

**Southern Appalachian Yearly Meeting and Association Representative Meeting  
Knoxville, Tennessee, 16 September 2017**

**139-01 Opening Worship**

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

**139-02 Introductions [Attachment A: Attendance]**

Friends introduced themselves by name, role and meeting.

The Clerk reminded us of our process:

- Speak to the Clerk instead of back and forth to one another;
- The Clerk may call upon Friends;
- We do not need to restate what has already been said but instead add to the information;
- The Clerk is aware of timing and time so that we can stay in the manner of Worship;
- We are all working together with a clerking consciousness so that we as a body are looking for a meaning together and we are aware of what contribution we are bringing to the sense of the meeting.

**139-03 Administrative Assistant (Liz Dykes)**

Liz Dykes, administrative assistant, did not write a written report because she evacuated for Hurricane Irma this past week. Since Yearly Meeting sessions, Liz's work has focused on finalizing the Yearly Meeting contract with the Treasurer Roger Wise, finalizing the nominating report and positions of responsibility document with the Clerk of Nominating, Beth Myers, and informing Wider Quaker Organizations of our representatives for the year. Liz also spent a lot of time on Yearly Meeting evaluations which ended up being about 38 pages long. Yearly Meeting minutes are finalized and finally up on the website.

**139-04 Treasurer (Roger Wise) [Attachment B]**

Roger Wise, Treasurer, reviewed the Treasurer's report with the body pointing out key points. He started with the Yearly Meeting Sessions balance sheet. Yearly Meeting ran a small deficit this year of \$1312.87. As an organization, as of 8/31/17 we have \$29,287.57 in equity and our total assets are \$66,067.12. There was a \$7800 increase in our equity in the last couple years, but \$4,000 is from how we have decided to change our calculation for reserves. Finance committee lowballed the assessment income to make sure SAYMA could meet our budget, because monthly meetings have different fiscal years so didn't know if everyone would meet the new assessment amount. The actual assessments that came in averaged \$64 (80% compliance) with the assessment rate of \$65. Looking at just operating expenses, we were way below budget this year mostly because we grossly overestimated the amount of travel.

One Friend had a question about the \$50 in restricted contributions. The Treasurer confirmed it was a \$50 contribution for the SAYMA URJ committee and assured us that SAYMA's finance committee is currently figuring out how we are going to deal with earmarked funds. (See minute 139-06-02 for decision from Representative Meeting about restricted donations to SAYMA URJ).

**139-05 Ad hoc Assessment Committee (Carol Lamm and Wood Bouldin) [Attachment C: Assessment Committee Report & Proposed Principles]**

Wood Bouldin and Carol Lamm reported on behalf of the Ad hoc Assessment Committee. Wood read the report. The assessment committee is asking that each meeting have a representative so that we can make sure that monthly meetings are having conversations about census vs.

assessment. The census number and the assessment numbers are a discrepancy; the assessment number is 725 while the census number which is a meetings calculation of members and attenders is much higher.

The assessment committee is working on creating a packet of information for monthly meetings so they can talk about the calculation of these two numbers. The goal is to figure out a single process for how to calculate the assessment so that it feels more equitable to everyone in the yearly meeting.

### **139-06 SAYMA Uplifting Racial Justice Committee**

Those present from the committee introduced themselves: Lisa Bennett, Sharon Smith and Adrian Mehr. SAYMA URJ gave their initial report at March 2017 Representative Meeting and then re-reported at SAYMA Yearly Meeting Sessions. West Knoxville provided hospitality for a very long all day meeting the day September 15 (the day before Representative Meeting) for SAYMA URJ to continue their work and prepare their report for Representative Meeting. The goal of this report is not to revisit the mission and vision, but to instead look at the goals of the committee and then they have two proposals to make.

Lisa read the goals aloud to Friends.

1. Help navigate Quaker culture and process;
2. Provide opportunities to connect with other FOC in order to build a community of support; share experiences and resources; and receive emotional, strategic, and tactical support;
3. Work to resolve the expressed concerns of FOC in a timely manner;
4. Engage in culturally-relevant conflict resolution resolution processes that honor SAYMA's commitment to uplifting racial justice;
5. Hire skilled facilitators to help FOC understand and heal from generational racial trauma and develop personal and group empowerment;
6. Arrange ongoing workshops and other opportunities for learning that focus on dismantling racism for all SAYMA Friends beginning with the Yearly Meeting leadership (including all SAYMA and Monthly Meeting clerks; the Finance Committee; the Planning Committee; Ministry and Nurture Committee; Junior Yearly Meeting; SAYF; and YAFs).

Friends were asked if they had questions or clarifications about the goals:

As questions were asked the committee tried to answer the best they good. The committee continued to emphasis that for most goals there was a duality of responsibility: 1) all SAYMA Friends and 2) creating time and space for Friends of color only. Both dualities are present in every goal.

- Goal #1: A question arose about the difference between process and culture. The committee responded: To understand process, a person has to rely on others who have knowledge about Quaker process who can share materials. Culture in Quakerism is hard as a black women, and Friends of color need the support of each other to be able to navigate Quaker culture.
- Goal #3: A question arose around a concern about how these new structures will interact with processes already in place at the Yearly Meeting level, such as Ministry and Nurture being called upon during times of conflict, as well as a concern about what a 'timely manner' means. There are times and situations in which Friends of color need to address and want to address as Friends of Color. There is not always a need for Ministry and Nurture to shepherd the concern. As a community, everyone need to be aware that "timely matter" can be used as a way to dismiss an issue. For

- example, “we will get to that” can be heard as a condescending and dismissing away the concern. We need to address these situations when these issues happen.
- Goal #5: Racism impacts People of Color. Friends of color have work to do amongst themselves to educate themselves so they can then help SAYMA as a whole deal with racism. Education and learning is not just for White Friends.
  - Goal #6: A question arose about if the committee would be bringing back proposals for education pieces or just arranging and planning them for the body. The idea behind goal #6 is that we are informing ourselves (everyone in SAYMA) about racism and how it is affecting our monthly and yearly meeting. This can be bibliographies as well as workshops from outside organizations. If we are saying as a yearly meeting we are committed to dismantling racism, then we need to provide opportunities for people to join in on education.
    - o Another question arose about how these resources will be provided to the body. Friends proposed that SAYMA URJ have a space on the SAYMA website and there was general support for this idea.
    - o SAYMA URJ is looking into how outreach might happen to help increase the membership of Friends of color.

Friends commended the committee for the fabulous goals and the tedious work these Friends have done. Uplifting Racial Justice is one part of community building that is vitally important for anyone.

