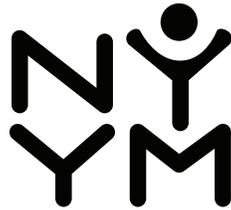


2018 – 2019

**New York Yearly Meeting
of the Religious Society of Friends**



Published October 2018

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NEW YORK YEARLY MEETING
FALL SESSIONS
November 10–12, 2017

Caldwell University, Caldwell, New Jersey
Saturday morning, November 11, 2017

Lucinda Antrim (Scarsdale), Clerk
Jeffrey Aaron (New Brunswick), Assistant Clerk
Karen Way (New Brunswick), Recording Clerk
Elaine Learnard (Conscience Bay), Reading Clerk

2017-11-01. The meeting opened with quiet worship.

2017-11-02. Clerk Lucinda Antrim (Scarsdale) welcomed Friends, introduced the clerks' table, and acknowledged those holding the meeting in the Light. She spoke with gratitude of sources of warmth on this cold day, including the fire of Pentecost.

2017-11-03. The Reading Clerk read the roll of monthly meetings and worship groups. Friends stood in response. All regions were represented.

2017-11-04. Liseli Haines (Mohawk Valley) acknowledged with humility that we hold this meeting on Lenapehoking, on the lands of the Lenape. Though many Lenape were forcibly relocated to Oklahoma, many stayed in plain sight, living among us today. We thank them for the care they have taken of these, their homelands.

2017-11-05. Claire Simon (Montclair) and Alice Coulombe (Rockland) welcomed us for the Host Committee from All Friends Region. They thanked Sessions Committee and all those who helped make this gathering possible.

2017-11-06. Mary Hannon Williams (Bulls Head-Oswego), treasurer of the yearly meeting, presented the treasurer's report for the first three quarters of 2017 (see page 99 for end-of-year report). Mary explained the new format, which includes a high-level one-page summary. As of October 31, our income is at about \$526,000 or 69 percent of the year's budget, and

disbursements at \$525,000, or 70 percent. The summary also shows fund balances and invested trust funds. Details are presented on following pages. Friends received the report.

2017-11-07. Matt Scanlon (Scarsdale), clerk of Financial Services, presented the proposed budget for 2018 (see page 106). Matt acknowledged the extensive, valuable work contributed by all the yearly meeting volunteers—a wealth that no budget can express. He also reviewed comments from monthly meetings that suggest we cannot expect much of an increase in covenant donations, and probably a decrease. To consider this problem, we need the help and participation of as many budget-minded Friends as possible. Friends should notice that ARCH is being fully incorporated into the NYYM budget, which affects totals. Also, as the treasurer indicated, we are changing formats for the sake of transparency, which can make comparisons with past years more complicated.

Matt presented the expense and revenue sections in summary. The projected expenses for 2018 are \$727,000. This is \$26,000 less than the revised 2017 budget, due to decreases in the audit line and in personnel expenses. As with last year, revenue is expected include reserve from 2017, grant income, redistribution of trust fund earnings, covenant donations, and individual donations. Meetings varied in their response to the 2018 request for covenant donations: of 58 meetings responding, 9 increased their donation over 2017, 39 kept their same donation, and 10 decreased their donation. Matt then reviewed the sections, asking for questions.

Friends approved the budget for 2018.

2017-11-08. Friends also approved transferring the excess revenue over expenses in 2017 into the revenue for 2018.

2017-11-09. Chris de Roller (Old Chatham), Powell House Youth Director, spoke of the value of the youth program at Powell House, reading wonderful lists of adjectives, activities, and praise from young participants. Mike Clark (Old Chatham), Powell House Youth Director, described the Powell House youth program as a spiritual development program for growing humans. The program seeks more children, as well as help from older Friends in transportation and recruitment.

Regina Baird Haag (Old Chatham), Co-Executive Director of Powell House, gave the numbers of participant-visits for each age group at Powell House programs, totaling 1,700. Regina described her son's happy first visit to Powell House and asked for stories from everyone to create an experiential history of Powell House.

Dennis Haag (Old Chatham), the other Co-Executive Director of Powell House, described the strategic plan that has been under development since May. They hope to have a 5-year plan in place by January. Dennis reported that on November 28 Powell House will be listed on the website for New York Gives, allowing Friends to donate online to Powell House for 24 hours. Dennis suggested that Friends might follow up this action by writing a check for NYYM.

Friends received these reports (attached, see page 9).

2017-11-10. Steve Mohlke (Ithaca), General Secretary for NYYM, shared what he has learned on his first few months on the job (attached, see page 11). In talking with monthly meetings, committees, and staff, Steve has heard both worry and hope, both concern about our decline and excitement about new projects.

Both are true: we are in distress and we are experiencing energy and enthusiasm. We need to let go of what isn't working, keep what works, and learn new ways to reach out.

We have losses: both Emily Provance (Interim Young Adult Field Secretary) and Melinda Wenner Bradley (Children and Youth Field Secretary) are leaving their positions. Steve thanked them for the wonderful work they have set in motion, and urged us to understand their departure as part of the cycle of life. We are both dying and being born anew, all the time.

Friends received the report.

2017-11-11. Jens Braun (Old Chatham), convener of the Committee on Conscientious Objection to Paying for War, played a recording of a song by Paulette Meier (Cincinnati Meeting) based on the writing of John Woolman:

May we look upon our treasure, our furniture, our garments, and try to discover whether the seeds of war are nourished by these our possessions.

(A recording can be found on YouTube at www.youtube.com/watch?v=cMvoYdhJ9k4 or by searching YouTube for *Paulette Meier Woolman*.)

2017-11-12. Emily Provance (15th Street) reported on the “holy experiment” she undertook this year to see if Facebook could be used in a focused way for outreach. With the support of Ministry Coordinating Committee, Emily ran Facebook ads for 50 days in a 20-minute radius of six meetings, and then repeated the experiment for another 50 days with 12 meetings, along with some social media training for the meetings. Over 300,000 people were reached, with an estimated 30,000 expected to remember. Nearly 1,500 clicked on meeting websites. Emily is now communicating with a wide range of Friends in many Quaker organizations around the world, consulting with them to begin their own holy experiment. Friends who want to follow the growth of Emily’s work can check her blog on quakeremily.wordpress.com.

Friends received the report.

2017-11-13. Doug Way (New Brunswick) reported for the Pay-As-Led Task Group. The task group has discerned that they cannot implement Pay-As-Led for the 2018 Summer Sessions. Two problems were discovered. First, the process will require that we take on functions previously managed by Silver Bay Association: receiving, processing and ultimately paying for all reservations at once. Second, to create or buy registration software will require upgrading the entire NYYM electronic system, which is a longer process than we have time for this year. The task group is disappointed but not discouraged. A survey of Friends has suggested that there is more than sufficient support for Pay-As-Led, measured against New England Yearly Meeting’s successful implementation. In the meantime, Friends are encouraged to donate to the Equalization Fund. Sessions Committee plans to make the Fund more “user friendly” in 2018.

Friends received the report (attached, see page 14).

2017-11-14. Minutes were read, corrected, and approved in stages during the session.

2017-11-15. After announcements, meeting closed.

Caldwell University, Caldwell, New Jersey
Sunday morning, November 12, 2017

Lucinda Antrim (Scarsdale), Clerk
Jeffrey Aaron (New Brunswick), Assistant Clerk
Bridget Bower (Perry City), Recording Clerk
Rima Segal (Rochester), Reading Clerk

2017-11-16. The meeting opened with a period of worship.

2017-11-17. The clerk introduced the clerks' table.

2017-11-18. As is our practice, no questions having been raised about the consent agenda, it was approved, with a correction in the spelling of David Fletch to David Fletcher.

CONSENT AGENDA

Nominating Committee Slate for Fall Sessions 2017

General Services Coordinating Committee

Audit Class of 2020

Martha Hyde Brooklyn

Communications Class of 2020

Adam Segal-Isaacson Brooklyn

Supervisory Committee for the General Secretary Class of 2018

Ileana Clarke (co-opted) Cornwall (attender)

Barbara Menzel New Brunswick

Witness Coordinating Committee

Alternatives to Violence Project, Inc. Board Class of 2020

David Fletcher Brooklyn

Crystal Heshmat Albany

Jill McLellan Buffalo

Indian Affairs Class of 2020

Christine Japely Fifteenth Street

Prisons Committee Class of 2020

Suzanne Blackburn Genesee Valley

Ernestine Buscemi Morningside

Quaker Earthcare Witness Class of 2018

Pamela Boyce Simms Hudson

CORRECTIONS

Committee on Aging Concerns

Jill McLellan and Jan Philips are in the Class of 2020

FWCC/SOA

Emily Provance serves in the Class of 2018 and should not have been appointed to the Class of 2020.

Also, see release requests below.

REQUESTS FOR RELEASE FROM SERVICE

F. Peter Philips	From MCC
Mason Barnett	From Conflict Transformation
Charley Flint	From Personnel
Jennifer Lindop	From Sessions
Jeannine Laverty	From Supervisory Committee for the General Secretary
Emily Provance	From FWCC
Charles Brainard	From Indian Affairs
Norma Ellis	From Prisons
Loomis Mayer	From Committee on World Ministries

2017-11-19. Peter Phillips (Cornwall), for the NYYM Trustees, brought the second reading of the proposed revision to the by-laws of New York Yearly Meeting. Friends approved the change of the by-laws. It is attached; see page 17.

2017-11-20. Peter Phillips (Cornwall), clerk of the Committee to Revise Faith and Practice, brought a second reading of the committee's handbook page. Friends expressed concern about limiting membership on the committee to members of New York Yearly Meeting. Friends approved the handbook page without the statement about membership limitation. Friends asked the clerk to reopen the conversation about membership and this committee. It is attached as amended (see page 19).

2017-11-21. Jeffrey Aaron (New Brunswick) reported for Nurture Coordinating Committee. Liaison Committee had requested that Jeffrey serve as acting clerk of Nurture due to the absence of a Nurture CC clerk.

Jeffrey brought a recommendation that Young Adult Concerns

Committee be laid down. We acknowledge with sadness that this committee is no longer useful and we look forward with joy to including all Friends in all phases of our work.

2017-11-22. Jeffrey Aaron (New Brunswick) reviewed the history of the Nurture Coordinating Committee, noting that it has had operational challenges for the last 20 years.

Friends considered suspending Nurture Coordinating Committee until Spring Sessions. Friends are not yet ready to suspend NCC. Until then the assistant clerk will continue to sign vouchers and budget approvals for the committees and groups currently under the Nurture Coordinating Committee.

2017-11-23. Minute of exercise.

Additional discernment and worship needs to be done about the structure of the yearly meeting, perhaps at Coordinating Committee weekend in January, also at other places and times. Friends were concerned about the concentration of power in our current structure. Friends want to be involved and we explored possible ways this might happen: for example a working group or a round of visitations with monthly meetings. We need to look deep and pay attention to the life of the yearly meeting where it is rising.

Friends raised a concern about an apparent micro-aggression made by a Friend during the presentation of an earlier item. The concern was heard but it was not immediately clear how to respond and we continued with the agenda. During our discernment about Nurture Coordinating Committee, Friends repeatedly returned to addressing the earlier incident. It became clear that we could not move forward without additional labor together. The work of restructuring yearly meeting committees is inseparable from the work of addressing the implicit bias in our current structures. We hope to pay attention to the ways in which our structure tends to reinforce existing power dynamics. We are beginning to learn how to talk about it.

2017-11-24 The Ministry Coordinating Committee report is postponed until Spring Sessions.

2017-11-25. Friends approved the clerk's endorsement of Robert Kazmayer's (Sunfire) travel minute (attached, see page 22).

2017-11-26. Minutes were read, corrected, and approved in stages during the session.

2017-11-27. The meeting closed with a brief period of worship. There were no announcements.

Addendum to the minutes:

Total registrations for this weekend are at 142 and of that number six were youth.

We will meet again at Spring Sessions, April 6-8, 2018, hosted by New York Quarter. Details will be available in February and March.

We thank All Friends Regional Meeting for hosting our sessions.

ATTACHMENTS

Report from Powell House Co-Executive Directors

See minute 2017-11-09, page 2

The soundtracks playing repeatedly in our minds for the past months have been the songs of GODSPELL, the musical in which we saw our son perform during the last weekend in July. As with all great musical theatre, the songs continue resonate in our brains and spirits well after the show is over. A specific earworm has developed for “On the Willows”, which is sung as Jesus says goodbye to his disciples when they share the last supper before he is crucified. It’s a poignant scene full of fear, grief, regret and sorrow. In particular, the words “How can we sing the Lord’s song in a foreign land?” has echoed through these days, as it has become a backdrop for Charlottesville, North Korea, Las Vegas, the political posturing and bluster. In true academic fashion, Regina had done some research on this line. As you can see below, the lyrics for the song come almost directly from Psalm 137. Psalm 137 was written to convey the anguish, anger, and accountability of the Hebrew people following their exile at the hands of the Babylonians. Their emotions expressed out of abandonment, failure, and pain permeate their questions; “How can this have happened to God’s people? What are we to do? Where is our future?”

These questions also resonate in our current social, political, and spiritual situations... humanity is certainly off-track and “exiled in a foreign land” far away from our creator’s intentions. We find ourselves responding to this scenario from the position of being at Powell House, where grace, redemption, reconciliation are offered and experienced on a regular basis. We encourage Powell House programs, facility, staff, clientele to feel empowered to “sing the Lord’s song” with words, actions, presence that reflect the presence of God’s reign from **HERE!** This is precisely the work, evolving from this ideally situated setting, that we should continue to be engaged in; creating and offering to **ALL** the reality of peace and love existing among us. Yes, with the strategic plan we will have a well-designed process

for launching us into the future! Additionally, grounding our efforts in the awareness that we are engaged in bringing forth the reign of God here in our world is essential. Let us continue to bring to NYYM and the greater community all the good gifts that Powell House provides toward healing this world. In Psalm 137 and GODSPELL'S words; "Let us sing the Lord's song in a foreign land"!

On the Willows

On the willows, there
We hung up our lyres
For our captors there
Required
Of us songs
And our tormentors mirth
On the willows, there
We hung up our lyres
For our captors there
Required
Of us songs
And our tormentors mirth
Saying
Sing us one
Of the songs of Zion
Sing us one
Of the songs of Zion
But how can we sing?

Sing the Lord's songs?
In a foreign land

—*from GODSPELL* © 2012

Psalm 137

By the rivers of Babylon—
there we sat down and there
we wept
when we remembered Zion.

2 On the willows there
we hung up our harps.

3 For there our captors
asked us for songs,
and our tormentors asked
for mirth, saying,
"Sing us one of the songs
of Zion!"

4 How could we sing the
Lord's song
in a foreign land?

—*NRSV version*, © 1976

—*Regina Baird Haag and Dennis Haag*

General Secretary's Report to Fall Sessions

See minute 2017-11-10, page 3

I'd like to share some of what I've learned in my first few months on the job.

Three of the big parts of my work with the yearly meeting are

- Staff
- The yearly meeting committees
- Monthly meetings

I am aware of some local meetings, by report or by visit, who are small in number or looking around at the ages of the people in the room or both and wonder if the meeting will still exist in 5, 10, 15 years.

We have some committees within the yearly meeting structure that struggle to meet or are having a hard time naming clerks to help facilitate the work of the committee

Our staff position for young adult field secretary was open when I started and remains open.

These are situations in distress.

At the same time, we have some phenomenal enthusiasm and opportunity.

- Robin and Arlene are leading the Outreach Working Group in regular conference calls for people working on outreach in their local meetings
- In our grant-funded Monthly Meeting Partner Project, Montclair Meeting and Wilton Meeting are completing their first year with Melinda as the staff person serving as their outside support. For the second year, Ithaca completed a strong application and was selected. (No others applied.) (To avoid conflict of interest as much as possible, I stayed out of the application process.)
- As you just heard, Emily's Facebook advertising experiment has demonstrated a straightforward method to get the word out that Quakers exist and individuals in a dozen meetings have learned how to continue it on their own.
- The Spiritual Nurture Working Group continues to offer retreats that monthly meetings find meaningful.

- The Friends Center for Racial Justice, now one year old, has partnered with both the Spiritual Nurture Working Group and the Conflict Transformation committee to offer workshops.
- The ARCH (Aging Resources Consultation and Help) Program is transitioning from being a separate entity to becoming integrated within the yearly meeting staff, budget, program and fundraising structure. It's Callie's persistent message "we're all in this together."
- Trustee, the Treasurer and Finance and Personnel and Development and office staff are all taking on significant tasks to support the organization as a whole
- Pamela Boyce Simms is gathering people around in a movement to effect a transformation focused on the environment.

I'm leaving some things out, quite a bit really, but you get the idea.

Both are true. We are in distress and we have phenomenal energy and enthusiasm. Both are part of the cycle of life. But spirit wants to grow, to find expression. How do we find opportunity in the distress? How do we let go of that which isn't working anymore? What is it that we shouldn't let go?

If someone says "Let's advertise!" do we say "Quakers don't proselytize," or "Social media is evil?" Do we hang on to that idea until we are the only one left? Do we dig a little deeper and ask each other "what do you mean by proselytize?" Why is not doing it considered Quaker? Is inviting someone to worship the same as insisting they believe a certain thing? So often our Quaker cultural assumptions are the source of our distress. If you are interested in more examples and what you can do, I suggest reading Emily's blog, quakeremily.wordpress.com

Emily has served us well as interim young adult field secretary. As of this week, she is no longer serving in that role. She has done lots of wonderful things but acknowledges that the work of young adult field secretary is not the work to which she is called. Thank you Emily for your clear thinking, your challenges, your holy experiments, your advocacy and your thorough reports.

Now I'd like to share about Melinda. Melinda has been serving

since April 2016 as our first children and youth field secretary. When she started, she and her family lived on Long Island where her husband had a job as head of school. The unanticipated loss of that position meant their family's on-campus housing also ended. Since they still owned a house in Pennsylvania it only made sense to move there this past July. Fortunately, Melinda has continued her part-time work with NYYM and absorbed the additional travel cost. She brings tremendous gifts and energy to children's religious education and to the Monthly Meeting Partner Project. Unfortunately, her family's circumstances remain uncertain. This week, Melinda accepted a full time job with Philadelphia Yearly Meeting. To be clear, she wasn't looking for a job. She didn't know PYM was offering this position until friends pointed it out to her and how perfectly it seemed to fit her gifts. Our position is part time and does not include health benefits. Accepting the position with PYM is the responsible thing for her to do for her family and three children.

We're all on friendly terms here and PYM is very open to helping this transition happen in a reasonable manner. We are still working out details. Melinda will wind down some of her work here over the coming months. She carries a big part of the Monthly Meeting Partner Project and she is willing and eager to continue that work in a consulting role even as she fully engages with her new position. This is still too fresh for me to think about adequate thank yous.

From distress arises opportunity. This is the cycle of life. We now have two positions open. If you have ideas or want to be engaged in the process please contact me or the Personnel Committee.

—*Steve Mohlke, General Secretary*

Pay as Led Process Report to 2017 NYYM Fall Sessions

See minute 2017-11-13, page 4

Dear friends:

At our 2017 NYYM Summer Sessions, the yearly meeting approved the following minute:

2017-07-49. Friends approved working toward becoming one body, in part through the spiritual exercise of Pay as Led.

We will leave to the subcommittee the details of implementation (technical, procedural, additional volunteer or paid assistance, eligibility).

We understand that if we cannot have a detailed plan by Fall Sessions, we are unlikely to be able to implement by 2018 and encourage the subcommittee to continue its work.

We now stand before you to say that we cannot in good conscience push forward a Pay as Led process for our 2018 Summer Sessions. There are two “stops” that require more research and discernment than we have time for between now and what would need to be the start of the 2018 Summer Sessions registration.

First, we discussed the Pay as Led concept with Silver Bay Association, because we have a contract with them for 2018, and they were very clear that this change would require that we become a “master bill” entity. Currently, to state the process simply, we register with NYYM to attend Summer Sessions, and NYYM then transfers our registrations to SBA, which collects our room deposit and subsequent payment for our stay. Individuals are therefore responsible for their own bill. As we know, many receive assistance from JYM, the Equalization Fund, Sessions Committee (plenary speaker, etc.) or another committee, and or their monthly meeting. However, with a Pay as Led process, the yearly meeting is taking the responsibility of ensuring that bills are paid. Individuals may still receive assistance from the options listed above, may pay 100% of their stay and may pay more than 100% of their stay, but the bottom line is—New York Yearly Meeting will make sure Silver Bay Association is paid in

full, not individuals. This basic shift in responsibility changes our status with SBA from individual registrations that they collect to a “master bill”—meaning WE are required to receive, process, and ultimately pay for all the registrations, once the dust settles on the various options of payment levels included in a Pay as Led process.

Given this first complication, we started looking into registration software and found that implementing the software for such a complex upgrade to our registration flow also necessitates a complex upgrade to our entire NYYM electronic system. Sessions Committee did not realize that the two would have to be integrated smoothly—Pay as Led cannot simply be an add-on or side process to our main database functions. Having discovered this interconnectedness, the YM staff and the NYYM Communications Committee are now understandably very interested in our intentions. It is therefore prudent to step back a little, widen the Pay as Led Ad Hoc Subcommittee membership and resource persons, and take the proper amount of time needed to ensure we do this right and don’t break anything on the way!

While implementing Pay as Led is more complex than we expected, we anticipate solutions and resolutions will be found in time to put Pay as Led in place for our 2019 Summer Sessions.

We regret this delay very much, but for 2018, we encourage friends to keep the Equalization Fund firmly in mind, since it is already in place helping members of our community attend our sessions. Friends can make donations to the EQ at any time—there is no need to wait until you register to attend a YM session! Just go online and click on “Donate” and note that your donation is for the Equalization Fund. Also, for 2018, Sessions Committee is revising the policies for the Equalization Fund making it more “user friendly”—look for an announcement on those changes in our January *Spark*.

Finally, we thank the folks who offered to be part of the Pay as Led Focus Group—and as soon as we figure out something to focus on, we will contact you!

—*Doug Way, clerk, Pay as Led Ad Hoc Subcommittee*
Melanie-Claire Mallison, clerk, Sessions Committee
Steve Mohlke, NYYM General Secretary

Travel Minute for Susan (Sue) Regen

See minute 2017-11-18; part of consent agenda

Rochester Friends Meeting
Religious Society of Friends (Quakers)
84 Scio Street, Rochester, New York 14604

November 9, 2017

Dear Friends,

Susan (Sue) Regen has a well-established concern for encouraging the practice of forgiveness as a spiritual discipline. The authenticity of this work derives from its origins in Sue's personal journey of forgiveness, and is the source of its profound impact. Since 2002 Sue has been led to support others in this work by providing a total of 67 different events as well as individual accompaniment.

During the period since the approval of her last travel minute in 2014, she has offered workshops around the country, most recently at Lake Erie Yearly Meeting's Spiritual Formation retreat (the first of two retreats for this group) and at Friends General Conference Gathering at Niagara University in July 2017. Many individuals continue to ask for Sue's support and counsel as they engage with forgiveness issues in their lives.

Rochester Friends Meeting recognizes that the practice of forgiveness as a spiritual discipline is foundational to the Quaker testimonies of Peace and Integrity, and that it provides a deepening connection to the Divine for those who engage in the work. The meeting has appointed an ongoing support committee and has established a fund to support this ministry. Sue travels with an elder.

We took this ministry under our care in 2006, renewed the travel minute in 2008, 2010, and 2014. Although Sue and her husband Rich moved to the D.C. area in December 2015, they remain members of Rochester meeting, and Sue's forgiveness work remains under the care of Rochester Friends Meeting until she is settled in a meeting that can provide spiritual direction for this work. We have renewed her minute of travel.

In peace,

Dawn Pozzi, Clerk

Revision to NYYM By-Laws

See minute 2017-11-19, page 6

For many years, NYYM has had both a Treasurer for the Yearly Meeting and a Treasurer of the Trustees, with different responsibilities. Many of the functions of the NYYM Treasurer and the Trustees Treasurer are being combined, and duties formerly handled by the Trustees Treasurer now are or shortly will be handled by the NYYM Treasurer. As a result, Trustees propose eliminating the position of Treasurer of the Trustees and replacing it with a Trustees Financial Clerk, who will have different responsibilities from the duties previously undertaken by the Trustees Treasurer. These changes should be reflected in the By-Laws.

Article II, Section 3 of the current NYYM By-Laws specifies that the officers of the Board of Trustees shall include a “Treasurer”. Article II, Section 3 also states the responsibilities of the Treasurer of the Trustees, as follows: “The Treasurer of the Trustees shall receive and disperse funds held by the Corporation in trust, and shall keep account books and report regularly to the Trustees with respect to such funds.”

Article III, Section 5 of the current By-Laws describes the responsibilities of the Treasurer of the Yearly Meeting, as follows:

“The responsibilities of the Treasurer are to receive and disburse funds with respect to the Operating Budget of the Corporation. The Treasurer keeps the account books of the Operating Budget of the Corporation and reports regularly to the members of the Corporation.”

Under Article VIII, the By-Laws may be amended by (i) presenting a proposed amendment at a Yearly Meeting session for a first reading, and (ii) approving the proposal at a second, separate Yearly Meeting session.

This is the first reading of the following proposed amendments to the By-Laws:

1. The first sentence of Article II, Section 3 of the By-Laws of the New York Yearly Meeting of the Religious Society of Friends (the “By-Laws”) is amended by deleting therefrom the word “Treasurer” and substituting in its

place the phrase “financial officer”.

2. The third sentence of Article II, Section 3 of the By-Laws is amended by deleting the sentence in its entirety and substituting in its place the following sentence: “The financial officer shall oversee the receipt, disbursement, investment, reporting, record-keeping and accounting for funds held by the Corporation in trust or otherwise entrusted to the management or supervision of the Board of Trustees, and shall report regularly to the Trustees with respect to such funds.”

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

“3. Officers of the Trustees: The Trustees shall appoint from their own number a Clerk, a Secretary and a financial officer. The Clerk of the Trustees shall act as President of the Corporation when the acts of such an officer are required. The financial officer shall oversee the receipt, disbursement, investment, reporting, record-keeping and accounting for funds held by the Corporation in trust or otherwise entrusted to the management or supervision of the Board of Trustees, and shall report regularly to the Trustees with respect to such funds. No employee of the Corporation shall serve as Clerk of the Trustees.”

3. The first sentence of Article III, Section 5 of the By-Laws is amended by adding at the end thereof the following: “, and to receive and disburse funds held by the Corporation in trust or otherwise entrusted to the management or supervision of the Board of Trustees, in consultation with the financial officer of the Trustees and subject to the approval of the Trustees.”.
4. The second sentence of Article III, Section 5 of the By-Laws is amended (a) by deleting therefrom the phrase “of the Operating Budget”, and (b) by adding between the words “of the Corporation” and the word “and” the following: “in consultation with the financial officer of the Trustees and subject to the approval of the Trustees with respect to funds held by the Corporation in trust or otherwise entrusted to the management or supervision of the Board of Trustees,”.

As a result of these changes, the amended Article III, Section 5 of the By-Laws will read as follows:

“5.The responsibilities of the Treasurer are to receive and disburse funds with respect to the Operating Budget of the Corporation, and to receive and disburse funds held by the Corporation in trust or otherwise entrusted to the management or supervision of the Board of Trustees, in consultation with the financial officer of the Trustees and subject to the approval of the Trustees. The Treasurer keeps the account books of the Corporation in consultation with the financial officer of the Trustees and subject to the approval of the Trustees with respect to funds held by the Corporation in trust or otherwise entrusted to the management or supervision of the Board of Trustees, and reports regularly to the members of the Corporation. If Assistant Treasurer(s) are appointed, they shall also be Officers of the Corporation.”

COMMITTEE TO REVISE *FAITH AND PRACTICE*, The Book of Discipline of the Yearly Meeting (2017)

See minute 2017-11-20, page 6

History

The Committee to Revise *Faith and Practice* (“the Committee”) was created in the fall of 1977 by the clerk of the Yearly Meeting and subsequently by the Representative Meeting. Initially its charge was to address the membership of children.

From 1977 until 1988, the Yearly Meeting appointed members to one-year terms. Since the Committee was considered *ad hoc*, there were no restrictions on successive appointments during the early years.

With the passage of time, the Committee identified additional sections of *Faith and Practice* in which material needed to be changed or added: sexist language, prison reform, troubled marriages, separation and divorce, death and dying, and human sexuality. The Committee also considered matters of Quaker spirituality, such as ensuring that references to Christ remained in our Book of Discipline while recognizing that the spirituality of our faith ranged from Christian to universalist, including atheists, non-theists and agnostics as Members. Friends individually, and through suggestions from monthly meetings, called on the Committee to consider most sections of the book.

The second part of the book, “Practice and Procedure,” received final approval in July 1987; the first part, “Faith,” in July 1995. The most recent printed edition was approved in April 2014. Changes approved subsequently are posted on the Yearly Meeting website.

Committee Responsibilities and Process for Proposed Changes

The Committee is charged with the consideration of proposed changes to our Book of Discipline and the preparation and presentation of such proposals to the Body at Sessions.

The process associated with its charge was approved at Summer Sessions 2016 as follows:

“Proposed revisions to *Faith and Practice* may originate in a monthly or regional or a Yearly Meeting body. When the proposed revision has been seasoned by the Committee to Revise Faith and Practice and approved by Ministry Coordinating Committee, the Committee to Revise Faith and Practice may bring the proposed revision to any Yearly Meeting session for a first reading. After being brought forward the first time, the proposed revision is brought for a second reading and final approval to a subsequent Yearly Meeting session.”

Functions and Activities

5. The Committee functions under the care of the Ministry Coordinating Committee, to which the Committee reports. The Ministry Coordinating Committee may offer guidance and counsel to the Committee’s work and help facilitating Friends’ understanding of Committee proposals for revision.
6. The Committee meets at all Sessions and at other times as needed to fulfill its responsibilities. Between Committee meetings originating bodies (*i.e.*, a monthly, regional or Yearly Meeting body) may write suggestions for new sections or for changes in sections already published as set forth above in the section entitled “...Process for Proposed Changes.”
7. The Committee is on call to explain suggested revisions and to listen to Friends’ thoughts and concerns.

Organization and Method of Appointment

Committee members are appointed for three-year staggered terms, with about one-third of the members having their terms end each year. The Yearly Meeting's limit of two successive terms applies to appointees. The Yearly Meeting's Nominating Committee recommends appointments, for subsequent approval by the Yearly Meeting.

The Committee selects its own clerk and recording clerk for one-year terms and names a representative to the Ministry Coordinating Committee for a one-year term as well.

Meeting Times & Places

The Committee meets at all Sessions, at a date, time and place selected by the Committee's clerk, typically on site at the scheduled Session, and announced in advance, typically in *Spark* and on site at the scheduled Session. All Committee meetings at Sessions are open meetings. The Committee's clerk may schedule additional meetings.

Communication on all matters in connection with the Committee's work abide by the guidelines set forth in the minute approved at Fall Sessions 2016 entitled "Use of Technology In The Conduct Of Business."

Finances

The expenses of the committee are met by an appropriation in the Operating Budget. Sales of *Faith and Practice* are intended to cover the costs of its printing.

Travel minute for Robert Kazmayer (Sunfire)

See minute 2017-11-25, page 7

To the Leadership of the Parliament of the World's Religions,

We commend to you Friend Robert ("Sunfire") Kazmayer, who is a member of the Easton Meeting of the Religious Society of Friends (a meeting within New York Yearly Meeting) and a member of New York Yearly Meeting's Witness Coordinating Committee.

Sunfire has shared with New York Yearly Meeting his leading to attend the 2018 Parliament of the World's Religions, November 1-7, 2018, in Toronto, Ontario, Canada. This leading has grown out of his conviction, expressed to us, that all of the world's spiritual leaders have a vital role in combating the hatred that is tearing the world apart. He has noted the call of the Parliament's leadership to "all faith communities to move against violence and hate," and that this call is in harmony with Quaker testimony since the start of our movement in the seventeenth century.

Sunfire also has a leading to apply to present a program at the 2018 Parliament called "Discerning a Path to Peace." This program will be based on the Quaker practice of Worship Sharing. Participants will be given questions for reflection that focus on a topic or problem—in this case, our efforts to bring about peace on earth. After silent reflection, participants are invited to make statements that speak to the questions. Sunfire has led Worship Sharing groups at both Quaker and interfaith gatherings. We trust that you will give careful attention to his application.

We look forward to hearing a report from him about the 2018 Parliament and trust that what he brings to us will help us work with other faith communities to achieve the world we seek.

*Endorsed by Easton Monthly Meeting, October 1, 2017;
William Reagan, Clerk*

*Endorsed by the Witness Coordinating Committee of NYYM,
November 11, 2017; Mary Eagleson, Clerk*

*Endorsed by Northeastern Regional Meeting, October 29,
2017; Nathaniel Corwin, Clerk*

*Approved by NYYM, November 12, 2017; Lucinda Antrim,
Clerk*

NEW YORK YEARLY MEETING
SPRING SESSIONS
April 6–8, 2018

Brooklyn Friends School
Saturday, April 7, 2018; 10:00 a.m.

Lucinda Antrim (Scarsdale), Clerk
Jeffrey Aaron (New Brunswick), Assistant Clerk
Karen Reixach (Ithaca), Recording Clerk
Mahayana (Yana) Landowne (Brooklyn), Reading Clerk

2018-04-01. The clerk invited Friends to move closer to the front. She reviewed the agenda. The meeting then settled into expectant worship out of which Liseli Haines (Mohawk Valley) offered an acknowledgment of the Canarsie:

Let us begin by acknowledging with humility that the land where we sit and stand today is the territory of the Canarsie, a Lenape nation, which translates as “at the fenced-in place.” Their vast cornfields covered much of what we now know as Brooklyn. Their trading network stretched for hundreds of miles by land, sea and waterway. These multilingual people traded extensively with the Dutch, who brought new diseases to the Nation. It is estimated that 90% of the Canarsie died of smallpox, diphtheria and fever in the first half of the contact. Of those left, some joined nations to the east and west, as settler pressure increased.

2018-04-02. The reading clerk read the roll of monthly meetings by quarter/region and invited Friends from each meeting to stand as their region was called. All regions were represented.

2018-04-03. The clerk introduced those at the clerks’ table. The folks at the clerks’ table demonstrated the temptations of cell phones, and the clerk reminded Friends of the opportunity for depth and the difficulty posed by texting, Instagram and email in worship.

She acknowledged the elders and “whisper buddies.”

2018-04-04. On behalf of the host committee Nancy Britton (clerk of New York Quarter) introduced the host committee and welcomed Friends to Brooklyn Friends School.

2018-04-05. Treasurer's Report: Mary Williams (Bulls Head), NYYM treasurer for 2017, described the 2017 Consolidated Financial Statement and its components, which is also on the NYYM website. (See page 99.) She also reviewed the figures in each of the components. Laura Cisar (New Brunswick), the treasurer for 2018, introduced herself. Mary and Laura invited questions from the body.

Mary responded to a question about the surplus of roughly \$57,000 and the vacancy in the Young Adult Field Secretary position by saying that this was a partial reason; other reasons included the income from meetings (99% of expected donations were received), and that the financial accounts were revised in 2017. She estimated that half of the surplus was one-time occurrences. Another question was what accounts were closed that could have been used by monthly meetings and are we making available to monthly meetings all the resources that they could use? Mary indicated that funds from the closed accounts were not available for monthly meetings and added that NYYM could do better in providing information about resources available to monthly meetings. An important goal of Financial Services is financial simplicity and transparency.

Friends received the report.

2018-04-06. Elaine Learnard (Conscience Bay) reported for the Liaison Committee on the Temporary Proposal on New York Yearly Meeting Structure, which is available on the NYYM website and is attached; see page 29.

