

SAYMA Representative Meeting
Columbia, South Carolina, 17 September 2016

137-01 Opening Worship

Friends opened with a time of worship to gather and center our business for the day.

137-02 Introductions & News from the Monthly Meetings [Attachment A: Attendance]

Friends introduced themselves by name, role and meeting.

Jon Saderholm, Clerk of SAYMA (Berea), welcomed Friends to Representative Meeting and read a little bit about his role as clerk. One of his gifts is his frank recognition of his challenges. He has come to realize that as Clerk there is a set of authority in the position but the authority is actually rested in the body. As Clerk he is hoping to be guided by the body.

The Clerk's vision of us working today is that he is creating an environment where tender and anxious thoughts can be presented as they are part of the Spirit of God.

The Clerk will promote the vocal thoughts of each person in the body so that we are hearing from everyone and not the same voices over and over again.

The Clerk will try to keep a distant view so that we can be open to being surprised of what might come to us.

In order for all this to happen to happen, the clerk reminded us this is not a town hall and that we are speaking to the body not the each other. Therefore, he asked that we speak directly to the clerk instead of to each other.

The clerk asked each of us to maintain "clerking consciousness" so that we each individual measures our thoughts to make sure that we are each bringing the body closer to the unity and not just repeating ourselves over and over again as a body.

The Clerk's proposed agenda was accepted with minor modifications

137-03 Ad Hoc Committee to Support SAYF Steering Handbook Committee

While nominating committee was working they uncovered divergence in the way that the SAYF Steering Committee members are selected and what is stated in the handbook. The clerk would like to constitute an ad hoc committee to consider how we select and staff the steering committee. We also realized that we did not have a SAYF steering committee handbook which might be beneficial for FANs and SAYF Steering Committee members so they can learn how the process works as new people start working with the program. The clerk will select this committee between FANs, SAYF Steering Committee members, SAYF members, nominating members, and some SAYMA members not connected to the teen program who might bring a fresh perspective and might help strengthen the relationship between SAYF and SAYMA.

Charge is twofold: 1) Recognizing the Steering Committee is a management committee working with minors. how can the selection of the Steering Committee members' best suite the Yearly Meeting and SAYF? 2) Reviewing the SAYF handbook and see if that description might need to be expanded to create a handbook for the SAYF Adult Support positions.

After this process, whatever is revised or written needs to be published on the website.

137-04 Administrative Assistant [Attachment B]

Jon Saderholm read the Administrative Assistant report in Liz Dykes' absence.

137-05 Treasurer (Roger Wise) [Attachment C]

Roger Wise, Treasurer (Charleston), read the treasurer's report. We are not totally sure what our current monetary situation is because the Administrative Assistant is not depositing checks during medical leave in September. We are also still in negotiation with Warren Wilson College about Yearly Meeting expenses. The Administrative Assistant is going to continue the negotiations with Warren Wilson when she is back from leave.

SAYF is not asking for their line item this year, but will need it next year as they expand some aspects of the program. SAYF has recently gone through an audit this year to keep our books in good order. We are hoping to do an audit more regularly just to make sure we are keeping in good order.

137-06 Finance Committee (Lee Ann Swarm) [Attachment D]

Lee Ann Swarm, Clerk of Finance (West Knoxville), presented the SAYMA Fiscal Year 2017 (FY-17) budget. Finance committee has continued to struggle to figure out how much we should give to each Wider Quaker Organization (WQO). To keep our budget balanced and keep up our process of keeping reserves equal to fifty percent of our operating costs, we only have \$1,150 for WQO's this year. Finance committee asked for feedback about how to distribute this money amongst the Wider Quaker Organizations we have given to in the past.

Feedback on how to fund our WQOs:

One Friend brought up the idea that maybe the Yearly Meeting was not the place for donations to be sent to the Quaker Organizations. Other Friends thought that it was dangerous to not send money as a yearly meeting. Another Friend brought up the question of how do we know that these are the organizations we should be donating to? Friends were reminded that some of these groups we are members of instead of just contributors, therefore should the yearly meeting only give just to those? Friends brought up the idea of asking the Wider Quaker Organization Representatives to sit together and talk about the budget. What percentage are we giving to each organization compared to their budget? One value of contributing just a little bit is that it keeps these organizations on the radar. It also is a statement of our values.

Minute 137-06-01: Friends approved the budget with the understanding that the Wider Quaker Organizations (WQOs) contribution total will be a minimum of \$1,150. We ask Finance Committee and the Treasurer to allocate the money the same way as in FY16 with the addition of FLGBTQC. If there is extra money from Yearly Meeting expenses these funds will be added to the Contributions to WQO line item.

Friends continued to talk at length about getting the WQO Representatives together to talk about how money should be allocated to each organization. How do we make sure that every organization has representation at the table if a group conversation is convened? Another Friend noticed that we are talking about how much to contribute before asking why do we contribute to these organizations. Where do we send our money and how does it uphold our SAYMA values? Friends did not find unity about how we might change our process of delegating contribution allocations, but suggested that an ad hoc committee might be formed to help this process continue during the year.

Minute 137-06-02: Friends approved that at Summer Sessions 2017 Rebecca Sullivan, WQO Representative to FGC, and Lee Ann Swarm, WQO Representative to AFSC and Clerk of Finance Committee, will convene a workshop on how SAYMA allocates our Wider Quaker Organization contributions.

