

Southern Appalachian Yearly Meeting and Association  
Online Representative Meeting #145a  
Held by Video and Telephone Conference Call

*Ninth Month 26, 2020*

**145a-01 Opening Worship and Readings**

Readings: *“To attempt to do the Lords’ work in our own way and to speak of that which is the burden of the Word in a way easy to the natural part does not reach the bottom of the disorder. To see the failings of our friends and think hard of them, without opening to that which we ought to open, and still carry a face of friendship – this tends to undermine the foundation of true unity.”*  
John Woolman, The Journal, 7.

*Above all things take heed of judging one another, for in that ye may destroy one another, and leave one another behind, and drive one another back into the world, and eat out the good of one another...so go on in the Truth, answering it in every one in the inward parts and in the power of God...in that is your life.*  
George Fox, Epistle 219.

**145a-02 Greetings, Roll Call, Clerk’s Charge {Attachment A – Attendance/Roll Call}**

SAYMA’S clerk Robert McGahey greeted Friends. He stated that he wanted to frame the meeting in terms of the racial justice work SAYMA wishes to continue and the national situation in terms of Black Lives Matter and the upcoming election. The clerk stated that Friends all want the same thing, but there were issues around communication and patience. The clerk took the roll call by having Friends use the raise hands function in Zoom.

**145a-03 URJ Report – Sharon Star Smith (Paul Cuffee WG) {Attachment B – URJ Report}**

The SAYMA URJ report is attached. The URJ clerk read the report. A Friend asked if Friends of color in SAYMA were working in collaboration with the URJ committee. URJ clerk said all members on the committee were part of the Paul Cuffee worship group.

A Friend of color from Atlanta asked that SAYMA URJ not receive any money from SAYMA. He said that Friends of color were not benefitting from URJ and were not comfortable working with the clerk of URJ. He asked that SAYMA URJ be laid down.

A second Friend of color from Atlanta said that the URJ clerk had a right to her own behavior and her own testimony, but as clerk of URJ she had failed to make a comfortable place for Friends of color. The number one goal of URJ, he pointed out, was to create a space to welcome the collective people of color, and as clerk of URJ she had failed. The clerk of URJ challenged these statements. She said she stood up against the racism in SAYMA.

A Friend of color from outside SAYMA said that she had been on the receiving end of a correction by Sharon, and while that was hurtful, it was also appropriate. One Friend said that violent actions had been committed against Sharon by white Friends. Another Friend said he had lots of idea about racial equality but he was afraid to speak of it within SAYMA, and he knew other people who felt the same way.

Friends accepted the URJ report.

**145a-04 Nominating, first reading – Kendall Ivie (West Knoxville FM) {Attachment C – Nominating Report}**

Kendall presented the Nominating report, with several new names being brought forward for approval. He announced that the names would be approved this afternoon, which would satisfy the requirements for approval at the second reading. Questions and comments would be allowed at that point. The report is attached.

**145a-05 Treasurer’s Report – Jackson Napier (Berea FM) {Attachment D – Treasurer’s Report}**

Jackson presented the treasurer’s report. It is attached. Jackson presented the current fiscal year report. There is one more month in the current fiscal year. SAYMA will likely end the year at a break-even point. Jackson announced that Carol Lamm, the previous treasurer, had terminal cancer. He said she would try to finish the fiscal year report but her energy was waning so she may not be able to. Friends observed a moment of silence to consider Carol.

In response to some questions, Jackson explained that undesignated equity is funds that do not have a designated purpose. They are not the reserves, but the undesignated equity rises and falls as expenses and revenue increase or decrease. Jackson said that assessments had been received after the fiscal report had been written, so the total revenue was greater than the report showed. SAYMA URJ made a grant to the Friends Center for Racial Justice after the report was written.

Friends accepted the treasurer’s report.

**145a-06 Finance Committee Report, second reading of budget – Geeta McGahey (Celo FM) {Attachment E, Finance Committee Report}**

Geeta commented on Carol Lamm having terminal cancer, and the personal loss this represented. She said she took the finance committee position because of Carol being treasurer.

Geeta announced that there were two positions open on the finance committee, and she was hoping that a Friend prepared to become assistant treasurer would be on that committee.

Geeta gave the report which is attached. Geeta said that Friends should look at the funds going to WQO’s which are recommendations from the WQO Allocations Committee. Jim Cavener, who was present at the meeting, and Geeta are members of that committee.

**Minute 145a-06-01: Friends approved of the allocations to the WQO in the budget, as recommended by the finance committee.**

Geeta said the budget, without the set-aside funds, has a surplus of \$4,786. After considering the set-aside funds, there would be a small deficit but that would change because of the assessments which were received this past month. Geeta explained that some committees did not request money and there were no contingency funds budgeted this year for committees that had no funds allocated.

One Friend suggested titling the budget a “provisional budget” since official budgets could only be approved at yearly meeting. This Friend also recommended defunding the SAYMA website since it was not compliant with SAYMA’s policies. The founder of the website said defunding it could cause SAYMA to lose the domain name. The SAYMA clerk said he would like to assign an ad hoc committee to review the policies around the website, and the website itself, instead of defunding the website. Hank Fay, Free Polazzo, Charles Schade and Aaron Ruscetta volunteered to serve on the committee.

Several Friends expressed resistance to money being allocated to SAYMA URJ. One Friend of color said it would be a stab in the back to black Quakers if white Friends approved money for SAYMA URJ. Other Friends expressed concern that the interim operating budget did not include money for SAYMA URJ or racial justice.

**Minute 145a-06-02: Friends approved the interim operating budget for FY 20-21 as presented by the finance committee.**

Shannon Roberts Smith, Pat Gailey, Margaret Farmer, Hank Fay, Melissa Preast, Sarah Willis, Adrienne Weir, and Jackson Napier all stood aside on approval of the budget. One visitor also expressed concern on the lack of funding for SAYMA URJ. One Friend said they were concerned that Friends were equating lack of funding for SAYMA URJ as a lack of commitment to working for racial justice. The clerk said he would be holding a threshing session in the winter on the issue of moving forward with work on racial justice in SAYMA.

Geeta read the finance committee statement about the set-aside funds as well as the amounts allocated to each fund so Friends could discuss over lunch. The statement and amounts are attached with the minutes.

**Lunch Break**

Friends resumed after lunch and had a period of silence.

**145a-06 Finance Committee Report, second reading of budget (continued)**

Geeta asked for approval for the following funding decision.

**Minute 145a-06-03 Friends approved the FWCC set-aside items in this budget**

The finance clerk said the finance committee had heard from different monthly meetings about funding for SAYMA URJ. She said while there were concerns about continuing funding for this organization, there were also many people in SAYMA who supported the committee. Therefore, the finance committee was recommending \$2,500 for SAYMA URJ; SAYMA URJ had

requested \$10,000. Some Friends said they thought that SAYMA must support racial justice work but they did not want to continue to support SAYMA URJ. Other Friends said it would be premature to defund URJ before efforts to resolve conflicts occurred.

One Friend of Color said WQO's such as AFSC were working on racial justice issues and Friends could be missing opportunities there. He also said that SAYMA URJ was created to give a safe space for Friends of Color, not to undo racism in SAYMA, which was the work of white people in SAYMA. Friends discussed different options of working on racial justice, and there were strong disagreements of whether or not to fund SAYMA URJ. Friends agreed with the clerk that there was no unity on allocating any funding for SAYMA URJ for FY 20-21.