The proposal is intended to care for and support the entities under Nurture Coordinating Committee without overburdening the remaining coordinating committees. Elaine summarized the changes and provided the rationale for each change: She emphasized that this proposal suspends but does not lay down Nurture Coordinating Committee.

- Aging Concerns to General Services Coordinating Committee
- JYM to become a subcommittee of Sessions (which is under General Services Coordinating Committee)
- Epistle Committee, Powell House and Youth Committee to Ministry Coordinating Committee

- Reps of FGC, FUM and FWCC to an “affiliate group” linked with Liaison Committee
- Oakwood Board to Liaison Committee

This temporary plan would begin at the close of these Spring Sessions and go through Summer Sessions 2019, by which time we hope a new structure for the yearly meeting will be ready to be tried or another proposal will emerge from our discernment.

A concern about the reports to the body from the various affiliate groups was raised; Elaine indicated that the affiliates will receive care.

Why is this a temporary proposal? This plan would begin now and will continue through Summer Sessions 2019. This gives time for Liaison and the body to hear concerns and suggestions.

Will this necessitate a revised budget to be approved at Summer Sessions? No.

One concern is that more time for Coordinating Committees means less time for other activities. Elaine indicated that greater efficiency and meeting times outside of Sessions may be necessary.

Where is JYM Committee and will Nominating Committee continue to bring nominations? Elaine indicated that JYM Committee will continue and Nominating Committee remains responsible for naming individuals to this committee.

Deeper problems, both spiritual and practical, need attention. We need a plan that starts soon for the transition we are in; this proposal does not answer this spiritual call. Is this plan honest and real? The threshing session (tomorrow) will offer an opportunity for this deeper reflection.

The clerk invited Friends to reflect in silence. She asked whether we are ready to move forward with this plan.

In the present structure, the care for NCC committees is not provided; this plan is an experiment. We are invited to talk about the future of how the yearly meeting can grow and deepen during this temporary plan.

How we move forward matters. Knowing we are not going to stay, we are being pulled forward by forces that if resisted will get us in deep trouble. If we listen and support each other as a community, we will have depth, strength and power because

being in a spirit-led community can allow us to do the next right thing.

A missing piece is the question of why the energy has flagged. The solution is not structural.

Friends approved the temporary plan with the understanding that we hope to experiment with what we let go of and what we will embrace, not only in structure but also in use of time.

One Friend stood aside from a place of love.

The meeting clerk then invited Friends to offer ministry on the future of the yearly meeting and the work God is calling us to.

2018-04-07. Minutes were read, corrected and approved in stages during this session. Following announcements, the meeting closed with brief open worship.

Brooklyn Friends School
Sunday, April 8, 2018

Lucinda Antrim (Scarsdale), Clerk
Jeffrey Aaron (New Brunswick), Assistant Clerk
Karen Way (New Brunswick), Recording Clerk
Rima Segal (Rochester), Reading Clerk

2018-04-08. Friends gathered in worship.

2018-04-09. Clerk Lucinda Antrim welcomed Friends, introduced the clerks' table, and reviewed this morning's agenda.

2018-04-10. In accordance with our consent agenda practice, the clerk reported that the previously posted contents had required no amendments. Friends therefore approved the items in minutes 2018-04-11 and 2018-04-12 (as follows).

2018-04-11. The report on interim actions by the clerk and general secretary was received. (Report attached; see page 33.)

2018-04-12. Nominations for appointment to service and releases from service are approved; see below.

CONSENT AGENDA
Nominating Report for Spring Sessions 2018

REQUESTS FOR RELEASE FROM SERVICE

Thomas Rothschild	From Indian Affairs Committee
F. Peter Phillips	From Committee to Revise <i>Faith and Practice</i> , representative to Ministry Coordinating Committee, NYYM Board of Trustees
David Herendeen	From Worship at Yearly Meeting Sessions

APPOINTMENTS

<i>NYYM Board of Trustees</i>	Class of 2023
Dare Thompson	Poughkeepsie

2018-04-13. John Cooley (Central Finger Lakes), clerk of General Services Coordinating Committee, introduced Pamela Wood (Morningside) from Personnel Committee. Pamela reviewed the history of trying to fill the yearly meeting's needs for staff support for children, youth, and young adults. She proposed a model for meeting all these needs with one position: a full-time Children, Youth and Young Adult Secretary position that would combine the currently open part-time positions of Children and Youth Field Secretary and Young Adult Field Secretary. In a program modeled on ARCH (Aging Resources, Consultation, and Help), the new secretary would anchor and oversee the work of local coordinators. Working for a monthly stipend, the local coordinators would be geographically close to monthly meetings and could provide skills specifically focused on children, youth, or young adults.

This idea will be further delineated in *Spark*. Friends were asked to consider this idea and other possibilities, and to direct their questions and comments to the Personnel Committee. A proposed job description is expected to be presented for consideration at Summer Sessions.

2018-04-14. Heidi Kelly (Old Chatham), clerk of the Powell House Committee, and her daughter Maddy Kelly reported on activities and plans for Powell House.

There is a plan to try a sliding scale for Powell House fees, allowing program participants to pay less or more than the

usual fee.

There will also be a yearly subscription plan for individuals (\$740) and for meetings, so more people can attend more conferences.

In addition, a summer internship will be offered.

2018-04-15. Maddy Kelly (Old Chatham) reported on a Powell House trip to Washington, DC to experience lobbying with help from Friends Committee on National Legislation. The focus this year was on immigration. The experience was rich and very educational. An article should be appearing in *Spark*.

2018-04-16. At this point, we began a Threshing Session to consider how to organize our conversation about the future. How should we structure the conversation? Who should be in the conversation? How do we include voices that are not always heard?

The resulting discussion was not minuted, but notes were taken and will be distributed (now posted at nyym.org/sites/default/files/2018-SpringSessions-Threshing.pdf). Sarah Way, communications director, will work with the clerk and assistant clerk to be sure the entire yearly meeting will have a chance to read and respond.

2018-04-17. Melanie-Claire Mallison (Ithaca), clerk of Sessions Committee, reported on the experience of being clerk of the host task group for these sessions. She first saw the school on Friday and realized there were two steps that could be a barrier to accessibility. Melanie-Claire apologized and hoped to do better in the future. Over the three days, these sessions were attended by 135 adults and 4 teens.

Summer sessions will be July 22-28, 2018 in Silver Bay.

2018-04-18. Minutes were read, corrected, and approved in stages during this session.

2018-04-19. After quiet worship, we closed with announcements.

ATTACHMENTS

A Temporary Proposal on New York Yearly Meeting Structure, For Discernment at Spring Sessions

See minute 2018-04-06, page 24

March 23, 2018

Dear Friends,

This letter is about yearly meeting committee structure. New York Yearly Meeting's structure operates in the background of the awareness of many Friends in NYYM, and the letter may not engage your interest. However, many of us who gathered to discuss the structure learned a lot about the work of some of the committees, and even if you are not interested in the overall structure questions you may find, as many of us did, that the work and the dedicated Friends doing it are an inspiration.

One of the YM's four coordinating committees has no clerk, and although we were not clear at Fall Sessions to lay it down, Nurture Coordinating Committee is no longer functioning. To help the committees and entities that are under Nurture Coordinating Committee continue to function, Liaison Committee has created a possible temporary plan. The plan is based on feedback from Fall Sessions, from a survey that went out to the yearly meeting as a whole, and from a series of sharing sessions at Coordinating Committee weekend. If you are interested in more detail, please see the report on survey results prepared for Coordinating Committee weekend (online at nyym.org/sites/default/files/NYYM-StructureSurveyReport.pdf) and the notes from our open discussions (online at nyym.org/sites/default/files/NYYM-RestructuringPlenaryMeetings.pdf), which are full of ideas, reflections, hopes and concerns.

Temporary plans can become, by default, more permanent plans. A deadline for a more permanent plan might be overridden if a new plan has not been approved by that deadline. Nevertheless, we propose that we act under this temporary plan, if the body discerns that is where we are being led, to begin at the close of Spring Sessions 2018 and to go through Summer Sessions 2019, by which time, if needed, we hope a new, more

welcoming and agile structure for the YM will be ready to be tried. Liaison Committee proposes the following ideas for the discernment of the body:

A change in the structure of the yearly meeting may be needed. We will need time to discern what longer-term structure may be emerging for us, so the following is brought forward as a temporary plan. We heard clearly that a crucial part of our work is to constructively address concerns about implicit bias in our structure, including institutional racism and bias about gender, age, and class. We are working, in parallel to this temporary effort, to open a broader conversation about the overall structure of the yearly meeting.

We have heard that as we work to care for and support the entities under Nurture Coordinating Committee, we want to avoid overburdening the remaining coordinating committees. We are proposing, as a part of this plan, to try to build in more time for coordinating committees to meet.

We learned a lot at Coordinating Committee weekend. Some of what we learned you will read below. Many of us heard for the first time what some of the committees do and how they connect with the wider Quaker and non-Quaker worlds. We were grateful for the opportunities to learn.

The following entities are under Nurture Coordinating Committee:

Aging Concerns

Epistle

Representatives to:

Friends General Conference (FGC)

Friends United Meeting (FUM)

Friends World Committee for Consultation (FWCC)

Oakwood School Board

Junior Yearly Meeting

Powell House

Youth Committee

(the Young Adult Concerns Committee has been laid down)

As we listened to the ideas that rose during Coordinating Committee weekend, the following ideas seemed sound, although not everyone agreed with each of them. Please take some time to read through and reflect on them.

Aging Concerns can move to General Services Coordinating Committee.

Aging Concerns is a committee in transition. As ARCH (Aging Resources, Consultation, and Help) has been integrated into the structure of the YM, the financial part of the committee's work has moved to General Services CC and the supervisory part of their work has moved to the Yearly Meeting General Secretary. Moving Aging Concerns to General Services made sense to Friends. We also considered Ministry CC as a possible fit, but MCC may receive other committees needing care and we are trying not to overburden any one CC.

Epistle Committee can move to Ministry Coordinating Committee.

We also considered a move to Sessions Committee (and thus to General Services, since Sessions is under GSCC), but we acknowledged that this committee functions well on its own, needing little oversight, and is in many ways ministry. Along with writing our Epistle from Summer Sessions, the committee reads and forwards epistles from many other Quaker entities.

Representatives to FGC, FUM, and FWCC can move to an "affiliates group" who would be linked to Liaison Committee through a representative or through one or two people on Liaison who would be charged with maintaining contact with the representatives.

We hope with this move to allow these representatives to wider Quaker organizations a more direct connection with the yearly meeting, with a rotating schedule of reports to the body at YM Sessions.

Oakwood Board can move to Liaison.

The YM's responsibility to Oakwood is to name half plus one of the members of its Board. The school is separately incorporated from the YM; the body receives a report at least once a year from the head of school. Nominating Committee can use support in their work of finding Friends to serve on the Oakwood Board. Little else is required of the YM. Keeping the sense of connection with Oakwood alive can happen at the level of the Liaison Committee, at least for now.

Junior Yearly Meeting can become a subcommittee of Sessions, thus moving to General Services Coordinating Committee.

JYM co-clerks agree. They say: “It makes sense to us that JYM be under the care of GSCC.” It was felt that fostering a close connection between JYM and YM Sessions could help knit the community at our sessions together, and so we suggest that JYM be moved to Sessions.

Powell House can move to Ministry CC.

The Powell House co-directors see a strong link between Powell House and ministry. This is reflected in their new mission, vision, and values statements. At CC Weekend, Friends affirmed that Powell House is a ministry.

Youth Committee can move to Ministry CC.

The Youth Committee is experiencing renewed energy. As it continues its explorations, it was felt that Ministry CC would be for now a good place for it to receive care and support. We noted that it is important that the committees concerned with youth and young adults stay connected with one another, and if Powell House moves to Ministry, Youth Committee may belong there as well.

So, Friends, you now know what we have heard. Please come to Spring Sessions with questions and ideas, and please feel free to reach out to any member of Liaison Committee (listed below) at any time with thoughts and questions. If you have significant concerns about this proposal, it would be very helpful for the yearly meeting clerk, Lucinda Antrim, to know about them in advance of Spring Sessions.

One of the comments on the survey we referred to above captured the sentiment of several: we are “tooo...busy.” It is interesting: this concern did not rise during our time together at CC weekend. Perhaps when we are together, doing the work, grounded in the Spirit and in each other, the pressure of busy-ness falls away, leaving only Light.

In peace,

Liaison Committee*

Lucinda Antrim (lucindaantrim@gmail.com)

Jeffrey Aaron (jephreyaaron@aol.com)
Fred Dettmer (fdettmer@aol.com)
Mary Eagleson (mleagleson@aol.com)
John Cooley (jhcooley@aol.com)
Steve Mohlke (smohlke@nyym.org)
Caroline Lane (lcaroline4@gmail.com)
Deb Wood (dnbwood@aol.com)
Elaine Learnard (ellearnard@gmail.com)
Lu Harper (luharper@gmail.com)

*At the YM clerk's request and with the approval of the Liaison Committee, the clerk of Trustees, a co-clerk of the Meetings for Discernment Steering Committee, the clerk of the Priorities Support Working Group, and a co-clerk of Nominating Committee have been participating in Liaison Committee sessions and so are included here.

Interim Actions Report, Spring Sessions 2018

See minute 2018-04-11, page 26

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

Since Fall Sessions 2017 the New York Yearly Meeting clerk and general secretary have three items on which to report:

1. We signed a NYS Council of Churches amicus brief for Ravi Ragbir, both individually as clerk and general secretary, and as a one of four institutional signers on behalf of New York Yearly Meeting.

It is a very large document; you can read it at nyym.org/sites/default/files/Ragbir-Amicus-Brief-Final-March-6-2018.pdf

The text of the Statement of Support is copied here:

STATEMENT OF SUPPORT FROM AMICI NEW YORK STATE
COUNCIL OF CHURCHES

The Governing Board (Executive Committee) of the New York

State Council of Churches has given its unanimous approval to serve as an Amici. The Council, which has been in existence since the late 19th Century, is comprised of eight denominations (American Baptist, Episcopal Church, Evangelical Lutheran Church of America, New York Yearly Meeting of the Religious Society of Friends (Quaker), Lutheran Church of America, Presbyterian, U.S.A., United Church of Christ, United Methodist Church) and approximately 7,000 congregations from those denominations in every part of New York State.

The New York State Council of Churches states in its constitution that “It’s fitting that Christians should manifest their unity by joining together to proclaim the gospel of Jesus Christ and to show God’s good and just purposes throughout New York State. Therefore, we covenant to care for one another, safeguard the presence of vital Christian communities, provide hospitality to all, proclaim the gospel boldly in each place, and declare God’s just will among the powers and principalities.”

Given our mission, we have a compelling interest to serve as Amici to protect the free speech of our congregations and its lay and clergy leaders that they may freely exercise their first amendment rights to welcome the stranger, advocate for marginalized and vulnerable people and seek their welfare. Such advocacy is central to our goal to offer the good news of the Gospel in word and deed in a broken world and to offering effective pastoral care to our congregants and those in the society as a whole. All of our denominations have well developed theological positions to advocate for immigrants who have, over the years, been subjected to discrimination and marginalization. We have advocated for government policies and laws which prevent this discrimination and allow for human flourishing. We are deeply grieved by the poor treatment of Ravi Ragbir and many immigrants like him, by Immigration Customs and Enforcement (ICE). The prospect of the Government intimidating and discriminating against our congregants and their lay and clergy leaders infringes on our ability to offer the good news of the Gospel through advocating for the poor, the vulnerable and the stranger in our midst.

The Reverend Peter Cook, Executive Director
The Reverend Dustin Wright, President

2. We sent the following letter asking Comptroller DiNapoli (New York) to divest NY State’s pension fund from fossil fuels:

Thomas P. DiNapoli, Comptroller
State of New York
Albany, New York

Dear Comptroller DiNapoli:

We are writing in support of the NY State Fossil Fuel Divestment Campaign to urge you to divest New York's Common Retirement Fund of the top 200 oil, gas, and coal companies. You have the authority to do this unilaterally, and we encourage you to do so. In addition, we support the NY Fossil Fuel Divestment Act (S.4596 (Krueger)/A.3712 (Ortiz)), which seeks to require divestment as a matter of law. Our support arises from these beliefs:

It is immoral to profit from activities that are destroying the planet. It is settled science that burning fossil fuels pumps greenhouse gases into the atmosphere which retain heat and accelerate global warming. Global warming, in turn, is making severe weather events more common and more powerful. Warmer oceans add energy to storms and result in higher winds; warmer air holds more moisture and results in greater precipitation (51 inches from Hurricane Harvey!), and higher sea levels result in greater storm surges and flooding. The US has just experienced a flurry of such storms in Houston, South Florida, and Puerto Rico. In Asia, it has been much worse, with 1,200 deaths attributed to climate change enhanced weather in India, Bangladesh, and Nepal. We should not be making money from an industry that is causing planetary destruction and profound human suffering. So far, portfolios valued at \$5.6 trillion in the aggregate have committed to fossil fuel divestment.

Divestment is an act of leadership. When the New York Common Retirement Fund divests of its fossil fuel holdings, it will raise public consciousness about the severity of climate change, and it will inspire other institutions to divest. It will also be a message to the rest of the country and the rest of the world that although our national leadership has pulled out of the Paris Accord and abdicated responsibility for fighting climate change, Americans can still make a difference on the State and local level, and New York stands ready to work with the rest of the world community to do so.

The fossil fuel industry is poised to suffer huge financial losses. Virtually every country in the world has committed to replacing fossil fuels with renewable energy sources. This is going to result

in a massive increase in laws and policies designed to reduce the use of fossil fuels. It is inevitable in this environment that the value of fossil fuel investments will decline. Indeed, a study released in February, 2016 showed that the NY pension fund would have been \$5 billion dollars better off if it had divested when first asked to do so three years earlier. This was before Exxon wrote off 19% of its reserves in the spring of 2016, which is only the tip of the iceberg. As demand for fossil fuels falls, the vast reserves of oil, gas, and coal comprising large portions of the industry's balance sheets will have to be written off as unusable "stranded assets." In addition, increasing numbers of lawsuits seek to hold fossil fuel companies accountable for the damage they have caused and the lies they have told to investors and the public. NY's own Attorney General is considering legal action against Exxon. And our Governor has set goals for reducing the use of fossil fuels in NY. It makes no sense for us to be pursuing a public policy designed to challenge and shrink the fossil fuel industry while at the same time investing in that industry. Investors in the coal industry have already lost a fortune. Prudent investors would be wise to get out of oil and gas before the same thing happens, and we owe it to our retirees to be prudent.

Thank you for your serious and faithful deliberations on this crucial matter. Yours faithfully,

Lucinda Antrim
Clerk

Steve Mohlke
General Secretary

3. We sent a letter to the CEO and COO of FedEx, asking them to discontinue their practice of offering discounts to National Rifle Association members, below:

March 2018

Individual copies of this letter were sent to:
Frederick W. Smith, Chairman and Chief Executive Office, and
David J. Bronczek, President and Chief Operating Officer

FedEx Corp., 942 South Shady Grove Road, Memphis, TN 38120

Dear _____,

Because our office has a FedEx account, we were dismayed to learn that FedEx offers discounts to members of the National Rifle Association (NRA). A central tenet of our faith is that every

human life is infinitely precious in God's sight. Through our patronage of FedEx, we have been indirectly supporting the NRA, which has always supported indiscriminate arming of people and is thus complicit in the increasing horrors of gun violence across our country.

As you are surely aware, the NRA has, through its financial support of many members of Congress, prevented the passage of legislation intended to prevent indiscriminate slaughter, such as we have seen repeatedly in the last few years. By its political activities, the NRA has made itself complicit in the deaths of men, women and children; by offering discounts to members of the NRA, FedEx is also, indirectly, complicit in those deaths. And by patronizing FedEx, so is the Religious Society of Friends.

We understand that FedEx is prevented by law from refusing to do business with the NRA. However, FedEx is under no legal compulsion to offer the NRA discounts, and we urge you to end that practice at once.

Lucinda Antrim
Clerk

Steve Mohlke
General Secretary

4. Lucinda signed on to a NYS Council of Churches letter to the NYS governor in support of bail reform, copied below:

Too often in our society, one's race, gender, religion and socio-economic background determine the trajectory of their adolescent and adult life, and some of the greatest imbalances and inequities in our society persist within our current criminal justice system.

In this year's State of the State, Governor Cuomo laid out a bold and comprehensive criminal justice reform agenda to eliminate many outdated policies that have enabled these injustices to persist.

In New York City jails, 75 percent of incarcerated individuals have not been convicted of a crime and are awaiting trial. Throughout the rest of the state, 60 percent of incarcerated individuals have yet to stand trial. The reason a vast majority of these individuals are detained pretrial is simple—they can't afford to pay bail.

Within his agenda, Governor Cuomo has vowed to eliminate cash bail for anyone facing misdemeanor or nonviolent felony

charges, effectively reducing pretrial detainment statewide.

Historically, our criminal justice system has disproportionately preyed on low-income young men and women of color, unjustly locking them up because they or their families are too poor to bail them out. Countless lives have been unfairly squandered as these individuals await trial for indefinite periods of time. These indefinite periods of incarceration can significantly alter an individual's future, posing potential negative impacts on their mental health, educational advancement, and professional development. In some cases, incarcerated individuals may even be encouraged to accept premature plea deals in a desperate attempt to be released from jail regardless of their innocence.

This version of the criminal justice system ignores and attacks some of our nation's most vulnerable populations—going against its very purpose and creating an unequal and unbalanced system. Governor Cuomo's reform package returns dignity to the criminal justice system.

This progressive and comprehensive criminal justice reform package also includes discovery reform, which will provide attorneys the tools to properly represent their clients, as well as change in court procedures and scheduling to reduce backlog and case delays. This builds on Governor Cuomo's improvements to New York's re-entry process, removing statutory bans on occupational licensing for professions outside of law enforcement. For many incarcerated individuals, re-entering their community is an incredibly hard transition. Governor Cuomo's proposed reforms allow for a more stable, smooth and fair transition back into society.

Incremental change is not enough. While these reforms show progress and are truly a step in the right direction, we must continue to fight to ensure an equal justice system for all New Yorkers. We unequivocally endorse Governor Cuomo's bold, progressive, and necessary criminal justice reform package, and urge its swift passage.

Lucinda Antrim, Presiding Clerk, *New York Yearly Meeting, Society of Friends*; The Reverend Adrienne Brewington, *Poughkeepsie United Methodist Church*; The Rev. William F. Brisotti, Pastor, *Our Lady of the Miraculous Medal Roman Catholic Church, Wyandanch*; The Reverend Kimberly Chastain, Pastor, *United Presbyterian Church, Binghamton*; The Reverend Peter Cook, Executive Direc-

tor, *New York State Council of Churches*; The Reverend Alan Dailey, Interim Pastor, *First Congregational Church, United Church of Christ, Spencerport*; The Reverend Dr. Harold Delhagen, Synod Leader, *Synod of the Northeast, Presbyterian Church, U.S.A.*; The Right Reverend Andrew Dietsche, Bishop, *Episcopal Diocese of New York*; The Right Reverend DeDe Duncan Probe, Bishop, *Episcopal Diocese of Central New York*; The Reverend David Gaewksi, Conference Minister, *New York Conference United Church of Christ*; The Reverend Robert Foltz Morrison, Presbyterian, *Presbytery of New York*; The Right Reverend Mary Glasspool, Assistant Bishop, *Episcopal Diocese of New York*; The Very Reverend Howard Hubbard, Bishop (Retired) *Roman Catholic Diocese of Albany*; The Reverend Jim Ketcham (American Baptist) *New York State Council of Churches*; The Reverend Kirk Laubenstein, Executive Director, *Coalition for Economic Justice*; The Reverend William Mebane, Interim Dean, *St. Paul's Cathedral, Episcopal, Buffalo*; The Reverend Gavin Meeks, Interim Presbyterian, *Hudson River Presbytery*; The Reverend Cris Mogenson, President, *New York State Protest Chaplains Association*; The Reverend Alan Newton, Executive Minister, *American Baptist Churches of Rochester/Genesee*; The Reverend Amy Nyland, Executive Minister, *Regional Synod of New York (Reformed)*; The Reverend Deborah Packard, Pastor, *First Presbyterian Church of Potsdam*; The Right Reverend Lawrence Provenzano, Bishop, *Episcopal Diocese of Long Island*; The Reverend Tamara Razzano, Pastor, *First Presbyterian Church of Little Falls*; The Right Reverend Prince Singh, Bishop, *Episcopal Diocese of Rochester*; The Reverend Douglas Stewart, Senior Pastor, *Lutheran Church of the Incarnate Word, Rochester*; The Reverend Lynette K. Sparks, Associate Pastor for Outreach & Evangelism, *Third Presbyterian Church*; The Reverend Marti Swords Horrell, Pastor, *Emmaus United Methodist Church, Albany*; The Reverend Lamont Anthony Wells, Assistant to the Bishop for Evangelical Mission, *Metro. NY Synod ELCA*; The Reverend Dr. William Wilkinson, Interim Pastor, *Medina Presbyterian Church*; The Reverend Dustin Wright, Pastor, *Messiah Lutheran Church, Rotterdam*

Report from Elsie K. Powell House, Inc., Co-Directors

Report received at Spring Sessions but not minuted.

The three nor'easters dumped closed to three feet of snow on us during March, and we lost our power for approximately 12 hours

(postponing two retreats), but nonetheless we have persisted! Currently, we are hoping for spring's arrival to warm things up and dry us out.

We had a great Spring Work/Messiah Sing/Scavenger Hunt retreat last week, and accomplished quite a bit, including: felling a dying tree, renovating picnic tables, preparing two basement offices for new floor tiling, drainage ditch digging, graveling the lane, sewing projects, and a mailing.

Our Strategic Plan launched April 1, 2018, and we look forward to sharing it with the yearly meeting in detail at annual sessions this summer. It is available to be reviewed on our website.

There have been a number of exciting (and new) events or groups who have arranged to use Powell House in the next year or so:

Quaker Organizations:

Friends United Meeting General Board Meetings, Quaker Religious Education Collaborative (QREC), and Superintendents and Secretaries Annual Gathering.

New School Groups:

The Greenwood School and Manhattan Country School

Advocacy and Justice groups:

Alliance of Families for Justice, Refugee and Immigrant Support Service of Emmaus (RISSE)

Also; don't forget to take advantage of our Subscription Series available for individuals and monthly meetings that allow attendance at Powell House Adult Programs all year for one price.

Please be attentive to the fliers at our display table that detail our new sliding scale fees, the subscription series, as well as upcoming programs.

—*Dennis Haag and Regina Baird Haag,*
co-executive directors

NEW YORK YEARLY MEETING
THE 323RD NEW YORK YEARLY MEETING
SUMMER SESSIONS—MINUTES

July 22–28, 2018

Silver Bay, NY

Sunday, July 22, 2018; 6:45 p.m.

Lucinda Antrim (Scarsdale), Clerk
Jeffrey Aaron (New Brunswick), Assistant Clerk
Bridget Bower (Perry City), Recording Clerk
Robin Alpern (Amawalk), Reading Clerk

2018-07-01. Lucinda Antrim, clerk, welcomed Friends to the 323rd Summer Session of New York Yearly Meeting. She introduced the clerks on the facing bench and offered insights on Quaker practices and looked ahead to our week together.

“What are Sessions for? Sessions are for business. We have good business before us. We will hear reports from Friends throughout the world, telling us how God is showing up among them.”

“How will God show up among us this week? Some of the work to be done this week involves how Spirit will express itself in and through our structure, as we seek to find new ways to get the work done.”

She reminded us that we are only about 12% of the yearly meeting and asked us to remember the 88% at home. She encouraged us to treat ourselves and each other with love and respect, including following our agreement not to drink or do drugs. Clerking is about paying attention, both to ourselves and others; we are all encouraged to clerk this week.

She introduced the Circle of Care and Concern and asked those Friends to rise. Friends briefly held the circle of care and concern in the Light.

2018-07-02. The reading clerk read the roll of regions, monthly meetings and worship groups. Friends stood as their meetings were called. All regions were represented.

2018-07-03. Ann-Marie Scheidt (Conscience Bay) presented

an acknowledgement of the land. The land we stand and sit on today, sometimes known as the Mohawk Hunting Ground, was used for hunting by many Native Nations under the treaty, or wampum, of “The Dish With One Spoon.” Like them, we recognize that there is only one dish, Mother Earth. As Native Peoples did before us we will take only what we need and leave the dish clean. We meet now in gratitude for the care of Mother Earth taken by Native Nations and for the wisdom they taught and are still teaching us today.

2018-07-04. Sylke Jackson (Rockland) and Dawn Pozzi (Rochester), serving as Junior Yearly Meeting (JYM) co-coordinators this year, expressed their thanks for parents bringing their children and for the support of the volunteers. The planning done by the volunteers has been grounded in Quaker practice; there will be worship every day. There is a new group for 3-5 year olds. Due to smaller numbers of children, there will be three grades to each JYM group. Afternoon child care will be every day during committee meetings and evenings during interest groups until 9:00.

Dawn reviewed the locations for the groups and programs, as well as the responsibilities of parents. All JYM groups start after community worship. She encouraged us to pay attention to the children and to listen to them.

The leaders for each group were introduced, and they led the children out to meet their groups.

2018-07-07. Reading and approval of this evening’s minutes were held over until Monday morning’s session.

Monday, July 23, 2018; 10:45 a.m.

Lucinda Antrim (Scarsdale), Clerk
Jeffrey Aaron (New Brunswick), Assistant Clerk
Karen Reixach (Ithaca), Recording Clerk
Elaine Learnard (Conscience Bay), Reading Clerk

2018-07-08. The meeting opened with expectant worship. The clerk introduced the individuals at the clerks’ table, including Isabella Aguirre (Purchase), clerk of Young Adult Friends here at sessions, who is observing the clerking process. The clerk

then introduced the following visitors: Oliver Waterhouse, Friends House, London; Oscar Mmabali and Adrian Bishop, Belize City Friends Center; Jacqueline Stillwell, Right Sharing of World Resources; Windy Cooler, Baltimore Yearly Meeting and Earlham School of Religion, with a concern for families; Sharon Lane-Getaz, Friends General Conference; Shelley Tanenbaum, Quaker Earthcare Witness.

The clerk reviewed the agenda.

2018-07-09. Bridget Bower, (Perry City), recording clerk, read the minutes from Sunday evening. Friends approved these minutes.

2018-07-10. To set the context for the changes to the by-laws of NYYM being recommended to the body, trustee Roseann Press (Housatonic) began by reading a quotation from William Penn's *Some Fruits of Solitude*: "The humble, meek, merciful, pious and devout souls are everywhere of one religion, and when death has taken off the mask they will know one another though the divers liveries they wear here makes them strangers. This world is a form; our bodies are form; and no visible act of devotion can be without forms. But the less form in religion, the better, since God is a spirit...."

Our yearly meeting is a legal entity defined by the laws of New York State.

Roseann introduced the revision to the by-laws of New York Yearly Meeting. She assured the body that the changes do not alter the responsibilities of the yearly meeting and the trustees.

In summary, trustees propose revising the yearly meeting's by-laws to accomplish three goals: (1) clarifying and distinguishing between the identity of the "officers" of the corporation for certain legal and financial matters and the "officers" of the Society for the spiritual concerns of the body; (2) increasing the maximum size of the Board of Trustees from five-seven trustees to five-ten so that a broader diversity of Friends and skills can be represented on the board; and (3) shortening the length of a trustee's term from five years to four years and reducing the number of terms a trustee can serve consecutively from three terms to two terms, which will reduce the total number of consecutive years a Friend can serve as a trustee from fifteen to

eight years, in order to increase the transparency of and opportunities for participation in the work of trustees.

This revision is on the consent agenda for Thursday; the second reading will come to Fall Sessions.

2018-07-11. Out of worship the State of Society Committee summarized the report for 2017-2018 using a Power Point presentation of highlights. Members of the drafting group: Marissa Badgley (Poughkeepsie), Anne Liske (Albany), and Audrey Jaynes (Montclair). Each read portions of the report. Rising from the body others read as well: Angel Ramos (Rochester); Angela Hopkins (Ithaca), Robert “Sunfire” Kazmayer (Easton), Patricia Glynn (Brooklyn), Chad Gilmartin (Morning-side attender), Kenn Harper (Rochester), Analea Blackburn (Genesee Valley Executive Meeting) clerk of high school JYM; and Glenn Josey (Fifteenth Street).

The full report can be found on the NYYM website under Summer Sessions Advance Documents and on page 111 in this *Yearbook*. Excerpts follow:

Meetings posed rich questions for themselves, and perhaps in turn for Quakers everywhere:

- Can we reclaim the discipline of speaking truth with love to each other—and to the world?
- Are we making Friends’ testimonies a way of life?
- What would it look like to be a radical spiritual community?
- Is it possible for us...to push back against overstimulation—to keep the Sabbath, to make room every day for the Holy? Can we find a way to do this as individuals and as a community?
- How has the meeting changed me? Are there ways we would like the meeting to change us?
- What is the shadow side of our Light?
- What is experiencing the Spirit?
- How do we keep the channels of Love and Truth alive?
- Has the State of Society report become a “redundant process” ...“new ways to say the same thing”?

The report includes reflections on worship, witness and service and the tensions that arise, outreach, the capacity to recognize and address conflict, experimentation with and examination of our structures. The report concludes,

While many of our meetings and worship groups experience fragility and fear of the future, together this year's state of meeting reports tell more of a story of continuing revelation, openness to change, optimism, and hope. . . . "Just as the Apostle Paul wrote to the church at Philippi nearly two thousand years ago, we have not yet reached perfection in the Lord, but we move ever forward to reach that mark and attain that goal." From our small corner of Quakerdom, New York Yearly Meeting shares praise, blessings, wisdom, and gratitude with each other and the wider world.

Friends were invited to bring the reflection on questions posed by the State of Society report into meeting for discernment tomorrow.

2018-07-12. Robin Alpern (Amawalk) of the European American Quakers Working to End Racism Working Group introduced Sharon Lane-Getaz (Northern Yearly Meeting). She provided an interim report on the Friends General Conference institutional assessment on racism.

During the 2016 FGC Gathering Friends of Color pre-conference, stories of racial profiling emerged. In addition, FGC had invited Friends of color to sit on the facing bench at FGC. Further discernment led to the need to ask permission of Friends of color for participation in site selection and in a broader institutional assessment of the structures that reinforce white privilege and disadvantage people of color.

The focus of the institutional assessment is not issues between individuals or microaggressions. Instead the focus is on the processes, procedures, and institutional structures that disadvantage Friends of color within FGC.

The decision to move forward with an institutional assessment of FGC required training. Forty-three Friends participated in a training by Crossroads World Cafe Conversation at Stony Point Center. Twelve Friends formed the core of the working group.

The assessment involved a survey, a review of FGC records,

and focus groups. Sharon urged Friends in NYYM to complete the assessment survey.

The working group is currently analyzing the rich amounts of data from focus groups and the survey. Crossroads will assist in looking for ways of change. In August the full working group will receive and review the report. In September the findings and recommendations will go to the FGC Central Committee.

2018-07-13. Minutes were held over for consideration at the next session. Following a brief open worship, the meeting closed with announcements.

Wednesday, July 25, 2018; 10:45 a.m.

*Lucinda Antrim (Scarsdale), Clerk
Jeffrey Aaron (New Brunswick), Assistant Clerk
Karen Reixach (Ithaca), Recording Clerk
Robin Alpern (Amawalk), Reading Clerk*

2018-07-14. The meeting opened with expectant worship. The clerk introduced those at the clerks' table and noted the presence of elders and whisper buddies.

2018-07-15. Deborah Wood (Purchase), clerk of the Priorities Support Working Group, summarized the progress and remaining work to be done on the priorities envisioned by NYYM. Members of the Working Group: Roger Dreisbach-Williams, Jeffrey Aaron, Callie Janoff, Don Badgley, Rachel Pia, Doug Way, Jeffrey Hitchcock, Deb Dickinson, Kathy Slattery, Deb Wood.

