

Minutes
Ministry Coordinating Committee
Fall Sessions
11/11/17

Present: Marissa Badgley, Annie Bancroft, Barbra Bleecker, Mary Pugh Clark, Iliana Clarke, Heather Cook, Chris DeRoller, Charlie Flint, Cheshire Frager, Patricia Glynn, Kenn Harper, Lu Harper, Angela Hopkins, Hugo Lane, Elaine Learnard, Peter Phillips, Anne Pomeroy, Emily Provance, Robin Whiteley, Roger Dreisbach-Williams

1. Meeting opened at 6:26 after a period of waiting worship.
2. Check-in: Acting Clerk Elaine Learnard invited Friends to share their names, meeting and what brings them to MCC.
3. Reimbursement requests: the Clerk shared the new MCC voucher with Friends [attached]. There may be a revised, fillable pdf coming. The new reimbursement process includes filling out the pdf, scanning receipts, and sending to all to the office with a cc: to the clerk of MCC.
4. Reports:
 - a. Internal Nominating: Roger Dreisbach-Williams reported for the Internal Nominating Committee. Lu Harper is proposed to serve as interim clerk through the end of her term at Summer Sessions 2018. They have asked Emily Provance to serve as co-clerk and she is under discernment. The internal nominating committee will continue to meet to identify a clerk beginning after summer sessions. Friends approved Lu Harper as interim clerk. Lu Harper noted that we will need to identify a new recording clerk.
 - b. Faith and Practice: Peter Phillips reported that a new printing of Faith & Practice is forthcoming. Changes to F&P since 2014 had been lost, and the committee is working with the printer to recreate and integrate those changes into the new printing. He reported that the committee is reinvigorated. He reminded Friends that the Handbook page for the Committee to Revise Faith & Practice, which was given a first reading in Spring 2017, will have its 2nd reading at Fall Sessions tomorrow.
 - c. Committee on Conflict Transformation: Heather Cook reported that the committee is sending *A Little Book of Circle Processes* to all monthly meetings in anticipation of two training retreats being planned by the committee with the author.
 - d. Recording Committee for Fred Jensen: Kenn Harper and Angela Hopkins brought forward the following names for Fred Jensen's recording committee:
Mary Klaus (Orchard Park)
Rodney Pierce (Buffalo)
Dale Jacobs (Orchard Park)
Darleen Farley (Farmington)

Thamby Ninan (Collins)

Friends approved.

- e. Recording Committee for Beth Kelly: The clerk reported for David Herendeen that the committee is active.
 - f. State of Society: Marissa Badgley asked MCC's approval to include a quantitative survey with the State of Society report. Friends approved.
 - g. Alternate Pathways to Membership WG: Marissa Badgley and Jillian Smith distributed the report of the WG [attached] and discussed the work to date. The WG is bringing a potential alternate pathway and requests seasoning on the proposal. Bulleted items on the cover sheet are items that the WG is in unity on. Are there barriers to entry into our community that we could remove or work around? The WG is exploring "Itinerant Membership" in relationship with NYYM or other Friends bodies. Friends were asked to go bring this proposal back to their monthly meetings, and then communicate with the WG on those discussions between now and Coordinating Committee weekend.
5. The "Embraced Ministries" Experiment: Friends have been investigating ways for individuals to donate specifically to the YM in support of the work of released Friends. With a potential donor who has come forward to support Emily Provance's ministry, Emily's Support Committee and the General Secretary are recommending [proposal attached] that we explore following the model of Baltimore YM's "Embraced Ministries" [attached]. Friends were invited to consider whether this model is one we could adapt to the structure of NYYM, and to form a task group to bring forth a proposal to share with General Services at Coordinating Committee weekend.

Friends shared the following comments and concerns: that we're being asked to support the work of an individual rather than the committees under this coordinating committee's care; what are the risks and benefits of "pass-through" donations and the status of the non-profit's tax-status; encouraging Friends to think creatively, perhaps the monthly or quarterly meeting could support Emily as a "released Friend." Friends have a long tradition of releasing Friends and providing needed support of their ministries, but NYYM has fallen out of the practice over time. Friends were encouraged to explore this further. The YM has a vested interest in finding ways to support individuals who are doing work that furthers the goals of the YM. Friends raised the question of YM staff and staff benefits: is this an employee or a contractor relationship? A gift? Do we need more people on the proposed task group? Should we call this "embraced ministries" or "released friends?"

Friends affirmed that they want to explore the concept of "released Friends" and directed Ministry & Pastoral Care to begin this work. Friends approved.

6. Proposal to host Oliver Waterhouse at Summer Sessions: The Clerk shared the proposal to support the visit of Oliver Waterhouse to 2018 Summer Sessions. Peter Phillips shared his experience of Friend Waterhouse's work. Friends asked to what extent Britain YM was supporting his expenses. Friends were reminded that we committed to look at how section expenses are discerned at Coordinating Committee weekend. Friends expressed

concern at funding individuals from outside our YM when there are individuals within the YM who cannot afford to attend YM sessions. A Friend spoke to the possibility that Sessions might be interested in inviting him as a plenary speaker. Friends approved passing this suggestion on to Sessions.

7. YAY! Emily Provance spoke briefly about this new initiative. [Report attached.]
8. Reminder to committees: please address the accountability queries in writing and forward to MCC clerk as soon as possible.
9. Reports from Other Committees: Anne Pomeroy reported from Ministry & Pastoral Care that the following Friends were approved for Stevens Fund Fall distributions in the same amounts. If \$ changes in next year's budget, M&PC will follow up with Finance Committee to express the funds needed.
10. Meeting closed with a period of worship at 8:45 p.m.

Ministry CC and Funds

You can submit this voucher via email to vouchers@nyym.org
or mail to the NYYM office at 15 Rutherford Place, New York, NY 10003

MINISTRY COORDINATING COMMITTEE

Coordinating Committee Expenses 7100-00

These are expenses of the coordinating committee and expenses of committees that do not have a separate budget.

