

Southern Appalachian Yearly Meeting and Association
Representative Meeting 146
Third Month, 14th, 2021
Online, via Zoom

146-01 Opening Worship

The meeting opened with welcoming messages among Friends and settled into a time for worship. Three queries were provided for contemplation.

Queries:

- 1) How has your monthly meeting used Quaker values to dismantle systemic racism?
- 2) How can Friends adapt/modify Quaker Practice and processes to be inclusive and welcoming of diverse cultural expressions of faith, as opposed to expecting culturally diverse peoples to conform to white/Eurocentric colonizer cultural norms and practices? (Query from URJ report)
- 3) How do we promote open and honest dialogue in the face of conflict?

146-02 Greetings, Roll Call, Clerk's Statement [Attachment A: Attendance]

SAYMA's clerk Bob McGahey greeted Friends and took the roll of the 58 participants. The clerk then shared opening remarks on his hope for the meeting:

“It has been a particularly difficult task for me to set today's agenda. We have too many reports to accommodate all of them, including some that go back a year or more. We have too much activity by our constituent meetings to adequately convey all of their fine work. There are minutes from monthly meetings addressed to the body that are being deferred until Yearly Sessions. Please be patient with the clerk's table and with each other as we go forward into our work today, acknowledging that not everybody's wish will be met.

In recent weeks, I have experienced profound sadness over SAYMA's spiritual disarray and lack of unity. It is my fervent prayer that we can work to lessen that condition, even a little, as we proceed today. I have faith that SAYMA is up to the task, because of the depth of commitment so many of you have. As one monthly meeting clerk put it, what we need most is multilateral love and respect. If we place ourselves in the hands of the Inner Teacher, how can we be otherwise?

As we go forward with today's meeting, let us center down into our Root often. Think of this continuing prayer as breathing. Try to appreciate the gifts of your fellow Friends, rather than whether you agree with them or not. Continue to hold *everyone* here in the Light, no exceptions. We are the faces and hands of God, each of us.

146-03 Agenda Review

The clerk reviewed the agenda and added one item - Personnel Committee Report.

146-04 Nominating Committee Part I- Wood Bouldin Greenbrier Valley Worship Group (WG) and Charleston Monthly Meeting (MM) [Attachment B: Nominating Committee Report, Revised]

Nominations were brought forward in the context of worship and seeking to understand the gifts each person brings to the role. The committee clerk, Wood Bouldin, from Greenbrier Valley Worship Group (WG) and Charleston Monthly Meeting (MM), began by describing how the outreach committee has responsibility to do something about the Southern Appalachian Friend which is now the website. This will require a change to the duties of the outreach committee as we adjust the website. A request was made to consider joining the outreach committee if you have an interest and gift to help with the website.

The committee clerk brought forward the concern that there are no nominees for assistant clerk, treasurer or assistant treasurer of SAYMA, and the two for openings in Wider Quaker Organizations for FGC representatives.

The committee clerk read each nomination and provided a brief bio on each nominee. Friends were encouraged to consider the nominations during the morning portion of the meeting. Approvals were sought on each nominee during the afternoon session as part of Nominating Committee II on the agenda. This section of the minutes combines the morning and afternoon discussions with the minute indicating the approval of each nomination.

A Friend expressed appreciation for the work of the committee clerk and the nominating committee in response to the earlier request for more information on nominations.

Friends accept the report.

Minute 146-01: Friends approved all the positions listed on the attached Nominating Committee Report, which includes the following positions:

- Clerk of Yearly Meeting Planning – Jennifer Dickie: Atlanta MM. Term: 2021-2022**
- Member of Peace and Social Concerns – Steve Olszewsky: Berea MM. Term: 2021-2023**
- Member of Earth Justice – Roy Taylor: Canton WG. Term: 2021-2023**
- Member of Earth Justice – Charlie Wilton: Berea MM. Term: 2021-2023**
- AFSC representative – Hugh Thomsforde: Cookeville MM. Term: 2021-2023**

Friends Peace Team Rep representative – Steve Olshewsky: Berea MM. Term: 2021-2024

146-05 Treasurer’s Report - Kendall Ivie, West Knoxville MM [Attachment C: Treasurer’s Report]

The clerk expressed gratitude to Kendall Ivie for stepping in to assist as acting treasurer after resignation of the treasurer in December 2020. Kendal provided an overview of the report. Friends accept the Treasurer’s Report.

146-06 Finance Committee - Geeta McGahey, Celo MM [Attachment D: Finance Committee Report]

The committee clerk read the report bringing special attention to the proposal to change from a treasurer to a paid bookkeeper. Salary and description is being developed.

Friends discussed the software options and several Friends mentioned their monthly meetings use a bookkeeper. These Friends were encouraged to contact the Finance Committee to provide information on their job description, salary recommendations, and processes. Friends reminded us that the exploration of candidates should include knowing the legal aspects of how SAYMA allocates funds, Quaker process, and an understanding of grants and legal issues for a religious organization.

If anyone has suggestions, please send them to the committee clerk.

Minute 146-02: Friends approved the request to explore options for hiring a bookkeeper.

The committee clerk announced the draft budget will be provided in May, as a basis for the budget reading at business sessions of the Yearly Meeting in June. The clerk also shared that the Finance Committee had a review completed by an outside lawyer and accountant to look at how we are using our funds. There were no irregularities.

The committee clerk asked us to consider the recommendation from the lawyer’s and accountant’s review to develop policies about grants and conflict of interest. This discussion will happen when we are able to meet face-to-face. Some Friends did not want to wait that long for a review. A Friend reminded us that meeting face-to-face could be exclusionary since not all Friends are able to attend Yearly Meeting. Friends recommended discussions begin in advance of Yearly Meeting with the intent to bring a proposal to YM 2022.

The committee clerk made a request to approve signatories.

Minute 146-03: Friends approve Kendall Ivie, Robert McGahey, and Susan Phelan as designated signatories on Bank of America, PNC and Self Help accounts.

The committee clerk and two Friends reiterated that no irregularities were found during the review of the books. In particular, the committee clerk confirmed the accountant and lawyer saw nothing wrong with URJ finances.

Friends accept the Finance Committee report.

146-07 Sharing Racial Justice Work from Monthly Meetings [Attachments E – G: Meeting Reports on Racial Justice]

The following meetings shared a summary of their work on racial justice. Reports for Celo and Cookeville are not attached.

Attachment E. West Knoxville Monthly Meeting summary of report - Melissa Preast

Attachment F. Nashville Monthly Meeting summary of report - tom kunesh

Celo Monthly Meeting summary of report - Catherine Peck

Attachment G. Atlanta Monthly Meeting summary of report - Susan Firestone

Cookeville Monthly Meeting - Leith Patton

The clerk expressed gratitude for the racial justice work by monthly meetings and summaries presented.

146-08 Personnel Committee Report - Barbara Esther, Asheville MM [Attachment H: Personnel Committee Report]

The personnel committee clerk read the report which included a request to change the title of the current administrative clerk to Program Coordinator. Friends who are interested in understanding the duties of the SAYF Coordinator or SAYF Administrative Assistant are encouraged to meet with the SAYF Program Coordinator.

Friends accepted the report.

Minute 146-04: Friends approve changing the current administrative assistant title for SAYF to that of a program coordinator, and retain the option for future hires to use either administrative assistant or program coordinator as the personnel committee and SAYF committee review the situation.

146-09 Yearly Meeting Planning Committee Report - Jennifer Dickie, Atlanta MM [Attachment I: YMPC Report]

The committee clerk announced that the theme for 2021 is **Do Justice, Love Compassion, Walk Humbly on the Earth**. The core weekend dates are June 11-13, 2021. The plan includes three Meetings for worship with attention to business.

The committee clerk mentioned that two positions need to be filled: Young Adult Friend and Coordinator for Adult Programming, responsible for selecting plenary speakers. Contact Jennifer Dickie to nominate for the positions or for plenary speakers. As a Friend noted, because we will meet virtually we have the opportunity to get someone we might not ordinarily attract. A Friend mentioned we have reached out to groups we support and asked them to speak. The clerk mentioned that invitations have gone to three Wider Quaker Organizations with only one response so far. A Friend asked if speaking at Yearly Meeting should be a condition for continuing funding.

Other needs the committee clerk expressed include suggestions for Young Adult Friends activities and the call for workshop presenters. Workshop proposals are due the first of April. In the workshop proposal request, Friends are encouraged to say what they need for technical training for online presentations to help discern the needs of the presenters.

There will be support and training for how to convert your workshop to a virtual presentation. Training is expected to happen in May.

Friends accepted the report.

146-10 Ad Hoc Website Access Committee Report - Aaron Ruscetta, Atlanta MM and Hank Fay, Berea MM [Attachment J: Ad Hoc Website Committee Report]

The committee clerk summarized two items in the report. First was discussion on laying down the ad hoc committee and forming a standing Digital Services Committee, with nominating committee filling the positions.

The second item discussed was exploring the use of two consultants - one to assist with setting up an internal safe place for discussion and a second to design an external public site to invite people to join us and other outreach. Friends encouraged the new committee to look at other websites such as FGC before moving ahead. The FGC representative encouraged contact with their web developers to ensure we are not paying for something that will be free with FGC in a matter of months of our consultants work being completed. The committee clerk noted that an extensive review was conducted and New York Yearly Meeting is a

comparator for SAYMA. Friends asked about separation between technical implementation and content approval. The committee clerk affirmed this intention.

A Friend encouraged the nominating committee to seek a diverse committee aligned with our outreach needs.

A Friend encouraged SAYMA Finance Committee to consider establishing and using an affirmative action policy when paying for external help such as these consultants.

The Finance Committee clerk requested the ability to add a fiscal note in the budget for the consultant as an item - but not approving spending at this time.

Friends asked who will continue the work between the ad hoc committee being laid down and the Digital Services Committee standing up. The committee proposed that ad hoc members who wish to continue serving will act as interim committee members while the full committee is being formed.

A Friend requested the committee clerk provide the job description for the Digital Services coordinator and web manager for updating the SAYMA Handbook.

Friends accepted the report.

Minute 146-05: Friends approve laying down the website ad hoc committee and standing up a Digital Services Committee consisting of qualified members of the website ad hoc committee to provide continuity, the digital services manager, and a diverse group of additional Friends as recommended to the nominating committee. The committee is charged with exploring hiring a consultant, reviewing other options such as FGC web options and other responsibilities as listed in the report. The ad hoc committee members transitioning to the Digital Services Committee will serve as interim members until the Nominating Committee completes their work.

146-10 Accepting Various Reports into the Minutes [Attachments K-P]

Attachment K: FCNL Representatives Report (March 2021) accepted

Attachment L: Outreach Committee Report posted in March accepted

Attachment M: Faith and Practice Revision Report posted in March accepted

Attachment N: Wider Quaker Allocations Report from March 2020 accepted

Attachment O: Web Manager's Report [PDF](#) from March 2020

Attachment P: Web Manager's Report from and March 2021

146-11 SAYMA Uplifting Racial Justice Report - Sharon Star Smith, Paul Cuffee WG, [Attachment: Q]

The committee clerk asked Friends to consider the following queries as listed in the report.

1. What can we *change* to make SAYMA a Friendly and welcoming place for diverse peoples of color—not just the Friends of color we chose, but those who have been led to live in the manner of Friends?
2. How can Friends adapt/modify Quaker Practice and processes to be inclusive and welcoming of diverse cultural expressions of faith, as opposed to expecting culturally diverse peoples to conform to white/Eurocentric colonizer cultural norms and practices?
3. Are the decisions made using racist or anti-racist processes?

The committee clerk read the report except the request portion. The committee clerk noted her judgment that we are at stage 2 on the Continuum on Becoming an Anti-Racist Multicultural Organization according to the chart published by Crossroads Ministry (**Attachment R**). Other Friends agreed and mentioned SAYMA has been stuck at stage 2.

The committee clerk made a request for a clearness committee on the leading for Sharon Star Smith, Paul Cuffee WG, to be a released Friend. The Interim Clerk of Ministry and Nurture (M&N), Adrian Mehr, Memphis MM, took note of the request and will bring it to the next M&N Committee Meeting.

A Friend addressed a concern that the report mentions Friends indicating SAYMA doesn't have a problem, however today we heard several meetings naming the problems. Another Friend reminded us that Friends have stood up in Representative meetings and Yearly Meeting denying there was a problem with systemic racism. The committee clerk responded that the Monthly Meetings did not address what they are doing about addressing the institutional behaviors and changing policies within SAYMA. SAYMA does not have a policy on where to go with racial justice concerns or a published process that SAYMA will follow.