Our priorities envision a yearly meeting that

- is deeply grounded in the practice of our faith.
- is made up of strong, vital monthly meetings.
- is gathered into one body.
- nurtures our children, youth and young adults.
- supports and amplifies our witness.
- is accountable and transparent

The working group noted the additional development of

support for aging Friends through ARCH. She invited Friends to share other observations and suggestions for ways of building on these priorities. Several Friends rose to mention positive developments around young adult Friends, the Friends Center for Racial Justice in Ithaca, and the Witness Activities Fund. We were reminded that the clarity of financial reporting was a broader effort than General Services and efforts are continuing.

The report will incorporate the supplementary comments before being published in the *Yearbook*; see page 60.

2018-07-16. Dennis Haag, co Executive Director of Powell House, the NYYM conference and retreat center, described Powell House facilities and activities.

Powell House Committee began working on a strategic plan in 2017. He described the extensive, Spirit-led process to develop this plan.

The Powell House Committee has approved a strategic plan for fiscal years 2019 through 2023.

Chris De Roller (Old Chatham), co-youth director, describe the foundation of the plan: the mission to foster spiritual growth after the manner of Friends and to strengthen the application of Friends' testimonies in the world. And the vision to be the place of heart-felt welcome where all are empowered to live authentically in the world and to recognize truth and call it forth from one another. The values derive from the conviction that there is that of God in every person. Each of us has the capacity to experience and respond to the movement of Spirit in our lives. We honor the upwelling of Spirit and its expression in one another, including children, the aged and all in between. Grounded by this Spirit, we:

- recognize the dignity of every person
- accept our responsibility to care for the earth and all its inhabitants
- reject violence of any kind
- strive to conduct ourselves with integrity and to focus on what is essential, and
- embrace community through active listening, shared work and joyful connections

The specifics of the plan provides a roadmap to help make choices about program direction, set fundraising priorities, allocate the use of limited human and financial resources, and develop long-term action plans.

Mike Clark (Old Chatham), co-youth director, listed the strategic thrusts in support of the program priorities for FY19-FY23. Powell House has prioritized these operational efforts:

- *Operational Priority #1*: Preserve our **facilities** and enhance them to support program goals, meet our guests' needs and expectations, and reduce long-term stress on staff and financial resources, and in accordance with our values.
- *Operational Priority #2*: Implement an effective **communications** plan in support of our program and fund raising strategies and achievement of our mission.
- *Operational Priority #3*: Institutionalize program and financial **planning, monitoring, and evaluation** systems to strengthen program, fiscal, and operations management.
- *Operational Priority #4*: Conduct a **capital campaign** that prioritizes funding for preserving and enhancing key aspects of Powell House's physical plant and bolstering investment income to meet programmatic and operational needs.

Dennis concluded by describing aspects of the capital campaign.

Friends offered suggestions and descriptions of the responsiveness of Powell House in reaching out to people of color and in fostering the spiritual development of young Friends. The full report is published on the Powell House website.

2018-07-17. Out of the silence Steven Mohlke (Ithaca) offered powerful ministry and reflection regarding his first year as General Secretary, beginning with "*May words of the Spirit be spoken, and words of the Spirit be heard.*" He identified himself—as a part of Ithaca meeting and as a person who answers to the pronouns he, his, him. His message contained experiences that called out important themes. He described a missed opportunity when he met with a group of high school

youth and young adults and a couple people who he was not sure whether they identify as young adults or not. He thought they would be talking about business practice but they ended up talking about how to get involved with yearly meeting. Questions such as: Are we allowed to go to business meetings? They pled for someone to advocate for them, to help organize events and to inform them of ways the yearly meeting functions. He also met with Financial Services where it seemed that the yearly meeting could not hire anybody at this time and have a balanced budget. He told the group of youths that. Steve said, “*What I should have done was asked them to look through the budget with me.*”

He described the use of technology to simplify rather than perplex. He also described the opportunity for meetings to apply to be part of the Vital Meetings project.

Finally, he described the experience of connecting with Christ is the Answer Church, a congregation of immigrants from the Democratic Republic of Congo in Buffalo. He reflected, “I was starting to think that maybe we should steer them toward the Evangelical Friends in the U.S. But then I stopped. Thanks to programs at the Friends Center for Racial Justice, I had been reading the book *Fit for Freedom Not for Friendship*, which chronicles a multitude of reasons why European Quakers for generations kept saying to African descendents that they really might not want to become part of us. And here I was thinking exactly that. At that point I ended the call and sought help for my cultural competency. Perhaps the most important thing I learned was that this was not my decision. Like a clearness committee, my job is to help them decide.” Christ is the Answer Church is now the newest congregation in New York Yearly Meeting.

Steve closed with the quotation from Lao Tsu

Do you have the patience to wait
Til your mud settles and the water is clear?
Can you remain unmoving
Til the right action arises by itself?

2018-07-18. Minutes were approved during this session except number 2018-07-17 recording the message from the General Secretary. Following brief open worship, the meeting closed with announcements.

Thursday, July 26, 10:45 a.m.

*Lucinda Antrim (Scarsdale), Clerk
Jeffrey Aaron (New Brunswick), Assistant Clerk
Karen Way (New Brunswick), Recording Clerk
Rima Segal (Rochester), Reading Clerk*

2018-07-19. Minute 2018-07-17 from previous session was approved.

2018-07-20. The clerk reminded Friends to look at the consent agenda, which will be considered for approval in the Friday morning session.

2018-07-21. Sandra Beer (Old Chatham), Dare Thompson (Poughkeepsie), Callie Janoff (Brooklyn), and Steve Mohlke (Ithaca) gave a lively presentation of a new opportunity from the Development Committee. A generous donor has offered \$50,000 as a matching fund: any new recurring donation, or new increase in an existing recurring donation, will be matched dollar for dollar for the first year. Recurring donations, whether monthly or annual, are a great aid to yearly meeting planning. And if the pledge can be made this week at Silver Bay, donors can receive a fine Friend/Quaker hat.

Some Friends expressed concern about the potentially coercive, worldly nature of the matching fund strategy. Steve Mohlke spoke to the donor's intention of inspiring enthusiasm in giving, as well as trusting the yearly meeting's discernment as to how funds will be spent. After worshipful discussion, Friends approved the plan, with some Friends standing aside.

2018-07-22. John Cooley (Central Finger Lakes), clerk of General Services Coordinating Committee, introduced the report from the Personnel Committee.

Pamela Wood presented the recent history (attached; see page 63) of two part-time Field Secretary positions: one for Children and Youth, one for Young Adults. Both positions are currently unstaffed. Personnel is proposing to combine the two part-time positions into one. The new position would provide benefits, which would aid recruitment. The position would be structured following the model that has worked for the Aging Resources Consultation and Help (ARCH) program. In that

model, one full-time person anchors the program while local coordinators, working on a monthly stipend, carry out the work in closer connection to monthly meetings. Local coordinators can also be hired to balance any missing skills (children and youth vs. young adults) of the full-time person.

This new arrangement could raise expenses as much as \$50,000 per year. While this might be accommodated in the short term, additional funds will need to be found for long-term support.

Personnel Committee proposes to begin the process of creating a job description and looking for candidates, with a report expected at the next yearly meeting session.

We approved the forming of this position. We affirm this vital work. And we charge our committees (especially Financial Services) to craft a 2019 budget that includes this position.

2018-07-23. Young adult Friends spoke from the body and challenged the yearly meeting body to prepare Friends of every age to more fully participate in our business processes, and to address ageism in every aspect of our functioning. We are called to invite youth and young adults to participate, that we may hear the voices, become curious about the gifts among us, and engage with our whole ministry. The yearly meeting body is already wounded from missed opportunities to nurture our youth, support them through their mistakes and ours, and strengthen our community by investing in the next generations. In filling the new position of Youth and Young Adult Field Secretary, we are challenged to remember and avoid potential barriers to hiring: age, race, gender, sexuality, and membership status. We are called to do great work—we need all ages and kinds of people to do it.

2017-07-24. The minutes through 2018-07-22 were read and approved. After announcements, meeting closed with worship. Minute 2018-07-23 was held over to the beginning of the next meeting for business.

Thursday, July 26; 2:45 p.m.

Lucinda Antrim (Scarsdale), Clerk
Jeffrey Aaron (New Brunswick), Assistant Clerk
Bridget Bower (Perry City), Recording Clerk
Rima Segal (Rochester) Reading Clerk

2018-07-25. The meeting opened with a period of worship. The clerk introduced the clerk's table and reviewed the agenda.

2018-07-26. Minute 2018-07-23 from the morning session was read, modified and approved.

2018-07-27. Lindsey Butler, Sales and Conference Director of Silver Bay YMCA Conference and Family Retreat Center, welcomed us to Silver Bay. She expressed her appreciation for our willingness to put up with the new facility and the growing pains that they are experiencing. She spoke about future enhancements to the facility including a green, environmentally sustainable waste water system.

2018-07-28. Douglas Way (New Brunswick) reported for the Pay As Led subcommittee of Sessions Committee (see page 66). Sessions is prepared to initiate Pay As Led for Summer Session 2019. In that year, instead of paying Silver Bay directly, Friends will pay NYYM. Friends will choose to pay a small minimum amount or more, or much more, based on a pricing model that gives guideline numbers for the minimum amount, the standard amount charged by Silver Bay, and a "full" amount that covers all NYYM costs. Grants from NYYM or local/regional meetings will be taken into account. We plan to take advantage of the software that New England Yearly Meeting has used to implement their successful Pay As Led process. The transition to that software has begun. The schedule for registration will shift, opening in January and with a Pay as Led deadline in mid-May, although registrations will be accepted through Summer Sessions. The Pay As Led subcommittee invites suggestions for publicizing these changes.

2018-07-29. Caroline Lane (Flushing), co-clerk, reported for Meeting for Discernment Steering Committee. She reflected on how being on the committee has affected her. Her first experience with meeting for discernment was powerful; she has since

moved to the committee and then to co-clerk of the committee. The committee is now asking itself how or whether it should prepare queries. Should they address the life of the meeting, or the life of the individual? The next meeting will be in Poughkeepsie in February and Friends are invited to come.

2018-07-30. John Cooley (Central Finger Lakes) reported that the Treasurer's report has been distributed in the documents in advance and it is in good order. Friends received the report (see page 99).

2018-07-31. Report on Travel Minute. Emily Provance (15th Street) read her travel minute from August 2016. Much of her travel happens online and she brings greetings from the Internet, from her blog, from her Facebook reading groups and from her face-to-face travels among Friends. She also brought greetings from meetings where she had travelled, both from within New York Yearly Meeting and in other parts of the country and the world. From this, she has learned to be brave, to be brave enough to make mistakes and sometimes amazing things come out of it. She knows that she is not alone, that we are with her. Her full report is attached; see page 68.

2018-07-32. Oscar Mmbali (Kenya) and Adrian Bishop (Baltimore Yearly Meeting) reported on the ministry of Belize City Friends Center. Oscar spoke of his work as a pastor and as an advocate for the poor in a violent part of Belize City, working with other faith leaders and residents to ease tensions between residents and the police, including producing video clips for police and young people to demonstrate both respectful and not-so-good interactions between them. They have been invited to assist in the areas of mediation and peacebuilding and are looking for expertise in those areas. Adrian reported on his work as an FUM Living Letter in Belize City Friends School. The school moved into a new space in 2017 and Friends have begun to remodel it while having an active school at the same time. Belize has required exams for children at the end of primary school; failure of that exam means the student gets no more education. The Friends school is intended to help children who failed the exam re-enter that system and continue their education. It has a good success rate. Five students graduated

this year, with 4 going to high school and 1 to trade school. 25 students is a full school.

2018-07-33. Rima Segal presented the first reading of the Epistle. She invited Friends to leave messages with suggested changes.

2018-07-34. Jillian Smith (Saratoga) spoke for the Friends World Committee for Consultation (FWCC) committee on the topic of climate change. The report and requests for action are attached; see page 72. Friends resonated with the report and its timeliness and also the need for additional information from several groups before moving ahead. Friends directed that we forward the report to the trustees, Earthcare Working Group, the Communications Committee, and any other groups whose charges are relevant to the FWCC Committee's request for action. These groups should work together and with the FWCC committee to prepare a collective report to the body at fall Sessions on the feasibility of the requests for action, with all relevant supporting information. Jeffrey Aaron will take responsibility for providing this information to the committees.

2018-07-35. Minutes were approved at intervals during the session. The meeting closed with a period of open worship.

Friday, July 27, 10:45 a.m.

Lucinda Antrim (Scarsdale), Clerk
Jeffrey Aaron (New Brunswick), Assistant Clerk
Karen Way (New Brunswick), Recording Clerk
Robin Alpern (Amawalk), Reading Clerk

2018-07-36. The clerk introduced those at the clerks' table and reviewed today's agenda.

2018-07-37. The clerk read a list of Friends visiting us with travel minutes: Oliver Waterhouse, Friends House London; Sharon Lane-Getaz, Friends General Conference Institutional Assessment on Racism; Oscar Mmbali and Adrian Bishop, Belize City Friends Center; our plenary speaker Jacqueline Stillwell, Right Sharing of World Resources; Shelley Tanenbaum, Quaker Earthcare Witness; Windy Cooler, Earlham School of

Religion traveling with a concern for families.

The clerk asked these and any others with travel minutes to seek her out if they wish her signed endorsement on their minutes. She also asked for input from anyone who had experienced the ministry of those traveling.

2018-07-38. In accordance with our consent agenda practice, the clerk reported that the previously posted contents had required no amendments. Friends therefore approved the following minutes.

2018-07-39. The report on interim actions by the clerk and general secretary was received. (Report attached; see page 73.)

2018-07-40. Nominations for appointment to service are approved; see the Friends Under Appointment section in this *Yearbook*.

2018-07-41. The revisions of the by-laws have received their first reading (attached; see page 74.)

2018-07-42. Elaine Learnard (Conscience Bay), clerk of the Nominating Committee, read the names of individuals whose nominations must be approved separately, because they are asked to serve for a 7th year of service. Friends approved:

<i>Committee to Revise Faith and Practice</i>	Class of 2019
Carolyn Emerson ('12)	Conscience Bay (7th year)*

<i>Personnel Committee</i>	Class of 2019
Hans-Jürgen Lehmann ('12)	Brooklyn (7th year)*

<i>Friends World Committee for Consultation</i>	Class of 2019
Gloria Thompson ('12)	Manhattan (7th year)*

<i>FWCC Section of the Americas</i>	Class of 2019
Gloria Thompson ('12)	Manhattan (7th year)*

2018-07-43. Permission of the yearly meeting is requested for appointment of the following Friend, a member of New England Yearly Meeting, to service on the following NYYM committee. Friends approved:

<i>Oakwood Friends School Board</i>	Class of 2021
Elizabeth Porter ('15)	NEYM**

2018-07-44. Friends accepted the following release from service: Janice Warner from Indian Affairs. Friends approved the appointment of Liseli Haines to the Indian Affairs Committee.

2018-07-45. Peter Cook, Executive Director of the New York State Council of Churches, spoke of his work on behalf of the council's eight religious partner groups, including NYYM. Peter expressed gratitude for Friends who have served in various ways on the Council of Churches. These included Fred Dettmer for his legal assistance in supporting immigrants, DACA participants, and the sanctuary movement. In April the council joined an ecumenical program in Washington DC, with projects ongoing to help families separated from their children. The council also works to lift the poor and disenfranchised on issues such as bail reform, the Affordable Care Act, housing, and the many ways in which the social safety net has been diminished. Additional efforts aim to improve accessibility to voting. Peter invited Friends, particularly young Friends, to join in upcoming programs, this year and next. Members of the council seek to do justice and be bearers of hope. Friends in their comments highlighted examples of the good work undertaken by the council.

2018-07-46. Pamela Wood (Morningside) from the Prisons Committee reviewed the history of a recent concern at Green Haven Prison Preparative Meeting, which is part of Nine Partners Quarterly Meeting.

For many years, the prison meeting was allowed to hold full-day bi-annual meetings (called Quarterly Meetings) at Green Haven Correctional Facility (GHCF). Beginning with 2015, New York State Department of Corrections and Community Supervision (DOCCS) stopped granting permission for the Quarterly Meetings. Over the last few years, efforts at negotiation and repeated appeals from the Prison Meeting, from an incarcerated member of Bulls-Head Oswego, and from members of the Prisons Committee have been ignored. Thus the members and attenders who make up Green Haven Prison Preparative Meeting, many of whom are incarcerated, decided to sue for reinstatement of their practice based on the First

Amendment guarantee of religious freedom. Nine Partners Quarterly Meeting is considering joining the suit. Fred Dettmer (Purchase) is helping them as legal counsel pro bono.

The Prisons Committee is asking that NYYM join the suit. The report, attached (see page 94), was submitted for approval.

Friends asked questions and expressed support. It was pointed out that the incarcerated persons know and accept considerable risk of retribution.

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

2018-07-47. Rima Segal (Rochester), clerk of the Epistle Committee, gave a second reading of the Epistle. Friends spoke in response, proposing corrections and additions. The Epistle Committee, working quickly, was able to present a revised version during the same session. With a few more corrections, Friends approved; see page 97.

2018-07-48. Minutes were read and approved at intervals during this business session.

2018-07-49. As our session came to close, the children of Junior Yearly Meeting entered the auditorium with drums and guitars, singing "River." Friends joined in the song and those at the clerks' table joined the children on the floor.

At the end of the song and the usual announcements, the clerk said, "Meeting has risen with joy."

Friday, July 27, 6:45 p.m

Lucinda Antrim (Scarsdale), Clerk
Jeffrey Aaron (New Brunswick), Assistant Clerk
Karen Way (New Brunswick), Recording Clerk
Robin Alpern (Amawalk), Reading Clerk

2018-07-50. Melanie Claire Mallison (Ithaca), clerk of Sessions,

reported for Sessions Committee. There were 436 registrants, including 95 youth at this Summer Sessions. A total of \$5752 was raised; Fun(d) Fair raised \$525, Tagless Tag Sale, \$1,572, Café Night \$3,654. She invited Friends to Fall Sessions in Rochester in November 2018.

2018-07-51. Dawn Pozzi, Co-coordinator of Junior Yearly Meeting, thanked us again for bringing children to yearly meeting. They are wonderful! She asked Friends to consider taking a break from the business of the yearly meeting to come and spend time with the children. Dawn and Sylke Jackson will continue as co-coordinators for next year. Reports from each of the age groups followed.

2018-07-52. Ages 3-5 group has been a blessing to the leaders. They built a community of new Friends. They made agreements on how to treat each other, and had an abundance of games, snacks, stories and worship. They had a special visitor. The group led us in a rendition of “Let it Shine.” There were nine children in the group.

2018-07-53. Grades 1-3 group painted a river, sang “River,” made new Friends, and kept old ones. They had special visitors, they went to the beach with the high schoolers, visited the nature center and send their epistle to Friends around the world. They shared their painted rivers with us as we all sang River together.

2018-07-54. Grades 4-6 reported with enthusiasm:

This week, we decided what Quakerism means to all of us—teamwork, community, fun, equality and honesty. We formed committees and cooperated for the Fun(d) Fair, the epistle and for games. We enjoyed ourselves at Peach Day (Mark’s version of Beach Day.)

We played African instruments with Don, went hiking in the rain, and reflected on our perceptions of the hike. We played with Chris and Mike, and enjoyed lots of stories from Mark. Overall, we enjoyed ourselves and learned a lot.

They demonstrated A-bun-dance for assembled Friends.

2018-07-55. The junior high group (grades 7-9) performed a skit, through which they shared their process through the week. Each shared a word of their experience of abundance through-

out Summer Sessions—sharing, joy, listening, fun...

2018-07-56. High school group. Graduating Seniors, Ella Matson and Julia Duxbury, were presented with copies of *Faith and Practice*. Senior high young Friends had a week of abundant activities, ranging from name whips to queries of expectations, to forming committees, to worship sharing on the water (and in the rain). They had visitors. Committees were formed to plan the week's events. Tuesday was fun. Fun time cleaning up in the rain. Worship sharing on the water. They had a busy week, full of play and amazing experiences. Fineas Jackson and Matt Winestock are clerks of the high school group in the coming year.

2018-07- 57. The reading clerk read the yearly meeting epistle. One last edit adjusted the words describing the contribution of young adult Friends.

2018-07-58. After approval of the minutes, Friends entered expectant worship to close the 323rd Summer Session of New York Yearly Meeting.

ATTACHMENTS

Priorities Support Working Group

See minute 2018-07-15, page 46

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

This concludes the Priorities. Now a closing comment.

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

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

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

Personnel Committee Report

See minute 2018-07-22, page 50

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

History

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

Concerns about combining the positions

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

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

Addressing the concerns

We could address most of the concerns by following the model

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

The big remaining concern

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

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

Where could that income come from?

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

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

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

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

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

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

How many local coordinators?

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

What about Outreach?

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

Report on Pay as Led Process

See minute 2018-07-28, page 52

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

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

Here are some of the details.

Relationship with Silver Bay

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

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

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

Presenting PaL Pricing

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

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

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

Grants for Registrants

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

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

Implementation Mechanism

The exact implementation of the registration process is still

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

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

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

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

Emily Provance's Travel Minute Report

See 2018-07-31, page 53

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

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

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

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

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

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

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

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

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

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

I bring you greetings from Collins meeting.

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

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

I bring you greetings from a dinner and worship group in

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

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

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

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

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

I bring you greetings from the World Council of Churches

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

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

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

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

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

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

Call for Action on Climate Change

See 2018-07-34, page 54

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

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

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

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

Interim Actions Taken by the Clerk and General Secretary

See minute 2018-07-39, page 55

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

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

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

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

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

Revisions to the NYYM By-Laws

First Reading

See minute 2018-07-41, page 55

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

EXPLANATION

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

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

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

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

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

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

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

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

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

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

FORMAL LANGUAGE

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

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

General Amendment:

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

Article I, Section 1 (“Name”):

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

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

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

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

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

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

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

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

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

Article II (“Board of Trustees”):

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

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

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

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

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

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

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

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

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

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

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

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

“5. Officers of the Corporation: The clerk of the Trustees shall also act as President of the Corporation when the acts of such an officer are required. The assistant clerk of the Trustees shall also act as Vice President of the Corporation when the acts of such an officer are required. The recording clerk of the Trustees shall also act as Secretary of the Corporation when the acts of such an officer are required. The Treasurer (see Article 3, Section 5, below) shall also act as Treasurer of the Corporation when the acts of such an officer are required.”

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

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

Article III (“Officers”):

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

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

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

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

of the Society unless otherwise specified.)”

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

Article IV (“Membership”):

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

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

Article V (“Meetings . . .”):

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

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

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

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

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

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

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

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

business will be transacted.”

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

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

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

- a. Deleting the first sentence;
- b. In the current second sentence, deleting the word “Corporation” and substituting therefor the word “Society”.

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

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

Article VI (“Committees . . .”):

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

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

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

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

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

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

Article VII (“Indemnification”):

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

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

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

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

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

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

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

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

Adopted by the Membership of the Corporation November 7,
2015

Amended by the Membership of the Corporation November 12,
2017

Further Amended by the Membership of the Corporation, July,
2018

Article I. Name, Principal Office and General Purposes

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

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

Article II. Board of Trustees and Officers of the Corporation

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

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

be minuted.

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

Article III. Officers of the Society

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

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

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

Article IV. Membership

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

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

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

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

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

Article VI. Committees of the Society

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

Article VII. Indemnification

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

Article VIII. Amendments to the By-Laws

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

Effort to Hold Quarterly Meetings in Green Haven Correctional Facility

See minute 2018-07-46, page 56

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

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

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

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

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

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

Because DOCCS has failed to address this problem despite substantial efforts by Green Haven Prison Preparative Meeting and by Friends in Nine Partners Quarterly Meeting and New York Yearly Meeting over a number of years, Friends are clear to seek recognition of their rights through a lawsuit brought under the Religious Land Use and Institutionalized Persons Act, 42 USCS § 2000cc-1. This statute (similar to the Religious Freedom Restoration Act) requires governments, including DOCCS, to accommodate inmates’ religious practices unless the government can prove that permitting the religious activity would jeopardize a compelling governmental interest and that there are no other ways to achieve this compelling governmental interest which would be less harmful to the inmates’ religious freedom.

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

Prisons Committee has been working with this concern for

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

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

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

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

Epistle

The 323rd New York Yearly Meeting Summer Sessions • July 22–28, 2018

To Friends Everywhere,

Friends gathered at Silver Bay in New York on Lake George for a week of worship, business, discernment, and fun, our 323rd Summer Sessions as a yearly meeting, on the seventh month, from the 22nd day through the 28th day. 436 Friends were in attendance, including 95 youth. We began each day with community worship for Friends of all ages. The life of our yearly meeting is vitally informed by all kinds of presences—worshipful and playful. Our healing center helped us to find peace and nurture.

We reflected together on the theme of abundance. Our plenary speaker, Jacqueline Stillwell, from the Right Sharing of World Resources, spoke to us of “the power of enough:” when we recognize the sufficiency of the gifts we have received, we are enabled joyfully and without fear to fulfill God’s call. Awed by the blessing of the divine presence among us, we are led to be more welcoming and inclusive and giving, and to respond with love to the threat of hatred and violence that arises in a world convulsed by fear, scarcity, and injustice. Shelley Tanenbaum of Quaker Earthcare Witness warned us that climate scientists are terrified. We must address climate change now in order to arrive at dramatic policy change in the next ten years if earth is to remain habitable. The Peace Working Group created a listserv to help Friends throughout the yearly meeting to come together for social justice concerns.

Friends found our Meetings for Discernment, still for us an evolving exploratory experiment, to be newly rich as an experience of worship and of insight into our community. Friends are challenged to create the beloved community in which everyone is cared for. We continue to reflect on how the gifts of our Meetings for Discernment can shape our work.

Without a committee or dedicated staff, young adult Friends showed us how spirit can rise organically, manifesting as new wisdom in our meetings for business, discernment, and commit-

tee work. Whisper Buddies helped newly engaged young people understand and contribute to the meeting's business. Older Friends are called upon to hear fully and welcome the voices of young people among us and to recognize their ministry and leadings as having a vital role in the work of the yearly meeting.

Sharon J. Lane-Getaz joined us from Cannon Valley Meeting in Northern Yearly Meeting to introduce the Friends General Conference Institutional Assessment on Racism Survey, which asked us to confront systemic racism within our yearly meeting as a constituent part of FGC. In our committees, interest groups, and working groups, Friends struggled with concerns around environmental degradation, mass incarceration, militarism, and right relation with native peoples, and how to strengthen our yearly meeting to meet these concerns. Friends wrestled with the pull of many calls.

We send our greetings to all Friends as we together work to bring God's peace and justice everywhere.

*Lucinda Antrim,
Clerk*

Treasurer's Report

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Summary

December 31, 2017

NYYM 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.
- ❖ Comprehensible consolidated financial statements are published annually.

Operations		Goal	100%	Overall
Income	Budget	Receipts	% Budget	% Budget
Meetings (Covenant Donations)	\$ 439,351	\$ 434,751.31	99%	58%
Grants	116,385	116,785.00	100%	15%
Contributions (Annual Appeal)	47,500	53,675.75	113%	6%
Invested Trust Funds	55,000	55,444.49	101%	7%
Sessions	25,000	32,280.96	129%	3%
Aging Concerns	18,450	19,817.65	107%	2%
All Other	59,987	23,876.06	40%	8%
Total Income	\$ 761,673	\$ 736,631.22	97%	
Disbursements	Budget	Payments	% Budget	
Personnel	\$ 447,947	419,269.96	94%	59%
Office Admin & Support	111,986	95,610.16	85%	15%
Sessions *	32,800	35,171.36	107%	4%
Committees & Working Groups	36,275	17,083.63	47%	5%
Programs & Publications	28,550	21,598.46	76%	4%
Support of FUM/FWCC/FGC	10,050	5,992.84	60%	1%
Donations to Others	85,250	84,950.00	100%	11%
Total Disbursements	\$ 752,858	\$ 679,676.41	90%	
Surplus/Deficit**	\$ 8,815	\$ 56,954.81		

* does not include staff expenses and expenses for others paid by committees or funds

** 2017 surplus not sustainable; due to lower personnel costs, no audit, and closed funds moved to operations

Fund Balances	Operating Fund	Sharing Fund	Other Funds
Opening Balance	\$ 243,695.48	\$ 58,493.35	\$ 191,232.34
Plus Income ***	736,631.22	89,299.51	146,577.92
Minus Disbursements	679,676.41	71,165.65	147,684.52
To Date Balance	\$ 300,650.29	\$ 76,627.21	\$ 190,125.74

*** Includes \$25,288 Vital Meetings grant for 2018

Invested Trust Funds	June	December	Total
Dividend Disbursements			
NYYM Operations	\$ 23,006.81	\$ 23,133.68	\$ 46,140.49
Witness Funds	23,930.01	23,930.01	47,860.01
Other NYYM Funds	25,209.95	25,668.30	50,878.25
Other Organizations	34,315.89	34,315.89	68,631.78
Total Dividends	\$ 106,462.65	\$ 107,047.88	\$ 213,510.53
Invested Trust Fund Value	\$ 5,739,062.04	\$ 6,120,959.91	

Treasurer's Report

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Operations

December 31, 2017 NYYM Operations Financial Report 100%

DISBURSEMENTS	2017 Budget	YE 2017 Expenses	% Bud	Notes
General Services Coordinating Committee				
General Committee Expense	300	150.00	50%	
NYYM Officers' Expense	2,000	879.33	44%	
Development Committee	4,750	2,658.65	56%	
Total Committee Expense	7,050	3,687.98	52%	
Spark		8,327.00		
Yearbook/Adv Reports		3,930.44		
Other/Handbook/Faith&Practice		584.78		
Total Publications Expense	18,100	12,842.22	71%	
Fall/Spring Sessions Program		10,160.87		1
Summer Sessions Program		8,262.60		1
Sessions Committee Expense		1,519.87		
Total Sessions Expense	15,000	19,943.34	133%	
Administrative Expenses	17,206	16,891.24	98%	2
Insurance	11,330	10,897.11	96%	
Rent and Utilities - 15th St Office	23,800	23,481.41	99%	
Volunteer Support	500	109.25	22%	
Office Equipment & Support	2,950	2,399.32	81%	
Total Office Expense	55,786	53,778.33	96%	
Staff Salaries	349,886	320,151.66	92%	2
Medical and Pension Benefits	40,000	37,033.07	93%	
Other Wage Related Expenses	38,061	38,942.27	102%	2
Staff Development	1,000	990.00	99%	
Staff Travel	19,000	22,152.96	117%	2
Total Personnel Expense	447,947	419,269.96	94%	
Bookkeeping	36,200	31,200.00	86%	
Temp Staff/Consultants		10,631.83		
Audit/Review	20,000	-	0%	3
Total Services Expense	56,200	41,831.83	74%	
Total General Services	\$ 600,083	\$ 551,353.66	92%	

Note 1: Sessions expense offset by fees; 2016 expense did not include all Fall/Spring Sessions expense

Note 2: 2017 includes ARCH and Youth Secretary expenses paid from funds in 2016 plus online contribution fees

Note 3: There is no plan to do a professional audit or review in 2017

Ministry Coordinating Committee				
General Committee Expense	700	895.00	128%	1
Spiritual Nurture Working Group	3,250	1,541.11	47%	
Task Group on Racism	1,000	-	0%	
Outreach Working Group		305.00		2
Conflict Transformation	1,000	492.75	49%	
Ministry & Pastoral Care Committee	600	-	0%	
Total Committees/Working Groups	6,550	3,233.86	49%	
Bible Study & Worship Summer Sessions	1,100	670.32	61%	
Total Summer Sessions	1,100	670.32	61%	
Pastors' Conference	1,250	644.98	52%	
Other Programs		149.25		
From a Place of Abundance	3,200		0%	
Parent Meet-Up	500		0%	
Total Program Expense	4,950	794.23	16%	3
Total Ministry	\$ 12,600	\$ 4,698.41	37%	

Note 1: Additional \$200 budget from laying down of Advancement funds

Note 2: Additional \$500 budget from laying down of Advancement funds

Note 3: Facebook program charged to Vital Meetings Fund

Treasurer's Report

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Operations

December 31, 2017 **NYYM Operations Financial Report** 100%

DISBURSEMENTS	2017 Budget	YE 2017 Expenses	% Bud	Notes
Nurture Coordinating Committee				
General Committee Expense	1,200	50.25	4%	
Aging Concerns	13,725	7,886.09	57%	1
Young Adult Concerns	2,500	425.00	17%	
Youth Committee	750	1,029.93	137%	
Total Committee Expense	18,175	9,391.27	4%	
Nurture Programs	-	-	0%	
ARCH Programs	-	3,237.34	0%	
Total Program Expense	-	3,237.34	0%	
Junior YM Planning	2,200	740.00	34%	
Junior YM Summer Sessions	14,500	13,817.70	95%	2
Total Summer Sessions	16,700	14,557.70	87%	
FGC Central Committee	1,400	1,563.15	112%	
FUM Board Representatives	4,200	1,062.69	25%	
FWCC Section Meetings	3,000	1,917.00	64%	
Total NYYM Appointee Expense	8,600	4,542.84	53%	
Provision FUM Triennial Sessions	550	550.00	100%	
Provision FWCC World Gathering	900	900.00	100%	
Total for Gatherings not held annually	1,450	1,450.00	100%	
Friends Council on Education	150	150.00	100%	
Friends General Conference	2,500	2,500.00	100%	
Friends United Meeting	2,500	2,500.00	100%	
FUM - 3rd World Attend to Triennial	150	150.00	100%	
FUM 3rd World Board Reps	150	150.00	100%	
Friends World Committee	1,000	1,000.00	100%	
FWCC Section of the Americas	150	150.00	100%	
Friends LGBTQ Concerns	150	150.00	100%	
Oakwood School	5,300	5,300.00	100%	3
Powell House	73,200	73,200.00	100%	3
Total Contributions to Quaker Orgs	85,250	85,250.00	100%	
Total Nurture	\$ 130,175	\$ 118,429.15	91%	

Note 1: Budget includes \$9091 for FFA grant for ARCH strategy

Note 2: Silver Bay expenses for JYM staff

Note 3: Receive additional contributions from sharing funds and other funds

Witness Coordinating Committee				
Total General Committee Expense	3,000	550.00	18%	1
Contributions to Outside Orgs	-	(300.00)		2
Total Witness	\$ 3,000	\$ 250.00	8%	

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

This account is for expenses incurred by committees.

Note 2: Returned check from 2016 contributon

Other Groups				
Meeting for Discernment	1,000	220.52	22%	
Priorities Working Group	500	-	0%	
Miscellaneous	5,500	4,724.67	86%	1
Total Other Groups	\$ 7,000	\$ 4,945.19	71%	

Note 1: Quaker Outside the Lines project included in this line; returned part of \$5000 grant not spent on projects

TOTAL DISBURSEMENTS	\$ 752,858	\$ 679,676.41	90%	
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Treasurer's Report

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Operations

December 31, 2017		NYYM Operations Financial Report			100%
	2017 Budget	YE 2017 Income	% Bud	Notes	
INCOME					
<i>Meetings</i>					
All Friends Regional	43,620	33,920.00	78%		
Butternuts Quarterly	5,211	4,261.00	82%		
Farmington Regional	72,443	82,823.96	114%		
Long Island Quarterly	48,315	45,515.00	94%		
New York Quarterly	80,851	79,487.35	98%		
Nine Partners Quarterly	38,538	41,757.00	108%	1	
Northeastern Regional	31,148	31,992.00	103%		
Purchase Quarterly	65,565	65,085.00	99%		
Shrewsbury & Plainfield HY	53,660	49,910.00	93%		
Total Meeting Income	439,351	434,751.31	99%		
<i>Other Sources</i>					
Summer Sessions Registration	25,000	20,887.00	84%		
Spring/Fall Sessions Reg & Meals		11,393.96			
Invested Trust Funds	55,000	55,444.49	101%	2	
Grants	116,385	116,785.00	100%	5	
Annual Appeal	47,500	53,675.75	113%	3	
ARCH Contribution	18,450	19,817.65	107%	4	
NYYM Funds	38,667	10,337.73	27%	6	
Products/Services Contributions		3,554.83			
Other Income	7,370	9,983.50	135%	7	
Operating Reserve	13,950		0%	8	
Total Other Sources	322,322	301,879.91	94%		
TOTAL INCOME	\$ 761,673	\$ 736,631.22	97%		

Note 1: Includes \$3000 received in 2017 for 2016

Note 2: Trust Fund income includes dividends from NYYM invested trust funds and from NYQ Lafayette fund and from a share of the administrative costs of NYYM invested trust funds.

