

Southern Appalachian Yearly Meeting and Association
Representative Meeting 143
Ninth Month 14, 2019
West Knoxville Friends Meeting, Knoxville, Tennessee

143-01 Opening Worship and Reading

“[You are] not to spend time with needless, unnecessary and fruitless discourses, but [you are] to proceed in the wisdom of God: not in the way of the world, as a worldly assembly of men, by hot contests, by seeking to outspoke and overreach one another in discourse, as if it were controversy between party and party of men, or two sides violently striving for dominion . . . [Do not decide] affairs by the greater vote . . . but in the wisdom, love, and fellowship of God, in gravity, patience, meekness, in unity and concord, submitting one to another in lowliness of heart, and in the holy Spirit of truth and righteousness . . . [In this place], all things [are] to be carried on by hearing and determining every matter coming before you in love, coolness, gentleness and dear unity . . . [You are to be as one party only], for the Truth of Christ and for the carrying on of the work of the Lord, and assisting one another in whatsoever ability God hath given, and [you are] to determine . . . [all] things by general mutual concord, in assenting together as one . . . [person] in the spirit of truth and equity. . .”

Edward Burrough, 1662

143-02 Introductions/Welcome [Attachments A: Attendance]

Friends introduced themselves and shared the reason they were attending Representative Meeting. See attachment for names of attendees. Guests Max Parthus and Tribal Raine of Sumter, South Carolina were welcomed.

143-03 Agenda Review

The clerk reviewed the agenda. Free Polazzo from Atlanta Friends was added to the agenda with an item of concern.

143-04 Naming Committee

Pat Gailey from Berea Friends, Holly Trucks from Berea Friends, and Hank Fay from Berea Friends agreed to serve on the Naming Committee to suggest Friends for Nominating Committee in the afternoon.

**143-05 Report from the Administrative Assistant - Susan Phelan (Huntsville FM)
[Attachment B: Administrative Assistant’s Report]**

Susan reported that there were a lot of activities for the administrative assistant after yearly meeting including assisting balancing the budget and surveying Friends who attended yearly

meeting in 2017 but did not attend the 2018 yearly meeting. She has purchased a much needed new computer for SAYMA business. Report is attached.

143-06 Nominating Committee - first reading - Annie Black (Cookeville FM) [Attachment C: Nominating Committee Report]

Annie stated Nominating Committee would like to start bringing names forward for a first reading, with approval at the second reading.

Minute 143-06-01: Friends approved that Nominating Committee would start following the process of having a first reading of names to be nominated, with the approval at the second reading.

The slate of names were Jim Cavener for Wider Quaker allocations, Michael Peacock for Friends Peace Teams, Bob McGahey for Assistant Clerk, Teree Jeane for workshop coordinator on Yearly Meeting Planning Committee, Kim Saderholm for Junior Yearly Meeting Support Committee, and Laura Lane for clerk of Junior Yearly Meeting Support Committee. SAYMA-URJ is requesting that they choose their own members without approval of the larger SAYMA body, an issue that may come up later in the agenda.

Open positions in SAYMA are assistant treasurer, member of Ministry and Nurture, clerk of Finance Committee, two members of WQO Allocations Committee, member of Personnel Committee, two members of SAYF Steering Committee, a member of JYM Support Committee, layout editor for Yearly Meeting Planning Committee, three members of Peace and Social Concerns Committee, clerk of Web Support Committee, two members of Outreach Committee to include a YAF member, a member for the SAYF Support Committee, a representative to FWCC and a representative to Friends Peace Teams. The position of editor of Southern Appalachian Friend has not been filled, but Outreach Committee is discussing that position and how to go forward with that work.

143-07 Outreach Committee Report - Hank Fay (Berea FM) [Attachment D-Outreach Committee Report]

Hank reported that the committee meets twice a week, and he invited Friends to join in their Zoom meetings. He said a primary concern of outreach was how to attract more members to Quakerism and how to communicate who Quakers are to others. Hank spoke of developing an online Southern Appalachian Friend to assist in outreach and hiring a part-time person to design and distribute this as part of SAYMA. Proposed design ideas for this newsletter and the committee's possible composition are in the attached Outreach Committee report.

Friends expressed concern about pursuing this when the position of clerk of Web Support is currently not filled. Others questioned details of the proposed design. One Friend wondered if the proposal was moving more quickly than the resources to support it, but another Friend felt that it was important to move on exploring such outreach activities. Friends also discussed whether the

development of an online journal was too passive compared to other engaging activities such as the Listening Project.

Minute 143-07-01: Friends approved the appointment of an ad hoc committee to develop a proposal for an enhanced online journal, Southern Appalachian Friend. The committee will be consulting monthly meetings and worship groups and inviting feedback in this process.

143-08 Traveling Minute of Concern - Brian Yaffe (Celo Friends Meeting) [Attachment E: Traveling Minute]

The clerk read the traveling minute of concern for Friend Brian Yaffe. It is attached. Brian shared that his concern originated from a report about this past SAYMA yearly meeting. He said there appeared to be a disregard of Quaker process at SAYMA, and he felt that the community was in peril. He asked that Friends be sensitive regarding Quaker process.

143-09 Ad Hoc SAYMA-URJ Support Committee - Kit Potter (Nashville FM) [Attachment F: Ad Hoc SAYMA-URJ Support Committee Report]

Kit reported on the people serving on the committee, the mission of the committee, and their work so far. These are in the attached report. They suggested that this be a standing committee. Kit compiled all the activity of SAYMA-URJ within SAYMA minutes and it will be put on the web. One Friend asked why the committee did not go ahead and request approval for the creation of a standing committee. They stated that they wanted to create the name and charge before that recommendation.

143-10 SAYMA-URJ Report - Sharon Star Smith [Attachment G: SAYMA-URJ Committee Report]

The SAYMA-URJ report is attached to the minutes, but was not read aloud during the session. Sharon reported that quite a few issues came up in the past three months that she has been clerk. She stated that when they tried to spend the money set-aside for their committee they came up against resistance from the Finance Committee. Because of this resistance, Sharon said that URJ wanted their own bank account which they would control, and they also wanted to be a self-selecting committee, bypassing the Nominating Committee. They are also asking for an additional \$10,000.

Friends asked what their existing funds had been used for. Sharon reported that money had been used to bring Angela Hopkins from New York to visit (\$690), the establishment of a the Paul Cuffee Friends of Color Worship Group for people of color in South Carolina, funding for the Abolitionist Center (\$3000), funding for Asheville Black Lives Matter (\$1000), and for moving expenses for Sharon, and repairs for her living and work spaces ((\$1000), for a total of \$5690. Further details are in the attached report.

One Friend shared that he felt bullying tactics were being used by Sharon. There was concern expressed about the worship group in South Carolina, and the fact that it was not under the care of a monthly meeting. The clerk pointed out that anyone could form a worship group, which

could apply to be in relationship with SAYMA and when that were approved it would need to be under the care of a monthly meeting.

Two members who established the Abolitionist Center and participated in the South Carolina worship group, Tribal Raine and Max Parthas, shared the hurt that they suffered in the process of working with SAYMA and shared that they did not feel welcome. They said they have been called names by Quakers and were uncertain whether they wanted to be part of Quakers after their experience. The clerk apologized for any hurts she might have caused.

Friends said that the major concern around SAYMA-URJ centered on finances. The clerk stated that there were six action items in the SAYMA-URJ report and wondered which ones could be attended to on this day. Sharon asked that the money that had already been allocated to SAYMA-URJ be released to them, and the requested action on an independent checking account could be dealt with at a later time.

