

Southern Appalachian Yearly Meeting and Association
Representative Meeting 145b
Eleventh Month, 14, 2020
Online, via Zoom

145b-01 Opening Worship

The meeting opened with welcoming messages among Friends and settled into a time for worship.

145b-02 Greetings, Roll Call, Clerk's Statement [Attachment A: Attendance]

SAYMA's clerk Bob McGahey greeted Friends and took the roll call of participants. The clerk then shared this message:

- 1) *First, I want to reiterate that we are a religious body, not a social action group. Friends' action in the world has always been undergirded by prayer and discernment.*
- 2) (The clerk reviewed the time sequence with the ad hoc Conflict Transformation Committee.) *It was never approved by the body, but always under the care/discretion of the clerk. Though it reports to the body, it is not under its care, but the clerk's. There was considerable lack of understanding of the committee's purpose, and this was understandable because it did not have a specific charge and was still trying to name its purpose.*
- 3) (The structure of the committee.) *The committee's work was undermined from the beginning by having one of the chief individuals involved in the conflict seated as a member. There were clear instances of misunderstanding and misuse of Quaker process. Fundamentally, it was undermined by a lack of care and civility towards those who did not hold the majority ideology, Critical Race Theory. Friends proceed from mutual respect and love, not from being called out for not aligning properly on an ideological spectrum.*
- 4) *Though the clerk has the authority to convene and lay down ad hoc committees, it is understood that he/she does this in consultation with the other committees involved. It is true that I did not consult with all the constituent parties before laying down the committee.*
- 5) *This is not the end of the work, nor closing the door to future consultation with the Friends Center for Racial Justice (FCRJ). We white supremacists have such a paucity of tools with which to do the work of undoing our own racism. A SAYMA-*

wide training opening up a common language for going forward with this work would set the groundwork. This should have happened early in our process, some years back. As it is, Friends are tired of the misunderstanding, projections, and judgments that have become our norm. As folks from all sides have asked, we need a "Pause."

Perhaps. Use the pause to focus positive energy on the national political scene, or continue the excellent racial justice work that is going on within individual SAYMA meetings. But let's come together as a body again January 16 to have a full threshing on SAYMA racial justice work: how we got to the present impasse and how we might go forward.

6) As we go forward with today's meeting, Let us center down as often as we can. Try to appreciate the gifts of your fellow Friends, enumerate a few – rather than whether you agree with them or not. Continue to hold everyone here in the Light. We are the faces and hands of God, each of us.

145b-03 Agenda Review

The clerk reviewed the agenda.

145b-04 Nominating Committee - Wood Bouldin Greenbrier Valley Worship Group (WG) and Charleston Monthly Meeting (MM) and Kendal Ivie, West Knoxville MM [Attachment B: Positions of Responsibility to Be Approved]

Nominations were brought forward in the context of worship and seeking to understand the gifts each person brings to the role. The clerk, Wood Bouldin, read each nomination except his own, provided a brief bio and sought approval and comment on each nominee. Kendall Ivie stepped in as clerk for the approval of the Wider Quaker Organizations Allocations Committee nomination. Friends expressed appreciation for the new process.

Minute 145b-01: Friends approved all the positions listed on the attached To Be Approved list provided in the Nominating Committee Report, which include the following positions:

- Charlie Wilton as Interim Web Manager**
- Pat Campbell, Caty McAfee on Finance Committee**
- Wood Bouldin on Wider Quaker Organizations Allocations Committee**
- Charles Schade on Personnel Committee**
- Jennifer Dickie, Ian Saderholm, Maia Hallward, Grace Beavin, Chris DeBeer on SAYF Steering Committee**
- Chuck Jones, Sig Christensen, Kathleen Mavournin, Sue Abbate on SAYF Support Committee**

Deni Elliott, Chris Berg, Steve Livingston, Laura Lane, Aaron Ruschetta on Yearly Meeting Planning Committee
Hank Fay, Jackson Napier, Zanden McKinney on Peace and Social Concerns
Deni Elliott and Rylin Mariel on Earth Justice Committee
Deni Elliott, Representative to FCNL and Adrian Mehr, Representative to FWCC

Nominating Committee Continued from morning discussion:

This minute was brought forward by SAYMA Clerk, Bob McGahey in the afternoon to correct an oversight. It is added to this minute since it is an approved nomination.

Minute 145b-01: Friends approved the recommendation by the SAYMA Clerk, who is representing the naming committee, for nomination and approval of Julia Ewen to serve on the nominating committee.

145b-05 Moment of Remembrance

The SAYMA Clerk encouraged Friends to hold the late Carol Lamm and her family in the light and provided space for a moment of reflection.

