

SAYMA Representative Meeting Minutes
Third Month 10, 2012
Representative Meeting #128 (Spring)
Celo Friends Meeting, Celo, NC

128-01: Opening Worship

Meeting opened with a period of waiting worship in the lovely meetinghouse in the woods of Celo.

128-02: Greetings and Introductions

Those in attendance introduced themselves, their purpose for attendance and their monthly meeting affiliation. [Attachment 1 – Attendance List] Following introductions, the Yearly Meeting Planning Committee withdrew for their deliberations.

128-03: Deanna Nipp-Kientz presented the Treasurer's Report [Attachment 2 – Treasurer's Report for March 2012 Representative Meeting]. Some details not included in the Treasurer's written report included:

- The miscellaneous expense listed in SAYMA Operational Expenses is for the golf cart that we typically use at yearly meeting.
- Personnel Expense includes payroll expenses for two employees, including payments of federal and state payroll taxes.
- Assessments did not really drop in 2008 but did in 2009. Current assessments are in-line with what would be predicted. As long as money continues to come in as we would hope, we'll be fine.

128-03-01: We accepted the Treasurer's Report (presented with the Treasurer's usual order and clarity).

128-4: Tim Lamm presented the Administrative Assistant's Report as read from correspondence from Liz Perch. [Attachment 3 – Administrative Assistant's Report], [Attachment 4 – Census 2011]. Points not found in the report included:

- Because yearly meeting takes place in North Carolina, it would be necessary to have insurance from a carrier that covers NC.
- Ad hoc insurance committee: Liz P, Carol N, Deanna N, Wren H, Alan R
- In her report, Liz theorizes that, in the past, Atlanta Meeting believed that their SAYMA assessment was linked to their census numbers. A Friend from Atlanta expressed concern that this comment had been included in her report and explained that the Meeting was now reporting a higher number because it now uses a different method of counting members and attenders, not because of any concern with their reported census numbers being linked with their assessment.

128 - 5: Carol Nickle presented the Personnel Committee report. [Attachment 5 – Personnel Committee Report], [Attachment 6A – SAYF Admin Asst Job Announcement, [Attachment 6B – SAYF Admin Asst Job Description], [Attachment 6C – SAYF Admin Asst Application].

Carol has spoken with Jonah McDonald and Therese Hildebrand regarding the training that Jonah will need in order to take over as SAYF Administrative Assistant and the time necessary to do. Carol's recommendation is to pay Therese through June and begin Jonah's employment June 1, paying his salary that month so that he can do on-the-job training with Therese. It is estimated that it would be <\$900 for that month for the extra salary. Therese is likely to actually begin training Jonah via Internet in May.

Questions and Commentary:

Q: Would current SAYF admin be available for consultation in the future after turnover date? Would we be responsible for compensate her for that? A: Carol is not recommending that and does not believe that Therese would request it.

Q: Is a little less than \$900 the regular monthly salary for SAYF Admin? A: Deanna clarified that the salary is ~\$871 per month, including benefits. The SAYF Administrative Assistant has been paid \$9736 up to this point, plus our employer matching for withholding. The job responsibilities include a higher volume of work around yearly meeting. There are only about two months out of the year in which SAYF isn't doing something. Personnel considered a possible decrease in number of estimated hours of work, but decided not to, since a new person may not be as efficient to start with as Therese has become.

Comment: A Friend from Atlanta Meeting mentioned that Jonah has been Administrative Assistant at Atlanta Meeting for several years, that he grew up in Memphis Meeting, and that he has been always very involved in Friends. Therefore, the transition process will be streamlined.

Carol stated that the Selection Committee has not been able to meet since their phone meeting, therefore the recommendation to carry the two paid positions during the month of June, although supported by favorable email replies, is not an "official recommendation" from the committee.

David Ciscel informed us that we can record the June Jonah expense as a staff training line item, rather than as SAYF payroll.

128-05-01: Approved: Jonah McDonald as the new SAYF Administrative Assistant.

128-05-02: Approved: Jonah McDonald will start with paid training on June 1st at the regular SAYF Administrative Assistant salary, to be recorded as staff training expense during that month.

128-05-03: Minute of Appreciation: We would like to express a whole-hearted appreciation for Therese Hildebrand as the originator and developer of the SAYF Administrative Assistant role, recognizing that the work she has put into that job has increased the joy of the SAYF experience for adults and teens alike.

128-06: Jonathan Schinhofen presented the Junior Yearly Meeting report [Attachment 7 – JYM Report]. He reports that this year's theme will be "Communion with the Spirit." The goal is to design activities around silence and listening. The JYM coordinators will soon be contacting past participants and trying to contact potential new participants. Jonathan reminds us that this contact is not in lieu of yearly meeting registration, but is an effort to get a jump on JYM participation count which he describes as a process typically like "nailing Jell-O to the wall." This year the JYM coordinators will be trying to entice people to sign up ahead of time as volunteers with lovely T-shirts. Jonathan expressed that as this is their third year, he and Beth feel like they might have it close to right but that it is proper and healthy to now hand it over... to get diversity and new insights. Beth and Jonathan will be available on a volunteer basis to help with transition to new JYM coordinators. Jonathan calls for representatives to return to their Monthly Meetings to encourage participation in early planning for JYM. Also, please see www.BethMyers.net to see past JYM photos, etc. JYM in particular is the one group which really needs to have as much planning in advance as possible.

A Friend from Celo commented that the family of the baby that came to SAYMA last year is now considering membership. He believes that the experience they had with JYM last year and their infant is likely to have been a contributing factor towards that decision.

11:00 Meeting for business adjourned for mid-day break and/or to allow for committee meetings.

128-07: Tim Lamm presented a report from the Faith and Practice Publication Committee (ad hoc) in the absence of Allen Robinson.

The committee consisted of Free Palazzo, Liz Perch, Hank Fay (web manager), and Allen Robinson. They met by conference call. The committee has put the document into word format, etc., and is in the process of putting the document into LULU format, which is necessary for Internet publishing. The intention is that some hard copies will be available at yearly meeting, and the document will be available to download from the Internet as well. The committee will determine how many copies of F & P are needed per Monthly Meetings so that can be ordered in advance of yearly meeting. The document will have all of the sections of the Faith and Practice as of its most recent revision. The queries are still under revision, however.

128-08: Tim Lamm presented a report from Faith and Practice Revision Committee, in the absence of Free Palazzo.

The committee decided they would like to revise the queries. However, two members are resigning from the committee, so they'll need more members. Nominating Committee is aware of this. The plan is to fill up the Revision Committee, which can then meet to send out some revisions to monthly meetings and await their responses. Perhaps by 2013 we'll have a new set of queries to consider.

128-09: AFSC Report was presented by Tim Lamm in the absence of Charles Schade from Columbia Meeting. Charles was unable to be with us today due to illness.

Background: At 2011 yearly meeting, a minute was approved arising out of a concern that many Friends have had--- that AFSC has not been as responsive to Friends Meetings as Friends would like. We decided we would like to know how many Quakers are on the staff of AFSC. After some time the board of the service committee responded [Attachment 8 – AFSC Response to SAYMA inquiry regarding Quaker representation at AFSC], saying “SAYMA’s request was considered at some length.... How do we ensure that the Quaker character of AFSC continues to be at the heart of what we do?... we unite with you in that.... However, counting and reporting... who are active members ... broken down by region... would not best serve...” AFSC provided an explanation of why. They supplied a pamphlet which they give to all their staff and an application they give to potential staffers [Attachment 9A – AFSC Quaker Testimonies Booklet], [Attachment 9B – AFSC Personnel Application Form]. Their letter is signed by Arlene Kelly, Clerk of the Board.

AFSC Friends Relation Committee has asked Yearly Meetings to respond to some questions they have of their own. [Attachment 10 – AFSC-AFR Queries] Free and Charles propose to send a letter to monthly meetings and to ask for responses by June yearly meeting. It is not necessary that these responses be minuted in monthly meetings, only that they consist of thoughts and responses by Friends who want to gather, consider and share.

A Friend suggested putting last year’s minute regarding our concern and their letter on the web and that we consider their request also.

In the ensuing discussion, one Friend commented that it seems that their response is building on what Geeta McGahey did two years ago: What are areas individual Quakers see as being key areas to address?

The suggestion that the responses need not be minuted puts the whole process outside of what our normal process of discernment is. It seems to be that, given this shortness of time, it cannot be handled within meeting for business, but instead all of this could take place outside of our business process. It was suggested that we could just have forms available at yearly meeting to fill out there and give to the committee or to their meeting representative to Yearly Meeting. However, Free and Charles might have been thinking that Friends could get something to them before yearly meeting so they could compile and present something to YM.

It was suggested that we provide a minute for Free to take with him to AFSC as a way for our Yearly Meeting to designate extra emphasis to him as our rep to AFSC.

One Friend was very unsettled about the whole request when it came out at YM and that it came at the end of the business meeting and was not well thought out. The Friend felt that our asking AFSC to research the religious affiliations of their employees reflects an invasion of privacy of those employees. The Friend argued that those employees are hired to follow their job descriptions as put out by their employer. It doesn't matter what they do on Sunday morning. If we are concerned about them following our mission, let's state that in very concrete terms...X project done this or that way.