<u>PROGRAMS</u>	<u>APPROVER/STEWARD</u>	
From a Place of Abundance <input type="checkbox"/>		7250-00
Parent Meet Up <input type="checkbox"/>		7250-00
Facebook Project <input type="checkbox"/>		2906-14

<u>COMMITTEES/WORKING GROUPS</u>	<u>APPROVER/STEWARD</u>	
Spiritual Nurture Working Group <input type="checkbox"/>		7230-00
Task Group on Racism <input type="checkbox"/>		7100-10
Outreach Working Group <input type="checkbox"/>		8270-00
Conflict Transformation <input type="checkbox"/>		7260-00
Ministry & Pastoral Care Committee <input type="checkbox"/>		7220-00

<u>CONFERENCE/MEETINGS SUPPORT</u>	<u>APPROVER/STEWARD</u>	
Bible Study Summer Sessions <input type="checkbox"/>		7210-00
Worship Summer Sessions <input type="checkbox"/>		7245-00
Pastor's Conference <input type="checkbox"/>		7240-00

<u>FUNDS UNDER THE CARE OF MCC</u>	<u>APPROVER/STEWARD</u>	
Conflict Transformation Film Project <input type="checkbox"/>		2993-10
Meeting Visitation Fund <input type="checkbox"/>		2920-10
Stevens Distribution Fund <input type="checkbox"/>	Ministry and Pastoral Care Comm	2944-20
Sufferings Distribution Fund <input type="checkbox"/>		2935-10

Requested by:
Name _____ Date _____

Please attach minute approving the expense and/or receipts.

Amount: _____

Purpose/Reason:
Provide a short description of the expense.

Note to Accounting:
Include name of program in the Memo line.

Payable to:
Full name of Organization or Beneficiary

Name _____

Address _____

City/State/Zip _____

Approved by: (Name & date)

*If sending voucher by email:
You do not need to get written signature.
Instead copy the approver on the email
requesting a confirmation email approval.
If requestor is approver, attach a copy of the
approving minute.*

Alternative Membership Pathways Working Group: Fall 2017 Report and Proposal

Since its formation in Fall 2016, the Alternative Membership Pathways Working Group (AMP) of Ministry Coordinating Committee has worshipped and practiced discernment regarding membership process and practice in New York Yearly Meeting (NYYM) and the Religious Society of Friends at large. Per our initial charge, AMP has been “exploring ways to add to membership process in a way that improves inclusivity and relevance for Friends who do not currently have but are seeking formal ways to pursue membership without necessarily affiliating with a local meeting.” After one year of work, several small group discussions, and a retreat at Powell House with twenty Friends representing New York, New England, and Philadelphia Yearly Meetings, the Working Group has come to unity on a number of points, has reflected on some still-unanswered questions, and is presenting two potential alternative pathways for membership. We request that these proposed pathways be seasoned by Ministry Coordinating Committee for possible further advancement.

Through its work, the Working Group has discovered and is in unity about the following:

- **Friends feel that membership is valuable** on a number of levels including but not limited to individual and group Quaker identity, public recognition of those claiming to speak on behalf of Friends, mutual care and support, group strength in the world, care of ministry in a meeting, corporate accountability, responsibility for decision making and carrying out decisions, naming Truth, providing spiritual home, caring for people in need, providing space for formal relationships, and for support and clearness committees.
- **There are many important reasons for membership through the local monthly meeting**, including the need for a clearness committee that knows the applicant, approval by the body that will become the new member’s spiritual home, and regular oversight and support for members.
- Many individuals across Yearly Meetings feel that their local monthly meeting is not their spiritual home. The meeting in which they may have been raised, which may be a different meeting than their local meeting, may also not serve as their home. **Many active Friends, attenders, and others feel that other Quaker bodies serve that spiritual function.** These bodies may include but may not only be limited to Yearly Meetings, Regional/Quarterly Meetings, FUM, FGC, Prison Worship Groups, and such places as Powell House, and Young Adult Circles.
- **Barriers to membership exist for some who have found a spiritual home in Quakerism and who are sometimes unable to apply for membership at the monthly meeting level for various reasons.** For incarcerated Friends, students at Quaker schools or for regular attenders at Powell House (both youth and adult programs), there may never be a connection to a local meeting at all. There are also those who grew up as Friends and live their lives in commitment to service and Quaker values but whose circumstances and/or life commitments have made it impossible to attend meeting for worship and find a finite spiritual home.
- **In the 21st century, people are more transient than ever before.** This puts strain on current membership processes because people may not feel settled in one place, may not be able to regularly attend meeting for worship at the meeting where they hold membership, may feel the need to transfer membership multiple times.

While the Working Group has focused its energy on alternative pathways to membership, we have also discovered some hard truths about how current practices and processes are implemented across New York Yearly Meeting and beyond. We recognize and feel that it is important to name that while membership on the monthly meeting level has value and crucial functions, our monthly meetings do not always meet the needs of those seeking membership and those approved as members. Specifically, there is large variation in process and quality of process in how members are approved, how clearness committees function, and how meetings hold members accountable in the months and years following approval as a member. **The Working Group feels that at the same time as we are considering alternative pathways, it is important for us to simultaneously consider and potentially refresh the pathways we already have. We consider this to be parallel and equally important work.**

The Working Group is clear that while implementation might vary, **any alternative pathway to membership must include the components of current and standard process** (i.e., writing of a letter, appointment of clearness committee, discernment with clearness committee, recommendation from clearness committee to body, and approval by the body). The following page outlines a potential alternative membership pathway called “Itinerant Membership.” We seek seasoned advice from MCC concerning regarding these initial draft concepts.

The last page of this document includes questions and queries that the Working Group feels are important as we as a larger body discern way forward.

The “Embraced Ministries” Experiment: Proposal for NYYM Fall Sessions 2017

HISTORY

A donor has approached Steve Mohlke (unsolicited). He asked whether he can donate \$10,000 to support the ministry work of Emily Provance. He specifically requested that this donation go through the yearly meeting. The donor seeks to support work Emily will do in 2018. This includes work specific to NYYM and work in service of the Religious Society of Friends as a whole.