145b-06 Southern Appalachian Young Friends (SAYF) Steering Committee - Jennifer Dickie, Atlanta MM [Attachment C: SAYF Steering Committee Report]

The clerk, Jennifer Dickie, read the report which outlined the challenging year past and looked ahead, sharing the focus of the committee. Two items they have committed to are to spend this year growing our roots deeper and continue to foster loving and supportive spaces for teens in the ways that are possible. Anticipated actions include rewriting the SAYF handbook, working to build up the adult SAYF support system of Friendly Adult Nurturers (FANs), improving outreach through a more interactive SAYF website, updating the infraction policy, and building SAYF networks for teens to connect. Report is attached.

A Friend reminded us to submit completed handbooks to the handbook committee.

Friends discussed updating the infraction policy including dealing with victims and infractors. Friends encouraged us to consider how we approach identifying and supporting victims especially in relation to racial and sexual identity. Friends were asked to reflect on the gap between educating on theory and actually applying those principles in reality.

145b-07 Junior Yearly Meeting Committee - Laura Lane, Asheville MM [Attachment D: JYM Report]

The clerk, Laura Lane, read the report which outlined how they are exploring use of a recent \$1000 technology grant from FWCC and provides options in the attached report for possible uses including virtual programming to help build connections. Report attached.

The SAYMA clerk expressed appreciation for the continued work by the JYM committee and expressed interest in a recommendation he received to consider a children's play circle at the center of our meeting space when we are able to join in corporate worship.

A Friend expressed interest in understanding SAYMA's practices related to how grants are received, tracked, and future obligations. A Friend reminded us that this particular grant was discussed as part of the finance report at the last rep meeting.

145b-08 Yearly Meeting Planning 2021

The SAYMA clerk encouraged the Yearly Meeting Planning interest group to begin meeting to discuss plans for the next yearly meeting which may, by necessity, be virtual.

A Friend asked if additional work was being done by an Ad Hoc Committee to consider a new venue, especially one more welcoming to Friends of Color. Another Friend encouraged us to consider those with accessibility challenges when looking for a venue.

Friends confirmed that the request to consider a new venue was brought forward to the planning committee in approximately 2017 and additional years. Although some work was done to explore options, the Ad Hoc Committee was not formed.

Friends expressed that this is a time to continue exploration of a new venue.

145b-09 Ministry and Nurture Committee - Adrian Mehr, Interim Clerk, Memphis MM [Attachment E: M&N Committee Report]

The interim clerk, Adrian Mehr, read the report which highlighted a concern with the vacancies on the Ministry and Nurture committee. It also provided a recommendation that SAYMA consider moving forward with SAYMA URJ's recommendation to hire Crossroads Anti-Racism Training. The committee asks others to join in bringing this important work to SAYMA. Report attached.

A Friend asked about the recommendation to use Crossroads in anti-racism work for SAYMA, what are the costs and where is the money coming from?

A Friend asked how M&N has provided spiritual nurturing to committee clerks. A Friend discussed how Crossroads was selected. It was an organization steeped in the work, known to Friends of color, and has experience with addressing conflict in spiritual communities. A Friend who attended a workshop with Crossroads spoke about her positive experience. Friends expressed interest in continuing conflict transformation work.

The interim committee clerk shared that the committee makeup is newly formed and the information in the report is from the prior committee due to the extended timeframe the report covers. More information about M&N work and responses to the questions from Friends will be provided as the M&N Committee solidifies.

145b-10 State of the Meeting from Ministry and Nurture Committee - Adrian Mehr, Interim Clerk, Memphis MM [Attachment F: State of the Meeting]

The interim clerk, Adrian Mehr, brought forward the State of Southern Appalachian Meeting and Association for 2019. Report attached.

Friends expressed appreciation for the thoughtful wording of the State of the Yearly Meeting Report. Other Friends expressed concern that the wording may feel exclusionary for non-theist Friends.

Friends accepted the State of the Meeting report.

145b-11 Worship Sharing Queries

Ministry and Nurture provided the following queries for an hour of worship sharing by Friends in break out groups.

How does white supremacy culture/colonialism (or institutionalized racism) contribute to climate change?

What can white people (or people of means), as individuals and institutions, do with the resources they control to mitigate the harms of climate change for Black and indigenous people of color and communities (or vulnerable communities)?

How are the children faring in my meeting during the Covid disruption?

How am I maintaining my spiritual practice during the pandemic?