Another Friend pointed out that the Service Committee originated as a vehicle for Friends to find a way to be of service in work in the world. Some Friends are troubled that there have been virtually NO Friends employed in the office nearby. That office did not even make an effort to recruit Quakers. To one Friend, it is no longer the American Friends Service Committee. This Friend feels AFSC has lost its anchor to Friends, which was to be a vehicle for Friends service. She finds the fact that they don't want to talk about it troubling. She notes that AFSC has an interest in having meetings continue to support them financially, but otherwise stands on weak legs. Some of the work they've done out there is not any different than other well-meaning groups and not particularly quakerly. The Friend urged that we continue to hold them accountable as to whether in fact they are what they say they are.

The Clerk summarized that the information that we send out to monthly meetings should include some of the discussion that we've had here today. Friends do not have unity regarding AFSC's relationship to us, but we have strong concerns about how AFSC is or isn't representative of Friends. However, it was felt that the request from the AFSC Friends Relations Committee should not be directly coupled with AFSC's response to our minute from last year.

128-09-01: Approved to send out the letter from Free and Charles to monthly meetings asking Friends to respond to AFSC's queries prior to yearly meeting.

128-09-02: We will discuss the broader question of AFSC's response to our question at yearly meeting, with background info and AFSC response to be sent out to monthly meetings from Tim as a separate issue.

AFSC is reducing the number of its regions. Southeast will be combined with Mid-Atlantic to form a new Southern Region. There will no longer be a SERO office. Yearly Meetings will no longer appoint representatives to their regional office. Instead AFSC will be doing its own search for representatives through its nominations process.

128-10 Other reports from representatives to WQOs.

Linda Trask represented an FWCC update, reminding us that the 6th World Conference of Friends will be April 17th – 25th in Kenya. It will be the most representative world conference of Friends ever. Geeta McGahey is already there. Linda is an alternate representative. The World Conference is not actually a meeting for business, but some business will be conducted. "Salt and Light" (the theme) information will come out of the World Conference, which can then be brought to monthly meetings. \$82K was raised for the conference. Geeta has a blog about her trip [<http://changeinsights.wordpress.com/geeta/>]. Geeta went to Kenya early to apply her skills as an MD.

Carol Nickle reported that she attended the FCNL Annual Meeting last November and met with the FCNL representatives from SAYMA while there. FCNL has contacted monthly meetings for input in revising the FCNL legislative priorities for the Congress that takes office in January 2013.

David Cisel reported that Quaker Earthcare Witness, one of the smallest Quaker Organizations, survived the recession. Please note that if your meeting is doing anything to improve energy efficiency, be more environmentally friendly, etc., then QEW has grants of \$500 to assist with this for which your meeting can apply.

The organizations featured at yearly meeting this year include: FCNL, FGC, Quakerhouse Fayetteville, and Friends Peace Teams. Also the Executive Director of AFSC, Shan Cretin, will be there Thursday and Friday.

128-11: Committee Reports: Nominating Committee.

David Ciscel presented the Nominating Committee Report. He stated that Missy, Mark and he had a good meeting. The process of nominating a new group of people coming up this year will likely go smoothly. Problem areas include JYM: Please let your meetings know that we need people for JYM Steering Committee. The F & P Queries Revision Committee has three continuing members, but no clerk currently. F & P Committee needs at least two new members.

128-07a: Additional Faith and Practice Publication Committee updates were presented by Alan Robinson. The Faith and Practice has been stored in a format that allows us to “print-on-demand” as well as to fold the queries into the current document seamlessly once they have been revised. In the future this will enable us to revise F & P, handling only the specific issues needing attention.

128-12: Committee Reports: YM Planning Committee.

Carol Ciscel presented the Yearly Meeting Planning Committee Report [Attachment 11 – Budgeted Expenses for YM 2012]. She began by stating that “there must be something about the air here in Celo that inspires us to make efficient work.” The Budgeted Expenses Report gives you a distillation of what SAYMA spends on YM. Some comments and explanations are as follows:

- We discussed the role that FAPs [Friendly Adult Presences] play for SAYF, basically 24-7 available for the teens, and therefore receive subsidy for their registration. They actually don’t always get to sleep in a bed, either.
- JYM is the biggest expense, but we’ve decided over the years that we really want to make that investment in that program. Two more assistants are subsidized.
- We will now subsidize the children’s meals, since that price rose this year while the adult meals did not. We wanted to reduce the burden on families.
- We have been saving on printing, since we are doing things via email. The online evaluation cost reflects two months of availability of the online service.
- The golf cart will actually cost \$410. It is well worth expense since this is so needed.
- The registration fee has gone up from \$40 to \$42. The college raised the facilities fee from \$6 to \$6.25, so we raised it to \$7 to cover this and future raises on the part of the college. It is an easy number to deal with.
- Deadline for registration will be much earlier this year. The college wants exact numbers from us two weeks before we arrive on campus. That means the deadline will be May 7; that is the last day to register without paying a late fee. So we all need to know that April is the month to register. Participants can register with a late fee up to May 20th. After that the only way to accommodate new registrants is if someone cancels. Payment is appreciated in advance. We always collect some money on Thursday and Friday at the registration table, but we appreciate getting as much as we can before then. Most people pay at least a down payment.
- This year’s annual renovations at Warren Wilson will be on the dining hall and the bottom level of Sunderland. Liz Brace will make elevator accessible to us as best she can. The Dining Hall will be moved to lower floor of Gladfelter. Registration, the Book Store and WQO displays will be at Jensen. Chat and Chew will also be at Jensen in the 3rd floor lobby. This will be a challenge to our ability to walk cheerfully over the world.
- Great speakers and plenary:
 - Kami (Atlanta) graduated from high school and has come to work at a South African orphanage for AIDS orphans. Kami was an art teacher for these children and also visited prison.

- Geeta (Celo) will talk to us about her work in Africa as well (her work in Women's Health as a workshop and FWG as a plenary).
- Michael (Swannanoa) will also be traveling to FWG and will be presenting a workshop on the conference.
- "Walk Cheerfully Over the World" is the theme (upbeat, quakerly, global).

Friends expressed appreciation to Carol regarding the work put into this budget. Registrations will be available the first week in April.

Chat & Chew Schedule is as follows: Thursday- Asheville, Friday- Swannanoa, Saturday- John Potter would like to know which meeting would like to take charge of this evening. Plan for approximately 30 people (Mark will ask Birmingham Friends). A Friend questioned why we did not reserve Thursday evening Chat & Chew for a farther flung monthly meeting, so they wouldn't have to find a place to store items they would need for that. For 2012, at least, we will stick with the schedule as listed above.

128-13: Calendar

Next SAYMA Representative meeting will be held on September 8 in Chattanooga. The date of the March 2013 representative meeting has yet to be decided. Clerk has sent requests out to Huntsville and Columbia to see if either meeting would like to host it. A representative from Columbia Meeting stated that they would probably love to do it because they have a new meetinghouse. A representative from Nashville stated that their meeting might be a possibility for Sept 2013 with no definite decision yet.

As of yet, the Clerk does not know what the YM 2013 dates will be. Traditionally we meet the 2nd week of June. In 2013 the 2nd week may fall too soon after school is out for WWC. Liz Perch is handling negotiations with WWC. Dates will be decided at yearly meeting 2012.

128-13-01: We would like to express a Minute of Thanks to our hosts here at Celo for the use of their beautiful and comfortable facilities with such impressive scenery and the excellent lunch they provided, and thanks to the gracious Celo households who provided warm and welcoming hospitality to our various representatives and participants.

128-14: Closing worship

Meeting closed somewhat early with a sunlit period of silence.

RM 128 Celo March 10, 2012

Attendance

Asheville: Steve Livingston, Adrienne Weir, Alan Robinson

Atlanta: David Foster, Pat Williams

Berea: Tim Lamm

Birmingham: Mark Gooch

Celo : Brian Yaffe

Chattanooga: Jere Licciardello, Larry Ingle

Columbia: Deirdre Edwards, Sally Prugh

Cookeville: Deanna Nipp-Kientz

Greenbriar Valley Worship Group: Wood Bouldin

Greenville: Chris Berg

Lexington: Jonathan Schinhofen

Memphis: David Ciscel, Carol Ciscel

Nashville: Linda Trask, John Potter, Bill Wolfe

Swannanoa Valley: Bob Welsh, Michael Galovic

West Knoxville: Carol Nickle, Kendall Ivie, Missy Ivie, Kathleen Mavournin



Deanna Nipp-Kientz, Treasurer & Alan Robinson, Assistant Treasurer

Treasurer's Report for March 2012 Representative Meeting
Prepared Saturday, March 3, 2012.

Our 2012 fiscal year budget runs from October 1, 2011, through September 30, 2012. This year's budget is based on a \$60 assessment. Attached please find (1) the Budget Report and (2) the Account Balances Report as of March 3, 2012.