Recommendations from SAYMA URJ:

1. *Make-up of the Committee (Who)*: The SAYMA URJ committee be a committee of Friends of color only. The goals and the discussion today highlight and outline why it is necessary to have a Friends of color only committee. The pre-meeting to yesterday’s meeting highlights the ways this work is recommended.
  - o White Friends struggled together to understand the request for a Friends of Color only committee. Friends brought up the rhetorical question to make sure the committee has thought about: how they are going to communicate why White Friends are not invited to their committee meetings. The committee has thought about this and clearly stated the reasons in their understanding of the power of racism and working against internalized oppression (see the next paragraph). Friends were reminded that this committee structure of only People of color is unprecedented. It is a good thing, that this is not something that has been done this way, but needs to be done this way. We have a unique opportunity to make it happen and see the beauty of creating a safe space for Friends of color take leadership and the authority to lead the yearly meeting in the work of uplifting racial justice. The committee acknowledges that it is putting White Friends in the position of following Friends of Color’s leadership, which is the current construct in how to do anti-racism work. The committee asks that White Friends support other White Friends in undoing racism and seeing the adverse impact racism has on White Friends too.
    - Education on Power and Racism:
      - How can SAYMA undo its racism if we do not understand what racism is and how it operates? We must first have a working knowledge of what racism is, if we are to do more than pay lip service to the job.
      - The first thing to understand, is that the US was founded as a white supremacist colonial settler nation. As such racism, aka White Supremacy is built into its structure. What is racism? The broadly accepted academic definition of racism is, “racial prejudice plus power.” In other words, racism is a set of interlocking systems designed to advantage white people and disadvantage people of color. That is why people of color, particularly Black and Native people, remain

at the bottom of every quality of life indicator, while Whites continue to dominate all institutions of society. There has always been a relationship between race and poverty, and a relationship between race and wealth. So, the race construct is about institutional power, who has it, how it is maintained, who has access, how and why.

- Second, White people control all institutions of American society, therefore all Americans are socialized into a racially stratified culture, in which Whites are conditioned to believe they and their cultural norms are more advanced and superior, while Blacks and other peoples of color are considered primitive or inferior. Academics call this, “Internalized oppression.” The key word here is “Internalized” because it is not obvious, and it takes practice to notice when and how this system functions in ourselves and others. White people suffer from “Internalized dominance,” or an inclination to be in control of all systems, events and people of color. People of color suffer from “internalized inferiority” and have learned over many generations of being terrorized by white people in positions of power over them, to defer to White leadership and protect White people’s interests, as a matter of survival. Because, in a white supremacist country, assimilation is the price of admission and acceptance, some people of color act as “gate keepers” for white institutions, protecting said institutions from challenge by other people of color questioning or confronting the racial power arrangement. That is what they are conditioned to do, as a matter of survival, even though this practice tends to pit people of color against one another.
- Third, in order to dismantle racism in any mixed race organization or institution, it is necessary to learn how the system of racial oppression works and how it affects White people and people of color differently. To that end, people of color have a different set of challenges to overcome than White people do. White people must learn to give up or share power, resources and leadership, while people of color need to get over their internalized fear and admiration of White people, develop trust in one another and leadership skills. This is why SAYMA-URJ recommended that the standing committee be made up only of Friends of color, with an adjunct support committee of White Friends. Because people of color have been conditioned to defer to white leadership, it is best that Friends of color do the work to decolonize our minds and hearts with skilled facilitation, without White interference. Furthermore, since white supremacy is maintained by controlling the narrative around race, the processes for undoing racism and all the resources on the planet, SAYMA-URJ has recommended a separate bank account and a healthy operating budget.
- o As the body struggled to release power but was also ready to trust the work of SAYMA URJ, some Friends had strong concerns about the unknown and it felt hard to move forward. Friends continued to work together to understand our fears of letting go and trusting, but we acknowledged that this was part of the way racism effects everyone in the room. One Friend had a concern that it sounded like the structure was two fold: a program (a group of people who have needs and meeting that with support of the yearly meeting, like SAYF) and a SAYMA committee. And that the committee part needed to be open to all. This Friend really struggled to understand how to let go of the notion that the structure needed to fit into the ways we already do our work. Another way some people in the body tried to hold on to their power was state their fear that the Yearly Meeting wouldn’t know what was going on in SAYMA URJ. There was a feeling that the body needed to trust that we are all working together to answer these questions, and that with

time everyone will we figure out the process to make sure that SAYMA URJ is communicating with the greater body.

2. *Budget Request:*

- a. Proposed Budget: \$16,000 at Spring Representative Meeting. Overall those funds will be used to support the Mission, Vision, and Goals of the committee. These funds are not just for Friends of Color. Instead it is to support the work of dismantling or unraveling racism in SAYMA through the SAYMA URJ committee. Because the funds were not available in the Spring, some of the work the committee wanted to do in the summer did not happen.
  - o Set-aside funds might help this request because we can see the amount SAYMA has contributed as well as allowing for individual donations to this committees work. However, as stated in the Treasurer's report, Finance committee is still working on an earmarked funds policy and procedure so we are treading into unprecedented terms.
  - o Friends quickly realized that we needed to come back to this part of the proposal while we were looking at the budget during the finance report. See Minute 139-07-02 for decision to fund the SAYMA URJ set-aside fund.
- b. SAYMA URJ requests a separate account to manage their own account that they are managing. Example for why: Friends of Colors know where theirs funds should be allocated and how they should be used.
  - o How is this different from other committees? In current committees, the clerk of the committee approves the request and asks the Treasurer to cut the check.
  - o SAYMA Policy: Neither the Treasurer nor Finance committee set budgets for committees. The Policy is Prudence: The expenses fall within one of the categories. The other is a reasonable expense. An upper amount beyond which the treasurer is notified of amounts of requests so we make sure that the money is there.
    - Value is not included in this policy. Are we getting appropriate value for the money? This is one of the reasons it is important to have someone else looking at the money to make sure we can do as much of God's work with that money as possible.
  - o Set-aside or bang for your buck: The Friends on the committee, understand how to spend their money and understand how compliance still works and how important it is to be in compliance. To support not supplant. Is this a reasonable expense. These thoughts are not lost on the people on the committee and they have the skill and knowledge.
  - o We are gaining value by being intentional in taking on this work. Friends of Colors are being active in the Yearly Meeting.

***Minute 139-06-01:*** Representative Meeting requests that the SAYMA URJ committee and Finance Committee work together to bring forward a proposal to March's Representative Meeting for how SAYMA URJ funds will be administered.

***Minute 139-06-02:*** Representative Meeting approves the establishment of the SAYMA URJ set-aside fund so that individual donations to SAYMA URJ can be accessed right away as we discern the way forward with Minute 139-06-01. These funds will be used to support the mission, vision and goals of SAYMA URJ and the clerk(s) of the committee will approve expenditures.

**139-07 Finance Committee [Attachment D: 2018 Budget]**

Lee Ann Swarm, Clerk of Finance, reported for Finance. She started with asking for a change in when the term of the treasurer and assistant treasurer start and end.

**Minute 139-07-01:** *With the recommendation of the finance committee, representative meeting approved the changes of terms for the Treasurer and Assistant Treasurer to align with the Fiscal Year (October – September).*

Finance committee is working on an exigency policy (as to what would happen in a financial emergency) and an earmarked fund policy (or restricted fund policy). Both will hopefully be brought to the March Representative Meeting. Lee Ann went over the details of the budget and some changes from what was printed for Friends present. There is an ad hoc committee working on Wider Quaker Organization allocation for that budget line. Bob McGahey, clerk of Earthcare Action, reported that SAYMA Earthcare Action only needs \$300 not \$540.

After a long discussion, Representative body approved transferring \$16,000 from equity to the newly created SAYMA URJ set-aside fund (see minute 139-06-02). Some of the concerns stated were: what is this money going to be used for? March Representative Meeting had asked for an itemized budget in minute 139-15-04 and the committee is clear that it will not give an itemized budget because they are not sure on the dollar amounts that will be used to help them meet their vision, mission and goals. One friend asked that we talk about giving them a smaller amount. The body tended to agree that giving a smaller amount also felt arbitrary and did not honor the work of the committee in choosing a number that felt reasonable given the amount of money SAYMA has in equity. Friends were reminded that this is an investment in ourselves and Quakerism because this is a transformational time. White Friends need to let go of the power and the control of how the money will be spent. Our Friends of Color have experience in dealing with budgets with do diligence and we need to trust that with reports we will see the money being used. We are not setting up a precedent in always giving this amount (even though that is the hope and wish of the committee), but instead stating we trust you and want to honor the hard work you are asking all of SAYMA to embark on. It is time to step into the unknown, letting it proceed and move along. This is not an irresponsible decision.