Note 3: 2017 includes \$9,115 received in Nov and Dec 2016 and all of 2017

Note 4: Contribution from Aging Concerns fund for ARCH expenses not covered by grants and income for products and services

Note 5: See list below

Note 6: Transfer from NYYM funds to operations; see list on Other Funds report

Note 7: Includes \$5000 credit for outstanding Audit invoice

Note 8: To cover possible deficit ; not needed

Operations Summary	Dec-17	Dec-16
Income	\$ 736,631.22	\$ 577,600.56
Disbursements	\$ 679,676.41	\$ 541,541.98
Surplus/Deficit	\$ 56,954.81	\$ 36,058.58

Grants received for 2017 Operations

Aging Resources, Consultation, and Help (ARCH) operations	\$ 74,000.00
ARCH Strategic Plan	\$ 10,000.00
Duke Leadership Grant (Quaker Outside the Lines)	\$ 5,000.00
Shoemaker Vital Meetings - Monthly Meeting Partnership Project - Children, Youth, Young Adults	\$ 27,785.00
Total Income	\$ 116,785.00

Treasurer's Report

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Sharing Fund Report

December 31, 2017

Sharing Fund Financial Report

	Balance Jan 1, 2017	Adj***	Income		Total Disbursed	Balance 12/31/17
			Sharing Fd Allocation	SF %			Designated Income
Contributions to Other Organizations						
AVP (Alternatives to Violence) Donation	\$ -		\$ 3,343.13	6.1%	\$ 3,393.13	\$ -
Right Sharing	\$ -		\$ 2,466.26	4.5%	\$ 2,466.26	\$ -
Designated Use Funds						
Barrington Dunbar Fund for Black Development	\$ 4,997.20		\$ 13,317.64	24.3%	\$ 11,300.00	\$ 8,930.84
Black Concerns	\$ 4,767.97		\$ 3,726.76	6.8%	\$ 5,449.47	\$ 4,676.42
Conscientious Objection to Paying for War	\$ 3,817.84	(2,200.00)	\$ -		\$ 610.50	\$ 1,007.34
Earthcare	\$ 317.58	2,500.00	\$ 3,946.00	7.2%	\$ 699.10	\$ 6,064.48
Euro American Quakers Working to End Racism	\$ (284.99)	1,000.00	\$ 712.48	1.3%	\$ 1,124.00	\$ 303.49
Indian Affairs	\$ 5,802.78		\$ 11,837.99	21.6%	\$ 10,233.00	\$ 12,212.67
NYYM Named Representatives	\$ 1,865.85		\$ -		\$ 961.50	\$ 904.35
Peace Concerns	\$ 5,731.70	(4,731.70)	\$ -		\$ -	\$ 1,000.00
Prisons	\$ 1,953.99		\$ 5,590.15	10.2%	\$ 4,355.00	\$ 5,942.76
Torture Awareness	\$ 524.40		\$ -		\$ -	\$ 524.40
Witness Activities	\$ 10,663.86		\$ 4,055.59	7.4%	\$ 6,346.37	\$ 8,373.08
Witness to the World	\$ 3,611.49	6,984.16	\$ 3,343.13	6.1%	\$ -	\$ 13,938.78
World Ministries	\$ 8,621.71		\$ 2,466.26	4.5%	\$ 15,329.20	\$ 17,800.00
FUM (Friends United Meeting) Missions	\$ 2,549.51		\$ -		\$ 3,481.92	\$ 4,131.43
Campaign Expenses			\$ 2,925.94		\$ 2,925.94	\$ -
Inactive Funds						
Meeting the Minimum Needs of All (MIMNA)	\$ 3,552.46	(3,552.46)	\$ -		\$ -	\$ -
Total Sharing Fund	\$ 58,493.35	\$ -	\$ 57,731.33		\$ 31,568.18	\$ 71,165.65
			***Adjustment per minute from Summer Sessions			
General Contributions (Meetings and Individuals)	36,737.19		allocated at month end by SF % to Witness funds			
Donor Designated Contributions	3,079.36		credited to specific Witness funds			
NYYM Trust Fund Income						
Sharing Fund Endowment	20,994.14		allocated when received by % after campaign expenses paid			
NYYM Designated Trust Funds	28,488.82		credited to specific Witness funds; see Trustee report for details			
2017 Sharing Fund Goal	\$ 55,000.00		does not include Trust Fund and Endowment income			
Percentage of Goal	72.39%					

Note 1: Includes \$800 contribution from NY Quarter

Note 2: 11.3% of the Indian Affairs allocation is designated for Standing Rock; 10.3% is for all Indian Affairs work; three vouchers in process for \$300 each

Note 3: Included a one-time contribution from trustees of \$1622.94 from 2015 retained income

Note 4: Designated Income includes a return of a grant of \$1500

Note 5: Adjusted at end of year from endowment income

Treasurer's Report

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Other (not Witness) Funds Report

December 31, 2017 Other (not Witness) Funds - Financial Report

	Balance Jan 1, 2017	Income	Disbursed	Balance 12/31/17	Steward	Notes
Funds to Provide Grants						
Equalization Fund	\$ 1,057.41	\$ 15,604.64	\$ 12,856.39	3,805.66	Sessions C	3
Lindley Murray	\$ 29,495.00	\$ 29,713.54	\$ 29,495.00	29,713.54	Lindley Murray	5
Mahlon York (Butternuts)	\$ 4,690.34	\$ 8,393.94	\$ 1,510.00	11,574.28	NYYM Trustees	5
Meeting Houses & Properties	\$ 624.85	\$ 1,139.11	-	1,763.96	NYYM Trustees	5
Stevens	\$ 1,948.26	\$ 5,920.14	\$ 8,250.00	(381.60)	Pastoral Care C	5
Young Friends Activity	\$ 4,411.57	-	\$ 600.00	3,811.57	Nurture CC	
Contributions Funds						
Aging Concerns (ARCH)	\$ 31,076.20	\$ 5,586.00	\$ 19,817.65	16,844.55	Nurture CC	2
Provision Funds						
FWCC World Gathering	\$ 2,870.33	\$ 900.00	\$ (7.70)	3,778.03	Nurture CC	
FUM Triennial	\$ 4,767.62	\$ 550.00	\$ 4,487.50	830.12	Nurture CC	
FWCC Regional Hosting	\$ 1,248.44	-	-	1,248.44	Nurture CC	
Other Designated Use Funds						
Meeting Visitation	\$ 5,826.76	-	\$ 3,250.00	2,576.76	M&C CC	6
Mosher	\$ 8,923.19	\$ 4,985.50	\$ 4,188.10	9,720.59	Mosher C	5
Vital Meetings Grant	\$ 7,507.40	\$ 30,782.93	\$ 5,402.99	32,887.34		1,4
Trustee Reserve	\$ 48,155.99	\$ 42,084.98	\$ 35,035.89	55,205.08	NYYM Trustees	
Inactive						
Conflict Transform Film Proj	\$ 511.24	-	-	511.24		
Sufferings	\$ 15,319.04	\$ 917.14	-	16,236.18	Sufferings C	5
Total Other Funds	\$ 168,433.64	\$ 146,577.92	\$ 124,885.82	\$ 190,125.74		
Closed						
Aging Resources Website	\$ 319.48	\$ 319.48			Disposition	
Advancement	\$ 14,423.58	\$ 700.00	\$ 4,861.39	\$ 8,862.19	Operations	
Contingency Fund	\$ 5,887.36	\$ 5,887.36			Eq Fund, Vital Meetings, Center for Racial Justice	
Faith & Practice Fund	\$ 953.42	\$ 953.42			Operations	
Young Adult Field Secretary	\$ (22.53)	\$ (22.53)			Operations	
Records Preservation	\$ 1,237.39			\$ 1,237.39	Swarthmore Historical Library	
Total Closed Funds	\$ 22,798.70	\$ 7,837.73	\$ 4,861.39	\$ 10,099.58		

Note 1: Income includes \$3500 from closed Advancement funds to cover Facebook project expenses

Note 2: Amount disbursed is operating cost of ARCH program not covered by grants and income from products and services

Note 3: Income from individual/meeting contributions; \$9600 from 10 complimentary stays at Silver Bay; \$1360 from closed Advancement funds

Note 4: Includes \$25,288 Shoemaker grant for 2018; 2017 grant shown in Grant Income

Note 5: Receives income from NYYM Trust funds

Note 6: \$2500 moved to operating fund per approved 2017 budget

Treasurer's Report

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Trust Funds & Property

December 31, 2017

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 assets are currently invested under the care of Friends Fiduciary Corporation.

	June 2017	Dec 2017	YE 2017
Invested Trust Funds	Dividend	Dividend	Value
Operations			
<i>Operations - Unrestricted</i>	\$19,354.43	\$19,481.31	\$1,113,934
<i>Operations - Ministers</i>	\$1,292.04	\$1,292.04	\$73,878
<i>Operations - Aging Concerns</i>	\$2,360.34	\$2,360.34	\$134,963
Total Operations	\$23,006.81	\$23,133.68	\$1,322,776
Funds under the care of Witness Coordinating Committee and Sharing Fund			
<i>Barrington Dunbar</i>	\$558.00	\$558.00	\$31,906
<i>Black Concerns</i>	\$585.90	\$585.90	\$33,502
<i>FUM Missions</i>	\$1,740.96	\$1,740.96	\$99,547
<i>Indian Affairs</i>	\$2,352.45	\$2,352.45	\$134,512
<i>Prisons</i>	\$2,092.50	\$2,092.50	\$119,648
<i>Sharing Fund</i>	\$10,497.07	\$10,497.07	\$600,219
<i>World Ministries</i>	\$6,103.13	\$6,103.13	\$348,975
Total Witness Funds	\$23,930.01	\$23,930.01	\$1,368,309
Other Designated Use Funds			
<i>Lindley Murray</i>	\$14,856.77	\$14,856.77	\$849,505
<i>Mahlon York</i>	\$4,696.97	\$4,696.97	\$268,571
<i>Meeting Houses and Properties</i>	\$340.38	\$798.73	\$45,671
<i>Mosher</i>	\$1,897.20	\$1,897.20	\$108,481
<i>Stevens</i>	\$2,960.07	\$2,960.07	\$169,256
<i>Sufferings</i>	\$458.57	\$458.57	\$26,221
Total Other Designated Use Funds	\$25,209.95	\$25,668.30	\$1,467,704
Designated to Quaker Organizations			
<i>Friends Historical Library</i>	\$3,187.86	\$3,187.86	\$182,281
<i>Oakwood</i>	\$29,325.69	\$29,325.69	\$1,676,833
<i>Powell House</i>	\$1,802.34	\$1,802.34	\$103,057
Total Quaker Organizations	\$34,315.89	\$34,315.89	\$1,962,170
Total	\$106,462.65	\$107,047.88	\$6,120,960

Property under the care of Trustees	Value/Disposition
Stamford - Greenwich Mortgage	Monthly payments; income reinvested
Plattekill Meeting House	March sale net \$24,708; invested in Meeting Houses & Properties Fund
Monkton Meeting House and Cemetery	Deed to Methodist Church in process
Yorktown Meeting House and Parsonage	In negotiations with Calvary Bible Church
Morris Cemetery	Cemetery trust fund established; used to pay for cemetery maintenance

		2017 Budget	2018 Budget
Revenue		Revised	
	Meeting Income	439,351	421,703
	Registration Fees	25,000	22,000
	Trust Funds	55,000	56,500
	Other	203,655	190,448
	NYYM Other Funds	38,667	37,000
	Total	761,673	727,651
Revenue - Other Sources			
	Grant Funds: Shoemaker	31,805	25,385
	Grant Funds: FFA + Others	74,000	75,000
	Grant Administration	10,580	
	Interest/Friends Contribut/Publicat	7,370	9,000
	From Provision for Next Budget	13,950	-
	Annual Appeal	65,950	81,063
	Total	203,655	190,448
NYYM Other Funds			
	Contingency	5,254	-
	2016/2017 Excess Rev/Exp		37,000
	Aging Concerns	27,413	-
	Advancement Lafayette	3,500	-
	Meeting Visitation	2,500	-
	YFIR	-	-
	Total	38,667	37,000

2018 Operating Budget

		2017 Budget	2018 Budget
General Serv. Expenses			
Section Expense	General Expense and Travel	200	300
	NYYM Officers' Expense	2,000	1,000
	Audit/Financial Review	20,000	-
Total Section		22,200	1,300
Committees			
	Communications	18,100	20,000
	Nominating	100	-
	Sessions Committee	15,000	18,000
	Development Committee	4,750	5,000
Total Committee		37,950	43,000
Office Expense			
	Office Operations		
	Administrative Expenses	17,206	16,300
	Insurance: D&O, liab, prop, umbrella	11,330	11,100
	Rent @ 15th St.	22,000	23,000
	Utilities @ 15th St	1,800	2,040
	Staff Travel	19,000	17,500
	Computer Consultation	750	-
	Electronic Services		5,000
	Office Equipment	2,200	2,500
Total Office Operations		74,286	77,440
Personnel			
	Staff Salaries	282,536	343,677
	Staff Hourly Wages	67,350	-
	Salary and Wage Related Expenses	78,061	73,534
	Staff Development	1,000	1,000
	Volunteer Support	500	300
Total Personnel		429,447	418,511
Acctg/Bookkpg Svcs		36,200	36,200
TOTAL GENERAL SERVICES		600,083	576,451

Ministry Expenses			
Section Expense	Section Expense	700	1,800
Programs			
	From a Place of Abundance	3,200	-
	Bible Study Leader	1,000	1,000
	Conflict Transformation	1,000	3,000
	Ministry & Pastoral Care	600	3,600
	Pastors' Conference	1,250	1,250
	Alternate Member Path WG	-	1,000
	Spiritual Nurture Working Group	3,250	4,800
	Worship At YM Sessions	100	-
	Parent Meet-Up	500	300
	Outreach Working Group	-	5,000
	Task Group on Racism	1,000	1,000
Total Programs		11,900	20,950
TOTAL MINISTRY		12,600	22,750

		2017 Budget	2018 Budget
Nurture Expenses			
Section Expense			
	Section Expense	1,200	-
	Total Section	1,200	-
Committees			
	Aging Concerns	13,725	4,775
	Junior Yearly Meeting Planning	2,200	3,955
	Junior Yearly Meeting Silver Bay	14,500	14,245
	Young Adult Concerns	2,500	-
	Powell House Committee		1,000
	Youth Committee	750	1,000
	Total Committees	33,675	24,975
Appointees			
	FGC Central Committee	1,400	800
	FUM Board Representatives	4,200	4,000
	Provision for FUM Triennial Sessions	550	1,000
	FWCC Section Meetings	3,000	1,800
	Provision for FWCC World Gathering	900	1,200
	Provision for FWCC Regional Hosting	-	900
	Total Appointees	10,050	9,700
Allocations & Donations			
	Friends Council on Education	150	150
	Friends General Conference	2,500	2,500
	Friends United Meeting	2,500	2,500
	FUM-3rd World Attend to Triennial	150	150
	FUM-3rd World Board Reps	150	150
	Friends World Committee	1,000	1,000
	FWCC Section of the Americas	150	300
	Friends LGBTQ Concerns	150	150
	Oakwood School	5,300	5,300
	Powell House	73,200	73,200
	Total Allocations/Donations	85,250	85,400
	TOTAL NURTURE	130,175	120,075

		2017 Budget	2018 Budget
Witness Expenses			
	Section		
	Section	3,000	1,000
	Coordinating Committee	-	-
	Total Section	3,000	1,000
	Donations		
	NJ Council of Churches	-	300
	FCNL	-	300
	NYS Council of Churches	-	300
	Earth Care Witness	-	300
	William Penn House	-	300
	Peace Tax Fund	-	300
	Water Protectors	-	300
	Campaign Against Torture	-	300
	Bolivian Quaker Education		300
	Friends Peace Teams		300
	Total donations	-	3,000
	Appointee Expenses	-	3,000
	Commitees	See Treasurer's Report	-
	Sharing Fund Campaign	Sharing Fund	-
	TOTAL WITNESS	3,000	7,000
	Meeting for Discernment	1,000	800
	Leadings & Priorities	500	-
	Contingency/Future Budget	2,000	-
	Provision for Vital Mtgs	3,000	-
	Provision for Next Budget	500	-
	Total Disbursements	752,858	727,076
	Revenue/Expenses	8,815	575

NOTE FROM THE EDITOR: The committee and organization reports section is organized according to the coordinating committee structure that was in place until Spring Sessions 2018, when Nurture Coordinating Committee was suspended.

Meeting for Discernment Steering Committee

Meetings for Discernment are held each year during Summer Sessions and in the winter at a host meeting's meetinghouse. The gatherings have become a valued time for sharing with other Friends from throughout New York Yearly Meeting in extended worship. In these sessions, we may learn what is rising up in local meetings, hear inspired ministry from new and experienced Friends and gain renewed appreciation for the variety of gifts among us.

This past February 17, sixty-eight Friends gathered in the 15th Street meeting house in New York City for the winter meeting for discernment. Most Friends who participated found the experience to be deep and meaningful. With a participation of only sixty-eight in a central location, the Steering Committee is concerned that too many Friends are not truly aware of the value of the experience of meetings for discernment, a rare experience of extended worship without any press of business or decision making. This was a normal practice among Friends in past centuries, and for good reason. We hope to try to do a better job of making better understood the spiritual value of such deep sharing so that more Friends will attend and discover why so many look forward to the gatherings and attend whenever they are able.

This year, the steering committee will be reviewing the process of creating queries. We may want to consider less directive queries so that Friends do not feel restricted by the queries in their messages. Should the queries lean toward being personally reflective? Toward concerns of the local meetings and how they are faring? Toward what is rising in the local meetings and throughout the yearly meeting? Toward specific rising concerns such as pay-as-led and/or racism? Toward the "hard" issues of the world and how we may be led to respond? Do we need queries at all? For both the morning and the afternoon session? We may experiment at Summer Sessions 2018, and we would

value your input afterward.

The gatherings are all organized by the steering committee with the help of the local host committee. Rather than being a burden, hosting is usually experienced as a true opportunity for the local meeting to connect deeply with Friends from throughout the yearly meeting, both as a body and as individuals. The experience of hosting is much less demanding than hosting a spring or fall session. It brings meeting members together in what is usually found to be a rewarding group experience for the meeting. The committee also finds that Friends who are asked to serve as elders and clerks during the process express a willingness to serve because the process has spiritual depth and value both to them as participants and to the host meetings. All Friends are invited to attend all of our gatherings. The cost is small and travel expenses are available on request. There is of course no additional cost at Summer Sessions.

The steering committee meets monthly by conference call and expects to continue its work to provide this twice yearly environment for deep extended worship. We encourage participation by all Friends. You are invited to experience the foundational experience of Friends across the centuries and across the world as we sit and listen deeply.

Jeffrey Aaron, Caroline Lane, co-clerks

MINISTRY SECTION

State of Society Report

Between January and April 2018, 56/73 (77%) of New York Yearly Meeting monthly meetings submitted State of Meeting reports. 8/10 (80%) of prison worship groups submitted reports. 49/63 (78%) of monthly meetings (excluding prison worship groups) completed a ten-question survey distributed by the State of Society Committee. All quotations and data represented in the narrative below come from submitted reports and the results of that survey. Since not all Meetings responded to the survey, any percentages included in the report are approximations rather than exact figures.

Present with one another in worship, discernment, witness, and fellowship, Friends across New York Yearly Meeting described the 2017-2018 year as one in which the Spirit flowed. Rich connections continue to enliven and enrich us, to show us the way while we wrestle with internal struggles, concerns about the state of our nation, violence around the world, and climate change. Many of our meetings are small or shrinking. 61% of meetings have fewer than 40 members, 47% have fewer than ten people attending meeting for worship, and 32% have lost members over the last year. Yet, “we find strength in each other even as we are challenged by our diminishment and face the fears of our unknown future as a meeting.” Other meetings are large or growing. 39% of meetings have greater than 40 members, 16% have greater than 25 people attending meeting for worship, and 23% have increased their membership over the last year. One meeting shared, “We have been blessed this year to hear a letter requesting membership (either first or second reading) at eight of eleven meetings for worship with a concern for business.” Indeed, whatever the meeting size and circumstances, the commitment we make to one another to gather in worship to find a way forward is the core of our Quaker faith and practice.

Meetings posed rich questions for themselves, and perhaps in turn for Quakers everywhere:

- Can we reclaim the discipline of speaking truth with love to each other—and to the world?
- Are we making Friends’ testimonies a way of life?
- What would it look like to be a radical spiritual community?
- Is it possible for us...to push back against overstimulation—to keep the Sabbath, to make room every day for the Holy? Can we find a way to do this as individuals and as a community?
- How has the meeting changed me? Are there ways we would like the meeting to change us?
- What is the shadow side of our Light?

- What is experiencing the Spirit?
- How do we keep the channels of Love and Truth alive?
- Has the State of Society report become a “redundant process” ...“new ways to say the same thing”?

Briefly or in more detail, each state of the meeting report shares wisdom from a collective journey across the year, revealing strong and consistent themes throughout our yearly meeting. Truth is illuminated and elevated by elders, members and attenders, newcomers and children, and we see that “Truth is spoken by both experienced and inexperienced Friends. We need only to listen.”

Many Meetings experience **worship** as strong, vital, and powerful, the primary well from which we, as individuals and as a community, draw our vision and sustain our integrity. While 38% of our meetings report that ministry is rare with fewer than two messages per week, there is a “sense of increased nurture and sustenance, depth in a time of emotional stress in the country, and interest to offer spiritual sanctuary to all who attend.” “Our world cries out for all the loving creative energy we can muster. Our coming together regularly in worship helps us not be paralyzed but meet each day with gratitude and openness to possibilities.” “Everything is suspended as we sit quietly and wait—except for the fire in the woodstove and the Light.” “Meetings for worship are an opportunity for us to feel human in a de-humanizing world.”

“We listen for the wisdom of the Inner Light, experience the Holy Spirit, pay attention to the spoken ministry of others and deliver our own vocal ministry.” Sometimes “the unwillingness to break the silence” suggests that the spoken ministry arises from an inward prompting of “the genuine spirit of prophecy.” “We do not pull and tug at each other’s beliefs—or lack of them. We trust the power of silent worship to unite us.” “The worship silence can challenge us to be the person we want to be and to come to actions led from the voice of love.” “I sit in silence here, so I can go out and be a loud voice for justice.”

Witness and service, activism, and interfaith partnerships are important to us, both communally and as individual Friends. One meeting noted that the state of the world in the

present times “prompted many of us to become more visible as Quakers;” and another embraced the call to “witness to others in love and to not surrender to our fears.” “We like how our meeting takes collective action to heal the world but also helps us in our own individual efforts.” Friends provide unwavering leadership to unpack and dismantle racism in our history and practice. “We call on Friends to look at how white privilege and European-American culture have been baked into the history and structure of Quakerism.” Friends across the yearly meeting also stay busy with personal and shared reading, training, speaking out, engagement with community partners, and activism in the wider community. We continue with regular peace vigils, preparing and serving meals for the hungry, support for refugees, homeless shelters, film/discussion programs open to the community, prison visitation, AVP, and active participation in a wide variety of local and statewide issues including prison reform. “We were deeply encouraged by so many people coming on board for the solitary housing unit display” hosted at the local county fair, and “how many members of the public we engaged in dialogue there.” Our witness in the world is a vehicle for spreading God’s love and sharing the Truth we have discovered.

Yet there is tension for some of us as well. We wonder how to faithfully balance the communal leadings of our meetings and the strong leadings of individuals. We wonder how to sustain myriad projects and events beyond the meetinghouse walls while sustaining ourselves as a community. We wonder if our attention to social justice distracts us from attending to our members and attenders. “Meaningful witness became hesitant at a time when spiritual sustenance was most needed and when attendance was declining.” “We hope to obsess less over news headlines and to focus instead on critical issues.” “We strive to anchor the ‘doing’ of service’ in the deep ‘being’ that changes even our neurons in the direction of compassion, trust, and service.” We trust we are moving in the right direction and recognize that the path is not always easy.

Outreach is a focus for many meetings, informed by a desire for growth and a more vibrant, inclusive, diverse community in worship and business. We know and are continuing to discover

the value of diverse opinions and we seek to enrich the presence of Friends in a changing world. While in past years we have discussed hypothetical ambitions for outreach and griped about the challenges to accomplish it, we have shifted our tone this year, instead focusing on the concrete and specific actions we are taking to make our presence known and invite people in. Outreach is more comfortable for some than for others, and what outreach looks like varies based on meeting size and location, including geographic “apartness” for those who travel some distance to their meeting. However, we seem more confident and optimistic in our efforts, potentially as a result of the newly launched Outreach Working Group which serves to “make outreach a thoughtful, joyful, ongoing practice in every Quaker meeting, ultimately raising the visibility and awareness of Quakers and the message we bring to the world.” We sense that they are succeeding.

“Who are we as a faith community, family and how can the meeting house serve our needs? Who are we to our neighbors? Who are we to seekers who cross our threshold?” How do we visibly create “a place of more walking together than holding to a dogma?” “We endeavor to teach Friends’ practice and to be as transparent as possible in our work as we try to learn from those who join us in worship and community.” “We are optimistic that we are both ‘doing the right things’ and ‘doing things right,’ but we know that we now need results in the coming year to show that the meeting is growing, that the quality of our worship is growing, and that the service we offer to the world is making a difference.”

We also seem to be shifting and growing in our capacity to recognize and address **conflict**. While in past years we have noted aversion to or outright ignoring of the conflicts simmering in our midst, many of us have learned how to move from positions of powerlessness and fear to strategies focused on peaceful resolution, transforming power, and community. We know that when left unresolved, conflict takes away from our ability to grow and connect with Spirit, and while we still have work to do, we are more open about naming the reality of conflicts and misunderstandings that have separated members from a meeting and from one another. Certainly, the work of

the Committee on Conflict Transformation is aiding us in our journey by providing tools, resources, and support. “We hope and feel obligated for the healing outcome of open discussions and new revelations.”

Meetings large and small acknowledge that being prepared for **First Day School, children, and families** is sometimes a burden. However, we note that our increased labors and attention in this area often brings people together and creates a bright spot in the life of our communities. 34% of our meetings offer First Day School every week for elementary-aged children and 14% are prepared to offer First Day School if children attend. We are growing in our ability to welcome and value children’s voices in meeting activities, including the writing of the state of meeting reports. We are also growing in our sensitivity to the challenges facing our families and parents. There is much gratitude expressed throughout NYYM for the guidance and resources offered by Melinda Wenner-Bradley to enrich First Day School and involve children in worship and meeting life. At the same time, 34% of our meetings do not have any children or families in attendance, and only 13% offer programs, First Day School, or engagement opportunities for high schoolers or young adults. While there is much to celebrate in terms of increased inclusion, as a yearly meeting we have work to do in this area.

We are **experimenting with and examining our structures** for committees, business meetings, and even our meetings for worship, recognizing that our processes must sometimes evolve to make room for or better illuminate God and Truth. One meeting wonders how to “support our differences without feeling we homogenize into an even keel, middle of the road, steadily plodding-in-the ordinary meeting?” We offer new ways to engage and encourage participation and understanding by members and attenders including creating a flow from worship into meeting for business, holding a meeting for committee clerks one week prior to meeting for business, distributing agendas and other documents in advance of meetings to allow for fuller discernment, allowing both members and attenders to break meeting, and introducing queries or readings into meeting for worship. One meeting shared: “as a small meeting, we

cannot maintain a committee structure. Having come to accept this as a strength, rather than a limitation, we are now able to conduct Spirit-led, worshipful business together.” Another meeting described a well-functioning “Upreach Committee” that combines “advancement, peace and social concerns, and intergenerational fellowship.” Yet another wrote that “rotating leadership for adult Religious Education broadened participation.” We are actively discussing and navigating challenges around how to embrace technology, effectively use websites, and employ social media. While there is still tension and some resistance to change, we are finding that our experimentation and deep listening help reduce committees’ and individuals’ sense of being over-stretched, and further contribute to improved inclusivity and productivity in our meetings and yearly meeting. “In trusting in Spirit, we are letting go of fear, realizing that it also a means letting go of certainty.”

While many of our meetings and worship groups experience fragility and fear of the future, together this year’s state of meeting reports tell more of a story of continuing revelation, openness to change, optimism, and hope. “A year that began with a sense of crisis and [seemingly] dwindling resources [of time and energy] has ended with a deeper, richer sense of community and mutual trust.” We are preparing people to participate and engage at deeper levels. We are singing, making music, and creating art. We are becoming more aware of and attempting to limit our implicit expectations of people. We are sharing responsibility for the joy and tension of supporting individuals in their leadings. “The darkness comes in the human form of misunderstandings in which we listen more closely to our own voices than to the voice of the Holy Spirit working among us.” We are working on it by reaching out and reaching in, growing up and centering down, honoring the past and looking toward the future. “Just as the Apostle Paul wrote to the church at Philippi nearly two thousand years ago, we have not yet reached perfection in the Lord, but we move ever forward to reach that mark and attain that goal.” From our small corner of Quakerdom, New York Yearly Meeting shares praise, blessings, wisdom, and gratitude with each other and the wider world.

—*Marissa Badgley*

Ministry Coordinating Committee

Ministry Coordinating Committee (MCC) is trying to learn to be more inclusive. We're also supporting other parts of the yearly meeting in doing that. We have taken the Alternative Membership Pathways Working Group under our care. We supported Whisper Buddies. That's a program that helps explain how things work to Friends who are new to yearly meeting sessions. We are trying to simplify the language of our reports and documents. This is hard! The Outreach Working Group started regular peer group calls to support monthly meetings' outreach efforts. We supported a groundbreaking experiment helping monthly meetings use social media. We also helped address racism and white privilege. We funded some Friends' attendance at the white privilege conference in Philadelphia. We also supported the Friends Center for Racial Justice in Ithaca.

MCC actively supports Friends' ministry and the spiritual life of monthly meetings. We hold an ongoing concern for the support of retired ministers. MCC distributes the Stevens Fund. Trustees have requested that we open applications for this to the whole yearly meeting. We have, but the funds available are limited. There is a gap between the financial need of retired ministers and what we have to give. We also work with New England Yearly Meeting. Together, we support current ministers and elders through joint retreats. We share the cost of facilitators and scholarships.

Several meetings have asked for a member to be recorded in the ministry. We have set up discernment committees to get to know the Friends and their ministries. Darlene Farley of Farmington was recorded in the ministry in 2017. We have also begun to explore ways to release Friends carrying a ministry. That means helping them with financial and other support. The Spiritual Nurture Working Group provides retreats tailored to local meetings. It also sponsors retreats at Powell House. The Conflict Transformation committee is working with Friends everywhere. They've done workshops at national gatherings and online videos.

The State of Society committee has enlivened its reports. The reports help us understand each other better. They talk about monthly meetings and committees. They show the life and the

challenges. We continue to experience continuing revelation. Sometimes that means changing our book of discipline. The Committee to Revise *Faith and Practice* works on that.

Ministry Coordinating Committee (MCC) met four times. These meetings happened at Coordinating Committee Weekend, Spring Sessions, Summer Sessions, and Fall Sessions. The committee held one conference call in early fall to work on our budget. It was a year of transition when our long-term clerk moved away from NYYM. Interim clerks were appointed while we discern a new clerk. Some committees had unexpected transitions in membership. Some committee members asked to be released. The interim clerk has been helping the Worship at Sessions Committee. That committee only has a few members.

Our meetings are based in worship and grounded in love and mutual respect.

Lu Harper, clerk

Committee on Conflict Transformation

In 2017 the Committee on Conflict Transformation was invited to be of service to monthly meetings, the Friends Center for Racial Justice, and the yearly yeeting organization.

The committee has an active core of four members from Farmington-Scipio and Northeastern regional and quarterly meetings. In 2017 the co-opted member from Philadelphia Yearly Meeting asked to be released from service. We sent a list of potential members to the Nominating Committee but have not received a response to date. With our clerk's term expiring in July 2018, we feel an urgency to recruit new members of the committee.

The committee met by phone with some regularity and gathered on retreat August 25-27, 2017.

Members of the committee invested significant effort by phone and in face-to-face meetings in planning for a 5-day workshop at the July 2017 FGC Gathering in Niagara Falls. We structured the workshop around gospel order, and provided a mix of lecture and experiential elements; in addition we offered opportunities for one-on-one sessions to four individuals. Seventeen individuals attended, and feedback from the evalu-

ations was quite positive. We do not plan to offer a workshop at FGC in July 2018, but may consider doing so again in 2019.

The committee has shifted its emphasis in the last part of 2017 to bringing peace circles as a means of conflict transformation.

- CCT was invited to assist in working through a situation arising out of 2017 Summer Sessions. We began with confidential phone conversations with individuals, then pairs of CCT members conducted phone interviews. In the course of this work we were clear that our role is restoration of relationship rather than discipline. We continue to work toward bringing together those involved in the situation in a peace circle.
- In late 2016 the committee was called upon by a monthly meeting experiencing tensions; assistance began with confidential phone conversations with a number of individuals in preparation for finding how best to respond. By September we facilitated a peace circle for members of that meeting and continue in dialogue with them.
- We offered a weekend workshop on Conflict as Communication in Community at the Friends Center for Racial Justice on October 6-8, 2017, using peace circles as a key piece of the training. Ten people participated.
- CCT sent each meeting a copy of *The Little Book of Circle Processes* in Fall 2017.
- CCT is sponsoring Kay Pranis, the author of *The Little Book of Circle Processes*, to facilitate two 2-1/2 day workshops on circle processes in April, one in Rochester and the other in New York City. We have obtained a grant from Farmington-Scipio Region to assist in expenses with the Rochester workshop and are using committee funds and registration fees to cover the remaining costs.

The committee submitted its responses to the accountability queries to Ministry Coordinating Committee in a timely way.

Heather Cook, clerk

Ministry and Pastoral Care

Ministry and Pastoral Care committee has focused on supporting ministry and ministers in varied ways over the last year. We have continued our support of the annual retreat for Pastors of New York Yearly Meeting at the annual NYYM/New England Yearly Meeting retreat. This year, instead of a retreat for pastors and elders, a retreat was held for people who ‘tend the flock’ as identified by their monthly meeting. In addition, the committee cares for the distribution of monies from the Steven’s Fund. This year, in conjunction with the trustees, we brought transparency to the process, clarifying eligibility requirements and reimbursement processes. We added an additional ongoing beneficiary. This committee provides support to the Whisper Buddies coordinator. We have been asked to undertake the task of how the yearly or monthly meeting might financially support an individual with a ministry. The large scope of the project has asked us to consider what first steps might be. This year we look forward to identifying specific projects that individuals serving on the committee are interested in. The work of this committee is varied and deeply spiritually supported. We look forward to having others join us in this work.

Anne Pomeroy, clerk

Committee to Revise *Faith and Practice*

The main accomplishment of the Committee to Revise *Faith and Practice* during the calendar year 2017 was the preparation of the 2018 edition of our Book of Discipline, which was released in March 2018. This edition represents the first plenary updating of the book since 1998, and incorporates changes approved by the body during the past two decades.