Issues to report include:

1. Overview. The FY 2012 budget as approved at the September, 2011, representative meeting is attached. Income through March 3, 2012 is \$15,651.77. Disbursements are \$18,257.87. There is \$17,300 in the checking account and \$40,700 in the two Self Help Credit Union savings accounts, giving us \$58,000 in available funds. Friends have set aside a total of \$19,149 in special funds (liabilities), leaving us with net assets of \$38,851.
2. Income in FY2012. Total assessment income at this point in the fiscal year is 15,197.50
3. Operational Expenses in FY2012. Yearly Meeting Planning Committee has begun spending for yearly meeting. Funds for travel for WQO's, for committees, for office administration, for the newsletter, and for the treasurer are being expended. Cost of living increases of 2.0% were approved and implemented for our employees. Our employees receive a monthly payment in lieu of a benefit package. Please note that the expenditure of \$1,053.68 for the bookstore is for the 2011 bookstore not the bookstore for the approaching 2012 yearly meeting. A line item for the Peace and Social Concerns Committee approved by the fall 2011 representative meeting has been added to the budget.
4. Yearly Meeting Projects in FY2012. Transfers have been made to SAYMA's Set-Aside Budgeted Funds. Contributions to Wider Quaker Organizations budgeted for FY2012 have not been sent. A total of \$2,965 has been used from the FWCC World Conference Fund.
5. SAYF continues to submit quarterly reports on their finances to the treasurer. For FY2011, SAYF had a total income of \$6,175, including \$1,000 from SAYMA, and total expenditures of \$7,319.42. The SAYF Coordinator is paid through SAYMA and those expenditures appear under the personnel costs on the budget report.

Treasurer's Address: Deanna Nipp-Kientz
47 N. Maple Ave.
Cookeville, TN 38501
aCertainGirl@charter.net

SAYMA Fiscal Year 2012 Budget Report
 Budget Approved at Representative Meeting September 10, 2011
 to cover October 1, 2011 through September 30, 2012
 Prepared March 3, 2012

	Budget FY 2011	Actual FY 2011	Budget FY 2012	Actual FY 2012
Income				
Assessments*	\$ 33,500	\$39,666.25	\$ 39,000	\$15,197.50
Bank Interest	\$ 500	\$490.27	\$ 500	\$184.27
Contributions	\$4,000	\$1,250.00	\$ 1,200	\$270.00
F&P Sales	\$ 1,500		\$ 1,500	
Newsletter				
SAYF Receipts				
YM Total Receipts	\$ 31,600	\$34,064.35	\$ 31,600	\$ 0.00
YM Receipts	\$28,600	\$32,012.10	\$28,600	
YM Scholarship Donations	\$ 1,000	\$881.50	\$ 1,000	
YM Book Sales	\$ 2,000	\$1,170.75	\$ 2,000	
Total Income	\$ 71,100	\$75,470.87	\$ 73,800	\$15,651.77
SAYMA OPERATIONAL EXPENSES				
Yearly Meeting	\$ 31,600	\$32,630.61	\$ 31,600	\$1,303.68
Yrly Meeting - Facilities	\$24,000	\$26,039.50	\$24,000	
Prntg/Mail/Phone/Minutes/Misc	\$ 1,500	\$1,973.19	\$ 1,500	\$250.00
Junior Yearly Meeting -- JYM	\$ 3,100	\$2,796.91	\$ 3,100	\$0.00
<i>Coordinator</i>	\$ 1,800	\$1,200.00	\$ 1,800	
<i>Ass't Coordinator</i>	\$ 1,000	\$1,200.00	\$ 1,000	
<i>Supplies/Sitters/Misc</i>	\$ 300	\$396.91	\$ 300	
Scholarship WQO Reps	\$ 1,000	\$700.00	\$ 1,000	
YM Bookstore**	\$ 2,000	\$1,121.01	\$ 2,000	\$1,053.68
SAYF Operational Transfers	\$ 2,100	\$1,000.00	\$ 2,000	
Delegate Expenses	\$ 6,500	\$2,831.73	\$ 5,000	\$2,290.94
Rep Mtgs	\$ 100		\$ 100	
Del to WQOs	\$6,400	\$2,831.73	\$4,900	\$2,290.94
Committees	\$ 1,550	\$1,260.33	\$ 2,150	\$424.25
Ministry and Nurture	\$ 1,000	\$500.00	\$ 750	
Ecological Concerns	\$ 150		\$ 50	
Faith and Practice	\$ 300	\$723.97	\$ 750	\$424.25
Finance Committee	\$ 50	\$14.06	\$ 50	
Nominating	\$ 50	\$22.30	\$ 50	
Peace and Social Concerns			\$ 500	
SAYMA Liability Insurance	\$ 700	\$621.00	\$ 700	\$523.00
SAYMA Personnel	\$22,376	\$22,235.84	\$22,779	\$10,061.24
SAYMA Staff Training	\$ 0		\$ 0	
SAYMA Office Administration	\$ 2,400	\$2,710.52	\$ 2,000	\$1,028.63
Phone, Internet & Office Expenses		\$575.40		\$245.82
Postage		\$220.53		\$1.71
Duplication		\$35.03		
Misc. Office & Travel		\$1,879.56		\$781.10
SAYMA Newsletter	\$ 1,000	\$913.29	\$ 1,000	\$170.13
SAYMA Directory	\$ 300	\$124.31	\$ 150	
SAYMA Treasurer	\$ 550	\$516.87	\$ 550	\$216.00
SAYMA F&P	\$ 1,500		\$ 1,500	
SAYMA Other Expenses	\$ 0		\$ 0	
Total Operational Disbursements	\$ 70,576	\$64,844.50	\$ 69,429	\$16,017.87
YEARLY MEETING PROJECTS				
Transfers To Funds	\$ 5,600	\$5,600.00	\$ 2,240	\$2,240.00
Spiritual Development Fund	\$ 1,500	\$1,500.00	\$ 300	\$300.00
Released Friend Fund	\$ 1,500	\$1,500.00	\$ 300	\$300.00
FWCC - 3rd World Delegate	\$ 1,325	\$1,325.00	\$ 650	\$650.00
FWCC World Conference Fund	\$ 825	\$825.00	\$ 700	\$700.00
Youth Enrichment Fund	\$ 250	\$250.00	\$ 250	\$250.00
Young Adult Friends Scholarships	\$ 200	\$200.00	\$ 40	\$40.00
Contributions Wider Quaker Org	\$ 6,000	\$6,000.00	\$ 6,000	\$0.00
AFSC	\$ 700	\$700.00	\$ 700	
FCNL	\$ 700	\$700.00	\$ 700	
FGC	\$ 700	\$700.00	\$ 700	
FWCC	\$ 700	\$700.00	\$ 700	
Right Sharing of World Resources	\$ 700	\$700.00	\$ 700	
Quaker House	\$ 700	\$700.00	\$ 700	
Friends for LGBTQ Concerns	\$ 200	\$200.00	\$ 200	
Quaker Earthcare Witness	\$ 700	\$700.00	\$ 700	
Friends Peace Teams	\$ 200	\$200.00	\$ 200	
Wm Penn House	\$ 200	\$200.00	\$ 200	
Friends Journal	\$ 200	\$200.00	\$ 200	
Guilford College Archiving	\$ 100	\$100.00	\$ 100	
Rural Southern Voice for Peace	\$ 200	\$200.00	\$ 200	
Other			\$ 131	
Total Projects	\$ 11,600	\$11,600.00	\$ 8,371	\$2,240.00
Total Disbursements	\$ 82,176	\$76,444.50	\$ 77,800	\$18,257.87
Surplus (Deficit)	(\$ 11,076)	(\$973.63)	(\$4,000)	(\$2,606.10)

* based a \$60.00 assessment per member and regular attendee ** \$1053.68 in 2012 is for 2011 YM expense

SAYMA Account Balances Report -- Fiscal 2012

March 3, 2012

	2008 9/30/2008	2009 9/30/2009	2010 9/30/2010	2011 9/30/2011	2012 3/3/2012
Assets					
Bank Accounts					
Checking (Bank of America)	\$15,013	\$25,658	\$21,683	\$22,084	\$17,300
Money Market (Self Help)*	\$22,640	\$23,013	\$23,287	\$23,483	\$23,594
Savings (Self Help CD)*	\$15,933	\$16,463	\$16,779	\$16,994	\$17,106
Total Available Funds	\$53,587	\$65,134	\$61,749	\$62,561	\$58,000
Liabilities					
Set Aside Budgeted Funds					
FWCC Third World Delegate	\$1,300	\$1,950	\$3,275	\$0	\$650
FWCC World Conference Fund after 2008 (FWCC Triennial Fund through 2008)	\$1,767	\$2,467	\$3,292	\$3,567	\$1,302
Released Friend	\$4,350	\$5,850	\$7,350	\$8,850	\$9,150
Spiritual Development	\$327	\$1,627	\$2,127	\$2,977	\$3,277
Youth Enrichment Fund	\$2,395	\$2,645	\$2,921	\$3,171	\$3,421
Young Adult Friends Scholarships	\$800	\$1,000	\$1,109	\$1,309	\$1,349
Accumulated Funds					
YM Scholarship	\$0	\$0	\$0	\$0	\$0
Claims against Available Funds	\$10,939	\$15,539	\$20,074	\$19,874	\$19,149
Net Assets = Assets - Liabilities	\$42,648	\$49,595	\$41,675	\$42,687	\$38,851
Fund Expenses in Fiscal Year					
Spiritual Dev. Fund -- FGC Consultation 11/7/2007	(\$160)				
Spiritual Dev. Fund -- Earlham Scholarship 11/7/2007	(\$300)				
Spiritual Dev. Fund -- FGC Consultation 11/7/2007	(\$210)				
Spiritual Dev. Fund -- Registn for Philadelphia YM 2/5/2008	(\$325)				
Spiritual Dev. Fund -- Earlham Scholarship 3/31/2008	(\$500)				
Spiritual Dev. Fund -- Earlham Scholarship 8/1/2009		(\$200)			
Spiritual Dev. Fund -- School of the Spirit 11/12/2009			(\$500)		
Spiritual Dev. Fund -- School of the Spirit 11/12/2009			(\$200)		
Spiritual Dev. Fund -- Earlham Scholarship 1/16/2010			(\$300)		
Young Adult Friends Scholarship--SAYMA YM 6/19/10			(\$91)		
Youth Enrichment Fund -- SAYF travel to SEYM (9/21/2010)			(\$348)		
Spiritual Dev. Fund--FGC Traveling Ministries Prog. (12/15/10)				(\$450)	
FWCC World Conference Fund (5/21/11)				(\$900)	
Spiritual Dev. Fund--Yearly Meeting Clerks Retreat (5/24/11)				(\$200)	
FWCC Third World Delegate (7/2/11)				(\$4,600)	
FWCC World Conference Fund (12/27/11)					(\$1,465)
FWCC World Conference Fund (1/7/12)					(\$1,500)
Total	(\$1,495)	(\$200)	(\$1,439)	(\$6,150)	(\$2,965)

*FY2012 interest is reported on the budget page. Totals on this page reflect interest earned also.

