes are connected.

Our February 2019 meeting was held on a Saturday and the organizers of the Young Adult Spiritual Nurture Series arranged to hold one of their workshops at Poughkeepsie Meeting the following day. This made it easy and inviting for young adults coming to the workshop to come for Discernment as well, enriching the worship and fellowship on Saturday.

The summer meeting centered on the query “what does membership mean to you?” This is directly related to a proposal that was under consideration by the Yearly Meeting to create an additional pathway to membership. We had not previously attempted to labor over a specific issue through the Meetings for Discernment process, but the Steering Committee agreed that it was appropriate to do so at this point in our development. And, while the proposed new pathway would not solely apply to younger Friends, the suggestion originated with concerned young adults for whom membership through a monthly meeting is not readily achieved. Knowing that we may each have a different portion of the Light, our discernment together was deep and open. Some reported that they understood the feelings and needs of others when before they had not been able to and

some reported feeling heard when before they felt excluded. The Meeting for Discernment was an opportunity, well-used, to listen, to speak, and to open to one another. At the following Fall Sessions, a proposal for an additional pathway to membership was approved by the body.

The winter 2020 Meeting for Discernment was scheduled for February 29, 2020 but due to a significant snowstorm, it was postponed to March 7, 2020. The meeting focused on the theme Seeing and Being Seen in Community: Reflections on Friends Experiences of Power and Authority and offered queries to begin this exploration: When have unequal power dynamics gotten in the way of your/our best spiritual discernment? When have you felt powerful? When have you felt powerless? In one response, a Friend asked, “How do we call out something that is wrong and have it said with love?” Friends reported experiencing deep worship and supported the use of the Meetings for Discernment as a place for laboring together on complex issues.

Beyond the timing and topics of the meetings, in this period the Steering Committee made a greater effort to reach out, for Friends to serve as clerks, to Friends who had not been called on before to clerk a session and whose gifts could become more widely known and appreciated by their clerking such a session. The Steering Committee learned (again) how this kind of recognition lifts up the individuals and the meeting as a whole. We will continue to hold this as one of our objectives in seeking Friends to clerk Meeting for Discernment sessions.

We will be holding our first virtual Meeting for Discernment as our summer 2020 meeting, because we will be unable to meet in person due to the need for physical distancing caused by the COVID-19 pandemic. We will miss being together but we recognize that this may provide an opportunity to improve access to Meetings for Discernment in the future. And we expect to continue exploring how these meetings can have spirit-led practical uses for the yearly meeting.

Finally, we note that a minute approved in 2014 (2014-07-24) reads in part that “...Friends approve the extension of Meetings for Discernment for an additional six years, at the end of which Friends will consider how and whether Meetings for Discernment are serving Spirit’s purpose for New York Yearly

Meeting....” We anticipate bringing a recommendation on the future of the Meetings for Discernment to the yearly meeting body at Summer Sessions 2020.

Caroline Lane and Elaine Learnard, Co-Clerks

MINISTRY SECTION

State of Society Report 2019

The timeframe for some Meetings to prepare the 2019 annual State of Society Report started just before and after the turning of the year, for some in December and others in January. For many they initiated their process prior to the beginning of the COVID-19 pandemic and completed their reports as its reality settled into our communities and Meetings. We are sad in particular the shutdown meant that we were not able to support our prison worship groups to complete and provide reports.

To read the documents, to discern what to lift up, what to highlight, and what to summarize felt daunting in the face of all that was swirling around us all day after day. A wise Friend invited us to consider that perhaps we might want to do something different which led to the format of this year’s report.

What follows are statements and ideas that in some way capture a theme, a concern, a joy, a practice from different Meeting’s reports grouped as the committee under headings reflecting relevant topics. These threads form a tapestry of wisdom and experience from across New York Yearly Meeting gathered together from 35 meetings. They each stand on their own and together weave a message of how Divine guidance continues to speak to and through us as we face conflict, grief, joy and the individual and collective witness and service we offer in the world.

You may also encounter some of these same threads woven into the framework of other documents and reports during the 2020 Summer Sessions. And we invite all Friends to take the opportunity to read through each of this year’s State of the Meeting reports which will be made available in a folder on the NYYM website. You may be surprised, delighted, inspired or dismayed, yet in the end amazed at the power of Love made visible throughout each of them.

Worship and Ministry

We are outgrowing our space, sometimes using all our chairs.

Our attendance at worship is higher and more consistent, we are able to provide a vibrant midweek worship and worship sharing meeting, and we maintain a much adored first day school program for our small group of children.

Our meeting is growing into faithfulness.

With attendance so low, we felt the stress to our spirit had reached an acute level, and some action needed to be taken to provide relief....we decided to continue as a monthly Meeting at this time, rather than becoming a worship group, but we will limit what we try to do. Rather than have no one or a single person attend a scheduled meeting for worship, we now try to keep in better contact with one another and schedule worship sessions less often than weekly, announcing them to the community through our website. We have not held regular monthly business meetings, or Religious education meetings.

The importance of silent worship is a highlight for [our meeting]: settling in, feeling enveloped in the space. The corporate nature of expectant waiting blankets and enriches our spirits.

Online worship continues and there are people joining us from other states and even other countries.

We have powerful ministry, sometimes even when the meeting is silent.

We began reading and discussing the New Testament gospels, and found that rereading them helped in the search for the life of the spirit, as well as finding new meaning in the familiar.

Prison ministry is also vibrant in our meeting if not new. It is about relationship and ministry.

New attenders and new members come with change. Their addition to worship in all forms brings new experiences and new perspectives, so while our practices may generally remain the same, the life of the meeting remains fresh, shifting in response to who is present.

Our meeting has a diverse group of members and attenders,

including folks who express a deep faith in the divine, those for whom activism is a guiding spirit, and those who come in order to care for and be with other members of the community.

Our Meetings for Worship have been consistently warm and graced by Divine Presence. We have been blessed with meaningful ministry and often gathered in deeper silence this year. Although we are fewer in number these days, we feel the Spirit moving among us and we are grateful.

Minute: We believe adult Quakers hold their faith by conviction. Obtaining conviction means that experimentation and discernment are necessary. We support young people in our meeting in developing their spiritual lives throughout their childhood. In our meeting, children were designated as members at a young age by their parents. When children grow into adulthood we encourage them to consider their continued membership in and commitment to our meeting and to our Religious Society as a whole. We welcome the fellowship of persons of all ages as they explore their spiritual identity and membership status.

A real strength is how we come together in Meeting for Worship; this is our basis and what “unites and sustains us.”

All have come with hearts and minds prepared, and Meeting is rejoicing in the fresh flow of Spirit that settles upon us in that readiness of heart.

We are reminded that our connection to the Spirit and to each other will allow us to face the troubled days ahead with love in our hearts and dedication to continue the work of the Spirit.

The Divine Spirit that guides us is unchangeable and we trust to that Presence among us and within each of us to lead us through the years to come with the certainty that our faith provides.

We conscientiously increased vocal ministry during worship.

Some wish for more vocal ministry, but we all realize that it is not quantity we need, but more ministry of a certain quality. As a Meeting, we intend to educate and encourage each other in this direction.

We are a relatively quiet meeting, but our messages are from the

heart and people speak when they are led.

Using a form taught by a Seneca clan mother in her teaching circle, at rise of Meeting for Worship on March 17, 2019, each person present was asked to give one word that conveyed their experience of worship together. These were recorded in sequence, and immediately arranged in lines, giving us a picture of where our Meeting was, in that moment:

Surprise:

Centering, healing silence.

Unity

Warmth

gratitude.

Pruning compassion with truth.

Hope, willow;

caring thought.

The Meeting's meditation garden continues to invite members and attenders to sit or walk quietly in visible connection with the natural world.

Meeting provides space for "things to come up"—the room is like a big hand that can hold all types of thoughts, reflections, and issues, and that there is more space than we might initially imagine.

[Ours] is a small meeting. We don't take on huge projects. We hope that simply by keeping the doors open we stand as a resource for spiritual light and solace to the community of Friends and to the broader public. We endeavor to carry a spirit of loving concern with us as we face the reality of everyday life.

Life of the Meeting – Inreach and Outreach

"Inreach"—how to support and enhance life of the Meeting

Beginning in July, we welcomed New York Quarterly Meeting's proposal to observe a year of Jubilee as a time of intentional repose. With discussions and time, we came to embrace and give shape to our range of perspectives—whether and what to set aside, and what new opportunities to create.

It is important to remember that the Spirit is not absent from our Meeting. Could it be that we have been blocking ourselves

from the light of the Spirit in our struggle to communicate and work through difficult matters together?

Our social room and its table have come to have a sacred feeling this year because of our growing sense of community.

Our membership and attendance have stayed steady. We have recognized, more than ever, the importance of the meeting community.

Having each other in our lives is deeply meaningful. It feels good to have an intact community.

An effort has been made to develop smaller jobs that an attender can do and ways to contribute to the life of the meeting.

While our size remains tiny, participants speak of expanded opportunities.

Spirit has been most visible in our meeting this year as we have comforted and supported each other in a year of considerable loss.

[Creating]....deep opportunities for people to share their insights, fears and questions about race, white privilege and how Friends might respond.

The Manasquan member who maintains the meeting Facebook page created an Instagram page this past year. Both pages have elicited interest and response. Also, first-time attenders have remarked that they were drawn to the meeting by our well-managed website.

There is a need for history and an awareness of our history within our meetings.

In many ways, Meeting feels alive, partly because we remember those who have passed, whose lives gave testimony to their beliefs, and who trusted Meeting to be with them in their final and most intimate moments.

Each of us, along with our words, is but one precious thread speaking its truth, while seeking to be woven into and serving to strengthen the fabric of our community.

New, younger attenders have given us the opportunity to practice and to demonstrate that it is safe to talk, even if you don't agree;

that questions are more valuable than answers; that it is OK to acknowledge the things we just don't know or have a response to; and that community is based on relationships of equals.

Responding to a need to nurture new adult attenders, we are presented with the opportunity for all to discover more about Quakerism and to explore and deepen our spirituality.

Our Adult Education and Spiritual Nurture Committee alternates between Quakerism 101 one month and worship sharing about our experiences of that morning's meeting for worship the next. We continue (not without some struggle) to provide a vibrant Social Hour after meeting for worship that is a portal for new and old Friends to transit from worship to Fellowship.

How do our various and individual approaches to membership affect our integrity as a meeting?

We wish for greater diversity.

We are attempting to deal with disagreements on a profound level, and to learn how to remain a community even when individuals find themselves in discord. Our listening circles have provided us with an opportunity to work through these disagreements by speaking honestly and listening sincerely to one another.

As we attempt to meet the various needs within our own faith community, we have become aware that this requires openness, persistence, patience and letting go of the fear that each attempt may not unfold as hoped for.

As a meeting we were able to move beyond a seeming impasse and start working towards long needed conflict transformation.

In our monthly gathering of "Moving with Spirit," we dance together, soaring beyond our words. We also support each other in our artistic endeavors.

Business and Care of Space and Place

The special care of our grounds is part of our meeting's ministry.

The cost and strain of maintaining our large property is a continuing concern as we labor to seek unity on what may be right stewardship of those abundant assets.

Importantly we have only three members who make significant, continued contributions to running the Meeting. We have managed to keep the nursery school running and maintain the building but it is difficult, when problems arise, to deal with them in a timely, professional, economical way.

Friends found Spirit at work in our discernment around replacing carpeting, repainting, and refreshing rooms in the meeting-house, as we were encouraged to consider the environmental impact of replacing and ecologically disposing of old carpet, and replacing furniture with gently used rather than new pieces.

One of our goals in building our Meeting House was to provide a space for the community to participate in a variety of activities as well as to issue an invitation to join our community.

We have put in place a plan of how to respond to an emergency should it occur during our worship time.

[We as a meeting] recognize our challenge to know and act recognizing “that there is that of God in everyone,” and George Fox’s teaching of consensus and that nobody’s will should be imposed on others.

As a small meeting, we function well as a “committee of the whole.” Members and attenders are generous in the ways they contribute to and participate in the life of the meeting, and it is believed that this comes from a spiritual force felt in worship that binds us.

The Life of the Spirit is visible in the increased desire for, and reinstatement of, a nominating committee and separate committees to help channel the latent energy and capabilities of our members and attenders.

Too often a meeting focuses on preservation of the institution instead of serving the community.

First Day School and Intergenerational Activities

First Day School has been a welcoming space for the children to be heard, to hear from each other and from adults that are not their parents, and to play and connect with each other.

We welcome our kids and respect them.

We remain committed to encouraging intergenerational activities

The small moment when children come down to worship feels big, as there is something wondrous in their intermingling with adults, as they increasingly become an important part of the community.

Witness and Service

Where is the spark that Quakers used to have?

Our experience more than ever in 2019 was that our witness work attracted new attenders to our worship and our community.

Young Peacemakers Week (YPW), held this past summer of 2019, our urban day camp, hosted 36 young people between grades 2 and 8, plus 4 delightful teenagers, for a week of bearing witness to our Quaker Peace Testimony.

We continue our monthly Meeting Peace Vigil in front of the State Capitol.

Our concerns have centered on Gun Violence in our society and culture.

We feel a sense of balance which comes from grounding our actions in “old” values, priorities, and ideas but updating how we address issues based on the “new” of what is going on in the world now.

One Friend noted that she tries to support organizations that do good work, but it’s essential that there be a call behind such activism. Though we recognize that many Friends are active in their professional lives and look forward to the Meeting for peace, if everyone comes as an escape and is not open to hearing a call, that presents a problem.

Our regular participation in a variety of local advocacy and justice groups shows an ongoing commitment to making the world a better place.

Several people from other faiths who attended our gun-control vigil stated that ours is the only house of worship in the community willing to confront controversial issues. These remarks were both a confirmation of our calling and a sobering challenge. If

Quakers are not willing to step forward to offer space and opportunity for like-minded people to gather, then who will? Whether we seek to end violence against the earth or earth's inhabitants, we must be prepared to do what God requires of us.

Lofty thoughts on theory and policy manifest themselves on the ground with lobbying, letter writing, making phone calls, visiting representatives in Albany, and maintaining a relationship with the men in the worship group at the Woodbourne Correctional Facility. When we live the lives that we preach, we become both a mystical and practical religion.

Though our meeting occasionally experiences doubts about our long-term future, we are joyful that the continued existence of our witness demonstrates that the Spirit is present among us and works through us to help others in our world.

Meeting offers a place to worship together, as well as offers a way to communally make a positive impact on our world and the lives of others.

Ministry Coordinating Committee

Ministry Coordinating Committee coordinates and supports work done by New York Yearly Meeting that connects in some way to ministry. As of May 2020, this includes committees, working groups, and task groups that fall into a number of categories: anti-racism, chaplaincy, conflict, epistles, Faith and Practice, membership, ministry, outreach, pastoral care, Powell House, recording ministers, spiritual nurture, testimonies, worship, young adults, and youth.

MCC has met nine times per year (including four videoconferences) for the last two years. We now have regional representatives in place for eight of NYYM's nine regions, and some of those regional reps have been very active in trying to support the local meetings in their regions. We also have active representatives to MCC from the majority of our task groups, working groups, and committees. All of this is good in terms of increasing communication within MCC, so that we have a better understanding of the needs of local meetings and more cooperation between our various groups.

However, many things aren't working very well.

Some of us feel that we don't have enough people to do the work that needs to be done. On average, a little more than half of us attend each MCC meeting, and fewer than half of us respond to emails from our clerk—though those who do attend and/or respond are not consistently the same people. A few members of our committee say that they aren't completely clear what their responsibilities are, and a few members of our committee say that they don't fully understand what MCC is supposed to be doing.

We recognize a need to diversify our committee membership, especially in terms of race and age, but when asked, many of us (though not all of us) say that we don't know how to do that.

We know that some of our groups and committees have underspent our budgets or not spent them at all in the last few years, and we know that there is a budget shortfall in the yearly meeting as a whole, but we have not found a way to change how we handle our budget requests.

We think it's possible that the work of Ministry Coordinating Committee has some impact on the lives of Friends in local meetings, and that is certainly our intent, but beyond occasional anecdotes, we have no real way of knowing this. (Although, happily, we do know that some of our constituent groups have a real impact on Friends in some local meetings.)

Several committees and groups within MCC are mostly not functioning, in that they are not meeting regularly, not fulfilling their charge, and not communicating well with other groups in the yearly meeting, but we have not laid down or successfully reorganized any of these committees or groups.

When we are together, we often feel the life of the Spirit very deeply. Some of us feel that that Life has extended beyond our group to nourish the yearly meeting as a whole.

Emily Provance, Clerk

Committee on Conflict Transformation

The Committee on Conflict Transformation offers training to Quaker groups on tools and approaches to respond creatively to conflict and is available to assist with responses to specific

conflicts. In 2019 the Committee on Conflict Transformation (CCT) was invited to be of service to monthly meetings and organizations of the Yearly Meeting.

The Committee has an active core of five members from Farmington-Scipio, New York, and Northeastern regional and quarterly meetings, as well as two co-opted members actively involved in specific pieces of work. Two other members requested release because of time commitment required by the Committee. Two additional members have been unable to actively engage but have not requested release from service.

The Committee or subgroups met by phone conference at least 25 times. We also met at Spring Sessions 2019 and offered consultation to several individuals and meetings. Our customary retreat has not occurred, and that has affected our ability to plan and reflect together to discern way forward.

This has been a year of great activity.

- The committee was active at Summer Sessions 2019, offering a worship sharing group and an interest group on circles, participating in the Circle of Care and Concern and the Community Agreements Response Team, as well as responding to requests for assistance with several specific conflicts.
- The committee has consulted with two monthly meetings, and has been approached by 3 more.
- The committee continues to provide funding for a consultant to assist a meeting with whom we have had an ongoing relationship.
- The committee has been asked for guidance by 2 meetings outside of NYYM and 3 individuals within NYYM.
- The committee wrote many of the articles in the March 2019 *Spark* issue on conflict transformation. A letter to meetings was sent out by NYYM staff alerting meeting clerks to that issue of *Spark*. Currently, no copies remain in the office but NYYM Communications Director has set up our pages as a booklet that can be accessed online.
- Members of the committee offered a 5-day workshop at the July 2019 FGC Gathering held in Grinnell, Iowa. We offered

one-on-one opportunities in the afternoons, something that has been well received at previous Gatherings. A team from the committee was invited to offer a 5-day workshop at the 2020 FGC Gathering; unfortunately the pandemic caused the cancellation of the Gathering, but we have been invited to submit a proposal for the 2021 Gathering.

- Heather Cook and Pierre Douyon presented at the Rochester Sisters of St. Joseph, Growing Partnerships convocation, May 11, 2019; and Willie Bontrager and Karen Reixach offered a 90-minute workshop on conflict in religious communities at the Partners in Restorative Initiative, Restorative Justice Conference, October 26, Rochester NY.
- The Committee has also provided minutes of support for listening circles for other organizations:
 - Heather Cook and Wilma Campbell (Rochester) Roc-ACTS, Rochester NY, Feb 9
 - Heather Cook, Ernie Buscemi (Morningside) New Sanctuary Coalition, New York City

We hope in 2020 to update the website, update our brochure, and plan for additional circle training.

Karen Reixach, Clerk

Ministry & Pastoral Care

No report submitted

Task Group on Racism in NYYM

No report submitted

Committee to Revise *Faith and Practice*

In the time since Summer Sessions 2019, the Committee to Revise *Faith & Practice* accomplished one important addition to the Practice part of the discipline, and a great deal of thinking.