#### **145a-07 Nominating Committee, second reading, Kendall Ivie**

Kendall brought forth the list of nominations for SAYMA, and asked Friends to approve one at a time.

##### **Minute 145a-07-01: Friends approved Melissa Preast for the position of Recording Clerk.**

A meeting representative said he wanted to once again bring up a concern about the nominating process. He said he didn't feel right about approving people he didn't know for positions in SAYMA. He asked Nominating to give information on why people were appropriate for positions when they brought them forth for approval, perhaps with a sentence about each appointee.

When Charlie Wilton was brought forward for approval to continue another term as web manager, a Friend brought up the concern of whether a web manager should be approved when there are so many problems with the website. He said there was no position description of the web manager. He said the current web manager seemed to have "authority without responsibility." The SAYMA clerk said he felt these issues could be addressed by an ad hoc web committee. The clerk asked that the web manager be considered an interim position for the present time.

When Robyn Josephs was brought forth for the Ministry and Nurture Committee, a Friend said she didn't feel that Josephs was the open-minded and cooperative person that was needed for this position. Another Friend agreed. Other Friends, including present members of the Ministry and Nurture committee, said they felt Robyn was an excellent pick. Robyn said she was fine with whatever happened, but she had a particular concern about the abusive behavior that was taking place in SAYMA. Adrienne Mehr was accepted as interim clerk of Ministry and Nurture until March 2021.

When Margaret Farmer was brought forth to serve on Ministry and Nurture, Friends reported on her various activities that made her appropriate for the position. One Friend stated that he was uncomfortable with approving a person who was in support of SAYMA URJ for Ministry and Nurture, when Friends had not approved Robyn who was not in support of SAYMA URJ. Many Friends stated that he spoke their mind. The SAYMA clerk said the body would not continue with this nomination.

**145a-08 Ad Hoc Conflict Transformation - Shannon Roberts Smith (Berea FM)  
{Attachment F, Ad hoc Conflict Transformation Planning Committee report}**

Shannon stated that there was not consensus around some of the report, but there was wide support around parts. SAYMA's clerk indicated that she should read it. The report is attached. Shannon gave an apology to Angela Hopkins from the Friends Center for Racial Justice for the harm she suffered when working with their committee. Shannon said she hoped that the relationship with the Friends Center could be restored.

The SAYMA clerk stated that when he talked to Angela, she stated that she hadn't suffered harm.

Angela Hopkins then spoke, and said she did not feel an undue burden doing the work with SAYMA and did not feel that she had been personally harmed. She said in her line of work, she had faced worse. Angela said she first became involved with SAYMA when asked by John Adams. She said her understanding was that everyone was in unity within SAYMA about the Friends Center for Racial Justice's involvement. Angela said she stepped back from working with SAYMA because the "covenant was broken." She said honesty, truth and transparency were not there in their work with SAYMA. Angela said people from both sides of the conflict were contacting her outside of process.

Geeta McGahey apologized to Angela for being too eager, bringing her into SAYMA before consensus had been reached. She confessed that she had outrun her leading. Friends agreed that there was a process problem within SAYMA around this issue.

SAYMA's clerk said because of time limitations, the meeting would need to come to an end. He said that, as often happened, the kids were being left behind since neither the JYM report nor the SAYF report would be heard.

**145a-09 Closing Worship**

Friends closed with a period of worship.

Robert McGahey, Clerk  
(archive copies signed)

Beth Myers, Recording Clerk  
(archive copies signed)

**Attachments:**

- A. Attendance/Roll Call
- B. URJ Report
- C. Nominating Report
- D. Treasurer's Report
- E. Finance Report
- F. Ad hoc Conflict Transformation Planning Committee Report

**Attachment A. Attendance/Roll Call**

Included in print copies only.

## **Attachment B. SAYMA URJ Report**

SAYMA-URJ Report:  
9.26.2020

### 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.

\*Process Violence: Using Quaker Process to cause harm and/or block the flow of Spirit.

\* Grass Roots reparations: Giving generously, according to your capacity without waiting for a corporate decision or an act of Congress.

**Reformatted**, not revised, and approved by SAYMA-URJ on August 20th 2019

Dear Friends:

It is true, that SAYMA-URJ has had difficulty living up to its vision, mission and goals. However, it has not been due to a lack of trying to do so, as some have claimed. In fact, URJ has accomplished a great deal, considering the extreme racial hostility we have been subjected to, primarily by SAYMA Friends in leadership positions, particularly yearly meeting clerks, clerks of finance, and the clerk of Ministry and Nurture. As a committee, URJ has faced all manner of racial discrimination and obstruction tactics, such as but not limited to, Friends bearing false witness against URJ and its members as individuals, holding URJ to discriminatory standards which white Friends have never been held to, instigating divisions between Friends of color and between White Friends, withholding funds and threatening to withhold funds from URJ, without which, URJ cannot fulfill its mission and goals. In spite of all that, URJ has ALWAYS operated according to Friends' Testimonies, followed Quaker Process and acted in complete accord with its mission and goals.

For these and other reasons, URJ asks, how can SAYMA achieve its oft stated goals to become an anti-racist faith community that is welcoming to people of color, while it has yet to welcome URJ and its members? The answer is simple: It is not possible, as long as Friends of color who have been led to commit themselves to doing the work URJ was approved to do, are relentlessly undermined, maligned, racially profiled and criminalized simply for doing what we are called to do.

URJ's accomplishments, in spite of constant interference from a few SAYMA Friends intent on undermining the committee's efforts, are easy to find on the SAYMA website at [sayma.org](http://sayma.org). If you want to see URJ's financial records, they are included in the Treasurer and Finance Committee Reports, also on the website.

Therefore, for the sake of the yearly meeting's progress toward its previously stated goals, URJ asks for the resignation of any SAYMA Friend in a leadership capacity who has abused their authority by upholding white supremacy and perpetuating racism against Friends of color. To be precise, URJ requests that Geeta McGahey and Ron Mc Donald resign as clerks of Finance and Ministry and Nurture, in favor of SAYMA Friends who are at least trying to address their implicit racial bias, own their racism, and do the necessary work to become anti-racists.

**URJ Finance Requests:** SAYMA-Uplifting Racial Justice (URJ) is a SAYMA approved YM committee with a specific mission: To help SAYMA become a welcoming place for Friends of color. The committee will do this by providing

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.

A. URJ Requests \$10,000 of set-aside funds for fiscal year for fiscal 2021.

B. In addition, URJ is requesting a line item in SAYMA's annual budget of \$10,000 each year, or unless URJ requests a different amount.

C. As per recommendations from the FGC Institutional Assessment of Systemic Racism, to create an endowment to provide funding for People of color engaged in social change, anti-racism and/or counter-colonial work, URJ is soliciting donor restricted funds from individual Friends and Monthly Meetings for its **Uplifting Racial Justice Fund**. The Racial Justice Fund will enable URJ to provide support for Friends of Color to participate in SAYMA and FGC sponsored events, including sponsoring their own events and projects in support of people of color who are engaged in anti-racism work and/or most impacted by systemic white supremacy and settler colonialism.