These revisions include the laying down of the yearly meeting on ministry and counsel; the restatement of the discipline on covenant relationships; revision of the spiritual duties of monthly meeting ministry and counsel; procedures for the recognition of worship groups; guidelines for the use of technology in the work of the yearly meeting; and revisions to the procedure by which the Book of Discipline may be revised.

The committee’s *Handbook* page was revised for the first

time in 17 years, and the body approved the new charge at Fall Sessions 2017. The committee (and the Ministry Coordinating Committee) recommended that appointees to service be members of monthly meetings; however the body was not clear to approve that restriction, and so service on the committee remains open to attenders.

The committee met several times by telephone and at each Sessions during 2017. It also conducted a day-long retreat on September 30, 2017. At that time, the committee members experienced divine guidance in a rich and inspiring way, and candidly identified ways that procedures of service may be improved, and that particular sections of *Faith and Practice* could be subject to prayerful reconsideration. One portion of the minutes of that retreat may be of interest to the body at large:

The committee does not meet to propose what ought to be our faith and our practice, but rather to describe our current practices and what principles of the Spirit we, as a yearly meeting, share in common. We seek to come to unity in our proposals after deep discernment involving others, rather than through advocacy, discussion and conviction. Ideally, our Book of Discipline should articulate our current practices and how we are living out our faith as a coherent body. For that reason, it is prone to revision as the body is prone to continuing revelation. We hold a mirror to the body to say what it is actually doing.

At Spring Sessions, the committee met and discussed details concerning the new edition of *Faith and Practice*, including making it available in several accessible formats—large print, e-book, e-audiobook, and possibly, braille. We continue to work on this.

We also continue our editing on an expanded section on *Clearness Committees* and are beginning work on a new section on *Eldership*.

The yearly meeting's web page was revised and re-structured in 2017 and among other features, the web page has links to the Book of Discipline and the text of revisions to the book that have been recently approved by the body.

The committee is blessed with gifted membership and is hopeful that others may be led to service.

Carolyn Emerson, clerk

Spiritual Nurture Working Group

During Summer Sessions, SNWG offers coffee, conversation & communion on the Inn Porch from 6-7:30 am. We also offer drop-in worship sharing on the porch for those who haven't signed up for a worship sharing group or are only at Silver Bay for a portion of the week.

Since Summer Sessions 2017 we've facilitated retreats for three monthly meetings. We had trouble responding promptly to a retreat request from a prison worship group, although we forwarded the request to facilitators who are prison visitors. Although we have many possible retreat offerings and usually tailor our retreats to meetings' needs, there is an ongoing need to get the word out about our availability to provide retreats at no cost to monthly meetings or quarters. We hope to increase our use of social media in the coming year to get the word out.

The most active participants of the working group met in person and/or conference call less frequently this year, in large part due to other Friendly work pulling us away. One Friend was involved in NEYM's Nurturing Faith & Faithfulness course, serving as an elder, and is bringing us insights around creating in-person/online retreats for our future work. Another Friend spent much of the spring traveling in the ministry internationally. Yet another Friend was involved in planning a potential course under the auspices of School of the Spirit. Another was called to become interim clerk of a YM coordinating committee.

We hope to regroup with new energy and participants, and invite anyone with a concern for the spiritual life of our meetings to join us.

Lu Harper, clerk

Committee on Sufferings

No report submitted.

Committee on Worship at Yearly Meeting Sessions

The committee had some difficulties getting underway initially. One member withdrew for personal reasons before we began our work.

We were fortunate to find a volunteer to do the work of organizing and seeking volunteers for the worship sharing groups, and he did an admirable job. He has agreed to serve again next year.

Melinda Wenner-Bradley, NYYM Children and Youth Secretary, graciously and skillfully organized daily community worship. We will need to find someone to take over Melinda's work on community worship, as she is leaving the yearly meeting's service. Melinda suggested perhaps a task group might be formed to take over this work.

Volunteers easily came forth for the Silver Bay chapel services, and their messages were well received. Many Friends continue to enjoy these worship opportunities, and are grateful to the enrichment brought by Silver Bay's fine musicians.

Most Friends, it seemed, appreciated the singing and children's message given during opening worship at Silver Bay. However, concerns were raised by a few Friends who expressed deep dissatisfaction, expressing a strong desire for more waiting worship time during the opening worship, or perhaps more waiting worship time during our week together. The committee has attempted to have conversation related to these concerns, but more listening is needed. The committee clerk later suggested that perhaps opening worship might be better served under the care of Sessions committee, in consultation with JYM. This committee is no longer responsible for opening worship at Silver Bay.

The person giving the message at closing worship shared her experiences working for racial justice. Many messages arose from Friends out of the open worship, describing how their own work for change flows out of their life in the Spirit.

The committee also oversees the presence of elders at each meeting for worship with a concern for business, both at YM sessions, and Spring and Fall Sessions. The committee could use someone with easy computer access to oversee the elders'

contact list for sessions.

For health reasons, this facilitator had to step down from the committee in January. Beverly Archibald continues on the committee. Barbra Bleecker has since joined the committee.

David Herendeen, Worship at YM Sessions facilitator

GENERAL SERVICES SECTION

General Services Coordinating Committee

Since its meetings at Summer Sessions 2017 the Coordinating Committee has met at Fall Sessions, January Coordinating Committee weekend, and Spring Sessions. Minutes of our meetings are posted in the committee section of the NYYM website. From the various committees in General Services Section we sometimes hear good news, sometimes problems. We may have to do new work on old issues or to pursue new opportunities.

See reports from Sessions Committee on regular work for each session, and the continuing special project to make “Pay-as-Led” process work in 2019. See reports on Development Committee, their working retreat and good results. Spark and the NYYM website demonstrate the good work by staff, with advice from Communications Committee. The Finance Committee creates the yearly operating budget and consults on a variety of financial issues, working with the treasurers to make our financial information more transparent and available.

The treasurers, staff, trustees, accountants and volunteers have met together and helped to produce an inclusive financial systems guideline, which should be ready for General Services approval at Summer Sessions. A formal audit has been deferred for another year, until we have had sufficient experience with the simplified statements, unified accounting and reporting of trustee and program activity.

Meanwhile Personnel Committee has been refining the Personnel Handbook, helping to manage staff benefits and to describe a combined youth and young adult position with local or regional coordinators.

At a late April meeting on administrative processes, a

summary of outcomes noted our need to prioritize what we work on, putting approved procedures into use as soon as they are ready, while creating a central place for policies and procedures. One objective is to mitigate risk, another is for staff and volunteers to know what they are required to do and what they can expect others to do. The trustees are active in this process, and may provide funding for a consultant to work on the production and assembly of standard operating procedures.

With the restructuring of Nurture Section committees to function without a Nurture Coordinating Committee, General Services will be the coordinating home for the Aging Concerns Committee. The ARCH program itself is now fully integrated into office administrative systems, though continuing to depend substantially on renewable grants from Friends Foundation for the Aging.

John Cooley, clerk

Audit Committee

The purpose of the Audit Committee is to assure that the financial records of the New York Yearly Meeting are clear, complete, and correct. In performing these functions, the Audit Committee interacts with the NYYM office, the Financial Services Committee, the treasurer, and the trustees. During the 2017-2018, the Financial Services Committee, the treasurer, and the trustees all made significant improvements in financial reporting based on recommendations made during our previous audit. These improvements have resulted in a single financial statement that reflects both trust and operating funds and has fewer and simpler accounts that are easier to understand for all members.

In view of the difficulties experienced with the 2015 review audit (cf. 2017-2018 *Yearbook*), and the large number of changes in the structure of the financial statement, it was decided not to attempt another audit until the completion of the 2019 fiscal year. (This is one year later than anticipated in last year's report, since some changes could not be completed until the end of 2018). Most of the eleven areas for changes recommended by the Audit Committee in 2016 have now been addressed. One

that still requires attention of the Audit Committee is the development of a means of performing an initial internal inspection of the year-end financial statement and associated documents before they are turned over to the auditor (i.e., a readiness review); only limited progress has been made on this topic in 2017-2018. Two other areas, required for notes in the financial statements, concern the allocation of office staff hours between fund raising, programs, and overhead activities, and the nature of restriction on various trust funds; data now exists to formulate these notes, but it remains to be formatted.

Nominating Committee has identified suitable staffing for the Audit Committee, and the committee held approximately 3 teleconferences in 2017-2018, and one in-person meeting at Fall Sessions. At the teleconferences, substantial effort was made to brief new Audit Committee members on the present audit status and financial statement format. A new clerk has been identified for the committee. The committee will be concerned in 2019 with engagement of an auditor for the 2019 consolidated financial statement, and performing a readiness review prior to transmitting it to the auditor in 2020.

Tim Johnson, convenor

Communications Committee

The Communications Committee gained several new members over the past year, and our meetings continue to draw visitors from outside the committee. The committee met via video conference in the fall and held an “open table” at Fall Sessions lunch. We met as a committee at Spring Sessions, where we had a lively discussion about future themes for *Spark*. The question “what is rising in the yearly meeting?” brought up a lot of ideas around the structure of the yearly meeting and the need for new people in leadership roles. Several themes came out of that discussion: “Spirit-led Structures” and “Cultivating Quakers.” In addition, the committee now has a new clerk. We are exploring the possibility of having a “rotating clerk,” with each member serving for only a few months at a time; our own experiment with a new organizational structure.

The committee would like to focus on increasing our social

media presence. We can start by better using the material that already exists—for example, articles from *Spark* could be highlighted and shared on Twitter and Facebook. We also discussed the possibility of having online comment boards, where Friends could share their thoughts on *Spark* articles and other topics, but we haven't found a suitable option yet. One problem is that message boards need to be moderated and no one feels able to commit to that never-ending task. It may be possible with the help of Friendly volunteers; we will continue to explore this possibility.

We want to find better ways to communicate with teens and young adults, and we intend to reach out to young people who could join or advise the committee. Technology and modes of communication are changing rapidly. The committee will continue to consider when print should be used and when an online format is a better option. This may involve changing the communications staff's workflow, among other things. We will all try to be open to change.

In the *Handbook*, the functions and activities of this committee include gathering news and articles, proofreading, and serving as an editorial board for the communications staff. I am hopeful that in the future the committee will have time to do that more mundane work in addition to our big-picture thinking.

—Sarah Way, reporting on behalf of the committee

Development Committee

The Development Committee was created only six years ago to help NYYM Quakers share their financial treasure in the service of widely agreed-upon NYYM priorities in as simple and satisfying a way as possible.

Since its creation, and particularly in the last two years, the committee has come to realize that while special events and Friend/Quaker hats certainly supplement the all-important covenant donations of our monthly meetings, build our sense of community, and proclaim our identity, we also need more direct and less labor intensive ways to support all that we collectively agreed we want from our NYYM.

The 2017 goal for our committee was \$47,500 for NYYM

plus \$18,450 for the ARCH program (total \$65,950). We raised \$73,675, thanks in part to a large gift. For 2018 our goal for NYYM (with ARCH now fully integrated into the NYYM) is \$81,000. We accept the challenge this represents to broaden the giving among those who appreciate the work of the NYYM, and we expect to present a path to success at Summer Sessions that will energize all of us.

On a more mundane level we are tackling several housekeeping items such as assessing our current donor base and current processes for accepting, recording, and acknowledging gifts, and making it easier for Friends and non Friends to donate online and in every other way. We are also discussing confidentiality issues so that we do not share information about donors and donations inappropriately.

Meanwhile we will continue to use the Friend/Quaker hats as a thank you item for gifts of \$20 or more. Wear yours with joy.

Written by members of Development Committee, Jerry Leaphart, clerk

Financial Services Committee

Financial Services Committee met to draft the 2018 budget. The budget is on page 106.

Committee on Expenditure of the H.H. Mosher Fund

In 2017, at NYYM Summer Sessions at Silver Bay, the book table distributed \$3,094 worth of books from the Friends General Conference (FGC) Bookstore and also consignment books. This total includes:

- Gifts of 192 items to 54 monthly meetings, worship groups, and prison worship groups in the amount of \$2,578.
- Gifts to five Friends Schools and Anna Curtis Center of 15 books in the amount of \$216.
- Books given to 13 individuals (staff, recorded ministers, presenters at Summer Sessions, and first-time visitors) in

the amount of \$205.

- Books for graduating high school students in the amount of \$94.

During these sessions, members of the NYYM Trustees informed this committee that there is a fund balance that has accumulated gradually over the years and asked for a plan to spend that balance. The committee was asked to include plans to allow funds from the Mosher bequest to be available for publication, printing, and video production. Anita Paul has since offered to convene a review group to consider funding projects. Proposed criteria are that the projects be in keeping with Friends values and testimonies, reflects a fresh or needed insight into those values or Friends' history, be readable and understandable, will require minimal editing, and that there are sufficient funds available.

Plans are underway to stock the book table again in 2018. Friends who attend Summer Sessions are invited to visit the table in the lobby of the Inn at Silver Bay during the week to select books for their meeting libraries before the end of Thursday. Up to \$50 worth of books and materials will be available to each meeting or worship group. Volunteers make the book table possible and Friends are invited to sign up for an hour or two to help arrange and distribute books.

Beatrice Beguin, clerk

Lindley Murray Fund, Trustees

No report submitted.

Nominating Committee

The Nominating Committee is responsible for finding the right people for the many different kinds of work done for and by the yearly meeting committees and for keeping track of the nominating actions taken by the body at every session. We meet by telephone conference throughout the year, usually meet at Spring and Fall Sessions, and meet every morning over breakfast at Summer Sessions.

The Nominating Committee has been working with a reduced number of members for several years now. Because the work is central to good functioning of the yearly meeting, this has become a continuing concern. Nonetheless, as our recent Advance Reports have highlighted, this hard and sometimes complicated work is frequently marked with joy.

And there is much more to it than work. We get to talk to people about their gifts and their passions and also about what they feel it would be just awful to have to spend time on. We usually get to know some new f/Friends over the year and to know some new things about old f/Friends.

We try hard to engage with the whole of the yearly meeting and to do all we can to recognize what is needed and who may be ready to step in. Or jump in. Or sometimes belly flop in. We do this for love of the yearly meeting and in the belief that Spirit will speak through our efforts.

We are fewer than we should be because, although the committee is to be made up of representatives from each region, most regions have not given us their full complement, and a few regions have sent no one. As we've noted before, a smaller-than-ideal committee means that we do not know enough people across all our meetings.

We are trying some new ways to get folks involved in the nominating process even if they cannot commit to full service on the committee. We hope to become better at finding and using new approaches. We hope you will suggest what might be done differently by Nominating and what you might like to do for the yearly meeting. And we encourage everyone to have a "nominating awareness." As you appreciate the gifts you see in the Friends you worship, work, and play with, *share that with Nominating*. And help nominating work to be done, at least in part, by all of us.

Elaine Learnard, clerk

Personnel Committee

Over the past year the Personnel Committee has been working on revising the NYYM Employee Handbook. This remains a work in progress but sufficient progress has been made to bring

it to conclusion in the near future. The committee is pleased to note that we have received significant input from NYYM staff with certain aspects of the handbook. The committee is also thankful for the tireless work by our general secretary to move this project along. It is with Steve Mohlke's help that the committee has been able to move ahead with combining the two field secretary positions for youth and young adults into one full time position. Approval is still required for this new position, but by making it into a full time position we are hopeful that the recruiting process will prove to be more successful. The committee has been meeting on a monthly basis and will continue to do so for the foreseeable future. There are some minor issues with membership that hopefully can be cleared up over Summer Sessions.

Hans-Jürgen Lehmann, clerk

YEARLY MEETING STAFF REPORTS

Chad Gilmartin, Digital Communications Director

I have been serving as the digital communications director for New York Yearly Meeting (NYYM) for just over one year, and I am very much enjoying the work. I am finding that my skills are well suited to the needs of NYYM and the staff that supports its work. I have found opportunities to introduce new technologies to the yearly meeting, explore and implement new tools, and consult with monthly meetings to guide their web-related decision making to better accommodate their needs.

My primary role as digital communications director is to maintain our digital platform that shares our ministry with the world: our website. With the launch of our new website at Summer Sessions 2017, NYYM has greatly increased its capacity to share information, resources, and events through better usability and ease of access. Our new site has led to more engagement; Friends from around the world have visited our website and contacted us via phone, email, and web-contact link. Our website provides a platform for staff and committees to actively

update and share program information and resources for work in ministry. In updating our website, we have expanded our reach and increased the impact of our work.

I have also worked with monthly meetings on how their websites are serving their needs, and how they can better utilize the tools of the digital age. At Summer Sessions 2017, I conducted private consultations to look at monthly meetings' websites. Members from monthly meetings signed up, as well as a representative from FUM. Together, we worked to create plans for how to better utilize the web for outreach and inreach, focusing on usability, accessibility, and content organization to promote information sharing. This initiative was a great success, and I will continue these consultations at Summer Sessions and throughout the upcoming year. Email me at web@nyym.org to schedule a consultation.

At the NYYM office, I have worked with staff to implement several updates to technologies, as well as introduce some new digital tools. I executed the consolidation of our telecom system into one provider with faster speeds and a lower overall cost. We are now using Google Suite for Nonprofits, giving us (free) cutting-edge tools for our email accounts, digital security, document and information sharing, website management tools, and more. We have moved our global email list system from an unwieldy 1000+ BCC list to MailChimp, a platform for email lists that is specifically designed to improve our open rate, spam ranking, and unify the aesthetic in our messaging to our constituency. I have updated our vouchers system with fillable PDFs so that Friends can fill and submit them electronically instead of by hand. With these new tools, the office is improving efficiency, security, and adaptability in the digital age.

Along with these new technologies, I have provided technical support to staff to help train them and troubleshoot whenever technological issues arise. I have helped install and configure our web-enabled printer for wireless and remote printing at the yearly meeting office, as well as in the conference office at Summer Sessions. In updating our global emails system, I migrated our global lists, created a global email template using our new logo and letterhead, and trained staff on using the new system; I am working with the communications director,

Sarah Way, to update and unify our fonts, logos, letterhead (both digital and print), and color schemes for a style guide; I updated our Acceptiva pages to utilize the updated branding on our new website; I have been coordinating the use of our Zoom accounts for video conferencing among committees and staff; I have provided IT support for various computer issues around the office, including helping migrate important files to new computers for office staff members. I have created short workshops to train staff in Google Suite tools, digital security, and updating our new website, and will continue these short training sessions regularly.

My role as digital communications director is still relatively new and expanding as I find new ways to utilize my skillsets to support the needs of the yearly meeting. One such role is that of IT support. I have been able to provide IT solutions in the office as issues arise, rather than having to call in a third-party IT consultant, thus saving the yearly meeting time and money. This has also given me the opportunity to work with other members of staff more closely and promote the collaborative nature of our dedicated staff.

My work with NYYM has also provided me with opportunities for learning new skills and expanding my knowledge base. In order to build and utilize our new website, I have learned a great deal about Drupal, and worked with the lead developer of our website, Vonn New, to grow my capabilities as a web developer. Together, Vonn and I have fixed bugs, created new features, and updated the information architecture of our website. In doing so, I have learned how to create new resource portals, customize user-permissions, add and edit modules to our site, and build templates for displaying content in our Drupal system. With this growth, I am better able to serve the yearly meeting as we expand our use of new tools for the digital age.

I am most excited about my opportunity to develop a new role in the yearly meeting: the communications intern. This process has been a rich growing experience for me as I have waded into the waters of selecting and directly supervising. I am thrilled to see the talent and interest that this position has highlighted in our NYYM community, especially in the younger generation. I am confident that the work we do together this summer will

greatly benefit myself, our intern, and the yearly meeting.

My goals for the next year are focused around optimization of our current systems and incorporating more Best Practices into our digital activities. In order to extend my own capabilities with our website I would like to learn more about Drupal and the architecture of our website, allowing me to do more work on the website independently, rather than having to bring in the developer; I would like to complete and implement the Style Guide for NYYM staff and committees that Sarah and I have been working on. I will work to “prune” our website, going over each page with a fine-toothed comb to eliminate incorrect or outdated information, and in some cases eliminating unused pages altogether. I will continue preparing workshops for staff on digital tools, best practices, security, and more; I aim to complete an audit of every monthly meeting website, and help them create a plan to improve or update their sites (if needed). I hope to update our Summer Sessions registration process to reduce the workload for staff and volunteers. I hope to put my “systems brain” to good use by working to increase NYYM staff’s capacity to serve our constituency by increasing the efficiency and efficacy of our work through technological solutions.

Callie Janoff and Aging Resources Consultation and Help (ARCH) Staff

Recently Barbara Spring, who co-founded the ARCH Program eleven years ago, told me that she was enjoying reviewing her materials and resources in preparation for a workshop she facilitated on end of life concerns. She said, “I love this material, and I’m going through it with different eyes. I have new perspectives being that much older and facing my own aging process in a different way.”

Growing older doesn’t always happen all at once, and our capacity to learn and grow doesn’t lessen with age. If anything, it usually increases. Even those of us who think we have it “all figured out” are still learning, growing, changing, transforming.

Now in our eleventh year, your ARCH program is no exception. This year our program was integrated into the NYYM

operations, which is helping us connect more deeply with each other, and to collaborate on our shared work of nurturing our people and communities at every age.

Practically for me, this means I have a new supervisor in Steve Mohlke, General Secretary. Working with Steve as he inaugurates his work in this role has been a gift. We meet often to collaborate on budget and finance, personnel matters, operational processes, crafting messages and reports, and attending to the day-to-day aspects of working together. Meanwhile I continue to meet weekly with different members of the Committee on Aging Concerns to discuss the how and what of the ARCH program. We may review aging trends in our meetings, consider upcoming topics and offerings, and do the work of brainstorming, reflecting, dreaming together.

These two sources of support fortify me for the many aspects of my work. I continue to meet with individuals and families to attend to their experiences of growing older, and all of the attendant challenges and blessings. I connect with and support our ever-growing network of volunteer ARCH Visitors in the many and sometimes heroic or prosaic ways that they serve older Friends. I am often a referral point for those with urgent needs to connect with appropriate care. I take responsibility for crafting our annual budget and Friends Foundation for the Aging grant proposal, and writing and reporting on our work. I develop and facilitate learning and spiritual growth opportunities in retreats, trainings, interest groups, workshops, publications, and other less formal formats. I travel to visit with meetings and groups throughout our yearly meeting to listen and to offer support where I can. I help those who are called to ease the strain of growing old while incarcerated and to welcome returning citizens home from prison.

But perhaps no aspect of my work is more important than supporting the work of our ARCH Local Coordinators (LCs). LCs extend our capacity and our reach exponentially with only an average of ten hours of work a month. We currently have five LCs geographically distributed throughout our yearly meeting. Each coordinator brings her particular gifts and addresses the unique needs of her area.

Abigail (Abby) Burford—New Jersey (All Friends, Shrewsbury-Plainfield)

Abby likes to say that she has an obsession with Continuing Care Retirement Communities (CCRCs, or as they are increasingly referring to themselves “Lifecare Communities”). As she visits with Friends in her area, she plays this for laughs (she is just 60 and is often mistaken for younger). But she finds that even an initial response—positive or negative—will often mature into a growing thoughtfulness about our plans and hopes for our own future. She says “Something about the opportunity to talk and think about it has been an effective way to get people into a conversation about their own aging.” Abby travels throughout her region, visiting meetings and ARCH Visitors to listen and offer support. She offers an exceptional workshop titled “Decluttering as a Spiritual Opportunity” that gets rave reviews every time. She is available to travel with this workshop—please invite her!

Martha Gurvich—Purchase

Martha recently attended a quarterly meeting in her region where someone asked her if there was a way to be involved with ARCH without going to a full weekend training, and taking on what sounded like a burdensome responsibility. She replied “Absolutely, you can just jump in and if you need help, just call me. I’m happy to help with whatever needs doing.” This perfectly characterizes Martha’s work in her ARCH role. Martha often works one-on-one with families and individuals on end of life planning, connections with crisis and respite care, and the deeper issues of meaning, identity, and purpose that can come up as we grow old and care for one another. Martha brings her prodigious experience with the wider NYYM community to her work, and often knows just the person to call or connect with across regions.

Mahayana (Yana) Landowne—New York

Yana’s work in New York City is characterized by the over 40 ARCH Visitors who call New York Quarter their home. Keeping up with the ministry of so many Friends in so little time is a mean feat that she accomplishes through regular individual and conference calls and in-person opportunities for sharing and

connections. She makes a special effort to make each ARCH Visitor feel cared for and supported. Yana is also an artist and an activist so issues of ageism and working across generations to open up dialogue and shared experiences particularly call her to serve. Her theatre training and growing up Quaker give her a special capacity to facilitate meaningful experiences for groups.

Kathy Slattery—Farmington-Scipio

Kathy is a woman of many ministry hats. She serves as clerk of her monthly and quarterly meeting. She is a healer. She works with children and young adults in her community. She is a grief counselor. AND she is an ARCH LC! Kathy travels a good deal throughout her large region and reflecting on the last year, she felt that her most meaningful ARCH visit was to a meeting that perceives itself as dying. She went for the purpose of listening, to offer the experience of feeling truly heard. Previous consultations between the region and this meeting “had felt to them like re-arranging the deck chairs on the Titanic, not truly grasping their condition nor speaking to it.” She says the best part was “giving oneself over and being in the presence of the body, being welcomed into the heart of the meeting.” It is often when we are able to trust and become vulnerable that our most precious gifts can emerge. Even as we die, we have valuable gifts to share. Even when we are a meeting body.

Barbara Spring—Northeastern and Prisons

Barbara rejoined the ARCH program as an LC last Spring to concentrate her gifts on her local meetings and on serving those of us aging while incarcerated. She worked with American Friends Service Committee to develop a toolbox for those living with life sentences to cope with long term incarceration. She facilitated workshops on end of life decisions in her local region. She connects regularly with ARCH Visitors in her area one-on-one to check in on their ministry of care, and keeps an eye out for older people who could use a caring connection. Her depth of experience with the ARCH program is also a resource for the other LCs she works with; whenever one of us has a real stumper we call Barbara!

The most important aspect of the work of the LCs is our sense of collaboration and connection with each other that is facili-

tated by a once a month video conference on the NYYM's Zoom platform. Each month this group checks in with each other, asks for help, offers suggestions or resources, shares ideas and dreams. Barbara reflects, "the use of Zoom has expanded our possibilities as a team. I appreciate the potential of doing this, it makes it so much more accessible and meaningful." Our ARCH staff has found this format so useful that we are ready to pilot a new remote ARCH Visitor Training primarily experienced through Zoom video conferences this Fall 2018. If you are interested to help pilot this exciting new opportunity, please contact us at arch@nnyym.org.

I am grateful to the Committee on Aging Concerns for its continuing clarity of vision and commitment. Their report can be found on page 152. The ARCH program is made possible through the continuing support of the Friends Foundation for the Aging, through your individual financial gifts, and from the overall budget of NYYM, which is primarily composed of monthly meetings' covenant donations. But none of this good work is possible without your willingness to engage in it—to learn, grow, change, and transform whatever your age.

Callie Janoff, director, for the ARCH staff

Steve Mohlke, General Secretary

A year ago, as I looked forward to being general secretary, I worried about the commute to New York City from Ithaca; I imagined visiting lots of meetings, including prison worship groups; and I thought that all I needed to know about reimbursement payment vouchers was how to fill out the form.

It turns out that there are several express busses between Ithaca and NYC with wifi on board. Given the volume of email I receive, being constrained to a seat with a laptop and wifi for several hours every other week is highly productive. It turns out that I was able to visit one to two meetings per month and at that rate it will take me more than four years to get to all the monthly meetings. It turns out that I didn't visit a prison worship group because getting approval to enter New York State prisons takes a long time and even having a visit scheduled doesn't mean the

Department of Corrections will allow it to happen. It turns out that I had to learn nearly everything there is to know about the NYYM voucher payment system in order to help our treasurers and staff streamline and improve it. And it became clear that my work falls into three general categories: staff, our yearly meeting committee activities, and connecting with local meetings.

I find our staff remarkable. Broadly, I think a central role we play as staff is to support the work of our yearly meeting which is a largely volunteer organization. Helen is our associate secretary and has been with us for twenty-seven years. Very few people know in any detail all that she does on our behalf. For example, as I overhear her on the phone with people registering for Summer Sessions, I realize that she is catching and solving dozens of problems in advance that would otherwise not be noticed until we arrive at Sessions. In addition to running the office, supervising three other staff members, helping me find my way, and shepherding our Spring, Summer and Fall Sessions, she also picks up critical tasks when volunteers can't do them.

Walter, our administrative associate, is as steady and detail-oriented as human beings come and exactly the person we need to handle all those routine tasks critical to an office such as recordkeeping, payment processing, etc. Sarah, our communications director, ably takes the lead on our publications by tracking down content, editing it, managing deadlines and publishing everything from InfoShare and *Spark* to our yearbook, sessions advance documents, and *Faith & Practice*. Chad's stated job as digital communications director is primarily to manage our website and help monthly meetings with theirs. In addition, he has become our all-around office support for all things technical. Callie not only does all the things needed to direct the ARCH (Aging Resources, Consultation, and Help) program with vision, skill and grace, she draws us all, staff and volunteers, into harmony with her persistent message that we are all together in this work. During Melinda's time on staff as our children and youth field secretary, she brought tremendous gifts in Quaker religious education and helped others discover their gifts. Having left her staff position, Melinda remains as a consultant working with the meetings in the Vital Meetings

Partner Project. As our interim young adult field secretary, Emily brought her wealth of talent, including her “internet-to-meetinghouse pipeline” skills. Since she left, that position has not been filled. The Personnel Committee is bringing a recommendation to Summer Sessions that we combine these two part time positions into one full time position with benefits and further support our yearly meeting priority on children, youth and young adults with some part time local coordinator positions.

Watch for an opportunity to meet and greet our staff during Summer Sessions.

I bring my gifts with technology to this team. I see one of my roles as finding ways to use technology to make their tasks and our collaboration smoother and stronger. We’ve been making better use of Calendar, Docs and Groups from Google Suite. We’ve been improving our online security. We just started using Slack for intra-office communication and we’ve begun a transition to a different database for some office operations. We’ve been working together with our treasurer to streamline the process for requesting payment with vouchers by enabling electronic submission and approval.

As general secretary, I’ve been participating in quite a few committees and projects of our yearly meeting. I’ve been working with the Personnel Committee, the Development Committee, Liaison Committee, the Meeting for Discernment Steering Committee, the Pay As Led Working Group, the Outreach Working Group, the treasurers, and the yearly meeting clerk and assistant clerk. I’ve participated in workshops on conflict transformation, racism, pastoral care and more. I’ve been working on two major documents, the Personnel Manual and NYYM’s Financial Guidelines, that are written by committee and have an impact on staff. I view these documents as important to the smooth and transparent functioning of our yearly meeting.

My visits to local meetings have been meaningful and engaging. I’ve been to some of our more distant meetings from Western New York to Long Island. It is rewarding to join different communities for worship and conversation and to learn how Spirit works through each of them. It’s important for me to keep these learnings with me as I help connect people from around our yearly meeting who help each other in strengthening our

local meetings.

As I enter year two, I look forward to finding more ways to use technology to improve our processes without crowding out discernment and Spirit. I look forward to examining how we make decisions together with attention to how people are included and excluded. I look forward to working through the details of implementing Pay as Led in a way that strengthens our community so that we are less about charity and more about balance. I look forward to additional visits with local meetings. I look forward to my first visit to one of our eight prison worship groups. I look forward to exploring challenging topics together as Spirit calls us into them.

Walter Naegle, Administrative Associate

The 2017-18 year was one of positive change and challenges for me. We welcomed a new general secretary, but lost our children and youth field secretary. Our new general secretary is very “tech savvy,” helping me develop new skills that will improve our record keeping.

I maintain the card file and the electronic version of the NYYM database. The active card file consists of members of NYYM, and also individuals and organizations associated with our work. The electronic address list includes monthly meetings, other Quaker organizations, and other yearly meetings. Additional tables in the database include incarcerated individuals who attend our prison worship groups, administrative offices of other yearly meetings (both domestic and international), organizations associated with the work of Friends, and lists of elected officials who we may contact about issues of concern to the Quaker community. The mailing lists for *Spark* and The Sharing Fund appeals are also generated from this information, as well as the global e-mail list for those interested in NYYM news and InfoShare.

I work closely with my supervisor, Helen Garay Toppins, on registrations for Summer, Fall, & Spring Sessions, and Meetings for Discernment. In addition, I help to collect and reproduce materials (agendas, financial reports, epistles, etc.) for distribution at these events.

Helen and I work on NYYM finances, processing payment vouchers, reviewing bank statements, preparing bank deposits and sending out acknowledgements for contributions to the Budget Fund, Sharing and Equalization Funds. I work with the general secretary and Development Committee tracking individual contributions generated by fundraising mailings and events. We are exploring new ways to process and preserve financial records more efficiently using digital technology.

I work with other staff on preparing the annual yearbook. This work includes mailing out information sheets to monthly meeting clerks and statistical report forms to recorders, and compiling the information when they are returned.

Routine tasks include answering the telephone, reviewing/responding to e-mail, opening mail, ordering office supplies, mailing *Spark* to monthly meetings, and shipping out copies of *Faith and Practice* and NYYM Yearbooks.

Helen Garay Toppins, Associate Secretary

Gail Sheehy, author of *New Passages: Mapping Your Life across Time*, tells us that “Growth demands a temporary surrender of security,” but that if we don’t change, we won’t grow and if we don’t grow then we aren’t really living. If that is the case, then I am really living an up-tempo life. I personally experienced more employment changes during the past year than in my previous 26 years of working for New York Yearly Meeting. Almost everything changed. My boss changed, the staff changed, half of the coordinating committee clerks changed, the treasurer changed, the assistant treasurer changed, the trust funds were added to the yearly meeting’s operations budget, our chart of accounts changed, our vouchers changed, how we process vouchers changed; how we calculate registrations fees for Fall and Spring Sessions changed; how we process the Equalization Funds changed; our telecommunication system changed; and our email provider changed. In the midst of it all we launched a new website, laid down a coordinating committee section and reassigned the committees and representatives under its care. And last, but certainly not least, I had to replace my cherished computer of many years.

Needless to say all of these changes had ramifications. These situations increased my phone calls and email communication. As we transitioned to new procedures and new processes, Friends contacted me with questions. The launch of our newly redesigned website stimulated an increase in website traffic. I thought that an increase in website traffic would mean that fewer seekers and fewer non-NYYM Friends would contact the yearly meeting office—not so. It seems that the more people find us online, the more they discover that they want additional information, and then they follow up with a phone call or an email.

Of course, all of these changes occurred against the backdrop of my performing my ongoing associate secretary duties. I supervise the administrative associate, the communications director, the digital communications director, and office volunteers. I support the work of the general secretary, the officers of the yearly meeting, the coordinating committee clerks, and the committee clerks. I respond to queries from NYYM monthly meeting clerks, members, and attenders, throughout our yearly meeting; to queries from other Quaker organizations; and from the wider body of Friends. I assist with allocating the Equalization Funds. I assist with *Spark*, InfoShare and the *Yearbook*. I read every monthly meeting newsletter and the business minutes of every monthly meeting and then I route relevant information to the appropriate parties. I serve as Summer Sessions registrar. I also serve as Fall Sessions, Spring Sessions and Meetings for Discernment registrar as needed.

I especially enjoy responding to seekers. Recently, someone found us on our website, noted the information about time and place of meeting for worship and then called the yearly meeting office. She wanted to be sure that as someone who had never been to a Quaker meeting—that she would be welcome. I assured her she would be.