The addition was to the structure and process of membership. In collaboration with the Working Committee on Alternate

Pathways to Membership, the membership section was rewritten to include a new option for applying for membership. The yearly meeting united in approval at Fall Sessions 2019. Previously, the only path to membership was via the monthly meeting, leading to automatic membership in New York Yearly Meeting. Now prospective Friends have the option of applying directly to the yearly meeting, specifically to the clerk of Ministry and Pastoral Care Committee. It is hoped the new path will better accommodate those who change location frequently, who cannot connect with a monthly meeting, or who are incarcerated.

We also presented and received approval for a rewritten definition of Clearness Committees. The new version adds useful details for the whole process of requesting, creating, and managing a clearness committee.

The thinking we've been doing concerns the best process of revising *Faith & Practice*. What is the most spirit-led source of the desire to revise? Should it begin primarily with discernment within the committee, or in consideration of needs expressed from outside the committee? How does the committee decide that a change is sufficiently seasoned to be committed to print? In addition to major changes to Practice, how should we handle the myriad phrases and names that are outdated, out of existence, or awkwardly worded? Even small issues—the word “overseer” is now rarely used—lead to large ones: “overseer” is related to “elder,” which still holds many different formal and informal meanings in monthly meeting practice. And every change made—such as the laying down of the Nurture Coordinating Committee or a new path to membership—ripples through other parts of Practice.

The work of the Committee to Revise *Faith & Practice* is engaging and important. The committee seems to draw members who are dedicated and even enthusiastic about discernment and writing. It has been a pleasure to work with them.

Karen Way, Clerk

Powell House Co-Executive Directors

If this report had been written before March 12, 2020, it would have named the following as highlights of our year at Powell

House: Program highlights from youth, adult, and intergenerational retreats, the installation of a new database and fire alarm system, upgraded internet, staff transitions, and the completion of a feasibility study for a future capital campaign. All are still a part of our story for this year, but our attention and focus shifted dramatically with the arrival of the COVID-19 pandemic. We closed for what we expected to be a few weeks on March 12. Little did we realize that it would be at least 5 months before we could even begin to consider resuming onsite visits to this beloved and important location. The good news is that **POWELL HOUSE IS STILL HERE!**

As we began to live into the reality of an extended closure, our first focus was to transition to a virtual platform for our programming. With the help and creativity of Emily Provance—who has sojourned here during the pandemic—we’ve been able to offer 2 programs most weekends that have attracted participants from across the wider Quaker circle, as well as from NYYM. Chris and Mike were also able to begin a weekly gathering and check-in with each age cohort of the youth program, culminating with a virtual EarthSong weekend that included our new Incoming Youth Directors Martin and Sarah Glazer.

Additional energy and effort was expended in navigating the application to assistance programs and loans that could help staunch the loss of income because of the cancellation of all onsite programs and rentals. Another significant effort involved establishing new ways of asking for and receiving contributions that helped enable us to continue to pay our staff and our utilities through our closure. We also received a very positive report from our feasibility study and are considering the timing of our future capital campaign, so that it can both support our planned facility upgrades and invigorate new programming initiatives.

In summary, this has been quite a year, with so many unexpected twists and turns. There is much uncertainty and hard work ahead. But, most importantly, through the support of so many folks—from volunteer database transition support, to a superlative search committee effort for new youth directors, to all the financial support given—we know that Powell House will continue to prosper, as we move into a new era of enjoying the traditional much-loved PoHo activities through new and

innovative ways. POWELL HOUSE IS STILL HERE and WILL NEVER GO BACK!

With much love and appreciation for this place and this work!

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

Elsie K. Powell House, Inc.

It has been a miraculous year. It has been a tough one, too. The miraculous part is that we continue to move ahead, working on program development, property projects, financial security, and warm, close contacts with everyone we work with. All this has happened during an epic pandemic forcing us to change totally how we deliver programs and also with a major change in core staff.

Our virtual programming has been so successful that we will continue using that format even after we resume on-site programs. It has broadened our reach, with 40% of attendees coming from outside the yearly meeting, some internationally. The imagination and hard work of the staff has enriched our offerings rather than diminished our contributions to the life and work of all in the yearly meeting and beyond.

The Powell House commitment to its Youth Program made both the loss to retirement of the Youth Directors and the work of finding a replacement for those very big shoes the priority task of the year. We are delighted with the results. God will provide.

We have demonstrated the ability to continue to fulfill our mission statement even in this strange and difficult time: ***To foster spiritual growth after the manner of Friends and to strengthen the application of Friends' testimonies in the world.***

Mary A. Brown, Clerk

Task Group on Racism in NYYM

No report submitted.

Spiritual Nurture Working Group

Since Summer Sessions 2019, Spiritual Nurture Working Group (SNWG) has continued to support the initiative to reach out to Young Adult Friends (YAF) begun in 2018-2019. At Summer Sessions the yearly meeting heard Young Adult Friends' call for a mentorship program. Along with Mahayana Landowne of ARCH, SNWG co-clerks Anne Pomeroy & Lu Harper worked with Interim Young Adult Field Secretary Marissa Badgley to plan and implement the Young Adult Mentorship Program which began in January 2020. Since then, we have participated in the mentorship program as mentors, as members of the program's advisory committee, and have helped facilitate retreats. We have also served as elders, holding the space for regular YAF events.

At present we are participating in the work of the Reimagining Summer Sessions task group, considering ways in which SNWG might offer Coffee, Communion & Conversation or other events in support of yearly meeting's virtual sessions.

Lu Harper and Anne Pomeroy, Co-clerks

Committee on Sufferings

A Task Group for the Committee on Sufferings was named to work together to determine the purpose and functions of the Committee on Sufferings. They met once on Zoom and have communicated frequently via email about revisions to the Handbook page.

Because of the murder of George Floyd, there have been numerous demonstrations, so the Task Group felt it was important to share with Friends the steps to request Sufferings funds. The information appeared in the NYYM Weekly Update.

Carolyn Emerson

Committee on Worship at Yearly Meeting Sessions

No report submitted.

Youth Committee

No report submitted.

GENERAL SERVICES SECTION

General Services Coordinating Committee

No report submitted.

Committee on Aging Concerns

This year has been unlike any other year since the inception of the ARCH (Aging, Resources, Consultation and Help) Program in 2007. In early March we found ourselves in full awareness of the COVID-19 pandemic that had come upon us and began to cancel and alter scheduled plans, shifting our focus to providing information, support and guidance for New York Yearly Meeting Friends within the context of our stated Vision, Mission and Values.

Prior to reporting what that shift has entailed, below are items traditionally included in our Annual Report.

The Committee on Aging Concerns currently comprises nine members, including co-clerks, a recording clerk, a prison correspondent, and representatives to the Yearly Meeting Personnel Committee and Financial Services Committee. Members are actively engaged and additional members are being sought in order to expand the work of the Committee in these challenging times.

The Committee meets monthly via Zoom. In addition, Committee members met during Summer and Fall Representative, at YM Coordinating Committee weekend, and at select Regional or Quarterly Meetings.

A Committee of three serves as support for Director Callie Janoff. This group has been meeting weekly since the outbreak of the COVID-19 virus. Previously, meetings of the support committee were held monthly, with one-on-one meetings taking place the other three weeks in the month.

ARCH's annual request for funding from Friends Foundation on Aging (FFA) was approved in the amount of \$64,000.

FFA requested an evaluation of the ARCH program by an independent evaluator. The search is in its initial phase with potential evaluators being contacted and Requests for Proposals being solicited. An additional grant from FFA will fund the evaluator's fee.

The ARCH program now employs seven Local Coordinators who are supervised by the Director. They serve New Jersey, Purchase Quarter, New York City, Farmington-Scipio Region, Northeastern Regional Meeting, Long Island and Prisons. Three of the seven Coordinators were hired this year.

This year two ARCH Visitor Trainings were offered remotely, bringing the number of Friends to participate in the training to 172.

Seven workshops were presented within the NYYM. Most of these were offered online via video conference during the COVID-19 pandemic and were responsive to developing needs and concerns such as pastoral care, care teams, advance directives, and grief and loss.

The following partnering and collaborative efforts have been happening:

A \$5,000 grant was received from the H.H. Mosher Fund to revise the ARCH pamphlet on End-of-Life Decision Making and Quaker Values and to develop a NYC Housing Guide. This work is underway.

ARCH has reached out to those who attend Prison Worship Groups and isolated Friends who are incarcerated. This activity has been enhanced with the addition of a Local Coordinator whose focus is on prisons. Since the outbreak of COVID-19 physical access to prisons has been suspended so correspondence between those in prison and Friends on the outside is extremely important.

Integration into NYYM's programming and budget is

now complete with clearly defined guidelines for ARCH fundraising. ARCH received a total of \$21,900 in designated contributions this year.

Quarterly ARCH Newsletters, which include news, resources, opportunities and inspiration were distributed within NYYM and their frequency has increased since the beginning of the pandemic in March 2020. Five email newsletters were distributed since summer sessions 2019 as of this writing and will likely continue approximately monthly for the duration of the pandemic.

The Committee's annual retreat was held the weekend of September 13 and 14 and included Local Coordinators. A portion of the weekend was devoted to storytelling so that Friends currently serving could learn of initial call and subsequent development of the Ministry. Anita Paul, a co-founder with Barbara Spring, was present to share this story. Individual Friends were invited to speak their own sense of call to involvement. The weekend included items of business and concluded with attendance at Barbara Spring's memorial meeting in Albany. A memorial meeting for Barbara was also held at Silver Bay during Summer Sessions.

ARCH has played an integral role in formation and participation in the NYYM's Mentorship Program in collaboration with the NYYM's Spiritual Nurture Working Group and the Interim Young Adult Field Secretary. Mahayana Landowne, the Local Coordinator for New York City has been the primary point of contact for organizing the initiative with Local Coordinator for Farmington-Scipio, Kathy Slattery serving on the advisory group.

In March when the severity of the pandemic became apparent and the country went on lockdown, the Committee met to discern our role in these uncertain and changing times:

- To encourage the development and upholding of community
- To assist Friends connect electronically in a time of social

distancing

- To empower meetings in the formation of support groups and Care Committees
- To reference and distribute reliable information regarding the virus, keeping information current. Support Callie as she participates in the development of a yearly meeting COVID-19 website
- To work closely with the Local Coordinator on Prisons, keeping the Ministry alive behind the walls when visitors and volunteers are being denied access

In-person workshops and meetings were cancelled or postponed and rescheduled in an electronic format in order that the Ministry of ARCH would continue in a seamless manner.

In the midst of discerning and planning for ARCH's role in response to the changing needs of YM Friends, Callie developed the virus and was required to take time apart in order to care for herself, to receive the loving care of others, and to recover. She describes her journey of recovery in the most recent ARCH Newsletter.

Since recovery, Callie has worked with yearly meeting staff to develop the yearly meeting COVID-19 website; has facilitated YM and Powell House information sessions on the virus; and has provided a two-part remote workshop on Advance Directives. The latter workshops will be posted on the NYYM COVID-19 website.

Plans are currently underway to form a task group under General Services to design a survey which will help gather Friends' concerns, needs and capacities in this time of COVID-19. Results will be forwarded to Financial Services, the Spiritual Working Group, and other relevant committees and individuals.

In the midst of uncertainty and the attendant questions, fears and concerns that arise, we seek ways to support and companion Friends navigate the waters of these times. And we invite all of us, as Friends, to ask, "Where are the blessings and the opportunities in these times? Are there lessons we are to learn? Where do we find hope and meaning?"

Audit Committee

No report submitted

Communications Committee

The Communications Committee is charged with ensuring NYYM communication moves forward throughout the year. Steve Fortuna began co-clerking with Jennifer Swann in August 2019, enabling the committee to more fully engage across the yearly meeting. The committee met at Fall Sessions in November 2019 and again via Zoom in May 2020. We welcomed non-committee members once again to join us in these meetings to provide additional insights that might inform our committee work.

At the Fall Sessions meeting, a discussion was held concerning the purpose and goals of *Spark* as described in the first edition of the publication. It was agreed that some of the concerns that yearly meeting was looking to address at that time by publishing *Spark* (such as “a cohesive picture of the local meetings activities” and “dissemination of information to eliminate mimeographed letters”) no longer exist. This led to a discussion of what the format of *Spark* should be and what purpose it should serve. Is it an important and necessary vehicle for dissemination of information and promotion of Fall, Summer and Spring Sessions?

A decision was made to form two subcommittees to address these questions:

- To review and rewrite the description of *Spark* to meet the current needs of NYYM Friends and staff.
- To look at alternate ways to support and promote sessions.

The May meeting focused on the website and a review of the standard operating procedures related to NYYM communications. Sarah Way gave a report on the weekly eNewsletter she has been sending out instead of the monthly InfoShare. The group was in favor of making this change permanent. Chad Gilmartin gave a report on the work he is doing to incorporate best practices into the design and management of the website. There was a discussion of the need for a clearer understanding of what is policy as opposed to procedure. We were left with the

question of “how do we define policy in communications when there is such rapid change in how information is collected and disseminated?”

Jennifer Swann, Clerk

Development Committee

In many ways our committee is just getting started (maybe we’re at “the end of the beginning”). The committee was enlarged considerably through work done at Summer Sessions, helped in part by a visit from Quaker consultant Michael Wajda. It now consists of seven active members and represents fairly well the NYYM as a whole. An exception to that is geography, since we are centered in the Hudson Valley with half of us in the Nine Partners quarter (Lily Bergstein, Fred Doneit, Dare Thompson, and Mary Williams). Isabella Aguirre is not far away (Purchase MM) and Bryan Wigfall (Morningside MM) is only a Metro-North train ride away. Even James Malchow (Rahway & Plainfield) visits the Beacon Sloop Club regularly, so even he is often near “our base.”

This year as we are really getting to know one another this concentration has been helpful. We were able to gather for a day’s retreat at Oakwood in the fall and get our work underway. We were then able to gather after a Nine Partners Quarterly Meeting and add notes and signatures to many annual appeal letters and help get them out—on time!

We started 2020 bolstered by the fact that for all our worries about the great Summer Sessions experiment with Pay-as-Led, generous members of the NYYM community rose to the occasion and made sure that it would work—and it did! Not only did we stay in the black, a greater range of NYYM members were able to attend, and this was a joy to us all. Furthermore, thanks to those who responded to a matching gift challenge from a very generous anonymous donor, by the end of 2019, we had also raised about \$20,000 in additional gifts. How lovely to begin the new year with successes to build on, not a hole to climb out of.

We began to make plans to meet with donors and otherwise seek new gifts and realized that first we needed to clarify our

“story”—why we care so much about the NYYM, what its future requires from us, and how additional support will really make a difference. Peter Laughter (Brooklyn MM), a storyteller, joined us occasionally to help. And as we were starting to feel we were getting somewhere, along came the pandemic.

Now instead of a lot of happy interactions on the shores of Lake George, we will be experiencing a virtual Summer Sessions, and how will that work? We are making new plans, and we shall see. Watch for us and jump aboard as we help navigate these COVID-infected seas and work to keep the NYYM safe and strong. See you on the Zoom!

Dare Thompson, for the committee

Committee on Expenditure of the H. H. Mosher Fund

No report submitted.

Nominating Committee

No report submitted.

Personnel Committee

No report submitted.

YEARLY MEETING STAFF

Administrative Associate: Walter Naegle

The last year has been productive and challenging, particularly during the second quarter of 2020. With New York City being the epicenter of the COVID-19 crisis in the U.S. the NYYM staff has had to adjust to working from home, holding meetings via Zoom, and rethinking group meetings, both worship and sessions.

My work continues to be mostly in records maintenance and assistance with finance related tasks. We are gradually transitioning into using Salesforce, and this will help us streamline

tasks in both the database and finance areas. Being a cloud-based program, it can be accessed and used by all NYYM staff, even when we are working from home.

Specific tasks I perform routinely are:

- Opening/distributing mail/answering the telephone
- Depositing checks.
- Reviewing contributions via ACCEPTIVA and forwarding them to the accountants.
- Updating the database in Salesforce, ACCESS, and the office card file.
- Working with Monthly Meeting Recorders on membership statistics
- Mailing out Yearbooks/*Faith & Practice/Spark*
- Working with the Treasurer to submit vouchers to our bookkeeper
- E-mailing Treasurer's Reports to Monthly Meeting Clerks & Treasurers
- Helping to process registrations for Spring/Summer/Fall Sessions
- Compiling the alphabetical and Statistical Report sections of the Yearbook

I enjoy working with all of the NYYM staff and our volunteers as well as with members of our local meetings.

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

This report is being written during the first week of June 2020. Just a week ago the COVID-19 pandemic felt like an eclipse of every other thing I could report to you about last year. A week later the national uprising following the murder of unarmed black man, George Floyd, by a white Minneapolis police officer, feels like an eclipse even of the COVID-19 eclipse.

As your staff person, I am called to a ministry of care with older Friends. Before the pandemic (a time that barely feels

real) we lovingly continued to build and support a network of ARCH Visitors, offering trainings, workshops, resources, and individual support on issues related to growing older. I supervise the now seven ARCH Local Coordinators (we hired three more!) who serve you in your geographic regions and in prisons in New York State. Kevin Lovelady (Northeastern), Judy Meikle (prisons), and Helen B. Mullen (Long Island) were hired on January 1, 2020 to join Gabi Savory Bailey (New Jersey), Martha Gurvich (Purchase), Mahayana (Yana) Landowne (New York City), and Kathy Slattery (Farmington Scipio).

The Committee on Aging Concerns has continued to serve as an invaluable support in their work to oversee the ARCH program, and to season and discern our vision and direction. Much of the good work accomplished by the ARCH program before the pandemic is detailed in their advance report on page 182, and you can read more about our work with a collaborative intergenerational pilot mentorship program in the Interim Young Adult Field Secretary's advance report on page 198.

That world we occupied before March 2020 feels to me to be smashed to bits. I know that broken-ness, though rarely chosen, is always transformational. I know this experientially, but I have also learned this at the knee of those of you I work with. When you lose someone you love, and your life is smashed to bits, I have seen you build back your life with ingenuity, flexibility, and humility. When you lose the capacity to do what felt like “normal” things your whole life—things like hearing well, or remembering things, or walking for miles—I have been with you as you grieved those losses, picked yourself up, and figured out a new way to do what you are called to do. When you have lost yourself in your caring relationship with someone you love, I have witnessed your resilience, your reaching out for help, and the grace you have encountered there.

This capacity for transformation has not been diminished by the last months of pandemic. On the contrary, I have seen Friends do things I never imagined they would. Friends have organized to call (sometimes regularly) everyone over 60 in their meeting, and then everyone regardless of age. Friends have not only transitioned to worshipping remotely via video conference, but reached out to those less confident in or with limited access

to the technology to make sure that they can participate in ways that have been life saving for some. Relief funds, food distribution, supporting sick Friends, writing letters to incarcerated Friends are all familiar Friends activities reimagined and amplified for this time.

ARCH Local Coordinators have also risen to the challenges presented by the pandemic. They have supported meetings for grieving; connected remotely and individually with ARCH Visitors, older Friends, and meeting leadership in their communities; organized behind the scenes to connect older Friends with their meetings while we have needed to isolate from one another; created new written resources to more easily distribute messages about coping with trauma, grief, and loss as well as transitioning from a prison worship group to an outside meeting once released. They have done these things as they continue to support ARCH Visitors and attend to the needs and concerns of older Friends in their communities.

This is a reflective report, one that reviews the past year rather than imagines the ones to come. But imagining a future of racial healing and equity in our ARCH program is what I am doing and must do now. We had already made plans to revise our current Quaker Values and End of Life Decision Making Workbook to include more opportunities for cultural sensitivity, and to invite examination of implicit racial bias when dealing with matters of medical care at the end of our lives. It is now clear to me that all of our training materials, written materials, workshop outlines, and digital communications require similar examination for cultural and racial bias and revision. In the last years we have worked to transition our weekend in-person training retreats to an online seven week format. While I'm grateful for the experience that has given us in this time of physical separation and reliance on digital communication, it is more clear to me than ever that access to and ease with this digital format is not the same for everyone. This needs to be considered as we envision what equal access to the ARCH program really means and how to achieve that. In the last few years we have begun to focus on ageism as an intersectional concern, but I see now that focusing is not enough, and that we are called to dismantle structural ageism and racism in our program now. It has taken me too

long to take responsibility to address these problems with our program, and I know that there are more than I name here. For that I am sorry.