D. White supremacy is maintained by controlling the NARRATIVE, the PROCESSES and all RESOURCES. Therefore, SAYMA can only become an anti-racist faith community by giving Friends of color the freedom to control their own resources. This was the original reason for items 10 and 11 of SAYMA-URJ's Goals. URJ has not given up on these goals and will continue to push for them. URJ goals 10 and 11 read as follows:

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.

E. During the time of the Covid pandemic, we know that BIPOC are disproportionately impacted both economically and medically. Therefore, URJ

also requests that Friends donate the money they might have spent to attend the Yearly Meeting, Pendle Hill retreats and/or FGC Gathering to the Uplifting Racial Justice Fund. URJ has requested this before, with little success, therefore URJ asks that the clerks and representatives assist URJ with fundraising by encouraging SAYMA Friends to donate their unused travel funds to the Uplifting Racial Justice Fund.

To which Finance responded in a previous report: “Assuming no other budget amendments, allocating \$10,000 for the URJ set-aside in the current fiscal year would increase the deficit... assuming that our income to date is representative of the rest of the year and reduce the **undesignated equity (?)**... For FY21 and beyond, adding \$10,000 to the budget each year would require either reductions in other expense categories or an increase in assessments from monthly meetings, assuming that assessment income would actually change. Getting approval takes time, it generally takes at least a year to show up in actual payments, and several meetings use a different means of determining their assessments. Another option is again doing fund-raising to individuals to get more income.”

Approved by SAYMA-URJ and submitted on September 18<sup>th</sup> by Sharon “Star” Smith, clerk of URJ

## Attachment C. Nominating Committee Report

Positions recommended for approval at RM 145

Positions for SAYMA 2020-2021                                      Current Term Meeting                                      State  
 Colors:                                      **New**                                      **Continuing**

### OFFICERS and INDIVIDUAL POSITIONS

Melissa	Prest	Recording Clerk	2020-2022	West Knoxville	TN
Charlie	Wilton	Web Manager	2020-2022	Berea	KY

### STANDING COMMITTEES

<u>Ministry</u>	<u>and</u>	<u>Nurture</u>			
Melissa	Prest	member	2020-2022	West Knoxville	TN
Robyn	Josephs	member	2020-2022	Swannanoa Valley	NC
Adrian	Mehr	Interim Clerk	2020-2021	Memphis	TN

<u>WQO</u>	<u>Allocations</u>				
Wood	Bouldin	Clerk	2020-2022	Greenbrier Valley	WV

<u>Personnel</u>	<u>Committee</u>				
Charles	Schade	member	2020-2022	Charleston	WV

<u>SAYF</u>	<u>Steering</u>				
Jennifer	Dickie	Clerk	2020-2022	Atlanta	GA
Ian	Saderholm	member	2020-2022	Berea	KY
Maia	Hallward	member	2020-2022	Atlanta	GA
Grace	Beavin	member	2020-2022		
Chris	DeBeer	member	2020-2022	Swannanoa Valley	NC

<u>Yearly</u>	<u>Meeting</u>	<u>Planning</u>	<u>Committee</u>		
Deni	Elliott	Co-registrar	2020-2022	Charleston	WV
Chris	Berg	Site Coordinator	2020-2022	Greenville	SC
Steve	Livingston	Site Coordinator	2020-2022	Asheville	NC
Laura	Lane	JYM Rep	2020-2022	Asheville	NC
Aaron	Ruscetta	SAYF	2020-2022	Atlanta	GA

<u>Peace</u>	<u>and</u>	<u>Social</u>	<u>Concerns</u>		
Hank	Fay	member	2020-2022	Berea	KY
Jackson	Napier	member	2020-2022	Berea	KY
Zanden	McKinney	member	2020-2022	Nashville	TN

<u>Earth</u>	<u>Justice</u>				
Deni	Elliott	Interim Clerk	2020-2022	Charleston	WV

Rylin	Mariei	member	2020-2022	Asheville	NC
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SAYF      Support

Chuck	Jones	clerk	2020-2022	Chattanooga	TN
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Sig	Christensen	member	2020-2022	West Knoxville	TN
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Representativ to Wider

Quaker

Organizations

Robyn	Josephs	AFSC Corp	2020-2023	Swannanoa Valley	NC
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Robyn	Josephs	FGC	2020-2023	Swannanoa Valley	NC
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Adrian	Mehr	FWCC	2020-2023	Memphis	TN
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Open Position at start of RM 145

Positions for SAYMA 2020-2021  
STANDING COMMITTEES

<u>Ministry</u>	<u>and</u>	<u>Nurture</u>	
[REDACTED]		Clerk	2020-2022

<u>Finance</u>	<u>Committee</u>		
[REDACTED]		member	2020-2022
[REDACTED]		member	2020-2022

<u>WQO</u>	<u>Allocations</u>		
[REDACTED]		member	2020-2022

<u>Personnel</u>	<u>Committee</u>		
[REDACTED]		member	2020-2022

<u>SAYF</u>	<u>Steering</u>		
[REDACTED]		member	
[REDACTED]		member	
[REDACTED]		member	

<u>JYM</u>	<u>Support</u>		
[REDACTED]		member	2020-2022
[REDACTED]		member	2020-2022

<u>Yearly</u>	<u>Meeting</u>	<u>Planning</u>	<u>Committee</u>
[REDACTED]		Clerk	2020-2022
[REDACTED]		Adult Program	2020-2022
[REDACTED]		Asst Bookstore	2020-2022
[REDACTED]		YAF Rep	2020-2022
[REDACTED]		Layout Editor	2020-2022

<u>Peace</u>	<u>and</u>	<u>Social</u>	<u>Concerns</u>
[REDACTED]		member	
[REDACTED]		member	
[REDACTED]		member	
[REDACTED]		member	

<u>Earth</u>	<u>Justice</u>		
[REDACTED]		member	
[REDACTED]		member	
[REDACTED]		member	

Southern    Appalachian    Friend  
[redacted] editor    2018-2020

Outreach  
[redacted] member    2019-2021  
[redacted] member    2020-2022  
[redacted] YAF member    2020-2022

SAYMA-URJ  
Sharon    Smith    Clerk    2019-2021  
[redacted] member  
[redacted] member  
[redacted] member  
[redacted] member  
[redacted] member

SAYF    Support  
[redacted] member    2019-2021

Representativ to Wider    Quaker    Organization  
[redacted] FGC    2018-2021  
[redacted] Friends Peace T 2020-2023  
[redacted] Friends Peace T 2020-2023  
[redacted] Q Earth Witnes 2020-2023  
[redacted] Q Earth Witnes 2020-2023  
[redacted] RSWR    2020-2023



Positions approved at RM 145		Current Te Meeting	Position
OFFICERS and INDIVIDUAL POSITIONS			State Term
Melissa	Preast	Recording Clerk	2020-2022 West Knoxville TN 2

STANDING COMMITTEES

<u>Ministry</u>	<u>and</u>	<u>Nurture</u>		
Melissa	Preast	member	2020-2022 West Knoxville	TN 2
Adrian	Mehr	Interim Clerk	2020-2021 Memphis	TN 2

## Attachment D. Treasurer's Report

Date: September 18, 2020  
To: Representative Meeting  
From: Carol Lamm, Treasurer  
Re: Financial reports through August 31, 2020

SAYMA's fiscal year is October – September, so the attached reports as of August 31, 2020 represent all but the final month.