A Friend addressed what she perceived as violence by Friend Sharon Star Smith, Paul Cuffee WG, several years ago. Sharon responded by describing the provocation that precipitated throwing of a chair that caused no physical damage. Sharon Star Smith asked for her response to be noted in these minutes. Friends expressed a desire for right relations among our group regardless of whether Friends agree with a situation.

A Friend asked Sharon Star Smith to provide information on the positive activities in which she is participating on behalf of a Friend and her daughter as she navigates the judicial system.

Several friends expressed gratitude for the report and recognized the difficulty in writing and presenting this report. Friends shared the desire to speak a common language about racial justice, asked us to listen even when it is painful, and to discuss the issues even though it is uncomfortable, especially with those who do not see it the same way.

A Friend provided this query: What is so difficult about being in right relationship with SAYMA if we can do so in our Monthly Meetings?

The SAYMA clerk closed the discussion and asked Sharon to share her story at the end of the Meeting.

146-12 Worship Time for Holding in the Light

A Friend shared a concern about the death of a young man that touched him deeply. Friends took a moment to hold all those touched by the situation in the light.

146-13 Nominating Committee Part II

The SAYMA Clerk requested by position approval for the names provided during the Nominating Committee Report. Each position is listed above in the Nominating I section, with approval noted.

146-14 Ministry and Nurture Committee - by Laura Seeger, Chattanooga MM [Attachment S]

Friend Laura Seeger, Chattanooga MM, provided highlights of the report on behalf of interim clerk Adrian Mehr, Memphis MM. The report includes a note of gratitude for Susan Phelan, Huntsville Area MM, for her hard work during challenging times as the SAYMA Administrative Assistant.

Friends accepted the report.

In addition to the attached report, information on the Meeting for Remembrance was provided: On Friday 19 February approximately 35 Friends gathered via Zoom to remember Friends who had died since our last SAYMA gathering at Warren Wilson College 2019. Friends from many Monthly Meetings throughout SAYMA were present, who offered both formal and informal remembrances. The Meeting was well received by Friends of SAYMA.

Minute 146-06: Friends approve the minute of thanks to Robyn Josephs, Swannanoa Valley Friends MM Rep to SAYMA M&N & Susan Phelan,

Administrative Assistant for SAYMA, for organizing the February 2021 Meeting for Remembrance with such care.

Minute 146-07: Friends approve the minute of thanks from SAYMA Ministry & Nurture Committee to Susan Phelan for all she has done in the last year. When Susan was hired by SAYMA as Administrative Assistant, she had no idea how the job would change in such a short period of time due to COVID-19. Susan, thank you for your flexibility, dedication, and commitment to SAYMA. You have helped SAYMA with its transition to a community which has and continues to adapt to the changes brought on by a global pandemic. THANK YOU.

146-15 Announcements

JYM March 21, April 18, May 16 - three virtual events to get ready for June yearly sessions.

146-16 Request for Sharing

The SAYMA clerk used the remaining time at the end meeting for Sharon Star Smith, Paul Cuffee WG, to answer the request for sharing the story of a young woman associated with the Asheville Friends Meeting. Friend Adrienne, mother of the young woman, asked Sharon to share: “As clerk of URJ we are very supportive of her situation and providing clergy needs during her incarceration. Writing and providing her spiritual counsel. We would like to provide more funding but funds are limited.”

A Friend thanked Sharon for her sharing and her support of the young woman.

Minute 146-08: Minute of thanks to Sharon Star Smith for her ministry and support of an incarcerated young woman and for acting in the capacity of spiritual advisor, navigating the judicial system. Thank you from SAYMA and the Asheville Monthly Meeting Representative.

146-17 Closing Worship

Friends ended our time together in waiting worship.

Robert McGahey, Clerk
(archive copies signed)

Melissa Preast, Recording Clerk
(archive copies signed)

Attachments:

- A. Attendance
- B. Nominating Report
- C. Treasurer's Report
- D. Finance Committee Report
- E. Racial Justice Activities - West Knoxville MM
- F. Racial Justice Activities - Nashville MM
- G. Racial Justice Activities - Atlanta MM
- H. Personnel Committee Report
- I. Yearly Meeting Planning Committee Report
- J. Ad Hoc Website Access Committee Report
- K. FCNL Representative's Report
- L. Outreach Committee Report
- M. Faith & Practice Committee Report from 2020
- N. Wider Quaker Allocations Report from 2020
- O. Web Manager's Report 2020
- P. Web Manager's Report 2021
- Q. SAYMA URJ Committee Report
- R. Continuum on Becoming an Anti-Racist Multicultural Organization
- S. Ministry and Nurture Report

Attachment A: Attendance

List of attendees in archived print copy only.

Attachment B.

SAYMA Nominating Committee Report

RM 146 3.13.21

Since RM 145b the Nominating Committee has met twice on Zoom:
on February 6 and February 27, 2021.

As part of implementing a plan to establish better and regular communication with SAYMA MMs we have twice sent out emails, discussing our desire to engage MMs more closely in SAYMA business and seeking help finding nominees for open positions. For the second email effort we also divided up the meetings among committee members with the idea of us establishing on-going connections with our respective groups of meetings. So far we have gained two nominees from these emails.

SAYMA's Clerk informed us that Jennifer Dickie volunteered to serve as Clerk of YMPC and has begun work on planning YM 2021 as a virtual or mostly virtual assembly. This is certainly a good deal for SAYMA She's already at work but we'll make it official by bringing her name forward shortly. First there are a couple of pieces of preliminary personnel work within YMPC to be briefly mentioned. First, while there are several regular positions on YMPC that are open, committee members whose roles will not be part of a virtual YM have volunteered to attend to other tasks. Second, there is now a rather extensive list of Friends who have volunteered to help on the technical side of a virtual YM. We could not see that these volunteer changes and additions required any kind of action by Nominating but felt that it should be noted that these personnel matters had been, as it were, officially recognized.

I regret to say that there are so far no nominees for Assistant Clerk, Treasurer, or Assistant Treasurer.

Nominees to Be Brought Forward at RM 146

Clerk of Yearly Meeting Planning – Jennifer Dickie: Atlanta MM. Term: 2021-2022

Member of Peace and Social Concerns – Steve Olshewsky: Berea MM. Term: 2021-2023

Member of Earth Justice – Roy Taylor: Canton WG. Term: 2021-2023

Member of Earth Justice – Charlie Wilton: Berea MM. Term: 2021-2023

AFSC Rep – Hugh Thomsforde: Cookeville MM. Term: 2021-2023

FPT Rep – Steve Olshewsky: Berea MM. Term: 2021-2024

SAYMA Nominating Committee Report to RM 146: Addendum

Nominees' Qualifications Summaries

Clerk of Yearly Planning – Jennifer Dickie: Atlanta MM

Jennifer is an active member of Atlanta meeting. At our last RM she was approved for a second term as Clerk of SAYF Steering. After conversation with SAYMA's Clerk she is already at work applying her considerable energy and organizational ability to YMPC as may be seen in the body of this report. An Atlanta MM member further recommends Jennifer for her "unfailing kindness and lovingness."

Member of Peace and Social Concerns – Steve Olshewsky: Berea MM

Steve is active in Berea Meeting and SAYMA. He's been a member of Berea's P&SC for many years and is presently Clerk. He's been Berea's Rep to SAYMA and SAYMA's Rep to Right Sharing of World Resources.

Member of Earth Justice – Roy Taylor: Canton WG

Roy has long been involved with SAYMA environmental and climate change concerns. He was a member and clerk of our previous such committee, SAYMA Earthcare Action Network and is on the board of the WQO Quaker Earthcare Witness. He's already participating in the formation work of the new committee.

Member Earth Justice – Charlie Wilton: Berea MM

Charlie is and has long been SAYMA's web manager and is a SAYMA Rep to FCNL. He has been interested in this new environmental committee for some time, and like Roy Taylor is already participating in it.

AFSC Representative – Hugh Thomsforde: Cookeville MM

Hugh has PhD in Fisheries Management and has done extensive virtual and in-person consulting work, usually as a US AID grantee, in African, South Asian and Caribbean countries. Among many other activities, he's been an Assistant Head Start teacher and a Program Leader with the Fellowship for Reconciliation in Northern Ireland. He has in addition served two terms as a Rep to AFSC for another Yearly Meeting.

Friends Peace Teams Representative – Steve Olshewsky: Berea MM

In addition to the information above we can add here that Steve worked with FPT while living in Texas and has extensive education, training and experience in Quaker peace work.

Open Positions for SAYMA 2020-2022 Current Term
OFFICERS and INDIVIDUAL POSITIONS

[REDACTED] Treasurer 2020-2022
[REDACTED] Asst Treasurer 2021-2022

STANDING COMMITTEES

Ministry and Nurture
[REDACTED] Clerk 2020-2022
[REDACTED] member 2020-2022

WQO Allocations
[REDACTED] member 2020-2022
[REDACTED] member 2020-2022

Personnel Committee
[REDACTED] member 2020-2022

SAYF Steering
[REDACTED] member
[REDACTED] member
[REDACTED] member

SAYF Support
[REDACTED] member 2021-2023

JYM Support
[REDACTED] member 2020-2022
[REDACTED] member 2020-2022

Yearly Meeting Planning Committee
[REDACTED] Adult Prog 2020-2022
[REDACTED] Asst Books 2020-2022
[REDACTED] YAF Rep 2020-2022
[REDACTED] Layout Edit 2020-2022

Peace and Social Concerns
[REDACTED] member
[REDACTED] member
[REDACTED] member
[REDACTED] member

Earth Justice
[REDACTED] member

[redacted] member
[redacted] member

Southern Appalachia Friend
[redacted] editor 2018-2020

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

SAYMA-URJ
[redacted] member
[redacted] member
[redacted] member
[redacted] member
[redacted] member

Representc to Wider Quaker Organizatic
[redacted] AFSC Corp 2020-2023
[redacted] FGC 2020-2023
[redacted] FGC 2021-2024
[redacted] Friends Pe: 2020-2023
[redacted] Q Earth Wi 2020-2023
[redacted] Q Earth Wi 2020-2023
[redacted] RSWR 2020-2023

Attachment C.

Date: March 8, 2021
To: Representative Meeting
From: Kendall Ivie, Acting Treasurer
Re: Financial reports through March 8, 2021

SAYMA's fiscal year is October – September, so the attached reports as of March 8, 2021 represent about 5/12 of the year.

General items of note.

- I was appointed as Acting Treasurer in December 2020 after the previous Treasurer resigned.
- Assessments are running at 35% of budget yet we are at 44% of the year. Six Monthly Meeting that have paid assessments in the past have not made any assessments this fiscal year. Some make payments once a year. One just made a request for address to send checks.
- All contributions to Wider Quaker Organizations have been made.
- The Donor Restricted SAYMA-URJ Fund has received \$616.20 and expenses of \$46.90.
- \$1800 was transferred into FWCC 3rd World Delegate Fund and FWCC SAYMA Intl Delegates Fund.
- \$150 came from Donor Restricted FWCC SAYMA Intl Delegates Fund for registration fee to FWCC Section of the Americas meeting.
- The Yearly Meeting Gathering still shows in the budget as if it is in person. This will need to be updated when we have more information on income and expenses related to it. It generally balances income and expenses, so it does not affect the bottom line of the budget.

Balance Sheet YTD Comparison

The comparative balance sheet shows SAYMA's assets, liabilities, and equity as of the end of FY20 (September 30, 2020) and March 8, 2021.

Report items of note:

- Payroll Taxes Payable. SAYMA pays payroll taxes quarterly, for the prior quarter. This liability accumulates to about \$1,400 each quarter before it is paid off, and then the cycle begins again. Mar 8, 2021 has 2 months accumulation and Sep 30, 202 has 3 months.

- Near end of report, Undesignated Equity, Unrestricted Net Assets and Net Income should be combined into one item. For March 8, 2021 it is \$23,639.85 and Sept 30, 2020 it is \$30,754.12.

General Fund Budget Report

As of Mar 8, we are 45% of the way into the fiscal year. This report shows percent for each line item.

Summary Report

This report shows income and expenses since the beginning of the fiscal year.

Fund Profit and Loss Report

This report only shows set-aside funds that have had activity this fiscal year.