Friends, I feel you understand broken-ness. And so my call with you is to listen and to learn. I remain your student. You are experienced agents of change. Your faith and your practice have prepared you for this watershed opportunity that the current global disaster of pandemic and the swell of hope for racial justice present: to transform ourselves, our communities, and our world. This has always been my work with you, but I feel it now more than ever. I have no smart strategies, I have no playbook, no neat methods. All I have is my capacity to listen, to integrate what I receive, to discern the message, and to respond with what I have. When I lose hope, or faith, or focus I return to listening.

I hope that this listening continues to be of use to you in service to our meetings. I have no idea what will happen next. But this much I can continue to do: to listen, to be open to and working for transformation.

Callie Janoff, ARCH Director

Associate Secretary: Helen Garay Toppins

Stepping into Semi-retirement

Retirement is not the end of the road. It's the beginning of an open highway.

—Author Unknown

As I approach my semi-retirement this September, I find myself looking back with nostalgia. I remember with pride my first job six decades ago. I was the “clean up girl” at the neighborhood beauty parlor. After school I swept the floors and emptied the trash baskets. When I was “promoted” to shampoo girl I got the “heads” ready for the beauticians. I loved listening to the conversations in that beauty parlor! When I received my first pay envelope, it only a few dollars but it meant the world to me. On the way home I brought milk for the family. Every time I opened the refrigerator door and saw that container of milk my heart swelled with pride.

I also find myself looking forward with anticipation, even though there are more questions than answers. COVID has thrown a wrench into my social work field placement. However, the Johns Hopkins, School of Public Health COVID training for contact tracing offers new opportunities. Way will open.

Way will also open for the New York Yearly Meeting Associate Secretary position. Here again, there are more questions than answers. Who will execute the assignments that I will no longer perform? I am not worried. The yearly meeting staff is so competent, dedicated, and committed I believe that the future will be a better version than the past. Discernment for all lies ahead. Stay tuned.

Communications Director: Sarah Way

The pandemic response started in early March 2020 and has affected every aspect of my job.

Before the pandemic, I continued to create and send out the email newsletter, InfoShare, containing news, events, and opportunities for Friends, once a month. *Spark*, the printed newsletter, continued on its usual 5 times a year schedule. The themes during the past 12 months:

- **September 2019: The Spirit is Moving.** Friends wrote reports from Summer Sessions (the first one using Pay as Led, which was successful)
- **November 2019: Light Behind the Walls: Quaker Worship in Prison.** *Guest edited by Jill McLellan and the Prisons Committee.* Articles were written by Friends who were living both inside and outside of prison. Copies of this issue were sent to prison worship groups in our yearly meeting. Thanks to Jill McLellan for making this issue possible.
- **January 2020: What's Happening Now.** This was an open issue. Friends wrote about whatever they were led to share. The issue included a 3-page section on Summer Sessions, the registration for which was to open soon, following the earlier schedule we developed last year.
- **March 2020: Friends Meet on Indigenous Lands.**

Guest edited by Buffy Curtis and Liseli Haines and the Indian Affairs Committee. This extended issue is full of articles and artwork collected by Buffy and Liseli and I am grateful to them for their work. The issue also included information on Spring and Summer Sessions. The pandemic, which caused Spring Sessions to be cancelled and Summer Sessions to be re-imagined as an online event, struck in early March, right after this issue was printed.

- **May/June 2020: Quakers Together While Apart.** Articles cover how Quakers are coping with the social distancing involved in the time of COVID-19. There's also a few articles NOT about the pandemic, and an introduction to the virtual Summer Sessions that will be held online July 19-July 31.

When the pandemic started and in-person gatherings were banned I began to send out more frequent emails to the NYYM list. These emails informed people what was happening with the yearly meeting and the NYYM staff, provided updates on Summer Sessions, links to COVID-19 resources on the nyym.org page, and information on the many emerging online workshops and worship opportunities, including the new weekly “Local Meetings Respond” Zoom calls. The Local Meetings Respond calls started as a series designed for Friends who are in a position to make decisions about their local meeting, but it has expanded to topics that serve a wider audience, like stress management and end-of-life directives. I promote these calls, take notes at them (unless they're in worship sharing format, which is confidential), and publish a summary of the meetings on NYYM's COVID-19 resource webpage.

The last issue of InfoShare, the email newsletter, was in March 2020. Since then I've been emailing a NYYM update every Friday. Friends are encouraged to send items for this weekly email to communications@nyym.org. Right now the update is comprised of online events and resources. I intend to continue the weekly email schedule even after we return to holding in-person events.

After learning a bit about Salesforce I was able to integrate MailChimp with our NYYM Salesforce database. This means

updates and additions that are made to the main NYYM database are automatically transferred to the list of recipients of NYYM emails. I used to have to enter these new names manually into MailChimp, or import them by hand from an Excel spreadsheet. The new system saves time and is more accurate.

At Summer Sessions (2019), I again published a daily “Quaker Update” newsletter. I also took photos to post on social media and for use in future Sessions promotions. Chad Gilmartin, Digital Communications Director, and I ran a Communications Q & A session as an interest group, offering advice on all aspects of meeting communications.

NYYM Summer Sessions had many new attenders in 2019, due in part to the new “Pay as Led” pricing structure. I created a flyer titled “What’s New York Yearly Meeting Doing This Week?” to promote committee and business meeting participation to new and inquiring Friends. The handout included blurbs from committees who were meeting during the week, when they’d be meeting, and what they’d be discussing. It also included the times NYYM was meeting for business and discernment. Many Friends found the flyer helpful. I intend to continue producing this flyer for future Sessions, emailing it to participants in advance and publicizing it more widely.

The annual reports from NYYM committees, staff, and representatives, were made available online in advance of Summer Sessions, and printed copies were available at Sessions itself. I experimented with abridging the printed Yearbook by removing the annual reports from the Yearbook that’s printed in the fall. At Summer Sessions I provided printed copies of the reports to every monthly meeting. I’m not sure if the Yearbook will be “reduced” this year, again, or not. The goal was to save money, paper, and time, and it’s not clear if it did enough of that to be worth the extra coordination required. We didn’t hold Spring Sessions in 2020, so there are no minutes to publish, except for a few “seasoned business items” that were posted for approval on nyym.org.

I have continued NYYM’s social media presence with frequent posts on Facebook and Instagram, where Jillian Smith continues to post most prolifically. Thank you, Jillian. I also post semi-regularly on Twitter. The most popular posts on all outlets

are about social and Witness issues, or are reposts of news articles about Quakers or Quakerism. I set up a new YouTube channel for NYYM—NYYM Videos—on which I’ve been posting the “Witness in the World” series of videos produced by Cai Quirk, co-clerk of Witness Coordinating Committee. I continue to be open to and listening for new ways of communicating with younger and more online-oriented Friends.

In conjunction with the NYYM Trustees I’ve been working on creating “Standard Operating Procedures” (SOPs) for NYYM’s communications. I’ve been putting into words a lot of previously unspoken guidelines under which I’ve been operating. Most of these are descriptive (describing how we already do things) but some are prescriptive (describing how we should start to do things). Those prescriptive procedures may need approval from Communications Committee or General Services CC. I’ve been researching other yearly meeting’s SOPs and seeing what makes sense to include or adapt from them for NYYM. This is an ongoing project.

Another ongoing project is updating the Handbook. Changes to the committee pages in the Handbook are usually approved and minuted at a YM business meeting. Those changes haven’t been integrated into the main Handbook document or website for a few years. The YM also changed its structure a few years ago, dropping from four coordinating committees to three. The Handbook needs to be edited throughout to reflect the organizational changes that caused.

The NYYM staff has been meeting weekly over Zoom since the pandemic began. Staff members have been supporting each other while we—like everyone else in the world—deal with fundamental changes to our plans and our responsibilities.

I have been handling the majority of requests to use the NYYM’s Zoom accounts for online meetings. We now have three accounts to use for NYYM committees, working groups, and monthly or quarterly meetings.

I’ve been a part of the Storytelling Network Advisory Circle, which is one aspect of the wider outreach plan for NYYM. Once our new normal becomes apparent, I expect the Circle will start meeting more frequently, and I can continue to help roll out the outreach plan.

The recent police killing of George Floyd, combined with the disruption caused by the pandemic, has sparked an unprecedented opportunity to take apart some of the structural racism in this country. I will continue to share news about anti-racism Quaker actions and statements, promote opportunities to talk about and learn about systemic and structural racism, and share resources on how to recognize and dismantle White supremacy. Thank you in advance, Friends, for your help, guidance, and support in these efforts.

Digital Communications Director: Chad Gilmartin

New York Yearly Meeting is continuing to embrace and explore digital tools that help Friends collaborate across distance and scheduling barriers. Committees, clerks, and volunteers alike are better able to communicate, create and share documents, and meet together in virtual spaces to do great work. Even before COVID-19 imposed a global transition to virtual platforms, NYYM was using Google Suite and Zoom to work together at a distance. At Fall Sessions 2019, committees were able to include Friends via Zoom who were not able to be physically present. Our adoption of Google Drive has helped us better organize and update our ever-evolving documents such as the NYYM Handbook and our *Faith and Practice*, as well as create a space for our ongoing effort to codify and publish our Standard Operating Procedures. While nobody was prepared for the huge impact of a global pandemic, New York Yearly Meeting was well poised to adapt and thrive thanks to our use of digital communication technology.

My role in the last year as Digital Communications Director has been to steward the yearly meeting through technological administration and support in order to help facilitate the work of this vibrant community. I help introduce Friends to Google Suite and its wide variety of tools; I create and share forms and spreadsheets to collect and sort information and data; I collect and curate reports and updates for publishing on our website; I support committees and clerks on Zoom. Much of my work is creating the virtual spaces and offering the tools to foster the

movement of The Spirit throughout our yearly meeting, and I am pleased to say that Friends are embracing the Digital Age with enthusiasm and skill.

Our website, nyym.org, is seeing steady traffic throughout the year, with some particularly high-traffic times around Yearly Meeting Sessions. We average over 100 users per day visiting our website, with a large interest in our *Faith and Practice*. Our peak this year saw 681 users visiting our website on December 10, 2019, most of whom visited our “Find a Meeting” page and then navigated to a particular monthly meeting page. Friends have observed a trend in the past that new Seekers, visitors, and returning Friends seek out a monthly meeting during the December holiday period, but until the use of our website analytics tools we have not been able to see that trend in hard data, so I am excited to see that our primary interface with the digital world is serving well as an outreach tool!

With the global pandemic forcing people inside and online more than ever before, Friends have also had to adapt to our new digital worship practices. New York Yearly Meeting had been using the Zoom platform for almost a year before COVID-19 disrupted our in-person practices, so we were fortunate to have our digital worship ready to go right away. After some early stumbling blocks with Zoom security, and a quick response from Zoom’s developers, Friends found grounding and deep worship in online spaces. We are able to gather in worship over vast distances, overcoming geographical barriers and physical limitations by opening our digital doors. Our committee work is buoyed by lowered travel costs and time commitments for participants. Although these technological solutions have provided many wonderful opportunities, we have also discovered new barriers to participation around access to technology, connection stability, and ease of use. I am very optimistic that we are growing in wonderful ways, and that we will continue our work to adapt and improve our digital practices.

Steve Mohlke, General Secretary

Well into my third year as General Secretary, I started to feel like I knew what I was doing. And then, with COVID-19, every-

thing changed.

Pre-COVID I travelled a great deal. I developed a rhythm of twice a month catching a bus from Ithaca on a Tuesday morning, spending the afternoon in the NYYM office, staying overnight in New York City, spending Wednesday in the office and then taking a bus back home. This seemed to be just about the right amount of in-person time with staff and others in NYC. There are numerous Quaker events I have been attending annually: Coordinating Weekend, Meeting for Discernment, Spring Sessions, the FGC Gathering, Summer Sessions, Quaker Superintendents and Secretaries, Budget Saturday, NYYM-NEYM Pastors' Retreat, and Fall Sessions. I visited seven monthly meetings between last Fall and the COVID shutdown. I also travelled for Sessions and Development Committee meetings. I co-facilitated weekend workshops on clerking for a weekend at Powell House and a weekend at Pendle Hill.

With the COVID lockdown, my travel stopped but my opportunities to engage multiplied. Staff started meeting weekly instead of just when I was in the office. We adjusted to all being on Zoom. As a team, staff became much more adept at using a communications tool called Slack to keep each other up to date and ask questions. Staff started hosting Monday night video calls with the general theme Local Meetings Respond. Staff collaborated to set up a COVID-19 page on our yearly meeting website loaded with resources. I helped several meetings make the transition to online worship. I offered a couple of short workshops on Clerking By Zoom. I helped form the Reimagining Summer Sessions Task Group to see what we could make of this opportunity. My favorite part of all of this was collaborating with others to figure out how we could take our Quaker business process, developed over hundreds of years, and transition it to an online format in a manner that keeps the technology in the background and Spirit in the foreground. In that respect, COVID has given us an opportunity to try something that would likely have taken years for us to try without this push.

Pre-COVID I started working on assembling a group of people to write a statement for consideration by NYYM about declaring our intention to be an anti-racist faith community. That effort got lost in the transition but Spirit has a way of bringing back

missed opportunities. The murder of George Floyd while in police custody caused a lot more people to start talking about racism and systemic violence and oppression. I hope we can find ways to convert this moment into a movement.

Thank you for the opportunity to serve New York Yearly Meeting as General Secretary.

Interim Young Adult Field Secretary: Marissa Badgley

Since officially joining the NYYM staff team in fall 2019, my work and Ministry of serving young adult Friends (YAFs) has been challenging, uplifting, energizing, frustrating, and ever-changing. It has been a year of transformation and adaptation, beginning in relative stability and ending in the middle of a global pandemic that has significantly impacted all of us, but especially young adults physically, financially, mentally, emotionally, and spiritually. Looking back, it is humbling to see what we have accomplished in the last eleven months, even amidst uncertainty, fear, and circumstances that have largely inhibited us from meeting in person. In what follows, I will provide details about YAF activities and events between September 2019 and June 2020, Young Adult Participation and Outreach, and the impact of COVID-19 on YAFs. I will also provide some preliminary thoughts regarding where we go from here.

YAF ACTIVITIES, EVENTS AND PROGRAMS

It has been a busy year full of old traditions and new experiments! Before the COVID-19 pandemic, I had already felt like it was important to balance in-person activities with virtual engagements, and it was a blessing to have experience leading virtual workshops and worship opportunities before the pandemic required us to adapt to these forms exclusively. Here are some of the programming highlights:

- Six Virtual Semi-Programmed Worship, engaging ~75 people
- In-Person Workshops engaging ~27 YAFs
 - Advocacy & Lobbying with FCNL @ 15th Street

- Eldering & Healing @ Powell House
- Virtual workshops engaging 43 YAFs
 - Q&A with Quaker Organizations & Groups (8)
 - Q&A with Traveling Ministers (22)
 - Finding My Quaker Voice & Vocal Ministry (13)
- Virtual fun engagements (e.g., game nights, karaoke, poetry slam, film festival, etc.) for fifteen straight Thursdays, engaging ~50 YAFs

In addition to these engagements, we were also able to respond to the Statement of Needs offered by Young Adults at NYYM's 2019 Summer Sessions and emerging needs because of the COVID-19 pandemic. I am excited to see how these new programs and initiatives grow and deepen in the next year, and know that these structures can be adapted to support the growth not only of NYYM but also the Religious Society of Friends and other Quaker bodies.

Pilot Mentoring Program

At Summer Sessions 2019, Young Adults made a clear ask of the yearly meeting to establish formal mentoring structures through which YAFs could deepen their awareness, knowledge, and experience of Quaker faith and practice. Between August and October, the Spiritual Nurture Working Group, ARCH, and the Young Adult Field Secretary worked together to craft a pilot mentoring program. We sent out calls for mentors and seekers and expected to *maybe* make ten matches. We were surprised and delighted to receive 24 requests for mentorship, over 40 applications from Friends looking to serve as mentors, and 10 volunteers to serve as members of an advisory committee. This response was unprecedented and truly remarkable, and I have shared with many that I have never experienced such profound energy coming from all needed directions. Friends stepped up to ask for mentorship. Friends stepped up to offer mentorship. AND Friends stepped up to hold the space and continuously improve the program. Thank you to everyone who participated and who offered their love and support!

Ultimately, we made 24 matches between mentors and seekers, and 20 of these matches successfully completed the

six-month program. Importantly, 4 of our 24 seekers were brand new to Quakerism and all completed their mentoring experience. During the program, we provided regular touch-points for both mentors and seekers for support, new learning, community worship, and fun.

We believe we have a strong foundation on which to build a sustainable program that becomes an integrated part of New York Yearly Meeting's work with young adults and newcomers, and we look forward to continuing to apply what we learned about spiritual mentorship in the months and years to come.

Peer Support Groups

Out of the COVID-19 Impact Survey completed by over 80 YAFs in April 2020, I heard a deep need for spiritual community beyond Sunday morning meeting for worship and YAF events. Thus, in early May, we launched Peer Support Groups. 29 YAFs signed up, 11 of whom were new to NYYM and at least two of whom were new to Quakerism. These Friends were split into seven weekly worship groups that meet at mutually agreed upon times and are facilitated by a YAF volunteer. Some groups use this time for open worship, others for reading a passage or book together, and others for worship sharing. They are entirely organic and self-facilitated.

After six weeks, I reached out to the participants to see how things were going and if they wanted to continue with their groups. Even as the world began re-opening and Friends began returning to work, 25/29 participants decided to remain in their groups for the near future. This suggests that this format is useful for YAFs who are more likely than older Friends to not find home in a monthly meeting. I look forward to iterating and exploring how to use what we have learned to support more Friends in the future.

IMPACT OF COVID-19 ON YAFS

In April 2020, NYYM put out a survey to Young Adult Friends to assess the impact of COVID-19 on this vulnerable demographic. We collected a ton of useful data, and I want to elevate a few key points to help guide interactions, actions, and mindsets towards YAFs in the wake of the pandemic.

- 64% reported decreased psychological wellbeing
- 26% lost their jobs (20% have had a primary financial contributor lose their job); 28% were worried that this would happen in next six weeks
- 42% had their salary or income reduced (but did not lose their jobs); 37% worried that this will happen in next six weeks
- 31% were unable to cover basic household expenses (rent, utilities, food, etc.)
- 25% were living outside of their permanent residence due to COVID-19
- 11% had COVID-19; 10% had a family member or friend die from COVID-19
- 76% postponed big life plans (weddings, babies, graduations, moves, new jobs, etc.)
- 15% had their education interrupted
- 12% were unable to access normal mental health support

While these statistics are old and can no longer accurately tell the story of where YAFs are today, the impacts that were recorded in April 2020 were likely exacerbated in the weeks that followed, and also likely had long-term effects that we are only just beginning to understand. I invite you to consider how these data might reflect realities for YAFs in your meeting or even your family members. I also invite you to reach out to discuss ways that you or your meeting might respond to the ever-changing needs of YAFs in the face of continued uncertainty and instability.

