

“Pay As Led” Consideration 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 the past two 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 two motivations for us to consider a **Pay as Led** process; to make it more affordable for Friends who have had to stretch mightily in the past in order to be able to attend Summer Sessions, and to better welcome Friends who may have stayed away from Summer Sessions because of the cost. We hope a Pay as Led process will open the Yearly Meeting experience up to more Friends.

We offer this report and the following payment options for your consideration at this Summer Sessions with an eye towards possible approval at the 2016 NYYM Fall Sessions.

The Sessions Committee task group began with the current room rates at Silver Bay Association for 2018 and working from that baseline, created a three-level payment schedule. We are working with the Silver Bay room rates for two reasons — primarily because we have a signed three-year contract with Silver Bay for 2016-2018, but more critically, because as yet a viable alternate site has not been found (see the “**Alternate Sites Report from Sessions Committee for 2016 NYYM Summer Sessions**” with the other YM papers outside of the YM Office in Gullen Lounge). For your information, 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).

Herein, the three-level payment schedule is provided to guide Friends in this discussion:

Option A, the minimum payment for any given room (Friends can give more than this baseline, as led) and only available to members and regular attenders of a Monthly Meeting. A Monthly Meeting Clerk will be asked to provide a reference for those using Option A*;

Option B, the Silver Bay room rates as set in the 2017 contract; and

Option C, which includes the room 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, to offset those who will pay the minimum. Please note, this payment structure does not include the NYYM registration fee, which covers only a small fraction of the true cost of the NYYM Summer Sessions. Also, 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.

* Even though we are extremely Friendly, we do not want the Yearly Meeting subsidizing the vacations of non-Quakers to the detriment of those active attenders and members who wish to attend. Non-Quakers are welcome to attend and pay at the **Option B** level as usual (or **C, if so led**).

Pay as Led Ad Hoc Group; Melanie-Claire Mallison, Dawn Pozzi, and Christopher Sammond

| PAY AS LED OPTIONS, ALL BASED ON FULL WEEK, ADULT DOUBLE OCCUPANCY, 2017 SUMMER SESSIONS RATES: BUILDING (# of Rooms) | Option A, as led | Option B, baseline cost | Option C, actual full cost | # of beds | Option A, TOTAL | Option B, TOTAL | Option C, TOTAL |
|--|-----------------------------|------------------------------------|---------------------------------------|----------------------|----------------------------|----------------------------|----------------------------|
| Bayview (24) | \$220.50 | \$882.00 | \$1,082.00 | 48 | \$10,584.00 | \$42,336.00 | \$51,936.00 |
| Hemlock (24) | \$168.00 | \$672.00 | \$872.00 | 48 | \$8,064.00 | \$32,256.00 | \$41,856.00 |
| Hepbron (39) | \$153.00 | \$612.00 | \$812.00 | 78 | \$11,934.00 | \$47,736.00 | \$63,336.00 |
| Inn Private Bath (67) | \$240.00 | \$960.00 | \$1,160.00 | 134 | \$32,160.00 | \$128,640.00 | \$155,440.00 |
| Inn Shared Bath (18) | \$204.00 | \$816.00 | \$1,016.00 | 36 | \$7,344.00 | \$29,376.00 | \$36,576.00 |
| Locust (2) | \$153.00 | \$612.00 | \$812.00 | 4 | \$612.00 | \$2,448.00 | \$3,248.00 |
| Overlook (11) | \$90.00 | \$360.00 | \$560.00 | 22 | \$1,980.00 | \$7,920.00 | \$12,320.00 |
| Paine (16) | \$153.00 | \$612.00 | \$812.00 | 32 | \$4,896.00 | \$19,584.00 | \$25,984.00 |
| Trinity (5) | \$259.50 | \$1,038.00 | \$1,238.00 | 10 | \$2,595.00 | \$10,380.00 | \$12,380.00 |
| SB Camp Sites & Lean-Tos (16) | \$40.50 | \$162.00 | \$362.00 | 16 | \$648.00 | \$2,592.00 | \$5,792.00 |
| | | | | 428 | \$80,817.00 | \$323,268.00 | \$408,868.00 |