Carol Lamm, SAYMA treasurer, said she had delayed payment to SAYMA-URJ because of concerns about Sharon requesting checks to herself for moving expenses and information that needed to be gathered such as the recipients' location. The clerk said that the SAYMA-URJ issues would have to be discussed further in March.

143-11 Reading Opening Afternoon Session

The clerk read the following passage once meeting reconvened from lunch.

“For Quakers, God can never be simply something outside of us and above us. Quakers believe that God is, in a real sense, a part of us. Thus it might not be appropriate for Quakers to assume that God has already made up her mind what the outcome of any given meeting for business ought to be before the meeting has taken place, or for them to assume that the job of a meeting for business is to try to come up with the same answer that God has already come up with. . . . It is possible that meetings for business are not really about discovering the one most excellent and predetermined course of action that God has already chosen for us. Instead they could be about learning to ask God to struggle for us and with us. Whether or not any given meeting for business is successful is determined at least as much by how open we have been to being used by God as by how wise the decision we reached turns out to have been.”

David Watt, Central Philadelphia Monthly
Meeting Newsletter, November, 2005

143-12 SAYF Support Committee - Chuck Jones (Chattanooga FM) [Attachment H:SAYF Support Committee Report]

Chuck reported that the committee met with the SAYF Steering Committee at the Nurturers Retreat in August. They spent a great deal of time on the SAYF handbook and FAN training. Chuck noted that monthly meetings could assist SAYF by doing more to provide background checks for drivers and nights shepherds. SAYF already does this for those who serve as Friendly Adult Nurturers (FANs). The report is attached.

143-12 Queries and Worship [Attachment I: Queries]

The clerk read an excerpt from *A Guide to Our Faith and Practice* pages 49-50 on Community, and provided the following queries for Friends to consider. Friends responded to them during a period of worship.

How can we become a community in which we are more comfortable with different approaches which may be necessary from time to time as we attempt to meet our various challenges?

How can we move ahead with more clarity about our relationships, our responsibilities, and our various roles?

Why or how does it make us uncomfortable when someone of color uses a different approach in committee formation and work?

What is authentic power and how is that different from control?

How can our collective power be enhanced for the purpose of meeting the political, social, and environmental challenges we face?

143-13 Treasurer's Report: Carol Lamm (Berea FM) [Attachment J: Treasurer's Report]

Carol gave the YM 2019 financial summary. The actual deficit for the year was almost \$700 less than projected. On the Balance Sheet, the SAYF fund had increased by \$2,000 because of a grant that was given to pay both for George Lakey to speak at a SAYF retreat and for scholarships for SAYF attendees. The donor-restricted funds for SAYMA-URJ were spent first to assure compliance with donor wishes. Further expenditures for SAYMA-URJ were drawn from the SAYMA-URJ fund. Undesignated equity had increased by \$2,000.

On the General Fund Budget Report, Assessments, the biggest income item for SAYMA, was at 85 percent collected by August 2019, with one month left in the funding year. Carol had checked with five meetings that had not paid according to their usual schedule. Most of them stated it was an oversight and that they would catch up in September. Liability insurance dropped because of the "central office" location changing from Georgia to Alabama. Personnel spending dropped because of a miscalculation in the budget.

On Projection for FYE 19 and FY 2020 Budget, Carol projects that assessments will be above the budgeted amount at the end of the fiscal year September 2019. She projects that there will be a surplus of \$7,092.

One Friend asked about the travel reimbursement. Carol stated that people could ask for an advance (ten days before it is needed) or wait for reimbursement. She also stated that the reimbursement rate for volunteers driving is \$.14 per mile.

Carol talked about the three expenses of SAYMA-URJ that were somewhat controversial. This includes expenses where money was given to Laura Saha for work with the Abolitionist Center,

Sharon Smith to reimburse for moving expenses to South Carolina, and a donation to Black Lives Matter in Asheville, North Carolina. Carol said she slightly delayed payment for these expenses because of certain questions and concerns she had as treasurer for SAYMA. That delay, she reported, was in contrast to an earlier approved SAYMA minute which stated that “the accounts payable policy does not give the treasurer or the finance committee authority to deny or delay payment due to questions of judgment about the advisability of an expense that has proper authorization and for which funds are budgeted and available.” Carol stated that in the future she will follow the above policy unless directed otherwise by the body of SAYMA.

Sharon asked about the \$10,000 that SAYMA-URJ was asking for in this year’s budget. This was a request for funds that would be in addition to the \$16,000 already approved. Another Friend asked that this be considered. Carol stated that the FY20 budget already planned a deficit of \$6,000, so an additional \$10,000 expense would create a \$16,000 deficit.

One Friend stated that we shouldn’t move ahead of other Friends in our meetings. They felt this decision should wait for a later time. Other Friends agreed with that statement. One Friend pointed out that drawing this money down from the surplus was not sustainable.

There was disagreement among Quakers about the allocation of the money. Several Friends gave strong statements about racism being enacted at the meeting. Several Friends stood in silent protest when they felt that a speaker was treating Sharon unfairly. Other Friends expressed concern with Sharon’s leadership and the fact that there were not other SAYMA-appointed committee members currently serving in SAYMA-URJ.

The clerk said she did not sense unity among Friends regarding the additional funding requested for SAYMA-URJ but she wanted to make a few points regarding the SAYMA-URJ report, in general. She said that it would be important to talk to Friends of Color in SAYMA and find out if they did not want to serve, why they were not interested in serving on SAYMA-URJ. She suggested that the following steps be taken: 1) recruit Friends of Color for the SAYMA-URJ committee through the Nominating Committee; 2) create a structure in consultation with the Finance Committee and treasurer for funds to be accessible to SAYMA-URJ Committee in a mutually agreed upon way; and 3) propose and consider an increase in SAYMA-URJ funds in next year’s budget.

A heated discussion continued after these recommendations with some Friends speaking out about what they perceive as racist behavior of SAYMA Friends, and others confronting Sharon with charges of mismanaging SAYMA-URJ and actions such as name-calling or put-downs. One Friend stated that this issue was not about Sharon, but the racism that exists within Quaker meetings and organizations. Friends General Conference (FGC), for example, has been struggling with similar issues.

The clerk stated that Friends did not appear ready to move on the proposal to add \$10,000 to the SAYMA-URJ Fund in the 2019-2020 budget.

143-14 Finance Committee Report - Karen Morris (Atlanta FM) & O. H. Jackson Napier (Foxfire FM) [Attachment K: Finance Committee Report]

Karen and Jackson read the attached report. They proposed financial policy goals for SAYMA, since there were currently none approved. This issue came up because SAYMA will be undergoing a financial policy review this year and it is important to have documented goals.

Minute 143-14-01: Friends approved the finance policy goals that are listed in the attached finance committee report.

143-15 Ad hoc Naming Committee

Minute 143-15-01: Friends approved Wood Bouldin from Greenbrier Valley Worship Group as Nominating Committee clerk.

143-16 Nominating Committee -second reading - Annie Black (Cookeville FM) [Attachment C: Nominating Committee Report]

Annie reported that Michael Peacock was not being brought forth as a representative for Friends Peace Team, which had been announced earlier.

Minute 143-16-01: Friends approved Jim Cavener for Wider Quaker allocations, Bob McGahey for Assistant Clerk, Teree Jeanne for workshop coordinator on Yearly Planning Committee, Kim Saderholm for JYM Support Committee, and Laura Lane for clerk of JYM Support Committee.

