

“Pay as Led” Recommendations for 2018 NYYM Summer Sessions

Dear friends:

At the 2015 Fall Sessions, Sessions Committee tasked a small group to develop ideas for a **Pay as Led** fee structure for NYYM Summer Sessions using the **Pay as Led** model of New England Yearly Meeting. New England Yearly Meeting has experimented with this system for several years and have found that they not only had more Friends attending than previously, but that they also did better financially with this system than they had done with a more conventional one. They found that, when Friends are given the opportunity, Friends were both conscientious and generous. It is our expectation that NYYM Friends would act in a similar fashion.

There are four motivations for Sessions Committee and New York Yearly Meeting to consider a **Pay as Led** process; [1] we want to make our Summer Sessions more affordable for Friends who have had to stretch mightily in the past in order to be able to attend, [2] we want to better welcome new Friends who have stayed away from Summer Sessions because of the cost, [3] we understand that the primary concern for meeting at Silver Bay Association is said to be the cost, so a successful **Pay as Led** process would lay this concern to rest (because as yet, a viable alternate site has not been found; see the “**Alternate Sites Report from Sessions Committee for 2016 NYYM Summer Sessions**” online), and [4] most important, we are at our best, a faith community, whole and all-embracing and wide-ranging. We hope a **Pay as Led** process will open up the Yearly Meeting experience to more Friends in order to be a more complete and blessed community.

We offer the following recommendations and payment schedules for your consideration at this Summer Sessions with an eye towards implementation at the 2018 NYYM Summer Sessions. If approved, understand that this **Pay as Led** process requires a leap of faith from all of us. We will have to take an active part in detailed planning and discussion and discernment, while acknowledging issues of class, wage inequalities, and accepting some level of inevitable struggle around trust, fairness and integrity. We will each have to take responsibility for giving proper attention to new procedures, letting go of some familiar routines, which will be replaced with new and possibly confusing alternatives.

The Sessions Committee ad hoc group began with the room and board rates at Silver Bay Association for 2018 and working from that baseline, created a payment schedule based on the minimum allowable, the “baseline” of what Silver Bay charges us, and the actual cost, which includes the cost of staff time to prepare and support our summer session. Please note, (a) the 2018 contract with Silver Bay guarantees a minimum participant number of 400 and a minimum payment of \$200,000 for the week (~\$500 per person, but sliding according to room reserved), and (b) while we talk about “room and board rates” – we are really referring to **BED** and board in a double occupancy room.

Herein, the payment schedule is provided as information to guide Friends in this discussion. First, participants of the 2018 NYYM Summer Sessions begin their registration the “usual” way – online or by paper – submitting their information, room preferences, and paying their NYYM registration fee. Then, each registrant discerns how much they feel led to contribute using the following guidelines. Note that the accompanying chart lists the literal amount of minimum, baseline, and actual costs, but we hope that most Friends will be led to pay more than

the exact amount in any category. The chart is proved as a stepping off point for each of our discernments – the amounts are not to be considered “set” fees.

MINIMUM: This level is the minimum payment needed for any given room. Paying the MINIMUM is only available to members and or regular attenders of a NYYM Worship Group, Monthly Meeting, Powell House Youth Program, and or a NYYM committee. A reference letter (or email) must be provided for those paying anything less than the baseline amount*;

BASELINE: The baseline payment is simply the Silver Bay room and board rates as set in the 2018 contract; and

ACTUAL COST: This level includes the Silver Bay room and board rate, plus the true cost of NYYM staff time and overhead for running Summer Sessions.

This payment structure will only work if most Friends are willing and able to pay the full amount and some Friends are led to pay more than the rate for a given room – that leap of faith we spoke of earlier. Please note, as is currently our practice, consideration will be given to those with limited mobility so that they are in a space accessible to them, regardless of how much they can pay for a room, and Junior Yearly Meeting Committee will continue to cover some level of costs for the JYM volunteers.

But! We are also taking steps in case there is a short fall once all is said and done at the end of the 2018 Summer Sessions. On June 15th, John Cooley, Clerk of General Services Coordinating Committee sent out an email, working in consultation with the NYYM Clerk and Assistant Clerk, Sessions Committee Clerk, and the Pay as Led Ad Hoc Committee, soliciting Friends to pledge as guarantor. John has received a very encouraging response to this solicitation and some details will be given at our 2017 Summer Sessions.

Finally, if the Yearly Meeting approves these recommendations, the Pay as Led Ad Hoc Committee further recommends that the mechanics of the process of the yearly meeting receiving fees and paying Silver Bay be turned over to General Services Coordinating Committee to resolve.

** Even though we are extremely Friendly, we do not want New York Yearly Meeting subsidizing the vacations of non-Quakers to the detriment of those active attenders and members who wish to attend. Reference letters (or emails) may be sent by Meeting or Regional clerks, Powell House Directors, or NYYM committee clerks. Non-Quakers are welcome to attend Summer Sessions and pay at the BASELINE level as usual – or at the ACTUAL COST level, if so led!*

Pay as Led Ad Hoc Committee; Cheshire Frager, Linda Houser, Melanie-Claire Mallison, Christopher Sammond, Doug Way (clerk)

PAY AS LED 2018: ALL BASED ON FULL WEEK, ADULT DOUBLE OCCUPANCY, 2018 SUMMER SESSIONS RATES: BUILDING (# of Rooms)	MINIMUM (Minimum for SBA Room & Board)	BASELINE (Silver Bay Contract, Room & Board)	ACTUAL COST (SBA Room & Board + VM Costs)	CONTRACT # of beds	TOTAL BEDS w/cots if applicable	MINIMUM, TOTALS	BASELINE, TOTALS	ACTUAL COST, TOTALS	Maximum Occupancy Based on Available Rooms
Bayview (24)	\$670.00	\$894.00	\$1,094.00	48	64	\$32,160.00	\$42,912.00	\$52,512.00	88
Hemlock (24)	\$171.00	\$684.00	\$884.00	48	72	\$8,208.00	\$32,832.00	\$42,432.00	84
Hepbron (39)	\$156.00	\$624.00	\$824.00	78	88	\$12,168.00	\$48,672.00	\$64,272.00	89
Inn Private Bath (67)	\$729.00	\$972.00	\$1,172.00	134	158	\$97,686.00	\$130,248.00	\$157,048.00	203
Inn Shared Bath (18)	\$621.00	\$828.00	\$1,028.00	36	55	\$22,356.00	\$29,808.00	\$37,008.00	65
Locust (2)	\$156.00	\$624.00	\$824.00	4	6	\$624.00	\$2,496.00	\$3,296.00	6
Overlook (11)	\$91.50	\$366.00	\$566.00	22	22	\$2,013.00	\$8,052.00	\$12,452.00	22
Paine (16)	\$156.00	\$624.00	\$824.00	32	45	\$4,992.00	\$19,968.00	\$26,368.00	52
SB Camp Sites & Lean-Tos (16)									
NOTE: Camp sites and lean-tos do NOT include "board" -- meals must be paid for separately	\$40.50	\$162.00	\$362.00	16	16	\$648.00	\$2,592.00	\$5,792.00	16
Note: While TRINITY is included in our contract, most of those rooms are singles so they are not included here.				418	526	\$180,855.00	\$317,580.00	\$401,180.00	625

UPDATED 6:33 PM, 7/13/17