YOUNG ADULT PARTICIPATION

We started 2020 with 142 Young Adults on our mailing list and now have 265. New additions include people who signed up for the mentoring program, new attenders/members at Monthly Meetings, participants in peer spiritual support groups, young adults who attended Powell House who opted in, and a handful of people who reached out independently after seeing our work on social media. About 50% of this list has engaged in YAF activities in the last year, and I aspire to reach out to the other 50%

to explore engagement barriers. Of those who have engaged in YAF programming since July 2020:

- 34% are not regular attenders or involved in a monthly meeting
- 16 are brand new to Quakerism (0-8 months)
- More than 20 are new to NYYM (or are participants in other yearly meetings)

These numbers and results are promising and point to what can be accomplished when there is a staff person dedicated to stewarding the concerns and needs of young adult Friends. I am grateful for the opportunity to do this work and to walk with so many YAFs on their spiritual journeys. Thank you to all the individuals and meetings who have supported us this year. We could not have done it without you!

Records Committee

None submitted.

Sessions Committee

None submitted.

Junior Yearly Meeting Subcommittee

None submitted.

Supervisory and Support Committee for the General Secretary

None submitted.

Trustees, Lindley Murray Fund

No report submitted.

Trustees, New York Yearly Meeting

During the year 2019, Trustees met regularly in person and by conference call.

Considerable progress was made in resolving outstanding property issues. The sale of the Yorktown Heights, NY, property to Calvary Bible Church was closed, and the transfer of title to the Friends Methodist Church and burial ground in Monkton, VT, has been completed with the Monkton Association's approval of its 501 (c)(3) application.

With respect to the Meeting Houses and Properties Fund, grants for repairs continued to be made. We are looking forward to being able to assist even more as the body of the yearly meeting approved the trustees' recommendation to add \$100,000.00 from the sale of the Yorktown Heights Meeting House to that fund.

With regard to the yearly meeting's invested trust funds, total assets as of December 31, 2019 were \$6,668,968.79.

Our yearly meeting's investable financial assets continue to be held and managed by Friends Fiduciary Corp. in Philadelphia. Performance measured against published benchmarks has been satisfactory and investment policies are clearly aligned with Quaker values. A trustees' investment committee was formed to review our yearly meeting's investments and bring recommendations back for trustees to review.

Trustees began the process of divesting our yearly meeting's investments from fossil fuels. Based on our review as well as sentiment expressed within the yearly meeting body, one-sixth of our funds at Friends Fiduciary were transferred to the Friends Fiduciary Green Fund with the intent of completely divesting our investments from fossil fuels within a six-year period.

In connection with this transfer and subsequent transfers, trustees will continue to discern the proper balance between our fiduciary responsibility to provide maximum financial support for yearly meeting programs and initiatives while addressing broader concerns such as divestment as they arise in our yearly meeting.

Three members of trustees agreed to serve on the Yearly Meeting Climate Justice Working Group which is searching for a way forward for the yearly meeting in response to the danger

presented by accelerating climate change.

By-Laws revisions were presented and approved by the body of the yearly meeting. In 2019, our yearly meeting was registered as an exempt organization with the New York State Charities Bureau.

Trustees serve the yearly meeting with humility and value the trust placed in them to steward our yearly meeting assets. Our minutes are posted on the yearly meeting website.

Peter Close, Trustee

Witness Section

Witness Coordinating Committee

in 2019 the coordinating committee continued its experiment with distributed clerking. Several reviews indicated that it worked fairly well. There were some difficulties due to the large number of tasks which had to be distributed, and with communication among the people who had agreed to do them.

The coordinating committee worked on several issues over the year, and brought some relevant minutes forward to the body. Some issues brought forward by committees and working groups were treatment of immigrants; prison wages; gun control; sustainable living (see eco-eating) and institutional racism (including within NYYM). The coordinating committee approved a minute calling for divestment of invested NYYM funds from fossil fuel companies, and a letter to be sent to Friends Fiduciary asking them to divest all their funds from fossil fuels. Friends from several committees joined to make possible Eco-Eating at Fall Sessions. The coordinating committee was also kept abreast of the lawsuit brought by the Green Haven Preparatory Meeting against the Department of Correction and Community Supervision (DOCCS), which was also reported to the body.

The work of the Witness committees is supported by two sources of money. One, the Sharing Fund, asks for contributions from individuals and monthly meetings each year. The other is income from funds which have been left to the yearly meeting by deceased Friends as endowments. These specified uses for

the funds which the yearly meeting trustees deemed to fit within the charges of several Witness committees, and the income from the endowments has been used by those committees in carrying out their charges. Recently, the trustees have decided that once the total amount specified by the donor has been spent in accordance with the donor's will, (unless the will stipulated that the principal be invested and only the income used as directed) these funds are now unrestricted. Friends on Witness Coordinating Committee pointed out to the body that taking the funds from the committees serving people of color, and using them for the operating budget, would be a clear example of institutional racism. The body seems to have accepted this point of view.

The Sharing Fund sends one or two appeal letters each year, and a financial subcommittee allocates each committee a percentage of the contributions based on its budget request for that year. The result is that, if the Sharing Fund is not fully funded from contributions, the committees do not have enough money to do the work they wish to do in the name of the yearly meeting. In the past dozen years, maybe more, the Sharing Fund has not received its goal, even though the amount of the goal has gradually declined over these years.

To encourage monthly meetings in their witness work, the coordinating committee has set up a budget line called "Witness Activities Fund." Grants in 2019 included:

Albany Monthly Meeting for their Young Peacemakers Week	\$1,500
Farmington Monthly Meeting's P&SC Committee for their "winter series" of invited speakers	\$500
Hamilton Monthly Meeting, for their support of the Hamilton Interfaith Service Committee	\$200
Hamilton Monthly Meeting, for their anti-racism training	\$200
Old Chatham Monthly Meeting, for their movie series	\$100
Powell House Youth to attend FCNL Lobby weekend	\$1,000
Scarsdale Monthly Meeting, for their (homeless) Shelter project	\$550
TOTAL	\$4,050

Alternatives to Violence Project (AVP)

AVP New York's work in 2019

In 2019, AVP New York held 168 full (16 -22 hour) two or three-day workshops, up from 154 in 2018. The number of active incarcerated facilitators also increased from 212 in 2018 to 258 in 2019, while we our active outside (civilian) adult facilitators dropped from 108 in 2018 to 101 in 2019 and nine youth (under 18) served on facilitation teams for two full workshops and seven youth facilitated mini (three-six hour) workshops.

The number of hours our volunteers put in is consistently impressive. Inside (incarcerated) facilitators volunteered more than 16,000 hours and outside facilitators nearly 9,090 hours to hold more than 3,600 in-session workshop hours with 1,988 participants in full (16 hour minimum) workshops and 275 participants in shorter and mini (half-day) workshops. These hours do not include the weekly, bi-monthly or monthly maintenance sessions that many prison programs hold.

The Rochester Landing Strip continues to meet twice monthly at the Gandhi Institute and at a café. Landing Strips provide a support community for people returning from prison and meeting with community people interested in AVP. The schedule and location of the Rochester Landing Strip is on the website: www.avpny.org People returning to any community in New York State are invited to call the AVP office and they will be connected with facilitators in their communities.

Our Work in Prisons

We are super-excited to announce that we began new AVP programs in four prisons and one county jail in 2019! Steve Bradley responded to Clinton Main's and Clinton Annex's calls for AVP (in addition to continuing to anchor the program at FCI Ray Brook). Clinton Main is the largest maximum security men's prison in the state. At Clinton Annex, we work with incarcerated veterans. We were briefly back at Eastern in 2019 but when that didn't work, our volunteers, Patty Tyrol and Ingrid Blaufarb Hughes moved to Fishkill, a medium security men's prison, for our first workshop there since 2003. Margaret Lechner shepherded our return to Taconic (a medium security women's prison) following a twelve-year hiatus. And a few of our prison

volunteers who DOCCS decided to terminate as volunteers have initiated a program at the Westchester County Jail.

With programs in eighteen prisons and one jail, our outside volunteers are feeling stretched. We would like to broaden our pool of volunteers so that we might sustain the programs we have.

We held 150 full workshops, two short workshops and four mini workshops inside nineteen prisons (including one federal prison) and one county jail with 1,871 participants completing. Four of those workshops were in Spanish and two were bi-lingual at Sing Sing and Green Haven prisons. One all-facilitator workshop and a facilitator day focused on strengthening our facilitation skills. We trained 193 new apprentice facilitators inside the walls.

In 2019, our annual Forum Day was held at Bedford Hills, a maximum security women's prison. Ten inside facilitators joined with fourteen outside facilitators from across the state. Yolanda Lewi and the inside team created a memorable day for all.

Special topic advanced workshops in prison focused on understanding manhood, trauma awareness and resilience, domestic violence, manly awareness, anger, youth poetic expression, forgiveness, women of courage, and relationships.

Our Work in Communities

We held 19 full workshops with 127 adult, 64 young adult or teen and 11 youth participants. We trained 32 adult and 15 teen and young adult apprentice facilitators. 76 youth and nine adults completed short workshops (6-12 hours). Five mini workshops saw 18 adults and 56 youth. Two facilitator days provided opportunity for 31 facilitators to hone skills and share new exercises.

T. Haywood and his team at the Osborne Association continued their work with teens and young adults in the Bronx, holding five workshops with 43 participants and training fifteen new apprentice facilitators.

AVP Syracuse continued to grow, holding one multigenerational Basic, one Special Topic Advanced on Trauma Awareness and Resilience, one Training for Facilitator Workshop (adding ten new facilitators to the pool) and one multigenera-

tional short workshop.

Elmira Area Council held one Basic Workshop in Ithaca and one Mini Workshop with veterans in Binghamton.

Mid-Hudson Area Council held a two-hour Mini Workshop at the Trans Health Forum in White Plains.

Niagara Frontier Area Council held a Basic Workshop at a residential treatment center with eight 16 -21 year old women.

Mary Eagleson, Fred Feucht and Margaret Lechner of Westchester Area Council coordinated two Basics, two Advanceds and two Training for Facilitators Workshops, adding twenty-two new apprentice facilitators to the pool. Two Facilitators Days brought together twenty-one and ten facilitators—some attended both.

Our Work with Youth and Teens

Noelle Granger continues to anchor our only on-going work in schools at Walton and Franklin Schools. She, together with three other teachers and nine students were on-team for one Basic and one Advanced Workshop with twenty and twenty-four high school students respectively. They held a full-day short workshop with twenty-three 8th graders and three simultaneous half-day workshops with fifty-six 7th graders.

With Central New York Area Council, Stuart Bartram coordinated two workshops—one Basic with thirteen 13-21 year olds and one Mini Workshop with six 8-12 year olds.

Genesee Valley Area Council held a multigenerational Basic Workshop at the Gandhi Institute with eight adults and four youth completing.

With Westchester Area Council, Coralie Joseph led a Basic Workshop with five 4th – 7th graders at the Mamaroneck United Methodist Church.

Our Work Outside of NYS

Several AVP New York facilitators attended the AVP USA National Gathering in Oakland, CA. AVP New York sponsored T Haywood, El-Sun White, Tyree Hicks and Kiki (Kyhani) Freeman (all from the Osborne Association) making it possible for them to attend.

Shirley Way returned to Central America—this time to Honduras—with Allie Prescott (AVP facilitator from Los

Angeles). They participated in a gathering of facilitators from across Central and South America and then served on-team for two Trauma Awareness and Resilience workshops—one inside El Porvenir prison and the other in La Ceiba, Honduras.

Nadine Hoover continued her work as a Working Group member of Friends Peace Teams' Asia West Pacific Initiative. In 2019 AWP held their sixth annual AVP Cultures of Peace Training in Indonesia with 45 participants, many of whom are facilitators, from eleven countries: Indonesia, including Sumatra, Java and West Papua, Singapore, Malaysia, the Philippines, Nepal, Korea, Chechnya, U.S., England, Aotearoa/NZ and Australia. Workshop themes were empowerment, resiliency, liberation, discernment and permaculture. Nadine and others followed with a facilitator training workshop. In the Republic of Georgia, 25 facilitators from Georgia, Ukraine, Ingushetia, Dogestan and Chechnya were participants in the AVP Cultures of Peace Training with workshop themes on empowerment, resilience, liberation and discernment. Nadine and others followed with a facilitator training workshop. Back in the U.S., Nadine was on-team for a Basic Workshop in Philadelphia. Again in Indonesia, Nadine with AWP offered an Interfaith Youth AVP Cultures of Peace Training on empowerment and resilience, followed by a facilitator training workshop.

Our Gratitude.

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

Thanks to our donors, we exceeded our expectations in income from direct public support. We budgeted \$25,450 and we received \$26,671. Thank you!!! And with our investments seeing sizeable gains, we ended the year with a net income of more than \$7,000.

Your support means we can:

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

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

An update.

With COVID-19, we have not been allowed inside prisons since early March and we haven't been holding community workshops. Some in Australia have tried holding a workshop on Zoom with some success. We held the AVP-USA Annual Gathering on two days of Zoom.

We have been maintaining contact with inside (incarcerated) facilitators through Jo Clayson, our Volunteer Correspondent.

Kha Gould, KHarismatic Kha, writes: "It pains me to imagine a world more separated than it already is."

American Friends Service Committee Corporation

AFSC Northeast Region's Report to NYYM for Oct. 2019 through Sept. 2020

The AFSC Northeast Region has programs from Maine to Pennsylvania that focus on Immigrant Rights, Healing Justice, Youth Organizing, Economic Justice and Peace. All of the regional programs are directly connected to AFSC's national efforts in support of these issues.

Starting in March 2020, our program work shifted to respond to the tragic consequences of the spread of COVID 19, particularly for people in prison and immigration detention and their families, and to ensure that immigrants are able to access important safety net resources.

Healing Justice

In New York and New Jersey, the Healing Justice and Prison Watch programs empower individuals harmed by criminal justice policies and violence to heal and transform the conditions under which they live. The programs recognize and advance the worth and dignity of all people in and around the criminal legal system. Program staff disseminate information on human rights abuses and healing opportunities; monitor and advocate on behalf of imprisoned individuals and respond to needs of incarcerated people and their families and those harmed by criminal acts; influence individual administrators and policy makers; and provide expertise and support to coalitions, advocacy groups, community organizations, students, writers, and the media.

AFSC's Prison Watch Program, based in Newark, monitors human rights abuses in U.S. federal and state prisons. In particular, the program promotes national and international attention to the harmful practices of isolation and torture. Staff testify before the New Jersey legislature, participate in and lead coalition work, and publish op-eds in local papers.

This year, Prison Watch offered its expertise on issues related to the criminal system to media and to policymakers, while also sharing its many publications with hundreds of people in prison throughout the US. These publications include the Survivors' Manual, a resource guide for LGBTQ individuals in prison; a report on Aging in Prison; and a regular publication called From the Inside Out, which includes testimonies on prison conditions from people in prison in New Jersey. This year Prison Watch published From Her Mouth to Your Ears, A Survivors Manual By and For Women, along with a Spanish Language translation. These documents are available at www.afsc.org/content/prison-watch-resources.

The COVID-19 pandemic has created tragic circumstances in prisons throughout the country as the virus spreads and staff and incarcerated people at the jails become infected. The number of deaths is growing, yet relatively few people have been released. AFSC programs locally and nationally are participating in various campaigns to request release of people in prison and to highlight the devastating conditions under which people

are confined. Our staff are fielding phone calls from families of people in prison, providing support and avenues for advocacy, while maintaining a strong media presence to ensure that the issues remain in the public eye.

AFSC's Hope Lives for Lifers Project, based in New York, works with men who are serving long sentences, including those sentenced to life without the possibility of parole. AFSC helps them in their quest for freedom and in their efforts to transition from prison, stronger and ready to reintegrate into their communities. In 2015, AFSC received funding from Trinity Church Wall Street to develop materials and begin implementation of the project. To date AFSC has completed three full courses at Eastern Correctional Facility, although the last course was interrupted at the very end due to restrictions put in place during the COVID-19 pandemic. AFSC is currently working with the Department of Corrections to create an electronic version of the Hope Lives for Lifers Manual. We plan to expand the program to additional prisons once restrictions are lifted.

During this program year AFSC's Healing Justice programs have provided education and outreach to thousands of individuals on the issues raised by mass incarceration and conditions of confinement and have provided support and organizing tools to people in prison to help them advocate for themselves. The programs also implement Liberation Summer: Young People's Advocacy Training Camp, with support from New York Yearly Meeting and in partnership with Echoes of Incarceration, that builds leadership skills and offers social justice advocacy training to young people in the New York Metropolitan area who have had some experience with the criminal or immigration legal systems, or who are concerned about those systems and would like to become Agents of Change. In 2019, 24 campers and counselors participated in and completed the summer camp. Due to COVID-19 restrictions AFSC plans to implement the 2020 summer camp virtually and has received funding to support the costs involved.

AFSC is grateful for the support of many volunteers and interns who significantly increase our capacity to do this work. We especially appreciate those members of the Quaker community who have supported us in responding to letters from people

in prison. Volunteers are in turn educated and trained by AFSC and help us expand our reach by bringing what they learn back into their communities.

Immigrant Rights

The overarching goal of the Immigrant Rights Program (IRP) in New Jersey is to achieve policies that respect the rights and dignity of all immigrants, including a fair and humane national immigration policy. The Immigrant Rights Program's successful integration of legal services, advocacy and organizing has made a dramatic difference in the lives of immigrants in New Jersey and beyond by ensuring that immigrant voices are heard in policy debates, by assisting immigrants with challenging immigration cases, and by changing the narrative about immigration issues to influence policy. AFSC offers legal services to immigrants who are in detention, facing deportation, seeking to reunite with families, or in need of protection. AFSC also organizes in immigrant communities, training emerging leaders and ensuring that those people most affected by immigration policy are advocates for change.

Since 2015, AFSC has increased its capacity to provide legal representation to immigrants in detention by using a public defender model, with hundreds of additional clients receiving quality information and representation by AFSC attorneys. The legal services team continues its longstanding work with minors, survivors of domestic violence and other crimes, and with the Central American community and people from other parts of the world, providing legal representation in complex immigration cases that lead to family reunification.

At the same time, AFSC works in opposition to immigration detention, organizing campaigns and providing support to individuals whose lives have been impacted by the detention and deportation system. Recent years have seen increased arrests, detention and deportation, and AFSC staff are working to provide necessary information to immigrant communities, ensure accurate media coverage, and to share information with the public through presentations, articles, and online presence.

In 2018, AFSC opened an office in Red Bank, New Jersey, where we have expanded our legal services and organizing work.

In 2019 AFSC opened a second office in Newark to accommodate our growing detention project staff after receiving funding from the state of New Jersey to provide legal representation to people in detention.

The COVID-19 pandemic has led many of our staff to pivot much of their work to advocate for release of people in immigration detention. We have turned our legal resources to filing petitions for release in federal court, including participating in a class action lawsuit with partner organizations that demands release of all immigrants who are detained at the Elizabeth Detention Center, a private facility run by CoreCivic that is notorious for its conditions and lack of transparency. Our organizing staff have also pivoted to support release campaigns, as well as efforts to ensure that immigrants have access to much needed safety net resources including advocating for expanded benefits and assisting members to use existing services. The remaining members of the team continue to assist immigrants in their applications for status in the US, which has become more and more tenuous as the federal government creates more restrictive immigration policies.

Intern Program

The New York and Newark offices host an internship program each summer. Through the support of a generous donor we are able to offer stipends to these interns. In 2020 this support was increased, and AFSC was able to hire student interns for both spring and summer terms. This year, interns have been working to support social media/communications, legal research, community outreach, policy investigation, and other projects to support Healing Justice and Immigrant Rights staff. Interns will also participate in online orientation, social networking and brown bag events in the summer.

Other Regional Work

AFSC's work outside New York and New Jersey includes longstanding work on economic justice, peace, and healing justice. Staff work on trauma healing and reconciliation with Native Americans in Maine, and on peace and justice issues in New Hampshire and Massachusetts. This last year led to the

closure of two youth organizing programs in Pittsburgh and Philadelphia due to budget cuts, though we retained a Fellow in Philadelphia who is supporting AFSC's participation in the Poor People's Campaign.