**Minute 139-07-02:** *Representative Meeting approves the addition of \$16,000 to the new SAYMA URJ set-aside fund for the FY 2018 budget from equity. We are approving this allocation with the expectation that we will get reports at Representative Meeting and Yearly Meeting in 2018 on how the money was used. Minute 139-06-01 will help us understand how we are going to be adding funds in the future for the SAYMA URJ committee.*

*Three Friends stood aside for the following reasons: Bob McGahey stands aside from this proposal because of his understanding of how he is accountable to his meeting and his understanding of some of the meetings concerns with the proposal.*

*Michael Galovic had the following concerns: one year from now 1) we will have \$10,000 in reserves, 2) we will have no operating funds to continue the work of this committee, and 3) over the past six years we will have history of \$6000 operating cost deficit. This work is a lifelong commitment and we should give this committee time to get its sea-legs before funding them so strongly.*

*Charles Schade standing aside because of insufficient information to be in unity and respect that others have the light to go ahead. Do not oppose this activity, and hope that things will go well.*

**Minute 139-07-03:** *Friends approved the budget with addition of the money to the SAYMA URJ set-aside fund.*

### **139-08 Southern Appalachian Young Friends [Attachment E]**

Report wasn't read but is attached for information.

### **139-09 Ministry & Nurture Committee**

Thais Carr, Clerk of Ministry and Nurture, reported that they have not met since Yearly Meeting. Thais Carr has been in contact with two people who had not been in contact with M&N and they are not wanting to continue on this committee at this time. Ministry and Nurture will meet in Charleston, WV this Fall.

### **139-10 Personnel Committee**

In October, the job description and application will be posted on the website for the person who will replace Liz.

### **139-11 Nominating Committee [Attachment F]**

Beth Myers, Clerk of Nominating, reported on behalf of the nominating committee and introduced the other members Lisa Bennett, Wood Bolding, and Kendall Ivey were present. John Adams and Autumn Traynham are the additional members not present. Nominating brought forward the following names for appointment: Gita Larson, Asheville, and Robin Josephs, Swannanoa Valley, for Ministry and Nurture; Charles Schade, Charleston, for Finance; and Kathleen Mavournin for Outreach. A Friend brought forward a concern about Robin Josephs and so the body decided to delay that nomination until those concerns can be really heard and understood. Nominating had been told about these concerns only a few hours earlier and decided to bring it forward to the body anyway to let Representative Meeting decide how to move forward.

Nominating is continuing to think about the SAYF structure between steering and oversight committees. Steering Committee evolves out of SAYF activities and the Oversight committee is appointed out of SAYMA nominating and is made up of people mostly not a part of the steering committee. At this time we only have a steering committee and Nominating asks the body to approve the continuation of those on that committee until June.

***Minute 139-11-01:** Friends approved the following Friends for service: Gita Larson on Ministry and Nurture, Charles Schade on Finance, Kathleen Mavournin on Outreach.*

***Minute 139-11-02:** Friends approved the continuation of the SAYF Steering Committee until June.*

### **139-12 Peace & Social Concerns Committee [Attachment G]**

Bob Welsh, Clerk of Peace and Social Concerns Committee, read the attached minute. Bob reminded us about the work of Peace and Social Concerns and how it serves the yearly meeting. Peace and Social Concerns works with Meetings to help bring minutes to the Yearly Meeting.

Peace and Social Concerns ask each monthly meeting representative to bring back thoughts on the minute from Swannanoa Meeting asking Friends Fiduciary to divest further from the Palestinian Occupation.

### **139-13 Yearly Meeting Planning Committee**

Carol Nickle, clerk of Yearly Meeting Planning Committee, reported on the work of the committee from the day. The committee spent most of the day either reviewing the evaluations from yearly meeting sessions or deciding on the theme of this coming years sessions. Theme for 2018 Yearly Meeting Sessions is Community and Communication: How We Connect.

**139-14 Minute of Thanks to West Knoxville Meeting**

*Minute 138-14-01: Friends approved the following minute: Thank you to West Knoxville Meeting for the welcoming space, delicious meal and wonderful hospitality for 51 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 be enclosed in the beauty of the trees.*

**Announcements from WQOs**

Nashville Friends Meeting is considering hosting the Friends Peace Team this coming year.

Closing Worship

Jon Saderholm, clerk  
(archive copies signed)

Rebecca Sullivan, recording clerk

Attachment A: Attendance (printed copied only)  
Attachment B: Treasurer's report  
Attachment C: Assessment Committee Report & Proposed Principles  
Attachment D: 2018 Budget  
Attachment E: Southern Appalachian Young Friends  
Attachment F: Nominating Committee  
Attachment G: Peace & Social Concerns Committee



Attachment A: Attendance  
(printed copies only)

## Attachment B: Treasurer's report

Our fiscal year budget runs from October 1 through September 30. Attached are the Yearly Meeting Income and Expense Statement which should reflect all income and expenses. For the fiscal year through August 31, I have provided a Balance Sheet, an Income and Expense statement, and a Budget vs. Actual Expenditures report. For this report I generally round to the nearest \$100.

### Yearly Meeting

- While there may be a surprise still out there, I believe the yearly meeting closed with a deficit of \$1300.
- The bookstore accounts are a little unsettled. FGC has not provided an accurate inventory of consignments and returns, nor an invoice. The FGC bookstore is in disarray from its reorganization, so I offered them 90% of our actual sales (in which I included shrinkage). This is the same offer we made last year and reflects their usual discount on retail price. They will receive our check this week.

### Balance Sheet

- The important number on the balance sheet is Total Equity, which is the amount of our cash less our liabilities (*i.e.*, surplus cash). At \$29,300 this figure has grown by \$7,800 since FY16, the result of reconfiguring our calculation for Reserves (\$4,000) and a surplus of income over expenses (\$3,800).

### Income and Expenses for FY17 – ex-Yearly Meeting

- Projected income should exceed budget by \$2900. The original assessment income estimate was made before the spring RM and conservatively based on a \$60 capitation basis.<sup>1</sup> The projected assessment income of \$46,400 reflects a likely basis of \$64. The income projection reflects year-long trends and historic 4<sup>th</sup> Quarter receipts. It should be accurate to within a few hundred dollars.
- Projected expenses – which includes the boost to WQO contributions at RM 138 and excludes yearly meeting expenses – are \$42,700, as extrapolated for another month. \$51,600 was budgeted. The apparent savings are largely due to a gross overestimate and significant under-utilization of travel funds (\$7800), plus committee support (\$1200).

### Budget for FY18

- The RM 138-approved version 1 of the FY18 budget estimated our assessment income at \$46,200, as calculated at a capitation of \$65. Finance Committee agrees that the \$75 capitation should be reduced this fiscal year because of the diverse procedures of our various Meetings. In particular, Meetings frequently set their fiscal year differently from SAYMA's. Accordingly, the budget is being resubmitted at a capitation of \$70 (yielding assessment income of \$50, 750), which would reduce the deficit from \$5,600 to \$1000.