SAYMA
Balace Sheet YTD Comparison
As of March 8, 2021

	Mar 8, 21	Sep 30, 20
ASSETS		
Current Assets		
Checking/Savings		
Checking - BankAm	10,297.90	31,138.88
Checking - PNC	30,157.91	12,850.63
Money Mkt - Self Help	33,463.36	33,442.29
SAYF Checking - First Bank	5,691.72	5,866.63
Total Checking/Savings	79,610.89	83,298.43
Total Current Assets	79,610.89	83,298.43
TOTAL ASSETS	79,610.89	83,298.43
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
Payroll taxes payable		
AL payroll taxes due	53.36	75.54
Federal PR taxes due	868.49	1,263.17
NC payroll taxes due	8.00	9.00
Total Payroll taxes payable	929.85	1,347.71
Total Other Current Liabilities	929.85	1,347.71
Total Current Liabilities	929.85	1,347.71
Total Liabilities	929.85	1,347.71
Equity		
Donor-Restricted Funds		
Pandemic Grant	1,000.00	1,000.00
FWCC 3rd World Delegates	1,150.00	1,150.00
FWCC SAYMA Intl Delegates	950.00	1,100.00
URJ Fund	569.30	0.00
Total Donor-Restricted Funds	3,669.30	3,250.00
Funds Designated by SAYMA		
Reserves	18,208.00	18,208.00
Set-Aside Funds		
Fund - Boone MM in Trust	2,677.00	2,677.00
Fund - FWCC 3rd World Delega...	3,600.00	1,800.00
Fund - FWCC SAYMA Intl Deleg...	3,600.00	1,800.00
Fund - Released Friend	10,165.00	10,165.00
Fund - SAYF	5,691.92	5,866.63
Fund - Spiritual Development	2,746.80	2,746.80
Fund - Uplifting Racial Justice	622.22	622.22

SAYMA
 Balace Sheet YTD Comparison
 As of March 8, 2021

	Mar 8, 21	Sep 30, 20
Fund - YAF Scholarship	1,364.75	1,364.75
Fund - Youth Enrichment	2,696.00	2,696.00
	33,163.69	29,738.40
Total Set-Aside Funds		
Total Funds Designated by SAYMA	51,371.69	47,946.40
Undesignated Equity	30,111.44	30,111.44
Unrestricted Net Assets	642.88	0.00
Net Income	-7,114.27	642.88
	78,681.04	81,950.72
Total Equity		
TOTAL LIABILITIES & EQUITY	79,610.89	83,298.43

SAYMA
 General Fund Budget Report
 October 1, 2020 through March 8, 2021

	<u>Oct 1, '20 - Mar 8, 21</u>	<u>Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense			
Income			
Contributions to SAYMA			
Contribu General Fund	0.00	1,500.00	0.0%
Total Contributions to SAYMA	0.00	1,500.00	0.0%
Assessments	15,680.62	44,894.00	34.93%
Fund Balance Corrections	0.00	0.00	0.0%
Interest - Bank	0.00	0.00	0.0%
Interest - Money Mkt	13.97	100.00	13.97%
Publication Sales			
Pub Sales - F&P	0.00	100.00	0.0%
Publication Sales - Other	0.00	0.00	0.0%
Total Publication Sales	<u>0.00</u>	<u>100.00</u>	<u>0.0%</u>
Yearly Meeting Income			
YM Bookstore	0.00	1,300.00	0.0%
YM Registration Receipts	0.00	42,850.00	0.0%
YM Scholarship Contributions	0.00	1,200.00	0.0%
Yearly Meeting Income - Other	0.00	0.00	0.0%
Total Yearly Meeting Income	<u>0.00</u>	<u>45,350.00</u>	<u>0.0%</u>
Youth Group	0.00	0.00	0.0%
Total Income	<u>15,694.59</u>	<u>91,944.00</u>	<u>17.07%</u>
Expense			
SAYMA Operations			
Banking Costs	0.00	0.00	0.0%
Liability Insurance	728.10	850.00	85.66%
Office Admin			
Office - Duplication	0.00	250.00	0.0%
Office - Guilford Archiving	0.00	0.00	0.0%
Office - Officer Expense	0.00	150.00	0.0%
Office - Phone ISP	209.94	780.00	26.92%

SAYMA
General Fund Budget Report
October 1, 2020 through March 8, 2021

	Oct 1, '20 - Mar 8, 21	Budget	% of Budget
Office - Postage	0.00	160.00	0.0%
Office - Supplies, Equip, Misc	89.00	400.00	22.25%
Office - Volunteer Bkgrnd Chks	77.00	200.00	38.5%
Travel - Office Staff	0.00	1,200.00	0.0%
Office Admin - Other	0.00	0.00	0.0%
Total Office Admin	375.94	3,140.00	11.97%
Personnel			
Payroll Service Expenses	313.92	0.00	100.0%
Payroll Taxes - SAYMA share	755.93	0.00	100.0%
Salaries - gross	9,888.87	0.00	100.0%
Personnel - Other	0.00	26,098.00	0.0%
Total Personnel	10,958.72	26,098.00	41.99%
Publication Expenses			
Pub Exp - Faith & Practice	0.00	100.00	0.0%
Pub Exp - Web & Hosting Svcs	0.00	120.00	0.0%
Publication Expenses - Other	0.00	0.00	0.0%
Total Publication Expenses	0.00	220.00	0.0%
SAYMA Committees			
Total SAYMA Committees	0.00	0.00	0.0%
Transfer to SAYF	0.00	500.00	0.0%
Travel Reimbursements			
Travel - Other	0.00	0.00	0.0%
Travel - Rep Meetings	0.00	100.00	0.0%
Travel - WQO Delegates	0.00	3,750.00	0.0%
Travel Reimbursements - Other	0.00	0.00	0.0%
Total Travel Reimbursements	0.00	3,850.00	0.0%
SAYMA Operations - Other	0.00	0.00	0.0%
Total SAYMA Operations	12,062.76	34,658.00	34.81%
Set-aside Fund Annl Allotments			
Boone MM Assets Transfer	0.00	0.00	0.0%

SAYMA
General Fund Budget Report
October 1, 2020 through March 8, 2021

	Oct 1, '20 - Mar 8, 21	Budget	% of Budget
FWCC 3rd World Delegate Allot	1,800.00	1,800.00	100.0%
FWCC SAYMA Intl Delegates Allot	1,800.00	1,800.00	100.0%
Total Set-aside Fund Annl Allotments	3,600.00	3,600.00	100.0%
Transfer to Reserve	0.00	0.00	0.0%
WQO Annual Contributions			
WQOs - Membership			
WQO - FGC	1,250.00	1,250.00	100.0%
WQO - FWCC	1,250.00	1,250.00	100.0%
Total WQOs - Membership	2,500.00	2,500.00	100.0%
WQOs - Other			
WQO - AFSC	465.00	465.00	100.0%
WQO - BQEF	233.00	233.00	100.0%
WQO - FCNL	698.00	698.00	100.0%
WQO - FLGBTQ	233.00	233.00	100.0%
WQO - Friends Journal	465.00	465.00	100.0%
WQO - Friends Peace Teams	233.00	233.00	100.0%
WQO - Quaker Earthcare Witness	698.00	698.00	100.0%
WQO - Quaker House	698.00	698.00	100.0%
WQO - Quaker Volunteer Service	465.00	465.00	100.0%
WQO - Right Sharing World Res	465.00	465.00	100.0%
WQO - William Penn House	0.00	0.00	0.0%
WQOs - Other - Other	0.00	0.00	0.0%
Total WQOs - Other	4,653.00	4,653.00	100.0%
WQO Annual Contributions - Other	0.00	0.00	0.0%
Total WQO Annual Contributions	7,153.00	7,153.00	100.0%
Yearly Meeting Expenses	0.00	45,350.00	0.0%
Total Expense	22,815.76	90,761.00	25.14%
Net Ordinary Income	-7,121.17	1,183.00	-601.96%

SAYMA
 Custom Summary Report
 October 1, 2020 through March 8, 2021

	Oct 1, '20 - Mar 8, 21
Ordinary Income/Expense	
Income	
Transfers in from General Fund	3,600.00
Contributions to SAYMA	
Contrib DR URJ	616.20
Total Contributions to SAYMA	616.20
Assessments	15,680.62
Fund Balance Corrections	-3,844.59
Interest - Bank	0.29
Interest - Money Mkt	21.07
Total Income	16,073.59
Expense	
SAYMA Operations	
Liability Insurance	728.10
Office Admin	
Office - Phone ISP	209.94
Office - Supplies, Equip, Misc	264.20
Office - Volunteer Bkgrnd Chks	77.00
Total Office Admin	551.14
Personnel	
Payroll Service Expenses	313.92
Payroll Taxes - SAYMA share	755.93
Salaries - gross	9,888.87
Total Personnel	10,958.72
SAYMA Committees	
Cmte Exp - Upl Racial Justice	46.90
Total SAYMA Committees	46.90
Total SAYMA Operations	12,284.86
Set-aside Fund Annl Allotments	
FWCC 3rd World Delegate Allot	1,800.00
FWCC SAYMA Intl Delegates Allot	1,950.00
Total Set-aside Fund Annl Allotments	3,750.00
WQO Annual Contributions	
WQOs - Membership	
WQO - FGC	1,250.00
WQO - FWCC	1,250.00
Total WQOs - Membership	2,500.00

SAYMA
Custom Summary Report
October 1, 2020 through March 8, 2021

	<u>Oct 1, '20 - Mar 8, 21</u>
WQOs - Other	
WQO - AFSC	465.00
WQO - BQEF	233.00
WQO - FCNL	698.00
WQO - FLGBTQ	233.00
WQO - Friends Journal	465.00
WQO - Friends Peace Teams	233.00
WQO - Quaker Earthcare Witness	698.00
WQO - Quaker House	698.00
WQO - Quaker Volunteer Service	465.00
WQO - Right Sharing World Res	465.00
	<hr/>
Total WQOs - Other	4,653.00
	<hr/>
Total WQO Annual Contributions	7,153.00
	<hr/>
Total Expense	23,187.86
	<hr/>
Net Ordinary Income	-7,114.27
	<hr/>
Net Income	-7,114.27
	<hr/> <hr/>

SAYMA
Fund Profit & Loss by Class
October 1, 2020 through March 8, 2021

	DR FWCC SAYMA Intl Delegate (Donor-Restricted)	DR URJ (Donor-Restricted)	SetAside FWCC 3rd World Deleg (Set-Aside)	SetAside FWCC SAYMA Intl Del (Set-Aside)	SetAside SAYF (Set-Aside)
Ordinary Income/Expense					
Income					
Transfers in from General Fund	0.00	0.00	1,800.00	1,800.00	0.00
Contributions to SAYMA					
Contrib DR URJ	0.00	616.20	0.00	0.00	0.00
Total Contributions to SAYMA	0.00	616.20	0.00	0.00	0.00
Assessments	0.00	0.00	0.00	0.00	0.00
Fund Balance Corrections	0.00	0.00	0.00	0.00	0.00
Interest - Bank	0.00	0.00	0.00	0.00	0.00
Interest - Money Mkt	0.00	0.00	0.00	0.00	0.00
Total Income	0.00	616.20	1,800.00	1,800.00	0.00
Expense					
SAYMA Operations					
Liability Insurance	0.00	0.00	0.00	0.00	0.00
Office Admin	0.00	0.00	0.00	0.00	175.20
Personnel	0.00	0.00	0.00	0.00	0.00
SAYMA Committees					
Cmte Exp - Upl Racial Justice	0.00	46.90	0.00	0.00	0.00
Total SAYMA Committees	0.00	46.90	0.00	0.00	0.00
Total SAYMA Operations	0.00	46.90	0.00	0.00	175.20
Set-aside Fund Annl Allotments					
FWCC 3rd World Delegate Allot	0.00	0.00	0.00	0.00	0.00
FWCC SAYMA Intl Delegates Allot	150.00	0.00	0.00	0.00	0.00
Total Set-aside Fund Annl Allotments	150.00	0.00	0.00	0.00	0.00
WQO Annual Contributions	0.00	0.00	0.00	0.00	0.00
Total Expense	150.00	46.90	0.00	0.00	175.20
Net Ordinary Income	-150.00	569.30	1,800.00	1,800.00	-175.20
Net Income	-150.00	569.30	1,800.00	1,800.00	-175.20

Attachment D.

Finance Committee Report Rep Meeting 3/13/21

Members: Caty Clark McAfee, O. H. Napier, Karen Morris, Pat Campbell
Geeta McGahey, clerk, Kendall Ivie, Acting Treasurer

SAYMA finance committee has two pressing issues: to find a treasurer and an assistant treasurer. Please contact the nominating committee if you are interested in either of these positions. In view of the difficulty in finding a treasurer, Finance Committee asks permission to explore the feasibility of hiring a bookkeeper.