Before getting into the attached reports, here are two significant September developments.

- As of today, an additional \$3,500 in assessments have come in. We expect to see more – two MMs have communicated that their checks are in the mail, and three more are steady quarterly contributors that are likely to come through.
- URJ has sent \$1,500 to the Friends Center for Racial Justice for the services that FCRJ has provided to SAYMA. FCRJ will provide a report.

The additional assessment income, with minimal September expenses, means SAYMA is likely to end the year close to break-even.

On a personal note, but with implications for SAYMA: Totally out of the blue, I have terminal cancer. Treatment options are not good, and Hospice is on the way. I hope to be able to close the books for September, but my energy is waning, and it may fall to Jackson (with help from Kendall) to complete that task. Family, Friends and friends have all stepped up with support.

### Balance Sheet

The comparative balance sheet shows SAYMA's assets, liabilities and equity as of the end of FY19 (September 30, 2019) and at the end of the August 2020.

Of particular note:

- Row 11. Payroll Taxes Payable. SAYMA pays payroll taxes quarterly, for the prior quarter. <sup>1</sup> This liability accumulates to about \$1,400 each quarter before it is paid off, and then the cycle begins again. Using cash-based accounting, SAYMA has counted the expenditure in the month it was paid and has not shown the liability on the balance sheet. Presenting it as a liability gives a truer picture.
- Row 17. Over the summer, SAYMA applied for and received \$1,000 from FWCC for alternative JYM programming. A grant for a specific purpose requires creating a donor-restricted fund. One wrinkle that I didn't think of until this was

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<sup>1</sup> These are state and federal income taxes withheld from employees' paychecks; employees' share of Social Security and Medicare, also withheld from paychecks; and the employer's share of Social Security and Medicare.

a done deal is that RM or YM is supposed to approve any new donor-restricted fund. That didn't happen in this case.

- Row 36. Remaining Undesignated Equity is down by \$6,274, i.e. the deficit in the General Fund budget as of August 31.

### Budget Report

At eleven months, we are 92% of the way into the year.

- **Four significant lines.**
  - Row 8. During August, SAYMA received two contributions to the General Fund, totaling \$1,500. 100% of budget!
  - Row 19. Personnel is at 96% of budget instead of 92% as a consequence of accruing the payroll tax liability explained above. When such a change in practice occurs, it increases the personnel expense for that quarter. But once it's done, it's done, and starting in FY2021 the expense will be counted in the quarter where the liability is incurred.
  - Row 25. The committee expense of \$2,500 is the cost of the financial review by Sharon Gillespie. This project had been on the finance committee's work plan for a long time and was finally accomplished this summer.
  - Row 29. I have moved the Transfer to SAYF back where it used to be, as part of SAYMA Operations, separate from the other set-aside funds. Unlike the other set-aside funds, the transfer to SAYF depends on whether SAYF needs the money in any given year. The SAYF Fund is still on the balance sheet as a set-aside fund like the others.

### Special Funds Report

This report shows the donor-restricted funds and the set-aside funds. Row 5 shows the beginning balances (same as Balance Sheet 9/30/19). Then come the transfers from the General Fund. Then there are rows for income and expenses for the various funds. Finally, the ending balance appears in each fund on row 33, tying to the Balance Sheet for 8/31/20.

The Pandemic Grant from FWCC is a new column in the Donor Restricted section.

URJ received contributions totaling \$900 in July and August. At the end of August, there was \$900 in the URJ donor-restricted fund and \$1,273 in the URJ set-aside.

SAYMA Balance Sheet							
				As of 9/30/2019		As of 8/31/2020	
1							
2							
3	<b>Assets</b>						
4		Checking - SAYF - First Bank	5,920			6,230	
5		Checking - Bank Am	15,563			14,536	
6		Money Mkt Acct	33,121			33,435	
7		Checking - PNC Bank	<u>28,624</u>			<u>23,645</u>	
8	<b>Total Assets</b>				<b><u>83,228</u></b>		<b><u>77,846</u></b>
9							
10	<b>Liabilities</b>						
11		PR Taxes Payable	<u>0</u>			<u>898</u>	
12	<b>Total Liabilities</b>				<b><u>0</u></b>		<b><u>898</u></b>
13							
14							
15	<b>Equity</b>						
16	<b>Donor-Restricted Funds</b>						
17		FWCC 3rd World Deleg Donor Restricted Fund				1,150	
18		FWCC SAYMA Friends World Travel Donor Restr Fund				1,100	
19		Pandemic Grant from FWCC				1,000	
20		URJ Donor-Restricted Fund	<u>0</u>			<u>900</u>	
21	<b>Total Donor-Restricted Funds</b>				<b>0</b>		<b>4,150</b>
22							
23	<b>Funds Designated by SAYMA</b>						
24		Reserves <sup>1</sup>	18,806			18,208	
25	<b>Set-aside Funds</b>						
26		Fund - Boone MM in trust	2,677			2,677	
27		Fund - FWCC 3rd World Deleg	0			1,800	
28		Fund - FWCC Conference				1,800	
29		Fund - Released Friend	10,165			10,165	
30		Fund - SAYF	5,920			6,230	
31		Fund - Spiritual Development	247			2,747	
32		Fund - Uplifting Racial Justice	11,241			1,273	
33		Fund - YAF Scholarship	1,365			1,365	
34		Fund - Youth Enrichment	2,696			2,696	
35	<b>Total Set-aside Funds</b>				<b><u>34,311</u></b>		<b><u>30,752</u></b>
36							
37	<b>Total Funds Designated by SAYMA</b>				<b>53,117</b>		<b>48,960</b>
38							
39	<b>Remaining Undesignated Equity</b>				<b><u>30,111</u></b>		<b>23,837</b>
40	<b>Total Equity</b>				<b>83,228</b>		<b><u>76,947</u></b>
41							
42	<b>Total Liabilities and Equity</b>				<b><u>83,228</u></b>		<b><u>77,846</u></b>