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<sup>1</sup> Because of the wide variation in the rate at which Meetings derive their assessment payments, I use an abstraction I think of as *Virtual Friends and Attenders* (VFAs) to estimate that income. The recent record indicates that actual assessment income is what would be paid by about 725 people – or VFAs. For all of the 1300 or so *actual* Friends and attenders recently reported, the capitation would be \$39 to generate our proposed FY18 assessment total.

## **Treasurer contact information and financial procedures**

### **Meeting Assessments:**

Some larger Meetings remit assessment payments monthly. Treasurer requests other Meetings to remit quarterly or semi-annually. Smooth cash flow helps both our finances and your Meetings'.

### **Reimbursements are disbursed by the Treasurer:**

Friends, Meetings, and committee clerks with requests for reimbursement or payment of budgeted expenses should send appropriate documentation to the treasurer. E-mail is preferred (saymatreasurer@gmail.com) with documentation in electronic form (pdf or jpg). The postal address is Roger Wise, 22 White Rock Drive, Hurricane, WV 25526.

### **Payments are received by SAYMA's Administrative Assistant:**

All payments should be sent to Liz Dykes at 106 Wax Myrtle Court, Savannah, GA 31419. Please provide pertinent information as to the purpose of the check on its memo line.

**SAYMA Balance Sheet 08/31/2017**

<b>Assets</b>		
Checking - Suntrust		\$23,243.90
Checking - BankAm		\$10,734.14
Money Mkt Acct		\$32,089.08
<b>Total Assets</b>		<u>\$66,067.12</u>
<b>Liabilities</b>		
Reserves <sup>1</sup>		\$18,383.00
Set-aside Funds		
Fund - FWCC 3rd World Deleg	\$1,600.00	
Fund - Released Friend	\$10,165.00	
Fund - Spiritual Development	\$2,570.80	
Fund - YAF Scholarship	\$1,364.75	
Fund - Youth Enrichment	\$2,696.00	
<b>Total Set-aside Funds<sup>2</sup></b>		<u>\$18,396.55</u>
<b>Total Liabilities</b>		<u>\$36,779.55</u>
<b>Equity<sup>3</sup></b>		
Equity Transfers <sup>4</sup>	-\$36,431.00	
Opening Balances	\$64,523.74	
Equity (net)		\$28,092.74
Retained Earnings <sup>5</sup>		\$1,194.83
<b>Total Equity<sup>6</sup></b>		<u>\$29,287.57</u>
<b>Total Liabilities &amp; Equity</b>		<u><u>\$66,067.12</u></u>

<sup>1</sup> Reserves are set at 40% of FY Operating Expenses. This excludes Yearly Meeting, Set-asides, and WQO donations. Tapping this account would indicate a distressed financial condition.

<sup>2</sup> 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.

<sup>3</sup> Equity, or "Net Worth," is the difference between Assets and Liabilities.

<sup>4</sup> 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 are adjusted annually for changes to Reserves and Set-asides.

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

<sup>6</sup> 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)*

**SAYMA Income Statement (Condensed) For 10/01/2016 to 08/31/2017**

Income		
Adjustments to Income		\$0.01
Assessments		
Asheville	\$715.00	
Athens	\$100.00	
Atlanta	\$10,839.00	
Berea	\$2,372.50	
Birmingham	\$1,868.75	
Celo	\$3,435.00	
Chattanooga	\$1,120.00	
Columbia	\$2,650.00	
Cookeville	\$455.00	
Crossville	\$455.00	
Greenville	\$975.00	
Huntsville	\$1,340.00	
Memphis	\$4,255.00	
Nashville	\$6,073.36	
Swannanoa Valley	\$3,720.00	
West Knoxville	\$3,540.00	
Total Assessments		<u>\$43,913.61</u>
Contributions		
Contributions - Restricted	\$50.00	
Contributions - Unrestricted	\$1,810.00	
Total Contributions		<u>\$1,860.00</u>
Interest - Money Mkt		\$314.15
Yearly Meeting Income		
YM Bookstore Inc	\$763.53	
YM Receipts	\$39,546.56	
YM Scholarship Contrib	\$2,269.25	
Total Yearly Meeting Income		<u>\$42,579.34</u>
Total Income		<u>\$88,667.11</u>
Expenses		
SAYMA Operations		
Liability Insurance Exp	\$1,537.21	
Office Admin	\$2,781.39	
Personnel	\$25,553.08	
Publications Expenses	\$673.56	
SAYF Operational Transfers	\$2,000.00	
SAYMA Committees	\$750.40	
Travel Reimbursements	\$1,806.62	
Total SAYMA Operations		<u>\$35,102.26</u>
Set-aside Fund Annual Allotments		
FWCC 3rd World Delg Annl Exp	\$800.00	
Released Friend Annl Exp	\$400.00	
Spirtual Development Annl Exp	\$200.00	
Total Set-aside Fund Annual Allotments		<u>\$1,400.00</u>
Yearly Meeting Expenses		
Facilities & Services Exp	\$35,635.21	
Junior Yearly Meeting Exp	\$5,854.17	
YM Bookstore Exp	\$876.80	
YM Print Post Phone & Misc	\$1,755.13	
Total Yearly Meeting Expenses		<u>\$44,121.31</u>
Total YM WQO Annual Contribns		<u>\$4,200.00</u>
Total Expenses		<u>\$84,823.57</u>
Net income for Period		<u>\$3,843.54</u>

**Yearly Meeting Income Statement**  
**For Period Covering 01/01/2017 to 12/31/2017**

Revenues		
Yearly Meeting Income		
YM Adjustments to Income		\$0.00
YM Bookstore Inc		\$763.53
YM Receipts		\$39,546.56
YM Scholarship Contrib		\$2,269.25
Total Revenue		<u>\$42,579.34</u>
Expenses		
Yearly Meeting Expenses		
Facilities & Services Exp		
YM Accommodations & Meals	\$34,239.74	
YM Grants - WQO Reps	\$0.00	
YM Services & Honoraria	\$1,037.81	
YM Supplies	\$301.01	
Total Facilities & Services Exp		<u>\$35,578.56</u>
Junior Yearly Meeting Exp		
JYM Asst Coordinator	\$800.00	
JYM Coordinator	\$4,400.00	
JYM Supplies, Sitters, Misc	\$654.17	
Total Junior Yearly Meeting Exp		<u>\$5,854.17</u>
YM Bookstore Exp (estimated)		\$704.35
YM Print Post Phone & Misc		\$1,755.13
Total Expenses		<u>\$43,892.21</u>
Net loss for Period		<u><b>-\$1,312.87</b></u>