Engagement

AFSC staff members are always open to engage with Monthly Meetings around the many issues we work on. Please feel free to be in touch with the New York office at 212-598-0950 for information and requests. To be added to our email list, please contact Janice Buzby at jbuzby@afsc.org.

Barrington Dunbar Fund for Black Development

The Barrington Dunbar Fund for Black Development was established in 1969 as New York Yearly Meeting's response to the needs of Black and Latino communities. **Barrington Dunbar grants in the time of COVID were front and center** in addressing the onslaught of the pandemic. The committee offered special assistance to monthly meetings addressing food insecurity in their communities via food banks, shelters, and/or other assistance to food insecure individuals. Below is a sample of grant recipients. We are putting our Sharing Fund dollars to work. Please give generously to the Sharing Fund.

- **Casa Freehold** (Freehold NJ)—Serves undocumented immigrants. Due to the COVID pandemic Casa Freehold has added food support to its mission. (Requested by Manasquan Meeting)
- **Christ is the Answer International Fellowship** (Buffalo NY)—Many of the members of this Preparative Quaker Meeting are experiencing food insecurity due to the COVID crisis. More than 7000 people in Erie County have tested positive for COVID-19. (Requested by Buffalo Meeting)
- **Hope House** (Bronx NY)—an initiative of The Ladies of

Hope Ministries. They help empower formerly incarcerated women by providing a safe housing space, a supportive community of women, mentorship and guidance to successfully re-enter life after prison.

- **La Jornada Food Pantry** (Queens, NY)—During the COVID-19 pandemic more than 66,000 people have tested positive in Queens County. La Jornada provides approximately 5000 grab-and-go food bags per week and emergency food assistance to homebound seniors. (Requested by Flushing Meeting)
- **Lifting up Westchester** (White Plains NY)—Their soup kitchen has been converted from sit-down meals to Grab and Go healthy brown bag lunches. More than 35,000 people have tested positive for COVID in Westchester. (Requested by Scarsdale Meeting)
- **Mano A Mano Mutual Aid Fund** (Columbia County NY)—Provides financial support, resources, and services to address economic, food insecurity, and survival needs of immigrants in Columbia & Greene counties during these challenging times. (Requested by Old Chatham Meeting)
- **Operation Unite** (Hudson NY)—Cultivates well-rounded, progressive youth by providing programs that foster a sense of direction, self-esteem and social consciousness. (Requested by Old Chatham Meeting)
- **Passage of Hope for Children** (Yonkers, NY)—Giving Hope to Migrant Children on their Journey to Hope and Opportunity. Provides shelter, food, clothing, emotional support, medical support and opportunities to play and to learn for unaccompanied migrant children.
- **Powell House Youth Program**—Scholarships for economically disadvantaged Black & Latino youth. (Requested by Powell House Youth Directors)
- **Providence House Garden of Hope Shelter** (Brooklyn NY)—Serves women and families at risk of harm who have histories of homelessness or justice-involvement and provides a safe community where their dignity is recognized, strengths are enhanced, and a transition to stability

is achieved. More than 60,000 people have tested positive for COVID in Brooklyn.

- **Redemption Center** (Queens NY)—Provides transitional housing for men recently released from prison.
- **Soup Angels** (Nyack NY)—Offers healthy food to families, the elderly, veterans, and recent immigrants. More than 13,000 people have tested positive for COVID in Rockland County. (Requested by Rockland Meeting)
- **Westbury Friends School**—Scholarships for Black & Latino students. (Requested by Westbury Meeting)
- **The Youth Services Opportunities Project**—Conducted overnight work camps that engage youth and college students in meaningful service experiences.

Black Concerns Committee

Our Hearts are Heavy but Our Spirit is Strong

As racial violence hurled around us Black Concerns Committee (BCC) members mourned the lost lives of Ahmaud Arbery, George Floyd, Breonna Taylor and so many others. We searched our hearts and minds for way forward. We decided to consult others in our yearly meeting—Barrington Dunbar Fund for Black Development, European American Quakers Working to End Racism, the Friends Center for Racial Justice, and Friends of Color. We asked all for help in discerning way forward.

The responses were numerous, inspiring, and focused on addressing structural racism. Many Friends advocated that we address mass incarceration (often described as the New Slavery). That is understandable. New York State incarcerates more than 70,000 people and has the 3rd largest incarceration system in the country.

Based on the feedback we formed the following Action Study Groups:

- **Advocating for College behind Bars** (Coordinator: Emmy Gay) Research shows that incarcerated people who participate in prison education are far more likely to stay out of prison once they are freed; and that prison educa-

tion programs are highly cost effective. The BCC has been advocating for college behind bars for quite some time. We supported the Hudson Link for Higher Education in Prison and the Bard College Prison Initiative and are seeking to expand our efforts. Our long-term goal is the reinstatement of prison TAP and Pell grants. However, our immediate goal is to nurture and support existing private college prison programs.

- **Disrupt the School-to-Prison Pipeline** (Coordinator: Helen Garay Toppins)—Background reading—Mapping disadvantage: The geography of Incarceration in NYS, www.prisonpolicy.org/origin/ny/report.html. The neighborhoods with the highest number of incarcerated Black and Brown people are the economically poorest neighborhoods with the worst performing schools. How can we assist these schools? How can we assist at-risk youth from these neighborhoods?
- **Racial Justice and Anti-Racism Resources** (Coordinator: David Fletcher) We are asking Friends to submit resources addressing all aspects of racial justice. YouTube, print media, film suggestions, Internet links, etc. Here are a few samples:
 - a. [Scaffolded Anti-Racist Resources](#), an evolving Google doc, findable via Google search;
 - b. [Books on racism](#), a list from Rutgers University; sas.n.rutgers.edu/news-events/news/summer-reading-40-books-race-racism-and-black-american-experience-read-now-recommended-rutgers-newark-faculty;
 - c. [A guide to becoming an anti-racist](#): www.socialwork.career/2020/06/anti-racism-resources-for-social-workers-and-therapists.html

We invited Friends to participate in our Action Study Groups and many Friends have volunteered. If you are interested in joining a group please contact a member of the BCC.

Throughout the year BCC put Sharing Fund dollars to work by:

- Sponsoring Friends' participation in anti-racism workshops

and conferences.

- Providing Powell House youth scholarships for Black and Brown participants.
- Contributing to: the Fellowship of Friends of African Descent, Friends Center for Racial Justice, NAACP Legal Defense & Educational Fund, NAACP New Brunswick Branch, Schomburg Center for Research in Black Culture, and the United Negro College Fund.

Through the generosity of an anonymous donor the BCC was able to finance Summer Sessions' attendance for a number of Young Adult Black Friends. Thank you.

Bolivian Quaker Education Fund

It has been a tough year in Bolivia and for the scholarship students of the BQEF program. In November of 2019 after disputed elections, Evo Morales was ousted. He had been president for thirteen years, and was replaced by a government of the opposition. The political turmoil was very unsettling to many of our students who lived in areas where protests and violent responses by the new government left numbers of people injured and dead. New elections were set for April, but these have not happened as COVID-19 began to take its toll in Bolivia and the interim government declared it would not be possible to hold new elections.

The universities have done their best to continue operating using distance learning techniques with cell phones. Few students have computers at home. This has worked, somewhat, for many of our scholarship students, though those who live in far rural areas have tended to not have the connectivity required. Students have not been able to engage in hands-on practical elements of their studies, except those in medical fields who have been coopted before graduation to help out in clinics and hospitals. Between the political unrest and COVID-19 the BQEF staff in Bolivia has had a difficult time getting scholarship stipends to the students, but given new government policies on transfers through cash machines, this has become less of a problem. The board has felt that since studies have continued—

if much less effectively—most students are still engaged in their fields of study and at the same time they and their families have the added economic burdens of lockdown.

In the midst of all this, the US Embassy in La Paz granted Rebeca Ramos, a former scholarship student, a visa to visit the US. We have had several recent scholarship students attempt to get a visa to both work at a Friends School during the school year and visit yearly meetings and FGC during the summer to raise awareness and share about BQEF's work and programs. Rebeca arrived early in 2020 and settled into being an apprentice teacher at Oakwood School. Then COVID-19. We offered to send her home just before flights were stopped, but she opted for staying in the US. We are very grateful to Oakwood for continuing to house and feed Rebeca through the end of their school year. Rebeca has been practicing and giving reports about BQEF, her life and studies, and the situation in Bolivia via Zoom. If you are interested, contact BQEF and we can have her speak to your meeting or worship group! She is a wonderful young woman and it is well worth getting to know her.

During the second half of 2019 BQEF worked hard to organize a study tour to Bolivia, with theme of Climate Change in the Southern Hemisphere in addition to BQEF. We regret that it had to be cancelled, and hope that perhaps the groundwork that has been set can be used for such a tour in 2021. These are uncertain times and we tend to think about the uncertainties close at hand. They are just as complex, and often more so in places where many people are day laborers, with their income dependent on what they do or sell each day. We are holding our students in prayer and are grateful for the continued support of many Friends in New York Yearly Meeting.

Jens Braun

The Climate Justice Working Group

The Climate Justice Working Group (CJWG) formed as directed by the New York Yearly Meeting body (minute 2018-07-34) in response to Friends World Committee for Consultation's call for action on climate change. (Link to both NYYM and FWCC minute here: nyym.org/sites/default/files/2019-Summer

Sessions/FWCC-Minute-Summer2018.pdf)

The Climate Justice Working group encourages and supports direct action to reduce global warming and other harmful human effects on the environment and to restore Earth's ecosystems for the good of all life. By providing resources that will be informative, interactive, action-oriented, and rooted in Quaker witness and testimonies, we hope to inspire action both within and outside the New York Yearly Meeting community. We meet regularly by phone or Zoom and welcome new members.

CJWG celebrates NYYM's decision to take up CJWG's minute and begin divesting its funds from fossil fuels as well asking Friends Fiduciary Corporation (the corporation that holds the funds) to divest all of its funds from fossil fuels and reinvest in climate solutions. CJWG encourages all Friends with employer sponsored 401(k) plans and individual investment advisors or who sit on boards of nonprofits to make similar requests of their investment advisors or initiate hiring of new investment advisors who take the climate change threat more seriously.

We also urge Friends to join NYYM and the Climate Justice Working Group in advocating for ecological and ethical investing by contacting Friends Fiduciary Corporation (FFC) and asking them to divest all funds from fossil fuels. FFC has said that they would like to hear from as many Quaker groups as possible, regardless of their assets, to be sure the environment and a strategy that protects it is really at the forefront of Quakers' priorities.

CJWG is now on the web! Check out the web page: nym.org/committee/climate-justice-working-group for resources and please share initiatives that you or your meeting are taking to reduce carbon emissions and help the Earth.

We have formalized our affiliation with Witness Coordinating Committee and are grateful for the Coordinating Committee's support of our work.

Sylke Jackson, Clerk of the Climate Justice Working Group

Conscientious Objection to Paying for War (COPW) Working Group

There was very little action with this group other than a short

gathering during Yearly Meeting. Individual members of working group continue their respective witness with which include tax witness and counseling young people about the draft. There is among the working group a deep commitment to not supporting war and much pain in the fact that we do so through our taxes. We have not felt active support for this witness from the Yearly Meeting though many Friends with whom we speak also express sorrow that their money does go to war-making. One reflection that has emerged is that perhaps, as a body of Friends, we first need to do the work of deconstructing institutional racism, and addressing white privilege, and as then it will be possible to defund the police... and the military.

Jens Braun

Earthcare Working Group

No report submitted

European American Quakers Working to End Racism (EAQWER)

Following its mission of working in opposition to racism within NYYM, EAQWERs met formally at Silver Bay in 2019, over some conference calls in the fall of 2019, in December at Oakwood Friends School and via Zoom in February of 2020. In late spring of 2020 we met via Zoom to review our year (and report). We reviewed our educational efforts and how we see needs for structural change. We also considered how to discern our way collectively and individually during this time. How do we move from allies to accomplices in the response to health disparities disproportionately ravaging communities of color during the pandemic, police murder of another black man and brutality in response to peaceful demonstrations?

EAQWER members attended the virtual March 2020 Anti-Racism Analysis training at the Friends Center for Racial Justice, facilitated by Angela Hopkins with break-out sessions facilitated by Angela Hopkins, Jeff Hitchcock, Charley Flint, Robin Alpern and Judy Meikle. We re-examined basic principles for white allies to use in working for racial justice; explored

continuing to unpack white privilege and ways to use intersectional analysis, all essential in making institutional change.

Throughout our time together we EAQWERS strengthened our understanding of accountability and transparency and deepened our capacity for action. As a group we spent time using both the NYYM accountability queries for committees and the Friends General Conference institutional assessment queries developed for that organization’s institutional accountability (which are now being recommended for use by yearly meetings). The process re-grounded us in both the history and mission of our work group and individual leadings of current members.

We are examining how we reach out to others in NYYM. We support the work of both the Task Group on Racism and the Friends Center for Racial Justice. Individually we served on other committees as representatives of EAQWER including Prisons and Indian Affairs. We recognize we have more to do regarding accountability to people of color and to each other.

Our American society is wracked by systemic racism and police brutality. The world is turning upside down due to climate change and COVID-19—disproportionately impacting people of color here in the U.S. and around the world. We end the year with a deep commitment to our work.

The treasurer’s report for 2019 is as follows:

Received from the Sharing Fund: \$600
Expenditures: \$600

Program (Sharing) Funds

Travel to Rochester White Privilege Symposium	100
Donation to Friends Center for Racial Justice	500
Annual total	\$600

**Friends Committee on National Legislation
Representatives**

No report submitted. Learn more about FCNL’s work at www.fcnl.org and sign up for email action alerts at fcnl.org/action/act-online

Friends Peace Teams Representatives

Thanks for all the NYYM support for Friends Peace Teams over the last 25 years!

Friends Peace Teams is a Spirit-led organization that develops long-term relationships with communities in conflict to work for peace, healing and reconciliation and create enduring cultures of peace. Yearly meetings from the United States and Australia nominate representatives to serve on the Friends Peace Teams Council. We support Friends peace ministries and witness on behalf of the Religious Society of Friends. Our programs build on extensive Quaker experience combining practical and spiritual aspects of grassroots work for peace and justice. Your attention, participation, and support guides this work.

We work with partners around the world in the African Great Lakes, Asia West Pacific, and *en las Américas* (Central and South America), as well as support Toward Right Relationship with Native Peoples in North America and Power of Goodness: Stories of Nonviolence and Reconciliation worldwide. Visit our website at friendspacetteams.org to read the news. Sign up for email news or like us on Facebook.

We rely on the power of the Living Spirit when we bring together people who have suffered on all sides of oppression, violence or war. Together we mutually discern how to create peaceful societies, to:

- **Empower and Heal:** Dr. King described the Beloved Community as a society based on justice, equal opportunity, and love. Larry Apsey designed the **Alternatives to Violence Project** to create an opportunity to experience peace. On the AVP foundation, we draw on Re-evaluation Counseling, trauma resiliency, developmental play, liberty of conscience, liberation from oppression, and Quaker practices of discernment for **Healing and Rebuilding our Communities** (HROC) and **Creating Cultures of Peace**. (CCP)

...strive to live in the virtue of that life and power that takes away the occasion of all wars, and come into the covenant of peace which was before wars and strife were.—George Fox (1651)

- **Educate and Liberate:** We believe there is that of God in all life, that all people are good and capable. Love, conscience, and capabilities don't spring forth fully formed, they grow as we pay attention through daily life, education, and training. Faith and capabilities grow through stewardship and integrity. Therefore Quakers give special attention to **peace libraries, schools, and gardens** and spread the message of peace through the **Power of Goodness** story collection.

Let us then try what Love will do: for if men did once see we love them, we should soon find they would not harm us. Force may subdue, but Love gains: and he that forgives first, wins the laurel.—William Penn, 1693

- **Act in Solidarity for Justice:** To stand up for **ecological and social justice**, Quakers look first within ourselves and our institutions and uproot the seeds of injustice we find there. We act in solidarity with Indigenous peoples and marginalized communities to challenge oppression, **Toward Right Relationship with Native Peoples** based on truth with love, respect, justice, and our shared humanity.

Any great change must expect opposition because it shakes the very foundation of privilege. —Lucretia Mott, 1793-1880

We hope NYYM Nominating Committee will let Friends know of the opportunity for several Friends serve as representatives to Friends Peace Teams, hopefully from a diversity of ages and backgrounds to strengthen our Quaker peace witness in the world. Please notify council.clerk@friendspeaceteams.org when a person is approved as a representative.

Friends Peace Teams is us—Friends who volunteer to support Quaker peace work. To get involved, send a brief bio of your Quaker peace, justice, or related experience and your gifts, skills, or interests to nominations@friendspeaceteams.org. We welcome skills as recording clerk and in fundraising, personnel, communications, finance, and peace and justice ministries and witness. To learn more about Quaker work worldwide visit our website at friendspeaceteams.org.

We speak at Quaker meetings and local groups. Please ask your meeting or group if they would like to have a speaker from Friends Peace Teams via Zoom. Translation can be arranged as needed. Contact Shirley Way shirleyway61@gmail.com or Nadine Hoover nadineclare@gmail.com to schedule. Friends Peace Teams, 1001 Park Avenue, St. Louis MO 63104

Shirley Way, NYYM Representative to Friends Peace Teams

Indian Affairs Committee

“Sometimes when people learn about the broken treaties, relocation, and genocide, they feel guilty about what happened to Native Americans. You don’t need to feel guilty. No one here today made these things happen. But we are the ones who are living now, and we need to understand that we are all in this together. I think we all have an obligation to use the talents we have to make the earth a better place. I am working on my reservation to make a better future for my people and for our land. It helps me to know that you are working for this too, that my people are not alone.”—Rio Ramirez (Tohono O’odham)

The Indian Affairs Committee is full of life, people, and energy. We continue to support the organizations that we have engaged with previously and look forward to new directions and ways of being that will affect our future work.

We maintain our longstanding relationships with native-led initiatives in the NYYM area: Kanatsiohareke—the Kaneien’keha:ka (Mohawk) Community in the Mohawk Valley; The Akwesasne Freedom School—a Mohawk language immersion school; The Awkesasne Task Force on the Environment; The American Indian Community House in Manhattan; Ndakinna Education Center, which offers classes in the Abenaki language; and Ganondagan, a Seneca Arts and Cultural Center in western New York.

We also support Quaker organizations that work with Native Americans: FCNL lobbies in support of legislation for Native Americans, The Blossom Garden Friends School in the Seneca territory works with Seneca students, and we have provided honoraria for Native Speakers at events of the 1816 Meeting House in Farmington, NY.

We continue to fund the Marjorie Sexton Scholarship for a Native student at Onondaga Community College and recently discovered that one of the Native Elders who joins us at Sessions, Hazel Powless (Oneida), is a former recipient of this scholarship. We prioritize offering modest stipends to Native individuals working on furthering their education.

With our financial picture in flux due to possible reallocation of Trust Funds that have, in the past been given to IAC to distribute, we are looking for additional ways to support Native led initiatives. As we know, it is not all about money. Several members have contributed quilt squares for a quilt for the Akwesasne quilt auction—a fundraiser for the Akwesasne Freedom School, others have volunteered at Kanatsiohareke workdays and helped prepare for their annual Strawberry Festival. One member organized an all all-day Indigenous Peoples Day Celebration for Brooklyn Monthly Meeting and Brooklyn Friends School. A friend of IAC has been working with the Ramapough in support of their current court appearances for various issues concerning the Split Rock, Sweetwater Prayer Camp in what is now northern New Jersey. We are still looking for people who can build relationships with the Shinnecock on Long Island and Native peoples in Western Connecticut.