143-17 Report from the Yearly Meeting Planning Committee - Dennis Gregg (Crossville FM) [Attachment L: Yearly Meeting Planning Committee Report]

Dennis gave the theme for Yearly Meeting – *Feed, Shelter, Serve: Our Bucket List Now!* Plenary sessions will be scheduled for Friday and Saturday this year, and other events may be moved to different slots on the schedule. There may be a threshing session on Thursday night.

143-18 Announcements

It was announced that Yearly Meeting #50 will be held June 11-14, 2020, early arrival on June 10, 2020, at Warren Wilson College.

Sharon Smith asked Friends and monthly meetings to donate to the SAYMA-URJ donor-restricted fund.

Spring Representative Meeting will take place in Atlanta on March 14, 2020.

143-19 Minute of thanks to West Knoxville Friends Meeting

Minute 143-19-01: Friends thank the West Knoxville Friends Meeting for their wonderful hospitality including the overnight lodging, delicious meals, and beautiful meetinghouse in the woods.

143-20 Closing Worship

Friends ended our time together in silent worship.

Barbara Esther, Clerk
(archive copies signed)

Beth Myers, Recording Clerk
(archive copies signed)

Attachments

Attachment A: Attendance

Attachment B: Administrative Assistant's Report

Attachment C: Nominating Committee Report

Attachment D: Outreach Committee Report

Attachment E: Traveling Minute of Concern

Attachment F: Ad Hoc SAYMA-URJ Support Committee Report

Attachment G: SAYMA-URJ Committee Report

Attachment H: SAYF Support Committee Report

Attachment I: Queries

Attachment J: Treasurer's Report

Attachment K: Finance Committee Report

Attachment L: Yearly Meeting Planning Committee Report

Attachment A: Attendance

List of attendees in archived print copy only

Attachment B: Administrative Assistant's Report

Administrative Assistant Report
Fall Representatives Meeting 431
September 14, 2019
West Knoxville Friends Meeting, Knoxville, Tennessee

Since yearly meetings, the administrative assistant has been busy with post-yearly meeting activities such as working with the Treasurer and Warren Wilson College to settle the final billing and payment, working with Friends to settle any registration fees or concerns, sending and collecting the yearly meeting evaluations, and publishing the yearly meeting minutes.

The administrative assistant continues to respond to emails and phone calls, inquiries, requests for information, and collection and deposit of assessments and other checks that are sent to SAYMA.

The administrative assistant has also supported the work of Yearly Meeting Planning Committee by surveying Friends who attended yearly meeting in 2017 but not 2018, and working with the Finance Committee on policy development and needed policy updates.

Finally, the administrative assistant is pleased to report that SAYMA has purchased a new computer for the work of SAYMA, and that should be of great help in future endeavors, especially registration efforts for next yearly meeting.

Respectfully submitted by Susan Phelan
Administrative Assistant

Attachment C: Nominating Committee Report

SAYMA Nominating Committee gathered by phone call on August 22, 2019

Wood Bouldin agreed to be our new clerk after Fall Representative Meeting when Naming can bring forward his name, pending approval.

We would like to propose that SAYMA Nominating Committees from now on bring forward a first reading and second reading of any proposed names for positions of responsibility so that there is time for seasoning before approval. At Representative Meetings this would mean names would be read for the first time in the morning session and then approved or not approved in the afternoon session.

We have a question as to process for forward movement of the newly formed SAYMA Earth Justice Committee. We have nine volunteers and a clerk, but don't know what SAYMA Nominating Committee's role is in this group going forward.

We would like to propose that the ad hoc support committee for SAYMA-URJ become a standing committee.

Respectfully submitted by Annie Black, current clerk of SAYMA Nominating Committee

Attachment D: Outreach Committee Report

SAYMA Newsletter Proposal

1. Why
 - a. SAYMA currently has no newsletter. In restoring it, there is opportunity to reform it so that it becomes a valuable tool for outreach.
 - b. Bring Quaker life to the age demographic (25 to 40) and religious demographic (“Nones”) for whom our Quaker Meetings can be a good fit.
 - c. Share Quaker life among our Meetings all year long to strengthen the experience of SAYMA-wide Community.
2. How
 - a. Short stories, personal details and quotes, pictures
 - i. Examples: Tabling at local College, Young kids project from First Day school, Potluck for new member(s), participating in protest, etc.
 - b. Presentation has to meet the highest standards of design: this isn’t an internal newsletter, but rather is both that and an Outreach method.
 - c. Presented in a NY Times-like format: latest story with sidebar (with a pic) of previous stories.
 - d. Tags on stories will allow newcomers to view topics of interest by category
 - i. Examples: Youth, Teens, Protest, Racism, Book Group, Workshop, Christmas Cookies for Jail, etc.
3. How Often
 - a. The goal is to have at least one story from every Meeting/Worship group per quarter.
 - b. Stories will be posted when ready, not according to a fixed schedule.
 - c. PDF versions of the newsletter will be mailed out to meetings in January, April, July, and October. Meeting can provide printed copies to those who are not online. Quarterly PDFs would include any articles not previously published in the prior Quarter’s PDF.
 - d. For “Associated Members” who do not have web access, SAYMA will on request print and mail the Quarterly PDF versions. We will not send out to all automatically.
4. Resources Required
 - a. Initial Design: this might be quite easy using a commercial site that make these kinds of things easy, but could be more complicated (i.e., require expertise for initial setup) using, e.g., WordPress.
 - b. Commercial site (Like SquareSpace: \$18/month, less if paid yearly)
 - c. Bird-dogging stories from Meetings: persistence overcomes resistance. Once it gets rolling the expectation is that this will get easier.
 - d. Rewriting or writing stories from basic information submitted, plus generating follow-up questions to get those interesting details that touch the heart.
 - e. Placing the stories on the site, including Tagging so stories can be viewed by category.

Attachment E: Traveling Minute of Concern

Celo Friends Meeting
70 Meetinghouse Lane
Burnsville NC 28714

Dear Barbara Esther, Clerk of SAYMA:

We send this traveling minute with Friend Brian Yaffe, who is carrying his concern to Representative Meeting. Given Brian's love for and years of involvement with SAYMA, as well as his careful attention to process and faithfulness to Quaker practice, we trust his discernment as he follows his leading—that of aiding SAYMA in maintaining its vital role as a loving and supportive community for all its members and associated meetings.

We will be holding you all in the Light during these tender times.

Catherine Reid and Gib Barrus
Co-clerks, Celo Friends Meeting

9th month 8th day 2019

Attachment F: Ad Hoc SAYMA-URJ Support Committee Report

September 2019 SAYMA Rep Meeting
Report from Ad Hoc URJ Support Committee

Current members of the committee: Kit Potter, Karen Morris, Susan Firestone, Bert Skellie and Shannon Roberts Smith (clerk).

This Ad Hoc Committee has been charged by the clerk of SAYMA to explore how European-descended (white) Quakers can best organize to support the mission, vision and goals of the SAYMA-URJ committee. Although we are not yet prepared to submit recommendations to the body of SAYMA, we do want to offer an update on our progress thus far.

We have unity around the need for a permanent standing committee and are working to discern recommendations around a name and charge. There is a good level of clarity and unity that the primary functions of said standing committee will be:

- 1) As developed and directed by the SAYMA URJ Committee: provide organizational and logistical support for implementation actions of programming in support of our common goal of making SAYMA a more welcoming community for FOC.
- 2) Under the guidance of SAYMA-URJ: encourage, support and coordinate education and awareness-building efforts around race and racism with both individual Friends and within SAYMA Monthly Meetings.