<sup>1</sup> 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	<b>SAYMA General Fund Budget Report</b>				
2	<b>FY 20 August</b>		<b>Budget FY 20</b>	<b>August</b>	
3		<b>Actual FY 19</b>	<b>Per YM 6/19</b>	<b>11 Months (92%)</b>	
4		10/1/18 -	10/1/19 -	10/1/19 -	%
5		9/30/19	9/30/20	8/31/20	to-date
6	<b>Income</b>				
7	Assessments	\$ 58,884	\$ 50,425	\$ 39,886	79%
8	Contributions to General Fund	2,727	1,500	1,500	100%
9	Interest - Money Mkt	545	700	314	45%
10	Publication Sales	296	50	65	130%
11	YM Income	41,787	52,900	-	0%
12	Total Income	\$ 104,239	\$ 105,575	\$ 41,765	40%
13					
14	<b>Expenses</b>				
15	SAYMA Operations				
16	Liability Insurance	\$ 677	\$ 850	\$ 816	96%
17	Banking Fees			21	
18	Office Admin	4,775	5,295	1,628	31%
19	Personnel	24,185	25,705	24,576	96%
20	Publications Expenses				
21	Pub Exp - Directory	18		-	
22	Pub Exp - Faith & Practice	409		-	
23	Pub Exp - Newsletter	-		-	
24	Pub Exp - Web & Hosting Srvc	-	270	342	127%
25	SAYMA Committees	211	3,800	2,500	66%
26	Travel Reimbursements				
27	Travel - Rep Meetings	32	100		0%
28	Travel - WQO Delegates	4,999	7,500	4,006	53%
29	SAYF Operational Transfer	2,000	2,000	750	38%
30	Set-aside Fund Annual Allotments				
31	Boone MM Fund	2,677			
32	FWCC 3rd World Delg Annl Exp		1,800	1,800	100%
33	FWCC Conference		1,800	1,800	100%
34	Released Friend Annl Exp				
35	Spiritual Development Fund	500	3,000	3,000	100%
36	Uplifting Racial Justice Fund				
37	YAF Scholarships Annl Exp				
38	Youth Enrichment Fund Annl Exp				
39	Transfer to (from) Reserve	857	(540)	(598)	111%
40	Yearly Meeting	43,848	52,900	250	0%
41	Quaker Membership Orgs Annual Contribns				
42	FGC	750	1,250	1,250	100%
43	FWCC	750	1,250	1,250	100%
44	Other WQO Annual Contributions	4,500	4,650	4,649	100%
45	Total Expenses	\$ 91,188	\$ 111,630	\$ 48,040	43%
46					
47	<b>Net Income</b>	<u>\$ 13,051</u>	<u>\$ (6,055)</u>	<u>\$ (6,275)</u>	

1	<b>SAYMA Funds Report</b>																
2	<b>October 2019 - August 2020</b>																
3			Donor-Restricted					Funds Designated by SAYMA									
4			FWCC 3rd World Delegate	FWCC Conference Travel	Pandemic Grant from FWCC	URJ	Reserves	Boone MM	FWCC 3rd World Delegate	FWCC Conference Travel	Released Friend	SAYF	Spiritual Dev't	URJ	YAF Sch'ship	Youth Enrich't	Total
5	Beginning Balance, 10/1/19		-	-	-	-	18,806	2,677	-	-	10,165	5,920	247	11,241	1,365	2,696	53,117
6	Transfer In from General Fund					(598)			1,800	1,800		750	3,000				6,752
7	Income																-
8		Donations	1,150	1,100		1,850						840					4,940
9		SAYF Retreat Fees										1,510					1,510
10		Other			1,000							38					1,038
11																	-
12	<b>Total Income</b>		<b>1,150</b>	<b>1,100</b>	<b>1,000</b>	<b>1,850</b>	<b>(598)</b>	<b>-</b>	<b>1,800</b>	<b>1,800</b>	<b>-</b>	<b>3,138</b>	<b>3,000</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>14,240</b>
13																	
14	<b>Expense</b>																
15		URJ Donor-Restricted and Set-aside Funds															-
16		Rep Mtg travel expenses												18			18
17		Laura Saha for Abolitionist Center												6,000			6,000
18		Laura Saha for Ab Ctr 501c3 application				150								250			400
19		Azule retreat ctr -- \$1,200 paid & refunded															-
20		Laura Saha for Ab Ctr equip & sound room												1,500			1,500
21		Laura Saha for Ab Ctr survival garden				50								1,150			1,200
22		Grant for rent				700								100			800
23		Grant for legal fund				50								950			1,000
24		SAYF Fund															-
25		Retreat Expenses										1,742					1,742
26		Website, postage, supplies, copies										1,087					1,087
27		Spiritual Development Fund															-
28		Pendle Hill scholarship											500				500
29	<b>Total Expense</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>950</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2,829</b>	<b>500</b>	<b>9,968</b>	<b>-</b>	<b>-</b>	<b>14,247</b>
30																	
31	<b>Net Change</b>		<b>1,150</b>	<b>1,100</b>	<b>1,000</b>	<b>900</b>	<b>(598)</b>	<b>-</b>	<b>1,800</b>	<b>1,800</b>	<b>-</b>	<b>309</b>	<b>2,500</b>	<b>(9,968)</b>	<b>-</b>	<b>-</b>	<b>(7)</b>
32																	-
33	<b>Ending Balance, 8/31/20</b>		<b>1,150</b>	<b>1,100</b>	<b>1,000</b>	<b>900</b>	<b>18,208</b>	<b>2,677</b>	<b>1,800</b>	<b>1,800</b>	<b>10,165</b>	<b>6,230</b>	<b>2,747</b>	<b>1,273</b>	<b>1,365</b>	<b>2,696</b>	<b>53,110</b>

## Attachment E. Finance Committee Report

### Finance Committee Report 9/26/2020

The current members of the Finance Committee are Carol Lamm, treasurer, O.H. Jackson Napier, assistant treasurer, Karen Morris and Kendall Jackson. Treasurer Carol Lamm will move into the Emeritus Treasurer role at the change of the fiscal year. Unfortunately Carol is facing a serious health challenge and may not be able to fulfill all the functions in the coming months. Kendall Ivie has agreed to step-in to assist the treasurer, if needed. We strongly encourage SAYMA to fill the open Finance spot with someone who could move to assistant treasurer. Karen Morris will assume Finance Secretary activities. We continue holding Carol in the light to modify responsibilities as needed.

The finance section of the SAYMA handbook is complete. It can be found at Sayma.org under Handbook. It has links to the table of contents for easy reference.

In August a former URJ member brought concerns about URJ finances to the outgoing YM clerk, Finance Clerk, and Asheville MM. In order to listen to them and address them in an open and Quakerly fashion, hoping to avoid cyber-space discussions, she was invited to give an oral or written statement to Finance. She preferred oral. Not all Finance Committee felt clear to participate in listening so she presented to the Finance Clerk, two finance members as recorders, clerks of URJ and the URJ support committee, SAYMA Clerk and Angela Hopkins and Judy Mielke, Friends Center for Racial Justice, as accountability partners. After careful listening and recording the concern of the individual, there was no discussion. The concern was given to the Finance Committee who after deep discernment, approved the following minute:

*Finance thanks a former member of URJ, Tanya Rodriguez, for sharing her concerns about URJ finances. Financial reports generated by the treasurer explain the use of URJ funds including grants. Retroactively requiring additional reporting by grantees seems inappropriate and impractical. If the Yearly Meeting is concerned about receipts or financial reports from grantees we (SAYMA) need to set a policy which is forward looking.*

The Finance committee gratefully accepted the Review of Financial Policies and Practices submitted by Sharon Gillespie, C.P.A., on July 21, 2020, and her explanation of the report and suggestions on August 25, 2020. The report and accompanying non-profit financial practices are attached.

The budget is attached. We appreciate the input from monthly meetings about the percentages and how we should spend our money. We know that meetings may not have had enough time for discernment and will await more input by October 31 for the 2022 budget.