SAYMA Administrative Assistant's Report to Rep Meeting March 5, 2012

I am sorry I cannot be with SAYMA Friends today. I am chairing the mid year board meeting of the Smocking Arts Guild of America, meeting in Atlanta. My report is as follows:

1. SAYMA Insurance

About six weeks before our renewal date, our insurance agent for the past several years, Virginia Church Insurance, sent complete insurance documents to me along with the bill. I read through all the endorsements, and discovered that we were paying to insure not only equipment that had long since bitten the proverbial dust, but were being assessed a premium for physical property in Abingdon, Virginia, where the SAYMA office was last located in June, 2006. I requested that these unnecessary coverages be discontinued, in hopes of slightly reducing our premium. However, since SAYMA no longer has a physical address of record in Virginia, the agent there could not issue a policy, so we have a new agent, James Wilson, in Savannah. James Wilson is licensed to write policies in Georgia, Tennessee, and South Carolina. A new policy is being issued, from Guide One, who has been our insurer for many years. There has been no lapse in coverage. We have not yet received the revised premium.

After consulting with the clerk, assistant clerk, and treasurer, I also requested a quote for both Sexual Misconduct/Child Abuse coverage and Directors and Officers coverage.

I will continue to work with a committee, appointed by the clerk, to consider appropriate insurance coverage for SAYMA.

2. Census

I have attached the census information gathered to date. Thanks to Tim Lamm for help with clarifying the request letter. With 12 of 21 meetings reporting, the Yearly meeting shows an increase of 141 additional members to report to FWCC. Two thirds of this increase comes from Atlanta. I believe that Atlanta, now understanding that the census numbers are not directly related to the SAYMA assessment, has reported its numbers more accurately than in the past.

I hope to have census data from all meetings in time for a complete report in June.

3. Directory

I will be sending directory information to clerks and reps in about a month. It will be due back to me in mid May, so that a draft directory may be available at Yearly Meeting.

4. Yearly Meeting Registration

I will once again be receiving and entering registrations for Yearly Meeting. As I am sure the YMPC will stress, the deadline for registering will be two weeks earlier this year. This will allow all registrations to be processed and counts given to Warren Wilson in the time frame they request. Please emphasize to Friends that they really must register in advance.

5. Other duties

I have met by phone with the ad hoc committee working to publish Faith and Practice several times.

I worked with the personnel committee on the recruitment for a new SAYF Administrative Assistant, distributing the announcement & application and receiving applications.

I monitor the list serves, answer routine emails, forward requested materials to Friends, solicit and distribute State of the Meeting reports, and coordinate hospitality requests for rep meeting with the host meeting. I submit an expense report to the treasurer each month, including all receipts for debit card purchases.

I continue to enjoy the opportunities for service SAYMA offers me. I look forward to seeing you all in June.

In service,

Liz Perch

SAYMA Census 2011

	Asheville ¹	Athens ¹	Atlanta	Berea	Birmingham	Boone	Brevard	Celo	Charleston ¹	Chattanooga	Columbia	Cookeville	Crossville	Foxfire	Greenville	Huntsville	Memphis	Nashville	Oxford	Swannanoa	Knoxville	
1.a. Recorded members																						
Adults		28	173	36	11	0	5	31	19	30	17	5	6	7	7	8	43	46	10	47	58	
under 18		4		0	0	0	0		0	3	0	0	0	0	0	6	0	0	3	6		
Subtotal: Members	0	32	173	36	11	0	5	31	19	33	17	5	6	7	7	8	49	46	10	50	64	
1.b. Attenders																						
Members of another SAYMA meeting		0	1	0	0	2	0			0	0	1	0	0	1	0	2	0	0	0	0	
Members in another Yearly Meeting		0	10	0	d/k	1	0	3		1	0	0	3	3	1	3	4	4	2	3	1	
Not members of RSOF		0	103	20	18	6	12	38		15	22	8	3	12	5	12	15	55	7	16	24	
under 18		0	53	25	3	0	0	23		7	6	0	0	0	6	5	5	19	1	10	5	
Subtotal: Attenders	0	0	167	45	21	9	12	64	0	23	28	9	6	15	13	20	26	78	10	29	30	
TOTAL: Individuals to report to SAYMA	25	32	340	81	32	9	17	95	19	56	45	14	12	22	20	28	75	124	20	79	94	1239
Adults considered inactive			37	20	1	0	1	4		11	3	0	2	2	1	0	20	8	6	14	33	163
Report to FWCC (Includes PM/WG attenders; NOT members of other YM's)	25	32	329	81	32	6	17	92	19	55	45	13	9	19	18	25	69	120	18	76	93	1193
Reported to FWCC last year	34	32	233	81	23	6	20	92	17	43	39	11	8	19	18	25	55	120	15	68	93	1052
Change	-9	0	96	0	9	0	-3	0	2	12	6	2	1	0	0	0	14	0	3	8	0	141
Members who																						
Attend you meeting			d/c		8		4			20	6	5	4				23		4	33		
Attend Worship Group under the care of your meeting	n/a	n/a	d/c	n/a	2		n/a	0		1	1	0	0	n/a	0	0	n/a	0	0	n/a	0	
Attend another SAYMA Worship Group	n/a	n/a	d/c	0	0		0	0		0	0	0	0	n/a	0	0	d/k	0	0	0	4	
Attend another SAYMA Meeting	n/a	n/a	d/c	0	0		0	0		0	1	0	0	n/a	0	0	d/k	2	0	0	2	
Attend in another Yearly Meeting	n/a	n/a	d/c	4	0		0	1		0	2	0	0	n/a	1	2	d/k	2	0	0	0	
Attend in another religious tradition	n/a	n/a	d/c	d/k	0		0	3		0	1	0	0	n/a	0	0	1	0	0	0	0	
Attend rarely/not at all/don't know	n/a	11	d/c	21	1		0	5		11	3	0	0	3	2	4	19	6	6	14	29	

PLEASE NOTE: shaded meetings did not provide new data--2010 data was used.

SAYMA Census 2011

	Asheville	Athens	Atlanta	Berea	Birmingham	Boone	Brevard	Celo	Charleston	Chattanooga	Columbia	Cookeville	Crossville	Foxfire	Greenville	Huntsville	Memphis	Nashville	Oxford	Swannanoa	Knoxville	
2. Count of Events																						
a. Marriages/commitment ceremonies of members/attenders under care of meeting	1	1	0	0	0		0	0	0	0	n/a	0	0	n/a	0	0	0	2	0	0	0	
b. Marriage/commitment ceremonies of members/attenders NOT under care of meeting	0	0	0	0	0		0	0	1	0	n/a	0	0	n/a	0	0	1	0	0	0	0	
c. Marriage/commitment ceremonies under care of meeting, non members/attenders	0	0	0	0	0		0	0	0	0	n/a	0	0	n/a	0	n/a	0	0	0	0	0	
d. births/adoptions	0	0	2	0	0		0	2	0	0	n/a	0	0	n/a	0	0	1	1	0	0	0	
e. Deaths	0	0	3	0	1		1	1	0	0	n/a	0	0	n/a	0	0	0	0	1	2	0	
f. transfers in	1	0	3	1	0		2	0	0	0	n/a	2	0	5	0	0	0	0	0	2	0	
g. transfers out/withdrawals	1	0	3	4	1		1	0	0	1	n/a	0	0	3	0	1	1	2	0	1	1	
h. new members	0	1	5	0	0		0	0	n/a	0	n/a	0	0	3	2	0	7	5	3	0	0	
i. new attenders	d/k	6	d/c	d/c	6		1	2	1	6	3	0	0	5	1	1	5	10	4	4	6	
j stopped attending	d/k	8	d/c	d/c	0		0	13	0	1	3	0	0	2	3	1	5	10	1	2	10	

¹Meeting does not distinguish between members and attenders

PLEASE NOTE: shaded meetings did not provide new data--2010 data was used.