The IAC was instrumental in bringing the practice of acknowledging the original inhabitants of the land on which NYYM meets at Spring, Summer, and Fall Sessions. This practice has been spreading to monthly meetings, quarterly meetings, schools, and activist groups as well.

Slightly further afield, two members paddled for their 4th year with the Two Row on the Grand in Ontario, continuing to deepen connections with the Haudenosaunee of Six Nations in Ontario. And one member has traveled to Penobscot territory in Maine for two years to volunteer at and be part of a 21-year cycle of “Healing Turtle Island.” Two members provide experiential exercises locally and as far away as Iowa, primarily for non-indigenous people, on the history of Native/European Settler interactions. They have led a weeklong workshop at the FGC Gathering for the last 3 years.

We continue to invite a Native Elder to join us at Sessions to help us understand if we are going in the right direction. And

have been advised by our Native Elder that it is appropriate for two Natives to travel together. We understand this both in the light of importance of an oppressed group not being asked to be alone in a group and in the historical Quaker context of Traveling Ministers traveling in pairs. In the light of both of these understandings, we plan to start inviting two Native Elders to Summer Sessions.

Last year we applied for a Lindley Murray grant that was awarded to the American Indian Community House who used it for cultural events and children's workshops at their summer site on Governor's Island. This year it is being awarded to the Akwesasne Freedom School who are working on a capital campaign for a new school building as they are outgrowing their original 30-year-old building.

Not only do we look forward to increasing collaboration with Indigenous peoples, but we hope to increase our collaboration with other committees of NYYM, such as the Earthcare Working Group, as we hold many issues in common.

We move into this year with hope and enthusiasm for the possibilities that lay ahead. We hope you will join us.

Buffy Curtis and Liseli Haines, Co-Clerks

National Campaign for a Peace Tax Fund (NCPTF)

On August 6th, 2019 Representative John Lewis introduced in the House of Representatives of the 116th Congress H.R. 4169. **Friends are urged to write their congressional representatives to join John Lewis in support of this bill.** It reads as follows:

HR 4169: A Bill To affirm the religious freedom of taxpayers who are conscientiously opposed to participation in war, to provide that the income, estate, or gift tax payments of such taxpayers be used for nonmilitary purposes, to create the Religious Freedom Peace Tax Fund to receive such tax payments, to improve revenue collection, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. Short title.

This Act may be cited as the “Religious Freedom Peace Tax Fund Act”.

SEC. 2. Findings.

Congress finds the following:

(1) The free exercise of religion is an inalienable right, protected by the First Amendment of the United States Constitution.

(2) Congress reaffirmed this right in the Religious Freedom Restoration Act of 1993, as amended in 2000, which prohibits the Federal Government from imposing a substantial burden on the free exercise of religion unless it demonstrates that a compelling government interest is achieved by the least restrictive means.

(3) Many people immigrated to America (including members of the Quaker, Mennonite, and Church of the Brethren faiths) to escape persecution for their refusal to participate in warfare, yet during the First World War hundreds of conscientious objectors were imprisoned in America for their beliefs. Some died while incarcerated as a result of mistreatment.

(4) During the Second World War, “alternative civilian service” was established in lieu of military service, by the Selective Training and Service Act of 1940, to accommodate a wide spectrum of religious beliefs and practices. Subsequent case law also has expanded these exemptions, and has described this policy as one of “... long standing tradition in this country ...” affording “the important value of reconciling individuality of belief with practical exigencies whenever possible. It dates back to colonial times and has been perpetuated in State and Federal conscription statutes”, and “has roots deeply embedded in history” (Welsh v. United States, 1970, Justice Harlan concurring). During and since the Second World War thousands of conscientious objectors provided essential staff for mental hospitals and volunteered as human test subjects for arduous medical experiments, and provided other service for the national health, safety and interest.

(5) Conscientious objectors have sought alternative service for their tax payments since that time. They request legal relief from government seizure of their homes, livestock, automobiles, and other property; and from having bank accounts attached,

wages garnished, fines imposed, and imprisonment threatened, to compel them to violate their personal and religious convictions.

(6) Conscientious objection to participation in war in any form based upon moral, ethical, or religious beliefs is recognized in Federal law, with provision for alternative service; but no such provision exists for taxpayers who are conscientious objectors and who are compelled to participate in war through the payment of taxes to support military activities.

(7) The Joint Committee on Taxation has certified that a tax trust fund, providing for conscientious objector taxpayers to pay their full taxes for nonmilitary purposes, would increase Federal revenues.

SEC. 3. Definitions.

(a) Designated conscientious objector.—For purposes of this Act, the term “designated conscientious objector” means a taxpayer who is opposed to participation in war in any form based upon the taxpayer’s sincerely held moral, ethical, or religious beliefs or training (within the meaning of section 6 of the Military Selective Service Act (50 U.S.C. 3806(j))), and who has certified these beliefs in writing to the Secretary of the Treasury in such form and manner as the Secretary provides.

(b) Military purpose.—For purposes of this Act, the term “military purpose” means any activity or program which any agency of the Government conducts, administers, or sponsors and which effects an augmentation of military forces or of defensive and offensive intelligence activities, or enhances the capability of any person or nation to wage war, including the appropriation of funds by the United States for—

- (1) the Department of Defense;
- (2) the intelligence community (as defined in section 3(4) of the National Security Act of 1947 (50 U.S.C. 3003(4)));
- (3) the Selective Service System;
- (4) activities of the Department of Energy that have a military purpose;
- (5) activities of the National Aeronautics and Space Administration that have a military purpose;
- (6) foreign military aid; and
- (7) the training, supplying, or maintaining of military

personnel, or the manufacture, construction, maintenance, or development of military weapons, installations, or strategies.

SEC. 4. Religious Freedom Peace Tax Fund.

(a) Establishment.—The Secretary of the Treasury shall establish an account in the Treasury of the United States to be known as the “Religious Freedom Peace Tax Fund”, for the deposit of income, gift, and estate taxes paid by or on behalf of taxpayers who are designated conscientious objectors. The method of deposit shall be prescribed by the Secretary of the Treasury in a manner that minimizes the cost to the Treasury and does not impose an undue burden on such taxpayers.

(b) Use of Religious Freedom Peace Tax Fund.—Monies deposited in the Religious Freedom Peace Tax Fund shall be allocated annually to any appropriation not for a military purpose.

(c) Report.—The Secretary of the Treasury shall report to the Committees on Appropriations of the House of Representatives and the Senate each year on the total amount transferred into the Religious Freedom Peace Tax Fund during the preceding fiscal year and the purposes for which such amount was allocated in such preceding fiscal year. Such report shall be printed in the Congressional Record upon receipt by the Committees. The privacy of individuals using the Fund shall be protected.

(d) Sense of Congress.—It is the sense of Congress that any increase in revenue to the Treasury resulting from the creation of the Religious Freedom Peace Tax Fund shall be allocated in a manner consistent with the purposes of the Fund.

Jens Braun, NYYM's Representative

National Religious Campaign Against Torture

The National Religious Campaign Against Torture (NRCAT) mobilizes people of faith to end torture in U.S. policy, practice and culture. NRCAT clearly frames torture as a moral issue.

Torture in U.S. Prisons:

NRCAT works to end the torture of solitary confinement promoting restorative alternatives and human rights. They support state campaigns such as:

- **NJ Campaign for Alternatives to Isolated Confinement (CAIC)** successfully campaigned for the Isolated Confinement & Restriction Act that was signed into law by Governor Phil Murphy in July 2019. This legislation limits the use of solitary confinement in the state of New Jersey to 20 days and eliminates it entirely for certain vulnerable populations.
- **NY CAIC** continues to campaign for passage of the far-reaching HALT Bill (Humane Alternatives to Long Term Isolation). If called for a vote, the Bill has sufficient votes to pass in both houses.
- **Stop Solitary CT** introduced the PROTECT Act which calls for an end to extreme isolation, a limit to the use of in-cell restraints and the closing of the state's supermax facility.

Response to COVID-19 in Prisons:

Incarcerated people are extremely vulnerable to COVID-19. NRCAT is calling on governors to take steps to ensure that incarcerated people and corrections staff are protected during the COVID-19 pandemic.

NRCAT calls on Governors:

- To take concrete steps to release the highest number of people possible from all jails and state prisons, beginning with the most vulnerable.
- To ensure that all people who live and work in correctional facilities have access to adequate testing and personal protective equipment to help stop the spread of COVID in these spaces. This includes increased access to hygiene products.
- To ensure correctional leaders do not respond punitively, potentially discouraging the sick from reporting their symptoms. This includes ensuring correctional leaders never use solitary confinement as a containment strategy for COVID-19.

Human Rights and National Security:

The current White House administration is in power follow-

ing a pro-torture campaign by Donald Trump. NRCAT works to ensure that the American public will continue to resist and reject and future call to resume torture.

Submitted by Judy Meikle NYYM Representative to NRCAT

New Jersey Council of Churches

The New Jersey Council of Churches (NJCC) seeks to identify areas of commonality in theological traditions which might provide a foundation for shared life and witness. The specific mission of the Council is to work within this community engaging society and its culture through ministries of compassion and justice.

Marcus Burnett was installed as the president of the New Jersey Council of Churches (NJCC); he is a member of the Grant Chapel AME Church in Trenton. The Rev. Derrick Green, the spiritual advisor to the governor of New Jersey and Senior Advisor for Diversity, Faith, Urban and Regional Growth, delivered the Message during the Installation Service.

The New Jersey Council of Churches (2019-2020) pushed on. We continued to focus on the commonness to all religions: the inherent dignity of all human beings; the right of all humans to be treated with respect; the particular support for those who are most vulnerable in our society, such as the aged, the impoverished, and the infirm; and the equalization of opportunity for everyone in our respective communities.

Issues and Action for NJCC involved an exploration of the Broken Windows Theory, and we challenged ourselves to identify why “broken windows” exist within our society; we maintain that broken windows will not mean the abandonment of those most vulnerable.

Taking the line from Mister Fred Rogers, “Won’t You Be My Neighbor?” we, as a Council, are processing the framework for building a *Beloved Community*. We are looking at health care discrepancy based on zip codes, what defines citizenship, criminal justice, accessibility to food, and food insecurity. We are looking at the role of Faith Healers, Public Servants, and Civic Servants to meet the challenges of the vulnerable.

The Council arranged an in-service with Eliot Daley, the

former President of the Mister Rogers Neighborhood Company. The program was designed to look at the host's iconic model of friendship, citizenship and service. COVID-19 arrived and the program was postponed; the work of the Council, however, continues.

We invited Nicoleta Acatrinei, Ph.D. (Center for the Study of Religion, Princeton University) for an in-service. Dr. Acatrinei challenged us by asking, "Whose Bottom Line?" in a work-shop entitled, "Towards a Christian Charity Economy." We reviewed moral decision making, work motivation, and pro-social behavior in the delivery of public services. We learned intrinsic motivation involves doing something that is personally rewarding; extrinsic motivation involves doing something to earn a reward or avoid punishment. By combining behavioral economics with work motivation, we studied how intrinsic and extrinsic motivations can coexist simultaneously and how to use both types of motivation to foster pro-social and altruistic behavior.

The work of the Council was empowered by successful joint & collaborative efforts for bail reform, restoration of voting rights for those convicted and released from custodial supervision, changes to policy governing isolation during confinement, and changes to school bullying protocol with Mallory Law.

Mallory Grossman was 12 years old when she committed suicide (2017); she was reportedly bullied by schoolmates. The new law expands the State's 2002 Anti-Bullying Bill of Rights Act. Mallory Law requires all reports of bullying to be forwarded to county superintendent executives and the parents or guardians of all students involved in reported bullying incidents. A third offense would require notification to law enforcement. Students along with their parents or guardians would be mandated to attend anti-bullying sessions. Parents and guardians can now face civil liability.

New legislation requires qualified healthcare personnel to conduct a personal and comprehensive medical and mental health examination before a state inmate may be placed in isolated confinement.

Inmates placed in isolated confinement are not to be held there for more than 20 consecutive days, or for more than 30 days during any 60-day period. Cells or other spaces in which

inmates are confined are to be properly ventilated, lit, temperature-monitored, clean, and equipped with functioning sanitary fixtures. Under new legislation, inmates may not be placed in isolated confinement for non-disciplinary reasons, with the exception of facility-wide lock downs, medical isolation, and protective custody. Inmates generally also are not to be placed in isolated confinement pending investigation of disciplinary offenses.

Legislation establishes an inmate as a member of a vulnerable population if he or she is 21 years of age or younger; is 65 years of age or older; has a disability based on a mental illness, a history of psychiatric hospitalization, or has recently exhibited conduct, including but not limited to serious self-mutilation, indicating the need for further observation or evaluation to determine the presence of mental illness; has a developmental disability; has a serious medical condition which cannot effectively be treated in isolated confinement; is pregnant; is in the postpartum period, or has recently suffered a miscarriage or terminated a pregnancy; has a significant auditory or visual impairment; or is perceived to be lesbian, gay, bisexual, transgender, or intersexual. The bill defines “postpartum period” as 45 days after childbirth.

We book-marked six anti-poverty platform bills. This legislation would:

1. Require the State to pay the difference between federal allocation and total cost of reduced priced breakfast or lunches for our public-school children
2. Examine the effect of poverty on the development of the children in the State’s most fiscally distressed urban and rural areas, and to develop recommendations about how local nonprofits, civic organizations, religious institutions, and institutions of higher education in the State can help to support and improve the lives of children living in these areas. (New Jersey Investing in You Promise Neighborhood Commission)
3. Require hospitals and homeless shelters to provide information on services and resources to homeless and/or disenfranchised Veterans

4. Establish a NJ Eviction Crisis Task Force
5. Establish a NJ Task Force on Maximizing Employment for People with Disabilities and
6. Mandate the Commissioner of Human Services to assess and report on the nature and frequency of social isolation and to assess resources that are available to combat social isolation affecting vulnerable populations in the state. Vulnerable populations are defined as:
 - a. individuals who are 65 years of age or older;
 - b. individuals with disabilities, with the definition of the term “individuals with disabilities” interpreted by the Commissioner of Human Services in an expansive fashion to include as many disabilities as is appropriate for the purposes of this act;
 - c. individuals with mental illness; and
 - d. other vulnerable populations, as deemed by the commissioner to be appropriate, including individuals who serve or have served in the Army, Navy, Air Force, Marines or Coast Guard of the United States, a Reserve component thereof, or the National Guard of this State.

We continue our work to fight inequality and polarization and promote civil discourse. At the time of writing this report, COVID-19 is with us, and we have forever been changed. As the way opens, we call upon all people to imagine a bold new future, and a way forward that considers the best interests of all of God’s people. The pandemic is a crisis and, we believe, an opportunity for change and renewal. As a people, we need connection with one another, and we desire to collaborate to build a new future that integrates justice and peace with health and well-being. We celebrate, that and we are committed to participating as full partners in working for the beloved community.

We acknowledge that uncertainty and fear remain. In the midst of such tribulation, this pandemic shines a light on our ability as a nation and as a people to rally together in a time of crisis. We rejoice and express thanks for all those who are providing aid and comfort to the ill and suffering. This includes first responders, medical personnel, chaplains, and others

providing humanitarian assistance. Our prayers are with the scientists and researchers and other experts who are working on improved testing, new vaccines, and guidelines that will enable a return to normal life.

We are grateful to the countless individuals who have come to the aid of their neighbors out of moral conviction, religious faith, or love. We also give thanks for educators, civic officials, and religious leaders, who are learning new, creative ways to teach, lead, and minister to their communities.

This pandemic also shines a light on the hierarchy of human life as we live it. Many workers considered essential are treated as expendable. Grocery clerks, orderlies, custodians, restaurant workers, delivery drivers, warehouse workers, and countless others—are at the bottom of the economic ladder. They are required to show up at work and maintain the comfort of others without having necessary resources to protect themselves or their families.

We support measures to safeguard their well-being and elevate their economic and social status.

We urge everyone to continue to adapt to those guidelines which will limit the spread of the virus. Now is not the time to ignore measures intended to limit illness and loss of life.

As we are mindful of all the good happening around us, we must also name the injustices and challenges that we confront. This crisis reveals dangerous biases.

In particular, we condemn the hate-speech and hate-crimes directed against the Asian-American community, as well as attacks on our siblings of other ethnic and religious backgrounds who are experiencing hatred and xenophobia during this time.

The pandemic has uncovered the systemic racism and classism that is intrinsically part of our national DNA and has shined a light on the vast disparities in our healthcare system. Large cities are reporting over 70% of reported deaths are of African Americans.

A grossly disproportionate number of persons of color are suffering and dying from COVID-19 because of the systemic poverty and racism that plagues our society. We reiterate our determination as a Council to work to end racism.

As a Council the economic collapse that is underway shines

a light on the weakness of our social safety net, including economic and healthcare inequities, and the tenuous nature of our purported prosperity now that tens of millions have quickly been thrown out of work. As some corporate interests rightly seek government funding to support their workers, others inappropriately seek vast sums from our government to enrich themselves; meanwhile, those of more humble means have received inadequate assistance. We pledge to continue to advocate for our nation's resources to be utilized to help the most vulnerable among us, including immigrants and refugees.

This is a time of grief and sadness. The loss of life and the numbers who are suffering is staggering. The anguish is compounded by our inability to be near our loved ones as they pass away and to gather in community to celebrate their lives. Although many have died alone, they are not expendable and their loss to us is irreplaceable.

Jan T. Philips

New York State Council of Churches

NYYM Representatives' Report for 2019

Regina Haag was appointed as one of our representatives to the NYSCOC at 2019 Spring Sessions. Robert Kazmayer (Sunfire) was appointed as our second representative to the NYSCOC at 2019 Summer Sessions. Both Regina and Sunfire have attended all of the Executive Committee meetings held between the time of their appointment and the end of the year, either in person or by electronic means.

Peter Cook, Executive Director of NYSOC, was present at the 2019 Summer Sessions and reported to the body on the activities of the Council. His report is documented in Minute 2019-07-59 found on page 94 of the 2019-2020 *Yearbook*.

Regina accepted the position of Chair of the NYSCOC Social Justice Commission, and during 2019 organized a lobbying day that was held in 2020, arranging for Jim Cason, FCNL Associate General Secretary for Strategic Advocacy, to present at that event.

Both Regina and Sunfire, along with nine other Friends, on October 22, 2019, attended an all-day seminar with the theme

of “Who Is My Neighbor,” sponsored and organized by the NYSCOC. Sunfire submitted an article on that seminar, which was published in the *Spark* issue of January, 2020. Go to nyym.org/content/our-responsibilities-neighbors to read a copy of this article.

Prisons Committee

The Prisons Committee sees as its mission the support of the Quaker Worship Groups within NY State Correctional Facilities (If any were to be started in NYYM parts of New Jersey, we would support those as well.), We work to assist returning citizens and organizations that carry out similar missions. We are committed to increasing the awareness of the broader community of New York Yearly Meeting to concerns around mass incarceration, not only within our geographic area but nationally.

At this time, there are 8 Quaker worship groups and 2 Quaker study groups in NY State. Study groups are a response to the NY State requirement that there be 5 registered Quakers and at least 1 outside volunteer to establish a new worship group although already established groups don't have to have the same number of registered Quakers to continue in some facilities. A number of facilities allow men who are not registered Quakers to attend worship groups.

Our budget is designed to support our mission. We endeavor to support the worship groups by sending in materials, supporting volunteer travel and recruiting new volunteers. In addition, birthday cards, Christmas cards and calendars are sent to all who are or have been part of a worship group. People are frequently transferred in NY State Correctional Facilities. We keep track of the men's locations. In addition to the regular mailings, men in solitary confinement and men who have been serving for many years are sent inspirational materials to support them. The men express much appreciation for these remembrances. Often these communications are the only mail the men receive.