Finance recommends approval for the WQO Allocation committee percentage allocations for Wider Quaker Organizations using the approved formula. Its report, never delivered in March, is attached. Questions can be addressed to [Jim Cavener](#) (in attendance) or [Wood Bouldin](#)

Finance recommends approval of the operating budget. SAYF Operational Transfer Line has been moved back where it was in prior years, as part of SAYMA Operations. Because of meeting comments the amount for membership organization, FGC and FWCC, was increased back to \$1250 and WQO total back to \$4650 from the budget presented in July. Ad Hoc Committee on Conflict transformation was not budgeted because the committee did not request funds;

The Finance Committee recommends approval of the funds as revised for the set aside budgets. FWCC Reps requested the budget for their set aside funds be returned the same level as 2020. We got minuted feedback about budgeting priorities from a number of meetings who were in unity to not make further disbursements for URJ. There were many more meetings who either approved funding or remained silent. Racial Justice is important to all SAYMA meetings even though they are not in agreement how to accomplish this. Our committee hopes that we will be able to first have a process of conflict transformation so that we can again come to unity. We are proposing a smaller amount for URJ to acknowledge both that any larger amount would not likely be approved and that their work is supported by many in SAYMA. We are encouraging those Friends and monthly meetings that support URJ to contribute to the donor restricted fund to help make up the difference to what URJ requested. Considering that the deficit for FY 20 will be much less than projected, a small FY 21 deficit will balance out.

# *S. Gillespie, C.P.A.*

CERTIFIED PUBLIC ACCOUNTANT

July 21, 2020

Southern Appalachian Yearly Meeting and Association  
(SAYMA)

We have performed the following procedures for Southern Appalachian Yearly Meeting and Association (SAYMA) for the period of October 1, 2018 to September 30, 2019:

- Reviewed financial policies handbook
- Sampled adherence to financial policy

During our inspection of supporting documentation, we looked at random check numbers listed on the bank statements and found invoices and supporting documentation matching those checks. We then made sure the check was posted into the proper category on the financial records. We also inspected various bank reconciliations and payroll tax reporting for the year.

We are basing our findings on the premise that all documentation was presented for our inspection. We found complete and detailed supporting documentation for each area that we inspected.

The procedures performed on your records were not an audit and therefore, no report of audit opinion, findings, financial condition, or any documents construed to be part of a financial statement audit will be prepared.

The records provided to us appear to be in very good condition. We do have a few suggestions and comments for your consideration.

- 1) To more accurately reflect salaries and tax expense, the salaries should be presented on the profit and loss at gross pay and tax payments would reflect only the employer portion or costs of those taxes.
- 2) As a religious organization, you are entitled to a refund of NC sales taxes paid provided your home office or primary address is located in North Carolina. Nonprofits can apply on a semi-annual basis for a reimbursement of these taxes if applicable.
- 3) The approval process for invoices as well as the documentations of decisions reached during board meetings appears to be a bit cumbersome. Often a long thread of emails needs to be read in order to see conclusions reached on an issue. Board portal management software can be expensive, but you might develop a simple checkbox group email for invoice approval, consensus documentation, etc. This may be a valuable tool for those volunteers involved with the organization with limited time while helping the treasurer maintain more concise clear records.
- 4) Travel policies seem to be a bit relaxed in that "travelers are expected to use the least costly means of travel consistent with the distance and urgency of the business". While this policy may not have been abused in the past, it does leave room for mistreatment. You might want to consider at least publishing a "not to exceed" limit for a meal allowance, hotel stay, etc.

215 OAK AVE., P.O. BOX 725, SPRUCE PINE, NC 28777 • (828) 765-6444 • FAX: (828) 765-0538

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- 5) Segregation of duties is a popular audit and accounting term used to remind board members that divisions of financial responsibility are imperative. Your financial policies are a good start in achieving this goal. We want to remind you that documentation is the key to good segregation of duties. Make sure that you continue to document all invoice approval, review of bank records, etc. to maintain the best financial practices.

I have also included a somewhat generic/random checklist of good nonprofit practices. Fortunately, your organization seems to already follow most, if not all, of these recommendations.

We have enjoyed working with your organization. Please let us know if you have any questions about the contents of this letter.

Sincerely,

*Sharon Gillespie*

Sharon Gillespie, Partner  
S. Gillespie, P.A.

## **Nonprofit Organizational Practices/Financial:**

- Develop annual budgets and amend as needed
- Prepare balance sheet, income statement, and budget to actual comparison for periodic board review and approval
- Ensure all quarterly payroll forms are filed and paid, as well as year end w-2 and 1099 reporting
- Prepare a conflict of interest policy for all board members, sign and update periodically
- Apply for refund of NC sales tax paid on semi-annual basis
- Maintain paid bills and deposit records for a period of three to seven years
- Make sure paid bills are clearly marked as “paid” and cancelled to avoid duplicate payments
- Review and approval by board of any changes to compensation of employees
- Review and approval by board of any changes to bank accounts, locations, signers, etc.
- Keep detailed board minutes including date, time, place, attendees, items on agenda, voting submitted with results, and other information
- Reconciliation of set aside and donor restricted funds on a periodic basis
- Duration of board members and treasurer is limited to a certain term. Rotation required
- Nondiscrimination when awarding scholarships
- Daily limitation on credit/debit card allowable spending
- Policies in place to accept endowed funds to be maintained in perpetuity, if applicable
- Make sure all donation receipts are clearly marked with “no goods or services were received as a result of this donation” or similar language.
- Dual signatures on checks when manual checks are issued

## **SAYMA WQO Allocations Committee Report to Spring 2020 Representative Meeting, never presented, now attached to Fall 2020 Representative Meeting Finance Report**

Wood Bouldin (Clerk), Jim Cavener, Geeta McGahey

The Allocations Committee sent out requests for information to WQO representatives in December. We met by phone February 12, 2020 and worked up a percentage allocation proposal based on representatives' information, WQO websites and our personal knowledge and research. When Finance gives us the budgeted amount the percentages can become money figures.

As follow up to this stage we will be contacting Monthly Meetings for more input before Yearly Meeting.

Before presenting the percentage proposal, two brief points:

1. Allocations is still a work in progress. The Committee is moving to improve its information collection process.
2. The Committee needs 2 more members, to provide more opinions and wider representation of meetings. Why not think about it?

### **The Criteria**

- 1 How important is this organization to the face of Quakers?
2. How are the YM and Members of MM involved in the organization's work?
- 3.. What is the degree to which their work fits within a social issue important to SAYMA?
4. What is the impact of our contribution based on financial statements?

### **The Proposed Percentage Allocations**

- |                                      |     |
|--------------------------------------|-----|
| 1. AFSC                              | 10% |
| 2. Bolivian Quaker Education Fund    | 5%  |
| 3. FCNL                              | 15% |
| 4. Friends Peace Teams               | 5%  |
| 5. FLGBTQC                           | 5%  |
| 6. Friends Journal                   | 10% |
| 7. Quaker Earthcare Witness          | 15% |
| 8. Quaker House                      | 15% |
| 9. Quaker Voluntary Service          | 10% |
| 10. Right Sharing of World Resources | 10% |

## Proposed SAYMA Budget for FY 2021

(October 1, 2020 - September 30, 2021)

Version 1.4, September 2020

See following pages for detail on italicized rows by row number.