Personnel Committee Report for SAYMA Representatives Meeting
March 10, 2012

The Personnel Committee reports and regrets that Sue Gerdes has resigned as a member of the Committee. We thank Sue for her service.

After 10 years of service as SAYF Administrative Assistant, Therese Hildebrand is retiring at the rise of Yearly Meeting this June 2012. The Personnel Committee greatly appreciates Therese's years of service and her valuable contribution to our SAYF program.

We met by conference call on December 7, 2011, to determine a process for selecting a SAYF Administrative Assistant (SAA). Present on the call were Tim Lamm (SAYMA Clerk), Susan Phelan, Free Polazzo, Carol Nickle, and Wren Hendrickson (Co-Clerk of SAYF Steering Committee). During the conference call, the attendees revised the application and job description. The job announcement, application, and job description are attached to this report. In December, 2011, the job announcement, application, and job description were sent to the following: clerks and SAYMA reps of each Monthly Meeting, Chapel Hill Meeting, all meetings with SAYFers, SAYF Steering Committee, Personnel Committee, and to all FAPs.

It was decided that Liz Perch would receive the SAA applications and send them to a screening committee composed of Mark Wutka and Wren Hendrickson, Co-Clerks of the SAYF Steering Committee. The screening committee would make a recommendation to a selection committee composed of Susan Phelan, Wren Hendrickson, Carol Nickle, and Tim Lamm. The selection committee would interview the top candidates if appropriate and make the final decision.

SAYMA received applications from three excellent candidates for the SAA position. The candidates were known and had been involved in SAYMA; therefore, it was decided that interviews were not needed. The screening committee made a recommendation to the selection committee, which met on March 7, 2012. Susan Phelan, Wren Hendrickson, and Carol Nickle participated in the selection committee conference call. Tim Lamm recused himself since two candidates were from his monthly meeting. The selection committee met by telephone instead of meeting during SAYMA Rep Meeting because neither Susan Phelan nor Wren Hendrickson could attend the SAYMA Rep Meeting. The selection committee decided upon the candidate who had been recommended by the screening committee. We are happy to announce that Jonah McDonald has been offered the job of SAYF Administrative Assistant and has accepted. Jonah will receive a follow up letter of offer of employment.

The selection committee discussed the need for Jonah to receive some training by Therese Hildebrand. The selection committee requests that SAYMA Rep Meeting

Personnel Committee report
Page 2

approve one month's salary for this training. Carol Nickle agreed to talk with Therese to obtain more information as to the training needed.

The clerk of the personnel committee has talked with all three candidates by telephone, and she has thanked the candidates who were not selected for applying.

Submitted by carol nickle, clerk of personnel committee

(To be pasted into an email to all clerks and SAYMA Representatives in SAYMA monthly meetings, Chapel Hill Meeting, all meetings with SAYFers, SAYF Steering Committee, and Personnel Committee) (Therese will send to all FAPs)

Subject: Job Announcement for SAYF Administrative Assistant

Dear Friends,

After 10 years of service as Southern Appalachian Young Friends (SAYF) Administrative Assistant, Therese Hildebrand is retiring at the rise of yearly meeting this June 2012. We greatly appreciate Therese's years of service and her valuable contribution to our SAYF program.

We are in the process of hiring an individual to serve as SAYF Administrative Assistant. Please share this opportunity with your meeting. We invite those Friends who are led to serve to apply. An application form and the job description are attached. Send the application to Liz Perch, SAYMA, P.O. Box 5848, Savannah, GA 31404. You may apply electronically by sending your application to Adminasst@sayma.org.

The SAYF Administrative Assistant is a part-time position of 35-40 hours a month. The position includes attending two SAYF Steering Committee meetings each year. The annual salary is \$8980.00, plus \$756.00 in lieu of benefits. The attached Job Description details the duties. If you are interested and have questions, Therese Hildebrand has graciously agreed that you can contact her at theresehild@yahoo.com or call her at 859-302-6424.

The deadline for applications is February 21, 2012. SAYMA does not discriminate on the basis of race, color, gender, age, national origin or sexual orientation.

From SAYMA Personnel Committee and SAYF Steering Committee co-clerks

SAYF Administrative Assistant

Part time position – 40 hours per month

Supervision: senior clerk of SAYF Steering Committee

Primary Job Functions:

1. Maintain database of youth and adult participation. Update after each retreat and FAP training.
2. Develop and maintain basic registration forms, medical release forms, retreat reports and retreat finance reports.
3. Maintain mailing list of attendees, FAPs, Steering Committee members and Nurturing Committee members.
4. Retreat preparation: in cooperation with retreat planning Committee:
 - a. Site Reservation as needed
 - b. Develop registration packets for youth and FAPs
 - c. Mail all material in a timely manner
 - d. Coordinate with web site manager to post information
5. Follow-up after each retreat:
 - a. Review all registration material received from Lead FAP
 - b. Record monies received from Lead FAP and coordinate with registration materials
 - c. Write checks for retreat expenses
 - d. Deposit all funds in SAYF bank account
 - e. Assist with preparation of and distribute worship journals for each retreat/meeting.
 - f. Assist Lead FAP in completing Retreat financial form and retreat report after each retreat.
6. Reports:
 - a. Maintain quarterly financial statements noting all income and expenditures, current balance and number of scholarship requests. Send this report to SAYMA treasurer and SAYF Steering Committee members.
 - b. Complete annual report to SAYMA prior to Yearly Meeting.
7. Prepare and mail out FAP and parent information packets and other mailings as needed.
8. Maintain files of current SAYF policies and procedures and resources for working with youth.

9. Develop, maintain and store archival information of all retreats both electronically and in hard copy.
 - a. Send copies of worship journals, Steering Committee minutes and SAYMA annual reports to Guilford Historical Collections.
10. Update the First Aid kit/medical bag twice a year to assure that there are adequate supplies and that drugs are not outdated.
11. Other clerical duties as necessary to support the SAYF program.
12. Attend all Steering Committee meetings unless excused and take minutes and maintain and distribute these minutes.
13. Participate in orientation activities as requested by Steering Committee for staff, FAPs or YFs for attending SAYF related activities, meetings or trainings.

Qualifications:

1. Knowledge of and commitment to the Religious Society of Friends and its manner of faith and practice. Regular attender or member of a monthly meeting preferred.
2. Experience in clerical tasks and record keeping.
3. Computer and database skills. Access to computer and internet.
4. Experience and interest in working with volunteers and youth.
5. Flexibility to attend all Steering Committee meetings.



Application for Position of SAYF Administrative Assistant

Please type or print neatly

Full Name _____

Address _____
(Street or PO Box)

(City) (State) (Zip)

Email _____

Phone (home) _____ (cell) _____

Monthly Meeting _____

Are you a Member or Attender? _____ How long? _____

Please say something about your involvement in the meeting.

What is the highest level of education you have achieved?

You may attach additional sheets to answer the following questions:

1. Why do you want to serve as SAYF Administrative Assistant?
2. Describe your experience and level of expertise with computers.
3. Describe your experience handling finances and budgets.
4. Describe your experience with teenagers.
5. Describe your experience working with SAYF.

Please attach the following:

- Resume or work experience
- List of references
- Letter of recommendation from your monthly meeting.

JYM Report

Jonathan Schinhofen and his wife, Beth Myers, will be completing their last year as JYM coordinators this summer, SAYMA 2012. They have enjoyed the experience very much, and found it to be a meaningful and creative three years.

The theme for the JYM program this summer will be "Communion with the Spirit," and Beth and Jonathan will be designing some activities around silence and listening. This will include meditative/reflective activities in nature, art and practices like yoga. Very young friends will have their own programming during some of the quieter times.

Beth and Jonathan will be starting to contact past participants, and also recruiting new participants for the program. These attempts will not be part of the official registration process, but an important part of keeping participation high and the energy dynamic. Volunteers will be needed for the program. Decorating t-shirts will once again be an art activity at SAYMA, same as the last two years, and they will have the SAYMA logo on them this year. Volunteers will all be given one of these t-shirts as well, which can also be seen as a small bribe.

After three fabulous years, the coordinators are handing JYM over to someone else. Too bad after getting it near right after some effort, but it is only proper and healthy to do so, and makes up in diversity what it pays in confusion.



American Friends Service Committee

1501 Cherry Street · Philadelphia, PA 19102-1403 · 215/241-7000 · www.afsc.org

February 3, 2012

Tim Lamm, Clerk
Southern Appalachian Yearly Meeting and Association

Dear Tim Lamm,

I am writing in response to the minute approved by SAYMA at its Annual Sessions on Sixth month 11, 2011.

We recognize that the American Friends Service Committee brings together many committed individuals who serve in a variety of volunteer and staff positions. We treasure their service. We believe that maintaining the Quaker character of the organization requires some level of active staff and volunteer presence by committed Quakers. We ask that the AFSC develop a report giving the number and percentage of AFSC staff who are active members of the Religious Society of Friends, broken down by region.

I want to first appreciate the minute. One of the goals to which our General Secretary, Shan Cretin, and the Board in partnership with her have committed is for the AFSC to deepen its connections as an organization with the Society of Friends. SAYMA'S caring enough to pose questions to us is one tangible sign of such a relationship. Second, I want to apologize for the length of time our response has taken. The minute was placed on the agenda of the Board Executive Committee (BEC) shortly after we received it. However, it has been a very busy period in the life of AFSC and, thus, action was delayed due to the press of other business.