We hope to be able to submit formal recommendations around a committee name and charge at the next Rep Meeting.

In the meantime, we felt it was incumbent upon us to get on with some work, so we have begun to compile a list of resources with the guidance of the clerk of URJ. We are working to curate, categorize, and organize the list so that Friends can more easily discern what may be most relevant to their specific concerns.

We are also looking at ways to implement the previous URJ recommendation of formal, facilitated anti-racism training at the SAYMA level for all SAYMA Representatives and Committee Members.

SAYMA.URJ Report-September 2019

Observations, Analysis, Concerns, Recommendations and Funding Request

Friends Meetings, Yearly Meetings and wider Quaker organizations everywhere, have committed themselves to becoming anti-racist faith communities. New England, New York, Philadelphia, Baltimore, and now SAYMA have yearly meeting anti-racism committees. New England Yearly Meeting passed a Minute on Racism in 2001, yet what they have been doing about racism in the last 18 years, is anyone's guess. Every few years Friends ask themselves, why the Religious Society of Friends is so white. If you listen to the conversations about this, they are invariably about how Quakers can attract more people of color to Quaker Meetings. It is essentially about how white people can create the fantasy diverse faith community they want, without having to confront their own racism. Meanwhile Friends of color remain few and far between. Historically, there have always been a few brave people of color led to Worship in the manner of Friends, though many more have left than have stayed--most often citing encounters with racism as the reason.

In 2017/18, Friends General Conference spent \$63,455 on an Institutional Assessment of Systemic Racism. They said the Institutional Assessment was a direct response to events at the 2016 Gathering which encapsulates a long history of Friends of Color experiencing racism among Friends." (Executive Summary, Page 1.)

SAYMA eagerly approved contributing funds to this endeavor the same year the ad hoc SAYMA-URJ formation committee, consisting entirely of SAYMA Friends of color, was granted \$1000 to do all the organizing and planning for a Friends of color retreat, intended to bring Friends of color together from across the yearly meeting's wide geographic area, cultural and class differences.

The plan was to begin the necessary process of community building among SAYMA Friends of color in order to include them in the spirit-led discernment of crafting the Vision, Mission and Goals of SAYMA-URJ. Needless to say, the Vision, Mission and Goals were written and approved by SAYMA Friends of color, but the community building piece never happened. Why? It's simple: URJ was set up to fail by white Friends who just could not stop themselves from interfering, or trying to manage a process which should have been all about Friends of color. Every divisive trick from the white entitlement playbook was employed, from manipulating Friends of color against one another to depriving URJ of the resources needed to do the work. Therefore, as clerk of SAYMA-Uplifting Racial Justice (SAYMA-URJ), I thought it would be instructive to share my interpretation of FGC's post-assessment recommendations which pertain to SAYMA.

Recommendations:

1. Resolved that in all FGC (SAYMA) decision-making processes, each body shall answer the following query with respect to each decision, "**How does this decision support FGC/SAYMA's goal to transform into an actively anti-racist faith community?**" Yes, SAYMA needs to do this.

2. Establish a group to implement the work of the Institutional Assessment on Systemic Racism. Its charge shall be to guide the transformation of FGC/SAYMA into an antiracist organization. (SAYMA-URJ is already performing that function. Now all that is needed is for SAYMA to approve the ad hoc white Friends URJ support committee as a standing committee.
3. The implementation Group will use the information and recommendations from the Institutional Assessment on Systemic Racism to begin their work and **its work shall not be limited to the scope of the report and its recommendations.**
4. Ask Monthly Meetings to collect and provide demographics of their Meetings that include age and race. URJ agrees. Collecting this data will help us track our progress, or lack thereof.
5. **Increase the capacity and financial resources of SAYMA-URJ** to provide anti-racism learning [and practice] opportunities for Monthly Meetings. Provide enough resources to assist Friends of Color serving SAYMA by working with URJ.
6. Conduct a detailed review of SAYMA Faith and Practice, policy & procedures with a view to considering the intentional and unintended impact and consequences on the participation of Friends of Color. URJ wholeheartedly agrees with this and is ready to work with Ministry and Nurture or whomever on this project.
7. Make every effort to bring in new Friends of Color rather than further burdening the few Friends of Color currently serving in leadership capacities.
8. Develop a means to examine and change Quaker traditions, language and processes developed by white supremacist Quaker ancestors to be inclusive of other cultures.
9. Seek **funding to implement URJ's recommendations** including but not limited to:
 - a. **Create an endowment to provide funding for People of Color engaged in social change, anti-racism and/or counter-colonial work.** SAYMA-URJ has already approved the creation of a **Racial Justice Fund** for these purposes.
10. **Increase the Racial Justice Fund**, enabling URJ to provide support for Friends of Color to participate in SAYMA and FGC sponsored events, **including sponsoring their own events and projects.**
11. Commit to solving the barriers People of Color face that preclude them from fully functioning as SAYMA Friends. In other words, **DO better.**

<https://www.fgcquaker.org/sites/default/files/attachments/IA%20Task%20Force%20Executive%20Summary%20-%20final.pdf>

[Note: In the following paragraphs some names and a couple of phrases are removed for privacy since the report will be in the minutes and available to anyone who searches the SAYMA website. This was in response to a request from at least one of the people whose names were used in this section of the report.]

In the three months since I became URJ's clerk, URJ has faced every characteristic behavior and attitude of internalized white racial superiority from SAYMA leadership, as we set out to fulfill URJ's Mission and Goals.

URJ faced unprecedented obstruction from the Finance Committee when we attempted to access our own money. In June, there was roughly \$16,000 in Set-Aside funds and \$2000 in Donor-Restricted funds, adding up to approximately \$18,000 for URJ's exclusive use. When URJ attempted to access its funds to conduct the committee's business, the Finance Committee clerk, [name removed] challenged URJ's authority and judgement. He accused URJ members of engaging in fraudulent activities, questioned whether URJ's member were "legitimate" and the committee's spiritual discernment process. URJ members were profiled, falsely accused, and treated like potential thieves everyone in SAYMA should be wary of. URJ was also suspected of "conflict of interest" even though SAYMA never had a conflict of interest policy before. In short, SAYMA-URJ spending was delayed and withheld while URJ members were criminalized and rudely interrogated for attempting to spend roughly \$6,000 of the committee's own money. Then, after all of that, all URJ spending was put on hold by the Treasurer, until after the September Representative's Meeting, while she went on vacation.

Worse than that, there was no qualified individual SAYMA Friend, committee or process available to fairly mediate the situation and/or hold anyone accountable, for what was a totally baseless racist attack against URJ members. As URJ clerk, I reached out to the SAYMA clerk, [name removed] demanding a public apology from the Finance Committee clerk, from whom the spurious accusations originated. In fact, we were preparing to demand his removal as Finance Committee clerk, when he abruptly resigned rather than admit fault and apologize. However, URJ still feels we are owed a public apology.

The [name removed] response was predictable but nonetheless shocking. She actually said, "Apologies need to be reciprocal for them to provide a space for growth or healing. I will leave the apologies up to you [name removed] and the Finance Committee clerk when you are ready to offer them. I believe you both contributed to the misunderstanding of what was going on."