145b-12 Ad Hoc Website Committee - Aaron Ruschetta, Atlanta MM [Attachment G: Ad Hoc Website Committee Report on SAYMA Internet Resources]

Aaron Ruschetta read the report which proposes a reorganization and modernization of how SAYMA uses internet resources. The goal is to allow us to grow as a community and to connect with the public in ways that communicate who we are and what we are doing. The clerk explained that a Digital Services Manager position is under discernment on whether elements of this position are paid or a volunteer position. Report attached.

Friends asked the clerk to contact FGC about what Quaker Cloud is doing and how that collaboration can work for SAYMA. A Friend provided feedback about Quaker Cloud and methods of interacting and determining what should be public and private and how open dialogue can occur; mentioning the more control we impose the less participation. Friends expressed appreciation for the openness and availability of information.

Friends expressed ideas about what was needed from the internet resources. Friends asked for a location for discussion between groups and committees. A Friend would like the reports and information earlier before representatives meeting to review with monthly meetings. A Friend asked for assistance in saving documents and navigating the web space. A Friend expressed concern about losing the focus on spirit when using Google Groups as a format for discernment or quaker business. A Friend encouraged us to consider that the administrator does not have to determine content.

A Friend wanted to remind the committee to be inclusive when considering how individuals learn and absorb website information. Friends wanted us to be mindful of accessibility of broadband and internet services.

A Friend asked for a way to communicate businesses and services provided by Friends. Interested Friends will research and provide information to the website committee. A Friend suggested we use Facebook for advertising businesses.

A Friend expressed appreciation for the committee's hard work but that the committee could be enriched by expansion to include people of color, gender, and age diversity. SAYMA Clerk encouraged this approach.

Friends ask for the information in the report to be seasoned by monthly meetings. Feedback is to be provided at the March Representatives meeting.

A Friend expressed concern about reports that are not approved but might contain implied actions and reminded Friends that these actions are not de facto approved.

Minute 145b-02: Friends approved expressions of gratitude to Charlie Wilton on the update to the SAYMA website making the site more accessible and inviting.

Minute 145b-03: Friends approved recognition from the SAYMA clerk who apologized to Free Polazzo for not adding him to the Ad Hoc Website Committee. It was an oversight that will be rectified. The clerk has encouraged additional Friends to join the ad hoc website committee.

Minute 145b-04: Friends approved providing SAYMA Representatives with an emailed copy of the Ad Hoc Website Committee report, also available on the website. Friends are encouraged to season the Ad Hoc Website Committee report with their monthly meetings for the purpose of providing feedback as part of an ongoing process. The hope is to discuss at the March 2021 Representatives meeting. The work of the Ad Hoc Committee should proceed with their deliberations in the meantime.

145b-13 Closing Worship

Friends ended our time together in silent worship.

Bob McGahey, Clerk
(archive copies signed)

Melissa Preast, Recording Clerk
(archive copies signed)

Attachments:

- A. Attendance
- B. Nominating Report - Open Positions
- C. SAYF Steering Committee Report
- D. Junior Yearly Meeting Report
- E. Ministry and Nurture Report
- F. Ministry and Nurture State of the Yearly Meeting
- G. Ad Hoc Website Committee Report

Attachment A: Attendance

List of attendees in archived print copy only.

Attachment B: Nominating Report - Open Positions

Positions to be Approved at RM 145B

Positions for SAYMA 2020-2021

Colors:	New	Continuing
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Name	Current	Meeting	State	Position Term
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OFFICERS and INDIVIDUAL POSITIONS

Charlie	Wilton	Interim	Web Manager	Berea	KY	
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STANDING COMMITTEES

Finance Committee

Pat	Campbell	member	2020-2022	Asheville	NC	2
Caty	McAfee	member	2020-2022	Chattanooga	TN	2
<i>WQO Allocations</i>						
Wood	Bouldin	Clerk	2020-2022	Greenbrier	WV	2

<i>Personnel Committee</i>						
Charles	Schade	Member	2020-2022	Charleston	WV	2
<i>SAYF Steering</i>						
Jennifer	Dickie	Clerk	2020-2022	Atlanta	GA	2
Ian	Saderholm	Member	2020-2021	Berea	KY	2
Maia	Hallward	Member	2020-2022	Atlanta	GA	2
Grace	Beavin	Member	2020-2021			2
Chris	DeBeer	Member	2020-2022	Swannanoa	NC	2
<i>SAYF Support</i>						
Chuck	Jones	Clerk	2020-2022	Chattanooga	TN	2
Sig	Christensen	Member	2020-2022	West Knox	TN	2
Kathleen	Mavournin	Member	2020-2021	West Knox	TN	2
Sue	Abbate	Member	2020-2022	Charlotte	NC	2