As is apparent from the treasurer's report SAYMA is fiscally sound, but really has no excess and some meetings are donating less. URJ has made budget requests. We would like to receive more input from the representatives here as we prepare our 2022 budget. The budget will be circulated to monthly meeting clerks and reps in May for comment, to yearly meeting where we will have a first read, followed by discussion with the finance committee, and then a second read when the Clerk will ask for approval of the 2022 budget

I feel a need to reiterate to SAYMA representatives that URJ expenditures have been accounted for appropriately per the original policy that was approved by the Finance Committee and SAYMA. The clerk(s) of the SAYMA URJ committee will approve expenditures. "the URJ set-aside will be administered the same as other SAYMA set-aside funds. The accounts payable policy does not give the treasurer or the finance committee authority to deny or delay payment due to questions of judgment about the advisability of an expense that has proper authorization and for which funds are budgeted and available." SAYMA Financial Policies, Handbook page 14

All of the expenditures have been duly noted in the Treasurer's Reports since 9th Month 2019 and reported to Representative meetings. I have excerpted the reports on the URJ set aside funds should anyone be interested. There was concern by some whether certain expenses were appropriate. We were aided in our deliberations over fiscal requirements by our call with Don Kramer, an attorney, who practices law in Pennsylvania and provides educational programs through NonprofitIssues.com. We consulted with him in a 45-minute conference call. He has had experience with the IRS and NGOs including Quakers.. The main take-aways were that a conflict of interest policy is not an IRS requirement; however, it is considered good non-profit practice. Nothing done by URJ with its finances was illegal or could cause IRS problems for SAYMA. A summary of that call was attached to the finance minutes for the cancelled 3rd Month 2020 Rep meeting. We also had a financial review by a CPA who specializes in non-profits, who found complete and detailed supporting documents for each item inspected.

Many Friends have suggested that we need a grant policy; the committee is working on one. The committee continues to consider a conflict of interest policy that was drafted in the last year.

For approval: We ask that you approve a resolution stating "Kendall Ivie, Robert McGahey, and Susan Phelan are designated signatories on Bank of America, PNC and Self Help accounts."

Respectfully submitted, Geeta McGahey, clerk

Attachment E.

West Knoxville Friends Report of Activities Related to Racial Justice

West Knoxville Friends provides this report of our activities related to racial justice over the last year, not to demonstrate our effectiveness, but to highlight our need to continue endorsing and engaging in just causes and to continue toward antiracism in our organization and our community.

First and foremost, we acknowledge that most of our members and attenders benefit from white privilege and our Meeting is not representative of our local demographics which is 76% white and 17% African American with the remaining 7% other races or more than one race.

A notable activity this year was finding unity on a racial justice minute, below, calling out national injustices to people of color and our public commitment to speak out when we see injustices. This minute was published as an editorial in several local papers and submitted to our government officials.

As a Meeting we are aware that the impact of white supremacy extends beyond the United States. As such we support organizations working with those impacted by white colonialism. These include Compassionate Ministries Uganda and the Center for Development in Central America.

Additional activities members as individuals and as a group participated in can be put into four broad categories:

Financial Assistance to the following groups

SAYMA URJ
Paul Cuffee Abolition Center
Friends Center for Racial Justice
NAACP Legal Defense Fund
The Beck Cultural Center

Participating in Book Groups and listening to Podcasts

Me and White Supremacy by Layla Saad, sponsored by SAYMA Ad Hoc Committee
The Souls of Black Folk by W.E.B. DuBois,
Just Mercy by Bryan Stevenson, and
Post Traumatic Slave Syndrome by Dr. Joy DeGruy
Code Switch (podcast series)
Good Ancestor (podcast series)
Speaking of Racism (podcast series)
Listened and read recommendations from SAYMA URJ on racial justice issues

Leading and facilitating book groups, worship sharing, or development activities

Me and White Supremacy by Layla Saad, provided support for SAYMA Ad Hoc by facilitating the book group.
See No Stranger by Valeria Kaur, facilitated on behalf of FGC
On request from the Clerk stood up an Ad Hoc Committee as part of the Religious

Education Committee to examine reparations (ongoing)

Attending racial justice activities and public actions

Black Lives Matter demonstrations in Knoxville

Candlelight vigil and program presented by the Knox County Public Defenders office re. the murder of George Floyd (part of a statewide demonstration)

Posting Black Lives Matter yard and window signs

Worship Group Leader for FGC virtual gathering – Fellowship for European Americans Addressing Racism

FGC workshop Challenging Ethnic and Racial Divisions

YWCA 21 Day Racial Equity and Social Justice Challenge

Support for the passage of the African American Equity Restoration Resolution by Knoxville City Council

Phone calls to congressional representatives and senators on racial justice issues (mass incarceration, etc.) throughout the year

Certified trainer on Upstander Techniques – participated in training two groups after moving to virtual training

Member of local Show Up for Racial Justice and Blount United – National and local organizations advocating for racial justice

Attended town halls provided by Beck Cultural Exchange Center in Knoxville in response to the murder of George Floyd

About Beck Cultural Exchange Center: A non-profit organization that was established in 1975 after Knoxville's Urban Renewal project. The Center preserves African American history and culture and has events/programs.

Beck is the only organization in the region dedicated to local and regional African American history and culture. Beck is the storehouse of African American history and culture and is designated by the state as a primary repository of black history and culture in East Tennessee.

<https://www.beckcenter.net>

Attachment E.

West Knoxville Friends Meeting Minute on Racial Justice

As members of the Religious Society of Friends (Quakers), we abhor the killings of George Floyd, Ahmaud Arbery, Breonna Taylor, and countless others made possible through systems that perpetuate racial injustices. This includes police practices and training that do not adequately address racial biases.

We call on our elected officials to require realignment of training priorities for those in positions of authority, especially police officers. Authority figures must focus on skills that de-escalate conflict and eradicate implicit bias, instead of assuming the worst and turning to force when feeling threatened. We call for consideration of life over property and for erring on the side of self-sacrifice over taking another's life.

Holding authority figures accountable is not enough. We acknowledge our complicity as a predominantly white organization. We have been silent too long and are compelled to take a stand, committing ourselves to actions that eradicate racial injustice.

We call on all faith-based organizations to join us and publicly condemn racist actions in our communities. This means looking for ways to dismantle the racial hierarchy that still lingers in most social systems, even in our churches. We must reach out to each other, share our concerns and really listen to what the people of color in our communities are saying. As people of faith, let us be an example and end the silence.

To have our voices heard, we support our constitutional right to peaceful protest; we value the authority figures who have supported these efforts. As Quakers, we believe that violence is never the answer and that every life and every voice is as precious as the next. The silencing of even one voice diminishes our community and makes us less whole.

Paul Laudeman, Clerk
West Knoxville Friends Meeting

Attachment F.

Nashville Friends Meeting has approved the following Public Minute on July 19, 2020:

Friends Meeting of Nashville stands with the Black Lives Matter movement and all others who seek to dismantle systemic racism in the United States. Institutionalized racism is embedded in all aspects of American life, and all white individuals are culpable in continuing the systems of injustice that harm Black, Indigenous, and People of Color (BIPOC) individuals and communities. Black women, men, children, and non-binary individuals need actionable and sustained support to access the freedoms and rights that should be theirs inherently. Black people are murdered by police regularly, have been denied true access to an equitable and sufficient education through the school-to-prison pipeline, consistently receive lower quality medical and maternal care, and experience both blatant and subtle transgressions against their dignity on a daily basis. These are only a few of the continued injustices that stem from a long history of enslavement, violence, and theft of intergenerational wealth in land, assets, and opportunities.

Our Quaker testimonies lead us to oppose all forms of violence and to demand an end to endless war. Yet, there continues to be a war on Black lives and Black equality in America. No more clearly is this evidenced than by the disproportionate percentage of Black individuals whose lives have been violently impacted by the prison-industrial system. It is our commitment to nonviolence that challenges us to seek the abolition of the prison-industrial system, in all of its diverse manifestations, and to work towards systems of community justice that support the well-being, health, and safety of all community members.

As Quakers, we value the testimonies of integrity, equality, simplicity, community, stewardship of the Earth, and peace. We seek to recognize the Light in all individuals and to pursue a society founded on peace and justice. While there are many historical and contemporary examples of Quakers working towards these goals, there are myriad other times that, in public and in private, we have been culpable in perpetuating the legacy of white supremacy. We acknowledge that we must engage in self-reflection and hold ourselves accountable as we strive to embody the testimonies that we hold dear. Expressing solidarity with the Black Lives Matter movement is not enough, and never was. Our actions must align with our strongly held beliefs in justice, equality, and peace.

As a Meeting, we commit to a process of sustained, dedicated reflection, learning, and action, as outlined by the following:

- We will continue listening and learning, as individuals and as a Meeting, to understand our place in and influence on systems of injustice, especially attending to the experiences and expertise of Black, Indigenous, and People of Color (BIPOC) Quakers and writers.
- We will hold each other accountable for the mistakes we will inevitably make as we continue our anti-racist education and work.
- We will use our Meeting House as a resource to tangibly support the work of social justice initiatives led by BIPOC in Nashville.
- We will identify, share, and pursue ways to financially support BIPOC communities through the investment of meeting funds in: grassroots reparations efforts, BIPOC-led businesses, community justice organizations, and financial compensation to BIPOC educators.
- We will support advocacy for legislation and policies to dismantle the bedrock of white supremacy and to support reparations at the local, state, and national level.
- We will work to connect with other organizations and faith communities in our neighborhood and city that are working to end systemic racism.
- We will incorporate feedback from community members of color and continue to audit our work as the Meeting grows and changes.

Native sites should be acknowledged as Native by restoring Native names.

As members and attenders of the Religious Society of Friends, we hold dear the principles of integrity, equality and stewardship. The recent publicity of wrongful deaths of African American men and women at the hands of police and the hundreds of murdered and missing indigenous women whose deaths go uninvestigated are strong reminders of inherent white racial bias against ‘people of color’ within our public institutions. These Euro-American biased systems of privilege harm us all.

There are countless wrongs that have resulted from hundreds of years of systemic white racism that can never be fully righted. When we have an opportunity to correct any of those wrongs, we believe it is our obligation to do so. With this minute, we acknowledge the racially biased enculturation we have received and internalized through our common use of language, specifically in this instance, as it relates to many place names in our state of Tennessee. In the words of Desmond Tutu, “Language is very powerful. Language does not just describe reality. Language creates the reality it describes.” We are therefore concerned with the inherent racial meanings implicit in our use of language. For example, when we refer to places that were considered sacred by indigenous people as “archaeological” sites and the remains there as “resources,” we separate ourselves from our common humanity. Additionally, when we identify these sacred places by the names of the Euro-Americans who later claimed them, we convert sacred space into geographical feature, furthering disregard and disrespect for the original people of this land, and depriving ourselves of the real history.

We are grateful for the land area presently referred to as middle Tennessee where the Nashville Friends Meeting meets and many of us live. It was inhabited, managed and defended by Native Americans of different groups, languages and political alliances for millenia. We regret that the tribes and their cultural legacy are now gone from here and that the richness of their vast history is mostly unknown to us. By linguistic,¹ archaeological excavation² and extrapolation³ of underground villages sites, mounds and burials, we know that the Yuchi and Muskogee people were the last Native tribes to inhabit this area known

¹ Ives Goddard, map, *Native languages and language families of North America*, compilation, University of Nebraska 1999, from *Handbook of North American Indians: Languages*, vol. 17; based on the published chronicles of the Hernando de Soto 1540 and subsequent expeditions through east and west Tennessee, abstracted at [wikimedia.org/wiki/File:Langs_N.Amer.png](https://commons.wikimedia.org/wiki/File:Langs_N.Amer.png); and

Ives Goddard, *The Indigenous Languages of the Southeast*. *Anthropological Linguistics* 47. 1-60, 2005.

² Kevin E. Smith, *Re-envisioning the Noel Stone-Grave Cemetery (40DV3), Davidson County, Tennessee*. (Middle Tennessee State University). 2019 tennesseearchaeologycouncil.wordpress.com

³ Madeline Kneberg, *The Tennessee Area*, in *Archaeology of the Eastern United States*, James B. Griffin, ed., 1952 University of Chicago Press; and Thomas M N Lewis & Madeline Kneberg, *The First Tennesseans: An Interpretation of Tennessee Prehistory*, 1955 Department of Anthropology, University of Tennessee, Knoxville.

as Middle Tennessee. We also know that many places in this area were sacred to them. Indeed, over 400 Native American sites have been identified in Nashville/Davidson County,⁴ including the nearby 'Noel cemetery (40Dv3)⁵ (Native burial ground of over 4000 burials, now 'removed') of Mississippian era (1100-1500 ce); 'French Lick'; 'Brick Church ceremonial mound and village site' (Mississippian); 'Barnes Site,' of the Archaic, Woodland & Mississippian eras; the 'Fewkes Mound Archaeological Site' (Mississippian) (see map [Nashville Native sites](#)).