At a meeting of the Board Executive Committee held on January 31st, SAYMA's request was considered at some length. From your minute we heard the primary concern to be: *How do we ensure that the Quaker character of AFSC continues to be at the heart of what we do.* That is a concern that both the Board and the staff leadership are under the weight of on a regular basis. Thus, we unite with you in that.

Following further reflection, however, *we were led to the decision that counting and reporting "the number and percentage of AFSC staff who are active members of the Religious Society of Friends, broken down by region" would not best serve achievement of the concern around which we unite.*

The main factors leading us to the decision are the following.

1. Principal responsibility for maintaining AFSC as a Quaker organization resides with the Board and the General Secretary. It is required that the Board be overwhelmingly Quaker and that the General Secretary be a member of the Religious Society of Friends. As a member of the recent Search Committee that resulted in the hiring of Shan Cretin I can assure you that that is not a simple requirement on paper, but rather was a subject of deep searching with her and the other candidates.

2. Staff is, indeed, the face of AFSC to the wider community. We have a strong expectation, beginning at the point of recruitment, that persons are clear on the values and practices of the AFSC and that the actions of all staff will reflect Friends values. It is our experience that many times it is those who are not members of the Society of Friends who help to call us back to our center; it is that experience that makes it not possible for us to join with the assumption we hear in SAYMA's minute, i.e., that it is active members of the Religious Society of Friends who play a special role in sustaining our Quaker identity.

In addition to our not finding that "active membership in the Religious Society of Friends" is the best measuring stick, there also emerged a concern that pursuing such a tallying would inadvertently create something of a class system which would not serve us. Certainly trying to determine who should be counted as "*active* members of the Religious Society of Friends" would lead us down a path as employers that we should not be traveling.

3. Finally, the diversity of the AFSC is something that we treasure, and believe deeply that when we succeed in building our diverse elements into one community we are witnessing to Friends Testimonies in a very powerful way. We need the gifts brought by those of other backgrounds if we are to be successful in partnering with the range of communities that we do.

Please do not misunderstand what we are saying to mean that we do not want nor value Friends on the staff. Indeed we do. We have a deep confidence, based on current employees whom we know, that such Friends will, together with their colleagues who are not Quakers, make a valuable contribution to sustaining the AFSC as a Friends organization.

This is already a long response to you, and for that reason I have not offered more examples to illustrate some of the assertions that I have made. I am taking the liberty of enclosing two things for the information of SAYMA Friends that do, I feel, serve to illustrate. The first is part two of AFSC's application for employment form. It is filled out by all applicants regardless of the position for which they are applying and responses are definitely taken into consideration. The second is a copy of a recently published booklet, used in orientation of all staff entitled, *An Introduction to Quaker Testimonies*. The booklet can be accessed on the Web Site, but also if you would like hard copies to share with your members at Sessions we would be glad to provide those to your Yearly Meeting appointees at the upcoming Corporation Meeting or mail them to you. And, of course, we always welcome invitations for persons from the AFSC to be present at your sessions and have the opportunity to interact with the members of SAYMA.

In Peace,

Arlene Kelly

Arlene Kelly, Clerk of the Board

Cc: Shan Cretin, General Secretary
Lucy Duncan, Friends Liaison
Jeannette Raymond, Clerk of the AFSC – Friends Relations Committee

An Introduction to
Quaker Testimonies



American Friends Service Committee



American Friends Service Committee

The American Friends Service Committee (AFSC) is an inclusive Quaker organization, bringing together people from many traditions to be a prophetic voice and compelling witness for peace.

We understand that peace requires more than the absence of war and violence. Peace requires the presence of justice, access to sustainable livelihoods, and basic human rights for all.

Our mission is to create practical demonstrations of the power of nonviolence to bring about lasting peace, to overcome injustice, and to bring wholeness to communities wounded by violence and oppression.

Our work is based on the testimonies of the Religious Society of Friends (Quakers), belief in the worth of every person, and faith in the transforming power of love to overcome violence and injustice.

The American Friends Service Committee welcomes staff, volunteers, partners, and committee members from many different cultures, backgrounds, and traditions into our community. Many newcomers to AFSC are drawn to our commitment to peace and social justice but may not be knowledgeable about the foundations of Quaker faith and practice that guide and infuse our work. In this booklet, we seek to distill and share the Quaker testimonies that underlie both what we do and how we aspire to do it.

We are deeply indebted to the San Francisco Friends School, whose inviting and inspiring Introduction to Quaker Testimonies was a model for this booklet. For each testimony, we provide a brief reflection on how it applies to our work at AFSC, relevant quotations from a broad range of traditions, and queries for further reflection. We hope that these pages will draw us together, embracing the power of these eternal values, as we work to bring peace and harmony to the world and to our own lives.

The Working Group on Quaker Testimonies at AFSC

Emily Clarke	Mary Kay Lyman
Shan Cretin	Eisha Mason
Anna Crumley-Effinger	Michael McConnell
Gabriela Flora	Scilla Wahrhaftig
Tony Heriza	Rick Wilson

September 2011

This booklet is an introduction to Quaker values and their influence on the work of the American Friends Service Committee. In it we explore some of the principal testimonies and practices of the Religious Society of Friends.

Testimonies

Quakers believe in living life in the spirit of love and truth and peace, reaching for the best in oneself and answering “that of God” in everyone. Quaker testimonies are expressions of the commitment to put those beliefs into practice.

The testimonies bear witness to the truth, as Friends in community perceive it—truth known through relationship with God. They do not exist in any rigid, written form; nor are they imposed in any way. Each Quaker searches for how the testimonies can best be expressed in his or her own life.

While attempting to live in concert with these teachings, Quakers are tender with themselves and with each other when they fall short, ready to recommit and try again.

Queries

Quakers use queries for personal reflection, self-examination, or spirited discussion. We have included queries throughout our Introduction to Quaker Testimonies, inviting us to examine the testimonies in light of our own convictions and life experiences.

Peace

Peacemaking at Home and Abroad

Friends oppose and refuse to engage in war and violence. In pursuit of lasting, sustainable peace, they seek to eliminate causes of violent conflict, such as poverty, exploitation, and intolerance.

In renouncing war and violence, Friends embrace the transforming power of love and the power of nonviolence, striving for peace in daily interactions with family, neighbors, fellow community members, and those from every corner of the world.

Friends endeavor to see “that of God” in every person, regardless of nationality, race, gender, sexual orientation, age, ability, or social status.

The AFSC community is called to be a practical expression of the Quaker peace testimony in our individual relations, our local communities, our countries, and our approach to global politics. We oppose violence in all forms. Our work addresses its root causes by forthrightly and nonviolently confronting evil and oppression, whether expressed overtly as physical aggression or covertly as economic injustice. We are called to transform the institutions of society into instruments of peace and to be ourselves transformed.

For us, peace is not just ending war or violence, but nurturing the capacity of individuals, communities, and societies to sustain harmonious relationships based on mutual respect and caring for the welfare of all. We seek to reconcile enemies and serve the needs of all sides torn by violent strife.

Peace comes from being able to contribute the best that we have, and all that we are, toward creating a world that supports everyone.

– HAFSAT ABIOLA, NIGERIAN HUMAN RIGHTS ACTIVIST

Peace, in the sense of the absence of war, is of little value to someone who is dying of hunger or cold. ... Peace can only last where human rights are respected, where people are fed, and where individuals and nations are free.

– TENZIN GYATSO, 14TH DALAI LAMA

Peace is not the product of terror or fear. Peace is not the silence of cemeteries. Peace is not the silent result of violent repression. Peace is the generous, tranquil contribution of all to the good of all.

– OSCAR ROMERO, CATHOLIC ARCHBISHOP

If we are serious about peace, then we must work for it as ardently, seriously, continuously, carefully, and bravely as we have ever prepared for war.

– WENDELL BERRY, AUTHOR AND ACTIVIST

Peace in ourselves, peace in the world.

– THICH NHAT HANH, BUDDHIST MONK AND PEACE ACTIVIST



Queries

How can I nurture the seeds of peace within myself, my community, and the world?

How can I work to eliminate hatred, injustice, and both physical and institutional violence?

How can I be more open to seeking the goodness in people who act with violence and hatred?

How can I work to settle disputes within the organization and the community with love and sensitivity for all involved?

How can I increase my understanding of nonviolence and use it in all my interactions?

Equality

Seeking Social Justice

Friends hold that all people are equal in the eyes of God and have equal access to the “inner Light.” This profound sense of equality leads Friends to treat each person with respect, looking for “that of God” in everyone.

This testimony was reflected in the practice of early Quakers, who granted equal spiritual authority to women, refused to use forms of address that recognized social distinctions, supported religious freedom, and worked to abolish slavery.

AFSC supports the development of societies and structures that recognize the dignity of every person. We seek to work with all people in pursuit of justice—the economically impoverished and the materially comfortable, the disenfranchised and the powerful—inviting the Spirit to move among all these groups, making great change possible.

We reject all forms of discrimination, whether based on race, ethnicity, nationality, religion, immigration status, class, gender, age, ability, or sexual orientation. We work to change the beliefs, practices and institutions that perpetuate prejudice, and we support affected communities in seeking their own liberation and equality. We continually examine our own biases and privileges and strive to achieve greater equality in AFSC, in our communities and in our society.