All I could say was, Wow. Because the SAYMA clerk's response sounded very much like our president, when he said, "There were very fine people on both sides," after the tiki torch white supremacist riot in Charlottesville, VA.

This was no mere "misunderstanding." The presumption—based on nothing at all—that Friends of color must somehow be up to no good and therefore need extra oversight and supervision to dispense our own set-aside and donor restricted funds, **contradicting already agreed upon SAYMA policy**, was traumatizing for URJ's members and myself, as its clerk. That *these Friends* [names deleted] and other members of the Finance Committee dared to assume responsibility for interpreting SAYMA-URJ's Mission and Goals, and to question whether URJ was living up to them was beyond the pale for us.

In her response to URJ's concerns, our SAYMA clerk had the audacity to advise me, to "**Listen**

more, speak less, and act like we're on the same team.”... “Rather than creating a we/they adversarial confrontation, I would prefer that conflicts be resolved in a way that declares, “Because we are all Quakers, let’s work on this together until we find a way forward that is mutually agreed upon and Spirit-led.” News flash,[name deleted]:

“If you are neutral in situations of injustice, **you** have chosen the side of the oppressor. If an elephant has its foot on the tail of a mouse and **you** say that **you are neutral**, the mouse will not appreciate your neutrality.” --Archbishop Desmond Tutu

“The hottest place in Hell is reserved for those who remain neutral in times of great moral conflict...[an individual] who accepts evil without protesting against it is really cooperating with it.” – Martin Luther King Jr.

Whereas, SAYMA policy, under “Disbursement of URJ Funds” clearly states:

If the authorized person(s), i.e. the URJ clerk(s), has/have approved the expenditure and the funds are available in the appropriate category, the treasurer makes the payment. **The accounts payable policy does not give the treasurer or the finance committee authority to deny or delay payment due to questions of judgment about the advisability of an expense that has proper authorization and for which funds are budgeted and available.**

Under Conflict Resolution:

Should URJ and the finance committee find themselves in disagreement about the use of funds for which URJ is responsible, all involved need to keep in mind that among the goals of URJ, warmly received at Rep Meeting 159, is: **Work to resolve the expressed concerns of Friends of Color in a timely manner.**

Because **“We don’t have a specific conflict resolution process to propose at this time.”**

That I had to argue via e-mail, over several weeks, with the Finance Committee and the treasurer in order to access URJ funds is not only patronizing and deeply insulting, it is also exactly how institutional white supremacy/racism operates in predominantly white organizations, like SAYMA. Given the proclivity for White Americans to criminalize people of color, particularly Black people, for doing everyday things, like breathing, it was highly offensive for Charles Shade or anyone to interrogate URJ over its well-seasoned financial decisions, especially when everything URJ has done is completely legal.

Remember, SAYMA made a commitment to dismantle its racism, consistent with the same decision made by FGC in 2017. At the FGC Central Committee meeting, as their minute was being approved, one white Friends described how white supremacy showed up in their process. Near the end of the Executive Summary, it says, “a White Friend noted to [one of the trainers] ...“So, did you see that just happen? That is us – that is our Quaker white supremacy in action in our process. We tell you to bring us a big, beautiful expansive dream, and then through our process we will whittle it down for you and put it into a box.”

I call this “racial process violence” which is precisely what URJ is designed to address. The entire purpose of structuring SAYMA-URJ as a Friends of color only committee, was to prevent

white supremacy, conscious or unconscious, from creeping into the separate work Friends of color need to do, as SAYMA works to unpack its racism. The intent of the URJ ad hoc formation committee was to open ways for Friends of color to provide the leadership SAYMA desperately needs to address its systemic and institutionalized racism, without white interference in its processes. Though URJ exists to work with SAYMA to build the multicultural, anti-racist faith community you committed yourselves to, we cannot and will not do your work for you. White Friends have got to do their part. Which is the reason SAYMA-URJ recommended the formation of an auxiliary White Friends only, URJ support committee.

Change does not happen by doing things the same way one has always done them. Because white supremacy is maintained by white people controlling all narratives, processes and resources, concerning everything and everyone, white people generally do not notice how they are upholding white supremacist systems and institutions. Therefore, with URJ's guidance, SAYMA Friends must examine how we do things to discern whether our policies, processes and practices are in line with what we say we believe in: Integrity, Equality, Peace, Love, Community, etc.

FYI: SAYMA-URJ members are all adults, fully capable of managing URJ's financial business, without extra oversight or interrogation from the Finance Committee. And URJ is unified that it will never be put through that kind of racist harassment again.

Therefore, in view of the fact that the SAYMA Finance Committee will most likely be populated by well-meaning color-blind racists for the foreseeable future, URJ must have complete control of its finances as per Goal # 10 of the revised URJ Vision Mission and Goals. (Attached) The SAYMA treasurer will hand over all funds set aside for URJ via electronic transfer, to whichever bank or credit union URJ decides to use. In future, any SAYMA Funds allocated to URJ and/or funds from Friends Meetings and individuals will be deposited into that account. **From now on, URJ will manage its own finances and submit an annual financial report to SAYMA.**

Now let us address another issue raised at Sessions 2019: That URJ members need to be members or attenders of a SAYMA Meeting, vetted by the Nominating Committee and approved by the entire body of SAYMA. What is the point of having a racial justice committee only Friends of color can serve, if white Friends can choose which Friends of color will be members? Frankly, it makes no sense at all. This is a perfect example of unnecessary oversight of the activities of Friends of color. Because it clearly states in SAYMA Faith and Practice, (top of page 25) **"Members of ...standing Committees are either self-selected** or recommended by the yearly meeting Nominating Committee."

Therefore, **URJ will approve its own members and clerk without interference from SAYMA. White Friends will not decide how many members URJ should have, nor whether they need to be members of Meetings, or even Quakers. White Friends absolutely will not take it upon themselves to interpret URJ's Vision, Mission or goals, and will not dictate URJ's agenda.**

URJ must establish these boundaries to protect the mental health and stability of its membership from the "internalized racial superiority" and white addiction to exploitation and control of non-white peoples. Especially since no Quaker process, practice or procedure has yet been developed to protect Friends of color from racist incidents, conscious or otherwise, or to hold Quaker racists accountable for their actions.

In spite of everything, in the three months since I became clerk, URJ, has made some progress.

1. SAYMA-URJ is now formally affiliated with **the Friends center for Racial Justice**. We will be collaborating on a number of projects in the future. In addition, URJ reimbursed Angela Hopkins' travel costs of \$690 to SAYMA2019.
2. The **Paul Cuffee Friends of Color Worship Group** was established, in fulfillment of URJ's mission to **"provide safe space for Friends of color to bring issues and concerns regarding racism within their Monthly Meetings and SAYMA, to find support and advocacy."** The Paul Cuffee Worship Group acts as a Meeting community for people of color who wish to worship in the manner of Friends, if/when they are uncomfortable doing so in SAYMA's all or mostly white Quaker Meetings. URJ named the worship group after Paul Cuffee (1754-1812), because two members of URJ, are direct descendants.
3. URJ has partnered with **the Abolitionist Center**, in Sumter SC. SAYMA-URJ and the Abolitionist Center share work and living space. It is also where the Paul Cuffee Worship Group meets for Worship. As part of the partnership agreement with the Abolitionist Center, URJ committed to financially supporting the Abolitionist Center's work, with an initial investment of \$3000.
4. URJ granted \$1000, to **Asheville Black Lives Matter** to support its community work, and intends to continue granting URJ funds to ABLM in the future.
5. URJ granted its clerk \$1000 in financial aid to cover the costs associated with moving to the Abolitionist Center and repairs to her living and work space. More money will be needed, as there is still plumbing and electrical work to be done before the property is fully habitable.