Most of the local sites that were sacred or otherwise important to Native Americans are currently unacknowledged and/or unnamed or have been renamed to reflect the names of Euro-American land owners. Such disregard for Native American history and for sacred places in Tennessee is a failure to tell the whole truth of this land's history. Naming important Native American sites for white landowners, after the original Native Americans had been removed by death, war, misappropriation of land and racial cleansing, was a social wrong committed in the 19th century.⁶ It can and should be corrected. Renaming in the original language is both right and timely, as demonstrated nation-wide by the recent removal of derogatory ethnic names, nicknames and slurs previously used in sports, military installations, and other cultural institutions.⁷

We believe that it is right and just to honor and respect the Yuchi and Muskogee people who once named all the areas around us, and that it is important to act on restoring Native American names to local places that are of significance to Native American history and culture. In keeping with our testimonies of integrity, equality and stewardship, we believe that we should work together to correct these wrongs and restore Native names to Native places.



⁴ Most 'archaeological' sites are deemed minor or insignificant, and often 'removed' from construction sites. Some are significant and not available for public information. See a partial listing at wikipedia.org/wiki/List_of_archaeological_sites_in_Tennessee#Davidson_County.

⁵ *New Insights from Old Records of the Noel Cemetery (40DV3), Davidson County, Tennessee: Thruston's "Ancient Metropolis of the Stone Grave Race"*, Kevin E Smith, (Middle Tennessee State University), Michael C Moore (Tennessee Division of Archaeology), and Stephen T. Rogers (Tennessee Historical Commission) 2010.

⁶ "Williamson's Glass Mounds considered for historic places list" 2015 tennessean.com/story/news/local/williamson/2015/01/22/williamsons-glass-mounds-considered-historic-places-list/22199227/; wikipedia.org/wiki/Samuel_F_Glass_House

⁷ See, for example, wikipedia.org/wiki/Bde_Maka_Ska#Calhoun%E2%80%93Bde_Maka_Ska_naming_dispute; "Rum River Name-Change Movement" www.towahkon.org/; "Change the name of Squaw Lake, Minnesota" change.org/p/tim-walz-change-the-name-of-squaw-lake-minnesota; "Squaw Island to be renamed 'Deyowenoguhdoh'" 2015 buffalonews.com/news/local/squaw-island-to-be-renamed-deyowenoguhdoh/article_d4ccb9f2-6667-5ae6-ab36-f897da9d6a1f.html

Actionable steps:

1. Formally acknowledge the Native origins of land belonging to the Nashville Friends Meeting House, and the original treaties that made it so.⁸
2. Inform culturally affiliated tribes (Yuchi, Muscogee, Chickasaw, Choctaw, Shawnee) of our concerns in general and our list of local sites specifically.
3. Seek guidance, collaboration and recommendations from culturally affiliated tribes (Yuchi, Muscogee, Chickasaw, Choctaw, Shawnee).
4. Seek guidance from the Cultural Preservation Committee of the Five Civilized Tribes of Oklahoma and the Yuchi.
5. Invite collaboration from other congregations and organizations in this area.
6. Inform current landowners of our concerns, offer/propose an indigenous (Yuchi, Muscogee) naming alternative. Request that landowners change the names of the Native site to a recommended Native name.



Nashville Friends Meeting
approved 11 october 2020

⁸ In the 1775 Treaty of Sycamore Shoals the Cherokee ceded all hunting grounds north of the Cumberland River to the Transylvania Land Company, later confirmed by the USA 1777 treaty. The 1785 Treaty of Hopewell confirmed USA recognition of land south of the Cumberland River as Cherokee. The 1805 Treaty, signed by Cherokee leaders Fox/Inali, Pathkiller, Glass and Doublehead, ceded Cherokee claims north of the Duck River. But the Cherokee never settled in the Davidson County area, and were able to claim these areas as 'hunting grounds' only in the absence of other prior tribes whose absence itself was caused by Euro-American pandemic and intertribal war. See, for example, 'Cherokee Land Cessions' tngenweb.org/cessions/cherokee.html.

3/6/21 (shorter version)

Report to SAYMA on Anti-Racism Work by Atlanta Friends Meeting, July 2020 -Feb. 2021

During this critical period, Atlanta Friends Meeting (AFM) has recommitted to uprooting systemic racism and white supremacy both externally and internally. We have seen broader participation in anti-racism work among Atlanta Friends at the Meeting, committee, and individual levels.

Pandemic Response: In response to racial disparities during the pandemic, Quakers for Racial Equality (QRE) and the Social Concerns Committee supported local Black-led organizations and others providing direct assistance and/or working for racial justice. Atlanta Friends Meeting also approved a Minute urging legislators to focus on access to healthcare, the disparate effects of COVID on Black, Indigenous, and People of Color, and a global ceasefire.

Black Lives Matter Movement: In the wake of racist killings of Black people, Atlanta Friends Meeting approved a statement on the homepage of its website [supporting Black Lives Matter](#) and approved the [AFM Anti-Racism Minute](#). The Committee on Undoing Racism in Atlanta Friends Meeting (CURAFM) provided Black Lives Matter signs, and a great many AFM Friends participated in wide range of racial justice activities

Engagement and support opportunities: Quakers for Racial Equality, the Committee on Undoing Racism in Atlanta Friends Meeting, a new book group, and the Atlanta Friends of Color group have offered frequent ways to engage about racism:

- “Let’s Talk about Race” (a brave space to talk about race weekly July-Sept. 2020, monthly since then)
- Virtual Literature Table on Racism (weekly) and Listening Ear for Concerns about Racism (monthly)
- Quakers for Racial Equality meetings (monthly -including topics such as Gullah Geechee culture, Right Relations with Indigenous Peoples, Voting Rights, Criminal Justice Reform, and Stolen Wealth Returns (grassroots reparations)
- AFM book group on works by and about People of Color (monthly - read 6 books plus poetry in 7 months.)
- Atlanta Friends of Color group (supported each other virtually and collaborated with various committees on anti-racism work)
- A number of AFM Friends also participated in the *Me & White Supremacy* book study group and many Friends took part in the “Listening 4 Justice” interactive course led by Folami Prescott Adams.

Social Concerns Committee projects: Social Concerns Committee members had an extensive Get Out the Vote project making and donating large banners to be used by non-partisan groups working in Black and Latinx neighborhoods or along public transportation lines in underserved areas. They also worked with groups such as Restorative Justice Advocates of Georgia, End Money Bail, End New Jim Crow Action Group, and Uplifting People on criminal justice reform or assisting people transitioning back into society after incarceration.

Hospitality for immigrants and asylum seekers: In the past seven months, Atlanta Friends Meeting Friend-in-Residence Anton Flores-Maisonet and his spouse, Charlotte Flores, have offered temporary housing/hospitality to over 90 guests from 30 counties at the meetinghouse as the guests transition from detention or seek asylum. More than 20 AFM households as well as volunteers from Casa Alterna and elsewhere have helped.

Other Committee and Ad Hoc Group work on Institutional racism: Following up on a successful workshop on “Addressing Racism Among Friends,” the Committee on Undoing Racism in Atlanta Friends Meeting (CURAFM) has encouraged all other committees to work on dismantling institutional racism.

- **Ministry and Worship held a forum on queries** about openness to different forms of vocal ministry and about having a clear process for addressing racist incidents or institutional racism.
- **Ministry and Worship also initiated an Ad Hoc group with Friends of Color, QRE, and CURAFM to plan two forums on Reparations and Right Relations in February and May of 2021.** The first forum on Feb. 28, 2021 focused on history, with guest panelists Dr. Joseph Reidy, Dr. K. Melchor Quick Hall, and Dr. Althea

3/6/21 (shorter version)

Sumpter, with moderator, Herb Edwards. The May forum will focus on policy, truth, and reconciliation models.

- **An Ad Hoc Anti-Racist Policies and Procedures group has been formed** with representatives from CURAFM, QRE, Friends of Color, Administration, Ministry & Worship, Care & Counsel, and Religious Education. The purpose of this Ad Hoc group is to develop and publicize policies and procedures to address racial bias and institutional racism and to proactively promote equity in Atlanta Friends Meeting. The first priority is development of appropriate policies / procedures to clarify who to contact and what procedures to follow if racial discrimination or a racist incident occurs. This Ad Hoc group will also review existing AFM policies on inclusive hiring of employees and contractors or service providers. Policies and procedures must be vetted by Friends of Color.

Response to the assault on the U.S. Capitol: Members of the Social Concerns Committee, Friends of Color, and Quakers for Racial Equality drafted a [Minute on Hatred, Racist Violence, and Domestic Terrorism](#), which was approved by Atlanta Friends Meeting on Feb. 21, 2021. A direct link is on the Atlanta Friends Meeting home page.

We recognize that our efforts for racial equity, whether in our country or in our own Meeting, must be constant, and that there is much more we need to do. We look to the rest of 2021 with renewed commitment to working for racial justice.

See below for a full version of this report:

<https://drive.google.com/file/d/1TWVVqmK0EomXh2qihEmx8Gff83UAVXpb/view?usp=sharing>

Attachment H.

Report from the Personnel Committee 2-26-2021

Three Friends, Melissa Preast, W. Knoxville FM; Charles Schade, Charleston FM; and Barbara Esther, Asheville FM met on Second Month 25, 2021, over zoom to review the Personnel Committee description as printed in the Handbook and to discuss other business we needed take up prior to the spring representative meeting.

Included in the agenda were a review of the annual evaluations of our two employees, as well as the schedule of COLA and merit raises the committee communicates to the Finance Committee as that committee plans for the 2021-2022 budget.

In a year of challenges due to the Covid-19 pandemic, we see that our employees made unusual efforts to support continued functioning of the yearly meeting in extraordinary ways. We also discussed the request from SAYF (Southern Appalachian Young Friends) for a change in the title used for its employee. The suggested change was brought forward, after careful consideration of the way her work has evolved, by Autumn Woodard, the current SAYF employee, and was recommended by three SAYF Steering and Support Committee members. We ask that you consider the following proposed minute:

After comparison of the description of an administrative assistant to that of a program coordinator, the Personnel Committee is united in approval of the change for SAYF's employee to be called Program Coordinator from now on.

A review of the current job description for that position will follow.

Every year our employees are given an adjusted cost of living wage increase based on the social security adjustment. This amount is announced in October, when it will be applied to the wages of our employees. Personnel Committee is in communication with the Finance Committee and interim treasurer about this and other wage concerns.

We acknowledge that the jobs done on behalf of our yearly meeting by our two employees are complicated by the fact that there is frequent turnover of supervisors and committee members. Adjusting to having a new "boss" every two years and having a new list of people in positions of responsibility with whom to stay in communication is a situation few of us have had to meet. The flexibility that we have seen in our employees is amazing. Beyond the usual turnover of terms of service among volunteers, we have had unprecedented challenges and losses within our appointed and approved people in positions of responsibility during the past year. We want to thank Susan Phelan and Autumn Woodard for their service done with love and great care.

Attachment I

Yearly Meeting Planning Committee Report To SAYMA Representatives Meeting March 16, 2021

The Yearly Meeting Planning Committee began meeting with the acting clerk, Jennifer Dickie, (pending Rep Meeting approval) on December 11, 2020. The committee agreed to meet regularly twice a month through May in preparation for the Yearly Meeting sessions. Meetings are conducted virtually via Zoom. Our theme for 2021 is **Do Justice, Love Compassion, Walk Humbly On the Earth**. This report summarizes our meeting through February 18, 2021.

In December the Yearly Meeting Planning Committee spent time reflecting on “Where we were, where we are, and where we are going.” Summarizing the work of the 2019-2020 planning committee up to the point the pandemic caused us to set aside the SAYMA 2020 sessions and retreat. Members of the committee were asked to reflect on their prior role on the YMPC and their possible role as we work on SAYMA sessions and retreat for 2021. Most members felt called to continue working on YMPC despite the possible changes and challenges of 2021. Two members chose to step aside feeling their gifts or roles were not aligned to the current work of the committee. We are grateful for each member discerning their role moving forward. Also at this meeting it was decided a survey should be conducted of Friends who attend SAYMA sessions to help us discern the desires and needs of the larger community. A subcommittee of Susan Phalen, Jennifer Dickie, and Laura Lane designed the survey to assess the concerns and interest of the community in holding the Yearly Meeting sessions in person or virtually.