A new initiative was begun in 2019, the Inside-Outside Letter Writing Collective. Volunteers are not permitted to write or phone people in NY State Correctional Facilities. The Collective looks to connect people on the outside who are willing to

write the men who would like to correspond. As of May 2020, 35 matches have been made. This has become an increasingly important initiative as all visitors, volunteers and programs have not been permitted to enter correctional facilities since mid-March because of COVID-19.

Several years ago, when we received funds from the Trustees, we began giving reintegration grants to men who had been registered Quakers on the inside and who had maintained contact with Friends during their incarceration. These help the men with expenses upon their release. It takes a while for men to access benefits, get jobs and so on. This money eases the transition, especially if families are not able to help. Releases are unpredictable, and we did not fully expend these funds last year.

To help members of the yearly meeting understand more about our outreach, we participated in and helped to edit a special issue of *Spark*, “Life Behind Bars” this fall.

We have also supported organizations such as Hopper House (for women returning from prison), the Fortune Society and the Osborne Association, which provide re-entry services. Fortune, in particular, is an organization that has been of great assistance to members of our worship groups. We have also supported the printing of the AFSC’s *Survival Manual for Women* in Spanish. This is a manual to help women survive solitary confinement. Their situation differs in important respects from the circumstances that men experience. The original manual was created many years ago for men. People from prisons all over the country request them.

The support from the yearly meeting is appreciated by the committee and those we serve.

Pamela Wood, Clerk

Right Sharing of World Resources

In 2019, RSWR brought its field representatives from India, Sierra Leone and Kenya to the USA for consultation and inaugurated a 3-year matching campaign.

In October 2019, the field reps from India, Sierra Leone and Kenya met with the board of RSWR to exchange knowledge

and ideas. Although RSWR's general secretary and some board members have been visiting the partners in-country each year, most board members have only limited experience, or none, of the conditions under which RSWR's partners work. And the representatives didn't know each other at all! In the consultation, everyone had a chance to ask questions, compare notes and share expertise.

The objective of the matching campaign is to create a reserve fund from which new projects can be funded as soon as they are approved, rather than having to wait until RSWR can raise the funds for them, which can take several months. In the past, partner groups couldn't know when their money would arrive, and that made it hard to plan their businesses. In the matching campaign, new or lapsed donors' contributions in 2019, 2020, and 2021 will be matched 100%, thus doubling their contributions. Continuing donors who increase their contributions will see the additional gifts matched 100%.

Updating this report to early 2020, news from the field is that with the COVID-19 lock downs, women in partner organizations are unable to run their businesses and face starvation. The board agreed to send money for food assistance to all current partners, and RSWR is raising money to extend this aid to as many former partners as possible.

RSWR, Inc. is supported by NYYM through the Sharing Fund. Your contributions to the Sharing Fund may be making the difference between life and death for some people, not only in the USA, but in India and Africa as well.

2019 BY THE NUMBERS:

- 41 groups received an RSWR seed grant
- 1,092 women received a loan from initial grant funds
- 3,276+ lives changed by RSWR

World Ministries Committee (WMC)

World Ministries Committee (WMC) has a limited budget with two lines: one to fund general grant requests for Quaker work and projects in "the wider world," and one much smaller line specifically used to fund requests from Friends United Meeting

(FUM).

In the past year, since summer 2019, we have been able to fund some wonderful projects, all in Africa and Latin America. These were as follows:

- to Friends Peace Teams to enable AVP workshops for Colombian war survivors and their children;
- to Friends Peace Teams to support Growing AVP in San Salvador and support of new AVP facilitators in El Salvador;
- follow up to water purification tank and hygiene training including printing pamphlets for the CAB Nursery Teacher's Centre and primary school and kindergarten in Uganda;
- organized efforts toward ending human trafficking in Belize;
- training community health volunteers in Kenya in "Preventive Health and Peer Training Techniques" under care of Nairobi YM; this is a follow-up to a health project in Kenya previously funded in part by WMC
- support of new AVP facilitators in El Salvador in order to "grow AVP" in San Salvador;
- AVP in Belize City, Belize: Provide a facilitators' training for the first Belizean AVP facilitators and provide basic AVP training for young people from gang areas in Belize City;
- Donation to the Ugandan Safe Transport Fund. This fund supports "conductors" who transport "passengers" out of the country to safety and finds refuge for them. "Passengers" are LGBTQ citizens, and include members of Bulungi Tree Shade Friends Meeting whose lives are in imminent danger. (To date, 14 countries have accepted Ugandan LGBTQ refugees);!
- \$5000 for FUM Africa Ministries Office, COVID-19 solidarity fund; FUM is working globally to raise funds to answer the immediate needs of vulnerable communities touched by FUM ministries that are experiencing the economic and physical impacts of the COVID-19 pandemic. (For

additional information: www.friendsunitedmeeting.org/news/reaching-out-in-generosity);!

- to Friends World Committee for Consultation (FWCC)-Americas: for translation and publication into Spanish of Brian Drayton's *On Living with Concern for Gospel Ministry* to be used for training of traveling ministers in Latin America.!
- "Peace baskets" to be delivered in El Salvador by Friends Peace Teams/AVP coordinator and staff there, for the Phase 3 period to take place in September and October. "Peace baskets" will be delivered to families in economically marginalized and high-conflict urban neighborhoods in the area of San Salvador. The baskets include beans, rice, pasta, sugar, non-perishable food, disinfectants, hygiene items, and messages of peace and emergency contacts. Recipients of the baskets are encouraged to pass onto their loved ones and neighbors some of the food and sharing messages of peace.

Two or three grants are still possible before the end of the year. Because of COVID-19 these grant requests need some changes in what they plan to accomplish. Some trust money is expected in the committee's budget line at the end of June, as well as Sharing Fund money, so it may be possible to fund these grants.

For additional information, please go to the NYYM website or contact the clerk of this committee: sweisfeld@juno.com. Applications for grant funds are on the NYYM website.

As always, World Ministries Committee welcomes all applications from meetings and organizations affiliated with NYYM. The committee will do its best to make it possible for Friends to bring "Quaker love" to the wider world.

in Peace and Friendship,

NYYM World Ministries Committee: Edward Doty, David Herendeen, David Gerhan, Martha Gurvich, Arlene Reduto, Lisa Stewart, Susan Weisfeld

Friends Under Appointment

Friends Under Appointment to New York Yearly Meeting

15 Rutherford Place
New York, NY 10003
212-673-5750 • office@nyym.org

Appointments to committees and other agencies will be found as follows:

- Officers, p. 252
- Committees Outside Coordinating Committee Structure, p. 252
- Representatives to Affiliate Groups, p. 253
- Meetings for Discernment, p. 255
- Ministry Section, p. 258
- General Services Section, p. 262
- Witness Section, p. 270
- Spring and Fall Sessions Representatives, p. 278
- Friends Recorded in the Ministry and Those Serving as Pastors in the Yearly Meeting, p. 281

Addresses, phone numbers, and email addresses of Friends under appointment to the yearly meeting are in the alphabetical listing in the final pages of this book.

The following symbols are used in this section:

C—Clerk (multiple Cs = co-clerks)

AC—Assistant Clerk

CV—Convener

P—President

R—Recording Clerk

T—Treasurer, Financial Clerk

VP—Vice President

Liaison Committee

Clerk Elaine Learnard
Assistant Clerks Robin Gowin (co-opted),
Matthew Scanlon (co-opted)
Representative to Liaison Committee,
Ministry Coordinating Committee Regina B. Haag
Clerk,
General Services Coordinating Committee Bridget Bower
Co-Clerks,
Witness Coordinating Committee Cai Quirk, Rebekah Rice
Member, *ex-officio* Steve Mohlke, General Secretary

Officers of New York Yearly Meeting

Clerk Elaine Learnard ('20) (Conscience Bay)
Assistant Clerks Robin Gowin (co-opted) (New Brunswick),
Matthew Scanlon (co-opted) (Scarsdale)
Recording Clerks Lucy Harper ('20) (Rochester)
Laura Higgins ('20) (Wilton)
Treasurer Laura Cisar ('16) (New Brunswick)
Assistant Treasurer Albert Hsu ('18) (Wilton)

Officers of New York Yearly Meeting of the Religious Society of Friends, Inc.

President Roseann Press ('18) (Housatonic)
Vice President *vacant*
Treasurer Laura Cisar ('18) (New Brunswick)
Secretary Peter Philips (Cornwall)

Oakwood Friends School Board

22 Spackenkill Rd., Poughkeepsie NY 12603
Telephone 845-462-4200
www.oakwoodfriends.org

Head of School: Chad Cianfrani

Board of Managers

2021

Elizabeth Porter ('15)	NEYM*
William Reagan ('15)	Easton
Deborah Wood ('18)	Purchase

2022

Robert Heidel ('19)	Baltimore YM*
Michael Quinland ('13)	Westbury
Philip Richmond ('19)	Baltimore YM*

2023

Robert Fatherley	Wilton
Benjamin Frisch	Brooklyn

** by permission of New York Yearly Meeting*

Affiliate Groups

Friends General Conference

1216 Arch St. #2B, Philadelphia PA 19107

Telephone 215-561-1700

www.fgcquaker.org

Members of Central Committee

2021

C—Karen Snare ('18)	Bulls Head-Oswego
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2022

Helen B. Mullin ('19)	Brooklyn
Jill Nanfeldt ('16)	Chatham-Summit
Edward Seliger ('16)	New Paltz

2023

Anne Pomeroy ('15)	New Paltz
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Ex-officio member

NYYM Clerk	Elaine Learnard
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Friends United Meeting

101 Quaker Hill Dr., Richmond IN 47374

Telephone 765-962-7573

www.fum.org

Members of the General Board

2021

Gabrielle Savory Bailey ('19)

C—Emily Provance ('17)

Chatham-Summit

Fifteenth Street

Friends United Meeting Triennial in Kenya

2021

Gabrielle Savory Bailey

David Herendeen

Emily Provance

Cai Quirk

Chatham-Summit

Easton

Fifteenth Street

Ithaca

Friends World Committee for Consultation

1506 Race St., Philadelphia, PA 19102

Telephone 215-241-7250

www.fwccworld.org

2021

Isabella Aguirre ('15)*

Sarah Glazer ('18)*

Barbra Bleecker ('20) (co-opted)

Judy Meikle ('20) (co-opted)*

Purchase

Rochester

Montclair

Wilton

2023

C—Angela Hopkins (17) *

Bryan Wigfall ('20)

Christ is the Answer

Friends Church

Morningside

** Representatives to the Section of the Americas
January–December of the years following appointment.*

**New York Yearly Meeting
Meetings for Discernment
Steering Committee**

At-large members appointed by Meetings for Discernment

	2021	
Barbra Bleecker ('18)		Montclair
Mahayana Landowne ('18)		Brooklyn
	2022	
Lucy Harper ('19)		Rochester
	2023	
Chloe Tomlinson ('20)		Fifteenth Street (attender)

Ex-officio members

NYYM Clerk	Elaine Learnard
NYYM Assistant Clerks	Robin Gowin (co-opted), Matthew Scanlon (co-opted)
NYYM General Secretary	Steve Mohlke

Representative from Ministry Coordinating Committee:

Lucy Harper, Angela Hopkins

Representative from General Services Coordinating Committee:

vacant

Representative from Witness Coordinating Committee:

vacant

**Appointees from Monthly Meetings
to Meetings for Discernment**

All Friends

Chatham-Summit
Dover-Randolph William Hal Haydock
Montclair
Ridgewood
Rockland Sylke Jackson

Butternuts

Binghamton Joyce Thomas & alternates
Butternuts Deborah Dickinson
Hamilton Robert Schutt
Mohawk Valley Elizabeth (Buffy) Curtis
Unadilla

Farmington-Scipio

Buffalo Susan Tannehill
Central Finger Lakes.....
Collins..... James Hall
Elmira.....
Farmington Darleen Farley, Dianne Aldrich (alt.)
Fredonia..... Betty Perkins
Genesee Valley..... Suzanne Blackburn
Ithaca Angela Hopkins
Orchard Park..... Kathy Slattery
Perry City.....
Poplar Ridge Christopher Sammond
Rochester..... Kenn Harper
Syracuse.....

Long Island

Conscience Bay Carolyn Emerson, Elaine Learnard
Jericho Anne Smith, Morley Smith
Manhasset Irene Goodman, Barbara Meli
Matinecock
Peconic Bay
Shelter Island
Westbury

New York

- Brooklyn
- Fifteenth Street
- Flushing John Choe
- Manhattan Beverly Archibald
- Morningside Peter Beck
- Staten Island

Nine Partners

- Bulls Head-Oswego Lee Haring
- Catskill
- Cornwall Emily Boardman
- New Paltz Anne Pomeroy, Ed Seliger
- Nine Partners
- Poughkeepsie Donald Badgley

Northeastern

- Adirondack
- Albany Carol Barclay, Pierre Douyon
- Easton Robert (Sunfire) Kazmayer, Jeannine Laverty
- Hudson Lisa Edstrom
- Old Chatham Dianne Leung
- Quaker Street
- Saranac Lake Beatrice Beguin
- Saratoga Lori Dawson, Rebekah Rice
- Schenectady

Purchase

- Amawalk
- Chappaqua
- Croton Valley
- Housatonic
- Purchase Deborah Wood
- Scarsdale Ruth Bryan
- Wilton Martha Gurvich, Jerry Leaphart

Shrewsbury & Plainfield

- Manasquan
- New Brunswick
- Rahway & Plainfield Roger Dreisbach-Williams
- Shrewsbury

Ministry Section

Ministry Coordinating Committee

*Contacts for Ministry Coordinating Committee are **Regina B. Haag** and **Lucy Harper**.*

Representatives from Regional Meetings

All Friends	
Butternuts	
Farmington-Scipio	Kenn Harper
Long Island	Carolyn Emerson
New York	Hugo Lane
Nine Partners	Anne Pomeroy
Northeastern	David Herenden
Purchase	
Shrewsbury & Plainfield	Roger Dreisbach-Williams

Representatives from Committees & Task Groups

Conflict Transformation	Hugo Lane
Faith & Practice	Karen Way
Ministry and Pastoral Care	
Powell House Committee	Mary A. Brown
Spiritual Nurture Working Group	Lucy Harper
State of the Society	
Sufferings	Carolyn Emerson
Youth Committee	Adria Gulizia
Yearly Meeting Membership	Helen B. Mullin
Task Group on Racism	Angela Hopkins
Worship at Yearly Meeting Sessions	

Members at large, appointed by New York Yearly Meeting

	2021	
Emily Provance ('15)		Fifteenth Street
	2022	
Roger Dreisbach-Williams ('16)		Rahway & Plainfield
Arlene Johnson ('19)		Chatham-Summit

2023

Polly Duke ('20)
Karen Snare ('20)

Westbury
Bulls Head-Oswego

Outreach Working Group Contacts

Arlene Johnson
Robin Whitely
office@nyym.org

Spiritual Nurture Working Group

Lucy Harper
Anne Pomeroy

Task Group on Racism in NYYM

Mary Pugh Clark
Nancy Cooper
Charley Flint
C–Angela Hopkins
Judy Meikle

Committee on Conflict Transformation

2021

Stuart Bartram ('18)
Wilbur Bontrager ('15)
Hugo Lane ('18)

Genesee Valley
Farmington Friends
Flushing

2022

David Fletcher ('19)
Abraham Levin ('19)
Grace Pérez-de-la-Garza ('19)

Morningside
Wilton
Fredonia

2023

Herbert Lape ('20)
Karen Tibbals ('20) (co-opted)

Westbury
Rahway & Plainfield

Epistle Committee

2022

Julia Giordano

Bulls Head-Oswego

Ministry and Pastoral Care

2021

Emily Provance ('15)	Fifteenth Street
Beverly Archibald ('18)	Manhattan
C—Jennifer Swann ('18)	South Berkshire (NEYM*)
Janice Ninan ('18)	Collins

2022

Donald Badgley ('19)	Poughkeepsie
Barbra Bleecker ('16)	Montclair
David Herendeen ('19)	Easton
Maureen McGovern ('16)	Brooklyn
Marvea Thompson ('16)	Brooklyn

2023

Helen B. Mullin ('20)	Brooklyn
Mary Pagurelias ('20)	Brooklyn
Jan Philips ('20) co-opted	Ridgewood

** by permission of Yearly Meeting*

Yearly Meeting Membership Subcommittee

Donald Badgley
C—Helen B. Mullin
Mary Pagurelias
Jennifer Swann

Committee to Revise *Faith & Practice*

2021

Donald Badgley ('18)	Poughkeepsie
Claire Simon ('18)	Montclair
CV—Karen Way ('17) co-opted	New Brunswick

2022

Roger Dreisbach-Williams ('19)	Rahway & Plainfield
Benjamin Frisch ('19)	Brooklyn
Ann-Marie Scheidt ('19)	Conscience Bay
Brandy Witthoft ('19)	Syracuse

2023
Susan Bingham ('17) Montclair

Elsie K. Powell House Inc.
524 Pitt Hall Rd., Old Chatham NY 12136
Telephone 518-794-8811
www.powellhouse.org

Directors: Dennis & Regina B. Haag (Old Chatham)

Members of the Corporation

2021
Elise Bacon ('18) New Paltz
Margaret Lew ('16) Fifteenth Street

2022
T–Susan Bingham ('17) Montclair
Darleen Farley ('19) Farmington
AC–David Frackman ('17) Brooklyn
Margot Gardow ('19) Chatham Summit
Matthew Lindop ('20) Saratoga (attender)*
Cynthia Marvin ('19) Farmington
Jenifer Morgan Davie ('19) Mohawk Valley
Louise Tiano ('19) Rochester

2023
C–Mary A. Brown ('15) Saranac Lake
Robert Elmendorf ('20) co-opted Old Chatham
Cheshire Frager ('20) co-opted Flushing
Katharine Leary ('15) Purchase
Jillian Kiana Smith ('15) Saratoga

Committee on Sufferings

2022
Carolyn Emerson ('16) Conscience Bay

Worship at Yearly Meeting Sessions

2021

CV—Guelmy Neris ('20) co-opted Montclair (attender)
Matthew Venhaus ('20) co-opted Buffalo

2022

Beverly Archibald ('16) Manhattan
David Herendeen ('19) Easton

Youth Committee

2021

Isabella Aguirre ('18) Purchase
Elise Bacon ('18) New Paltz
Kayleigh O'Keefe ('18) Housatonic

2022

Thomas Goodridge ('19) Morningside
C—Adria Gulizia ('19) Chatham-Summit
Barbara Menzel ('19) New Brunswick
Eleanor (Ellie) Rosenberg ('16) Ithaca

Ex-officio members

Powell House Youth Directors. Sarah & Martin Glazer

General Services Section

General Services Coordinating Committee

Representatives of committees and agencies

Aging Concerns Charlene Ray
Audit Linda Houser
Communications Jennifer Swann, Sarah Way
Development Committee Dare Thompson
Financial Services Mary H. Williams
Lindley Murray Committee
Nominating Jill McLellan

Personnel Benjamin Frisch
 Records Bridget Bower
 Sessions Dawn Pozzi
 Supervisory Committee for the
 General Secretary Barbara Menzel
 Trustees, Yearly Meeting Roseann Press

Ex-officio members

NYYM Clerk Elaine Learnard
 NYYM Assistant Clerks Robin Gowin (co-opted),
 Matthew Scanlon (co-opted)
 NYYM Treasurer Laura Cisar
 NYYM Trustee Financial Clerk Christine (Spee) Braun

Members at large, appointed by New York Yearly Meeting

2021

Lisa Gasstrom ('15) Westbury
 Mark Hewitt ('15) Chatham-Summit
 Susan Stillman ('18) Montclair