As of August 31, 2017

URJ expenses excluded – retreat was supposed to be independent

Budget vs. Actual Rpt: Budget FY 17 – Qtrs

AS OF AUGUST 31 2017												
	Qtr 1		Qtr 2		Qtr 3		Qtr 4			Total		
Paste Special and unformatted	Bgt	Act	Bgt	Act	Bgt	Act	Bgt	Act		Bgt	Act	83%
Income	\$10,488	\$15,005	\$10,617	\$7,381	\$49,144	\$58,895	\$12,451	\$7,386	59%	\$82,700	\$88,667	107%
Adjustments to Income		\$0		\$0		\$0		\$0		\$0	\$0	----
Assessments	\$10,353	\$14,180	\$10,374	\$7,011	\$10,722	\$15,528	\$12,051	\$7,195	60%	\$43,500	\$43,914	101%
Contributions - Restricted		\$0		\$0		\$0		\$0		\$0	\$0	----
Contributions - Unrestricted	\$85	\$760	\$193	\$290	\$372	\$760	\$350	\$0	0%	\$1,000	\$1,810	181%
Interest - Money Mkt	\$50	\$65	\$50	\$81	\$50	\$100	\$50	\$68	136%	\$200	\$314	157%
Publication Sales		\$0		\$0		\$0		\$0		\$0	\$0	----
Yearly Meeting Income		\$0		\$0	\$38,000	\$42,456		\$123	----	\$38,000	\$42,579	112%
YM Bookstore Inc		\$0		\$0	\$1,150	\$747		\$17	----	\$1,150	\$764	66%
YM Receipts		\$0		\$0	\$35,040	\$39,595		-\$49	----	\$35,040	\$39,546	113%
YM Scholarship Contrib		\$0		\$0	\$1,810	\$2,115		\$155	----	\$1,810	\$2,270	125%
Expenses	\$15,124	\$10,318	\$13,138	\$11,686	\$18,319	\$15,805	\$39,924	\$47,015	118%	\$86,505	\$84,824	98%
SAYMA Operations	\$13,724	\$8,008	\$11,605	\$11,486	\$10,899	\$8,204	\$9,729	\$7,404	76%	\$45,957	\$35,102	76%
Liability Insurance Exp		\$0	\$1,500	\$1,621		-\$84		\$0	----	\$1,500	\$1,537	102%
Office Admin	\$815	\$355	\$1,281	\$1,421	\$733	\$534	\$751	\$471	63%	\$3,580	\$2,781	78%
Office - Duplication	\$9	\$0	\$38	\$152		\$59	\$218	\$0	0%	\$265	\$211	80%
Office - Guilford Archiving		\$0	\$150	\$150		\$0		\$0	----	\$150	\$150	100%
Office - Misc Exp	\$77	\$60	\$173	\$93	\$96	\$0	\$109	\$0	0%	\$455	\$153	34%
Office - Officer Exp		\$0	\$65	\$0		\$118		\$0	----	\$65	\$118	182%
Office - Phone ISP	\$150	\$260	\$150	\$198	\$150	\$198	\$150	\$54	36%	\$600	\$710	118%
Office - Postage	\$30	\$13	\$79	\$49	\$12	\$27	\$70	\$20	29%	\$191	\$109	57%
Office - Volunteer Bkgrd Chks	\$145	\$22	\$5	\$8	\$15	\$89	\$12	\$16	133%	\$177	\$135	76%
Travel - Office Staff	\$404	\$0	\$621	\$771	\$460	\$44	\$192	\$381	198%	\$1,677	\$1,196	71%
Personnel	\$6,657	\$7,214	\$6,657	\$6,818	\$6,657	\$6,639	\$6,656	\$4,883	73%	\$26,627	\$25,554	96%
Payroll Costs	\$109	\$144	\$109	\$144	\$109	\$144	\$109	\$96	88%	\$436	\$528	121%
Salaries Exp	\$5,341	\$5,878	\$5,341	\$5,125	\$5,341	\$5,125	\$5,340	\$3,417	64%	\$21,363	\$19,545	91%
Staff Training		\$0		\$0		\$0		\$0	----	\$0	\$0	----
Tax Payments	\$1,207	\$1,192	\$1,207	\$1,549	\$1,207	\$1,370	\$1,207	\$1,370	114%	\$4,828	\$5,481	114%
Publications Expenses	\$235	\$257	\$346	\$417	\$463	\$0	\$156	\$0	0%	\$1,200	\$674	56%
Pub Exp - Directory		\$68		\$0	\$66	\$0	\$92	\$0	0%	\$158	\$68	43%
Pub Exp - Faith & Practice	\$10	\$0		\$0	\$99	\$0		\$0	----	\$109	\$0	0%
Pub Exp - Newsletter	\$225	\$188	\$346	\$417	\$298	\$0	\$64	\$0	0%	\$933	\$605	65%
Pub Exp - Web & Hosting Svcs		\$0		\$0		\$0		\$0	----	\$0	\$0	----
SAYF Operational Transfers	\$2,000	\$0		\$0		\$0		\$2,000	----	\$2,000	\$2,000	100%
SAYMA Committees	\$27	\$0		\$0	\$1,802	\$750	\$171	\$0	0%	\$2,000	\$750	38%
Cmte Exp - Faith & Practice R	\$27	\$0		\$0	\$144	\$86		\$0	----	\$171	\$86	50%
Cmte Exp - Finance		\$0		\$0		\$0		\$0	----	\$0	\$0	----
Cmte Exp - Ministry & Nurture		\$0		\$0	\$225	\$0		\$0	----	\$225	\$0	0%
Cmte Exp - Nominating		\$0		\$0	\$64	\$0		\$0	----	\$64	\$0	0%
Cmte Exp - Outreach		\$0		\$0		\$0		\$0	----	\$0	\$0	----
Cmte Exp - Peace & Social Concerns		\$0		\$0		\$0		\$0	----	\$0	\$0	----
Cmte Exp - SAYMA Earthcare Action		\$0		\$0	\$369	\$0	\$171	\$0	0%	\$540	\$0	0%
Cmte Exp - Uplifting Racial Justice		\$0		\$0	\$1,000	\$665		\$0	----	\$1,000	\$665	67%
Cmte Exp - Yearly Meeting Planning		\$0		\$0		\$0		\$0	----	\$0	\$0	----
Travel Reimbursements	\$3,990	\$182	\$1,821	\$1,210	\$1,244	\$364	\$1,995	\$50	3%	\$9,050	\$1,806	20%
Travel - Rep Meetings		\$0	\$62	\$0		\$30		\$0	----	\$62	\$30	48%
Travel - SAYMA Committees	\$222	\$0	\$78	\$0	\$64	\$0	\$129	\$50	39%	\$493	\$50	10%
Travel - WQO Delegates	\$3,768	\$182	\$1,681	\$1,210	\$1,180	\$334	\$1,866	\$0	0%	\$8,495	\$1,726	20%
Set-aside Fund Annual Allotments	\$1,400	\$1,400		\$0		\$0		\$0	----	\$1,400	\$1,400	100%
FWCC 3rd World Delg Annl Exp	\$800	\$800		\$0		\$0		\$0	----	\$800	\$800	100%
Released Friend Annl Exp	\$400	\$400		\$0		\$0		\$0	----	\$400	\$400	100%
Spiritual Development Annl Exp	\$200	\$200		\$0		\$0		\$0	----	\$200	\$200	100%
YAF Scholarships Annl Exp		\$0		\$0		\$0		\$0	----	\$0	\$0	----
Youth Enrichment Fund Annl Exp		\$0		\$0		\$0		\$0	----	\$0	\$0	----
Yearly Meeting Expenses		\$910	\$385	\$200	\$7,420	\$3,401	\$30,195	\$39,610	131%	\$38,000	\$44,121	116%
Facilities & Services Exp		\$57	\$187	\$200	\$2,755	\$639	\$28,558	\$34,740	122%	\$31,500	\$35,636	113%
YM Accommodations & Meals		\$0		\$0		\$0	\$28,441	\$34,240	120%	\$28,441	\$34,240	120%
YM Grants - WQO Reps		\$0		\$0	\$1,000	\$0		\$0	----	\$1,000	\$0	0%
YM Services & Honoraria	\$57	\$187	\$200	\$1,490	\$338		\$117	\$500	427%	\$1,794	\$1,095	61%
YM Supplies		\$0		\$0	\$265	\$301		\$0	----	\$265	\$301	114%
Junior Yearly Meeting Exp		\$0		\$0	\$2,850	\$984	\$150	\$4,871	3247%	\$3,000	\$5,855	195%
JYM Asst Coordinator		\$0		\$0	\$1,400	\$400		\$1,200	----	\$1,400	\$1,600	114%
JYM Coordinator		\$0		\$0	\$1,400	\$0		\$3,600	----	\$1,400	\$3,600	257%
JYM Supplies, Sitters, Misc		\$0		\$0	\$50	\$584	\$150	\$71	47%	\$200	\$655	328%
YM Bookstore Exp	\$853	\$0		\$0	\$83	\$24	\$1,417	\$0	0%	\$1,500	\$877	58%
YM Print Post Phone & Misc		\$0	\$198	\$0	\$1,732	\$1,755	\$70	\$0	0%	\$2,000	\$1,755	88%
YM WQO Annual Contribns		\$0	\$1,148	\$0		\$4,200		\$0	----	\$1,148	\$4,200	366%