In January the committee reviewed the results of the survey. Ninety four Friends responded from 14 Monthly Meetings. The results led the YMPC to the conclusion that SAYMA sessions 2021 could not continue as it had in all the years prior. What it would look like however was unclear. In addition Susan Phalen contacted Warren Wilson College and confirmed that they would not be hosting large events in the summer of 2021. With the clear concerns of Friends about gathering in large groups, the lack of a venue with short notice for planning, and the strong desire expressed by Friends to gather in some form, the planning committee resolved to hold SAYMA 2021 sessions primarily virtually. The dates core weekend June 11-13, 2021 is planned for 3 Meetings for worship with attention to business. Bob McGahey, SAYMA clerk, requested we work our sessions around this weekend, keeping the timeline from being too expansive and risk losing interest or focus. We began to reexamine the theme for 2021 with the anticipation that Spirit would help us to discern the way forward.

In February the committee continued to prayerfully seek the 2021 theme. Our continued call to racial justice and renewed calls for a focus on environmental justice with Quaker compassion fell into place with the theme: Do Justice, Love Compassion, Walk Humbly On the Earth. Also in February YMPC members reached out to Friends’ organizations that had hosted virtual events to gather information. These reports identified some important learning from others that were recorded in our notes and that we will share with an *ad hoc Yearly Meeting Planning Technology Support committee*. Jennifer Dickie and Bob McGahey will reach out to folks who volunteered on the survey to support us with technology to build a committee to work alongside YMPC to plan and implement the technology suggestions.

We determined to send requests for workshop presenters at the beginning of March. We invite Friends to consider how they might offer a virtual workshop for our yearly meeting sessions this year. We will offer support with technology as well as some pre-event training for presenters, so one need not be proficient in

Zoom management to offer a workshop. The committee will continue to assess costs for YM 2021 as we consider what charge might be appropriate for this year's virtual event.

Attachment J. Ad Hoc Website Access Committee Report

Proposed Minute

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.

We recommend that our internet presence be reorganized as follows:

1. 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.
2. 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 through user authentication on login. With the support of the Digital Services Committee (see #4 below), SAYMA's Administrative Assistant will manage the private site.

Fuller descriptions of the above are presented later in this report as "Management of SAYMA's Public-Facing Website" and "SAYMA's Private Web Space," respectively.

3. The Public Internet site will be administered by 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." The DSM position will be a SAYMA volunteer. A full position description is presented later in this report.
4. We recommend creating an ad hoc Digital Services Committee consisting of members of the WAHC with appropriate skills along with additional members appointed at Representative Meeting, to become a standing committee with members recommended by Nominating Committee having 5 members, one of whom is the DSM, *ex officio*. The ad hoc committee will develop the charge and job description for the standing committee by Yearly Meeting 2021, when the standing committee will be appointed.
5. We recommend contracting with expert consultants to set up the new private site, migrate materials from the existing site, set up the new public site, and train SAYMA leadership and staff in ongoing operation until that training is no longer needed.

Scope of work for the two consultants: One will set up Google Workplace and define procedures for users so we can maintain it properly. The other will set up the public site. The site must be accessible, including disability- and older user- friendly. The consultant will specify procedures for changing website content and maintaining site.

6. The Digital Services Committee will develop the request for proposal for engaging the consultants, propose the final budget, and hire and supervise the consultants.

We believe that Google Workplace consultant will require 2 days maximum work and the public Website 5 days maximum work. Based on this estimate, and likely costs for ongoing consulting support:

7. We recommend the following initial budget request for the 2022 FY budget:
 - Annual maintenance including consultation, web hosting, and URL \$1,800 maximum
 - Initial consultations \$3,000-\$8,400. For prudence we request \$8,400, but the Committee should try to spend less.
8. After establishment of the new sites, the Digital Service Committee will develop a proposal for ongoing management and budget. The Committee will also define the transition process and timeline for the project.

Revised 3/8/2021

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
1. Factual material related to SAYMA and Quakers	Outreach Committee	<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>
2. Announcements and schedules	Administrative Assistant	<ul style="list-style-type: none"> -SAYMA annual session -SAYMA representative meeting -Other events SAYMA sponsors
3. Public-facing SAYMA minutes	Yearly Meeting (Representative Meeting)	-if specifically directed to be posted when approved
4. News of SAYMA’s monthly meetings and committees	Outreach Committee	-Curated and edited reports

SAYMA Outreach Committee, in consultation with the Administrative Assistant and SAYMA Clerk, 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 including minutes and letters from SAYMA monthly meetings and worship groups.

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.

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 DSM 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.

Attachment K.

Report to SAYMA Rep Meeting 146

From SAYMA's representatives to Friends Committee on National Legislation

March 13, 2021

We ask that this report be accepted and included in the minutes.

In November 2020, all four of SAYMA's representatives to FCNL participated in the online annual meeting and Quaker Public Policy Institute. As your representatives to FCNL, we serve on the General Committee which acts as the principal decision-making body of the organization.

Participants in our Quaker Public Policy Institute went on 223 virtual lobby visits, representing 44 states and the District of Columbia. The target legislation was the Justice in Policing Act (H.R.7120/S.3912), because we need a strong, united national response to the ongoing crisis of police brutality.

The Friends Committee on National Legislation has committed itself to building the Beloved Community we seek. In order better understand how racism and white privilege persist within the organization, FCNL is partnering with Freedom Road consulting group to undertake a two-year self-evaluation. Much of the annual meeting was dedicated to this work.

Many opportunities exist in the current Congress for progress on racial accountability and carbon pricing, and Republicans have historically been more willing to work with FCNL when there is a Democrat in the White House. The Senate remains a huge obstacle, however, and we should expect the narrative of deficits requiring austerity.

Using the input from monthly meetings around the nation, new priorities for 117th Congress 2021-2022 were approved. You can read them here:

<https://www.fcnl.org/about/world-we-seek/legislative-priorities>

Senator Kirsten Gillibrand (NY) was presented with the Edward F. Snyder Award for her work to bring an end to nearly two decades of endless war, prevent new wars, and reduce the suffering of those affected by violent conflict.

Congresswoman (and current nominee to be Secretary of the Interior) Deb Haaland (NM-01) was presented the first-ever Justice Award for her commitment to end the crises of missing and murdered Indigenous women.

Friends are encouraged to donate to FCNL 501(c)(4) organization (not tax exempt) whenever possible. Otherwise, donations to the 501(c)3 FCNL Education Fund are always welcome. It is especially helpful if you can make your donations as a sustainer.

Friends are invited to view highlights of the entire annual meeting here:

<https://www.fcnl.org/updates/fierce-love-annual-meeting-2020-27>

FCNL is a major representative of Quakerism and Quaker testimonies to the broader public. It is well known and respected, not only on Capitol Hill in government circles, but it is widely known and esteemed for its probity and ethical lobbying and education throughout the country. FCNL is committed to vigorous outreach to Friends and to the general public to further its policy goals, but in doing so it also acquaints the general public with Quaker advocacy and often brings new members to Quakerism through its outreach programs, such as the Fellows (internship in Washington) program, the Advocacy Corps (for youth and young adults), and the Advocacy Teams, which have grown exponentially in the last 5 years or so. In Alabama alone there are now 3 Advocacy Teams (Birmingham, Huntsville and Fair Hope).

All of these programs are open to non-Quakers as well as Friends and attenders. In FY 2019-20 FCNL trained and sponsored 122 Advocacy Teams (each with several members) located in 42 states and Washington D.C. The Advocacy Corps, in the same period, recruited 20 organizers and recorded lobbying efforts by 248 individuals. The organization also maintains an excellent educational program on many issues of public policy. It accomplishes this by hosting an outstanding web site, by publishing materials digitally and in print, by travel to Quaker meetings all over the country (except recently due to the pandemic), and by maintaining an array of informative digital meetings and conference calls to support its numerous outreach efforts. FCNL represents Quakers vigorously and well.

SAYMA is involved in the organization's work through a system of meeting contacts that inform monthly meetings of opportunities to collaborate in FCNL's work by lobbying, writing letters to legislators and to news outlets, and making telephone contacts with legislative offices. FCNL also keeps connections current with yearly visits to YM sessions by FCNL staff. In addition, SAYMA'S representatives to FCNL are part of FCNL's governing board, called the General Committee.

Respectfully submitted,

Deni Elliott, Lewisburg, WV
Jane Hiles, Birmingham, AL
Bill Reynolds, Chattanooga, TN
Charlie Wilton, Berea, KY

2020 Report to Yearly Meetings

“Quaker lobbying is a form of ministry to the nation. By treating elected officials with integrity, FCNL seeks to open their hearts to other perspectives and... reach beyond self-interest.” – Margery Post Abbott, *A Theological Perspective on Quaker Lobbying*

Our faith and practice as Quakers calls us to work for the peaceful, just, equitable, and sustainable world we seek. Since 1943, the Friends Committee on National Legislation has carried on this witness of the Spirit through action on Capitol Hill. Here are just some of the highlights of this year’s work, made possible by your advocacy, engagement, and financial support.

Influencing Federal Policy to Advance the World We Seek

It is a challenging time to work for peace and justice in Washington, DC. We are faced with an administration that is dismantling protections for families, immigrants, our planet, and even our democracy itself and a Congress that is deeply divided. Despite these challenges, FCNL’s approach for Quaker advocacy is making a difference.

As a non-partisan organization, FCNL works with all members of Congress to claim their constitutional authority on decisions of war and peace and their authority over appropriations of the federal budget as well as on other vital issues that promote justice and peace. Find out more at fcnl.org/impact.

• **Congress Says No to War in Iran, Yemen.**

In the past year, both the House and Senate passed legislation prohibiting the president from attacking Iran without congressional approval, and majorities voted for legislation to end U.S. support for the Saudi-led war in Yemen. FCNL’s relentless lobbying was critical in securing bipartisan votes for these bills.

• **Addressing Root Causes of Violence.**

In December 2019, the U.S. government committed to its first comprehensive strategy to address the causes of violence worldwide when Congress passed the Global Fragility Act into law. FCNL worked with peacebuilding colleagues to develop this bipartisan legislation and provided staff support in lobbying for its passage.

• **Help for Native American Crime Victims.**

Responding to FCNL’s advocacy, Congress set aside a record amount – five percent, or \$132 million – from the Crime Victims Fund for tribal use. This funding, part of appropriations legislation passed in December 2019, will help improve services for victims of crime in Native American communities.

• **Research on Gun Violence Epidemic Resumes.**

Reversing years of prohibitions, FCNL has advocated for funding for the Centers for Disease Control (CDC) on the public health impact of gun violence. In late 2019 Congress approved \$25 million for the CDC and the National Institutes of Health to conduct vital research on gun violence as a public health crisis. We continue to press the Senate to take up H.R. 8, the bill passed by the House to require universal background checks, an initiative that over 90% of the American electorate supports.

William Penn House: Hospitality and Advocacy on Capitol Hill

On September 1, 2019, the FCNL Education Fund assumed responsibility for ownership and operations of the William Penn House, a Capitol Hill guest house that shares a more than 50-year history with FCNL.

Following the completion of necessary repairs to the 102-year-old building this summer, we anticipate reopening the House in the fall of 2020 for group rentals. The House offers Friends and friends a venue for education and advocacy training in a highly desirable location. We look forward to welcoming you to Washington, DC later this year!

Our Strong Community

The many Friends who work with FCNL enriches all that we do.

- FCNL's **Advocacy Teams** include 1,500 people in more than 120 teams across the country who are committed to use their power as constituents to make change in Washington. Both Friends and others participate in this vital grassroots approach to advocacy. Their work this year led to successful votes to repeal war authorization legislation.
- Organizers in our youth **Advocacy Corps** spend nine months training, building relationships, and advocating in their communities on one of FCNL's priority issues. This year they have focused on gun violence prevention.
- FCNL's Young Adult Program offers four popular opportunities. **Advocacy Corps Members** spend nine months training, building relationships, and advocating in their communities on one of FCNL's priority issues. This year's priority: gun violence prevention. **Young Fellows** are program assistants in policy, communications and Quaker outreach who work as members of FCNL's full-time staff for 11 months. Our Young Fellows recruit in colleges and universities for **Spring Lobby Weekend, Summer Interns, and Advocacy Corps**.
- Through the **Friend in Washington** program, seasoned Friends volunteer on a short-term basis on specific projects and contribute to the spiritual richness of FCNL. This year we welcomed DeAnne Butterfield (Intermountain Yearly Meeting), Michelle Caughey (Pacific Yearly Meeting), and Marge and Carl Abbott (North Pacific Yearly Meeting).