137-07 Nominating Committee (Beth Myers) [Attachment E]

Beth Myers, Clerk of Nominating (Berea), read the nominating report. Beth let us know nominating reached out to FWCC to make sure that Shahina Lakhina can be a FWCC representative even though she is not a member of the Religious Society of Friends. FWCC has accepted this nomination.

Additionally, as nominating has done their work the last couple of months, they have realized the current structure of the Handbook Committee is not really needed. After talking with members of the committee, nominating and archives have decided that only two people are needed: An Archivist and a Clerk. Robyn Joseph is now going to be listed as an at-large member of Ministry and Nurture for this year finishing 2017.

Open positions: Outreach committee only has one member so it is a non-operating committee.

Beth also provided context for her concern that lead the clerk to asking the Yearly Meeting to create the ad hoc SAYF Steering Handbook Committee approved in agenda item 137-03.

Minute 137-07-01 Friends approved the following nominations:

- 1. Tobin Brogunier from Athens Meeting, to serve for personnel from 2016-18*
- 2. Katherine Caldwell from Swannanoa Meeting, for FGC representative from 2016-2019*
- 3. Margaret Farmer from Ashville to serve as FLGBTQC representative from 2016-2019*
- 4. Hank Fay from Berea meeting to serve as Quaker House representative from 2016-2019*
- 5. Carol Ciscel as Yearly Meeting Planning Committee Layout Editor for one year.*

137-08 Faith and Practice Committee Minute from Summer Gathering

The 46-35 minute from Summer Sessions was read along with its attached report. Friends had concerns. The handbook is a dynamic document, but the Faith and Practice should be updated infrequently. Friends were reminded that we have a process to revise the Faith and Practice.

137-08-01 Friends did not unite with the minute brought forward by Faith and Practice.

137-09 Personnel Committee (Barbara Esther) [Attachment F]

Barbara Esther, Clerk of Personnel (Ashtville), read the Personnel Committee report.

Friends united behind the report in both offering Medical Leave to Liz and for Jonah's service as the SAYF Administrative Assistant for the last four years.

137-10 Digital Communication (Jon Saderholm)

Jon Saderholm asked those friends present if they would take a quick survey about their digital communication possibilities as a way to support the thoughts of the ad hoc digital communications committees work.

137-11 Racial Justice (Jon Saderholm)

As Clerk, Jon reached out to eight members about the Racial Justice Committee and just updated Representative Meeting that this is in progress.

137-12 Inquiry/Discussion re: FGC-16 Petition from Columbia Friends Meeting [Attachment G]

Michael Masters (Columbia) brought a concern regarding a petition Columbia Friends Meeting received as a forwarded message to a member from a group of Friends asking for signatures to support People of Color having a better voice in Friends General Conference. It asks for changes that lead to more inclusion of people of color at Friends General Conference Summer Gathering and at the decision making level (the wording is attached). Most meetings have not seen the petition. The petition was disseminated at the Gathering 2016. Even Friends not in attendance at Gathering were affected strongly. As background, at FGC Gathering 2016 a group of European American Friends with the assistance of a couple of African American Friends wrote a petition that was disseminated both in paper at the Gathering and then electronically. The pre-gathering for Friends of Color responded to the micro-aggressions on the part of campus security. It was recommended that Friends of color be included in site selection for the Gathering to help FGC avoid such intimidation of people of color. FGC organizers met with the Friends of color and several Friends of color were added to the site selection committee. Ann Arbor Monthly Meeting responded with support, both financially and philosophically. Because FGC Long Range Planning Committee is taking appropriate action, we can support their action. Sunday evening the group of Friends of color made a group decision to remove themselves from the plenary. The person who brought an address on Thursday night chose to continue with her talk in spite of not having slept due to what had occurred in the week of the Gathering. A Friend pointed out that we are not a roomful of people of color (most present identified as being of European American descent), and to deny anything said in the petition would be out of order.

The following proposed minute was read:

Representative meeting supports the ongoing laboring of FGC and Friends of Color around issues of safety and inclusion of Friends of Color at FGC Gathering. We commend Friends of color for raising their voices around these issues. We realize that this work is not done and that we need to come together so that we are brought together in one spirit and heard as one spirit.

Representative Meeting supports the efforts of FGC to listen to issues raised by Friends of Color and do the difficult work of addressing those concerns. We are excited to stand with FGC and Friends of Color as they discern how to use an institutional racism audit, and institute having more than 50% representation be persons of color on the site selection committee.

A Friend spoke as a representative of his meeting, to say that our process in taking this action may need to go through the Peace and Social Concerns Committee, and that he would stand aside if this minute goes forward because he does not believe that his meeting would unite with it. Another Friend spoke to say that we are in representative meeting to make ourselves available to the Light. Further crafting of the minute seems to be needed, and the minute might be stronger when it goes through the Peace and Social Concerns Committee process and all the monthly meetings. Time is of the essence, as well, one Friend pointed out. Every opportunity to support Friends of color should be taken. While efforts to support FGC's action is present, we may be charged to take action as a yearly meeting as well.

Minute 137-12-01: We are asking Peace and Social Concerns to disseminate this proposed minute to Monthly Meetings so that we can review this at the March Representative Meeting.

137-13 Yearly Meeting Planning Committee (Carol Nickle) [Attachment H]

Carol Nickle presented the work of Yearly Meeting Planning Committee. Next year's Yearly Meeting Sessions Theme is Weaving our World Together.