In researching possible ways for this donation to be accepted, a member of Emily’s support committee¹ discovered the attached document from Baltimore Yearly Meeting. BYM has been supporting Friends’ ministry on a donation basis since at least the year 2000, and this document details how that works in BYM.

PROPOSAL FOR ACTION AT FALL SESSIONS

1) A task group is formed. The task group will have at least one member of Ministry Coordinating Committee, one member of General Services Coordinating Committee, and one member of Emily’s support committee. It will look at the BYM document, “Guidelines for Embracing the Ministry of Friends,” determining how it might be adapted for use in NYYM. This task group will bring a proposal for discernment to MCC and GSCC at coordinating committee weekend. It will work with relevant parties beforehand, as well (such as treasurer, financial services clerk, etc.)

2) Friends are invited to record questions for the task group to consider. What questions would need to be resolved before we could consider moving forward? (“Moving forward” would mean supporting this ministry by donation through NYYM on an experimental basis for the calendar year 2018.)

WHAT SPECIFIC MINISTRY WORK MIGHT THIS DONATION SUPPORT?

In 2018, Emily’s work among Friends is likely to include, but is not limited to:

- Working with meetings and churches on developing a culture more inclusive of all generations;
- Serving on the working group in support of the Young and Young Adults Intervisitation group;
- Continuing social media ads work with Friends’ meetings and churches internationally;
- Designing programs for practical skill-building for local meetings and churches;
- Facilitating Facebook-based reading groups for Quaker religious education;
- Writing/blogging;
- Finding and sharing compelling stories about modern Quakers, to be used for outreach and/or inreach;
- Serving on the FWCC Traveling Ministry Corps and the FUM General Board;
- And being open to the movements of Spirit.

¹ The support committee is under the care of the Ministry and Worship Committee of Emily’s monthly meeting, Fifteenth Street. Current membership is Ernie Buscemi (Morningside), Anne Pomeroy (New Paltz), and Sabrina Jones (Fifteenth Street). The committee meets with Emily monthly and provides support and accountability for ministry work.

GUIDELINES

EMBRACING THE MINISTRY OF FRIENDS

COMMITTEE FOR THE NURTURE AND RECOGNITION OF MINISTRY

AND MINISTRY AND COUNSEL COMMITTEE

INTRODUCTION

These guidelines are intended to offer guidance to Friends and their Monthly Meetings who ask to have a Friend's ministry embraced by Baltimore Yearly Meeting (BYM). An outline of the sequence of steps to be followed by an individual Friend, a glossary of terms, and a brief list of references are attached.

The term "embrace" is defined as "to hold close, encircle, accept," and refers to assistance in the financial release of Friends through Baltimore Yearly Meeting. The term "embrace" was chosen for its positive meanings by the Committee on Nurture and Recognition of Ministry (CNRM) at the March 1999 Representative Meeting and was reaffirmed in a retreat for members of CNRM and the BYM Ministry and Counsel Committee, who met on May 20, 2000 to revise these guidelines. The term was chosen for its positive meaning as a description of a Friend's ministry as supported and carried out with others, a condition of being adopted as program of BYM. A new term is also less likely to be misinterpreted, as terms (such as "affirmed", "recorded", "recognized", etc.) that have a history of use by Friends in other contexts might be. Beyond the immediate condition of being embraced for the purpose of carrying out a specific ministry for a specific period, the term confers no special or lasting status.

Friends may seek to have their ministry embraced by the Yearly Meeting. Such a request generally is appropriate when a Friend wishes to seek oversight and support for a ministry beyond the geographic bounds (or financial scope) of the individual Monthly Meeting, or even beyond the Yearly Meeting. Similarly, embrace of a Friend (granting wider access to resources among Friends at the Yearly Meeting) may be appropriate for ministries wider in scope than the Monthly Meeting.

Being embraced by the Yearly Meeting means that the Yearly Meeting:

- Has prayerfully studied and considered the ministry;
- Unites with the ministry and feels it is led by the Spirit;
- Works with the Oversight Committee in overseeing the embraced ministry;
- Works with the Support Committee working with the Friend to carry out the ministry;
- Issues and reviews annually travel minutes, if needed;
- Accepts and disburses funds designated to support the embraced ministry;
- Reviews the work of the Support and Oversight Committees, and consults with the Yearly Meeting's Stewardship and Finance Committee to see that the ministry is carried out in good order; and
- Reviews the applicable guidelines and procedures periodically with embraced Friends and their Committees to see if modifications are needed.

Friend's ministry embraced by the Yearly Meeting will not be financially supported by the budgeted funds of the Yearly Meeting. However, the ministry will be considered a program of Baltimore Yearly Meeting, will be overseen by a Yearly Meeting standing committee, and will be assigned a

budget line item initially based at zero. (See glossary, zero-based budget line item.) As described below, the Working Support Committee is responsible for working with the Friend to locate the resources and raise the funds needed to support the ministry.

Friends are mindful that ministry calls for an “economics of abundance” rather than “an economics of scarcity.” A well-ordered, Spirit-led ministry may multiply resources rather than simply dividing up existing “scarce” resources. The financial support envisioned in these guidelines derives primarily from access to the BYM mailing list and to whatever resources may follow as Friends are called to support the ministry.

Wherever possible, Friends seeking financial support should begin by asking their monthly meetings for assistance. Some Monthly Meetings have undertaken to release Friends for particular ministries, by undertaking to provide financial and other support for the Friend’s ministry. The meaning of “release” is to be released from external concerns to concentrate on the specifics of the work of the ministry. Examples of such support may include providing funds so that a Friend can travel in the ministry or providing a stipend to release a Friend from the need to earn all or part of his/her support during that time.

Finally, it is important to note that ALL of the questions of discernment of gifts and testing of leadings are open to Friends and applicable in other contexts. However, the process outlines here is specifically addressed to ministries seeking embrace (financial support) from BYM. Moreover, Monthly Meetings which have released Friends for work in the ministry may have guidelines applicable for Friends seeking release from their Monthly Meeting. As these guidelines become available, CNRM will collect them and make them available to Friends or other Monthly Meetings seeking assistance.