In total, URJ spent \$5,690, to date, leaving approx. \$12,310, based on a starting approximate figure of \$18,000.

Funding Request:

SAYMA-URJ requests an additional \$10,000 for fiscal year 2020. URJ also requests donations from individual Friends and Monthly Meetings for **the Racial Justice Fund**.

Any plan for racial justice must include economic justice. If you do not comprehend what we are saying or why, please Google the racial wealth gap. URJ asks that you to give generously, according to your capacity, to those most impacted by racial economic disparities and that you let go of your need to control what is done with those funds.

SAYMA-URJ is bursting with talent, ideas and commitment to the cause of uplifting racial justice and must have ample funds to implement SAYMA-URJ's Vision, Mission and Goals. Lastly, every person of color who survives the relentless onslaught of white supremacy is already doing their part, every day, to challenge and dismantle it. We have put our lives, livelihoods and

health at risk to work with White Friends who say they want to dismantle their racism, so the very least you can do is support our initiatives. Because, there is so much SAYMA-URJ can accomplish in the name of Friends, with enough money.

“In my workshops, I often ask people of color, ‘How often have you given white people feedback on our unaware yet inevitable racism? How often has that gone well for you?’ Eye-rolling, head shaking, and outright laughter follow, along with the consensus of *rarely, if ever*. I then ask, ‘What would it be like if you could simply give us feedback, have us graciously receive it, reflect, and work to change the behavior?’ Recently a man of color sighed and said, ‘It would be revolutionary.’ (From “White Fragility: Why It’s So Hard for White People to Talk about Racism” by Robin di Angelo. Page 113.)

In the Light of Racial Justice,

Sharon “Star” Smith, clerk of SAYMA-URJ

Revised SAYMA-URJ Vision Mission and Goals

Vision: SAYMA-URJ envisions a Yearly Meeting community where every Friend of color feels welcome. We see a SAYMA community where the divine Light within every Friend of color is affirmed, their unique history, spiritual journey and lived Truth is honored, where our messages and concerns are heard and respected with due consideration. We see a SAYMA community where Friends of color are empowered to build close spiritual Friendships, appreciation, love and support for the weighty responsibilities we carry as people of color, embodying Quaker Testimonies. Within and outside of the Religious Society of Friends.

Mission: To help SAYMA become a welcoming place for Friends of color. The committee will do this by providing safe space for Friends of color to bring issues and concerns regarding racism within their Monthly Meetings and SAYMA, to find support and advocacy. The committee will also work to raise awareness about White Supremacy aka racism within SAYMA, by compiling and disseminating educational resources.

Goals: (The following goals were originally compiled by canvassing SAYMA FOC. We asked what they felt they needed to feel safe and welcome among Friends.)

- 1.Help navigating Quaker culture and process--like a FOC welcome committee, a printed guide to Quaker culture for newcomers and or assigned mentors.
- 2.Opportunities to connect with other FOC to build a community of support, share experiences and get emotional and tactical support from other FOC.
- 3.Commitment from SAYMA to address/respond to the concerns of FOC in a timely manner, with sincere listening not defensiveness, avoidance, scapegoating, labeling, “management” and process violence.
- 4.Work with SAYMA M&N to develop a conflict resolution/reconciliation process that does not expect victims to facilitate or take responsibility for what happened to them. SAYMA must stop blaming victims for their own oppression.
- 5.Hire skilled facilitators for private FOC only sessions, to help FOC understand and heal from generational racial trauma and develop personal and group empowerment.
- 6.Arrange dismantling racism workshops for everyone in SAYMA.
- 7.Only FOC can be “voting” members of SAYMA-URJ. URJ will choose it’s own committee members and clerk.
- 8.SAYMA/URJ encourages white Friends to play supportive roles, as non-members. (Maybe form an auxiliary group)

9.URJ will meet in real time at SAYMA in June, at September and March Representatives Meetings, and as often as needed by conference call or video conference.

10.URJ needs financial autonomy, its own bank accounts, to prevent well-meaning unconsciously racist white Friends on the Finance Committee from delaying or withhold URJ's funds over differences of opinion as to how URJ's funds can or should be used. URJ will have unlimited access to its own set-aside and donor restricted funds which only URJ will decide how to spend.

11.URJ will create a **Racial Justice Fund** with enough cash to dispense "grass roots reparations," as needed. Such as: occasional rent/mortgage money, auto repair and maintenance, travel expenses, and any other purpose Friends of color request financial assistance for. Also to cover the cost of Friends of color retreats and skilled facilitation for Friends of color. In short, any legal use for which money can be used to address issues of economic injustice which disproportionately impact People of color.

Approved by SAYMA-URJ on August 20th 2019

Attachment H: SAYF Support Committee Report

SAYF Support Committee Report
for Fall Rep Meeting, 2019, at West Knoxville Meeting House

SAYF Support Committee met with the SAYF Steering Committee and the SAYF Nurturers at their August Nurturers Retreat in Swannanoa, NC the weekend of August 15 - 17.

Present: Chuck Jones (clerk), Sig Christiansen, Jennifer Dickie (Rep from SAYF Steering Committee), Autumn Woodward (SAYF Admin Assistant), Sue Abate (SAYF Steering), Nancy Olsen (FAN in Training), and many nurturers.

In line with our committee tasks and responsibilities, we checked in with the SAYF Steering Committee as to their health and well being.

We spent much of our time together working on revising the SAYF Handbook. In particular we worked on and continue to work on the FAN Training including a Powerpoint, a letter that was included in the Parent letter. We also worked on procedures for dealing with violations of guidelines by teens as well as adults.

It was reassuring to see how the Nurturers discussed and wrestled with their own guidelines on consequences for rule breaking. If they are what Quakers have to take over from us older Friends, then we have nothing to worry about. Our young Friends are mature beyond their years and we can be proud of them.

In addition to background checks for FANs, we are looking at requiring background checks for all adults who spend the night at SAYF retreats. That would include Night Shepherds and FADs who stay overnight. We also want at least one of the FADs (Friendly Adult Drivers) per car to be background checked, but we realize that that falls under the responsibility of Monthly Meetings.

Submitted by Chuck Jones
Clerk SAYF Support Committee
Chattanooga Monthly Meeting.

Attachment I: Queries

From the *Guide to Our Faith and Practice* pp. 49-50 Community

Every community experiences difficulties and it is important to avoid the temptation to “sweep them under the rug.” Open recognition of and respect for differences, forthright sharing, and sincere corporate reflection strengthen meetings and provide ways to resolve conflicts in a direct and loving manner. Conflicts affecting entire meetings may be addressed through threshing sessions or worship sharing. SAYMA’s Ministry and Nurture Committee may be called upon for help. For conflicts between individual Friends, a Clearness Committee may be helpful. It is Quaker practice to prefer mediation or negotiation to resolve disputes without litigation. Harmony emerges not merely from coming to understanding and resolution but also from the mutual search for the truth conducted in a spirit of tender listening and care. The unity we seek is not sameness of belief, but the oneness of people drawn together in love and concern for each other, grounded in the Spirit.