Jennifer Dickie reported on the struggles of JYM and the age distributions and balance of needs between JYM and childcare. After some research on how other yearly meetings care for their children, YMPC has decided to higher two people to support this age group. This coming year we will offer playcare to children ages 2-5 and then JYM to those rising into 1st grade through 6th or 7th grade. Yearly Meeting is also going to try to offer volunteer babysitters for those with children less than 2. This means that Yearly Meeting will be hiring two coordinators, one for each program, and the coordinators can then each hire an assistant if they feel like that is needed. It is the role of the coordinators to reach out to the monthly meetings to let them know of the new structure.

137-14 Announcements

FWCC Representative Michael reported that three Friends from SAYMA went to Triennial. There is a new website coming soon for FWCC and the Traveling Ministries Program is rolling along. The next Section of Americas Meeting is in March in Pittsburgh. PA.

137-13 Minute of thanks to Columbia Friends Meeting

Minute 137-13-01: Friends approved the following: Thank you to Columbia Meeting for the welcoming space, delicious meal and wonderful hospitality for 22 people, that allows us to do our work on behalf of Southern Appalachian Yearly Meeting and Association. We are glad to come to your space and worship with you on Sunday morning, as well as walk your labyrinth, tour your ancient cemetery, inaugurate your new shelter and appreciate the peace pole.

137-14 Closing Worship

Meeting closed with a moment of silence.

Next Representative meeting will be held on March 18, 2017 in Birmingham, AL.

Respectfully submitted,

Jon Saderholm, Clerk

Barbara Esther, Assistant Clerk

Rebecca Sullivan, Recording Clerk
(Archive copies signed)

Attachments:

- A: Attendance
- B: Administrative Assistant's Report
- C: Treasurer's Report
- D: Finance Committee
- E: Nominating Committee
- F: Personnel Committee
- G: FGC-16 Petition
- H: Yearly Meeting Planning Committee

Attachment A: Attendance
(Print copies only)

Attachment B: Administrative Assistant's Report

It started out as a routine summer for the SAYMA, until a routine mammogram found a suspicious mass that was subsequently biopsied and diagnosed as stage 2 breast cancer. I will have a partial mastectomy August 31, and someone will have an update for Rep Meeting. I requested and was granted a month of medical leave and thus will not be responding to emails or phone calls until the end of September or October 1.

Please note that checks received after August 29 are being held until my leave is up. Nevertheless, checks received in September will be credited to this fiscal year, even if they aren't deposited until October.

Yearly meeting follow-up was typical. The evaluation was circulated and compiled. The Positions of Responsibility roster been updated. Wider Quaker Organizations have been sent names of new representatives. In other words, lots of post yearly meeting routine work has occurred.

The minutes from Yearly Meeting were completed and posted to the web. Minutes from March Rep meeting as well yearly meeting will have been signed and sent to three archival libraries (Guilford, Haverford, and Swarthmore colleges) and the SAYMA archivist following rep meeting.

The directory has been completed, and distribution is ongoing. Both print and CD copies are on request only this year. Please request from the office by October 10; they will be mailed October 17. Digital copies were sent to anyone else who has requested one. Additional requests will be filled after October 1.

In service,

Liz Dykes

Attachment C: Treasurer's Report

Treasurer's Report for September 17, 2016
Representative Meeting 137, Columbia, SC
As of August 31, 2016

Our 2016 Fiscal Year budget runs from October 1, 2015 through September 30, 2016. Attached are a Budget vs. Actual Expenditures report, a Balance sheet for the FY to date, and an Income and Expense Statement. These show our financial position as of August 31. For this report I have generally rounded to the nearest \$100.

Income

Income to date is higher than last year by about \$1000. Income already meets budget, and should increase somewhat as the month closes.

- Assessments account for \$38,550 of our income. This is \$3500 short of budget, but past patterns suggest we can expect another \$2000- \$4000.
- Contributions to the general budget at \$1650 were higher than is typical – half of last year's level and \$350 below budget.
- Yearly Meeting income of \$42,600 was \$6300 more than last year, and \$4700 above budget. This reflects good attendance.

Operating Expenses

Expenses were significantly lower, but the final figure will change.

Factors that have or will decrease Operating Expenses:

- Travel Reimbursements came in about \$5300 below budget. This was because of early reimbursements in FY15 for FWCC expenses budgeted for payment in FY16.
- SAYF informs us that they will not draw on their \$2000 line item.
- SAYMA Office Administration is about \$1000 below budget, largely due to decreased staff travel expense and miscellaneous expenses.
- The various SAYMA standing committees are \$800 below budget, because only one tapped the available funds.

Factors that have or will increase Operating Expenses:

- Payroll for September (\$1800) will post after the report date.
- One travel expense check has been written (\$900) for delivery in September.
- Publication expenses – newsletter, Faith & Practice, the directory, and webpage expenses – were \$400 more because the newsletter was underestimated.

Yearly Meeting

- Yearly Meeting showed a surplus of between \$1000 and \$4000.
- We have not received an invoice from the FGC book distributor. That should add \$850 in Yearly Meeting expense, and possibly more.

- There are some questions about the Warren Wilson invoice this year involving the tally of beds used, adult meals, and daily use fees. This could swing YM expenses from \$1800 more to \$1200 less. Those involved in YM and finance matters believe it is best to postpone resolution until she returns to work.