<i>Yearly Meeting Planning Committee</i>						
Deni	Elliott	Co-registra	2020-2022	Charleston	WV	2
Chris	Berg	Site Coordi	2020-2022	Greenville	NC	2
Steve	Livingston	Site Coordi	2020-2022	Asheville	NC	2
Laura	Lane	JYM Rep	2020-2021	Asheville	NC	2
Aaron	Ruscetta	SAYF	2020-2022	Atlanta	GA	2
<i>Peace and Social Concerns</i>						
Hank	Fay	Member	2020-2022	Berea	KY	2
Jackson	Napier	Member	2020-2022	Berea	KY	2
Zanden	McKinney	Member	2020-2022	Nashville	TN	2
<i>Earth Justice</i>						
Deni	Elliott	Interim Clerk	2020-2022	Charleston	WV	2
Rylin	Mariel	Member	2020-2022	Asheville	NC	2

<i>Representative to Wider Quaker Organizations</i>						
Deni	Elliott	FCNL	Extra	Charleston	WV	
Adrian	Mehr	FWCC	2020-2023	Memphis	TN	3

Open Positions at Start of RM 145B

Positions for SAYMA 2020 – 2021

Current Term

OFFICERS and INDIVIDUAL POSITIONS

	Asst Treasurer	2021-2022
STANDING COMMITTEES		
<i>Ministry and Nurture</i>		
	Clerk	2020-2022
	Member	2020-2022

<i>WQO Allocations</i>		
	Member	2020-2022
<i>Personnel Committee</i>		
	Member	2020-2021
<i>SAYF Steering</i>		
	Member	
	Member	
	Member	
<i>SAYF Support</i>		
	Member	2019-2021
<i>JYM Support</i>		
	Member	2020-2022
	Member	2020-2022

<i>Yearly Meeting Planning Committee</i>		
	Clerk	2020-2022
	Adult Program	2020-2022
	Asst Bookstore	2020-2022
	YAF Rep	2020-2022
	Layout Editor	2020-2022
<i>Peace and Social Concerns</i>		
	Member	
	Member	
	Member	
	Member	
<i>Earth Justice</i>		
	Member	
	Member	

	Member	
<i>Southern Appalachian Friend</i>		
	Editor	2018-2020
<i>Outreach</i>		
	Member	2019-2021
	Member	2020-2022
	YAF Member	2020-2022
<i>SAYMA-URJ</i>		
	Member	
	Member	
	Member	
	Member	
	Member	
<i>Representatives to Wider Quaker Organizations</i>		

	AFSC Corp	2020-2023
	FGC	2020-2023
	FGC	2018-2021
	Friends Peace Team	2020-2023
	Friends Peace Team	2020-2023
	Q Earth Witness	2020-2023
	Q Earth Witness	2020-2023
	RSWR	2020-2023

Attachment C: SAYF Steering Committee Report

Southern Appalachian Young Friends Steering Committee

Report to SAYMA Representative meeting 9/26/20

SAYF has the unique role in SAYMA of having year-round in-person gatherings monthly. So when our in-person retreats halted suddenly and disappointingly in March 2020 our young Friends experienced not just the loss of SAYF at SAYMA, but the loss of monthly connections that SAYF fosters for Quaker youth in the southeast. This means for some young Friends, who are isolated Quaker teens in their communities, there was the immediate loss of personal connection with other Quaker youth.

In the last 6 months SAYF steering committee has engaged young Friends to guide us in planning for the SAYF program in these uncommon times. We held one virtual SAYF retreat in June, one joint nurturers and steering committee virtual retreat in August, and we are scheduled for a third Virtual retreat in October. We plan to continue having only virtual gatherings until June 2021. Our time with young Friends has shown us that they are experienced and capable in the virtual environment. They bring internet savvy and fill our screens with laughter and joy when we meet together. We also know that most of them are experiencing school in a virtual setting and like us, they face screen fatigue. We try to mix up our connections with worship, play, and creativity.

While we would love to say that we are able to connect all SAYFers in the region virtually, our experience tells a different story. Outreach is challenging, and SAYF thrives on the physical presence of teens and the gentle camaraderie that comes from spending long stretches of time with each other. Virtual SAYF is not the same, and some teens have chosen to opt out for the time being. We honor this choice and we hold a place in our hearts for them when and if they return. In truth we do not know how this year of apartness will affect the SAYF program overall.

Since March the SAYF steering committee has transitioned clerks, and we have adjusted our adult work time from two working retreats (February and August) to monthly virtual meetings. The steering committee plans to continue our work virtually through May of 2021. One advantage this has offered us is the opportunity to invite adults who are former SAYFers and who now live outside of the SAYMA region to join us on the steering committee. We are so excited about the possibilities afforded by this extension and look forward to exploring how these connections might best serve the SAYF community and build our capacity to enrich this unique program.