I appreciate that my job is so interesting and varied. One morning a Friend, whose great-grandmother had been a Quaker, found Quaker books from the 1700s in her attic, and wanted the contact information for our archivist. A librarian from a monthly meeting in California found three epistles from New York Yearly Meeting dated: 1820, 1822 and 1828. They had

no idea how or why these epistles were in their meetinghouse in California. They wanted to know if NYYM were in possession of these epistles and whether or not we wanted them. I contacted our archivist at the Friends Historical Library at Swarthmore. Yes, yes they wanted them.

I love my job. I love what I do and I love the people I work with. My one regret is that under the pressure of so much administrative work, I have had to reduce my worship group and monthly meeting visitations. I particularly enjoy visiting prison worship groups and small meetings and engaging in outreach and advancement work.

Sarah Way, Communications Director

My job is to help Friends communicate with each other. I am humbled to have the opportunity to do this work. Friends in our yearly meeting are wise, inspiring, and have a lot to share with each other, for which I am thankful. If you ever worry about a decline in Quaker energy, read InfoShare and *Spark*. You can see the Spirit moving if you know where to look.

I continue to publish *Spark* about every other month, using themes generated with the Communications Committee and reflecting what we have felt moving in the yearly meeting. The themes of the past year's issues:

- **September 2017: Bridging the Divide**, inspired by the White Privilege conference many yearly meeting Friends attended.
- **December 2017: Friends Reaching Out**, guest-edited by Arlene Johnson and Robin Whitely of the Outreach Working Group, who collected many inspiring stories of meetings experimenting with outreach.
- **January 2018: The Meaning of Membership**, which was full of essays by committed Friends and included a piece by the Alternate Membership Pathways Group exploring new membership possibilities for Friends who don't feel tied to a particular monthly meeting.
- **March 2018: Earthcare Now**, a special extended issue

guest-edited by Pamela Boyce Simms, a visionary leader around Earthcare issues who believes we are at an evolutionary turning point in terms of our earth-awareness and spiritual consciousness.

- **May 2018: Learning from First Day School**, including interviews with young Friends, an essay on intergenerational worship, and new ideas for First Day School—and all the information for Summer Sessions.

All issues of *Spark* from the past several years can be read online at nyym.org/content/spark.

In between issues of *Spark*, I produce InfoShare, our emailed newsletter, using the MailChimp platform. I continue to move toward the industry standard for email newsletters: just one or two lines per item, including links to further information online. Our logo is now featured and more images are included.

I continue to post frequently on Facebook, creating easily-shared posts and events, and sharing items from other Quaker and Quaker-aligned groups. News items often arrive between the press deadlines for *Spark* and InfoShare; those items often end up on our Facebook page (facebook.com/newyorkyearly-meeting). General Secretary Steve Mohlke, Digital Communications Director Chad Gilmartin, and I are exploring the inclusion of a newsfeed on our website; this will make it easier for those without a Facebook account to stay connected, and would facilitate more frequent (and brief) email newsletters.

Many committees, including the Peace Working Group and the Outreach Working Group, regularly use the yearly meeting's audio/video conferencing accounts on the "Zoom" platform to meet remotely. Chad, Steve, and I are planning to streamline the process for setting up Zoom conferences, using an online calendar (and staff oversight) to prevent meeting conflicts and overlaps.

Every year before Summer Sessions I produce the advance reports, a collection of the previous Fall and Spring Sessions minutes and the annual reports from committees. The advance reports are distributed at Summer Sessions to help Friends conduct business. They then become the first section of the *Yearbook*, which also includes the minutes from Summer

Sessions, a list of YM committee appointments, the directory of meetings, and the alphabetical address listing of Friends under appointment. The *Yearbook* is distributed to committee members and meetings at Fall Sessions. Last year I switched to a new printer for the *Yearbook*, saving the yearly meeting \$1000/year in printing costs.

To help Friends become comfortable with social media, I created a primer on NYYM's social media accounts and distributed it at Spring Sessions 2017. You can view it online here: nyym.org/sites/default/files/nyym-social-media-handout.pdf. I then led a related interest group—Social Media for Absolute Beginners—at Summer Sessions, attended by about a dozen people. This year I'm offering an interest group on creating a Facebook page for your meeting.

I continued the process of unifying the visual identity of the yearly meeting, creating a design and style guide for NYYM materials, including recommended fonts and colors, and a letterhead template. I also created a capitalization and abbreviation guide and distributed it to recording clerks.

Do you have ideas for how NYYM can better communicate with you and your meeting? What would you like to hear from us? Are you a young adult or a teenager who uses social media—or do you prefer to get your information another way? Please email your suggestions to me at communications@nyym.org. Thank you, Friends!

Records Committee

Records Committee is actively reviewing the Records Guidelines. The world of records has changed dramatically over the last 20 years and the guidelines are being updated to reflect the reality that most of our records are born digital. Look for these revised guidelines to come out this summer.

A small group of meetings (around 15) is faithfully submitting records on a regular basis to Friends Historical Library. The rest of us are not. As Friends, our records testify to our journey with Spirit and serve to remind us of our leadings and our stories. We spend time and energy to record our minutes and craft them so that they reflect our discernment; we need to spend a little time

and energy to maintain our minutes.

Friends Historical Library has begun updating the finding aids to our records. They can be found here: www.swarthmore.edu/friends-historical-library/new-york-genesee-yearly-meetings. They have begun to accept electronic/digital records from our meetings. They report that the microfilm that was done prior to the transfer of records is beginning to fail and recommend that we consider having our records digitized for ease of access and to preserve the originals; they have two vendors that they are asking us to consider. We will consider those possibilities and bring a recommendation.

Bridget Bower, clerk

Sessions Committee

Since we reported last, Sessions Committee has grown with the addition of the JYM Committee, now a subcommittee of Sessions, and we have continued to listen to the needs of the yearly meeting—first, by simplifying the rules and procedures for requesting financial assistance at our sessions; second, making the Spring and Fall Sessions registration fee a suggested fee rather than a set fee; and third, continuing to work hard to create a successful Pay as Led process for our 2019 NYYM Summer Sessions.

Looking back, our 2017 Summer Sessions was held at Silver Bay YMCA and a total of 450 people attended; 338 adults and 112 youth. Our theme “Bringing the Peaceable Kingdom to a Turbulent World” was well supported by our plenary speaker, Nadine Hoover, coordinator for Friends Peace Teams, and by our willingness to discuss struggles as well as successes during Meeting for Discernment, worship sharing, and interest groups.

One would think that after hundreds of Summer Sessions, we would have the schedule down pat, but we continue to tweak the details, most especially trying to find the right balance for interest groups and committee meetings. And once again, evaluations leave the committee a little worse for wear, when some love the tweaks and some say, never do THAT again. Thankfully, we have found the right arrangement for our Spring and Fall Sessions schedule—we would love to settle on ONE schedule for

Summer Sessions and have that be one less thing to constantly consider. We'll see what our evaluations have to say about this year's week-at-a-glance!

Our 2017 Fall Sessions was hosted by All Friends Regional Meeting, making use once again of Caldwell University's campus, with 142 in attendance, including six youth. Our 2018 Spring Sessions was hosted by New York Quarterly Meeting, at Brooklyn Friends School. There were 135 participants; four youth and 131 adults. We could not hold these weekend sessions if it were not for the often above-and-beyond dedication of the regional Host Task Groups. Working with the Sessions Committee's Spring and Fall Sessions Coordinator & Liaison and the YM Associate Secretary, these groups of volunteers take care of the kids, make sure the route to the venue is marked, provide on-site support, and take on all sorts of duties as assigned. Sessions Committee is in their debt.

To summarize our upcoming dates, the 2018 Fall Sessions will be hosted by Farmington-Scipio Regional Meeting on November 9–11 at the Holiday Inn Rochester, with a special emphasis on taking part in the Commemoration of 224th Anniversary of the Canandaigua Treaty. The 2019 Spring Sessions will be hosted by Nine Partners Regional Meeting at Oakwood Friends School over the weekend of April 5–7. The 2019 NYYM Summer Sessions, which we currently plan to have feature our very first Pay as Led process, will be held over the week of July 21-27, at Silver Bay YMCA. Finally, in response to the YM's request, our 2019 Fall Sessions will be scheduled for the first weekend of November (1-3) so that we avoid the annual FCNL Meeting with which we often conflict. Northeast Regional Meeting will host, making use of the ever-popular Doane Stuart School in Rensselaer, New York. As mentioned above, we look forward to working hand-in-hand with our regional Host Task Groups.

Please continue to evaluate our efforts and our yearly meeting sessions. We are listening.

Melanie-Claire Mallison, clerk

Supervisory Committee for the General Secretary

The committee has been meeting regularly with the general secretary, Steve Mohlke, since he began full-time work with New York Yearly Meeting. We have met with him approximately every six weeks and have been available for phone consultation as needed.

The committee has focused on helping Steve identify his priorities and manage the multiple demands on his time. We have been supportive of his efforts to support and supervise the staff of the yearly meeting and to begin the process of engaging with the various meeting within the yearly meeting. At the same time, we have been supportive of his need to balance work and family and to seek spiritual nurturance for himself.

The committee anticipates that we will continue to work closely with Steve and to meet on a regular basis. We feel that we have established a good working relationship that will support the fine work that Steve is doing.

Barbara Menzel, clerk

NYYM Trustees

Our recent agendas have been headed by the biblical quote “No one can serve two masters. Either he will hate the one and love the other, or he will be devoted to the one and despise the other. You cannot serve both God and Money.” (Matthew 6:24; Luke 16:13 (NIV)). How we, as Trustees of NYYM, navigate this challenge is a lesson in Quaker practice and process. Our role can be seen as a very tactical one; however, those on this committee are led to this work and strive to manage the NYYM trusts under Divine guidance.

During 2017, we met a number of times, again holding a full day retreat, as well as multiple teleconferences. Our activities included some of the following:

- We are finalizing the disposition of NYYM properties in Monkton, VT and in Yorktown Heights, NY. Both of these transactions are expected to be completed in calendar year 2018.
- Our Trust Funds Description document is reviewed

regularly and a link to the document is available on the NYYM website under Financial Resources for Meetings. We continue to move towards transparency with all of our activities.

- We have developed a protocol to ensure that the funds distributed to YM committees are being utilized in the manner for which they were intended by the use of accountability reports, which are collected annually.
- Issues around insurance and risk are being addressed in a concerted manner and we have invited the NYYM treasurer to committee meetings, and proposed that the treasurer be an ex-officio member of the committee to enhance further transparency and collaboration.
- We have defined the role and responsibilities of the financial clerk of trustees. This position works closely with the YM treasurer and staff. Further, the work undertaken by this position is reviewed by a named trustee on a regular basis.
- We have reorganized trustees files/records at the YM office and are looking to develop and institute an information governance policy so that records are managed/maintained as legally required.
- A change in by-laws was started and will be presented at the 2018 Summer Sessions as we continue to clarify our role and work for the YM.

At December 2017, assets under the care of trustees totaled \$6,120,960, all of which are invested through Friends Fiduciary Corporation. All realized income from our portfolio is distributed, minus a small charge for collective expenses of managing the assets. This information is also available on the website.

During 2018, trustees will onboard new members as former trustees leave the committee. Those former trustees, whose work has helped define our direction, will be missed. New voices and vision are welcomed as we continue our work under Divine guidance and your trust in our abilities.

Roseann Press, Assistant Clerk, Trustees

NURTURE SECTION

Nurture Coordinating Committee

Committee has been suspended. The reports from committees within the Nurture Section last year appear below.

Committee on Aging Concerns

The Committee on Aging Concerns has seen a productive year. A major development has been the integration of the ARCH (Aging Resources, Consultation and Help) program into the administrative structures of New York Yearly Meeting. The supervision of our experienced ARCH director, Callie Janoff is now carried by General Secretary Steve Mohlke. Our annual retreat built on the widely-attended strategic planning session held in the spring of 2017. This retreat was held this fall at Powell House, and involved ARCH visitors as well as committee members and local coordinators. It was a deep and enlightening weekend.

Our facilitated strategic planning retreat helped us sharpen our vision statement, which guides our programming: ***We envision meeting communities whose culture acknowledges and supports both the challenges and blessings of the aging process. We envision a Yearly Meeting in which older and differently abled persons and caregivers can receive appropriate care within their faith communities and in concert with family, friends, and other resources.***

Our committee has eight members, with current roles of co-clerks, a financial clerk, rotating recording clerks and a liaison to Personnel Committee. The co-clerks (Jill McLellan and Lyle Jenks) and liaison to Personnel (Patricia Glynn) serve as support committee for the ARCH director, with one Friend or the whole group meeting weekly with Callie via phone, over lunch or by Zoom. Committee members have attended both Nurture and General Services Coordinating Committees; we are now clustered with General Services while the future of Nurture CC is discerned. We meet regularly by conference call as well as

at YM sessions and our annual retreat. Opening worship both settles us from our busyness and grounds us for the work ahead.

We currently have a full time director and five part-time local coordinators. We work closely with Friends Foundation for Aging, which is the major funding source for the ARCH ministry. Staff transition at FFA begins a new chapter in our cooperative venture to provide services for seniors and differently-abled individuals as well as their friends and families.

Our goal is to have ARCH visitors accessible to each meeting or worship group in New York Yearly Meeting. Our work includes ARCH programming for monthly, regional, and prison meetings, as well as interest groups or workshops at all Yearly Meetings sessions. We held an interest group at the FGC Gathering in Niagara Falls, and workshops for those outside New York Yearly Meeting boundaries. One topic that has risen up is the prejudices of ageism. We continue ARCH visits to incarcerated Friends, have added ARCH programs for Attica Prison, and plan workshops for other prisons. One of the men receiving ARCH visits while in prison is now happily residing in the community. Our pattern of weekend trainings for new ARCH visitors is being re-evaluated, perhaps to include some online interaction.

We look forward to the coming year with enthusiasm and love as we continue to explore aging issues and to provide resources to our yearly meeting. Please see the report from Callie Janoff, ARCH director, for more reflections on our exciting, challenging and rewarding shared ministry.

Jill McLellan and Lyle Jenks, co-clerks

Epistle Committee

The epistle of the yearly meeting appears in this Yearbook, on page 97.

Friends General Conference Representatives

2017-2018 has been a very busy, challenging year for FGC, and the NYYM representatives to FGC's Central Committee have been involved in most every important aspect, a few in key roles. The key message is "stand by for more news".

Central Committee met in October, 2017, and was engrossed in the process to determine what FGC should be in the future, and what we saw as its main purposes. Rather than a meeting consumed with listening to reports by working committees, those reports were submitted for digestion prior to our meeting, to make time for hands-on discernment. Lots of time was spent in small groups developing priorities.

Factors driving reevaluation of FGC's strategy and organization was a desire to clarify our purpose, become more focused on fewer important pillars, and return more value to our constituents, including NYYM, for their contribution. Our objectives included how to become more organizationally effective and streamlined, to reduce overhead and live within our means, and to provide programs that are truly meaningful.

These were the priorities the 100+ member body decided were most important for FGC:

1. Holding Gathering, our much loved opportunity for liberal Quaker community, learning, sharing and spiritual growth. This will continue to be the cornerstone of FGC programs.
2. Supporting the effort to increase diversity among Quakers and remove racial bias, conscious and unconscious. Organizational analysis of bias is a part of this program, and NYYM Friends are encouraged to take the FGC Institutional Assessment on Racism. It will be analyzed and the results will be distributed, and a process will be developed to change us.
3. To act as a clearinghouse for tools, ideas, methods, expertise, and people across yearly meetings, monthly meetings, individuals and organizations.

Another aspect that is important is the Spiritual Deepening program which all can reach via the FGC website. Other programs will likely leverage off our web presence.

Promoting growth of our members is important to our survival and refreshment; the staff person at FGC will work with NYYM's committee on this ongoing concern. A special interest is the development of young Friends in our community.

We continue to look for expertise to promote FGC's work, especially in finance and development committees; contact me

if you are interested. Financial aid for the participation of active young friends is available.

Jill Nanfeldt
Clerk, NYYM reps to FGC Central Committee

Friends United Meeting Representatives

Friends United Meeting is an organization of yearly meetings in North America, Central America, Africa, and the Caribbean.

The ministry of Friends United Meeting continues to flourish in leadership and resource development.

Friends United Meeting provides educational and inspirational resources to assist local and yearly meetings to grow and flourish in the Spirit of Christ and create ways to guide Friends to that living Source from which the Quaker testimonies originated. FUM also provides training that grows effective leadership—not only for pastors and organizational leaders, but for any who are open to God’s service in the world. FUM operates a leading school in Palestine, a theological college in East Africa, advances peace education throughout hundreds of Kenyan schools, hosts a wide variety of practical trainings, and seeks to be a hub for sharing resources across our community. A growing concern for FUM has been advancing girl-child education opportunities in places where the rights of young women are often ignored.

To help with resourcing and expertise, FUM has partnered with Everence. Everence helps individuals, organizations and congregations integrate finances with faith through a national team of advisors and representatives. Everence is a Christian-based, member-owned financial services organization that offers banking, insurance, investments, asset management, financial planning and other financial services with community benefits and stewardship education. Everence is a ministry of Mennonite Church USA and other churches. Because of FUM’s partnership with Everence, all NYYM meetings have access to Everence’s Spirit-based financial planning resources. You can find more details at everence.com.

FUM ministries include, but are not limited to:

- Healthcare concerns and programs
- Community and spiritual leadership promotion
- Educational promotion and institutions
- Peace & non-violence teaching
- Witness and empowerment of women

Programs are located in North and Central Americas, the Middle East and Africa. Ministries, pastors and program directors strive for and promote a cross-cultural collaboration in all their work and goals.

Projects continue to flourish in Belize; Ramallah Friends School, Palestine; Friends Theological College, Kaimosi, Kenya; Turkana, Kenya; Samburu, Kenya; and Communications Friends United Press (shop.fum.org).

After many years as general secretary of FUM, Colin Saxton has left as of June 30, 2018. Kelly Kellum has been appointed the new general secretary. Colin and Kelly have been in a transitioning process since March 22, 2018.

FUM held its 31st Triennial Gathering of Friends United Meeting at Friends University, Wichita, Kansas, July 12–16, 2017. The theme was *A Living Flame: [One] kindled soul may be the agent whereby the slumbering embers within are quickened into a living flames.* (Thomas Kelly, *The Eternal Flame*)

The 2020 Triennial will be in Kenya; please consider whether you might be led to attend.

The FUM Board meeting was held at Powell House, in Old Chatham, NY, June 21-23, 2018. It was a retreat session for the Board focusing on “getting to know one another” and beginning the discussion of “having those difficult conversations” concerning FUM and the larger Society as a whole. The Board is committed to carry this concern into future board meetings.

Current NYYM Friends serving on FUM committees are:

Joe Garren, Beverly Archibald and Emily Provance (NYYM’s representatives to the FUM Board)

Gloria Thomson/Africans in North America Committee

Mary Kay Glazer/Stoking the Fire Committee

Ann Davidson/Unleashing the Power Committee

—*Emily Provance*

Friends World Committee for Consultation (FWCC) Committee

FWCC Committee is planning a regional gathering to inspire and encourage our Quaker community to answer the Pisac Minute on Sustainability, approved at FWCC's 2016 plenary meeting in Pisac, Peru, calling for individuals and communities to take action to support environmental sustainability. This gathering will be in 2020 since the Section of the Americas gathering will be in the Kansas City area in March of 2019. Please read the Pisac Minute on Sustainability and get your meeting involved in responding to the call: fwcc.world/fwcc-news/living-sustainably-and-sustaining-life-on-earth-the-minute-from-the-plenary. Living on a planet that can sustain life is a crucial issue for us all.

Emily Provance (15th Street) has been participating with the Friends World Committee for Consultation traveling ministry corps. This small group of Friends (about fifteen in total, half English-speaking, half Spanish-speaking) has a goal of making contact with as many meetings in the Section of the Americas as possible within the next five years. So far, Emily has visited several meetings in North Carolina, along with Guilford College, and she's also sending letters of greeting to Friends' churches and meetings throughout North America.

Monthly meetings and churches in New York Yearly Meeting are encouraged to invite a visitor from the traveling ministry corps to come and worship with them. You can do so online at www.fwccamericas.org/traveling-ministry.

Emily also traveled with the support of an FWCC grant to Kenya and Britain to meet with friends from Samburu Friends Mission and Britain yearly meeting. During that time she served as a guest teacher at Loltulelei Friends Primary School and the School for Shepherds. Though this travel was not undertaken in the official capacity of a traveling minister, it supported FWCC's mission of bringing together Friends of varying traditions and cultural experiences.

(You can find Emily's brief documentary about Samburu Friends Mission by going to youtube.com and searching for "Samburu Friends Mission." Her talk in Britain Yearly Meeting can be viewed by visiting tinyurl.com/whatfutureforquakers.)

FWCC is excited to welcome two new young people to the committee this coming year. Lucy Jackson (Rockland) and Margaret Matthews (15th Street) both traveled with the contingent of young NYYM friends (under the care of Powell House) to El Salvador to learn about Friends' work in the local communities there. (Current FWCC member Isabella Aguirre [Purchase] went on that trip as well.) Lucy also traveled with another group of NYYM youth to attend Ireland Junior Yearly meeting and learn about Quakers peace work in Ireland. Lucy and Margaret are both very interested in the power of connecting with Friends from all over the world. Three of our six representatives will be under 30 years old and we are glad to be mentoring these budding activists and providing them with leadership experience and exposure to the wider world of friends.

Sylke Jackson, clerk

Junior Yearly Meeting Committee

No report submitted.

Oakwood Friends School

On June 8th students from around the country and around the world gathered under a beautiful copper beech tree on the Oakwood Friends School campus to celebrate the School's 97th graduation ceremony at its Poughkeepsie home. As is tradition, each of the 36 graduates was given the opportunity to share words of gratitude, words of hope, and words of optimism. The students spoke powerfully about what they have gained academically, socially and spiritually. Through their words, spoken at times in multiple different languages, they expressed deep gratitude for the opportunity a Quaker education affords.

The thoughts of William Reagan, long tenured head of school, resonated as clearly on graduation day as they did 75 years earlier. "The most important choices are made in the context of that of God and within an honest climate searching for purpose and meaning. It may mean danger and occasionally disagreement with custom. It certainly means the emergence of a 'real

me,' within a fellowship, highly personal, while fitting into an organizational pattern.”

It is a testament to the strength of the Oakwood community that his words continue to accurately and meaningfully inform our school culture and mission. One graduating senior from the Rosebud reservation in South Dakota spoke powerfully as she presented traditional Lakota quilts to members of the community. Another student identified her responsibility to be the voice of change she wishes to see in society. While another student, who lives half-way around the globe, pointed to his exposure to the Quaker faith, weekly meetings, and the ability to reflect inward as ‘immeasurable gifts.’

This year, shaped partially through the lens of our current society and politics, witnessed increased spiritual and civic engagement within the community. Students, faculty, parents and outside speakers engaged in dialog on social justice, equality, identity, faith, acceptance, gender and inclusion. Students travelled multiple times to Washington, Albany, and NYC, joining thousands of others speaking out on gun violence. Meeting with our NY State Representatives, our students voiced concerns on topics ranging from mental health awareness to suicide prevention to environmental sustainability. In December, commemorating the 1948 adoption of the Universal Declaration of Human Rights, students organized a public workshop at the Eleanor Roosevelt Estate. As part of Oakwood’s weekly service learning programs, students volunteered time, energy and talent at local food pantries, women’s shelters, retirement communities and nursery schools. A new, faculty-led initiative partnered Oakwood students and juveniles at the Red Hook Residential Center through an arts exchange program.

The Oakwood community remains committed to efforts to increase sustainability and stewardship, evidenced by the solar array, the four-season greenhouse curriculum, and numerous ‘citizen-scientist’ programs that get our students waist deep into the rivers and estuaries of the Hudson Valley. To date, the solar array has generated over 1.5 GWh of electricity, enough to power over 70 homes annually. The greenhouse continues to be a living, evolving classroom space, providing a tangible connection to the resources we consume. Partnering with local organi-

zations such as Poughkeepsie Farm Project, The Cary Institute and the Beacon Institute, our students are volunteering their time while simultaneously gaining a deeper appreciation for the natural world around us.

This year, the Oakwood faculty, students and the board of managers drew immense strength from the spiritual foundations of this intentional community of learners. Every week over 175 individuals gather together for silent worship. Through both weekly reflection and guided discussions, the student body focused on deep listening and respect for voice. At the core of the community is the belief that there is light and voice within each of us. A belief that our differences and our diversity are strengths to be shared discussed and explored. A respect for the individual, even those we sometimes disagree with, and the ability to listen. Oakwood, under the care of NYYM, traces its roots back 220 years to Nine Partners Boarding School and is part of an educational and spiritual tradition that is much greater than the sum of its parts. It is this connection that helps sustain its mission, helps inform its curriculum and helps ensure that Quaker values remain central to the work of students and faculty every day.

Chad Cianfrani, Head of School

Elsie K. Powell House, Inc. Co-Executive Directors

One of the most exciting results of the Powell House Strategic Plan that was approved by the committee in January, is the **theory of change** that now guides and focuses all of our decisions or actions in the coming years. Quoting from the plan:

As part of developing this strategic plan, we sought to describe the causal linkages between our activities and achievement of our mission. What assumptions are we making when we implement activities with confidence that they will affect the change articulated in our mission and vision statements? We will use this “theory of change” to help us maintain our focus, to design and test innovative and more effective programs, and to guide how we measure the effectiveness of what we do.

IF we invite people in such a way that they want to come to

Powell House.

And if we make Powell House accessible to them in terms of personal finances, scheduling, transportation, and accessible facilities.

And if we create a space where people who come

- Listen to one another
- Experience Quaker practices, values, and testimonies in action
- Learn about the issues that insult our sense of justice in the world (“smudges on the Soul of Humanity”)
- Find a place of refuge, healing, and inspiration
- Experience spiritual growth and renewal
- Engage compassionately with people who hold different beliefs

And if we create a space where groups can

- Experience the Spirit
- Gather in a safe and supportive environment
- Experience joyful connection

And if we enable people and groups to

- Explore topics and issues of current concern to them, and then
- Develop ways of living into their intentions, and then
- Acquire skills in Quaker practices and other realms, and
- Access tools and other resources in support of these

THEN we’ll have more resilient people and stronger groups and communities.

Then we’ll have people who have a sense of global unity, who experience interrelatedness of the spiritual, natural, and human dimensions, and who can more skillfully reach across the divide

Then God will open minds and expand awareness, so that people (seekers) and groups can transform the issues of our day and time

And then we’ll contribute to creating agents of change—people and groups who are empowered to live authentically in the world and to recognize truth and call it forth from one another.

Just re-reading these statements, evokes such excitement and inspiration for our ongoing work! We invite YOU to catch this vision and join us in this important effort; creating and support agents of change who recognize truth in our world, as well as call it forth in one another. We CAN make a difference through Powell House!

Thank you again for the privilege of living and working at Powell House to support these endeavors.

*Dennis Haag and Regina Baird Haag
Elsie K. Powell House co-executive directors*

Elsie K. Powell House, Inc. Committee

This year the Powell House Committee approved a strategic plan for the next five years. This includes the revised Mission, Vision, and Values statements which were published in last year's *Yearbook* as well as programming, operational, and financial goals and strategies. Here is a brief excerpt from the section on our programs, "Over the coming five years, we will continue to address spiritual hunger and nurture gifts. We will more consciously and proactively support people to support themselves sustainably and be joyfully grounded in their lives." Some of the ways we intend to do this are by creating programs to attract people in the middle stages of life, to offer single day and week-long workshops and retreats in addition to the traditional weekend format, to provide fresh opportunities for spiritual deepening, and to provide support and assistance on living one's faith in daily life. After consultation with other retreat center directors, Regina Baird Haag has introduced a "subscription series" for Powell House adult programs which allows an individual to attend as many conferences as they would like for a fixed price of \$720. There is also a monthly meeting version which costs \$1440 and enables any one person from a meeting to attend each adult conference. We encourage you to take a look at our strategic plan summary. A copy is available on the Powell House website under the "About Us" menu tab.

Much gratitude to our strategic plan coordinator, the Powell House staff, the committee, and all of the people from the yearly meeting and beyond who filed out surveys, shared their ideas

and energy, and held our process in the Light. Your efforts were vital in the planning process and your ongoing support will help Powell House to use the strategic plan to fulfil our mission: To foster spiritual growth after the manner of Friends and to strengthen the application of Friends testimonies in the world.

During the last year, 577 people participated in the 22 adult or intergenerational conferences or events offered by Powell House. 18 of these folks were new to Powell House and took advantage of the \$25 discount offered to anyone coming for the first time. Additionally, 163 people, including 26 children, came on retreats from four monthly meetings. Powell House also hosted 458 people from community groups such as Friends schools, AVP, and others who are aligned with our mission.

The youth program continues to offer opportunities for young people to explore Quaker practices and principles in a safe and appealing atmosphere. Attendance numbers continue to be lower than they used to be and the staff has been trying a variety of methods to advertise their amazing programs. Despite this, word of mouth continues to be the most common way attendees find out about the youth program, something we can all help with. We are thankful that people generously contribute money to provide scholarships for young people to attend events as requests for financial assistance were higher this year than last.

This year the youth program offered two conferences for young adults between eleventh grade and about thirty years old. These weekends had lots of participants who appreciated coming “home” to Powell House to consider topics that are relevant to their life stage, such as what it means to be alone. With the support of Witness Coordinating Committee, and as part of the effort to prepare young folks for their place in their Quaker and wider communities, Mike Clark and a youth program graduate took three high schoolers down to Washington DC for the FCNL spring lobby weekend. They met up with additional high school students from New England Yearly Meeting and were the youngest group at this large event. The participants learned how to focus their energy for issues of justice to lobby their representatives in support of sensible immigration policies. From our youngest fourth graders, up through the recently developed young adult programs, the directors and their many co-facilitators and adult presences will continue to create a loving, inclu-

sive community where people can be their true selves and ask how Friends' testimonies are reflected in how they lead their lives.

Heidi Kelly, clerk

Youth Committee

No report submitted.

WITNESS SECTION

Witness Coordinating Committee

As a committee, the Witness Coordinating Committee serves the yearly meeting in three important ways: to operate the Sharing Fund, to season minutes related to our witness in the outside world, before they come to the body for consideration, and to hear reports from its constituent committees, working groups, and liaisons to other Quaker bodies. It is responsible for oversight of those groups, to ensure that they are functioning as they should.

Sharing Fund: In 2017, total contributions to the Sharing Fund from individuals and monthly meetings were \$39,966.55. In addition, \$20,994.14 in income was taken from the Sharing Fund endowment. Certain committees are charged with the disbursement of income from designated trust funds; the total of this income was \$28,488.82.

Financial Services Committee has been working for the past few years to simplify and make more transparent the finances of the entire yearly meeting. In cooperation with Laura Cisar and Mary Hannon Williams, WCC has been working to reallocate funds from inactive line items to lines we anticipate will be used. Our goal is not to carry over, from one year to the next, more money than will be spent in the next year. Because a very large part of Sharing Fund contributions are made in December, we expect always to carry over significant sums, but we are trying hard to put Friends' contributions to use within a year of receiving them.

Witness Activities Fund

In response to the yearly meeting's Leadings and Priorities,

WCC established its Witness Activities Fund (WAF). This fund, which is one of the line items in the Sharing Fund, supports peace and social action activities by monthly meetings, and by individual members or attenders of monthly meetings. In 2017, the WAF supported the following:

- Chatham-Summit—\$2,400 for an AVP day camp; report received.
- Ithaca—\$1,000 for travel to El Salvador for AVP and Friends Peace Teams work; report received.
- Ithaca—\$600 for presentations on Indians including visits from Indian elders; report received.
- Mohawk Valley—\$516 to cover cost of van rental for trip to Standing Rock at the end of November, 2016. Report received.
- Old Chatham—\$100 for their film series; report received.
- Rochester—\$250 for support of the Gandhi Institute; report received.
- Wilton—\$990 for work on ending solitary confinement; report received.

Witness to the World

To supplement the allocated contributions (\$300 each) to a number of Friends' organizations outside the yearly meeting, WCC established the "Witness to the World" line in the Sharing Fund. In 2017, grants were made from this line to the following organizations to which we have representatives. It should be noted that the yearly meeting also supports two organizations directly through the Sharing Fund: Alternatives to Violence Project, and Right Sharing of World Resources.

Bolivian Quaker Education Fund
Friends Committee on National Legislation
Friends Peace Teams
New Jersey Council of Churches
New York Council of Churches
Quaker Earthcare Witness
William Penn House
National Campaign for a Peace Tax Fund

National Religious Campaign Against Torture
Water Protectors Legal Collective

Peace and social action activities

Although no minutes were brought forward for consideration by the body in 2017, WCC was actively involved in follow-up to the protests at Standing Rock, and had officially appointed a delegation to Standing Rock in the last week of November, 2016. Monies collected for the benefit of the Water Protectors at Standing Rock could not be used to support their encampment, once it had been bulldozed, but have been sent to the Water Protectors Legal Defense Fund for use by those arrested for their protest activities.

Friends who are interested in the activities of individual Witness committees are referred to the advance reports submitted by those committees.

—*Mary Eagleson*

Alternatives to Violence Project (AVP), Inc.

No report submitted.

**American Friends Service Committee
Northeast Region**

Report to New York Yearly Meeting
October 2018 – September 2019

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.

In New York and New Jersey, AFSC programs concentrate on Healing Justice and Immigrant Rights:

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 condi-

tions 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.

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. These documents are available at www.afsc.org/new-yorknew-jersey-healing-justice-and-prison-watch/.

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. In the summer of 2017 AFSC successfully completed a pilot program at Eastern Correctional Facility, with support of consultants with deep expertise in these issues. A second pilot will begin at Eastern in September 2018, with an eye toward expansion to other facilities after its completion.

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*, 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.

AFSC is grateful for the support of many volunteers and interns who significantly increase our capacity to do this work. Those 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 Newark 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 immigra-

tion detention, organizing campaigns and providing support to individuals whose lives have been impacted by the detention and deportation systems. The recent change in the US government has led to 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 received additional funding from the David Tepper Charitable Foundation that will expand immigration services and organizing work to Monmouth and Ocean Counties in New Jersey. In addition to its busy Newark office, AFSC will open a new office in Red Bank NJ, which will be staffed by an Immigrant Rights Organizer, a Supervising Attorney, a Staff Attorney, and a Legal Assistant.

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. AFSC also receives interns and volunteers throughout the school year. In the summer of 2018 AFSC hosted twelve interns between New York and New Jersey.

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, provide opportunities for young people to engage in advocacy and organizing efforts on issues of their choosing in Philadelphia and Pittsburgh through our Social Justice Leadership Institute and Youth Undoing Institutional Racism Programs, support coalition work in their communities toward social justice, and relate with Quaker Meetings on issues of concern.

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 Committee for the Barrington Dunbar Fund for Black Development sent letters of invitation encouraging meetings and worship groups to **apply for funds from this committee.**

The Black Development Fund was established in 1969 as the response of New York Yearly Meeting to the needs of the Black and Puerto Rican communities within the area of New York Yearly Meeting. The name was changed in 1978 to recognize the work of Barrington Dunbar. In addition, the charge now includes all Latinos in the NYYM area, not just those of Puerto Rican descent.

The committee has granted funds for programs in the Black and Latino communities, including development projects that help preschool children, youth, and aged who are victimized by the adverse conditions of poverty and racism; projects that help with re-entry challenges of formerly incarcerated individuals; scholarships for disadvantaged students at high school and college level; and many other programs of a like nature. This committee is supported by the Sharing Fund.

In response to Friends applications from throughout NYYM we have given to the following:

- **Expand, New York City**—Black Male Teachers Training & Retention Program
- **Farmington Scipio Regional Meeting**—Prison Reentry Program
- **Operation Unite, Hudson NY**—Cultivates well-rounded, progressive youth by providing programs that foster a sense of direction, self-esteem, and social consciousness.
- **Powell House Youth Program**—Scholarships for economically disadvantaged Black & Latino youth.
- **The Redemption Center, New York City**—transitional housing for those returning home from prison.
- **Rochester ACTS**—an alliance of faith-based organizations that has worked towards increasing funding for safe and affordable childcare. They are currently working on raising the wages for home-based health-care workers (mostly women of color).