WQOs and Set-asides

- Contributions to WQOs (\$2600) and set-aside funds (\$1400) were fulfilled in Q1.
- The Spiritual Development fund disbursed a \$500 check at the request of Ministry and Nurture to support a divinity student.
- The Released Friend fund disbursed a \$185 check at the request of Ministry and Council to register a Friend attending the North Carolina Yearly Meeting.

Southern Appalachian Young Friends

- As noted above, SAYF will not be drawing its allocation this FY, but will need it in FY17.
- SAYF received \$5800 in retreat fees and donations, and spent less than \$5200 on the program to date. Adjusting for the SAYMA allocation, they were \$2000 and \$1400 under budget, respectively
- SAYF has a balance of almost \$650. They project the September retreat will add about \$700 in expenses and \$900 in income, putting the final balance at \$850 in the black.
- We undertook a financial audit of SAYF after yearly meeting, seeking improvement by self-examination. This is a low key effort in two parts. First we confirmed a sample of their expenditures, requesting and examining receipts. The next step is in preparation, to evaluate internal controls by compiling a list of relevant “best practices” and testing those that seem appropriate to the program. We should be finished by the end of the fiscal year.

Roger Wise, Treasurer

Treasurer contact information and financial procedures

Reimbursements: Individual Friends, meetings, and committees with requests for payment for budgeted expenses should send the request with appropriate documentation to Roger Wise. E-mail is preferred (saymatreasurer@gmail.com) with documentation in electronic form (pdf or jpg). Friends may also submit expenses via postal mail to 22 White Rock Drive, Hurricane, WV 25526.

Payments: Meetings should send assessment payments to SAYMA's administrative assistant Liz Dykes at 106 Wax Myrtle Court, Savannah, GA 31419. Other payments to SAYMA should be sent to Liz for deposit to SAYMA's account. Please provide pertinent information as to the purpose of the check on its memo line.

SAYMA Budget vs. Actual Report 10/1/2015- 8/31/2016

Budget category	FY 2016		Percent of Budget
	Budget	To Date	
INCOME	86,872	83,117	95.7%
<i>Withdrawals from reserves</i>	5,772	-	-
<i>Prior year carried forward</i>	-	-	-
<i>Reduction in reserves</i>	5,772	-	-
<i>Assessments</i>	42,000	38,550	91.8%
<i>Bank Interest</i>	100	199	199.5%
<i>Contributions</i>	1,000	1,640	164.0%
<i>Publication Sales</i>	-	91	
<i>Yearly Meeting Income</i>	38,000	42,636	112.2%
<i>YM Receipts</i>	35,000	39,850	113.9%
<i>YM Scholarship Donations</i>	1,500	2,070	138.0%
<i>YM Bookstore Sales Income</i>	1,500	1,227	81.8%
EXPENSES	86,872	83,117	95.7%
<i>Yearly Meeting Expenses</i>	38,000	38,726	101.9%
<i>Facilities and Services</i>	30,500	34,401	112.8%
<i>Prtng/Mail/Phone/Minutes/Misc</i>	2,000	901	45.1%
<i>Junior Yearly Meeting -- JYM</i>	3,000	3,062	102.1%
<i>Coordinator</i>	1,400	2,400	171.4%
<i>Ass't Coordinator</i>	1,400	400	28.6%
<i>Supplies/Sitters/Misc</i>	200	262	130.9%
<i>Scholarship WQO Reps</i>	1,000	-	-
<i>YM Bookstore</i>	1,500	384	25.6%
<i>SAYMA Operational Expenses</i>	44,872	34,047	75.9%
<i>SAYF Operational Transfers</i>	2,000	-	-
<i>Travel Reimbursements</i>	10,100	4,656	46.1%
<i>Committee Travel</i>	400	351	87.8%
<i>Rep Mtgs</i>	100	-	-
<i>Del to WQOs</i>	9,600	4,305	44.8%
<i>Committees</i>	1,100	300	27.3%
<i>Ministry and Nurture Committee</i>	400	-	-
<i>SAYMA Earthcare Action Network</i>	500	300	60.0%
<i>Faith and Practice Revision Committee</i>	100	-	-
<i>Finance Committee</i>	-	-	-
<i>Nominating Committee</i>	100	-	-
<i>Peace & Social Concerns Committee</i>	-	-	-
<i>Outreach Committee</i>	-	-	-
<i>SAYMA Liability Insurance</i>	1,500	1,356	90.4%
<i>SAYMA Personnel</i>	26,402	24,566	93.0%
<i>SAYMA Staff Training</i>	-	-	-
<i>SAYMA Office Administration</i>	3,530	2,516	71.3%
<i>Phone, Internet & Office Expenses</i>	480	360	75.0%
<i>Postage</i>	200	143	71.6%
<i>Duplication</i>	200	162	80.8%
<i>Guilford College Archiving</i>	150	150	100.0%
<i>Misc. Office</i>	2,500	1,701	68.0%