With so much unknown, the SAYF steering committee has committed to spend this year growing our roots deeper. We will continue to foster loving and supportive spaces for teens in the ways that are possible, but we will also focus on the work of SAYF that typically gets set aside for the more immediate concern of being present with young Friends. This includes rewriting the SAYF handbook, working to build up the adult SAYF support system of FANs, improving our outreach through a more interactive SAYF website, and building SAYF

networks for teens to connect.

We anticipate SAYF will survive this time of apartness, and we look forward to having a stable and well supported program when we meet again in person.

Submitted by Jennifer Dickie, SAYF SC Clerk

Attachment D: Junior Yearly Meeting Report

Report from the JYM committee meeting, 9/18/20

JYM committee: Kim Saderholm, Laura Lane, Laura MacNorlin, Jennifer Dickie, Kellie Divis

At the very last SAYMA Planning committee meeting, Laura Lane brought a proposal to pay Laura MacNorlin for the hours she had spent in planning before the cancellation of SAYMA 2020. At that meeting, the JYM committee also reported that we were interested in doing some alternative virtual programming, but were unclear about how to pay for that.

Geeta McGahey found this technology grant, Carol Lamm (SAYMA treasurer wrote a blurb for the application), JYM approved this, and Susan Phelan submitted the grant for us. On August 12th we found out that we were awarded a \$1000 grant to help pay for virtual programming for JYM.

Email with information about the Grant:

Hello Friends,

I hope this finds you well. We are preparing checks to send next week for the pandemic technology grants. We received the stat form and grant request from the Southern

Appalachian Yearly Meeting and Association, indicating you will use the grant to plan/carryout alternative Junior Yearly Meeting programming virtually. Funds are to be used to pay staff to research options, plan, and lead activities virtually across your large geographic region. As needed, funds may also be used to purchase equipment and pay for an on-line platform suitable for working with children.

We wish you the very best as you carry out these ministries!

We plan make the check out to Southern Appalachian Yearly Meeting & Association and send it to:

*Southern Appalachian Yearly Meeting & Assn.
Susan Phelan, SAMYA Administrative Assistant
1702 Pratt Avenue NE
Huntsville, AL 35801-2476*

If you want the check sent to a different address, please let me know very soon. And do let me know if you have any questions. Thank you!

Once you have used the grant funds, we ask you to tell us about their impact using this survey link: <https://conta.cc/37eDhIV>

Best wishes,

Heather

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*Heather Gosse
Operations Manager, FWCC
215-241-7250
heatherg@fwccamericas.org*

We have started discussing the details of the grant. Our general timeline is to have activities completed by next June. Some of our ideas/thoughts include:

- Building a list/newsletter of what kids programming is happening in meetings across our region (SAYMA). This might be a great way to include families in meetings without many kids. This might also be a way to pull in some new families who haven't been connected with SAYMA.
- Perhaps connect families across the region to the great, thoughtful programming already happening in some larger meetings
- Is there tech needed for any families in our Yearly meeting to be able to connect with this programming? (hot spots, etc)
- Maybe we could start with the list/newsletter of programming currently available, and then have our more formal programs in the new year (January, spring)
- Our purpose for having the programming:
 - We want the kids to have the time and space to build relationships with each other
 - Build community with the kids
 - Have a chance for kids of all ages to connect with other Quaker kids, and for families to have connections to each other.
- We think it would be best to do a survey
 - If SAYMA is going to send out a survey, this could be attached.

- If not, we should send it out on our own
- Laura MacNorlin has an email list of families who have participated in the past.

We can also send it out to clerks of Meetings or clerks of RE committees (if we know them) to pass along to families.

- Contents of the survey (Laura Lane will draft a version and share with the committee)
- Introduction about our purpose
- Ages of kids
- Structure and timing (time of year, frequency, length)
- Thoughts on content
- Would you like to be connected with ongoing kids programming that's already

happening in our Yearly Meeting or the wider Quaker world?

- Laura MacNorlin will reach out to Julia Dailey and Ari Zuaro who we were planning to hire as our JYM coordinators to see if they would be interested in doing any of this work. We would like for most of our budget to be spent paying people to plan and facilitate the programming. We would like to have a small portion of the budget used to put together packages of materials to mail out to participants. We will have our next meeting in October, after the Representatives meeting.