NATURE OF MINISTRY TO BE EMBRACED

The term “ministry” is defined as being called or led, and moved by the Spirit of God to serve. (See glossary.) Whether or not a ministry may be embraced by BYM cannot be resolved by looking to the nature of the gift of the Spirit directing the ministry. BYM and CNRM do not distinguish between gifts of speaking, teaching, and discerning God’s word and gifts of healing, peace-making, and other forms of service. ¹ All these callings, if rightly led and ordered, have as their wellspring God’s Gift and Spirit. The true tests are whether the ministry is rightly led and ordered, and whether BYM can unite with it.

The Religious Society of Friends has been described as a “priesthood of all believers” from which the laity, not the ministers, have been eliminated. Among Friends, each and every Friend is called to exercise appropriate ministry in the Inward Light. The Religious Society of Friends has a long history of discerning and supporting individual Friends ministries, including such examples as John Woolman and Samuel Bownas.

These guidelines speak to a covenant made with God, and discerned through individual and corporate discernment. The covenant, an agreement between God and the people, reflects Friend’s unique understanding of this relationship. At the heart of the covenant is being called forth to perform God’s service and responding to this call with faith, fidelity, love, and truth. Prayerful consideration, including both individual and corporate discernment, is required to test whether an individual is rightly led.

AN OVERVIEW OF DISCERNING AND EMBRACING A MINISTRY

The process of discerning, seasoning and embracing a ministry may be considered as a sequence of distinct steps. (See the outline of steps to be followed by the individual Friend, attached.) As described below, the process includes:

- Individual discernment;
- Corporate discernment;
- Working support;
- Oversight;
- Carrying out the program in accord with Friends' testimonies and practices; and
- Laying down the program.

CNRM helps Friends and Monthly Meetings as appropriate to identify resources for individuals and Monthly Meetings to nurture gifts of ministry and test leadings for Ministry. CNRM will also identify members for Clearness Committees, Support Committees, and Oversight Committees. CNRM may identify Friend from other Monthly Meetings, or in rare instances, from other BYM Committees who have relevant experience in nurturing gifts and/or discerning leadings.

INDIVIDUAL DISCERNMENT

A Friend's Ministry begins with a leading. Friends are urged to study examples of leadings and how they were tested, both from the writings of Friends such as John Woolman, Samuel Bownas, and others. (See references.) It is noteworthy that Woolman's leadings began with a "motion of love." A Friend must seek the still, quiet center and see what the Spirit teaches, and then assess how these actions accord with Scripture and the testimonies of Friends.

If the sense of being led to a ministry persists, a Friend may further test the leading through corporate discernment.

CORPORATE DISCERNMENT: THE CLEARNESS PROCESS

A Friend will seek clarification of the leading or ministry in the clearness process through the Monthly Meeting. The Monthly Meeting may request assistance from CNRM in identifying members to serve on a clearness committee.

While clearness and support committees focus on the person's gift and ministry, the oversight committee focuses on the task. In this context, the Clearness and Working Support Committees concentrate on whether and how to go forward with the ministry, while the Oversight Committee works to discern what God wishes this ministry to accomplish and when it is complete.

The overriding questions addressed by the Clearness Committee are whether the individual and the Friends supporting him or her are right in believing that the action or service required by the ministry has been laid upon them by God, and whether BYM unites with the ministry.

The Clearness Committee will labor with the Friend and with other entities to be involved in the Ministry. Questions shall be directed toward:

The nature of the Friend's gift:

- The Friend's understanding of what he or she is called to do;
- Resources available to the Friend;
- Resources needed to carry out the Leading; and
- The understanding of other organizations, host communities, and/or individuals to be engaged in the Ministry of the work to be undertaken, Friends' testimonies and practices, and these Guidelines.

Historically, in some cases, this process took years. Haste is not recommended. The Committee may suggest the individuals and/or organizations to be involved do further preparatory work, or may consider that the time is not yet ripe.

The task of the Clearness Committee is to reach clarity, not to give support. However, if the Committee reaches clarity that the ministry should go forward and requires financial and other forms of support, that clarity includes their understanding that ongoing support is needed and the identification of other Friends qualified and willing to help carry the ministry forward as a program of BYM.

Corporate discernment thus includes:

- Identifying Friends to serve on the Working Support and Oversight Committees;
- Obtaining a commitment from a standing committee of BYM to oversee the program carrying out the embrace ministry;
- Finding Friends serving on the Working Support and Oversight committees willing to be co-opted to BYM's CNRM and Stewardship and Finance Committee; and
- Working with other organizations, host communities, or individuals to be involved in the Ministry to identify their understanding and expectations about the scope of the Ministry, the financial and other support for the Ministry, and Friends' testimonies and practices.

It may also happen that the individual may be led in this ministry—but in the absence of unity with BYM, the ministry may need to be laid over. As noted, one test is whether "Way Opens" and others come forward to serve on these Committees.

Members of the clearness committee may serve on the Working Support or Oversight committees, though it is well to consider their potential contributions to these new tasks. In particular, members of the Working Support Committee need to consider whether they can embrace supporting this ministry as their own.

Service on Clearness, Working Support, and Oversight committees may be viewed as opportunities for experiential learning of how to discern, support, and oversee Gifts, concerns, and ministries. Such experience is to be prized.

WORKING SUPPORT COMMITTEE

Friends with relevant experience and spiritual depth who wish to help the Friend carry out the ministry are sought to serve on the Working Support committee. For the duration of their terms, members of the Working Support Committee together will:

- Ensure that the embraced Friend maintains daily spiritual practices;
- Help the Friend with continuing discernment of his or her leading, skills, and judgement;
- Assist the Friend in exercising those skills:

- Work to develop the resources (including helping with mailings, letter writing) and other fund raising activities consistent with Friends' testimonies and practices;
- Help the Friend in handling adversity;
- Identify others who are called to carry out the Friend's ministry; and
- Assist the Friend in reporting to the Oversight Committee.