SAYMA Budget vs. Actual Report 10/1/2015- 8/31/2016

Budget category	FY 2016		Percent of Budget
	Budget	To Date	
<i>SAYMA Newsletter</i>	-	617	
<i>SAYMA Directory</i>	150	-	-
<i>SAYMA Treasurer</i>	50	-	-
<i>SAYMA F&P</i>	-	-	
<i>SAYMA Website Hosting Service</i>	40	-	-
<i>SAYMA Other Expenses</i>	-	-	
<i>Yearly Meeting Projects</i>	4,000	4,000	100.0%
<i>Transfers To Funds</i>	1,400	1,400	100.0%
<i>Spiritual Development Fund</i>	200	200	100.0%
<i>Released Friend Fund</i>	400	400	100.0%
<i>FWCC - 3rd Wld Del</i>	800	800	100.0%
<i>FWCC World Conference Fund</i>	-	-	
<i>Youth Enrichment Fund</i>	-	-	
<i>Young Adult Friends Scholarships</i>	-	-	
<i>Contributions Wider Quaker Org</i>	2,600	2,600	100.0%
<i>AFSC</i>	200	200	100.0%
<i>FCNL</i>	200	200	100.0%
<i>FGC</i>	200	200	100.0%
<i>FWCC</i>	200	200	100.0%
<i>Right Sharing of World Resources</i>	200	200	100.0%
<i>Quaker House</i>	300	300	100.0%
<i>Friends for LGBTQ Concerns</i>	-	-	
<i>Quaker Earthcare Witness</i>	200	200	100.0%
<i>Friends Peace Teams</i>	200	200	100.0%
<i>Wm Penn House</i>	200	200	100.0%
<i>Friends Journal</i>	200	200	100.0%
<i>Rural Southern Voice for Peace</i>	-	-	
<i>Bolivian Quaker Education Fund</i>	200	200	100.0%
<i>Quaker Voluntary Service</i>	300	300	100.0%
<i>Samburu Education Project</i>	-	-	
<i>Other</i>	-	-	
<i>Surplus</i>	-	6,344	
<i>Transfer to Reserves</i>	-		
<i>Carry Forward to Next Year</i>	-	6,344	

Note: For simplicity, some minor lines are omitted from the report. Therefore, not all subcategories will add up to the respective category total. For example, refunds are included in the YM Total Expenses (negative), but are not itemized.

Income and expense except for Yearly Meeting

OPERATIONAL AND PROJECT INCOME	\$40,481
OPERATIONAL AND PROJECT EXPENSES	\$38,047
SURPLUS (DEFICIT)	\$2,434

SAYMA Balance Sheet 08/31/2016

Assets	
Checking Account	\$29,963.67
Money Mkt Acct	\$31,754.83
Total Assets	\$61,718.50
Liabilities	
Reserves ¹	\$22,436.00
Set-aside Funds ²	
Fund - FWCC 3rd World Deleg	\$800.00
Fund - Released Friend	\$9,815.00
Fund - Spiritual Development	\$2,870.80
Fund - YAF Scholarship	\$1,364.75
Fund - Youth Enrichment	\$2,696.00
Total Liabilities	\$39,982.55
Equity ³	
Equity Transfers ⁴	\$(40,484.00)
Opening Balances	\$64,523.74
Retained Losses ⁵	\$2,303.79
Total Equity ⁶	\$21,735.95
Total Liabilities & Equity	\$61,718.50

¹ Reserves are set at ½ of FY Operating Expenses, Set-asides, and WQO donations . Tapping this account would indicate a distressed financial condition.

² Set-asides are technically “prepaid assets”, but treated as Liabilities so that comparing Asset account totals with bank records is direct and less prone to error.

³ Equity, or “Net Worth,” is the difference between Assets and Liabilities.

⁴ Equity Transfers are non-cash transactions that established the accounting structure and adjusts Reserves annually. Funds were transferred from the Equity account to Reserves and Set-asides on October 1, 2012, and adjusted annually for changes to Reserves.

⁵ Retained Losses (or Earnings) is the measure of accumulated change in our net worth since October 1, 2012.

⁶ Total Equity is our net worth at present. This is surplus cash, our financial cushion.beyond Reserves.

The Accounting Formula: Assets = Liabilities + Equity + (Income – Expenses)