1	Proposed SAYMA FY 2021 Budget without Set-Aside		FY20 Approved 6/16/19, modified 7/20/20	FY 20 Projected as of 9/18/20	FY21 Proposed v. 1.4
2	Transfers	FY19 Actual			
3	v. 1.4				
3	Income				
5	Assessments	58,884	50,425	49,573	44,894
26	Contributions – General	2,727	1,500	1,500	1,500
28	Interest - Money Mkt	545	700	320	100
29	<i>Publication Sales</i>	296	50	65	100
32	<i>YM Income</i>	<u>41,787</u>	<u>52,900</u>	-	<u>45,350</u>
37	<b>Total Income</b>	<b>104,239</b>	<b>105,575</b>	<b>51,458</b>	<b>91,944</b>
38	Expenses				
40	SAYMA Operations	37,307	44,270	38,181	34,658
41	Liability Insurance	677	850	816	850
42	<i>Office Admin</i>	4,775	5,295	2,470	3,140
43	Banking Fees	-		20	-
44	Office - Duplication	74	225	60	250
45	Office - Guilford Archiving	150	150	150	-
46	Office - Supplies, Equip, Misc	1,583	2,000	700	400
47	Office - Officer Exp	-	150	140	150
48	Office - Phone ISP	1,273	600	555	780
49	Office - Postage	93	170	45	160
50	Office - Volunteer Bkgrd Chks	79	200	300	200
51	Travel - Office Staff	1,523	1,800	500	1,200
52	<i>Personnel</i>	24,185	25,705	27,053	26,098
56	<i>Publications &amp; Website Expenses</i>	427	270	342	220
61	<i>SAYMA Committees</i>	211	3,800	2,500	-
62	Cmte Exp – Contingency Pool	-	500		-
63	Cmte Exp – Ad Hoc Conflict Transformation				
64	Cmte Exp - Faith & Practice Rvsn	-	100		-
65	Cmte Exp - Finance	69	2,500	2,500	-
66	Cmte Exp - Ministry & Nurture	90	500		-
67	Cmte Exp - Nominating	-			-
68	Cmte Exp - Outreach	-	-		-
69	Cmte Exp - Peace & Social Concerns	-			-
70	Cmte Exp - SAYMA Earthcare Action	-			-
71	Cmte Exp - Uplifting Racial Justice	-			-
72	Cmte Exp - WQO Allotments				-
73	Cmte Exp - Yearly Meeting Planning	52	200		-
74	SAYF Operational Transfers	2,000	750	750	500
75	<i>Travel Reimbursements</i>	5,032	7,600	4,250	3,850
76	Travel - Rep Meetings	32	100	-	100
77	Travel - WQO Delegates	4,999	7,500	4,250	3,750
87	<i>Yearly Meeting</i>	43,848	52,900	250	45,350
100	<i>Quaker Membership Orgs Annual Contribns</i>	1,500	2,500	2,500	2,500
101	WQO - FGC	750	1,250	1,250	1,250
102	WQO - FWCC - Direct Contrbn	750	1,250	1,250	1,250
103	<i>Other WQO Annual Contribns</i>	4,500	4,650	4,649	4,650
115	Adjustment to Reserve	<u>857</u>	<u>(540)</u>	<u>(598)</u>	<u>-</u>
116	<b>Total Expenses</b>	<b>91,189</b>	<b>110,380</b>	<b>51,582</b>	<b>87,158</b>
117					
118	Surplus (deficit) without set-asides	13,050	(4,805)	(124)	4,786
119	Surplus (deficit) with set-asides				(1,314)
120	YM Net:	(2,061)	-	(250)	-

**Proposed FY 2021 Budget Detail**  
 (October 1, 2020 - September 30, 2021)  
 Version 1.4, September 2020

			FY20 Approved 6/16/19, modified 7/20/20	FY 20 Projected as of 9/18/20	FY21 Proposed v. 1.4
1	<b>Proposed SAYMA FY 2021 Budget without Set-Aside</b>				
2	<b>Transfers</b>	<b>FY19 Actual</b>			
3	<b>v. 1.4</b>				
3	Income				
4	Adjustments to Income				
5	Assessments	58,884	50,425	49,573	44,894
26	Contributions – General	2,727	1,500	1,500	1,500
27	Interest - CD	-	-	-	-
28	Interest - Money Mkt	545	700	320	100
29	<i>Publication Sales</i>	296	50	65	100
30	Pub Sales - Directory		-		-
31	Pub Sales - F&P	296	50	65	100
32	<i>YM Income</i>	<u>41,787</u>	<u>52,900</u>	<u>-</u>	<u>45,350</u>
33	YM Adjustments to Income	-	-	-	-
34	YM Bookstore Inc	1,019	1,300	-	1,300
35	YM Receipts	39,176	49,400	-	42,850
36	YM Scholarship Contrib	1,593	2,200	-	1,200
37	<b>Total Income</b>	<b>104,239</b>	<b>105,575</b>	<b>51,458</b>	<b>91,944</b>
38	Expenses				
39	Adjustments to Expenses	-	-		
40	SAYMA Operations	37,307	44,270	38,181	34,658
41	Liability Insurance	677	850	816	850
42	<i>Office Admin</i>	4,775	5,295	2,470	3,140
43	Banking Fees	-		20	-
44	Office - Duplication	74	225	60	250
45	Office - Guilford Archiving	150	150	150	-
46	Office - Supplies, Equip, Misc	1,583	2,000	700	400
47	Office - Officer Exp	-	150	140	150
48	Office - Phone ISP	1,273	600	555	780
49	Office - Postage	93	170	45	160
50	Office - Volunteer Bkgrd Chks	79	200	300	200
51	Travel - Office Staff	1,523	1,800	500	1,200
52	<i>Personnel</i>	24,185	25,705	27,053	26,098
56	<i>Publications &amp; Website Expenses</i>	427	270	342	220
57	Pub Exp - Directory	18			-
58	Pub Exp - Faith & Practice	409			100
59	Pub Exp - Newsletter	-			-
60	Pub Exp - Web & Hosting Srvc	-	270		120
61	<i>SAYMA Committees</i>	211	3,800	2,500	-
62	Cmte Exp – Contingency Pool	-	500		-
63	Cmte Exp – Ad Hoc Conflict Transformation				
64	Cmte Exp - Faith & Practice Rvsn	-	100		-
65	Cmte Exp - Finance	69	2,500	2,500	-
66	Cmte Exp - Ministry & Nurture	90	500		-
67	Cmte Exp - Nominating	-			-
68	Cmte Exp - Outreach	-	-		-
69	Cmte Exp - Peace & Social Concerns	-			-
70	Cmte Exp - SAYMA Earthcare Action	-			-
71	Cmte Exp - Uplifting Racial Justice	-			-
72	Cmte Exp - WQO Allotments				-
73	Cmte Exp - Yearly Meeting Planning	52	200		-
74	SAYF Operational Transfers	2,000	750	750	500
75	<i>Travel Reimbursements</i>	5,032	7,600	4,250	3,850
76	Travel - Rep Meetings	32	100	-	100
77	Travel - WQO Delegates	4,999	7,500	4,250	3,750