Members of the Working Support committee generally will be sought first among the members and/or attenders of the Friend's Monthly Meeting, though for some ministries, they may be drawn from other Monthly Meetings, a BYM Committee doing related work, CNRM, or the BYM Ministry and Counsel Committee.

The Working Support committee will meet monthly (or as needed) and will prepare quarterly reports on program progress and financial resources to be forwarded to the Oversight Committee and to CNRM and Stewardship and Finance.

The members of the Working Support committee will have terms set to the same one to three year duration as those specified by the Oversight Committee for their work.

OVERSIGHT

The Oversight Committee will:

- Work with the Friend and oversee the specific Ministry;
- Ascertain that the resources engaged in the Ministry are well-used and accounted for;
- Consider the Ministry in the light of its relationship to Baltimore Yearly Meeting;
- Help discern where changes in the Ministry may be required, including consulting with other organizations, host communities, and/or individuals involved;
- Discern when the ministry has changed its course sufficiently to require a form other than continued embrace of the Friend and status as a BYM program; and
- Lay down the embrace and the Ministry.

The Oversight Committee will generally be made up of individuals particularly well-qualified to help with the substantive work of the Ministry. Especially those whose gifts supplement those of the embraced Friend. It may be formed of members and/or attenders of the Friend's Monthly Meeting, though members may be drawn from other Monthly Meetings, CNRM or even a BYM Committee doing related work. Members or former members of Monthly Meeting Finance Committees may serve on such committees and offer financial guidance and oversight. Such Friends will be chosen for their experience and expertise in such matters as overseeing program development and accountability and financial accountability (for budgeting, fundraising, bookkeeping, etc.). The Oversight Committee will serve until laid down by the BYM committee that created it.

The Oversight Committee works on behalf of BYM to ensure that the Ministry is carried out in good order. The Oversight Committee will meet with the Friend quarterly or as appropriate and will consider reports provided by the Working Support Committee. The Oversight Committee and the Ministry and Counsel Committee in carrying out these guidelines. SFC will:

- Review each program to be established under these guidelines to consider the proposed program's financial and other implications for BYM;
- Co-opt a member of the Oversight Committee to serve on SFC;
- Receive reports at least annually from the Working Support and Oversight Committees;
- Review the annual budget of the program;

- Review the fundraising plans and grant applications of the program;
- Approve, review, and coordinate all blanket appeals to the BYM membership using the BYM membership list;
- Receive reports of the funds raised from BYM members through these appeals;
- Work with the program to ensure that the program has adequate liability insurance, as appropriate; and
- Handle all issues concerning tax liability, employment, etc. concerning the program that arise, with help from the Working Support, Oversight, and CNRM committees and other BYM resources (including staff and outside counsel) as needed.

As a program of BYM, BYM will provide administrative support to the program. The program will reimburse BYM for such support.

Currently, a ministry “embraced” through BYM is supported by:

- Giving Friends the ability to make appeals to Friends in the wider BYM, through use of the BYM mailing list² ;
- Using discernment to test whether Friends within Baltimore Yearly Meeting feel called to support the ministry by directly providing resources, such as time, money, and energy; and
- Providing a support committee, if BYM Friends are so led, committed under these guidelines to help the Friend either access additional resources as needed
- Discerning in conjunction with an Oversight Committee appointed to work with the Friend that the ministry may need to be restructured or laid down.

Such mailings may not generate enough revenue to support a ministry as planned. This issue needs to be carefully and prayerfully considered in the clearness process and in the choice of members of the Support and Oversight committees. The Support committee is expected to undertake fundraising tasks, and to work with the Friend in pursuing other options if Way does not Open for the ministry.

Whenever travel is required outside the Yearly Meeting, CNRM with the approval of BYM or a Representative Meeting may grant the Friend a travel minute to be endorsed and returned by the Meetings and organizations visited. There are well-established procedures for such instances. (See The Manual of Procedure of Baltimore Yearly Meeting, p. 3 and p. 31.)

To the extent possible, a member of the Working Support or Oversight Committees will be asked to travel with the Friend. If this is not possible, a seasoned Friend may be designated, and asked to both support and guide the Friend in such travels, and to report back to these Committees.

CONCLUSION

Embrace of Friends requires discernment of God’s will. All of these guidelines are subject to Friends’ discernment. These guidelines themselves may be adopted, practiced, and amended, as the Spirit and experience require.

APPENDIX

Outline of steps to be followed by the Individual Friend

- Pray for greater clarity regarding the leading or concern
- \$ Read and prayerfully consider the resources available to you
- \$ Share your leading or concern with those around you (including members of your Monthly Meeting)
- \$ Learn about seeking discernment through the clearness processCboth by reading and consulting Friends as above
- \$ Ask for assistance from BYM CNRM and/or Ministry and Counsel, as needed
- \$ Seek to identify (with assistance from the Monthly Meeting or CRMN or Ministry and Counsel) experienced persons who can serve on clearness committees
- \$ Meet with the clearness committee and address the questions regarding the nature of the leading or concern, the resources required, the resources available, and the roles and needs (if applicable) of any other organizations, host communities, and/or individuals involved who are not part of BYM.

Depending on the outcome of the clearness process,

- \$ Go back, and seek greater clarity
- \$ Work with the Monthly Meeting, members of the Clearness Committee, and CRNM as appropriate to identify members of the Working Support and Oversight committees either within the Monthly MeetingCor within BYM
- \$ Work with other organizations, host communities, and/or individuals involved (not part of BYM) to clarify their understanding of their roles, needs, and the Ministry, as well as Friends= testimonies and practices.

With the help of the Working Support Committee, develop as detailed a plan as possible to carry out the concernCidentifying what it is that will be done, how it will be done, who will do what, what resources are required, and the time frame (and interim steps within that timeframe and their expected dates of achievement).

With the help of the Working Support committee, assess realistically the resources needed to carry out the concern, the resources available, and plan how to identify and access additional resources as needed.