## Attachment C: Assessment Committee Report & Proposed Principles

At YM 2017, the ad hoc assessments committee made the following recommendations:

1. We recommend that SAYMA initiate a process that will engage monthly meetings in reflection and clarification around assessment-related topics, broadly defined, over the coming year, in preparation for approving a revised assessment system at YM 2018.
2. We recommend that YM 2017 approve guiding principles for a revised assessment system, and we propose five principles for consideration.
3. We recommend that YM 2017 ask our committee to continue its work for another year, with a charge to:
  - a. Shepherd the process of engaging monthly meetings in reflection and clarification around assessment-related topics.
  - b. Develop recommendations for a revised assessment system to bring to YM 2018, taking into consideration results of the monthly meeting reflection in step 1.
  - c. Review the annual census process and bringing recommendations for simplification and alignment with the assessment.

YM 2017 approved the first and third recommendations and referred the proposed guiding principles to September rep meeting for consideration.

Following this decision, the committee has begun working on a packet of information to engage monthly meetings in a reflection and clarification process around assessment-related topics. We have come to September rep meeting with a draft of this packet on which we would like feedback. The committee hopes to identify at least one Friend in each monthly meeting willing to step up and encourage his or her meeting to participate fully in this process. Volunteers from among MM reps are most welcome!

Regarding the proposed guiding principles –While endorsement or amendment by rep meeting is still an option, our primary interest now is to engage reps in discussion and discernment about the principles. A solid discussion at rep meeting will help build a foundation for the upcoming consideration of the principles by monthly meetings.

Looking ahead, we know we will need a Friend familiar with the history and use of the annual SAYMA census questions to advise us as we get to that part of our work. If you are interested or know someone who might help us out, please let us know.



Attachment D: 2018 Budget

FY 18 Budget v. 2.3	FY16 Actl	FY17 Actl	FY18 Bdgt
<b>Income</b>	<b>\$86,321</b>	<b>\$98,353</b>	<b>\$97,680</b>
Adjustments to Income	\$1	\$0	
Assessments	\$41,680	\$50,567	\$50,750
Asheville	\$2,145	\$3,575	\$3,019
Athens	\$250	\$100	\$397
Atlanta	\$10,200	\$10,839	\$12,305
Berea	\$1,785	\$2,990	\$2,597
Birmingham	\$1,500	\$1,869	\$2,111
Boone	\$0	\$0	\$0
Brevard	\$250	\$0	\$513
Celo	\$3,150	\$3,435	\$3,203
Charleston	\$1,200	\$1,625	\$1,448
Chattanooga	\$1,860	\$1,690	\$1,701
Columbia	\$2,500	\$2,650	\$3,016
Cookeville	\$360	\$455	\$519
Crossville	\$540	\$455	\$688
Foxfire	\$0	\$390	\$0
Greenville	\$720	\$975	\$597
Huntsville	\$1,500	\$1,340	\$905
Memphis	\$1,800	\$4,255	\$2,461
Nashville	\$5,400	\$6,664	\$6,514
Oxford	\$250	\$0	\$241
Swannanoa Valley	\$3,720	\$3,720	\$4,415
West Knoxville	\$2,550	\$3,540	\$4,102
Contributions	\$1,671	\$4,860	\$2,700
Contributions - Restricted	\$0	\$3,050	\$1,000
Contributions - Unrestricted	\$1,671	\$1,810	\$1,700
Interest - CD	\$0	\$0	\$0
Interest - Money Mkt	\$219	\$347	\$150
Publication Sales	\$91	\$0	\$80
Pub Sales - Directory	\$0	\$0	\$0
Pub Sales - F&P	\$91	\$0	\$80
YM Income	\$42,659	\$42,579	\$44,000
YM Adjustments to Income	\$0	\$0	\$0
YM Bookstore Inc	\$1,244	\$764	\$1,332
YM Receipts	\$40,553	\$39,547	\$40,572
YM Scholarship Contrib	\$862	\$2,269	\$2,095
<b>Expenses</b>	<b>\$80,285</b>	<b>\$88,975</b>	<b>\$113,333</b>
Adjustments to Expenses	0	0	\$0
SAYMA Operations	\$37,589	\$38,573	\$47,633
Liability Insurance Exp	\$1,356	\$1,537	\$1,631
Office Admin	\$2,754	\$3,084	\$5,495
Office - Duplication	\$162	\$211	\$249
Office - Guilford Archiving	\$150	\$150	\$171
Office - Misc Exp	\$235	\$153	\$2,057
Office - Officer Exp	\$0	\$118	\$61
Office - Phone ISP	\$480	\$857	\$565
Office - Postage	\$210	\$128	\$180
Office - Volunteer Bkgrd Chks	\$130	\$238	\$166
Travel - Office Staff	\$1,389	\$1,229	\$2,046
Personnel	\$26,366	\$27,309	\$30,657
Payroll Costs	\$432	\$576	\$502
Salaries Exp	\$21,170	\$21,253	\$24,597
Tax Payments	\$4,764	\$5,480	\$5,558
Publications Expenses	\$704	\$674	\$1,400
Pub Exp - Directory	\$0	\$68	\$0
Pub Exp - Faith & Practice	\$11	\$0	\$0
Pub Exp - Newsletter	\$693	\$605	\$1,200
Pub Exp - Web & Hosting Srvc	\$0	\$0	\$200