**Proposed FY 2021 Budget Detail**  
(October 1, 2020 - September 30, 2021)  
Version 1.4, September 2020

87	<i>Yearly Meeting</i>	43,848	52,900	250	45,350
88	Facilities & Services Exp	35,035	44,150	-	35,800
89	YM Accommodations & Meals	33,042	41,750		34,200
90	PayPal Fees	519			-
91	YM Honoraria	-	500		-
92	YM Services	1,058	1,500		1,200
93	YM Supplies	416	400		400
94	Junior Yearly Meeting Exp	6,172	5,700	250	6,500
95	JYM Asst Coordinator	2,400	1,600		2,400
96	JYM Coordinator	3,600	3,600	250	3,600
97	JYM Supplies, Sitters, Misc	172	500		500
98	YM Bookstore Exp	1,107	1,300		1,300
99	YM Print Post Phone & Misc	1,535	1,750		1,750
100	<i>Quaker Membership Orgs Annual Contribns</i>	1,500	2,500	2,500	2,500
101	WQO - FGC	750	1,250	1,250	1,250
102	WQO - FWCC - Direct Contrbn	750	1,250	1,250	1,250
103	<i>Other WQO Annual Contribns</i>	4,500	4,650	4,649	4,650
104	WQO - AFSC	450	280	280	465
105	WQO - BQEF	180	280	280	233
106	WQO - FCNL	450	466	466	698
107	WQO - Friends for LGBTQ Concerns	45	190	190	233
108	WQO - Friends Journal	45	370	370	465
109	WQO - Friends Peace Teams	405	466	466	233
110	WQO - Quaker Earthcare Witness	630	695	695	698
111	WQO - Quaker House	630	695	695	698
112	WQO - Quaker Volunteer Service	630	696	695	465
113	WQO - Right Sharing of World Resources	630	466	466	465
114	WQO - Wm Penn House	405	46	46	-
115	Adjustment to Reserve	857	(540)	(598)	-
116	<b>Total Expenses</b>	<b>91,189</b>	<b>110,380</b>	<b>51,582</b>	<b>87,158</b>
117					
118	Surplus (deficit) without set-asides	13,050	(4,805)	(124)	4,786
119	Surplus (deficit) with set-asides				(1,314)
120	YM Net:	(2,061)	-	(250)	-

			FY20 Approved 6/16/19, modified 7/20/20	FY 20 Projected as of 9/17/20	FY21 Proposed v. 1.4
1	<b>Proposed SAYMA FY 2021 Set-Aside Budget</b>	<b>FY19 Actual</b>			
2	<b>v. 1.4</b>				
3	<i>Set-aside Fund Annual Allotments</i>				
4	Boone MM In Trust	2,677			-
5	FWCC 3rd World Delg Annl Exp	-	1,800	1,800	1,800
6	FWCC Conference Annl Exp	-	1,800	1,800	1,800
7	Released Friend Annl Exp	-			-
8	Spiritual Development Annl Exp	500	3,000	3,000	-
9	Uplifting Racial Justice Annl Exp	-			2,500
10	YAF Scholarships Annl Exp	-			-
11	Youth Enrichment Fund Annl Exp	-			-
12	<b>Total Set-Aside Allotments</b>	<b>3,177</b>	<b>6,600</b>	<b>6,600</b>	<b>6,100</b>

## Attachment F. Ad Hoc Conflict Transformation Planning Report

### Draft report to SAYMA Ad Hoc Conflict Transformation Planning Committee September 2020

The Ad Hoc Conflict Transformation Planning Committee is comprised of:

- Sharon Smith (Paul Cuffee Worship Group, SAYMA-URJ)
- Laura Seeger (Chattanooga Friends, SAYMA M&N)
- Jan Stancel (Nashville Friends, SAYMA M&N)
- Karen Morris (Atlanta Friends, SAYMA Ad Hoc Racial Justice Working Group, SAYMA Finance)
- Shannon Roberts Smith (Berea Friends, Ad Hoc Racial Justice Working Group)
- Plus Angela and Judy from Friends Center for Racial Justice (FCRJ)

This ad hoc was formed by the previous clerk of SAYMA, Barbara Esther, with the purpose of coordinating and planning a conflict transformation process at SAYMA. SAYMA Finance, SAYMA-URJ, the ad hoc Racial Justice Working Group, and various other SAYMA meetings, committees and individuals have all expressed an immediate and urgent need and desire for the development and implementation of a conflict transformation process at SAYMA. Believing that there was excellent momentum at SAYMA to work on conflict transformation, the ad hoc Conflict Transformation Committee had reached unity in our first meeting, that FCRJ is an ideal partner for SAYMA to work with in this process. Not only is FCRJ a Quaker organization, having familiarity with Quaker traditions, processes, and practices, but FCRJ is also uniquely qualified to help us understand conflict transformation through a racial justice lens.

With many points of active conflict occurring at SAYMA on an ongoing basis, FCRJ began its work with SAYMA in an observational, listening capacity. Over the last few months FCRJ has attended many of our SAYMA committee and business meetings, including providing significant support through an active conflict that arose in the work of the Finance committee, which has now been resolved.

FCRJ encouraged our ad hoc, as a necessary first step in conflict transformation, to identify the conflicts we see happening at SAYMA. At this early diagnostic stage, we have found unity around identifying the following as SOME of our pressure points:

- Money
- Insufficient lines of communication outside of business meeting
- Identity and participation as SAYMA Friends (who is included?)
- Interpretations of Quaker/SAYMA Process
- What is and is not “acceptable” behavior among Friends

It feels important to note that while we at SAYMA, and indeed on this committee, are in very different places in our understandings of these dynamics, all of the above points of conflict also intersect with the racism that we, as a predominantly white organization, must grapple with. We look forward to the deeper work of exploring how race and racism in SAYMA has underpinned and exacerbated these and other conflicts in our midst.

**Next steps:** Our committee was hoping to be able to report that we had invited FCRJ to take over the leadership of this ad hoc, continuing and deepening SAYMA's collaboration with FCRJ as we develop conflict transformation practices and processes at SAYMA, beginning with the points of conflict listed above. Instead, unfortunately, we must report that FCRJ has decided to take a step back from their work with SAYMA at this time.



It has come to light that hurt and harm has been caused towards FCRJ (and Angela Hopkins personally) because we at SAYMA are not, in practice, actually in unity about following the leadership of FCRJ in conflict transformation at SAYMA. Symptoms of this include SAYMA's inability to approve funding for conflict transformation, as well as individuals, informal groups, and committees moving forward with actions that will impact this work, (for instance recent proposals to work with other racial justice organizations) without due diligence of consulting and coordinating with all who are currently directly concerned and involved with racial justice work at SAYMA, but especially with FCRJ.

This committee is deeply appreciative of the labor of FCRJ over the recent months. We hope that SAYMA's relationship with FCRJ can be repaired and rejuvenated so that we may continue on this long journey of healing that we had begun and which showed such great promise. It is clear, however, that this will not occur in the near future without apologies being made, and a clear mandate that it is the will of SAYMA to fully commit to this work.

While we are united on this ad hoc, that we would like to see SAYMA's relationship with FCRJ repaired, and that we would like to continue our work as a committee, we are not clear on a way forward at this time, without both an unequivocal mandate supporting conflict transformation from SAYMA, and the leadership of FCRJ on our committee.

Respectfully submitted to the body of SAYMA,

Shannon Roberts Smith  
Acting Spokesperson  
Ad Hoc Conflict Transformation Committee