If clarity is not found, or Way does not open, lay over the concern and prayerfully consider whether, when, and how to proceed.

If additional resources are necessary, apply with your Working Support and Oversight committees to the CRNM (who will consult with Ministry and Counsel and Stewardship and Finance Committees) to be recognized as a program of BYM and to be embraced by BYM.

ONLY IF APPROVEDCat this point “give up or cut back on your day job.”

If necessary, apply to CRMN for a travel minute (well in advance of your intended travel)

Delegate members of your Oversight Committees to serve as co-opted members of CRNM and SFC.

With the assistance of Oversight committee, gather other Friends and participants as appropriate to join you in your service. Be particularly mindful of those you are led to serve.

With the support of your Working Support and Oversight committees, carry out your ministry.

Meet frequently with your entire Working Support committee, as needed with your Oversight committee, and at least annually prepare a report for review by CRNM and SFC.

Continue your spiritual practices and prayerful discernment throughout your ministry.

As God directs, plan for the laying down and/or transformation of embrace into a new phase of development.

Share the fruits of your experience and your ministry with other Friends (including suggestions, if any, for changes in these guidelines, service to other Friends seeking embrace, or whatever other avenues may appear as Way Opens.

GLOSSARY: DEFINITIONS AND ILLUSTRATIONS

Clarity/Clear In accord with God's will

Clearness (as in clearness process, clearness committee)

Seeking to discern the will of God in a given situation through a process of discernment

Covenant The acknowledgement, claim, and carrying out of the gifts of the Spirit by a gathered community, including ongoing discernment of what God would have them do.

"The faith community's act of acknowledging a spiritual gift, and then decisively claiming the spiritual gift as theirs to steward and exercise are only the first steps in a much longer process of right stewardship. They are the beginning of a COVENANT: a relationship initiated by God, to which the people respond in faith. This covenant relationship will continue as long as the individual being acknowledged shows evidence of the gift being acknowledged and the faith community desires to receive the ministry the gift makes possible. . . . The real work of that covenant [includes] . . . careful attention to the Divine Guide and its messages for oneself and the faith community, regular worship and fellowship with others who have accepted responsibility for the stewardship of similar gifts, a close individual and group examination of one's performance, and the establishment of a relationship with the meeting elders. . . . Lloyd Lee Wilson, *Essays on Quaker Vision of Gospel Order*, p. 104.

"Know the NEW covenant made manifest in your hearts, the Law of God there written and the anointing within you to teach you. . . ."

George Fox, *The Power of the Lord is Over All, The Pastoral Letters*, (edited by T. Canby Jones), p. 185:

"Friends, you that are believers in the Light, which is the Life in Christ, and are grafted into him . . . all children in the NEW COVENANT do gather together in the Name of Christ Jesus. . . All these children in the Kingdom...who have their Bread from heaven. . . .in the New Covenant do keep their feast with unleavened Bread . . . the Children of God in the New Covenant . . . washed, cleansed and sanctified and . . . [having] the Righteousness of Christ . . . God writes his Law in the hearts and minds of his people.

So in the New Testament they have the Law written in the heart and mind . . . In the New they have the testament and testimony, the Spirit of Christ in their hearts. . . So, the New covenant and Testament is not according to the Old. . . . (Same, pp. 374-6)

"But this is the covenant which I will make with the house of Israel after those days," declares the Lord, "I will put my Law within them, and on their heart I will write it, and I will be their God, and they shall be my people. And they shall not teach again, each man his neighbor and each man his brother, saying 'Know the Lord' for they shall all know me from the least of them to the greatest of them," declares the Lord, "For I will forgive their iniquity and remember their sin no more." Jeremiah 31: 31-34.

"I am the Lord, I have called you in righteousness, I will also hold you by the hand and watch over you, and I will appoint you as a covenant to the people, as a light to the nations, to open blind eyes, to bring out prisoners from the dungeon, and those who dwell in darkness from the prison." Isaiah 42:6

“This is the covenant with them which I myself have made, says the Lord: My Spirit which is upon you, and my words which I have put in your mouth, shall not depart from your mouth, nor from the mouth of your offspring, nor from the mouth of your offspring’s offspring,” says the Lord, “from now and forever.” Isaiah 59:21.

Such is the confidence that we have through Christ toward God. Not that we are adequate in ourselves to consider anything as coming from ourselves, but our adequacy is from God, who also made us servants of a new covenant, not of the letter but of the Spirit; for the letter kills, but the Spirit gives life. II Corinthians 3:4-6, NASV.

Discernment Discerning or discriminating between the true and the base, between God’s will and human agency

Embrace To hold close, encircle, accept.

“Embrace” is the term chosen by CNRM at the March 1999 representative meeting to refer to the financial release of Friends through the assistance of Baltimore Yearly Meeting. The term was deliberately chosen for its positive meanings (above) and because it has no history of use by Friends in other contexts (as do terms such as ‘affirmed’, ‘recorded’ ‘recognized’, etc.).

As noted in these guidelines, the term confers no lasting status, and does not add anything to or subtract anything from other offices or conditions (e.g., having a travel minute) to which Friends may be subject.

Gathered Unified, under a new Life and Power

“gathered into the life and raised to a good measure”, “inwardly gathered to the word and gift of grace, from which he [or she] who ministers may receive strength to bring forth what he [or she] ministers.” (*Barclay’s Apology*, p.253, p.258).

“In the gathered meeting the sense is present that a new Life and Power has entered our midst.. We are in communication with one another because we are being communicated to, and through, the Divine PresenceY When one rises to speak in such a meeting one has a sense of being used, or being played upon, of being spoken through.” (Thomas Kelly, *The Eternal Promise*, pp. 75-77.)

Gospel Order God’s orderly [right, good] relationships of all part of creation to one another and to the Creator.