Attachment E: Ministry and Nurture Report

Southern Appalachian Meeting & Association Ministry & Nurture's Report, Autumn 2020

Since Southern Appalachian Yearly Meeting & Association Ministry & Nurture's (M&N's) last report at Fall Rep meeting at W Knoxville, SAYMA M&N met in person at Celo on 9 November 2019, at which time the clerk of SAYMA joined with us in our meeting. From that meeting a request went out to Monthly Meetings (MM) requesting them to prepare for March Rep Meeting beforehand.

M&N was to meet in Nashville in April 2020, due to COVID that did not happen. We did meet virtually via Zoom. While this is usually the time that the State of SAYMA report is written – it was not done, at that time we had only received about 5 State of the MM reports.

We spent time discussing what the impact of COVID might have on SAYMA. This included considering recommending a Jubilee year for SAYMA. There was also discussions about possible workshops M&N might bring to SAYMA, such as: Anti-Racism, Abuse, Discernment/Decision Making, FDS.

M&N has had several Zoom calls since April – 22 May 2020, 29 May 2020, 15 June 2020, 8 Sept. 2020. SAYMA M&N is planning to meet 20 Sept to write the State of SAYMA report, via Zoom.

In August the clerk of M&N resigned. At this time we have not heard from Nominating about a new clerk.

Two members of SAYMA M&N are involved with the ad hoc SAYMA Conflict Transformation committee. That committee has met twice since July.

Currently there are only 7 people serving on SAYMA M&N: Adrian Mehr, Memphis Rep; Jan Stansel, Nashville Rep; Laura Seeger, Chattanooga Rep; Robyn Josephs, SAYMA appointed; Brian Yaffe, Celo Rep; Diana Masso, Charleston Rep; & Joan Barnette, W Knoxville Rep. There is currently not enough energy for this committee to do all that needs to be done. At its best the committee is to have a clerk & 3 other members appointed by the Yearly Meeting and additionally every Monthly and preparative meeting is encouraged to appoint a representative to SAYMA M&N. We ask that Nominating look deeply to find those that are able to serve on this committee & encourage MM to appoint representatives to M&N.

SAYMA M&N would like to see the YM move forward with SAYMA URJ's #1 recommendation from 2017:

Recommendations 1. Hire CrossRoads Anti-Racism Training and Organizing to train all YM clerks and staff as well as members of Ministry and Nurture, the Planning Committee, Finance Committee, the Nominating Committee, Junior Yearly Meeting, SAYF and YAFs.

<http://crossroadsantiracism.org/organizing/institutional/>

We would like others to join with us in bringing this important work to SAYMA.

Attachment F: State of the Yearly Meeting

State of Southern Appalachian Meeting and Association – 2019 prepared by SAYMA Ministry & Nurture Committee 20 September 2020

We received 11 State of the Meeting reports for 2019 out of the 22 Monthly Meetings & Worship Groups within SAYMA. The Monthly Meetings we heard from were Asheville, Berea, Celo, Charleston, Chattanooga, Columbia, Cookeville, Memphis, Nashville, Swannanoa Valley, and West Knoxville.

Although this State of SAYMA report is about 2019, it seems we must acknowledge the apparent impact of 2020 on this report. The time for Monthly Meetings to provide their State of the Meeting reports to SAYMA M&N coincided with the beginning of the COVID 19 pandemic which has turned our world upside down. The pandemic is also, in part, the reason that the State of SAYMA report was not prepared in time for SAYMA Spring 2020 Representative Meeting, which itself did not take place due to the pandemic.

While divisiveness grew in SAYMA in the later half of 2019, Monthly Meetings experienced a deepening in their own communities, and utilized Quaker process in order to manifest this. Out of this community-building has come a continued desire of meetings to connect with their larger communities. Community would be the one word to summarize the sense of SAYMA as 2019 came to a close.

Also arising in SAYMA is a recognition that we are first and foremost a Spiritual Faith community, that our lives speak because of our grounding in Quaker roots, faith and practice and not the other way around. We within SAYMA have a deep love for our Religious Society of Friends and a commitment to continue in the manner of Friends.

SAYMA continues to appreciate the unique gifts that children and young adults bring to our faith community – both in their participation and in the experience of great loss when they are absent from our Monthly Meetings. Some Monthly Meetings in SAYMA have wonderful success stories with First Day School programs and youth groups, and others struggle to provide for the needs of families with children, not only in attracting them to the Religious Society of Friends but also in retaining their connection with us.

Quaker process teaches us to wait on Divine leading before moving into action. When we wait and respond to spirit we find that our actions are divinely grounded rather than a reaction to a perceived need or ego pressure.

To paraphrase Memphis Monthly Meeting, the Spirit in SAYMA ebbs and flows like waves on the ocean. Although waves go down, waves always come back up. Just as water is buoyant, our Yearly and Monthly Meetings are reliably resilient. We see this as we lose members and attenders to life and open our hearts to new F/friends who find their way to our Monthly Meetings.