2022

C—Bridget Bower ('19) Perry City
 Robin Gowin ('19) New Brunswick

Book Table Contact: Bridget Bower

Committee on Aging Concerns

2021

Beverly Archibald ('19)	Manhattan
C—Charlene Ray ('15)	Morningside
Mabel Ilusa Kidiga ('18)	Manhattan

2022

Matthew Bell ('18)	Fifteenth Street
Barbara Chase ('19)	Ithaca
R—Linda Chidsey ('16)	Housatonic

2023

Jan Philips ('17) (co-opted)	Ridgewood
Benjamin Warnke ('20) (co-opted)	Brooklyn

Liaison to Personnel Committee
Matthew Bell

Aging Resources, Consultation and Help (ARCH)

ARCH Local Coordinators

Gabrielle Savory Bailey, *New Jersey*
Martha Gurvich, *Purchase Quarter*
Mahayana Landowne, *New York City*
Kevin Lovelady, *Northeastern*
Judy Meikle, *Prisons*
Helen B. Mullin, *Long Island*

Audit Committee

	2021	
Linda Houser ('15)		Purchase
	2022	
CV–Stephen Reul ('17)		Schenectady
	2023	
Martha Hyde ('17)		Brooklyn

Liaison to NYYM Treasurers: Albert Hsu, Assistant Treasurer

Liaison to the NYYM Trustees: James Whitely

Communications Committee

	2021	
Susan Weisfeld ('18)		Scarsdale
	2023	
Alan Brenner ('17) (co-opted)		Shrewsbury
C–Stephen Fortuna ('17) (co-opted)		Matinecock
Irem Konur ('20) (co-opted)		Matinecock
Adam Segal-Isaacson ('17) (co-opted)		Brooklyn
C–Jennifer Swann ('17) (co-opted)		South Berkshire (NEYM)*
Gloria Thompson ('17) (co-opted)		Manhattan

**by permission of Yearly Meeting*

Ex-officio members

Communications Director	Sarah Way
Digital Communications Director	Chad Gilmartin

Development Committee

2022

Isabella Aguirre ('19)	Purchase
Lily Bergstein ('19)	New Paltz
Frederick Doneit ('19)	Poughkeepsie
Bryan Wigfall ('19)	Morningside
Mary Hannon Williams ('19)	Bulls Head-Oswego

2023

James Malchow ('17) (co-opted)	Rahway & Plainfield
C–Dare Thompson ('17) (co-opted)	Poughkeepsie

Ex-officio member

General Secretary	Steve Mohlke
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Financial Services Committee

2021

Robin Gowin ('15)	New Brunswick
C–Mary Hannon Williams ('18)	Bull Head-Oswego

2022

Lisa Gasstrom ('17)	Westbury
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2023

Luke Jones ('20) (co-opted)	Fifteenth Street (attender)
Hans-Jurgen Lehmann ('20)	Ridgewood
C–Jennifer Swann ('20) (co-opted)	South Berkshire (NEYM)*

**by permission of Yearly Meeting*

Ex-officio members

General Secretary	Steven Mohlke
NYYM Treasurer	Laura Cisar ('16)
NYYM Trustees Financial Clerk	Christine (Spee) Braun

Regional/Quarterly Meeting Treasurers

All Friends Regional Meeting
Butternuts Quarterly Meeting Paul Buckingham
Farmington-Scipio Regional Meeting Pat Sewell
Long Island Quarterly Meeting Todd Tilton
New York Quarterly Meeting Barton Dominus
Nine Partners Quarterly Meeting Tom Houghton
Northeastern Regional Meeting . . . Robert (Sunfire) Kazmayer
Purchase Quarterly Meeting Albert Hsu
Shrewsbury & Plainfield Half-Yearly Meeting . . . Robin Gowin

Lindley Murray Committee

2022

Renelda Walker ('12) Poughkeepsie
Carol Warner ('16) Rahway & Plainfield

NOMINATING COMMITTEE

Appointed by Quarterly, Half-yearly, or Regional Meetings

All Friends (2)

vacant

Butternuts (1)

Virgil Bunting Butternuts

Farmington-Scipio (4)

C–Jill McLellan Buffalo
Grace Pérez-de-la-Garza Fredonia

Long Island (2)

Herbert Lape Westbury

New York (3)

Ernestine Buscemi Morningside
Benjamin Frisch Brooklyn

Nine Partners (2)

vacant

Northeastern (2)

R—Robert (Sunfire) Kazmayer Easton

Purchase (3)

Diane Keefe Wilton
Susan Weisfeld Scarsdale

Shrewsbury & Plainfield (1)

AC—Jeffrey Aaron New Brunswick

Personnel Committee

2021

Pamela Wood ('17) Morningside

2022

Michael Mascari ('19) Westbury

2023

C—Benjamin Frisch ('17) Brooklyn
Laura Higgins ('17) Wilton
Anne Wright ('20) Scarsdale

Liaison to Supervisory Committee for the General Secretary

Pamela Wood

Liaison to Committee on Aging Concerns

Matthew Bell

Records Committee

2021

Christopher Klemek ('15) Easton

2022

Hans-Jürgen Lehmann ('19) Ridgewood

2023

Bridget Bower ('20) Perry City

Sessions Committee

Members at large

2021

Robin Mullaney ('18)*	Chatham/Summit (attender)
Susan Stillman ('18)	Montclair

2022

Eleanor (Ellie) Rosenberg ('19)	Ithaca
Bryan Wigfall ('19)	Morningside

2023

C—Dawn Pozzi ('20)	Rochester
Ann Nunes ('18) co-opted	Wilton (attender)
Deborah B. Wood ('17)	Purchase

**by permission of Yearly Meeting*

Ex-officio members

JYM Coordinator	Eleanor (Ellie) Rosenberg
NYYM Clerk	Elaine Learnard
NYYM Assistant Clerks	Robin Gowin (co-opted), Matthew Scanlon (co-opted)
NYYM General Secretary	Steve Mohlke
NYYM Associate Secretary	Helen Garay Toppins

Section representatives

General Services	
Ministry	Hugo Lane
Witness	Diane Keefe

Junior Yearly Meeting Subcommittee

Robin Mullaney
Ann Nunes
Dawn Pozzi
Eleanor (Ellie) Rosenberg
C—Susan Stillman

**Supervisory Committee
for the General Secretary**

2021

Ileana Clarke ('17) (co-opted)*	Cornwall (attender)
C–Peter Laughter ('18)	Brooklyn
C–Barbara Menzel ('17)	New Brunswick
Andrew Tomlinson('15)	Chatham-Summit

**by permission of Yearly Meeting*

Liaison from Personnel Committee
Pamela Wood

Yearly Meeting Staff

15 Rutherford Pl., New York NY 10003
Telephone: 212-673-5750; Fax: 212-673-2285

Marissa Badgley, Interim Young Adult Field Secretary
Chad Gilmartin, Digital Communications Director
Callie Janoff (Brooklyn), ARCH* Director
Steven Mohlke (Ithaca), General Secretary
Walter Naegle, Administrative Associate
Helen Garay Toppins (Morningside), Associate Secretary
Sarah Way (Brooklyn), Communications Director

**Aging Resources, Consultation and Help*

New York Yearly Meeting Board of Trustees

2021

C–Roseann Press ('16)	Housatonic
-----------------------	------------

2022

AC–James Whitely ('07)	Chatham-Summit
------------------------	----------------

2023

FC–Christine (Spee) Braun ('13)	Old Chatham
Peter Close ('18)	Purchase
RC–Dare Thompson ('18)	Poughkeepsie

2025

Mary Harpster
Peter Phillips

Rahway ¶ Plainfield
Monclair

*Ex-officio**

NYYM Clerk
NYYM Treasurer

Elaine Learnard
Laura Cisar

Witness Section

wcc-clerks@nyym.org

Witness Coordinating Committee

Representatives from committees and agencies

Alternatives to Violence Project David Fletcher
 American Friends Service Committee Lucinda Antrim
 Barrington Dunbar Fund Naceo Giles
 Black Concerns Emilie Gay, Helen Garay Toppins
 Bolivian Quaker Education Fund Jens Braun
 Conscientious Objection to Paying for War Working Group
 Jens Braun
 Climate Justice Working Group Sylke Jackson
 Earthcare Working Group
 Robert (Sunfire) Kazmayer, Margaret McCasland
 European American Quakers Working to End Racism
 Sarah Faith Dickinson, Anne Liske
 Friends Committee on National Legislation Diane Keefe
 Friends Peace Teams David Fletcher
 Indian Affairs Elizabeth (Buffy) Curtis
 National Campaign for a Peace Tax Fund Jens Braun
 National Religious Campaign against Torture Paul Rehm
 New Jersey Council of Churches Jan Philips
 NYS Council of Churches Regina B. Haag
 Prisons Pamela Wood
 Quaker Earthcare Witness Alice McMechen

Right Sharing of World Resources**R**—Mary Eagleson
World Ministries Susan Weisfeld

Members at large, appointed by New York Yearly Meeting

2021

Robin Mallison Alpern ('20)	Amawalk
Jens Braun ('17)	Old Chatham
Margery Cornwell ('18)	Fifteenth Street
Diane Keefe ('18)	Wilton
C—Cai Quirk ('18)	Ithaca
Janice Ninan ('18)	Collins
C—Rebekah Rice ('19)	Saratoga

2022

Robert Martin ('19)	Poughkeepsie
Margaret McCasland ('19)	Ithaca

2023

Mahayana Landowne ('20)	Brooklyn
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Resource people

Death Penalty Judy Meikle
Peace Concerns Diane Keefe
Right Sharing of World Resources Mary Eagleson

Finance Subcommittee

Jens Braun
Mary Eagleson
Helen Garay Toppins
Susan Weisfeld

Alternatives to Violence Project, Inc. Committee

info@avp.org
P. O. Box 6851, Ithaca, NY 14851-6851
Telephone 800-909-8920
www.avpny.org

Office Coordinator: Shirley Way (Ithaca)

2023

Mary Eagleson ('20)	Scarsdale
C-David Fletcher ('17) co-opted	Morningside
Joseph Indio Soto ('20) co-opted	Morningside

AVP Connecticut

Valentine Doyle, 117 Brown Street – #1, Hartford CT 06114;
860-296-7563; valentinedoyle@sbcglobal.net

AVP New Jersey

Eleanor Novak, P.O. Box 10, Neptune, NJ 07754; 732-988-
0998; avpnewjersey@gmail.com; www.facebook.com/avpnj

American Friends Service Committee

1501 Cherry St., Philadelphia, PA 19102
Telephone 215-241-7000
www.afsc.org

Members of the Corporation

2021

Lucinda Antrim	Scarsdale
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2022

Lisa Gasstrom ('19)	Westbury
Hans-Jürgen Lehmann ('19)	Ridgewood

AFSC Area offices

89 Market Street, 6th Floor, Newark, NJ 07102; 973-643-1924;
www.afsc.org/office/newark-nj

15 Rutherford Place, New York, NY 10003; 212-598-0950;
www.afsc.org/office/new-york-ny

54 Broad Street, Suite 201, Red Bank, NJ 07701;
732-902-0460

**Committee for the Barrington Dunbar Fund
for Black Development**

2021

Naceo Giles ('18)	Brooklyn
Glenn Josey ('18)	Fifteenth Street
Susan Weisfeld ('15)	Scarsdale

2022

CV —Gloria Thompson ('19)	Manhattan
Marvea Thompson ('16)	Brooklyn

Committee for Black Concerns

2021

Nancy Cooper ('18)	Rochester
C —Helen Garay Toppins ('15)	Morningside
Leila Archibald ('18)	Manhattan

2022

Jerry Leaphart ('19)	Wilton
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2023

Jeffrey Aaron ('20)	New Brunswick
Carl Blumenthal ('20)	Brooklyn
C —Emilie Gay ('17)	Brooklyn
Naceo Giles ('17)	Brooklyn

Bolivian Quaker Education Fund

65 Spring St., Fredonia, NY 14063

www.bqef.org

Office Administrator: Vickey Kaiser (Fredonia)

Representative

2021

Jens Braun ('17)	Old Chatham
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Climate Justice Working Group

Mary-Kay W. Belant	Syracuse
Laura Cisar	New Brunswick
Peter Close	Purchase
Sarah Glazer	Rochester
C—Sylke Jackson	Rockland
Diane Keefe	Wilton
AC—Margaret McCasland	Ithaca
Roseann Press	Housatonic
James Ralston	Saratoga
RC—William (Will) Strayer	Nine Partners

Conscientious Objection to Paying for War Working Group

Beatrice Beguin	Saranac Lake
CV—Jens Braun	Old Chatham
Daniel Jenkins	.....
Andrew Mead von Salis	Brooklyn
Caroline Webster	Bulls Head-Oswego

Earthcare Working Group Steering Team

Sheree Cammer	Albany
Peter Close	Purchase
C—Robert (Sunfire) Kazmayer	Easton
C—Margaret McCasland	Ithaca
Alice McMechen	Cornwall
Janet Soderberg	Fifteenth Street

European American Quakers Working to End Racism Working Group

Robin Mallison Alpern	Amawalk
C—Mary Pugh Clark	Montclair
Sue Clark	Albany
Sarah Faith Dickinson	Poughkeepsie
C—Anne Liske	Albany
Karen Snare	Bulls Head-Oswego

Friends Committee on National Legislation

245 Second St. NE, Washington, DC 20002

Telephone 202-547-6000

www.fcnl.org

2021

Stephen Fortuna ('15)

Matinecock

Mary Hannon Williams ('18)

Bulls Head-Oswego

2022

Henry Hoffman ('19)

Purchase

Dwight Huey ('19)

Manhattan

2023

Diane Keefe ('20)

Wilton

Anthony Christopher-Smith ('20)

New Brunswick

Friends Peace Teams

1001 Park Ave., St. Louis, MO 63104

Telephone 877-814-6972; 314-621-7262

www.friendspeaceteams.org

Representative

2023

David Fletcher ('20) co-opted

Morningside

Indian Affairs Committee

2021

Julie M. Finch ('18)

Fifteenth Street

C-Elizabeth (Buffy) Curtis ('15)

Mohawk Valley

2022

C-Liseli Haines ('18)

Mohawk Valley

Amy Hundley ('16)

Brooklyn

T-Madeline Schmitt ('16)

Rochester

2023

Judith Abraham ('20)

Scarsdale

Brendan Glynn ('20)

Brooklyn

Maureen Healy ('17) co-opted

Fifteenth Street

National Campaign for a Peace Tax Fund

2121 Decatur Pl. NW, Washington, DC 20008

Telephone 202-483-3751

www.peacetaxfund.org

Representative to Board

2020

Jens Braun ('17)

Old Chatham

National Religious Campaign against Torture

110 Maryland Avenue NE, Suite 502, Washington, DC 20002

Telephone 202-547-1920

www.nrnat.org

Representative

2021

Judy Meikle ('15)

Wilton

Maggie Stevenson ('19)

Wilton

New Jersey Council of Churches

176 W. State St., Trenton, NJ 08608-1190

Telephone 609-396-9546

www.njcouncilofchurches.org

Representatives to Governing Board

2023

Jan Philips ('19)

Ridgewood

New York State Council of Churches

85 Chestnut Street, Albany, New York, 12210

Telephone 518-436-9319

www.nyscoc.org

Representatives to the Collegium

2022

Regina B. Haag ('19) Old Chatham
Robert (Sunfire) Kazmayer ('19) Easton

Prisons Committee

2021

Jill McLellan ('18) Buffalo
Judy Meikle ('18) Wilton
Helen Garay Toppins ('18) Morningside

2022

Gary Barnes ('19) Buffalo
Phyllis Bunker ('19) Poplar Ridge
Matthew Scanlon ('19) Scarsdale
C–Pamela Wood ('16) Morningside

2023

T–Ernestine Buscemi ('17) Morningside
Robert Martin ('20) (co-opted) Poughkeepsie
William Carr ('19) (co-opted) Brooklyn

Quaker Earthcare Witness

P.O. Box 6787, Albany, CA 94706

Telephone 510-542-9606

www.quakerearthcare.org

Representative

2022

Alice McMechen ('19) Cornwall

Committee on World Ministries

2021

David Gerhan ('18) Schenectady

2022

C–Susan Weisfeld ('16) Scarsdale

2023

Edward Doty ('17)	Purchase
David Herendeen ('17)	Farmington
Regine Ndanga ('20) co-opted	Christ is the Answer Friends Church
Gloria Thompson ('20)	Manhattan

Spring and Fall Sessions Representatives

appointed by monthly meetings

All Friends

Chatham-Summit	.....
Dover-Randolph	William Hal Haydock
Montclair	Mary Pugh Clark
Ridgewood	Hans-Jürgen Lehmann
Rockland	Sylke Jackson

Butternuts

Binghamton	Joyce Thomas & alternates
Butternuts	Deborah Dickinson
Hamilton	.....
Mohawk Valley	Elizabeth (Buffy) Curtis
	Liseli Haines
Unadilla	.....

Farmington-Scipio

Buffalo	Gary Barnes, Jill McLellan
Central Finger Lakes	John Cooley
Christ is the Answer	Regine Ndanga
	Byaombe Shabani
Collins	.....
Elmira	.....
Farmington	.....
Fredonia	Ronald Peterson
	Grace Perez de la Garza
Genesee Valley	Suzanne Blackburn
Ithaca	.....

Orchard Park	.....
Perry City	Phyllis Bunker
Poplar Ridge	Phyllis Bunker
Rochester	Dawn Pozzi
Syracuse	.....

Long Island

Conscience Bay	Carolyn Emerson
	Elaine Learnard
Jericho	Anne Smith
	Morley Smith
Manhasset	Irene Goodman
	Barbara Meli
	David Sinclair
Matinecock	.....
Peconic Bay	.....
Shelter Island	.....
Westbury	.....

New York

Brooklyn	Andrew Mead von Salis
Fifteenth Street	.....
Flushing	Cheshire Frager
Manhattan	Beverly Archibald
	Margaret Mulindi
Morningside	Pamela Wood
Staten Island	.....

Nine Partners

Bulls Head-Oswego	.....
Catskill	KelliAnn Meland-Lewis
Cornwall	.....
New Paltz	.....
Nine Partners	.....
Poughkeepsie	Enoch Nixon
	Rachel V. Ruth

Northeastern

Adirondack	.....
Albany	.....
Easton	David Herendeen

Hudson	Robert (Sunfire) Kazmayer
Old Chatham	.....
Quaker Street	Christine (Spee) Braun
Saranac Lake	.....
Saratoga	Mary A. Brown
	Lori Dawson
	Rebekah Rice

Purchase

Amawalk	Robin Mallison Alpern
Chappaqua	Sirkka Barbour
Croton Valley	.....
Housatonic	Roseann Press
Purchase	Deborah Wood
Scarsdale	Mary Eagleson
Wilton	Martha Gurvich
	Jerry Leaphart

Shrewsbury & Plainfield

Manasquan	.....
New Brunswick	.....
Rahway & Plainfield	Roger Dreisbach-Williams
Shrewsbury	Alan Brenner

Members of the Yearly Meeting Recorded in the Ministry

James Atwell
Sunday Blackmon
Ruth Ann Bradley
Linda Chidsey
Maria Crosman
Darleen Farley
Regina B. Haag
David Herendeen
Janice Ninan
Roxanna Pinkerton
Frances F. Sokol

Butternuts
Albany
Poplar Ridge
Housatonic
Adirondack
Farmington
Old Chatham
Farmington
Collins
Chappaqua
Butternuts

Yearly Meeting Pastors

Trish Eckert
Thomas W. Fiet
David Herendeen
Janice Ninan
Benjamin Shaw

Farmington
Nine Partners
Manhattan
Collins
Unadilla