Annual Meeting: Discerning FCNL's Policy Statement and By-Laws Changes

FCNL has a new Policy Statement, *The World We Seek*—thanks to the discernment of Friends across the country. The engagement of Friends' meetings and churches in the creation of our policy statement and in helping set our legislative priorities is essential to FCNL.

In 2019, FCNL revised our Policy Statement, which was approved by our General Committee in November, 2019. This Policy Statement states our concerns and our vision on a range of complex issues and will guide FCNL's position on legislation for years to come.


Thank you to the more than 120 Friends meetings, churches, and individuals who participated in discernment on FCNL's Policy Statement. It is available at fcnl.org/updates/policystatement.

The General Committee also changed our bylaws regarding membership. The new provision states the General Committee's service requires that those serving "must be members of the Religious Society of Friends or otherwise demonstrate a history of connection with and commitment to the Religious Society of Friends."

This change allows broader inclusion in FCNL's governance for those who have not established formal membership but who have a strong connection to the Religious Society of Friends.



FCNL General Secretary Diane Randall (center) with Advocacy Corps Coordinator Larissa Gil Sanhueza (left) and Katie Breslin. Photo by Joe Molieri.

In the year ahead, we look forward to your participation with FCNL, in your community and in Washington, D.C., as we work for a world free of war and the threat of war, a society with equity and justice for all, a community where every person's potential may be fulfilled, and an earth restored. 

Attachment L.

SAYMA Outreach Committee

RM 146 Report

March 13, 2021

After RM 142, March 2019, gave the Outreach Committee responsibility for reviving the SAYMA newsletter our main concern became developing a proposal for an outreach oriented online version of Appalachian Friend. The recent interest in a complete overhaul of SAYMA's online presence and the proposal for a public website with an important role for the Outreach Committee means that this committee will have to become an essentially new group with different aims and membership. Once a basic proposal is in place Friends will be asked to participate in decisions about categories of content and ways to provide it. Keeping such a site timely and interesting will require, for example, that meetings organize to consistently report on their doings and that Friends experienced in social media culture with regard to communication and design be ready to get involved. And what about essays, recipes and Quaker humor? Have you heard the one about the old Quaker farmer and the surly cow?

To look briefly in a very different direction and give Ministry and Nurture a heads-up: before this whole online rigamarole took off, we had developed a considerable body of material looking at ways to make our meetings and their culture more transparent and welcoming for newcomers and also make our silent worship a more accessible, vital and compelling experience for both newcomers and established Friends. So, when we're not dancing with digits, I hope we can work with M&N to bring some version of these ideas forward, maybe in workshops or retreats and perhaps as a feature on the new website.

Submitted by Wood Bouldin, Clerk

**Ad hoc Committee to Revise the SAYMA Guide to our Faith and Practice
Report to SAYMA Representative Meeting
March 14, 2020**

The committee has completed its revision of the Queries Section of SAYMA's Guide to our Faith & Practice (Guide). We appreciate all the responses we received as they helped us to improve our original Minute (version A). We appreciate the patience of SAYMA YM as the committee realized that an almost complete rewrite of the Queries Section was required.

Since our last report to Yearly Meeting 2019, the committee has been meeting via phone for about half a workday twice a month. The last week of February, the committee met for about 22 hours using freeconferencecall.com which allowed us to have a video meeting as well as audio at no charge. We also met for 4 hours the first week of March for a final review before sending our work out into the world.

These queries were the loving product of many hours of work before and after each committee meeting writing minutes as well as planning agendas, editing revised queries, communicating with SAYMA Monthly Meetings, SAYMA committees, and with individual members of SAYMA.

The Revision Committee has asked some of SAYMA's committees to help us to better reflect the current thinking of SAYMA Friends about many topics covered by the Queries.

We received queries for the "Queries for and by Young Friends" from Southern Appalachian Young Friends

We received "Queries for Care of the Earth" from the SAYMA Earthcare Committee.

We received "Queries & Advices for a Preparative Monthly Meeting and its Sponsoring Meeting" from the SAYMA Ministry and Nurture Committee as well from Monthly Meetings that have been sponsors of Preparative Meetings.

We received queries about outreach from the SAYMA Outreach Committee.

Each Monthly Meeting is requested to inform its members (including Worship Groups under its care) of the revised queries and to inform them that they will be on the agenda of the 2020 YM for approval. The revisions will be posted on SAYMA's website by the SAYMA web manager.

Submitted by Free Polazzo, Clerk, on March 2, 2020

For the Ad Hoc Committee to Revise the Guide to Our Faith & Practice

Note: If you have not yet received your copy, please contact Susan Phelan, SAYMA Administrative Assistant at 865.272.9621 or via email at saymaoffice@gmail.com

Attachment N.

SAYMA WQO Allocations Committee Report to Spring 2020 Representative Meeting

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%

Attachment O.

Report of the SAYMA Web Manager

March 2020

As always, one of the principal challenges continues to be keeping information on sayma.org current and useful. You can help in the following ways:

- **Committee clerks and SAYMA officers:** please let me know when clerking responsibilities change hands so that forwarding email addresses can be updated. Also, please let me know if you would like space on sayma.org to publish information on the work you are doing.
- **Monthly Meeting clerks and Monthly Meeting Reps to SAYMA:** please check your information on the “Monthly Meetings” page and let me know of necessary updates.

I have been asked what my social media policy is. The only social media platform that I manage for SAYMA is the “Southern Appalachian Yearly Meeting and Association” page on Facebook. It is a page, not a group, which means that it is set up to be easily visible to everyone on Facebook without having to join, and anyone can post comments to posts. The only real guideline I use in deciding what to post is whether an item might be of particular interest to Friends in SAYMA. That’s a subjective determination, but I do my best. Posts are not limited to announcements about official SAYMA activities. If you see something that you think needs posting to our page, please let me know.

There are other social media pages/groups/etc created by and managed by SAYMA committees, but I have no managerial role in those.

Friends should be aware that, although our SAYMA Facebook page is not set up to operate as an discussion forum, that functionality exists in the sayma-discuss email list, which can be accessed from our sayma.org home page.

Comments or questions welcomed.

Respectfully submitted,

Charlie Wilton (Berea)

SAYMA web manager

web@sayma.org

Attachment P.

Report of the Web Manager to RM 146 March 2021

In the minutes from RM 145a, I found several assertions were made regarding my role as web manager for SAYMA. Since the minutes for 145a were published only hours before RM 145b, I was unable to respond to them then. I would like to address these now.

1. The SAYMA website is not compliant with SAYMA policies.

The presiding clerk took this allegation seriously enough to appoint an ad hoc committee to “review the policies around the website, and the website itself.” The committee has not brought any concerns to my attention, nor asked to speak with me, nor asked me to make any changes. I look forward to hearing from the committee on the specifics of non-compliance, or to affirm that the website is in compliance with the Web Site Policies document.

2. There are so many problems with the website.

Again, the ad hoc committee tasked with reviewing the website has not told me what these problems are. I invite their comments, as I do comments from all SAYMA Friends.

3. There is no position description of the web manager.

The duties of the web manager are clearly laid out in the Web Site Policies document approved in 2006, and available on the website.

4. The current web manager seemed to have authority without responsibility.

I have the authority and responsibility given to me by the yearly meeting, just as with every other Friend who is approved to hold a position of responsibility within SAYMA. I provide regular reports to yearly meeting and rep meeting. I am answerable to the body of SAYMA, and would welcome any opportunity to speak at any business session. Just ask.

Since 2013, I have attempted to serve SAYMA in this job to the best of my ability. I look to the body of SAYMA to determine whether the allegations are correct or not.

Respectfully submitted,

Charlie Wilton
SAYMA web manager
web@sayma.org

Attachment Q.

SAYMA-Uplifting Racial Justice (URJ) Report—March 2021

SAYMA-URJ, was led to identify and address manifestations of white supremacy/racism, which Friends of color have experienced within SAYMA. To that end, URJ offers the following assessment, in the Spirit of integrity and truth, and asks that the yearly meeting sit with the following queries as you read it:

1. What can we CHANGE to make SAYMA a Friendly and welcoming place for diverse peoples of color—not just the Friends of color we chose, but those who have been led to live in the manner of Friends?
2. How can Friends adapt/modify Quaker Practice and processes to be inclusive and welcoming of diverse cultural expressions of faith, as opposed to expecting culturally diverse peoples to conform to white/Eurocentric colonizer cultural norms and practices?

To be clear, an assessment is not meant as a condemnation or indictment; but it is constructive criticism of SAYMA. It is a constructive critique based on the observations of knowledgeable Friends of color regarding the yearly meeting's progress toward becoming a multicultural anti-racist faith community--which is an absolutely appropriate role for SAYMA-URJ.

First, SAYMA-URJ wants the YM to understand and acknowledge that we are at the beginning of a process to dismantle white supremacy/European colonialism within the SAYMA Meeting community, that we are nowhere near completion, and we offer this assessment as evidence thereof. The assessment tool we have used is based on the "Continuum on Becoming an Anti-Racist Multicultural Institution" as detailed in "Understanding and Dismantling Racism: The Twenty-First Century Challenge to White America" by Joseph Barnt. (Rev. Barndt is one of the founders of Crossroads and the People's Institute--which some SAYMA members have been willing to pay exorbitant amounts of money for training, instead of funding URJ.)

According to URJ's observations, SAYMA has yet to get beyond stage two (2) of the six (6) stage continuum, in the last 3 or 4 years, since URJ was approved as a standing committee of SAYMA. Stage two is described as:

- Publicly obeys the laws of desegregation; removes signs of intentional exclusion.
 - Is tolerant of a limited number of people of color with 'proper' perspective and credentials.
- BUT...
- [The] White constituency is still exclusive and paternalistic in its attitudes and actions, and often declares, "We don't have a problem."
 - Continues [its] self-understanding in [of the] organizational structure and mission as a white institution serving a predominantly white constituency.
 - Continues to maintain White power and privilege through its de facto policies and practices, teachings and decision making on all levels of institutional life.
 - May still secretly limit or exclude people of color in contradiction to public policies.

We think SAYMA wants to progress to stage three but it was clear to us you are not there yet, all things considered. We encourage you to read the book and consider why we decided y'all have been stuck in stage two for so long.

The following describes just a few racist patterns of behavior URJ members have seen and been subjected to, which coincide with stage two of the continuum. Please remember that we are discussing the yearly meeting as an institution, not any particular individuals who control the levers of white power and control within it.

Scapegoating: Blaming the messenger--Any Friend of color who points out white supremacist colonizer behavior occurring within SAYMA Meetings is either dismissed as wrong, irrelevant or hostile. This speaks to Friends in positions of authority who still refuse to acknowledge or accept SAYMA-URJ's construction as a Friends of color only committee, which they have no control over. These Friends continually try to undermine the committee's work because they are uncomfortable with not having control of who URJ's members are and how they are chosen. They especially don't like not having control of URJ's spiritual discernment process concerning how URJ interprets and fulfills its mission and goals. Since they cannot control URJ, they seek to undermine its work by nefarious means.

URJ members have been accused of conflicts of interest, fraud, theft, misappropriation of funds, of abuse, bullying and name-calling. Some of us have even had our ancestral lineage called into question. All for simply acting in accordance with URJ's SAYMA approved mission and goals, outside of their oversight. Seriously. URJ members were accused of "conflicts of interests" even though SAYMA has never had a conflict of interest policy before. URJ members were falsely accused of financial malfeasance, for spending our own set aside funds in absolute compliance with the committee's mission and goals. Then, even though the matter was investigated by Finance--and no wrongdoing was found--the accusations have persisted, and URJ's funding has been affected.

So-called weighty white Friends have constantly inserted themselves into conflicts between Friends of color, where they should have known not to. They have taken advantage of minor, often petty and personal conflicts to pit Friends of color against one other, simply to undermine URJ members and URJ's ability to fulfill its mission. SAYMA-URJ could easily have resolved any conflict between Friends of color, if we were trusted to do so. But instead, a few angry white Friends have been allowed to weaponize their white crocodile tears, in order to prompt a few misguided and already traumatized Friends of color to speak out against URJ and its members, against their own interests. That just two Black men, were encouraged—more like they were set up--to falsely claim they spoke for all Black Friends—not all Friends of color, mind you--when they spoke out in the September Representative Meeting, calling for URJ to be laid down and defunded, said they did not want to participate in the racial conflict transformation process, which URJ had been requesting for many months. That they did so, without bringing their concerns to URJ first, is a perfect example of how racism works within every predominantly white institution, by tokenizing a few people of color to act as gatekeepers,

upholding white supremacy.