“You may see how the Apostle, after he had convinced people, brought them into the Order of the Gospel... So, as I was moved of the Lord God, to go up and down the nation, to preach the Gospel, then after the Lord moved me to go up and down to exhort and unite, that all people might come into the possession of the Gospel, and the order of it, which is the Power of God... by which all things are upheld and ordered to the Glory of God... It is said in Psalm 37:23, ‘The steps of a good man are ordered by the Lord, that is, by his Power and Spirit’.” George Fox, quoted in Lloyd Lee Wilson, *Essays*, p. 5.

“Establish my footsteps in Thy word, And do not let any iniquity have dominion over me.” Psalm 119: 133.

Hireling Traditional concerns about hireling ministry@ referred to ministers following a profession, rather than being called to minister. As noted, here Friends= support is not intended to provide a livelihood for individuals, but to provide the wherewithal to enable them to carry out specific ministries of limited duration.

“God has shown us the corruptness and unchristian character of this ministry and called us from it. He has gathered us into his own power and life to be a people apart. We dare not join with or hear these anti-Christian hirelingsY Oh, what malice, envy, and fury this has raised in their hearts against us. Although we get none of their wares, in fact, refuse to buy them, knowing they are worthless, they force us to give them money. Because we cannot do it for the sake of conscience, our sufferings have been unutterable.” *Barclay’s Apology*, p. 229.

Leading Prompting from God to act, which requires discernment to identify and discriminate from one’s own desires, miscellaneous mischief, etc.

“Christ has promised that the Comforter, the Holy Spirit, the Spirit of Truth, shall abide with his children forever; shall dwell with them, shall be with them; shall lead them into all truth, shall teach them all things, and bring them all remembrance.” *Barclay’s Apology*, p. 36

“You will cease being forward and acting and speaking from your own natural will and understanding, and will wait to feel this inward seed of life. As it moves, you will move with it, and be actuated by its power...” *Barclay’s Apology*, p. 240.

Ministers	<p>“Those who act, move, and labor in the work of ministry as they are moved, supported, assisted, and influenced by the Spirit of God. Their ministry does not spring from their own strength and ability but according to the gift that they have received.” <i>Barclay’s Apology</i>, p. 233.</p> <p>“They give preference to others and to serving one another in love. They have received freely and give freely.” <i>Barclay’s Apology</i> p. 235.</p>
Ministry	<p>Being called and moved by the Spirit of God to minister to others; being qualified to dispense God’s covenant. “Such qualification as we have comes from GodY who has qualified us to dispense his new covenant—a covenant expressed not in a written document, but in a spiritual bond.” <i>Barclay’s Apology</i>, p. 176, citing 2 Corinthians 3:6.</p> <p>“We are for a holy, spiritual, pure, and living ministry actuated and influenced by the Spirit of God in every step.” <i>Barclay’s Apology</i>, p. 238.</p> <p>“Types of ministry” refers to different types of gifts, including speaking but also giving service (feeding, healing, sheltering, etc.)</p>
Oversight	<p>Overseeing the work of others</p> <p>“We affirm that their work is to instruct, exhort, admonish, oversee, and watch over their brethren more frequently and more particularly than the others... ‘Obey your leaders and defer to them; for they are tireless in their concern as [those] who must render an account. Let it be a happy task for them, and not pain and grief, for that would bring you no advantage’.” <i>Barclay’s Apology</i>, p. 215</p>
Release	<p>Release from the need to earn a living, or from obligations of service to the monthly or yearly meeting, to enable a Friend to carry out a ministry</p> <p>“It is by the light or gift of God that all true knowledge of things spiritual is received and revealed. It is also by the strength and power of these, as they are made manifest and received in the heart, that every true minister of the gospel is ordained, prepared, and equipped for the work of the ministry... Those who have received this holy and unspotted gift have received it without cost and should give it without charge (Matthew 10:8). They should certainly not use it as a trade to earn money. But if God has called any of them from their regular employment, or the trade by which they earn their living, they should receive such worldly necessities as food and clothing. It is lawful for them to accept these as far as they feel allowed by the Lord, and as far as they are freely and cordially given by those with whom they have shared spiritual mattersY As in a physical body there are many members, all contributing to the preservation and composition of the whole, there are also many members in this spiritual and mystical body possessing different gifts of grace and of the spirit.” Robert Barclay, <i>Barclay’s Apology in Modern English</i>, edited by Dean Freiday, The Barclay Press, 1991, p. 171.</p>
Support	<p>To assist or help a Friend carrying a concern</p> <p>“Friends sometimes undertake, or are asked to undertake, tasks which they find challengingY Under these circumstances, they may value the support of a small group of Friends. This could be offered by the body requesting the service or it may be requested by the Friend concernedY The group may need to remind itself that its job is not so much to judge the task as to support the Friend carrying it out.” <i>Quaker Faith and Practice</i>, Britain Yearly Meeting, 12.27.</p>
Travel Minute	<p>A letter from BYM introducing a Friend travelling in the Ministry under a concern. The letter is endorsed [commented upon by the Friends visiting] and copies are made available to the Working Support, Oversight, and CNRM.</p> <p>Travel minutes are renewed annually.</p> <p>See <i>Faith and Practice</i>, Baltimore Yearly Meeting and the <i>Manual of Procedure</i> of Baltimore Yearly Meeting.</p>
Zero-based Budget Item	<p>A line item reserved as a placeholder in a budget, allowing for tracking of funds to be raised but not actually allocated any budgeted funds to the line item.</p>

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NOTES

¹ Traditional concerns about "hireling ministry" (see glossary) are not in opposition to this usage, as Friends' support is not intended to provide a livelihood for individuals, but to provide the wherewithal to enable them to carry out specific ministries of limited duration. In the agrarian past, such support often took the form of tending Friends' farms while they were traveling in the ministry. This process seeks to update that practice to the present. In this context, it is noteworthy that Britain Yearly Meeting Quaker Faith and Practice encourages Friends to apply to the Monthly Meeting funds for Sufferings for support in service (13.16).