SAYF Operational Transfers	\$0	\$2,000	\$2,000
SAYMA Committees	\$791	\$1,751	\$2,300
Cmte Exp – Contingency Pool	\$398	\$50	\$500
Cmte Exp - Faith & Practice Rvsn	\$94	\$86	\$400
Cmte Exp - Finance	\$0	\$0	\$0
Cmte Exp - Ministry & Nurture	\$0	\$0	\$1,000
Cmte Exp - Nominating	\$0	\$0	\$50
Cmte Exp - Outreach	\$0	\$0	\$0
Cmte Exp - Peace & Social Concerns	\$0	\$0	\$0
Cmte Exp - SAYMA Earthcare Action	\$300	\$0	\$350
Cmte Exp - Uplifting Racial Justice	\$0	\$1,615	
Cmte Exp - Yearly Meeting Planning	\$0	\$0	\$0
Travel Reimbursements	\$5,617	\$2,218	\$4,150
Travel - Rep Meetings	\$0	\$87	\$150
Travel - WQO Delegates	\$5,617	\$2,131	\$4,000
Set-aside Fund Annual Allotments	\$1,400	\$1,400	\$17,500
FWCC 3rd World Delg Annl Exp	\$800	\$800	\$0
FWCC Conference Annl Exp	\$0	\$0	\$0
Released Friend Annl Exp	\$400	\$400	\$0
Spiritual Development Annl Exp	\$200	\$200	\$1,500
Uplifting Racial Justice Annl Exp			\$16,000
YAF Scholarships Annl Exp	\$0	\$0	\$0
Youth Enrichment Fund Annl Exp	\$0	\$0	\$0
Yearly Meeting	\$38,697	\$44,802	\$44,000
Facilities & Services Exp	\$34,375	\$35,635	\$35,406
YM Accommodations & Meals	\$31,935	\$34,240	\$32,987
YM Grants - WQO Reps	\$0	\$0	\$0
YM Services & Honoraria	\$2,030	\$1,094	\$2,111
YM Supplies	\$410	\$301	\$307
Junior Yearly Meeting Exp	\$3,062	\$5,854	\$5,850
JYM Asst Coordinator	\$400	\$1,600	\$801
JYM Coordinator	\$2,400	\$3,600	\$4,393
JYM Supplies, Sitters, Misc	\$262	\$654	\$655
YM Bookstore Exp	\$384	\$1,558	\$1,224
YM Print Post Phone & Misc	\$875	\$1,755	\$1,520
YM WQO Annual Contribns	\$2,600	\$4,200	\$4,200
WQO - AFSC	\$200	\$300	\$300
WQO - BQEF	\$200	\$300	\$300
WQO - FCNL	\$200	\$300	\$300
WQO - FGC	\$200	\$300	\$300
WQO - Friends for LGBTQ Concerns	\$0	\$300	\$300
WQO - Friends Journal	\$200	\$300	\$300
WQO - Friends Peace Teams	\$200	\$300	\$300
WQO - FWCC - Direct Contrbn	\$200	\$300	\$300
WQO – Pendle Hill	\$0	\$0	\$0
WQO - Quaker Earthcare Witness	\$200	\$300	\$450
WQO - Quaker House	\$300	\$450	\$450
WQO - Quaker Volunteer Service	\$300	\$450	\$300
WQO - Right Sharing of World Resources	\$200	\$300	\$300
WQO - Rural Southern Voice for Peace	\$0	\$0	\$0
WQO - Samburu Educ Proj	\$0	\$0	\$0
WQO - Wm Penn House	\$200	\$300	\$300
<b>Budget Net:</b>	<b>\$6,035</b>	<b>\$9,378</b>	<b>-\$15,653</b>

Attachment D: 2018 Budget

## Attachment E: Southern Appalachian Young Friends

We began our 2017-2018 year with a Steering/Nurturing Committees meeting in the West Knoxville Friends Meetinghouse in August. The following are the items that were agreed upon during meeting for business by SAYF Steering Committee:

- If a Lead FAN (the Friendly Adult Nurturer who is coordinating a specific retreat) needs to spend over \$150 for supplies other than food, they will need to get approval from the Steering Committee ahead of time.
- We graduated a large group of SAYFers in 2016 and our attendance is down a bit since then. Because our operating funds come mostly from what we collect from the SAYFers for each retreat, our finances are tight this year and so are increasing the retreat cost by \$5 to \$35. Scholarships are always available and easy to obtain by checking a box on the registration form.
- The March 2018 retreat will be in West Knoxville with Chuck Jones as Lead FAN and Elise Askonas as his FANit (FAN in training) assistant.
- Jennifer Chapman and Autumn Woodward are attempting to purchase a new epipen and arrange training for the use of it through CVS. Epipens are very expensive and have an 18 month shelf-life. We don't currently have any SAYFers with life-threatening allergies requiring an epipen. Much discussion and education has gone into this concern.
- Jennifer Chapman will act as the Safety Coordinator this year.
- Because we meet in person only 2 times a year, it is imperative that we improve communications. "\*\*Reply by" with date and plan will be added to the subject line of emails. We are asking that everyone reply, even if they have nothing to add to a discussion.
- Autumn has set up an on-line working site for us to attend to business together.
- To allow FANs a little sleep at retreats, we rely on Night Shepherds. Night Shepherds are adults who join us for a 2-3 hour night shift so that an adult is awake and available in case of emergency. Night Shepherds also walk through all the sleeping rooms to make sure everyone is in their places, doing what they are supposed to be doing (or not doing what they are not supposed to do). We approved of the requirement for Night Shepherds at SAYMA to have a background check completed. We will also be actively working to get the adults who may volunteer to act as Night Shepherds at local retreats to complete the process. Aaron Ruscetta asked to be recorded as standing aside on this decision.
- We are looking at ways to restructure our retreat at SAYMA, using the FGC Gathering model as our guide. The SAYFers who have attended Gathering are encouraging of this change.
- We need more adults to work with SAYF!!! We love SAYF and feel it is a gift to work with our amazing and beautiful Quaker teens but we are exhausted by the amount of work we carry. Please consider how you can help.

**Attachment F: Nominating Committee  
Nominating Committee Report  
September 2017**

New (and new terms) appointees appear in boldface. Blank lines indicate appointments needed.  
Note: All terms are two years – WQOs are three years. Terms begin & end after YM each June.

**Officers**

CLERK	Jon Saderholm	16-18	Berea (KY)
ASSISTANT CLERK	Barbara Esther	16-18	Asheville (NC)
RECORDING CLERK	Rebecca Sullivan	15-18	Atlanta
TREASURER	Roger Wise	16-18	Charleston (WV)
ASST. TREASURER	Carol Lamm	17-18	Berea (KY)

**Standing Committees**

Ministry & Nurture Committee

Co-CLERK	Thais Carr	16-18	Nashville (TN)
Co-CLERK			
MEMBER	Christine Sears	16-18	Huntsville (AL)
MEMBER	Gita Larson	17-19	Asheville (NC)
MEETING APPOINTEE	Robin Josephs		Swannanoa Valley (NC)
MEETING APPOINTEE	Kim Saderholm		Berea (KY)
MEETING APPOINTEE	Laura Seeger		Chattanooga (TN)
MEETING APPOINTEE	Jan Stansel		Nashville (TN)
MEETING APPOINTEE			

Finance Committee

CLERK	Charles Schade	17-19	Charleston (WV)
MEMBER	Geeta McGahey	16-18	Celo (NC)
MEMBER	Lee Ann Swarm	16-18	West Knoxville (TN)
MEMBER	Wood Bouldin	16-18	Greenbrier WG (WV)
MEMBER	Dolph Hoehling	16-18	Swannanoa (NC)
Ex officio	Roger Wise-Treasurer		Charleston (WV)
Ex officio	Carol Lamm		Berea (KY)

Personnel Committee

CLERK	Barbara Esther	16-18	Asheville (NC)
MEMBER	Melissa Preast	16-18	West Knoxville (TN)
MEMBER	Charles Schade	16-18	Charleston (WV)
MEMBER	Tobin Brogunier	16-18	Athens (GA)
SUPERVISOR OF Adm. Asst.	Jon Saderholm		Berea (KY)
SUPERVISOR SAYF Adm. Asst.			