Attachment D: Finance Committee Report
SAYMA Budget FY 2017

Budget Category	FY 2015		FY 2016		FY 2017
	Budget	Actual	Budget	Projected	Budget
INCOME	89,067	87,797	86,872	84,127	85,505
Withdrawals from reserves	8,867	5,695	5,772	-	2,805
Prior year carried forward	2,065	2,065	-	-	253
Reduction in reserves	6,802	3,630	5,772	-	2,552
Assessments	40,000	42,458	42,000	39,050	43,500
Bank Interest	200	151	100	199	200
Contributions	-	3,042	1,000	1,640	1,000
Publication Sales	-	76	-	91	-
Yearly Meeting Income	40,000	36,376	38,000	43,146	38,000
YM Receipts	-	34,361	35,000	39,850	35,000
YM Scholarship Donations	-	1,669	1,500	2,070	1,500
YM Bookstore Sales Income	-	1,148	1,500	1,227	1,500
EXPENSES	89,067	87,797	86,872	84,127	85,505
Yearly Meeting Expenses	40,000	37,194	38,000	41,591	38,000
Facilities and Services	32,000	30,884	30,500	36,401	30,500
Prtng/Mail/Phone/Minutes/Misc	1,000	1,971	2,000	901	2,000
Junior Yearly Meeting -- JYM	4,000	3,198	3,000	3,062	3,000
Coordinator	-	2,400	1,400	2,400	1,400
Ass't Coordinator	-	400	1,400	400	1,400
Supplies/Sitters/Misc	-	398	200	262	200
Scholarship WQO Reps	1,000	-	1,000	-	1,000
YM Bookstore	2,000	1,141	1,500	1,227	1,500
SAYMA Operational Expenses	40,127	41,513	44,872	38,283	44,957
SAYF Operational Transfers	2,000	2,000	2,000	2,000	2,000
Travel Reimbursements	4,100	7,786	10,100	4,656	9,050
Committee Travel	-	229	400	351	300
Rep Mtgs	100	-	100	-	100
Del to WQOs	4,000	7,557	9,600	4,305	8,650
Committees	1,200	397	1,100	300	1,000
Ministry and Nurture Committee	600	183	400	-	400
SAYMA Earthcare Action Network	-	140	500	300	500
Faith and Practice Revision Committee	600	22	100	-	-
Finance Committee	-	-	-	-	-
Nominating Committee	-	52	100	-	100
Peace & Social Concerns Committee	-	-	-	-	-
Outreach Committee	-	-	-	-	-
SAYMA Liability Insurance	1,500	1,412	1,500	1,356	1,500
SAYMA Personnel	25,967	26,410	26,402	26,838	26,627
SAYMA Staff Training	-	-	-	-	-
SAYMA Office Administration	3,560	2,877	3,530	2,516	3,530
Phone, Internet & Office Expenses	360	390	480	360	480
Postage	300	105	200	143	200
Duplication	250	383	200	162	200
Guilford College Archiving	150	150	150	150	150
Misc. Office	2,500	1,999	2,500	1,701	2,500
SAYMA Newsletter	1,200	408	-	617	1,000
SAYMA Directory	100	-	150	-	-
SAYMA Treasurer	50	106	50	-	50

SAYMA Budget FY 2017

Budget Category	FY 2015		FY 2016		FY 2017
	Budget	Actual	Budget	Projected	Budget
SAYMA F&P	-	117	-	-	-
SAYMA Website Hosting Service	200	-	40	-	200
SAYMA Other Expenses	250	-	-	-	-
Yearly Meeting Projects	8,940	9,090	4,000	4,000	2,548
Transfers To Funds	2,440	2,440	1,400	1,400	1,400
Spiritual Development Fund	300	300	200	200	200
Released Friend Fund	600	600	400	400	400
FWCC - 3rd Wld Del	250	250	800	800	800
FWCC World Conference Fund	1,000	1,000	-	-	-
Youth Enrichment Fund	250	250	-	-	-
Young Adult Friends Scholarships	40	40	-	-	-
Contributions Wider Quaker Org	6,500	6,650	2,600	2,600	1,148
AFSC	700	700	200	200	82
FCNL	1,000	1,000	200	200	82
FGC	700	700	200	200	82
FWCC	700	700	200	200	82
Right Sharing of World Resources	700	700	200	200	82
Quaker House	700	700	300	300	123
Friends for LGBTQ Concerns	100	100	-	-	82
Quaker Earthcare Witness	800	800	200	200	82
Friends Peace Teams	-	-	200	200	82
Wm Penn House	200	200	200	200	82
Friends Journal	300	300	200	200	82
Rural Southern Voice for Peace	-	-	-	-	-
Bolivian Quaker Education Fund	600	600	200	200	82
Quaker Voluntary Service	-	-	300	300	123
Samburu Education Project	-	-	-	-	-
Other	-	-	-	-	-
Surplus	-	-	-	253	-
Transfer to Reserves	-	-	-	-	-
Carry Forward to Next Year	-	-	-	253	-

Attachment E: Nominating Committee Report

The nominating committee has a few names to bring forward for open positions in SAYMA for meeting approval. They are:

1. Tobin Brogunier from Athens Meeting, to serve for personnel from 2016-18
2. Katherine Caldwell from Atlanta Meeting, for FGC representative from 2016-2019
3. Margaret Farmer from Ashville to serve as FLGBTQC representative from 2016-2019
4. Hank Fay from Berea meeting to serve as Quaker House representative from 2016-2019
5. Carol Ciscel as Yearly Meeting Planning Committee Layout Editor for one year.

There was a question as to whether Shahina Lakhani from Atlanta could serve as a FWCC representative, since she isn't a member of Atlanta. We discovered that FWCC was fine with her not being a member. She was already approved at yearly meeting, however, before that question came up so we don't need to approve her again.

When Nominating talked to different members of the Handbook Committee, they reported that it didn't seem necessary to have a committee for the handbook changes. They said it only needed people to receive the edits, and put them in. Missy and Kendall Ivie from West Knoxville have agreed to serve as archivist and clerk on this committee to keep up with the updates. We would need approval from SAYMA, however, to change the handbook committee to just two slots.

There was some confusion regarding Robyn Josephs from Swannanoa serving on Ministry and Nurture. Our records have her serving as a meeting representative, but both she and Swannanoa have her listed as a Ministry and Nurture at-large committee member. Robyn would like to serve as an at-large member, so she can encourage another from Swannanoa to serve as a meeting representative. I'm asking for approval from SAYMA for Robyn to serve as an at-large representative for one year, to fill out a term. This will have one more slot than has been approved for Ministry and Nurture, but it would revert back to the right number at the next yearly meeting.

We only have one person on the Outreach Committee right now, so we need new members. Please let your meetings know. Also, the Southern Appalachian Young Friends (SAYF) Steering Committee has two openings.