We want our meetings to be affirming and nurturing, but if we expect that we will always feel safe and comfortable there, we risk becoming unwilling to welcome Friends different from ourselves. The practice of inclusivity challenges each of us in different ways to reach past our limiting assumptions and fears to find the Light in others. The practice of inclusivity challenges each of us in different ways to reach past our limiting assumptions and fears to find the Light in others. When we do so, we find aspects of the Light we did not expect: the diversity of our community may be greater than we can easily accept. It is valuable, even if painful, to admit that we often fail to live up to our aspirations. Our meetings are often homogenous - socially, politically, racially, spiritually, intellectually, culturally, and in other respects. The process of inclusion, though it requires adjustments from each of us, gives us all a deeper experience of the Spirit.

Queries for Representative Meeting 143

How can we become a community in which we are more comfortable with different approaches which may be necessary from time to time as we attempt to meet our various challenges?

How can we move ahead with more clarity about our relationships, our responsibilities, and our various roles?

Why or how does it make us uncomfortable when someone of color uses a different approach in committee formation and work?

What is authentic power and how is that different from control?

How can our collective power be enhanced for the purpose of meeting the political, social, and environmental challenges we face?

Attachment J: Treasurer's Report

SAYMA Balance Sheet							
		As of 9/30/2018			As of 8/31/2019		
1							
2							
3	Assets						
4	Checking - SAYF - First Bank		4,399			6,584	
5	Financial Services - Pay Pal					0	
6	Checking - Bank Am		12,492			18,740	
7	Checking - Suntrust		5,485			0	
8	Money Mkt Acct		32,577			33,121	
9	Checking - PNC Bank		<u>22,284</u>			<u>15,888</u>	
10	Total Assets				<u>77,237</u>		<u>74,334</u>
11							
12	Total Liabilities				0		0
13							
14	Equity						
15	Donor-Restricted Funds						
16	URJ Donor-Restricted Fund		<u>2,271</u>			<u>0</u>	
17	Total Donor-Restricted Funds				2,271		0
18							
19	Funds Designated by SAYMA						
20	Reserves ¹		17,949			18,806	
21	Set-aside Funds						
22	Fund - Boone MM in trust		0			2,677	
23	Fund - FWCC 3rd World Deleg		1,600			0	
24	Fund - Released Friend		10,165			10,165	
25	Fund - SAYF		4,399			6,584	
26	Fund - Spiritual Development		3,730			247	
27	Fund - Uplifting Racial Justice		16,000			12,319	
28	Fund - YAF Scholarship		1,365			1,365	
29	Fund - Youth Enrichment		2,696			2,696	
30	Total Set-aside Funds		<u>39,955</u>			<u>36,053</u>	
31							
32	Total Funds Designated by SAYMA				57,904		54,859
33							
34	Remaining Undesignated Equity				<u>17,062</u>		19,475
35	Total Equity				<u>77,237</u>		<u>74,334</u>
36							
37	Total Liabilities and Equity				<u>77,237</u>		<u>74,334</u>

¹ Reserves are set at 40% of FY Operating Expenses. This excludes Yearly Meeting expenses, transfers to set-aside funds and WQO donations. Tapping this account would indicate a distressed financial condition.

1	SAYMA General Fund Budget Report				
2	FY 19 October - August		Budget FY 19	Oct - Aug	
3		Actual FY 18	Per RM 3/19	11 Months (92%)	
4		10/1/17 -	10/1/18 -	10/1/18 -	%
5		9/30/18	9/30/19	8/31/19	to-date
6	Income				
7	Assessments	\$ 48,829	\$ 52,563	\$ 44,507	85%
8	Contributions – General (\$50) + Boone (\$2677)	1,040	1,810	2,727	151%
9	Interest - Money Mkt	454	420	545	130%
10	Publication Sales	59	47	237	504%
11	YM Income	45,201	55,900	41,787	75%
12	Total Income	\$ 95,583	\$ 110,740	\$ 89,803	81%
13					
14	Expenses				
15	SAYMA Operations				
16	Liability Insurance	\$ 1,593	\$ 1,504	\$ 677	45%
17	Office Admin	5,234	3,435	3,256	95%
18	Personnel	29,972	30,876	22,547	73%
19	Publications Expenses				
20	Pub Exp - Directory				
21	Pub Exp - Faith & Practice			427	
22	Pub Exp - Newsletter		1,200	-	0%
23	Pub Exp - Web & Hosting Srvc		200	-	0%
24	SAYF Operational Transfers	2,000	2,000	2,000	100%
25	SAYMA Committees	1,023	2,000	90	5%
26	Travel Reimbursements				
27	Travel - Rep Meetings	73	500	-	0%
28	Travel - WQO Delegates	5,032	4,800	4,510	94%
29	Set-aside Fund Annual Allotments				
30	Boone MM Fund			2,677	
31	FWCC 3rd World Delg Annl Exp	-			
32	Released Friend Annl Exp	-			
33	Spiritual Development Fund	1,500	500	500	100%
34	Uplifting Racial Justice Fund	16,000			
35	YAF Scholarships Annl Exp				
36	Youth Enrichment Fund Annl Exp				
37	Transfer to (from) Reserve	(434)		857	
38	Yearly Meeting	44,714	58,637	43,848	75%
39	Quaker Membership Orgs Annual Contribns				
40	FGC	300	750	750	100%
41	FWCC	300	750	750	100%
42	Other WQO Annual Contributions	3,600	4,500	4,500	100%
43	Total Expenses	\$ 110,907	\$ 111,652	\$ 87,389	78%
44					
45	Net Income	\$ (15,324)	\$ (912)	\$ 2,414	

YM 2019 Financial Summary				
			Budget	Actual
YM Income				
	Registration			39,176
	Scholarship contributions			1,593
	Bookstore sales			1,019
xxxx				
Total YM Income			55,900	41,787
YM Expenses				
	WWC Conference Services			33,042
	Paypal fees on registration receipts			519
	Golf cart			358
	Dance caller, musicians and sound expert			700
	Bookstore			1,107
	JYM and Playcare			6,172
	YM Supplies			416
	Printing, Postage, Misc			1,535
xxx				
Total YM Expenses			58,637	43,848
YM surplus (deficit)			(2,737)	(2,061)

1	SAYMA Funds Report											
2	October 2018 - August 2019											
3	Funds Designated by SAYMA											
4		URJ Donor-Restricted	Reserves	Boone MM	FWCC 3rd World Delegate	Released Friend	SAYF	Spiritual Dev't	URJ	YAF Sch'ship	Youth Enrich't	Total
5	Beginning Balance, 10/1/18	2,271	17,949	-	1,600	10,165	4,399	3,730	16,000	1,365	2,696	60,175
6	Transfer In from General Fund		857	2,677			2,000	500				6,034
7	Income											-
8	SAYF											-
9	Retreat Fees						3,555					3,555
10	Donations						2,800					2,800
11	Other						40					40
12	Spiritual Development											-
13	Clerking workshop registrations							1,960				1,960
14	Total Income	-	857	2,677	-	-	8,395	2,460	-	-	-	14,389
15												-
16	Expense											-
17	URJ Donor-Restricted and Set-aside Funds											-
18	March meeting space rental	262										262
19	Angela Hopkins airfare	690										
20	Laura Saha for work with Abolitionist Ctr.	1,319							1,681			
21	Sharon Smith for moving expenses								1,000			
22	United Comm. Dev't NC for Asheville BLM								1,000			
23	FWCC 3rd World Delegate Fund											-
24	FWCC Section of the Americas meeting				1,600							1,600
25	SAYF Fund											-
26	Retreat Expenses						4,082					4,082
27	Training						1,072					1,072
28	Website, postage, supplies, copies						1,056					1,056
29	Spiritual Development Fund											-
30	Clerking workshop - A. Larrabee costs							3,280				3,280
31	FCNL trip for Warren Wilson students							1,000				1,000
32	Pendle Hill workshop - SAYMA clerk							455				455
33	Religious Ed Mtg - Laura Norlin							1,208				1,208
34	Total Expense	2,271	-	-	1,600	-	6,210	5,943	3,681	-	-	19,705
35												-
36	Net Change	(2,271)	857	2,677	(1,600)	-	2,185	(3,483)	(3,681)	-	-	(5,316)
37												-
38	Ending Balance, 8/31/19	-	18,806	2,677	-	10,165	6,584	247	12,319	1,365	2,696	54,859