Most Monthly Meetings in SAYMA are engaging in anti-racism work. This is being done through book studies, workshops, community involvement, and personal spiritual and interior growth. Monthly Meetings continue to be engaged in many diverse social concerns within their larger communities including homelessness, food insecurity, support of Wider Quaker Organizations, climate change, Alternatives to Violence Project, undocumented people, LGBTQ.

Those Monthly Meetings which have meetinghouses and grounds under their care take those responsibilities thoughtfully, discerning wise use and stewardship of their resources and physical property, attempting to balance these concerns with meeting other needs in their community. Some Monthly Meetings have begun work to determine on whose land originally their Meetinghouse now sits and how to be in right relationship with native/indigenous peoples.

Meeting is the place we are fed, and being nourished ourselves we then enter the larger community and do our work as the Holy Spirit leads.

The following is a list of some of the materials Monthly Meetings within SAYMA used in 2019 for Spiritual Deepening. SAYMA Ministry & Nurture encourages everyone in SAYMA to read the individual Monthly Meeting reports. Our Monthly Meetings put a lot of love & energy into writing them. SAYMA M&N is uplifted by their efforts.

SAYMA book & resource list:

Becoming an Anti-Racist Church: Journeying toward Wholeness by Joseph Barndt

White Fragility by Robin DiAngelo

Sitting Like a Frog – children's book

Deepening Our Spiritual Life by Understanding our Quaker Roots – educational series

Living the Quaker Way by Philip Gulley

A Full Life by Jenifer Morgan

The Bible

The Journal of George Fox

The Covenant Crucified by Douglass Gwinn

Mothers of Feminism

The Water Dancer

Experiment with Light by Rex Ambler

Pendle Hill pamphlets

Quaker writings & history

The Report – a movie

Attachment G: Ad Hoc Website Committee Report

Reorganization Of SAYMA Use of Internet Resources

The Website Ad Hoc Committee proposes a reorganization and modernization of SAYMA use of Internet resources in ways that allow us to better grow as a community while also allowing us to connect with the public in ways that better communicate who we are and what we are doing.

The reorganization has 3 main perspectives: our Public internet presence, our Private internet presence, and Management of our internet presence.

For purposes of short summary (only):

Our Public internet presence will be for sharing information with the public. The SAYMA Outreach Committee, already tasked with resurrecting the Southern Appalachian Friend, will have responsibility for selecting and display information on those sites.

Our Private internet presence will have spaces for committees to work, places for SAYMA documents in draft or final stages to reside, a place for members to easily access SAYMA documents, and places for interaction among SAYMA members. This private site will be protected though use authentication on login.

The Private Internet site will be administered the the person filling the position that we have previously called "Website Manager." In recognition that what we will have is much more than a website, that position is now described as "Digital Services Manager." This position may run into a committee if the workload requires that, or the DSM may (and is expected to) as needed recruit volunteers.

Fuller descriptions of the above follow.

Management of SAYMA's Public-Facing Website

The goal of SAYMA's public facing website will be to inform people about Quakers, SAYMA, and SAYMA meetings in a positive light. The audience will be both the general public and SAYMA Friends. Items will be edited so as to be understandable to people unfamiliar with SAYMA or Quakers and to invite inquiries and participation by seekers.

Content of SAYMA's public-facing website will be as shown in the table below:

Website Component	Posting/removal responsibility	Examples of Content
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<p>1. Factual material related to SAYMA and Quakers</p>	<p>Outreach Committee</p>	<ul style="list-style-type: none"> -SAYMA history -Quaker history -Friends beliefs and testimonies -Information and links to meetings and worship groups within SAYMA -Information and links to wider Quaker organizations -Description of SAYMA's organizational structure and links for contacts and information -Current approved version of <i>Faith and Practice</i>
<p>2. Announcements and schedules</p>	<p>Administrative Assistant</p>	<ul style="list-style-type: none"> -SAYMA annual session -SAYMA representative meeting -Other events SAYMA sponsors
<p>3. Public-facing SAYMA minutes</p>	<p>Yearly Meeting (Representative Meeting)</p>	<p>-if specifically directed to be posted when approved</p>
<p>4. News of SAYMA's monthly meetings and committees</p>	<p>Outreach Committee</p>	<p>-Curated and edited reports</p>

1) Materials should comply with SAYMA's website policies posted at https://www.sayma.org/online_documents/Web_Policy_Sep2006.pdf at the time of this minute, and available on the new website when it is ready.