Attachment F: Personnel Committee Report

The committee has been unusually busy this summer with two major changes: hiring of a new Southern Appalachian Young Friends (SAYF) Administrative Assistant and the major surgery our SAYMA AA faced about two weeks ago. The latter caused us to reconsider the way that we provide for our employees in case of a major illness or need for extended leave to receive health care. The committee asks Friends to provide guidance as we seek to develop a policy for short-term disability.

We were very pleased to have eight applicants for the SAYF AA, all of whom were qualified for the job. This did make the selection more difficult, however. We followed a procedure as follows: we formed a selection committee which included three members of the Personnel Committee with the out-going SAYF AA, to review the applications and choose finalists from the applicants to be interviewed and have their references checked. Once we agreed on those applicants, the entire Personnel Committee proceeded to make the final selection, negotiated terms of employment and carried out a background check. We bring to you today our choice for SAYF AA: Autumn Woodward. Autumn attends Asheville Friends Meeting; runs her own massage business, primarily with children and youth; has had extensive experience in a variety of places such as Bhutan, Costa Rica, and Plum Village, the community founded by Thich Nhat Han in France. Her references included Max Carter and Vernie Davis, retired chair of the Guilford Peace and Conflict Department, both of whom knew her while she studied at Guilford. She earned a BA in Peace and Conflict Studies and Sociology/ Anthropology from Guilford and a Masters Degree in Environmental Security and Peace from the University of Peace in Costa Rica. She has a great sense of humor which may come in very handy as she serves the youth of our yearly meeting.

As part of our negotiation, we want to develop a policy/procedure for our employees when the need, such as need for surgery, extended absence due to injury or illness, or pregnancy/childbirth, arises. Because our employees are part-time workers, recovery from smaller health problems such as a cold or other short-term illnesses can be worked into the normal work week or month in most cases. When a major illness occurs, there may be a need for a longer absence. Leave could be earned at the rate of one day for every 160 hours worked, for example. The use of this leave would need to be requested of, reviewed and approved by the supervisor for that employee.

Because we still have no such policy, Liz Dykes cannot make use of such leave at this time. However, the committee recognizes a need to assist her as she recovers from major surgery and receives treatment. Because Liz has served the yearly meeting so faithfully and so well for ten years, we are in unity with the clerk's decision that she be paid her regular salary for the month of September. Right now she needs to get more rest than her usual high energy demands, but she is hoping that by the 20th of this month she will be able to resume the job of AA.

Additionally, the Personnel Committee wants to express unity that cost of living increases continue to be offered in alignment with the Social Security Cost of Living Adjustment (COLA), which is based on the Bureau of Labor Statistics Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W). We hope to develop a policy of consideration for merit raises every other year in addition to the COLA increase, especially since that increase is sometimes zero.

We have been so fortunate to have such generous and competent employees. The Personnel Committee thanks each of them for his or her devoted service. We particularly want to thank Jonah McDonald for his excellent service to SAYF as the AA for the past four years. We hope that this change frees him up to be active in our yearly meeting in another capacity.

Thank you for your attention to this report. Personnel Committee

Barbara Esther, SAYMA Asst. Clerk Missy Ivie, member-at-large Tobin Brogunier Russell, member-at-large Charles Schade, member-at-large and Asst. Treasurer Jon Saderholm, Supervisor of SAYMA AA Jennifer Chapman, Co-Clerk of SAYF Steering Committee, supervisor along with Co- Clerk, Wren Hendrickson of the SAYF AA

Attachment G: Friends of FGC-16: The Petition

We the undersigned are pained at the lack of cross-racial community at The Gathering and in The Religious Society of Friends. We strive to build a beloved multi-racial, multi-cultural, inclusive community, and are called to move beyond ideals and dreams into action.

We have witnessed People of Color name our white supremacist culture of Friends General Conference. They remind us that at The Gathering they experience microaggressions, exclusion, and erasure. We acknowledge the historical and contemporary absence of People of Color at multiple levels of decision making. The current structures create barriers to full participation. Our good intentions never outweigh harmful impact. We are *unsettled* that FGC centers the perceived needs of the white majority and the comfort of white Friends at The Gathering while ignoring the safety needs of Friends of Color. We cannot wait for a crisis point--we must take action now.

We unite with Friends of Color in their call for a majority representation on FGC's site selection committee as an immediate first step. We call on FGC to undergo an institutional audit. Our aim is not just to add People of Color to decision making structures but to understand and change the structure so that they better serve People of Color, which in truth serves all of us. In humility and faithfulness, let us be bold!

If you have questions, please contact:

Sharon Lane-Getaz slanegetaz@msn.com or Paul Ricketts peacepaul2003@gmail.com

Attachment H: Yearly Meeting Planning Committee

The Yearly Meeting Planning Committee met during the SAYMA Representatives Meeting in Columbia, S.C.

Attending were: Hank Fay (adult program coordinator), Bob Welsh (local arrangements), Jennifer Dickie (JYM Rep), Folami Adams (worship coordinator), Kofi Adams (bookstore), John Potter (at-large), Aaron Ruscetta (SAYF Rep), Karen Wise (co-registrar), Chris Berg (workshop coordinator), Carol Nickle (clerk).

Absent were: Liz Dykes (recording registrar), Lissa West (co-registrar), Carol Ciscel (layout editor), Pam Beziat (bookstore assistant), Autumn Trammel (YAF Rep).

Friends opened the meeting with silent worship.