- **Rochester Baobab Cultural Center**—promotes an understanding of African culture, as rooted in ancient traditions and routed by the migratory experiences of people through the Caribbean, Europe, and Asia to the Americas. Visitors experience this journey through art and educational exhibits, films and documentaries, poetry readings, book discussions, and other cultural activities.
- **Rural & Migrant Ministry**—identifies and nurtures new generations of leaders in upstate rural New York, through their Youth Empowerment Programs: Youth Arts Group, Youth Economic Education Group, Summer Overnight Leadership Camp, Summer Day Programs, and High School/College Internships. Many of these young leaders are first generation immigrants, and face language and cultural barriers.
- **The Youth Services Opportunities Project (YSOP)**—conducts overnight work camps that engage youth and college students in meaningful service experiences.
- Scholarships for students attending **Brooklyn, Oakwood,** and **Westbury Friends** schools, and scholarships for students from **Buffalo** and **Peconic Bay Meetings**.

Helen Garay Toppins, clerk

Black Concerns Committee

The White Privilege Conference (WPC) is coming to New York Yearly Meeting and will arrive in western New York in the city of Rochester in 2019. It will take the form of a regional White Privilege Symposium. The WPC examines race and gender-based privilege, and strives to empower and equip individuals to work for equity and justice through self and social transformations. The WPC is now under the management of The Privilege Institute, a non-profit that supports the work of WPC. There has been a growing demand to create regional WPCs and Quakers in the city of Rochester are stepping up to the plate. The symposium will focus on criminal justice, education, housing, and immigration. The NYYM Black Concerns Committee (BCC) is planning on taking an active role in supporting

the Rochester WPC Symposium, much as we did in support of the WPC that was held in Philadelphia. This year we also helped finance NYYM Quaker attendance at the 19th Annual White Privilege Conference, held in Grand Rapids, Michigan. Its theme centered on preparing for future social justice work.

The Black Concerns Committee's work is ongoing. Racism is persistent but so are we. The higher you build the wall **the harder we must climb**. The Committee for Black Concerns used to be called the Race Relations Committee and we are still trying to meet the challenges of improving race relations within and without the Religious Society of Friends. Our mandate from New York Yearly meeting is to: broaden and deepen communication among all ethnic groups, and to develop among Friends a keener awareness of the violence of racism. To that end we have been providing *Deep Denial: The Persistence of White Supremacy in U.S. History & Life*, by David Billings, to Quaker meetings, schools, and colleges. We highly recommend this text as a nurturing way to engage meetings and communities in racial justice discussions and actions. The text, in conjunction with the free online study guide, will help deepen understanding of race and racism, stimulate discussion of white supremacy, and assist with organizing antiracist actions in your meeting and in your community. A number of monthly meetings are using *Deep Denial* for their study groups. You can access the free on line study guide at: www.cddbbooks.com/public/DeepDenialStudyguide.pdf. If your meeting would like a copy of *Deep Denial*, please contact a Black Concerns Committee member. We helped sponsor an author event with Billings, who is a historian and antiracist organizer who has worked for half a century in the struggle for racial justice. His text is part popular history, part personal memoir, and documents and explores why we remain "a nation hard-wired by race." The conversation with him was lively, interactive and informative. We encourage Friends to invite him to their meetings, or to attend any of his author events.

At a follow-up WPC held in Philadelphia (and attended by 100+ Friends), the BCC created a Racial Justice Network. Its informal operations have been successful, with many Friends contacting us and seeking support for their personal anti-racism work. However, its formal organized structure is in need of

much improvement. We are hoping that as we gear up for the Rochester WPC Symposium the anti-racism work among NYYM Friends can be more collaborative. We need to coordinate with the NYYM Task Group on Racism, the European American Friends Working to End Racism, and the Prisons Committee, as well as the Ithaca Center for Racial Justice. After much discernment and deliberation, the BCC has decided that our response to the WPC call will be to campaign to reinstate higher education in prisons in NYYM.

We would like to continue to provide scholarships for Friends to participate in anti-racist training workshops. We would like to continue to provide scholarships for Black and Latino children who need support in order to attend Powell House and Junior Yearly Meeting. However, how much support we can provide will depend on the level of giving to the Sharing Fund. We hope that meetings and individual Friends will give generously in order to make all of our desired work possible.

Helen Garay Toppins, clerk

Bolivian Quaker Education Fund

The Bolivia Quaker Education Fund (BQEF), after a “routine” 2017, has seen considerable action during the first half of 2018. The year began with an acknowledgement of our precarious financial situation and serious consideration of operational options. These options ranged from ending our programs responsibly and on a celebratory note due to our many accomplishments, to ramping up both fundraising and institutional positioning to provide a solid foundation for continuation of our mission. We have chosen the latter option.

As part of our ramping up we have identified and moved into making arrangements for bringing up a scholarship student as an apprentice teacher at a U.S. Friends’ School, and as an ambassador to meetings and yearly meetings around the country.

We have organized a study tour of Bolivia and our programs are to take place in late July and August. This tour will be lead by Alicia Lucasi and we are using this year’s experience to set the foundations for making this a regular part of the program. We find that the opportunity for North American and European

Friends to visit Bolivia is highly rewarding for participants and an important element in achieving one of our organizational priorities: to strengthen ties between Andean, North American, and European Quakers.

Former scholarship students are increasingly becoming involved either in direct support of the programs from which they benefited or in tangential activities that complement the social impact that assisting Friends in their education can provide.

Meanwhile, the scholarship program continues to provide critical financial support and assistance with navigating the intricacies of attending a university for young Quaker, mostly Aymara, students who are the first generation do so in their families and communities.

The student residence in Sorata supports young high-schoolers and their families in their desire to make even high school level education accessible.

Within these programs are components emphasizing Quaker values (many of which match Aymara cultural values that have been fading in the course of an often brutal national history of oppression and resource extraction by the dominant sectors of society). The emphasis on these values, such as operating within a sense of community, of working for peace and integrity, of reciprocity and “passing it forward” has had a profound influence on many lives.

We are grateful to our local Bolivian staff for their dedication and passion about their work, for continuing support from New York Yearly Meeting, and for Friends who give generously of their “time, talent, and treasure” to this wonderful project, started in 2002 by Newton Garver.

Jens Braun

Conscientious Objection to Paying for War Working Group

No report submitted.

Earthcare Working Group

On June 21, 2017, Pamela Boyce Simms, then clerk of the Earthcare Working Group, wrote to the members of the working group, saying, “NYYM QEW representation to QEW anchors me fully in New York City/NYYM working for Friends at the UN.” She suggested that either the working group be laid down or that a clerk or two co-clerks be found to assume the role she had been taking.

Margaret McCasland and Robert (Sunfire) Kazmayer agreed to accept the positions of co-clerks. They met on July 7 and agreed that the Earthcare Working Group would focus on two or three projects based on the interests of its members. On July 28, members of the Earthcare Working Group met and agreed that Margaret and Sunfire would be the co-clerks with Alice McMechen, Janet Soderberg, and Pamela Boyce Simms supporting them as a steering *team*.

Members of the steering team met by teleconference on September 19. Sheree Cammer was invited to participate because of her interest in ecological food production. The working group agreed to support her in having a teleconference on ecological eating open to all members and attenders of NYYM meetings. October 24 was set for the date of this event and it was promoted in InfoShare and with small handouts sent to all the monthly meetings. There were twelve participants in the call, which included an informative discussion and a Rex-Am-bler-style meditation. Possible follow-up was also discussed, including a dinner at Albany meetinghouse for NERM meetings with all locally sourced food.

Several members of the EWG joined the NYYM Peace Concerns Working Group on their conference call November 29 to discuss connections between peace concerns and earthcare concerns.

In the latter weeks of 2017, the Earthcare Working Group developed a budget for 2018 that included developing a lending library of DVDs related to climate change and earth care for the meetings and committees within NYYM, support for a prototype dinner related to ecological eating, and support for the work that Pamela Boyce Simms is doing with QEW. We learned that Pamela would be a guest editor for the March issue of *Spark*, and several members agreed to provide material for that issue.

The clerks believe that we have laid the groundwork for growth in 2018.

Robert (Sunfire) Kazmayer & Margaret McCasland, co-clerks

European American Quakers Working to End Racism Working Group

EAQWER is a working group of white-anti-racist Friends under the care of Witness Coordinating Committee. We have liaisons to the Black Concerns Committee, Task Group on Racism, Indian Affairs, Prisons, Friends Center for Racial Justice and WCC. This year we suffered several losses which we feel deeply: the passing of Florence McAllister, relocation out of the area by Norma Ellis and Irma Guthrie, and the in-progress move to North Carolina of Jeff Hitchcock, the impetus behind our group's founding. The national atmosphere of intensified racism and violence has also affected the focus of individual members making more demands on their time in other actions in their hometowns and communities.

In spite of these demands we met our usual three times during the year in addition to meeting during Summer Sessions. Our February 2017 meeting was in Ithaca at the Friends Center for Racial Justice along with members of Ithaca Monthly Meeting and the Task Group on Racism, the first groups to be hosted by FCRJ for a weekend.

We have been working on a revision of our mission statement and discussed the need to do more outreach and organizing, consistent with our mission. We noted we have not done as much as possible with our intention of working during our meetings to undo our internalized racial superiority. While that work is a priority, it is often pushed to the back burner while we attend to business instead.

We examined expanding our presence, re-energizing consciousness raising and a sense that the cutting-edge white anti-racist work we did in our early years in the yearly meeting is stalled. Things have changed and we need to examine whether and how our work needs to evolve. Are we a placeholder that may be impeding the work because of how we structure ourselves? How do we engage younger leadership? Should

we do more visiting with local meetings as EAQWERs? Can we build a better connection with Powell House, NYC, individual quarters and regions, and FCRJ? We agreed that it remains helpful to have EAQWER as a base of connection and support for the work.

We have great interest in the FGC assessment of institutionalized racism and wondered how it could be initiated in NYYM. Could this be an opportunity to take on leadership, a role we played the previous year in helping create momentum for NYYM participation at the 2016 White Privilege Conference and the follow-up Powell House weekend? We think NYYM could benefit from an assessment of institutionalized racism, and will follow FGC's progress. We decided to invite a member of FGC's assessment committee to attend Summer Sessions as a resource person who could offer interest groups and informal conversations about the assessment.

In NYYM's policy on expenditures and reimbursement we see a poverty/racial component in the expectation of prepay before NYYM reimbursement for individual's expenses. We have been beginning a conversation within the yearly meeting on how to address this.

We have been discussing how to engage white anti-racist Friends in other yearly meetings to organize a national Quaker white anti-racist presence to speak truth to Quaker institutions on racial justice and equity. We drafted an open letter inviting participation in a video-conference, conference call or other platform for establishing a community of conversation and planning. EAQWER would facilitate the organization of a core planning group. The open letter asks for both interested participants and those interested in helping to plan/convene the group, and we gathered information about points of contact from other yearly meetings re white anti-racist work to whom we can send the letter.

The treasurer's report for 2017 is as follows:

Expenditures 2017

Program:

Donation to Friends Center on Racial Justice (FCRJ) for Feb. meeting there	240
Donation to FGC's Assessment on Racism	200
Attendance of member to FGC Gathering to gather info on FGC assessment	200
Donation to Great Small Works for video production of the play Mariposa and the Saint (on solitary confinement)	200
Donation to Angela Hopkins supporting the work of Friends' Center on Racial Justice	<u>200</u>
Total	1040

Administrative:

There was a carryover of \$50 allocated for travel reimbursement from 2017 that was not claimed.

Travel for representative to WCC Jan. Coordinating Committee at POHO	50
Travel WCC rep to Spring Sessions	<u>50</u>
Total	100

GRAND TOTAL **\$1140**

In considering our budget request for 2018, we noted how EAQWER's plans serve the implementation of the Leadings and Priorities:

4. With respect to gathering the yearly meeting into one body, EAQWER is called to support our community to acknowledge racial divisions and to heal them. We work to remove barriers to the full participation and inclusion of Friends of Color. We labor with ourselves and all European American Friends to overcome white privilege and internalized superiority patterns, so we too may be fully gathered into the yearly meeting.
5. Our working group attempts to inform and inspire our community to witness for racial justice. We study the roots of racism and its current manifestations and dynamics. We then design projects and activities to support NYYM to speak out and act against racial oppression.

Evelyn Kennenwood, for the Working Group

Friends Committee on National Legislation (FCNL) Representatives

The FCNL delegates from NYYM attended the November, 2017 annual meeting in Washington D.C. and voiced concerns about the outsized unaccountable military budget in Congress-

sional offices all over Capitol Hill. In our meetings we carried a copy of a letter from four senators, two Democrats, and two Republicans requesting an audit of the military budget. On December 17, 2017, the Pentagon announced its first-ever audit would be completed and reported by November 15, 2018. This is a milestone that will fulfill a Trump campaign promise and respond to federal legislation passed in 2010 that gave the Pentagon 7 years to clean up its books before reporting. We also lobbied for spending no more on the military than the civilian side of the budget. Instead, both parties voted for a \$100 billion increase in the military budget while cutting many domestic programs. We will continue to advocate for reduced military spending particularly on weapons procurement.

We are also called to lobby for prevention of genocide: www.fcnl.org/updates/support-the-elie-wiesel-genocide-and-atrocities-prevention-act-620

FCNL also led a vibrant spring lobby weekend for youth attended by many from NYYM with the help of Mike Clark and others. In addition, FCNL continues to recruit young adult organizers to work part time in their communities for our issues: climate change, immigration reform, peace, etc. This is a brilliant strategy to cultivate and financially support new young leaders.

Friends, please consider forming an advocacy team to engage with our national government in your region through your U.S. House of Representatives and U.S. Senate members. These offices don't hear enough from citizen lobbyists whose interests are not commercial. Advocacy teams have been formed in response to a call by FCNL. Below is commentary from Kathy Stackhouse, a member of FCNL's general committee and of the NYQM advocacy team.

We are a small but active group with each of us adding our particular strengths to move FCNL's goals forward. We have members from all the NYQM meetings. We meet twice a month. On first Wednesdays we hear a call from FCNL and check in with each other. On third Wednesdays we discuss what we have learned and encourage each other to follow our leadings. This arrangement makes doing the work much easier than trying to do it all by ourselves.

In 2018 the goal is to prevent Trump from going to war with

North Korea by backing a bill that reasserts Congress's responsibility to declare war. We visited Schumer's office, attended and spoke at two Nadler town halls and at a Maloney candidates' breakfast. We also hosted a well-attended talk by Dan Jasper and Linda Lewis about AFSC's work on the Korean Peninsula. We are getting to know our representatives and have written letters to the editor. We welcome new members.

Diane Keefe, clerk of NYYM delegates to FCNL

Friends Peace Teams Representatives

Friends Peace Teams (FPT) is a Spirit-led organization working around the world to develop long-term relationships with communities in conflict to create programs for peacebuilding, healing and reconciliation. FPT's three initiatives build on extensive Quaker experience combining practical and spiritual aspects of conflict transformation.

Peacebuilding en Las Américas (“PLA”): has ten active peacebuilding and trauma healing programs in Colombia, Guatemala, El Salvador and Honduras. We provide grassroots solidarity, tools and hope to those most discriminated against and marginalized. We work with youth, teachers, war survivors, former and active gang members, prison personnel, indigenous communities, and grassroots leaders. Some recent highlights include: the first-ever workshop in a Mayan language in Guatemala; trauma healing workshops in El Salvador with war survivors who have “disappeared” loved-ones; workshops that empowered women in Afro-indigenous and indigenous communities defending their land rights against illegal development in Honduras; workshops that provide rehabilitation for former gang members and prisoners in a Honduran prison; and workshops with survivors of violence, as well as demobilized guerrilla and paramilitary fighters in Colombia.

PLA facilitators helped spread AVP to Argentina, Belize, Chile, Panama, and Peru; and strengthened relationships through visitation.

Asia West Pacific Initiative (“AWP”): engages with peaceworkers in Central Java, North Sumatra, Aceh and Papua in Indonesia; Manila, Tagbilaran City, Cebu and Davao City

in the Philippines; Seoul, Dejon and Jeju Island in Dorea; Kathmandu, Pokhara, Surket and Timura in Nepal; Ukraine; and Chechnya, and maintains a concern for peaceworkers in Palestine, Israel, Afghanistan, Iraq, Australia, and Aotearoa/New Zealand. We support volunteers called to do work for peace and nonviolence, trauma healing, conflict transformation, and social justice advocacy with communities recovering from war or religious violence.

In 2017, AWP, in relationship with the Community Self-Reliance Center and National Land Rights Forum, working with the landless and land-poor of Nepal, offered flood relief, input into their constitutional demands for their rights, training in transformative mediation, and uncovering hidden land agendas that often lie beneath armed conflict. AWP supported Nepalese AVP facilitator Jamuna Shrestha to visit Bhutanese resettled in the U.S. with a concern for their epidemic suicide rate. We supported AVP Nepal in hosting the AVP International Gathering, bringing 169 facilitators from 39 countries. In Indonesia, Peace Place Pati hosted a compassionate listening workshop, and in January, 2018, the Fifth International Peace Training with 45 participants from 11 countries in five languages simultaneously. Peaceworkers came from Indonesia, Philippines, Nepal, Korea, Chechnya, Ukraine, United Kingdom, Singapore, Australia, Aotearoa/New Zealand, and the United States. We continue to develop and support two demonstration sites for creative, developmental learning for young children, families, and teachers based on peace and nonviolence. Three Indonesian peaceworkers have completed degrees in early childhood education so that the preschools established based on AVP and developmental play principles will have qualified teachers. AWP representatives visited the Philippines and conducted AVP and trauma resiliency workshops.

African Great Lakes Initiative (“AGLI”): strengthens, supports and promotes peace activities at the grassroots level in the Great Lakes region of Africa—Burundi, Democratic Republic of Congo, Kenya, Rwanda and Uganda. AGLI responds to requests from local religious and non-governmental organizations that focus on conflict management, peacebuilding, trauma healing and reconciliation.

In Burundi, HIV testing and counseling were provided

to 2,100 people and 190 received antiretroviral treatment. Healing and Rebuilding our Communities (HROC)-Burundi conducted 170 workshops with participation of 2,308 people. In Kenya, Transforming Communities for Social Change (“TCSC”) conducted numerous trainings, dialogues, and listening sessions. In Rwanda, there were 49 trainings conducted and construction of the HROC Musanze center continues.

Changes in FPT Structure and Governance: Over the past year FPT has continued its substantial transition in structure and governance. We thoroughly examined our origins as well as the principles and values approved by the founders, recorded our current practice, proposed changes and seasoned them. We retain and affirm our bottom-up practice that has served us well and has distinguished us as a Quaker organization operating in the manner of Friends.

Changes in FPT Staffing and Volunteers: The volunteer leadership (i.e. coordinators) in two of our three initiatives—AGLI and PLA—has now shifted to part-time paid staff with David Bucura (Rwanda YM) serving as coordinator for AGLI and Monica Maher for PLA. Nadine Hoover (NYYM) continues volunteering as AWP Coordinator. Each initiative has a working group that carries the authority and responsibility for the guidance and supervision of its work. Previously, working groups functioned only as support for the volunteer coordinator. Now working groups must actively supervise and direct that coordinator.

This year we welcomed three new part-time staff: Allie Prescott as Communications Specialist for PLA; Anne Hutchinson (OVYM) as Publicist with AGLI; and Bess Keller (BYM) as Communications Specialist for FPT.

We are grateful to the many volunteers who help us and our partners abroad to continue to do this work.

Please talk with me about this work and visit our website: www.FriendsPeaceTeams.org.

Shirley Way, NYYM representative to Friends Peace Teams

Indian Affairs Committee

Historical context worth repeating:

From the first arrival of Quakers on this continent, there have been Friends who carried a concern for the Indigenous people whose home we had encroached upon. A committee convened in 1798 with that shared concern. The Indian Affairs Committee is the longest standing committee of our yearly meeting. We know we stand on the shoulders of many Friends who have come before us.

In 2016, for the first time in the history of the committee, we sought representation from the Haudenosaunee (our Native partners in this geographic region). After consideration, the Haudenosaunee agreed that such a liaison was in right order and agreed to have Kay Olan, a member of the Mohawk Nation, join us. She served with us for two years. We deeply appreciate Kay's many contributions to our work together. Continuing this partnership in 2018, Freida Jacques, a Turtle Clan Mother of the Onondaga, has joined us, and brings us her keen attention to overcoming the effects of the Doctrine of Discovery.

Other activities of the committee included, but were not limited to, participation in:

- Two Row on the Grand River at Six Nations in Ontario where two IAC members paddled and provided support in July.
- The Friends of Ganondagan, with support from IAC, invited Freida Jacques to present at the 1816 Meeting House. We continue support for the organization and specifically budgeted extra funds for Canandaigua Day celebrations.
- FGC Gathering in Niagara Falls, NY: A week-long workshop on Quakers and Indigenous Peoples as Allies lead by three IAC members.
- Presentation of the “Roots of Injustice” workshop/interest group at Summer Sessions.
- Ongoing invitations to committee members to speak, present workshops and share their witness and journeys continue as result of this work in the wider world.

How many times did you meet? The committee met at Spring, Summer, and Fall Sessions in 2017. We have reflected

extensively on the need to meet a fourth time each year to share more deeply in our work, and have plans for a retreat in the autumn of 2018 to do so. We have found visitors come to our meetings and wish to join or share in the work in other ways.

Do you have enough members/support? We are pleased to share that the Indian Affairs Committee has begun to have the energy needed for supporting each other in getting our work done. We are coming together in roles and responsibilities and look forward to our retreat to fully gather. We are additionally grateful for the financial and personal support of the Yearly Meeting for this committee's work.

Where is the life in your group—how does the Spirit move? Use of the “Acknowledgement of the Lands” before every yearly meeting gathering is an important tool of education. IAC members have presented a workshop originally developed by Paula Palmer to address the Doctrine of Discovery called “Roots of Injustice, Seeds of Change” at Summer Sessions, in Canada, regionally, and will continue to offer this to monthly and quarterly meetings throughout our yearly meeting and beyond. Two members are working on the original Kairos exercise with the NOON Ally organization in Syracuse. There have been several presentations and a training by Canadian facilitators, insuring both non-Native and Native peoples are trained and informed. Other members are becoming increasingly involved in activities within their home areas, connecting to the rising work and awareness of the collaboration of Native and Allies as a tool for survival. Still others are continuing their ministry of education and presence within interfaith and ally opportunities. The energy of the Two Row and Standing Rock flows among us.

How is your budget, if you have one? What services have you provided? Our generous budget has been used to support the following projects over the past year:

- Akwesasne Freedom School—Mohawk Language Immersion
- Akwesasne Task Force on the Environment
- Kanatsiohareke Mohawk Community
- Friends of Ganondagan for Canadaigua Day

- Ndakinna Education Center
- Two Row on the Grand (Canada)—Haudenosaunee and Native collaboration
- Onondaga Lake Fund—Onondaga Lake clean up
- Haudenosaunee Speaker at the 1816 Meeting House
- FCNL Native American Project
- Blossom Garden Friends School—Quaker-run school with Seneca children in the student body
- Seven stipends and one scholarship for Native American students to pursue education.

Additional committee budgeted funds have been allocated to support the workshop work being carried by our IAC members and for stipends to Native presenters.

- Standing Rock Sioux—Water Protectors
- Contributions for Standing Rock, new WCC contributions and new Trustee funds have given us the additional financial support to assist efforts otherwise not supported and allowed for a nearly \$3500 one time contribution to The Water Protectors Legal Defense Fund.

Moving forward:

We are reaching out throughout the NYYM community for new IAC members as well as encouraging committee meeting visitors to give their names to nominating. We hope to widen our IAC message by continued presence in monthly meetings. The interface with Indigenous concerns, environmental concerns and our youth's growing awareness of the encroaching pipelines in all our communities is imperative and ongoing. We are encouraging a yearly meeting presence at Canandaigua Day in November. There are long range workshops and inter-yearly meeting collaborations going on to bring about a truth and healing process by Quakers with the Native Peoples of their respective areas.

We are humbled to help carry the Spirit of the Two Row flag of alliance with all beings.

Buffy Curtis and Rebekah Rice, co-clerks

National Campaign for a Peace Tax Fund (NCPT) & Peace Tax Foundation report

Information adapted from peacetaxfund.org

The National Campaign for a Peace Tax Fund advocates for legislation, H.R. 1947, which will protect the First Amendment rights of Americans who have deeply held religious, moral, and ethical beliefs about how their federal income taxes are used for military purposes. Many Americans seek to pay their income taxes knowing they are following the leadings of their conscience. However, a minority of Americans find these deeply held beliefs challenged because of their objection to war.

Quakers, Church of the Brethren, Mennonites and others represent this minority whose religious liberty is compromised when they pay their income taxes. Our government already recognizes the liberty of those who have deeply held beliefs against war and they are exempt from military service. The National Campaign for a Peace Tax Fund seeks equal justice under the law for taxpayers who do not wish to support war financially as a matter of conscience. H.R. 1947 will protect the rights of all as envisioned in The Bill of Rights of the United States Constitution.

This bill directs the Department of the Treasury to establish the Religious Freedom Peace Tax Fund for the deposit of income, gift, and estate taxes paid by or on behalf of taxpayers: (1) who are designated conscientious objectors opposed to participation in war in any form based upon their sincerely held moral, ethical, or religious beliefs or training (within the meaning of the Military Selective Service Act); and (2) who have certified their beliefs in writing.

Amounts deposited in the Fund shall be allocated annually to any appropriation not for a military purpose. Treasury shall report to the House and Senate Appropriations Committees on the total amount transferred into the Fund during the preceding fiscal year and the purposes for which such amount was allocated. The privacy of individuals using the Fund shall be protected.

Find out more about H.R. 1947 at peacetaxfund.org.

Jens Braun

National Religious Campaign against Torture

No report submitted.

New Jersey Council of Churches

No report submitted.

New York State Council of Churches

No report submitted.

Prisons Committee

There are seven Quaker prison worship groups within New York Yearly Meeting located at the following facilities: Attica, Auburn, Cayuga, Green Haven, Orleans, Sing Sing and Woodbourne. The worship group at Otisville is an interfaith group sponsored by Quakers. These groups range in size from two to fifteen members. The NYYM Prisons Committee is comprised in large part of volunteers who attend these worship groups, although this is not a pre-requisite for membership. The committee offers an opportunity for prison volunteers to share experiences and “best practices.” It’s a place that provides the yeast that sustains us to grow. The committee met a total of four times in 2017 at Spring, Summer and Fall Sessions.

Six of our eight prison worship groups submitted state of the meeting reports for 2016 and the Prisons Committee compiled these into a State of the Prison Worship Groups report which was submitted to Witness Coordinating Committee at Summer Sessions 2017 and copies were mailed to the clerks of all prison worship groups. The incarcerated men expressed deep appreciation for their small, close-knit worship groups with ‘meeting as the next best thing to home.’ Groups were thankful for their extended Quaker family—the “wonderful and compassionate volunteers” who “deal with the rules and frustrations of prison life in order to comfort us and pray.” There was also a yearning for connection to the wider Quaker community. One group went as far as to say: “Inside Friends know there is an active Quaker world outside. But we feel invisible—part of our Friends

community but unable to be fully in it—like ghosts. Friends inside feel extremely isolated, but they will not give up. Writing this report is a way of reaching out.” Several outside volunteers encouraged inside Friends to write to meetings in their region to seek connection by asking how spirit is moving in their meeting.

The Prisons Committee supports a ministry of outreach by funding an extensive mailing of holiday and greeting cards and calendars from the NYYM office to men in our worship groups and those who have been moved to facilities without a group. This year we are also supporting the long-standing greeting card ministry of Genesee Valley Friends. The meeting receives wonderful replies and responses to the cards that they send to prisoners and several of these were read at Café Night to illustrate the direct impact of giving to the Sharing Fund.

The Prisons Committee has established a reintegration grant to provide financial assistance for members of prisons worship groups on their return to society. To be eligible they must be registered as a Quaker with the Department of Corrections and Community Supervision (DOCCS), and have been consistently attending a worship group for at least a 12-month period immediately prior to their release or their transfer to another facility. If an eligible incarcerated Friend is transferred to a facility without a worship group, Prisons Committee/outside volunteers will connect that person with a Spiritual Visitor. The eligibility of the incarcerated Friend will not be impacted if they remain in regular contact with the Religious Society of Friends through their Spiritual Visitor.

The Reintegration Grant is up to a maximum of \$1000 and Prisons Committee recommends that an initial \$500 be made available without restrictions within the first three months with a further \$500 available for specific needs over time. However, the timing and incremental nature of the disbursements will be determined on a case-by-case basis by the local Committee of Care and Accountability responsible for the worship group from which the released person came. A process for disbursement of the grants was approved at Summer Sessions 2017.

- The committee also granted funds to support the following
- Hope House, a recently opened transitional housing program for formerly incarcerated women in the Bronx (started by a formerly incarcerated woman)

- Books through Bars
- AVP Bolivia to support facilitators' travel to conduct workshops in prisons (the Bolivian Department of Corrections will measure the effectiveness of AVP in reducing recidivism)

Prisons Committee is in need of Spiritual Visitors. If you are interested please be in touch with any member of the committee. We have funds available to help with travel, collect phone calls and postage to support this ministry. Also, please be in touch with the committee if you are interested in attending a worship group.

Robert Martin, clerk

Right Sharing of World Resources

In 2017, the Sharing Fund of NYYM contributed \$2,217.86 to RSWR, Inc. Together with contributions from individuals, monthly meetings, and other yearly meetings (totaling \$550,000 in the 2017-18 fiscal year), this sum provided grants and support to 44 women's groups. These groups, in turn, made loans to their members so they could start or enhance small businesses. At an average of about 25 women per group, we were able in this one year to make a big difference in the lives of about 1,100 very poor women.

The grants themselves are far from the whole story. In India, we work with established (but new and small) NGOs who support the women's groups with advice and training. In Kenya and Sierra Leone, we have contracted with local individuals to visit the groups and give them the training they need to succeed in their businesses. Many of the women are illiterate, so training can include rudimentary financial literacy as well as, in some cases, skills they need to carry out a trade, such as tailoring or buying and selling food or charcoal. Other women already know their trades, or are already farming, but being able to borrow money for inventory or seed at a reasonable rate of interest can make all the difference.

It may be that the most important thing the groups do is not income generation. Imagine what happens when women get together. They talk, of course. They talk about their children,

their husbands if they are married, the welfare of other women in the village, and any problems that may be troubling their communities. In a self-help group, they are likely not only to talk, but to think about what they can do to alleviate those problems. In the male-dominated societies where our partners live, this is revolutionary. In short, we are not only helping poor women make a little money, we are empowering them to work together to solve local problems.

RSWR isn't entirely about making grants to NGOs working with very poor women. It is also about encouraging Friends to initiate change within our own lives. Whether or not we are aware of it, the materialism of our society imposes burdens on us. Jackie Stillwell, the general secretary of RSWR, led an interest group on the Power of Enough at Friends General Conference in July, 2017. She will be coming to Silver Bay as our plenary speaker this year, 2018.

Mary Eagleson, representative

William Penn House

The William Penn House celebrated its 50th anniversary this past year as a center of activism and service in the nation's capital. More than just a hostel for the economical tourist, the WPH is a home of important discussions and calls to action. One cannot walk past 515 East Capitol Street without recognizing something special is happening here.

WPH has been an especially open host this past year, as hundreds of people have used their space as a physical and spiritual base while following their leadings to speak up for love in the face of hate. During the Women's March this past fall, over one thousand people used their bathrooms, rested in their public spaces, and refilled water bottles in the WPH. In December, several activists stayed at the WPH before engaging in non-violent direct action at the capital to protest budget cuts to life-saving health programs. Tired activists again found a place to rest before and after The March for Our Lives. Throughout the school year, groups of students have passed through and been supported in service learning and reflection on many topics including peacemaking, public policy, and human rights.

As NYYM Friends consider how they can speak truth to power, they should not forget the space of radical hospitality offered at the WPH. It is a place of connections and a place where one can truly “come experience what it means to be staying with Friends.” Indeed, the dorm rooms, circles of chairs, and vision-filled flip charts echo the same combination of playfulness and intent one finds at Powell House and other Quaker spaces. Read more at williampennhouse.org about the important and engaging programs they offer and how you can join in!

Caleb Braun

World Ministries Committee

The World Ministries Committee (WMC), with funds from bequests and the Sharing Fund, has supported the ministry of NYYM Friends in the “wider world” since 1889. WMC is a grant-making committee that provides a means whereby NYYM members and meetings can follow their witness to promote peace and love worldwide.

The committee meets by teleconference four times during the year, to review grant applications received by the clerk prior to each meeting. Whenever possible during NYYM sessions, WMC will try to meet face to face, and also welcomes Friends who have questions or potential projects.

WMC grant parameters and standard application form are available on NYYM.org. The application can be submitted at any time, but will only be reviewed during the next WMC meeting, except in case of extreme emergency (such as the need for Ebola funding which occurred several years ago). All WMC grants must have oversight by at least one designated member of NYYM, to insure that the funds are used within the parameters of the grant request. A progress report well into the grant cycle is also required.

In recent years WMC funds have decreased due to redistribution of bequest interest to other NYYM funds and committees, so there are fewer options than in previous years for the committee to allocate funds. Nevertheless, during the past fiscal year beginning in Spring 2017, after serious deliberations, the committee has been able to contribute to the following projects

which “spread Quaker love in the wider world”:

- Peacebuilding in Las Américas—\$2,000 for trauma-healing workshop
- Schenectady Meeting—\$ 1,500 for Zimbabwe famine relief
- Bolivia Quaker Education Fund—\$2,500 for AVP in Andean region
- Youth Service Opportunities Project—\$3,500 for Washington DC Fellows Program
- Friends World Committee for Consultation—\$2,500 for traveling ministry program;
- Friends United Meeting—\$1,900 for support of traveling minister in Africa
- Newton Garver Scholarship Fund administered by BQEF—\$1500 for two Quaker Aymara students for post-high school studies
- AVP with Co-Madres in El Salvador—\$1,200 for facilitators
- AVP with Police Officers in Honduras—\$1,400 for facilitators
- Davanga Friends School—\$500 for new classrooms

Friends serving on WMC feel our participation on the committee enables those Friends with special leadings to give their time, skills and hearts by spreading the Light worldwide to those who need our help.

It is to that end that NYYM Friends are encouraged to go to the NYYM website and see if their leadings and projects fit within our funding parameters; if so, apply for grant funds to help WMC “spread Quaker love in the wider world.”

*Submitted in Peace and Friendship with thanks to WMC members Martha Gurvich, David Herendeen, Ken Johnson, Roseann Press, Arlene Reduto, Paul Rehm and Susan Weisfeld
—Edward Doty, clerk*

LIAISON COMMITTEE

The Liaison Committee consists of the yearly meeting clerk, assistant clerk, the clerks of the three active coordinating committees, the general secretary, and, sitting in at the request of the yearly meeting clerk, the clerks of the Meetings for Discernment Steering Committee, Trustees, and the Priorities Support Working Group. (In 2015, after the yearly meeting's approval of the six priorities, the Liaison Committee established under its care the Leadings and Priorities Working Group, renamed in 2017 the Priorities Support Working Group.) At times this year we have included the Yearly Meeting Nominating Committee clerk on our calls. The yearly meeting clerk serves as clerk of the Liaison Committee. While this expanded committee offers a broad view of the yearly meeting, enhancing its advisory role to the yearly meeting clerk, the conference calls feel at times too large for all to have time to be heard.