2) SAYMA

Outreach Committee determines what materials are posted on SAYMA's website and when to remove or modify them.

SAYMA's Private Web Space

Purpose: SAYMA's private web space serves several functions:

- Repository of historical documents, including minutes of Yearly Meeting and Representative Meeting
- Reference source for documents related to SAYMA's governance and membership such as Faith and Practice, the Handbook , and lists that contain personal information such as the directory and the list of Positions of Responsibility
- Work space for SAYMA committees, including minutes of committee meetings, drafts of committee reports, and reference materials committees use
- Minutes and other communications from monthly meetings for action or information of SAYMA
- Forms and instructions for specific purposes, if not included in the Handbook
- Repository of recent communications and notices from the Clerk and SAYMA Office

Who may have access: any member or attender of a SAYMA meeting or worship group or another recognized affiliation with SAYMA (e.g., YAF) may have read-only access. The administrative assistant will determine access privileges. The Web Manager will assign them as determined by the Administrative Assistant. Access privileges will expire after [1 year] of inactivity. A committee may have a private area for committee-only access if requested, e.g., Ministry and Nurture Committee.

Who may authorize posting:

- The Clerk and Administrative

Assistant may post minutes of Yearly Meeting and Representative Meeting and other historical documents identified by the Archivist or the Yearly Meeting.

- The Administrative Assistant will post documents related to SAYMA's governance and membership and minutes and communications from monthly meetings that are sent to SAYMA for action.
- Persons in positions of responsibility within their monthly meeting may post items for information of SAYMA members
- Clerks and members of SAYMA committees may post and edit documents in committee work spaces
- Committee posting privileges will expire when the individual ceases to be a committee clerk or member.

Expectations: We intend the internal site to be a safe place for all, and to allow free expression of individual views. Recognizing that these may sometimes conflict, we propose to develop guidelines .

DIGITAL SERVICES MANAGER (DSM) Job Description

Preface:

This preliminary job description is based on the expected duties and responsibilities found in creating and maintaining a proposed structure for SAYMA's digital presence that can meet both public and private needs.

- 1) Public Facing publication and presentation spaces that initially include
 - a) A fully public web site for vetted and approved content
 - b) A companion "view only" Social Media page for vetted announcements
- 2) A Private Google Workplace account supporting
 - a) An internal web page for group announcements, content in process, and items for group vetting
 - b) Password accessed committee work spaces for collaborative work on SAYMA documents and business

The position is primarily technical in scope, and defers responsibilities for assuring that published and private content complies with SAYMA policies to administrative oversight.

DSM General Duties:

-- Maintain technical functionality and user access for all Digital Services resources

-- Post and maintain Public content in coordination with the SAYMA Admin Assistant and Outreach Committee

-- Arrange and Manage supporting volunteers to assist with DSM duties as needed

Specific DSM Duties:

1. Oversee and maintain the

technical design and features of the SAYMA public spaces employing technologies with concern for accessibility, security and privacy. Stay current on the software tools employed to utilize digital resources and present content. Install software updates and modifications as necessary. Supervise contract web developers as needed when and if SAYMA employs them.

2. Expediently post and update vetted and approved content as requested by the Admin Assistant and the Outreach Committee. Regularly review posted content for dysfunctional links and outdated material and remove or archive it as appropriate. Correct obvious spelling or grammatical errors as found, though concerns of factual error or items needing significant content editing should be referred to the Admin Assistant.

3 Stay informed of current SAYMA published content policies and report to the SAYMA Clerk any directly posted or linked content that the DMS deems questionable or potentially offensive. Additionally, the DMS will relay any and all received concerns of factual errors or potential content policy violations to the SAYMA Clerk for proper processing and discernment on necessary actions.

4. Manage passwords and services access for all approved users of SAYMA Digital Services. Provide basic technical support as requested and assist users with concerns regarding access and services usage, directing them to technical training documents or other resources where appropriate.

5. Periodically evaluate Digital Services usage in collaboration with the Outreach Committee and annually report metrics and general state of usage to the meeting. Conduct periodic user satisfaction surveys of SAYMA's Digital Services including Committee Clerks and, where possible, website visitors. Coordinate with the SAYMA Outreach Committee to address issues or implement recommended improvements. Periodically consult with committee clerks to insure that work space are meeting their needs and requirements.

6. Keep all digital services account payments current and active. Prepare budgets of annual website expenses for domain name registration, site hosting, consulting, design services, and other website costs and coordinate budget needs and payments with the SAYMA Clerk of Finance.

7. Assess needs for additional assistance with regular DSM duties or special technical projects, then solicit volunteers or arrange for contractors as the specific scope of work requires.