² SFC has drafted guidelines regarding the use of the mailing list for programs to carry out the ministry of embraced Friends. Such a program would have access to the mailing list each year at specified times. The timing of appeals for funds would be coordinated by SFC so that individual Friends would not be inundated with appeals from BYM. However, such programs would be free to create mailing lists identifying supporters who had donated money or other resources in the past, and could continue to send these supporters multiple mailings within the year. SFC would not coordinate these mailings.

Itinerant Membership Process Under the Care of New York Yearly Meeting

DRAFT CONCEPT

1. A committee or sub-committee (new or existing) will be named at the coordinating committee level to address Itinerant Membership under the care of New York Yearly Meeting. This may be Ministry and Pastoral Care of MCC, the Spiritual Nurture Working Group, a new Membership Oversight Committee under MCC, or other designated group.
2. A membership application letter will be written by Friend seeking membership, addressed to the clerk of MCC or the clerk of the selected body from step 1. The letter should include:
 - a. compelling information as to why itinerant membership is sought at this time
 - b. an explanation of why this process was selected by the applicant instead of applying through a Monthly Meeting
 - c. whether applicant is interested in being a member in perpetuity or for a set period of time
 - d. whether applicant would like to be an Itinerant Friend under the care of New York Yearly Meeting or an itinerant friend in relationship with a specific Quaker body (including Yearly Meeting, Quarterly/Regional Meeting, Prison Worship Group,...?).
 - i. *An Itinerant Friend under the care of New York Yearly Meeting might be a person who wants to be officially be defined as a Quaker but who cannot attend Monthly Meeting, Yearly Meeting, or other Quaker gatherings with regularity, if at all.*
 - ii. *An Itinerant Friend in relationship with a specific Quaker body might be a person who is deeply involved with and committed to a specific Quaker community and would like to be recognized as such*
 - iii. *Through future collaboration, it is possible that Itinerant Friends might be named in relationship to multiple entities (i.e., New York Yearly Meeting and New England Yearly Meeting)*
3. The selected committee from step 1 above responds to the applicant and creates a clearness committee using an agreed upon process. When selecting clearness committee members, attention will be paid to geography, needs of the applicant, and representation from multiple bodies within New York Yearly Meeting.
4. The clearness committee meets with the applicant using agreed upon process.
 - a. Friends requesting to be named in relationship with a body would discern with their clearness committee about the current and future nature of relationship with those bodies and discuss appropriate accountability structures
5. The clearness committee eventually reports back to the selected committee (which, per step one above, will be decided by MCC at a later date) with its recommendation.
6. On final approval, the selected committee welcomes the new member appropriately and is responsible for support, advice and oversight of the new member thereafter.
 - a. Support, advice and oversight may come from a pool of named elders who feel led to serve on an as-needed basis. These elders may or may not serve on clearness committees.
 - b. Named committee/clearness committee will take responsibility of what is appropriate and what is needed for Itinerant Members.
7. Itinerant Friends are expected to maintain proactive involvement, and will submit an annual “check-in” letter to let named committee know what has been going on for the past year, whether they need specific support, or if they would like to adjust their membership status.

This process, and any version of this process, would require revision of the description of responsibilities of the committees in the NYYM Handbook as well as revision of the membership section of F&P. It would also require new record keeping of new YM-direct members by the YM offices.

From Emily Provance: The proposal that we approved for the Youth and Young Adults Intervisitation Initiative - which I'm now abbreviating as YAY! at Melinda Wenner Bradley's charming (though probably tongue-in-cheek) suggestion - included mention of a working group. The relevant section is as follows:

Monthly meeting intervisitation falls under the care of Ministry and Pastoral Care, which is part of the Ministry Coordinating Committee; programming for youth and young adults falls under the care of committees that are part of Nurture Coordinating Committee. Therefore, this is appropriately a joint project. A working group for the initiative might be formed from 1-2 Friends from Ministry and Pastoral Care, 1-2 Friends from Ministry Coordinating Committee, 1-2 Friends from the Youth Committee, and 1-2 Friends from Nurture Coordinating Committee. These numbers should be suggestions, not quotas; what is most important is that those involved are really interested in the work.

The working group would be responsible for:

- publicizing the initiative (with support from NYYM staff),*
- confirming what training would be required for visitors,*
- coordinating visits so that as many different meetings receive visitors as possible,*
- helping visitors to submit reports and vouchers correctly and promptly, and*
- following up with each individual visitor for a post-visit debrief and conversation.*

The working group would report back to both Nurture Coordinating Committee and Ministry Coordinating Committee at summer sessions (at which point Friends will discern whether to continue the initiative in 2018) and again at fall sessions (with additional information and updates).

My hope is that MCC Friends will receive a reminder about this before fall sessions and be given the opportunity to discern whether they feel called to participate in this working group. My sense is that the most time-consuming and most important task is the fifth one, "following up with each individual visitor for a post-visit debrief and conversation," and I hope that Friends with gifts in that sort of one-on-one conversation will volunteer to be part of this working group even if the administrative tasks (bullet points 1-4) are less interesting to them - frankly, the administrative stuff is the part that one or two of us could do easily and efficiently.

I believe the commitment would start immediately after fall sessions and would continue through the end of 2018.

Questions for Moving Forward

1. With any new pathway to membership, how do we create accountability structures in a way that meets needs of members and organizing bodies?
2. Are existing accountability structures sufficient and properly followed universally?
3. Who should serve on clearness committees for Itinerant Members?
4. What expectations/responsibilities do Itinerant members have to Yearly Meeting or Religious Society of Friends?
 - a. Financial?
 - b. Social?
 - c. Serving on committees?
 - d. Attending meetings?
 - e. Engagement in “Society”?
5. Do people applying for itinerant membership need to have a history of participation in YM in some function? Do they need to live within YM regions? What are “minimal” criteria for application?
6. In the case that a YM member needs financial assistance or wants a support committee or anything else, what does that process look like?
7. Does MCC (or named committee) need to have a budget line to support YM or sojourning members?
8. What does marriage look like?
9. If other YMs do not approve of the same Sojourning membership arrangement as NYYM - can a resident of another place become an itinerant member of NYYM?