One has to fight for justice for all. If I do not fight bigotry wherever it is, bigotry is strengthened.

- BAYARD RUSTIN, QUAKER CIVIL RIGHTS ACTIVIST

The good we secure for ourselves is precarious and uncertain until it is secured for all of us and incorporated into our common life.

- JANE ADDAMS, SOCIOLOGIST AND ACTIVIST

I think we have to own the fears that we have of each other, and then, in some practical way, some daily way, figure out how to see people differently than the way we were brought up to.

- ALICE WALKER, AUTHOR

...being worthy of respect does not depend on possessing attractive qualities or skills. Until we can respect another person without justification except that he or she is a child of God, it is not really respect.

- PAUL LACEY, QUAKER EDUCATOR

My humanity is bound up in yours, for we can only be human together.

- DESMOND TUTU, CHRISTIAN CLERIC AND ACTIVIST



Queries

How do I respond to opportunities to establish personal and professional relationships with people whose backgrounds differ from mine, whether across class, race, ethnicity, nationality, religion, age, gender, sexual orientation, or ability?

In what ways do I work to change society so that everyone has equal opportunities?

How can I speak up and take action in a loving way when I see and hear injustices?

How do I “speak truth to power” in ways that honor the human dignity of people on all sides of an issue?

Integrity

Consistency in Word and Deed

The need to deal honestly with all others and with oneself has long been a foundational belief among Friends, summarized by the old injunction: “Let your yea be yea and your nay be nay.” For Friends, having integrity means being authentic and having consistency between one’s values and one’s actions. Lack of integrity separates us from our own soul, from the Light within, and from our community.

Quakers try to live according to the deepest truth they know, which they believe comes from God. This means speaking the truth to all, including people in positions of power. Friends do not take oaths when appearing in a court of law, rejecting the idea that there is one standard of truth for daily living and another for the court.

In the AFSC community we are committed to making our words, actions, and beliefs consistent. We “speak truth to power”—and to each other—even when it is difficult and our message may be unpopular. We deal honestly and fairly with colleagues and partners. We take responsibility for our actions and their results. We fulfill our commitments, and we give credit to others for their contributions.

While acting on our deepest beliefs and values, we are also open to new ideas, new solutions, and new paths. We know that our understanding at any moment is incomplete, at best an approximation of the truth that may be improved by new insights.

So let your lives preach, let your light shine...

– GEORGE FOX, FOUNDER OF THE RELIGIOUS SOCIETY OF FRIENDS

Our deepest calling is to grow into our own authentic self-hood, whether or not it conforms to some image of who we ought to be. As we do so, we will not only find the joy that every human being seeks—we will also find our path of authentic service in the world.

– PARKER J. PALMER, QUAKER AUTHOR AND EDUCATOR

It is in our lives and not our words that our religion must be read.

– THOMAS JEFFERSON, U.S. PRESIDENT

*Knowing others is to be clever.
Knowing yourself is to be enlightened.
Overcoming others requires force.
Overcoming yourself requires strength.*

– LAO TZU, CHINESE PHILOSOPHER

Wisdom consists in speaking and acting the truth.

– HERACLITUS, GREEK PHILOSOPHER

I have long believed that speaking truth is both the simplest way of leading your life and one of the most difficult to achieve.

– JUDITH AITCHISON, QUAKER AUTHOR



How is my work in harmony with the truth as I understand it?

In what ways do my interactions with other people reflect my beliefs and values?

How can I listen with an open mind to others' experiences?

How can I speak my truth so that those who disagree with me can hear it?

How well do I bring my inner life and outer life into wholeness?

Community

Living in Fellowship

While the Quaker faith is founded on the principle that every person can have a direct relationship with God, an equally central tenet lies in the power of the “gathered community.” When Friends gather in silence to worship, they are collectively seeking the will of God, rather than meditating individually. Shared worship signifies unity and trust.

The Friends community also provides a place for individual members to look for wisdom and support. For example, early Friends relied on their community to provide for the families whose breadwinners were imprisoned for their beliefs—and at Quaker weddings today, the union is not formalized by a clergy member, but is witnessed and endorsed by every member attending.

At AFSC we nurture relationships and partner with communities, believing that, in gathering together, people increase their strength, vision, wisdom, and creativity. We accompany and support communities in their efforts to seek justice and improve their own lives and circumstances. Where people are divided, we strive to build bridges, encourage trust, and create spaces for dialogue and cooperation.

As we engage with the world, we also work to bring our organizational life into harmony with the vision we urge others to achieve. We are committed to building an inclusive AFSC community of staff, Board members, volunteers, and constituents, whose collective experience and wisdom help to guide the organization.

Without community, there is no liberation.

- AUDRE LORDE, POET

One's life has value as long as one attributes value to the life of others, by means of love, friendship, indignation, and compassion.

- SIMONE DE BEAUVOIR, AUTHOR

Alone we can do so little. Together we can do so much.

- HELEN KELLER, AUTHOR AND ACTIVIST

From the depth of need and despair, people can work together, can organize themselves to solve their own problems and fill their own needs with dignity and strength.

- CESAR CHAVEZ, FARM WORKER AND LABOR LEADER

Perhaps community is a constellation. Each one of us is a light in the emerging collective brightness. A constellation of light has the greater power of illumination than any single light would have on its own. Together we increase brightness.

- JOHN O'DONOHUE, POET AND AUTHOR



Queries

Do I participate fully in making the AFSC community a welcoming, respectful, and caring place?

In what ways do I honor the diverse gifts, talents, and resources of the individuals and communities with whom I work?

How do I help ensure a safe space for diverse voices and opinions in the communities where I participate and serve?

How can I contribute to AFSC meetings, whether participating in person or by phone, so these gatherings are more constructive and reflective of a truly inclusive community?

Simplicity

Spirit-led Restraint

Friends believe in simple living. This has historically meant simple dress, plain speech, and unadorned meeting houses for worship. Through the simplicity testimony, Friends encourage one another to look beyond the outward and to the inward.

In contemporary terms, Friends try to live lives in which activities and possessions do not get in the way of open and unencumbered communication with others and with one's own spirituality. Clearing away the clutter makes it easier to hear the "still small voice" within.

At AFSC, the commitment to simplicity calls us to speak plainly and go directly to the heart of the matter. However, simplicity does not mean being simplistic. We value nuance and choose words carefully when we speak. We may speak passionately, but we avoid distortion and exaggeration.

In our work, simplicity requires focusing our efforts on what is most important rather than diffusing our energies too broadly. In our personal lives, simplicity may mean limiting our consumerism—and resisting over-commitment, so that we have time to care for ourselves and to be present with one another.

Living simply is the right ordering of our lives and priorities.

– LEONARD KENWORTHY, QUAKER AID WORKER

May we look upon our treasure, the furniture of our houses, and our garments, and try to discover whether the seeds of war have nourishment in these our possessions.

– JOHN WOOLMAN, QUAKER AUTHOR

There is enough for everyone's need, but not for everyone's greed.

– MOHANDAS K. GANDHI, INDIAN INDEPENDENCE LEADER

The ability to simplify means to eliminate the unnecessary so that the necessary may speak.

– HANS HOFMANN, PAINTER

Out of clutter, find simplicity. From discord, find harmony. In the middle of difficulty lies opportunity.

– ALBERT EINSTEIN, PHYSICIST



Queries

Does the way I spend my time make the best possible contribution to my work?

How might I communicate with more honesty, clarity, and simplicity?

How do I take time to renew myself?

Do I know when to say no to work I cannot adequately attend to?

How can I be more thoughtful about what I need and what I acquire?

Stewardship

Care for the Earth and Its Inhabitants

Friends strive to use God's gifts wisely, with gifts conceived in the broadest of terms. These gifts include our talents and our possessions, as well as our natural environment. Friends believe that such gifts are not ours alone.

To Friends, good stewardship means taking care of what has been given, not just for ourselves, but for the people around us and for future generations as well. Friends strive to use their gifts in accordance with their beliefs.

At AFSC, we strive to use our resources with care to achieve their greatest effect. We spend conservatively, seeking creative and cost-effective pathways and avoiding extravagant expenses.

In the workplace, we are attentive to conserving energy, recycling, and reducing waste. Concern for the ecosystem also leads us to strive to reduce our personal consumption and develop a simple yet adequate lifestyle.

All things are bound together. All things connect. Whatever befalls the earth, befalls also the children of the earth.

- CHIEF OREN LYONS, NATIVE AMERICAN FAITHKEEPER

Everyone needs beauty as well as bread, places to play and pray, where nature heals and gives strength to body and soul alike.

- JOHN MUIR, ENVIRONMENTALIST

We are called to assist the Earth to heal her wounds and in the process heal our own—indeed to embrace the whole of creation in all its diversity, beauty and wonder.

- WANGARI MAATHAI, KENYAN ENVIRONMENTAL ACTIVIST

Service is the rent we pay for the privilege of living on this earth. It is the very purpose of life, not something you do in your spare time.

- SHIRLEY CHISHOLM, POLITICIAN AND AUTHOR

A community can use all the skills of its people.

- MAORI PROVERB



Queries

How can I better use AFSC's resources wisely, recognizing that these resources were given freely by others to be used in service of peace and justice?

How do I help others—colleagues, program participants, supporters—recognize and use their gifts?