So, we ask, what kind of Friendship is that? When has a Meeting or Quaker organization ever canceled an activity or program, just because two Friends chose not to participate--for any reason? This behavior alone exposes, that the entire goal of these so-called weighty Friends in positions of authority, who have emotionally manipulated a few SAYMA Friends of color to act against their own interests, was a racist strategy to destabilize and destroy URJ's ability to fulfill its mission--simply because URJ will not allow them to control us. This is a textbook example of how white supremacy is maintained among Friends.

Tone Policing: White Friends harass, try to intimidate, belittle, patronize, and demean Friends of color engaged in Anti-racism work until those Friends of Color react with anger, as is natural. Then we are told we must be polite and Friendly to people who clearly mean us harm. You make no allowance for Friends of Color to express themselves in their own culturally relevant styles of expression if it makes racist white Friends uncomfortable or nervous, going so far as to equate expressions you don't like as "evil." Yet, y'all commit constant micro-aggressions and micro-assaults against Friends of color, shrug it off as harmless, then get angry and say you are being victimized when Friends of Color get offended, defend themselves and/or point out your racist behavior to you. That's not OK—and its racist.

Then you say you are committed to making our Meeting a safe and comfortable place for people of color. Do you see the problem here?

Dismissal of Authority: You "disagree" with anyone who names the racism/white supremacy all around us, even when those observations are made by persons trained to identify and disrupt white supremacy, especially if the expert is a Friend of Color. You dismiss and disparage such observations, and categorically deny the possibility that you are in fact, racist. YET, that is exactly what "Racism Denial" is.

You have even dared to employ racist colonial metrics to challenge the legitimacy and cultural authority of Friends of color who identify as Indigenous, in order to avoid accountability.

Then you say you are committed to making our Meeting a safe and comfortable place for people of color. Do you see what the problem is?

Imposition of Power: Entirely new practices and processes have been created which are completely outside of good Quaker order, solely for the purpose of oppressing Friends of Color. Several so-called weighty White Friends have been engaged in covert organizing activities against SAYMA Friends of color they don't like, just because they want to control how we approach the anti-racism work we feel SAYMA needs to do and that Friends of color need to do. In addition, the vast majority of conflict-averse white Friends never stand in opposition to these obvious violations of proper order. Nor do they attempt to support and/or defend Friends of color when they/we are literally experiencing racist attacks, leaving them/us to fend

for ourselves. And then, the extreme few who do try to stand up to the Quaker racists in SAYMA Meetings, come under attack themselves.

News Flash: This is NOT the way to dismantle white supremacy/colonialism, which simply cannot be done without discomfort, challenge or conflict. Do you see the problem?

Y'all insist on maintaining Quaker traditions, on doing things as they have always been done, instead of being open to continuing revelation, or new anti-racist insights and leadings from Friends of color, despite the fact that becoming an anti-racist multicultural faith community requires CHANGE. Worse than that, you want to control the change to suit your white comfort and convenience. You still refuse to let go of your white supremacist addiction to control the narratives, processes and resources regarding, even the anti-racism work of SAYMA. And, you consistently undermine and attack those Friends of color who have been spirit led to labor with you and your racism, to provide the necessary knowledgeable leadership in the work of dismantling white supremacy/colonialism among Friends. Even as you are learning that you should follow the leadership of knowledgeable people of color, you still think you are qualified to decide who those leaders should be, whether they are willing or led to do this work, or not.

News Flash: The reason you have such difficulty finding Friends of color to fill those roles is entirely due to your controlling white supremacist behavior toward the few, who are willing to confront you on your racism. You need to understand, that it is much easier for Friends of color who do not wish to serve on your committees or on URJ, to blame URJ and its clerk for their reluctance than it is for them to stand up to your racism, themselves.

Then you say you are committed to making our Meeting a safe and comfortable place for people of color.

Judgmentalism: You really think you can decide which Friends of Color are not Quakers, without engaging those Friends in any kind of clearness process. You have judged the spiritual discernment process of URJ (Friends of color) to be inadequate, when you have no idea how URJ manages its internal decision making process. If we attempt to change or even question your white supremacist meeting structure, you refuse to accept, or cooperate with, URJ's spirit led discernment and choices for creating safety, comfort and welcome, for potential Friends of color--which is absolutely in alignment with URJ's mission. This is what is behind SAYMA's insistence that the Paul Cuffee Worship Group cannot be part of SAYMA because we chose not to be under the care, or oversight, of a predominantly white SAYMA meeting. This is also what was behind the complaints of some, that SAYMA-URJ members must be members of recognized SAYMA Monthly Meetings and nominated by an all-white nominating committee. That's just plain old racist, by definition.

Then you say you are committed to making our Meeting a safe and comfortable place for people of color.

We should never forget, that white supremacy is maintained by controlling the narratives, processes and resources, and by well-meaning good people who obey unjust laws, policies, practices, procedures and social conventions.

A quick perusal of SAYMA faith ad practice proves URJ's assessment is accurate:

From SAYMA Faith and Practice:

The Religious Society of Friends recognizes that all are called to minister in obedience to the living Spirit, whether through service, preaching, teaching, hospitality or administration. All ministries are seen as important for the well-ordered functioning of the spiritual body. All Friends have particular gifts and qualities to bring, and all are called to find their place of service.

Friends believe in the power of love to evoke the inherent worth of others. We are called to accept and love all persons in spite of transgressions, confrontations, or apparent differences. ... Friends aim toward the transformation of a flawed world into one that would make possible equality, justice and peace for all peoples. (p.15)

Under Monthly Meeting Committees:

Ministry and Counsel is responsible for the quality of the Meeting for Worship, for the religious development of members and attendees. ... They also encourage those whose ministry frequently speaks to the spiritual needs of themselves and fellow worshippers...

Material need. This committee, or one especially appointed for the purpose, will try to provide for those in need of financial assistance. Meetings are advised to exercise tactful and watchful care in ascertaining and meeting these needs. (Pages 21-23)

Functions of the Yearly Meeting—Ministry and Nurture Committee

...involvement in sensitive situations... (Ministry and Nurture has totally failed in this. To date, URJ has had NO support whatsoever from SAYMA M&N.)

Facilitating clearness and accountability for Friends seeking endorsement by the yearly meeting for ministry to which they are called; (M&N has utterly failed to hold anyone accountable for the racist harms Friends of color have suffered, or to endorse the ministries of Friends of color.)

Providing a clearness process and holding accountable released Friends who receive financial assistance from SAYMA's Released Friend Fund.

Administering the disbursement and accounting of the Spiritual Development Fund. (p.27)

Membership: Membership in the Religious Society of Friends identifies a person who seeks, in worship after the manner of Friends, the living reality, discipline, and guidance of the spirit of God. No prescribed or set formula of words and phrases distinguishes a member from a non-

member; the lives of Friends express their faith in accordance with their experiences with Truth and with the meeting community. (P. 33)

Advice from SAYMA 2016, which SAYMA has yet to follow

Statement of intention for the SAYMA 2016 theme: We come together with the theme of “Unraveling Racism” to communicate “heart to heart” in an effort to live up to our testimonies of equality, community, and integrity, make SAYMA a more welcoming spiritual home for all, and seek justice while healing our communities.

DO:

Listen to the lived experience of Friends of color!

Be mindful that Friends of color have to live with the impact of white supremacy in their daily lives.

Be open to diverse manners of expression. For example, Friends of various cultural backgrounds may raise their voices while speaking passionately about a topic with no intention of offending anyone.

Process your feelings with other White Friends by holding each other accountable to educate yourselves, change behavior, and take more action against racism.

Don't:

Make Friends of color spokespeople for everyone of their race.

Ask Friends of color to relieve your feelings of guilt.

Ask Friends of color to affirm your good intentions.

Credit for Statement of Purpose for SAYMA theme: by Susan Firestone, and Sharon Smith, approved by SAYMA Yearly Meeting Planning Committee.

Credit for Advice for European American Friends: adapted for SAYMA by Susan Firestone, Folami Adams and Sharon Smith from “Advice for European Americans” handout from the interest group for European Americans Working on Racism at FGC 2015 Gathering.

Actionable Items: URJ Requests

1. Funding Request—SAYMA URJ has had no funding since 2018!

A. URJ Requests \$10,000 of set-aside funds for fiscal year 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 budget URJ requested and the freedom to allocate those resources in accordance with URJ's mission and goals.

E. During the time of the 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.

2. URJ asks SAYMA to return to the racial conflict transformation process, facilitated by the Friends Center for Racial Justice. Just because two Friends of color decided not to participate is no excuse for it not to continue. When have you ever seen the yearly meeting cancel an activity or process, just because a couple of white Friends chose not to participate? Using Friends of color against one another in this manner is not acceptable. It is not only abusive, but also a function of white supremacy/racism, and not OK, by any measure.

3. Officially recognize the Paul Cuffee Worship group as part of SAYMA.

Approved by SAYMA-URJ and submitted on February 26th by Sharon "Star" Smith, clerk of URJ

Attachment R Continuum on Becoming an Anti-Racist Multicultural Organization

MONOCULTURAL ==> MULTICULTURAL ==> ANTI-RACIST ==> ANTI-RACIST MULTICULTURAL

Racial and Cultural Differences Seen as Deficits ==> Tolerant of Racial and Cultural Differences ==> Racial and Cultural Differences Seen as Assets

Exclusive An Exclusionary Institution	2. Passive A "Club" Institution	3. Symbolic Change A Compliance Organization	4. Identity Change An Affirming Institution	5. Structural Change A Transforming Institution	6. Fully Inclusive Anti-Racist Multicultural Organization in a Transformed Society
<ul style="list-style-type: none"> Intentionally and publicly excludes or segregates African Americans, Native Americans, Latinos, and Asian Americans Intentionally and publicly enforces the racist status quo throughout institution Institutionalization of racism includes formal policies and practices, teachings, and decision making on all levels Usually has similar intentional policies and practices toward other socially oppressed groups such as women, gays and lesbians, Third World citizens, etc. Openly maintains the dominant group's power and privilege 	<ul style="list-style-type: none"> Tolerant of a limited number of "token" People of Color and members from other social identify groups allowed in with "proper" perspective and credentials. May still secretly limit or exclude People of Color in contradiction to public policies Continues to intentionally maintain white power and privilege through its formal policies and practices, teachings, and decision making on all levels of institutional life Often declares, "We don't have a problem." Monocultural norms, policies and procedures of dominant culture viewed as the "right" way" business as usual" Engages issues of diversity and social justice only on club member's terms and within their comfort zone. 	<ul style="list-style-type: none"> Makes official policy pronouncements regarding multicultural diversity Sees itself as "non-racist" institution with open doors to People of Color Carries out intentional inclusiveness efforts, recruiting "someone of color" on committees or office staff Expanding view of diversity includes other socially oppressed groups <p style="text-align: center;"><i>But...</i></p> <ul style="list-style-type: none"> "Not those who make waves" Little or no contextual change in culture, policies, and decision making Is still relatively unaware of continuing patterns of privilege, paternalism and control Token placements in staff positions: must assimilate into organizational culture 	<ul style="list-style-type: none"> Growing understanding of racism as barrier to effective diversity Develops analysis of systemic racism Sponsors programs of anti-racism training New consciousness of institutionalized white power and privilege Develops intentional identity as an "anti-racist" institution Begins to develop accountability to racially oppressed communities Increasing commitment to dismantle racism and eliminate inherent white advantage Actively recruits and promotes members of groups have been historically denied access and opportunity <p style="text-align: center;"><i>But...</i></p> <ul style="list-style-type: none"> Institutional structures and culture that maintain white power and privilege still intact and relatively untouched 	<ul style="list-style-type: none"> Commits to process of intentional institutional restructuring, based upon anti-racist analysis and identity Audits and restructures all aspects of institutional life to ensure full participation of People of Color, including their world-view, culture and lifestyles Implements structures, policies and practices with inclusive decision making and other forms of power sharing on all levels of the institutions life and work Commits to struggle to dismantle racism in the wider community, and builds clear lines of accountability to racially oppressed communities Anti-racist multicultural diversity becomes an institutionalized asset Redefines and rebuilds all relationships and activities in society, based on anti-racist commitments 	<ul style="list-style-type: none"> Future vision of an institution and wider community that has overcome systemic racism and all other forms of oppression. Institution's life reflects full participation and shared power with diverse racial, cultural and economic groups in determining its mission, structure, constituency, policies and practices Members across all identity groups are full participants in decisions that shape the institution, and inclusion of diverse cultures, lifestyles, and interest A sense of restored community and mutual caring Allies with others in combating all forms of social oppression Actively works in larger communities (regional, national, global) to eliminate all forms of oppression and to create multicultural organizations.

Attachment S.

Ministry & Nurture Report

To be added