SAYF STEERING COMMITTEE

CLERK	Jennifer Chapman	15-17	Durham (NC)
MEMBER	Mary Linda McKinney	15-17	Nashville (TN)
MEMBER	Aaron Ruscetta	15-17	Atlanta (GA)
MEMBER	Mark Wutka	16-18	Nashville (TN)
MEMBER	Wren Hendrickson	16-18	Chapel Hill (NC)
MEMBER			
ex officio	Autumn Woodward		Asheville (NC)

JYM OVERSIGHT COMMITTEE

CONVENER	Jennifer Dickie	15-17	Atlanta (GA)
MEMBER	Marcie Thaxter	16-18	Asheville (NC)
MEMBER	Beth Ensign	15-18	Atlanta (GA)
MEMBER	Paul Laudeman	15-18	Knoxville (TN)
MEMBER	Ron McDonald	16-18	Memphis (TN)
JYM Coordinator(s)			

YEARLY MEETING PLANNING COMMITTEE

CLERK	Carol Nickle	15-19	West Knoxville (TN)
ADULT PROGRAMS	Folami Adams	17-18	Atlanta, GA
WORKSHOPS	Chris Berg	16-18	Greenville (SC)
CO-REGISTRAR	Karen Wise	15-18	Charleston (WV)
CO-RESGISTRAR	Lissa West	16-18	Cookeville (TN)
RECORDING REGISTRAR	Liz Dykes		Admin Asst [Savannah]
BOOKSTORE	Judy Geary	17-19	Boone (NC)
ASST. BOOKSTORE	Pam Beziat	16-18	Nashville (TN)
LOCAL ARRANGMNT	Bob Welsh	16-18	Swannanoa (NC)
JYM Rep	Jennifer Dickie	16-18	Atlanta (GA)
YAF REP	Ruby Williams	17-18	Atlanta (GA)
WORSHIP CO-ORD.	Laura Seeger	17-19	Chattanooga (TN)
LAYOUT EDITOR			
SAYF Rep	Aaron Ruscetta	16-18	Atlanta (GA)
At Large	John Potter	16-18	Nashville (TN)

Young Adult Friends

CLERK			
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Nominating Committee (named by the Naming Committee at SAYMA YM)

Co-CLERK	Beth Myers	16-18	Berea (KY)
MEMBER	John Adams	16-18	Atlanta (GA)
MEMBER	Autumn Trayham	16-18	Berea (KY)
MEMBER	Kendall Ivie	17-19	West Knoxville (TN)
MEMBER	Wood Bouldin	16-18	Greenbriar Valley (WV)
MEMBER	Lisa Bennett	16-18	Memphis (TN)

Peace & Social Concerns Committee

CLERK	Bob Welsh	16-18	Swannanoa (NC)
MEMBER	Patti Hughes	16-18	Asheville (NC)
MEMBER	Brian Thomas	17-19	Columbia (SC)
MEMBER	Steve Olshewsky	15-17	Berea (KY)
MEMBER	Harry Rogers	16-18	Columbus (SC)
MEMBER			
MEMBER			

Earthcare Action Network

CLERK	Bob McGahey	15-17	Celo (NC)
MEMBER	Deni Elliot	17-19	Charleston (WV)
MEMBER	Kate Anthony	17-19	Chattanooga (TN)
MEMBER	Roy Taylor	16-18	Atlanta (GA)
MEMBER	Paul Laudeman	16-18	West Knoxville (TN)

Southern Appalachian Friend

EDITOR			
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Web Support

WEB MANAGER	Charlie Wilton	15-18	Berea (KY)
MEMBER	Robyn Josephs	16-18	Swannanoa (NC)
CLERK	Steve Livingston	16-18	Asheville (NC)
MEMBER	Sig Christensen	16-18	West Knoxville

Outreach

CLERK	Wood Bouldin	17-19	Greenbrier (WV)
MEMBER	Hank Fay	17-19	Berea (KY)
MEMBER	<b>Kathleen Mavournin</b>	<b>17-19</b>	<b>West Knoxville (TN)</b>
MEMBER			
YAF MEMBER			

Operational Handbook

CLERK	Kendall Ivie	16-18	West Knoxville (TN)
ARCHIVIST	Missy Ivie	16-18	West Knoxville (TN)

**Ad Hoc Committees**

Faith & Practice Revision

CLERK	Free Polazzo	Began 01	Atlanta (GA)
MEMBER	Missy Ivie	Began 01	West Knoxville (TN)
MEMBER	Edie Patrick	Began 07	Asheville (NC)
MEMBER	Beth Myers	Began 14	Lexington (OVYM)
MEMBER	Thais Carr	Began 12	Nashville (TN)

Committee on Assessments

CLERK	Brian Yaffe	Began 16	Celo (NC)
MEMBER	Carol Lamm	Began 16	Berea (KY)
MEMBER	Wood Bouldin	Began 16	Greenbrier Valley (WV)
MEMBER	Bill Holland	Began 16	Atlanta (GA)

Electronic Communications to help facilitate electronic meetings

CLERK			
MEMBER	Charles Wilton	Began 16	Berea (KY)
MEMBER	Robyn Josephs	Began 16	Swannanoa Valley(NC)
MEMBER			
MEMBER			

**Representatives to Wider Quaker Organizations**

AFSC Corporation	John Adams	16-19	Atlanta (GA)
	Lee Ann Swarm	15-18	West Knoxville (TN)
	Robyn Josephs	17-20	Swannanoa Valley (NC)
	Free Polazzo	16-19	Atlanta (GA)
FCNL	Charlie Wilton	15-18	Berea (KY)
	Jane Hiles	16-19	Birmingham (AL)
	Larry Osbourne	15-18	West Knoxville (TN)
FGC	Rebecca Sullivan	15-18	Atlanta (GA)
FLGBTQC	Margaret Farmer	16-19	Asheville (NC)
FWCC	Kelsey McNichols	15-18	Atlanta (GA)
	Shahina Lakhani	16-19	Atlanta (GA)
FRIENDS PEACE TEAMS	Sallie Prugh	16-19	Columbia (SC)
	Jack Willis	15-18	Nashville (TN)
QEW	Kathleen Stevens	17-20	Memphis (TN)
	Bob McGahey	16-19	Celo (NC)
QUAKER HOUSE	Hank Fay	16-19	Berea (KY)
RSWR	Pat Williams	14-18	Atlanta (GA)
	Steve Olshewsky	14-20	Berea (KY)
WM. PENN HOUSE	Bonnie Isaacs	14-20	Lewisburg WG (VW)



Attachment G: Peace & Social Concerns Committee

*Swannanoa Valley Friends Meeting, a member of Southern Appalachian Yearly Meeting and Association, requests that Friends Fiduciary Corporation expand its Quaker Values Screening Criteria to exclude all companies that provide products or services that are complicit with Israel's occupation of Palestinian lands, its military control and economic exploitation of Palestinians, and/or its violation of international human rights law.*

On behalf of SAYMA's Peace and Social Concerns Committee, I am writing to ask you, as representatives of SAYMA's Monthly Meetings, to take this minute to your own Meeting and ask that your Meeting consider it. I hope that at our March Rep Meeting we can hear reports from all our Meetings as to whether they wish to join Swannanoa Valley Meeting in this action. If you desire further information about the action, feel free to email me at [bobwel2@charter.net](mailto:bobwel2@charter.net).