How can I be a better steward of our environment in my consuming and recycling behaviors?



Other Relevant Quaker Practices

Silent Reflection

Friends gather in silence, in a practice centuries old, to clear the way for the “still small voice.” This silent gathering is based on the belief that if one opens one’s heart and listens, one can hear what is right, and can live out these inner teachings. When a group settles into silence, it feels like more than a simple quieting down; the sense of collective thought deepens.

At AFSC, silence is often used to settle into a meeting, to invite reflection, or to allow time for the synthesis of ideas. Silence refreshes the spirit and makes way for deep thinking about both ethical and intellectual quandaries. It is a habit of mind that the AFSC community cherishes and nurtures.

True silence is ... to the Spirit what sleep is to the body: nourishment and refreshment.

– WILLIAM PENN, QUAKER FOUNDER OF PENNSYLVANIA

Silence is the language of God, all else is poor translation.

– JALAL AD-DIN RUMI, MUSLIM POET

Quaker Decision-making

Quaker decision-making is grounded in the belief that when several people come together to labor in the Spirit they can discern a truth that exceeds the reach of any one individual. In making decisions Friends do not simply vote to determine the majority view, but rather they seek unity about the wisest course of action. Over time Friends have developed ways to conduct meetings that nurture and support this corporate discernment process.

To be effective, Quaker process requires that everyone come ready to participate fully by sharing their experiences and knowledge, by listening respectfully to the experiences and knowledge brought by others, and by remaining open to new insights and ideas. This powerful combination of grounded experience and spiritual openness, rationality and faith, allows a deeper truth to emerge. When everyone present is able to recognize the same truth, the meeting has reached unity. The clerk's job is to sense emerging truth and labor with those present to put that truth into words.

At AFSC, the Board and Executive Committees make decisions in a worshipful spirit using Quaker process. Many other AFSC committees and staff meetings also use elements of Quaker process and expect that participants will:

- enter the process with an open mind and avoid holding unshakably to a predetermined position;
- commit to looking for creative solutions, not just a least common denominator or compromise; and
- engage in the process, ready to speak their minds and to listen for wisdom, truth, or the most compelling proposal, which may come from anyone present.

In a Friends meeting, Quaker process is used in the Meeting for Business as well as by various committees. However, many day-to-day decisions are made by individuals carrying out the responsibilities of their positions—for example, the treasurer or the clerk of the committee charged with maintaining the meeting house.

Similarly, at AFSC many decisions are made by staff members exercising the duties that they were hired to fulfill. Such day-to-day decisions are made within boundaries established by organizational policies. In all decision-making, AFSC encourages transparency, consultation with those most affected and a willingness to learn and adjust based on experience.

Nonviolent Witness and Action

While renouncing violence, Quakers have, from their earliest days, found ways to nonviolently resist war, slavery, religious intolerance, harsh penal methods, and other injustices. For their beliefs, they were willing to suffer imprisonment and even death. Friends have understood—with Gandhi, King, Chavez, and other leaders of non-violent movements—that pacifism at its best is anything but passive.

AFSC, as a Quaker organization, applies the principles of nonviolence in both our internal and external dealings. In our engagement with the world, we not only speak out to condemn injustice, but when necessary engage in direct nonviolent action or even civil disobedience to bring about justice and sustainable peace in the world.

Within the organization, we work to eliminate violence and injustice from our systems and working relationships by treating each other with respect, acting with integrity, and resolving differences through the intentional practice of non-violent methods.



I have no idea of submitting tamely to injustice inflicted either on me or on the slave. I will oppose it with all the moral powers with which I am endowed. I am no advocate of passivity.

– LUCRETIA MOTT, QUAKER ABOLITIONIST AND ACTIVIST

Nonviolence is the answer to the crucial political and moral questions of our time; the need for mankind to overcome oppression and violence without resorting to oppression and violence.

– MARTIN LUTHER KING, JR., CIVIL RIGHTS LEADER

In place of weapons of violence, you have to use your mind, your heart, your sense of humor, every faculty available to you.

– JOAN BAEZ, MUSICIAN AND PEACE ACTIVIST



Acknowledgments

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We also thank the AFSC staff and Board members who contributed to the creation of this resource.

For those interested in further exploration of Quakerism and Quaker values, we suggest visiting the online Quaker Information Center at www.quakerinfo.org.

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**American Friends
Service Committee**

1501 Cherry Street, Philadelphia, Pennsylvania
215.241.7000
AFSC.org/testimonies



Name:	Date:
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Why have you applied for this specific position at AFSC? When are you available to start?

What qualifies you for this position at AFSC?

What experiences or associations have you had with the American Friends Service Committee and/or the Religious Society of Friends?

Describe what you consider to be the most important values and commitments in your life.

What is your position on nonviolence as a way of life, as a way of social change and in times of war? Please give your thoughts and any relevant experiences. Do you consider yourself a pacifist? Why/Why not?

What are your personal positions on the issues of racism, homophobia and sexism?

What languages do you speak, write and read? (Please indicate fluency.)

Signature: _____ Date: _____

* Signature not required if submitted electronically; however candidates selected for an interview will be required to sign the application.

APPOINTMENT TO ANY AFSC POSITION REQUIRES A BACKGROUND CHECK. A SEPARATE RELEASE FORM MUST BE COMPLETED AND SIGNED.

Submit by Email
Print Form



American Friends Service Committee

The American Friends Service Committee (AFSC) is an inclusive Quaker organization, bringing together people from many traditions to be a prophetic voice and compelling witness for peace.

We understand that peace requires more than the absence of war and violence. Peace requires the presence of justice, access to sustainable livelihoods, and basic human rights for all.

[AFSC's] mission is to create practical demonstrations of the power of nonviolence to bring about lasting peace, to overcome injustice, and to bring wholeness to communities wounded by violence and oppression. [This] work is based on the testimonies of the religious Society of Friends (Quakers), belief in the worth of every person, and faith in the transforming power of love to overcome violence and injustice.

In service of this mission AFSC currently has programs in the areas of economic justice, healing justice, human migration and mobility, and peacebuilding and conflict resolution.

Quakers use queries for personal reflection, self-examination, or spirited discussion. The queries below are intended to probe and deepen the connections between the work of AFSC-- its programs-- and Friends' discernment of our Testimonies and discernment of ways in which Friends are called to witness.

The AFSC Friends Relation Committee will worshipfully consider your responses to these queries and use them to inform AFSC governance and AFSC staff of Friends.

1. What one or two aspects of AFSC programs speak most clearly to your discernment of Quaker witness?
2. Is there a particular need or opportunity in your yearly meeting's region for work furthering Friends' Testimonies - work that Friends in your yearly meeting might support and take on - perhaps with guidance or coordination with AFSC? How are you working on this now?

Budgeted expenses for YM 2012

SAYMA -subsidized room/meals/facilities costs

	<i>per day cost</i>	
<i>Pkg A: room/meals/facilities fee (with linens)</i>	<i>\$64.25 + \$18 (one time charge for linens)</i>	
<i>Pkg B: bed/meals/facilities fee (no linens)</i>	<i>\$44.25</i>	

	<u>Budget for 2012</u>	
3 Staff* (Package B – 2 for 3 nights, 1 for 4)	\$ 442.25	(may not all be spent)
8 FAPS (package B x 8 FAPS x 3 nights)	\$1,062.00	(will be spent)
4 Guests (package A x 4 guests x 3 nights)	\$ 843.00	(may not all be spent)
4 JYM staff (package B x 4 JYM x 3 nights)	\$ 531.00	(may not all be spent)
5 Scholarships (package B x 5 Friends x 3 nights)	<u>\$ 663.75</u>	(will likely be spent)
Total	\$3,542.00	

Other expenses

JYM Honorarium	\$2,800.00	(will be spent)
JYM supplies	\$ 400.00	(will likely be spent)
Travel cost for outside speakers	\$ 00.00	(inside speakers 2012)
Golf Cart	\$ 350.00	(will be spent)
Life Guard	\$ 100.00	(probably spent)
Dance Caller & fiddler	\$ 300.00	(will be spent)
Sound System	\$ 0.00	(not needed in 2012)
College Press	\$ 25.00	(based on last year)
**Printing	\$ 600.00	(programs, badges)
Postage	\$ 150.00	(Adv. Prog, + reg. form)
***Subsidy of JYM children's meals \$12.50 x 12 x 3	\$ 450.00	(fees up from \$10/day)
Misc supplies	\$ 50.00	(may not use this year)
On-line evaluation	<u>\$ 50.00</u>	(for two months activity)
Total	\$5,275.00	

Total all expenses \$8,817.00

Expected Revenue

Registration fees (\$42 times 182)	\$7,644.00	(182 paid in 2011)
****Facilities fees (\$0.75/person/day above cost)	\$ 409.00	(new for 2012 x 182x3)
Donations to scholarship fund	<u>\$ 880.00</u>	(same as in 2011)
Total	\$8,933.00	

*We anticipate that both the incoming and outgoing SAYF Administrative Assistants will be at YM in 2012.

**Poster will be distributed only via email this year.

*** Warren Wilson is charging \$2.50 more per day for children 6-12, i.e. JYM kids. There were only 10 of them in 2011 so we are going to subsidize this cost for parents to encourage more children to come.

****Facilities fees went up by .25 cents, but we're charging a dollar more instead.