The committee began seeking a theme for YM 2017 by discussing the YM 2016 evaluation comments. It seemed that YM 2017 should build upon the 2016 theme of “Unraveling Racism” and go deeper and broader. The committee did some brain-storming as to possible themes and plenaries. After seasoning and more discussion, including hearing from non-committee Friends over lunch, YMPC approved the following theme for YM 2017: “Weaving Our World Together.” We are working on a panel and maybe interactive plenary for Friday night. Hank Fay is following up on possible speaker for Thursday night.

Hank will schedule the same dance caller and sound person as we had for YM 2016, for they received rave reviews and need to be booked almost a year in advance.

Finances will be finalized after the return of Liz Dykes, who is on medical leave. A few questions remain about Warren Wilson costs. However, it appears that YM 2016 brought a surplus financially.

Jennifer Dickie, JYM Rep, presented and distributed a proposal expanding the JYM program at Yearly Meeting. After seasoning and more discussion in the afternoon, the YMPC approved the following proposal:

The JYM committee proposes an expansion to the current child care program at SAYMA for 2017. This proposal responds to the concern that our current program mixes child care with Junior Yearly Meeting, that the age span of what we currently call JYM is too large to fully implement JYM programming with one coordinator, and parents of young children find that options for child care are very limited at SAYMA. Our explorations found that Friend’s yearly meetings around the country offer Junior Yearly Meeting exclusively for school aged children and many have additional child care options for younger children including infants in some cases.

We propose that:

1. Junior Yearly Meeting at SAYMA will be a program for 6-12 year olds
2. Child care at SAYMA will be offered for 2 - 5 year olds

3. Babysitting at SAYMA for infants under 2 years will be made available, but needs to be pre-arranged.

We propose that two new positions be created--Playcare Coordinator and a Playcare Assistant.

1. SAYMA Playcare Coordinator-- Responsibilities include:
 1. Maintaining a safe and engaging space for 2-5 year olds for the same hours as JYM
 2. Outreach to monthly meetings with information about Playcare at YM
 3. Stipend for Playcare Coordinator is \$1800 with a materials budget of \$400
 4. Playcare coordinator will involve volunteers and shall hire a Playcare Assistant, if more than 5 children register for childcare at YM.
 1. Assistant will be compensated \$800 by SAYMA for their work.

We propose that the current JYM coordinator position and assistant positions remain.

2. JYM coordinator-- Responsibilities include:
 1. All the previous JYM responsibilities but only for school aged children 6-12 years old
 2. Attendance at two Yearly Meeting Planning Sessions
 3. Outreach to monthly meetings with information about JYM at YM
 4. Stipend for JYM Coordinator is \$1800 with a materials budget of \$400
 5. JYM coordinator may hire a JYM assistant OR rely on volunteers
 1. Assistant will be compensated \$800 by SAYMA for their work

We propose using volunteers for infant care for SAYMA 2017

3. Babysitting/Infant care-- Volunteer only in 2017.
 1. Babysitters volunteer for 2-4 hours at a time. JYM Committee identifies in advance volunteers who meet the same criteria required for JYM and Playcare Coordinator according to the SAYMA Child Safety Policy.
 2. JYM committee maintains a list of approved volunteers for babysitting.
 3. Parents who need babysitting will let registrar know at registration.
 4. JYM steering committee connects parents with babysitters at registration or shortly following.

The JYM committee is aware of previous space limitations and offers these considerations.

1. JYM continues with the same space in the basement of the chapel.
2. Playcare either splits the space with JYM (not ideal), OR use a classroom (in Jensen), or space in the wellness center or other space with a closing door--not a dorm lobby for example.
3. Babysitters and parents arrange space on campus where the child will be minded
 - a. This may require parents and babysitters to sign a waiver stating that the two adult policy will be waived for babysitters.

Aaron Ruscetta, SAYF Rep, presented the following:

SAYF Report: Aaron reported on joys and concerns from the 2016 SAYF at SAYMA experience.

Salient observations included:

- Making adjustments in managing the dorm rooms to improve SAYFty
- The (successful) implementation of better check-in procedures for tracking the whereabouts

of SAYFers during free times (per concerns raised by both Steering Committee members and attendee comments from prior retreats).

- The challenge of working schedule space for the presentation by plenary speaker Vanessa (mostly due to sluggish communications flow).

- The challenges of running the program with a skeleton crew of adults and the last minute absence of an expected and needed FAN

- The great community support that filled in the adult presence gaps and addressed night shepherd responsibilities- Affirmed that the change in Talent Show and Dance scheduling were easily accommodated in the SAYF schedule.

There was some nice feedback appreciating SAYFer participation in the workshops and commending our Young Friend's mindful presence in the fish bowl.

For 2017 YM there was a request of SAYF that we consider reserving space for an hour with a plenary presenter. Since so few of our Young Friends attend the plenaries it seems a reasonable request to take to SAYF Steering Committee.

For SAYF planning, Aaron asked that facilities negotiations with Warren Wilson include a request to restore access to the "office" room in Vinings (with assurances that we will return the room to original state, eg. the Sunday morning SAYFer magic we perform with meeting house spaces). Aaron was assured that this request was already in the negotiation agenda.

The YMPC expressed appreciation to SAYF for their participation in the Yearly Meeting and the contribution that they make to SAYMA.

The committee closed its work with a few moments of worshipful silence.

carol nickle, YMPC clerk