As duties have failed to be picked up elsewhere in the yearly meeting structure, some duties have fallen to Liaison and its members. Several instances of this occurred this year. When a clerk could not be found for Nurture Coordinating Committee, Liaison asked the assistant clerk to temporarily clerk Nurture. Liaison then formulated a temporary plan to support those committees that were under Nurture and brought it to the yearly meeting body. After further work and refinement, the yearly meeting suspended Nurture Coordinating Committee and placed its committees under other coordinating committees. In addition, the role of the yearly meeting assistant clerk was expanded under this temporary plan to include liaising with our representatives to organizations in the broader Quaker world; the assistant clerk brings their budget requests to the Liaison Committee for discernment.

Liaison is clear that the work of discerning an inclusive, responsive, sustainable yearly meeting structure organized to support the yearly meeting's priorities lies not with it but with a committee or working group established by the yearly meeting body.

The committee continues its practice of meeting regularly each month by video and phone conference call. 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 do not fall clearly within the scope of any coordinating committee, or that encompass the responsibilities of more than one committee. It is not an executive committee and does not make decisions for the yearly meeting between sessions.

The Liaison Committee supports the yearly meeting clerk as s/he plans and facilitates Coordinating Committee Weekend, usually held in late January at Powell House in Old Chatham, New York. This year, as the yearly meeting grappled with issues of the structure of the yearly meeting, Coordinating Committee weekend was opened to all interested in this part of the life of the yearly meeting.

Liaison Committee meets in expanded form during Summer Sessions, Monday through Friday mornings during worship sharing time. We have been happy with our practice of breaking into very small groups of three or four and beginning with 15 minutes of worship sharing before coming together for our committee work. During summer sessions, we include the yearly meeting recording clerks, the yearly meeting reading clerks, and a representative from Junior Yearly Meeting, with visits from representatives from Sessions Committee and, starting this year, from the Circle of Care and Concern.

Lucinda Antrim, clerk

Priorities Support Working Group

The Priorities Support Working Group (PSWG) met twice after Summer Sessions 2017. We had an informal meeting in January during Coordinating Committee Weekend, and met at Spring Sessions 2017. One article on the progress of the yearly meeting on the priorities was published in InfoShare.

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

Many of our monthly meetings have only a limited sense of connection to the yearly meeting. Often the communications from the yearly meeting are not clear and compelling, and some of our monthly meetings are not aware of the resources that

the yearly meeting has to offer. More work needs to be done to mitigate this ongoing disconnect between monthly meetings and the yearly meeting. We need to do more to increase inter-visitation, particularly with smaller meetings.

The working group has also seen progress! The ARCH program has expanded so that most of our monthly meetings have at least one active ARCH volunteer. The regional coordinators provide extra support for those of us who are aging. Our Children and Youth Field Secretary brought ideas for intergenerational worship to several monthly meetings, as well as bringing life to community worship at Summer Sessions. Our Young Adult Field Secretaries have given younger Friends a voice in our yearly meeting, and provided opportunities to reach out beyond our yearly meeting. We look forward to welcoming one full time field secretary to minister to all ages.

For witness awareness among us, the Indian Affairs Committee has brought both to Spring and Summer Sessions a report about the original inhabitants of the land where we were meeting.

The Outreach Working Group (OWG), two Friends who in 2016 felt called to nourish the growing interest in outreach, reported to our meeting at Spring Sessions about the ministry they have been doing with 15 monthly meetings. Included in the 2018 budget is a fund for meetings with an outreach project. Three monthly meetings took advantage of this, and all three projects were approved. The OWG was established as a two year program designed to be reevaluated and disbanded in June 2018. The information they have gathered will be on the NYYM website.

Accountability and transparency in our finances has definitely improved, thanks to the efforts of Trustees and Treasurers. Financial reports contain more information and are easier to understand.

Whisper Buddies have come to yearly meeting business sessions. Those not familiar with Friends practice are paired with someone more experienced to help deepen understanding of our process.

Eldering is becoming more accepted as essential for grounding our worship and business. Clearness committees for individuals help to deepen their spiritual life. Those serving on the

committees may also find some deepening in their spiritual life. The recent workshops on Circle Process should assist in transforming conflict.

It would be wonderful to report that we are making steady progress toward implementing the priorities. In this report, we have noted the progress that we have seen. We are few in number, and meet infrequently, so you may be aware of areas that we have missed. Please let us know about signs of growth and where the Light is flourishing.

Deborah B. Wood

Friends Under Appointment to New York Yearly Meeting

15 Rutherford Place
New York, NY 10003
212-673-5750 • office@nym.org

NOTE FROM THE EDITOR: The Friends Under Appointment section is organized according to the coordinating committee structure approved at Spring Sessions 2018. Nurture Coordinating Committee has been suspended and its constituent committees have been temporarily reassigned. This organizational plan will remain in effect until Summer Sessions 2019, when it will be revisited.

Appointments to committees and other agencies will be found as follows:

- Committees Outside the Coordinating Committee Structure, p. 198
- Representatives to Affiliate Groups, p.199
- Meetings for Discernment, p. 201
- Ministry Section, p. 204
- General Services Section, p. 208
- Witness Section, p. 216
- Spring and Fall Sessions Representatives, p. 224
- Friends Recorded in the Ministry and Those Serving as Pastors in the Yearly Meeting, p. 227

Addresses, phone numbers, and email addresses of Friends under appointment to the yearly meeting are in the final pages.

The following symbols are used in this section:

AC—Assistant Clerk

C—Clerk (multiple Cs = co-clerks)

CV—Convener

P—President

R—Recorder, Recording Clerk

T—Treasurer, Financial Clerk

VP—Vice President

*—by permission of New York Yearly Meeting

Kathy Slattery
Douglas Way
C–Deborah Wood

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

	2019	
James O'Barr ('13)		Cornwall
Michael Quinland ('13)		Westbury
	2020	
Emilie Gay ('17)		Brooklyn
John Scardina ('11)		Purchase
	2021	
Elizabeth Porter ('15)		NEYM*
William Reagan ('15) co-opted		Easton
Deborah Wood ('18) co-opted		Purchase

** 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

	2019	
C–Jill Nanfeldt ('16)		Chatham-Summit

Susan Nowelsky ('16) New Brunswick
Edward Seliger ('16) New Paltz

2020

Anne Pomeroy ('15) New Paltz
Pamela Boyce Simms ('17) Hudson
Karen Snare ('18) Bulls Head-Oswego

Ex-officio member

NYYM Clerk Jeffrey Aaron

Friends United Meeting

101 Quaker Hill Dr., Richmond IN 47374
Telephone 765-962-7573
www.fum.org

Members of the General Board

2020

Beverly Archibald ('14) Manhattan
Joseph Garren ('17) Brooklyn
C-Emily Provance ('17) Fifteenth Street

Friends World Committee for Consultation

1506 Race St., Philadelphia, PA 19102
Telephone 215-241-7250
www.fwccworld.org

2019

Jillian Smith ('16) Saratoga
Gloria Thompson ('12) Manhattan

2020

Angela Hopkins ('17) Ithaca

2021

Lucy Jackson ('18) Rockland
Michael Clark ('18) Old Chatham

Representatives to the Section of the Americas

Note: Terms are January 1–December 31 of the years following appointment.

	2019	
Jillian Smith ('16)		Saratoga
Gloria Thompson ('12)		Manhattan
	2020	
Angela Hopkins ('17)		Ithaca
C–Sylke Jackson ('14)		Rockland
	2021	
Isabella Aguirre ('15)		Purchase
Emily Provance ('15)		Fifteenth Street

**New York Yearly Meeting
Meetings for Discernment
Steering Committee**

At-large members appointed by Meetings for Discernment

	2019	
C–Caroline Lane		Flushing
	2020	
Beverly Archibald ('14)		Manhattan
	2021	
Barbra Bleecker		Montclair
Mahayana Landowne		Brooklyn

Ex-officio members

NYYM Clerk	Jeffrey Aaron
C–NYYM Assistant Clerk	Elaine Learnard
NYYM General Secretary	Steve Mohlke

*Representative from Ministry Coordinating Committee:
Angela Hopkins*

*Representative from General Services Coord. Committee:
vacant*

*Representative from Witness Coordinating Committee
Ruth Bryan*

**Appointees from Monthly Meetings
to Meetings for Discernment**

All Friends

Chatham-Summit
Dover-Randolph William Hal Haydock
Montclair Barbra Bleecker
Ridgewood
Rockland Sylke Jackson

Butternuts

Binghamton
Butternuts Deborah Dickinson
Hamilton
Mohawk Valley Elizabeth (Buffy) Curtis
Unadilla

Farmington-Scipio

Buffalo Susan Tannehill
Central Finger Lakes
Collins James Hall
Elmira
Farmington
Fredonia Betty Perkins
Genesee Valley Suzanne Blackburn
Ithaca Angela Hopkins
Orchard Park Kathy Slattery
Perry City
Poplar Ridge
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, Thomas English
Manhattan Beverly Archibald
Morningside
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 Nathaniel Corwin
Quaker Street.....
Saranac Lake
Saratoga..... Lori Dawson, Ruth Ralston
Schenectady.....

Purchase

Amawalk
Chappaqua.....
Croton Valley.....
Housatonic.....
Purchase Deborah Wood
Scarsdale Ruth Bryan
Wilton Martha Gurvich, Jerry Leaphart

Shrewsbury & Plainfield

Manasquan
New Brunswick..... Jeffrey Aaron
Rahway & Plainfield Roger Dreisbach-Williams
Shrewsbury

Ministry Section

Ministry Coordinating Committee

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 Herendeen
Purchase Anne Wright
Shrewsbury & Plainfield Roger Dreisbach-Williams

Representatives from Committees & Task Groups

Alternate Pathways to Membership Working Group
..... Jennifer Swann
Conflict Transformation Pierre Douyon
Faith & Practice Carolyn Emerson
Ministry and Pastoral Care Barbra Blecker
Powell House Committee Heidi Kelly
Spiritual Nurture Working Group Lucy Harper
State of the Society Anne Liske
Sufferings Carolyn Emerson
Youth Committee Howard Gibbs-Hobgood
Task Group on Racism Charley Flint
Worship at Yearly Meeting Sessions Anita Paul

Members at large, appointed by New York Yearly Meeting

	2019	
Roger Dreisbach-Williams ('16)		Rahway & Plainfield
	2020	
Anne Pomeroy ('17)		New Paltz
Angela Hopkins ('17)		Ithaca
	2021	
Irene Goodman ('16)		Manhasset
C-Emily Provance ('15)		Fifteenth Street

Outreach Working Group Contacts

Arlene Johnson
Robin Whitely
office@nysm.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
Jeannine Laverty

Committee on Conflict Transformation

	2019	
Pierre Douyon ('13)		Albany
	2020	
AC–Karen Reixach ('15)		Ithaca
	2021	
Stuart Bartram ('18)		Genesee Valley
Wilbur Bontrager ('15)		Farmington Friends
Hugo Lane ('18)		Flushing

Epistle Committee

	2019	
Ann Kjellberg ('15)		Fifteenth Street
	2020	
C–Rima Segal ('15)		Rochester
Ryan Yorke ('17)		Purchase

Ministry and Pastoral Care

	2019	
C–Barbra Bleecker ('16)		Montclair
Maureen McGovern ('16)		Brooklyn
Marvea Thompson ('16)		Brooklyn
	2020	
Anita Paul ('14)		Schenectady
Kenn Harper ('14)		Rochester
	2021	
Emily Provance ('15)		Fifteenth Street
Beverly Archibald ('18)		Manhattan
Jennifer Swann ('18)		South Berkshire (NEYM*)
Janice Ninan ('18)		Collins

** by permission of Yearly Meeting*

Committee to Revise *Faith & Practice*

	2019	
David Herendeen ('13)		Farmington
C–Carolyn Emerson ('12)		Conscience Bay
	2020	
Susan Bingham ('17)		Montclair
Karen Way ('17)		New Brunswick
	2021	
Donald Badgley ('18)		Poughkeepsie
Claire Simon ('18)		Montclair

Elsie K. Powell House Inc.

524 Pitt Hall Rd., Old Chatham NY 12136
Telephone 518-794-8811
www.powellhouse.org

Directors: Dennis & Regina Haag (Old Chatham)

Members of the Corporation

	2019	
C–Heidi Kelly ('14)		Old Chatham
Kathleen Dudarchik ('14)		Farmington
Kenn Harper ('14)		Rochester
	2020	
Mary A. Brown ('15)		Saranac Lake
Mary Harpster ('10)		Rahway & Plainfield
Katharine Leary ('15)		Purchase
Miriam McGiver ('10)		Quaker Street
T–Margaret Morgan-Davie ('10)		Mohawk Valley
Jillian Smith ('15)		Saratoga
Anna Staab ('15)		Purchase
	2021	
Margaret Lew ('16)		Fifteenth Street
	2022	
Susan Bingham ('17)		Montclair
David Eskin ('17)		Purchase
David Frackman ('17)		Brooklyn
Arlene Reduto ('17)		Saratoga
	2023	
Elise Bacon ('18)		New Paltz
		<i>* by permission of Yearly Meeting</i>

State of the Society

	2020	
Anne Liske ('17)		Albany

Committee on Sufferings

	2019	
Carolyn Emerson ('16)		Conscience Bay

Worship at Yearly Meeting Sessions

	2019	
Beverly Archibald ('16)		Manhattan

2021

C–Barbra Bleecker ('16) Montclair
Anita Paul ('18) Schenectady

Youth Committee

2019

Abby Byrtus ('17) Shrewsbury
Donald O’Keefe ('18) co-opted Housatonic
Eleanor (Ellie) Rosenberg ('16) Ithaca

2020

C–Howard Gibbs-Hobgood ('17) Fifteenth Street
Lucy Jackson ('17) Rockland
Terence Ward ('16) New Paltz

2021

Isabella Aguirre ('18) Purchase
Elise Bacon ('18) New Paltz
Kayleigh O’Keefe ('18) co-opted Housatonic

Ex-officio members

Chris de Roller and Michael Clark,
Powell House Youth Directors

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 Harpster
Mosher Fund.....Beatrice Beguin
Nominating Deb Wood
Personnel..... Hans-Jürgen Lehmann
Records C–Bridget Bower

SessionsCheshire Frager
 Supervisory Committee for the
 General SecretaryBarbara Menzel
 Trustees, Lindley Murray Fund.
 Trustees, Yearly MeetingRoseann Press

Ex-officio members

NYYM Clerk.Jeffrey Aaron
 NYYM Assistant Clerk Elaine Learnard
 NYYM Treasurer Laura Cisar
 NYYM Trustee Financial ClerkChristine (Spee) Braun

Members at large, appointed by New York Yearly Meeting

2020

Matthew Scanlon ('17) Scarsdale
 Marissa Badgley ('17)Poughkeepsie

2021

Lisa Gasstrom ('15). Westbury
 Mark Hewitt ('15)Chatham-Summit

Committee on Aging Concerns

2019

Matthew Bell ('18). Fifteenth Street
R–Linda Chidsey ('16) Housatonic
 Elizabeth Gilmore ('16).Brooklyn
R–Sue Tannehill ('16) Buffalo

2020

C–Jill McLellan ('14) Buffalo
 Jan Philips ('17).Ridgewood

2021

C–Charlene Ray ('15). Morningside
 Mabel Ilesa Kidiga ('18)Manhattan

Aging Resources, Consultation and Help (ARCH)

ARCH Local Coordinators

Gabrielle Savory Bailey, *New Jersey*
 Martha Gurvich, *Purchase Quarter*
 Mahayana Landowne, *New York City*

Kathy Slattery, *Farmington-Scipio Region*
Barbara Spring, *North East Region and Prison Meetings*

Liaison to Personnel Committee

Matthew Bell

Audit Committee

	2019	
CV–Stephen Reul ('17)		Schenectady
	2020	
Elizabeth Enloe ('17)		Fifteenth Street
Martha Hyde ('17)		Brooklyn
	2021	
Linda Houser ('15)		Purchase

Liaison to NYYM Treasurers

Assistant Treasurer (vacant at press time)

Liaison to the NYYM Trustees

James Whitely

Communications Committee

	2020	
Alan Brenner ('17)		Shrewsbury
Stephen Fortuna ('17)		Matinecock
Adam Segal-Isaacson ('17)		Brooklyn
C–Jennifer Swann ('17) co-opted		South Berkshire (NEYM)*
Gloria Thompson ('17)		Manhattan
	2021	
Susan Weisfeld ('18)		Scarsdale

**by permission of Yearly Meeting*

Development Committee

	2019	
C–Jerry Leaphart ('16)		Wilton

2020

James Malchow ('17) Rahway & Plainfield
Dare Thompson ('17) Poughkeepsie

Ex-officio member

Steve Mohlke, General Secretary Ithaca

Financial Services Committee

2019

Andrew Close ('16) Purchase
Lisa Gasstrom ('17) Westbury
AC–David Runkle ('16) Chatham-Summit

2020

C–Mary Harpster ('17) Rahway & Plainfield
Albert Hsu ('17) Wilton
Douglas Way ('17) New Brunswick

2021

Robin Gowin ('15) New Brunswick
Mary Hannon Williams ('18) Bull Head-Oswego

Ex-officio members

Laura Cisar ('16) NYYM Treasurer
Christine (Spee) Braun NYYM Trustees
Financial Clerk
Steven Mohlke General Secretary

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 Lynn von Salis
Nine Partners Quarterly Meeting Tom Houghton
Northeastern Regional Meeting James Ralston
Purchase Quarterly Meeting Albert Hsu
Shrewsbury & Plainfield Half-Yearly Meeting. . . . Robin Gowin

**Committee on the Expenditure
of the H.H. Mosher Fund**

2019

C–Beatrice Beguin ('14)	Saranac Lake
Frederica-Azania Clare ('14)	Fifteenth Street
Carol Coulthurst ('11)	Rahway & Plainfield
Caroline Webster ('14)	Bulls Head-Oswego

2020

Stephen Fortuna ('15)	Matinecock
R –Caroline Lane ('15)	Flushing
T –Ruth Ralston ('10)	Saratoga
John Scardina ('15)	Purchase
Rima Segal ('15)	Rochester

2022

Maria Crosman ('17)	Adirondack
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2023

Anita Paul ('18)	Schenectady
Marvea Thompson ('18)	Brooklyn
Janet Carter ('18)	Bulls Head-Oswego

Nominating Committee

Appointed by Quarterly, Half-yearly, or Regional Meetings

All Friends (2)

vacant

Butternuts (1)

Deborah Dickinson	Butternuts
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Farmington-Scipio (4)

Grace Pérez-de-la-Garza	Fredonia
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Long Island (2)

Irene Goodman	Manhasset
Herb Lape	Westbury

New York (3)

vacant

Nine Partners (2)

vacant

Northeastern (2)

vacant

Purchase (3)

Martha Gurvich	Wilton
Susan Weisfeld	Scarsdale
AC–Deborah B. Wood	Purchase

Shrewsbury & Plainfield (2)

Karen Way	New Brunswick
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Personnel Committee

2019

Edward Doty ('16)	Purchase
David Garrity ('16)	Fifteenth Street
C–Hans-Jürgen Lehmann ('12)	Ridgewood

2020

Benjamin Frisch ('17)	Brooklyn
Laura Higgins ('17)	Wilton

2021

Pamela Wood ('17)	Morningside
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Liaison to Supervisory Committee for the General Secretary

Pamela Wood

Records Committee

2019

C–Bridget Bower ('13)	Perry City
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2021

Christopher Klemek ('15)	Easton
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Sessions Committee

Members at large

2019

Cheshire Frager ('13)	Flushing
Robin Mullaney ('18) co-opted	Old Chatham (attender)

Ann Nunes ('18) co-opted	Wilton (attender)
Dawn Pozzi ('13)	Rochester
Douglas Way ('16)	New Brunswick

2020

C–Melanie-Claire Mallison ('14)	Ithaca
Deborah B. Wood ('17)	Purchase

2021

Susan Stillman ('18) co-opted	Montclair
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Ex-officio members

JYM Coordinators.....	Sylke Jackson, Dawn Pozzi
NYYM Clerk.....	Jeffrey Aaron
NYYM Assistant Clerk.....	Elaine Learnard
NYYM General Secretary.....	Steve Mohlke
NYYM Associate Secretary.....	Helen Garay Toppins

Section representatives

General Services.....	Cheshire Frager
Ministry.....	Pierre Douyon
Witness.....	Robert (Sunfire) Kazmayer

Junior Yearly Meeting Subcommittee

2019

Sylke Jackson ('17).....	Rockland
Miriam McGiver ('17).....	Quaker Street

2020

Eleanor (Ellie) Rosenberg ('14).....	Ithaca
--------------------------------------	--------

Pay-as-Led Subcommittee

Melanie-Claire Mallison
 Steve Mohlke
 C–Douglas Way

**Supervisory Committee
for the General Secretary**

2019

Ileana Clarke ('17) co-opted Cornwall (attender)

2021

Peter Laughter ('18) Brooklyn
C–Barbara Menzel ('17) New Brunswick
Andrew Tomlinson('15) Chatham-Summit

Liaison from Personnel Committee

Pamela Wood

Yearly Meeting Staff

15 Rutherford Pl., New York NY 10003

Telephone: 212-673-5750

Fax: 212-673-2285

Chad Gilmartin, (Brooklyn attender), 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*

Trustees of Lindley Murray Fund

2019

Martha V. Smith ('11) Westbury
Renelda Walker ('12) Poughkeepsie
Carol Warner ('16) Rahway & Plainfield

2020

Matthew Scanlon ('10) Scarsdale
Arlene Reduto ('17) Saratoga

New York Yearly Meeting Board of Trustees

	2020	
RC –Keith Johnson (‘15)		Chatham-Summit
	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
Dare Thompson (‘18)		Poughkeepsie
	<i>Ex-officio</i> *	
Laura Cisar		NYYM Treasurer
	* contingent on approval of the revised by-laws	

Witness Section

wcc-clerks@nyym.org

Witness Coordinating Committee

Representatives from committees and agencies

Alternatives to Violence Project Jill McLellan
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
Earthcare Working Group Robert (Sunfire) Kazmayer
European American Quakers Working to End Racism
. Robin Mallison Alpern, Sarah Faith Dickinson, Anne Liske
Friends Committee on National Legislation
Friends Peace Teams Shirley Way
Indian Affairs **C**–Rebekah Rice
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 Lucinda Antrim
 Peace Concerns Working Group Diane Keefe
 Prisons Suzanne Blackburn
 Quaker Earthcare Witness Pamela Boyce Simms
 Right Sharing of World Resources **R**–Mary Eagleson
 William Penn House Caleb Braun
 World Ministries Susan Weisfeld

Members at large, appointed by New York Yearly Meeting

2019

Ruth Bryan ('16)	Scarsdale
Robert (Sunfire) Kazmayer ('13)	Easton
C –Leo Quirk ('18) co-opted	Ithaca

2020

Andrew Mead von Salis ('14)	Brooklyn
-----------------------------	----------

2021

Jens Braun ('17)	Old Chatham
Margery Cornwell ('18)	Fifteenth Street
Diane Keefe ('18)	Wilton
Janice Ninan ('18)	Collins

Resource people

Death Penalty Judy Meikle
 Right Sharing of World Resources Mary Eagleson

Finance Subcommittee

Jens Braun
 Mary Eagleson
 Diane Keefe
 Helen Garay Toppins

Peace Concerns Working Group

Margery Cornwell
CV–Diane Keefe
 Andrew Mead von Salis

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)

2019

Robert Martin ('17) Poughkeepsie
Susan Wolf ('17) Ithaca

2020

David Fletcher ('17) Morningside
Crystal Heshmat ('17) Albany
C–Jill McLellan ('14) Buffalo

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

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
For information contact 212-598-0950

**Committee for the Barrington Dunbar Fund
for Black Development**

2019

Emilie Gay ('13)	Brooklyn
Audrey Jaynes ('13)	Montclair
Marvea Thompson ('16)	Brooklyn
CV —Helen Garay Toppins ('14)	Morningside

2021

Naceo Giles ('18)	Brooklyn
Glenn Josey ('18)	Fifteenth Street
Susan Weisfeld ('15)	Scarsdale

Committee for Black Concerns

2019

Wilma Campbell ('13)	Rochester
Rima Segal ('15)	Rochester

2020

Sarah Faith Dickinson ('17)	Butternuts
C —Emilie Gay ('17)	Brooklyn
Naceo Giles ('17)	Brooklyn
Jeffrey L. Hitchcock ('14)	Rahway & Plainfield

2021

Nancy Cooper ('18)	Rochester
Barbara Spring ('18)	Albany
C —Helen Garay Toppins ('15)	Morningside
Leila Archibald ('18)	Manhattan

Bolivian Quaker Education Fund

65 Spring St., Fredonia, NY 14063

www.bqef.org

Office Administrator: Vickey Kaiser (Fredonia)

Representative

2019

Jens Braun ('17)	Old Chatham
------------------	-------------

**Conscientious Objection
to Paying for War Working Group**

Beatrice Beguin	Saranac Lake
CV—Jens Braun	Old Chatham
Daniel Jenkins	.....
Andrew Mead von Salis	Brooklyn
Karen Reixach	Ithaca
Caroline Webster	Bulls Head-Oswego

Earthcare Working Group

Sheree Cammer	Albany
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**

CV—Robin Mallison Alpern	Amawalk
Mary Pugh Clark	Montclair
Sue Clark	Albany
Sarah Faith Dickinson	Butternuts
Jeffrey L. Hitchcock	Rahway & Plainfield
T—Evelyn Kennenwood	Syracuse
Anne Liske	Albany
Judy Meikle	Wilton

Friends Committee on National Legislation

245 Second St. NE, Washington, DC 20002
Telephone 202-547-6000
www.fcnl.org

2019

Frederick Doneit, Sr. ('16)	Poughkeepsie
Joyce Schroeder ('18)	Purchase

2020

Patricia Frascatore ('17)	Brooklyn
Cynthia Schlegel ('14)	Fifteenth Street

2021

Stephen Fortuna ('15)
Mary Hannon Williams ('18)

Matinecock
Bulls Head-Oswego

Friends Peace Teams

1001 Park Ave., St. Louis, MO 63104
Telephone 877-814-6972; 314-621-7262
www.friendspeaceteams.org

Representative

2020

Shirley Way ('14)

Ithaca

Indian Affairs Committee

2019

C–Liseli Haines ('18)
Amy Hundley ('16)
Hazel Powless (co-opted)
T–Madeline Schmitt ('16)

Mohawk Valley
Brooklyn
Oneida Bear Clan*
Rochester

2020

Ian Hansen('17)
Maureen Healy ('17) (co-opted)
Rebekah Rice ('14)

Fifteenth Street
Fifteenth Street
Saratoga

2021

Ann-Marie Scheidt ('17)
Julie M. Finch ('18)
C–Elizabeth (Buffy) Curtis ('15)

Conscience Bay
Fifteenth Street
Mohawk Valley

** by permission of New York Yearly Meeting*

National Campaign for a Peace Tax Fund

2121 Decatur Pl. NW, Washington, DC 20008
Telephone 202-483-3751
www.peacetaxfund.org

Representative to Board

Jens Braun ('17) 2020 Old Chatham

National Religious Campaign against Torture

110 Maryland Avenue NE, Suite 502, Washington, DC 20002
Telephone 202-547-1920
www.nrnat.org

Representative

Paul Rehm ('13) 2019 Albany

Judy Meikle ('15) 2021 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

Jan Philips 2020 Ridgewood

New York State Council of Churches

1580 Central Avenue, Albany, NY 12205
Telephone 518-436-9319
www.nyscoc.org

Representatives to the Collegium

Lucinda Antrim ('16) 2019 Scarsdale

Prisons Committee

2019

C–Robert Martin ('13) Poughkeepsie
C–Pamela Wood ('16) Morningside
Anne Wright ('13) Scarsdale

2020

R–Suzanne Blackburn ('14) Genesee Valley
T–Ernestine Buscemi ('17) Morningside

2021

Jill McLellan ('18) Buffalo
Judy Meikle ('18) Wilton
Helen Garay Toppins ('18) Morningside

Quaker Earthcare Witness

P.O. Box 6787, Albany, CA 94706
Telephone 510-542-9606
www.quakerearthcare.org

Representative

2021

Pamela Boyce Simms ('15) Hudson

William Penn House

515 E. Capitol St., Washington, DC 20003
Telephone 202-543-5560
www.williampennhouse.com

National Consultative Committee

2019

Caleb Braun ('17) Old Chatham

Committee on World Ministries

2019

Loomis Mayer ('16) Scarsdale
Lisa Stewart ('18) Hudson
C–Susan Weisfeld ('16) Scarsdale

2020

Edward Doty ('17)	Purchase
Martha Gurvich ('14)	Wilton
David Herendeen ('17)	Farmington
Arlene Reduto ('14)	Saratoga

2021

David Gerhan ('18)	Schenectady
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Spring and Fall Sessions Representatives

appointed by monthly meetings

All Friends

Chatham-Summit	.....
Dover-Randolph	William Hal Haydock
Montclair	.....
Ridgewood	Hans-Jürgen Lehmann
Rockland	Sylke Jackson

Butternuts

Binghamton	.....
Butternuts	Sarah Faith Dickinson
Hamilton	.....
Mohawk Valley	Elizabeth (Buffy) Curtis
	Liseli Haines
Unadilla	.....

Farmington-Scipio

Buffalo	.....
Central Finger Lakes	John Cooley
Collins	.....
Elmira	.....
Farmington	.....
Fredonia	Ronald Peterson
Genesee Valley	Suzanne Blackburn
Ithaca	Angela Hopkins
	Karen Reixach
Orchard Park	.....
Perry City	.....

Poplar Ridge David Connelly
Rochester

Long Island
Conscience Bay Carolyn Emerson
Elaine Learnard
Jericho Anne Smith
Morley Smith
Manhasset Irene Goodman
Barbara Meli
David Sinclair
Matinecock

New York
Brooklyn Andrew Mead von Salis
Fifteenth Street

Nine Partners
Bulls Head-Oswego Karen Snare
Catskill

Northeastern
Adirondack

Saranac Lake	.....
Saratoga	Lori Dawson
	Rebekah Rice
Schenectady	Anita Paul

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	Carol Coulthurst
	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
Darlene Farley
Regina Baird Haag
David Herendeen
Janice Ninan
Anita Paul
Roxanna Pinkerton
Frances F. Sokol

Butternuts
Albany
Poplar Ridge
Housatonic
Adirondack
Farmington
Old Chatham
Farmington
Collins
Schenectady
Chappaqua
Butternuts

Yearly Meeting Pastors

Trish Eckert
Thomas W. Fiet
David Herendeen
Janice Ninan
Lucy Price
Benjamin Shaw

Farmington
Nine Partners
Manhattan
Collins
Adirondack
Unadilla

STATISTICAL REPORT—2018

Prepared from reports sent by Monthly Meeting Recorders

Total Members 2017	Total Members 2018	ADDED			REMOVED					
		Adults	Youth	Birth Request	Transfer	Death	Release Transfer ³	Discontin- uance		
ALL FRIENDS										
99	97	92	5	0	2	0	2	1	1	0
33	33	33	0	0	0	0	0	0	0	0
108	105	101	4	0	1	0	2	0	2	0
33	32	31	1	0	0	0	1	0	0	0
55	55	47	8	0	0	0	0	0	0	0
328	322	304	18	0	3	0	5	1	3	0
BUTTERNUTS										
7	8	8	0	0	0	1	0	0	0	0
15	15	15	0	0	0	0	0	0	0	0
21	21	21	0	0	0	0	0	0	0	0
18	18	17	1	0	0	0	0	0	0	0
21	21	21	0	0	2	0	1	1	0	0
82	82	81	1	0	2	1	1	1	0	0

Total Members 2017	Total Members 2018	ADDED			REMOVED					
		Adults	Youth	Birth	Request	Transfer	Death	Release	Transfer ³	Discon- tinuance
FARMINGTON-SCIPIO										
67	68	55	13	0	1	0	0	0	0	0
7	6	6	0	0	1	0	0	0	0	0
18	18	18	0	0	0	0	0	0	0	0
16	16	16	0	0	1	0	1	0	0	0
129	129	117	12	0	1	0	2	2	4	0
20	21	21	0	0	1	0	0	0	0	0
18	18	9	9	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0
142	141	135	6	0	0	0	0	1	0	0
57	57	56	1	0	0	0	0	0	0	0
17	17	17	0	0	0	0	0	0	0	0
94	97	86	11	0	2	0	0	0	0	0
102	105	100	5	0	1	2	0	1	0	0
58	52	52	0	0	0	0	0	0	0	0
749	745	688	57	0	8	2	3	4	4	0

Total Members 2017	Total Members 2018	ADDED			REMOVED					
		Adults	Youth	Birth Request	Transfer	Death	Release	Transfer ³	Discontin- uance	
LONG ISLAND										
15	15	0	0	0	0	0	0	0	0	
42	39	0	2	0	0	0	2	1	0	
35	32	3	0	0	0	0	0	0	0	
33	30	0	0	0	0	2	1	0	0	
56	50	6	0	0	0	0	0	0	0	
10	5	0	0	0	0	1	2	0	0	
13	12	1	0	0	0	0	0	0	0	
80	71	4	0	1	0	1	0	1	0	
284	268	254	14	2	1	0	4	5	2	0
NEW YORK										
258	257	232	25	0	9	5	1	0	3	0
207	207	194	13	0	0	0	0	0	0	0
28	28	25	3	0	0	0	0	0	0	0
13	14	12	2	0	3	0	0	0	0	0
66	62	60	2	0	0	1	0	2	1	3
2	2	2	0	0	0	0	0	0	0	0
574	570	525	45	0	12	6	1	2	4	3

Total Members 2017	Total Members 2018	ADDED			REMOVED				
		Adults	Youth	Birth Request	Transfer	Death	Release	Transfer ³	Discon- tinuance
NINE PARTNERS									
47	46	46	0	0	1	0	0	0	0
15	15	15	0	0	0	0	0	0	0
43	44	36	8	0	1	0	0	0	0
43	41	39	2	0	0	0	1	0	1
2	2	2	0	0	0	0	0	0	0
54	54	53	1	0	0	0	0	0	0
204	202	191	11	0	2	0	2	1	0
NORTHEASTERN									
62	59	53	6	0	0	0	1	0	2
60	61	59	2	0	0	1	0	0	0
44	41	39	2	0	0	0	1	0	0
8	9	9	0	0	0	1	0	0	0
56	60	56	4	1	0	4	1	0	0
22	22	21	1	0	0	0	0	0	0
22	11	11	0	1	0	0	2	0	5
38	41	41	0	0	3	0	0	0	0
17	17	17	0	0	0	0	0	0	0
329	321	306	15	2	3	6	5	0	7

Total Members 2017	Total Members 2018	ADDED			REMOVED		
		Adults Youth	Birth Request	Transfer	Death Release	Transfer ³	Discon- tinuance
PURCHASE							
7	7	0	0	0	0	0	0
71	64	6	0	0	0	1	0
8	7	0	0	0	0	1	0
19	19	0	0	0	0	0	0
117	113	3	0	1	0	0	0
97	95	3	0	1	0	0	0
89	84	6	0	1	0	0	0
408	407	18	0	3	0	2	0
SHREWSBURY-PLAINFIELD							
43	44	2	0	1	0	0	0
32	30	0	0	0	0	3	1
85	84	79	5	1	0	2	0
31	31	26	5	0	0	0	0
191	189	177	12	1	2	5	1
3,149	3,107	2916	191	5	36	27	18
Yearly Meeting Total		3,107	191	5	36	27	18

1 Figures submitted for 2017 and 2018 were inconsistent.

2 2017 figures repeated; figures for 2018 not available at press time.

3 Figures in the Transfer columns reflect both transfers within NYYM and members joining or leaving NYYM. This accounts for the statistical variance in the report.