**Looking Ahead:
Projection for FYE 19 and
FY 2020 Budget**

		FY19 Budget (v. 1.2, Mar RM)	Actual 10/1/18 - 8/31/19	FY 19 Projected as of 9-12-19	FY20 Approved 6/16/19
1					
2					
3	Income				
4	Assessments	52,562	44,507	54,719	50,425
25	Contributions – General	1,810	2,727	2,727	1,500
26	Interest - Money Mkt	420	545	590	700
27	<i>Publication Sales</i>	47	237	250	50
30	<i>YM Income</i>	55,900	41,787	41,788	52,900
34	Total Income	110,739	89,803	100,074	105,575
35					
36	Expenses				
37	SAYMA Operations	44,516	31,507	37,099	43,520
38	Liability Insurance	1,504	677	677	850
39	<i>Office Admin</i>	3,435	3,256	5,065	5,295
49	<i>Personnel</i>	30,876	22,547	24,185	25,705
53	<i>Publications Expenses</i>	1,400	427	427	270
58	<i>SAYMA Committees</i>	2,000	90	200	3,800
69	<i>Travel Reimbursements</i>	5,300	4,510	6,545	7,600
72	Set-aside Fund Annual Allotments	2,500	5,177	5,177	8,600
82	Yearly Meeting	58,637	43,848	43,849	52,900
94	Quaker Membership Orgs Annual Contribns	1,500	1,500	1,500	2,500
97	Other WQO Annual Contribns	4,500	4,500	4,500	4,650
109	Adjustment to Reserves	-	857	857	(540)
110	Total Expenses	111,653	87,389	92,982	111,630
111					
112	Surplus (deficit)	(914)	2,414	7,092	(6,055)

Attachment K: Finance Committee Report

Finance Committee Report to Representative Meeting September 14, 2019

Charles Schade the chair of Finance Committee resigned in August and we thank him for his seven years of service both on the committee, as finance clerk, and as treasurer. Geeta McGahey who has served on the committee for the last four years will be acting as clerk until nominating committee is able to find a replacement and have it approved. Carol Lamm will complete her term as treasurer in 2020 and move away the next year. Annika Peacock has resigned as Assistant Treasurer; her position would have advanced to Treasurer in 2020. We hope that the Nominating committee will fill this position so that Carol can help the new Assistant Treasurer understand the job.

At our August meeting, Carol presented the SAYMA Balance Sheet and budget report, financial report on Yearly Meeting and Funds report as of July 31. Some of the URJ expenses were questioned. The treasurer's reports were approved, with a number of questions, which after reviewing IRS guidance will be referred to an attorney familiar with IRS tax-exempt requirements.

We discussed our concerns about URJ's financial expenditures. An initial assumption was that URJ would have the clerk and some designated members nominated by nominating committee and approved by SAYMA. We have learned from URJ that it is their understanding that its members are volunteers and may not yet be associated with a MM. The treasurer is awaiting clarification of committee structure at Rep meeting prior to additional actions on URJ expenditures. Finance committee wants to uphold the mission, vision, and goals of URJ.

The task of the Finance Committee is stewardship of funds while doing God's work as SAYMA discerns. Accountability is a large part of our work and we have concerns about the funds being used in accordance with our place as a non-profit and the usual rules of disbursements and documentation. We are also concerned that our white experience may be getting in the way and inhibiting us to lift up and understand the concerns of Friends of Color and encourage their involvement and leadership.

Recommends Approval -. We reviewed SAYMA Draft Financial Policy Goals and recommend approval. They are attached to this report and if approved will be included in the handbook

Over the coming year, our committee will review SAYMA's financial practices/procedures, ascertain additional needed material, consult with other committees as appropriate, and bring additional policies for approval by SAYMA Friends prior to undergoing our fiscal review by an outside party.

Respectfully submitted

Geeta McGahey, clerk

SAYMA Financial Policy Goals

In yearly meeting sessions, representative meetings, and in some committees, SAYMA makes decisions that have financial consequences. The purpose of the financial policies is to guide the implementation of these decisions in accord with Quaker values. The financial policies should reflect the following principles.

1. The highest standards of integrity are expected from all involved. Financial integrity is supported by:
 - a. A culture of transparency that includes questioning and frequent review of financial transactions and practices.
 - b. Internal controls that reduce opportunities for mistakes, misappropriation of funds, and errors in reporting.
2. Donations and assessment payments are acknowledged with thanks on a regular schedule.
3. Records of all funds collected and paid out, including authorization for payments, are maintained in a form that can be efficiently examined.
4. Clear, complete financial reports are regularly prepared and presented to the appropriate bodies on a regular schedule.
5. All requirements of federal, state and local government, including expectations specific to charitable organizations, are met unless SAYMA explicitly directs otherwise (e.g. in the case of war tax resistance).

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Attachment L: Yearly Meeting Planning Committee Report

SAYMA Yearly Meeting Planning Committee First Report to Monthly Meetings

The Yearly Meeting Planning Committee met on September 14, 2019 at West Knoxville Meeting to begin planning for our 2020 Yearly Meeting. There are many details yet to be worked out over the next nine months, but we want to share some important decisions that WERE made.

The Dates and Place: Yearly Meeting will again be at Warren Wilson College. The dates are Thursday, June 11 through Sunday, June 14.

The Theme: Feed, Shelter, Serve: Our Bucket List Now!

Because the theme is not immediately self-explanatory, we are supplementing it with the following explanatory paragraph:

Climate Change is an existential threat to life on earth as we know it and we are called to action to both reduce the extent of the damage by changing how much carbon we put into the atmosphere, but also to mitigate the damage to those least able to absorb the changes. We recognize that the beneficiaries of our carbon economy have been disproportionately the wealthiest 10% of the world's population, and that the impacts have fallen disproportionately on the poor and non-white of the world.

We are called to service in our lives and many are already finding ways to serve in this crisis. Hence we found the words "feed, shelter, serve." "Our bucket list now!" has a double meaning. First, is the urgency of doing what it needed before it's too late. The second, is to re-examine our personal experience goals in light of this crisis. Air travel is one of the most carbon-intensive activities an individual can engage in, yet many "bucket lists" of individuals include exotic travel. The inclusion of the phrase "our bucket list now" is to challenge us to examine how our choices impact others all over the world and consider how different choices might benefit rather than harm.

We see the theme as igniting a spiritual response that is empowering and reinforces many of our existing Quaker testimonies as well as current concerns around racial justice, war, and inequality. The theme is a direct response to the desire for an earth-inspired theme that was raised at the final business session at yearly meeting. We invite Friends to consider how they can enrich the Yearly Meeting by offering a workshop that speaks to this theme and to come prepared to share from your experiences of service.

A more formal request for workshop proposals will come out in the next month.