

Southern Appalachian Yearly Meeting and Association  
Representative Meeting 147  
Tenth Month, 16, 2021  
Online, via Zoom

**147-01 Opening Worship**

The meeting opened at 9am EDT with welcoming messages among Friends and settled into a time for worship.

**147-02 Greetings, roll call, clerks remarks [Attachment A: Attendance, Attachment B: Clerk's Letter]**

SAYMA's clerk Bob McGahey greeted Friends and took the roll of the 37 participants. He recognized Angela Hopkins from Friends Center for Racial Justice as our special guest and welcomed Liz Dykes from Gainesville FL. The Clerk summarized his letter and encouraged Friends to read it on their own, ending with "May the Light lead us through these troubled waters."

**147-03 Review and approve narrative minutes from annual sessions [Attachment C: Draft Yearly Meeting 50 Minutes, narrative reviewed I-III]**

The narratives of Sessions I-III of Yearly Meeting 50 were reviewed and approved with minor changes and clarifications.

Throughout the review, Friends reiterated the importance of reading the narrative in the face of the meeting. The Clerk acknowledged that is the best practice.

Friends also asked that in situations where someone was standing aside or in the way that the name of the person and reason be documented. Other Friends said this was not aligned with Quaker process. Our practice for this day was to rely on what the Friend specifically asked. If they requested their opposition to be noted, it was included in the narrative or minute.

**147-04 FCRJ introductions and plan for Ministry of Accompaniment**

Angela Hopkins from Friends Center for Racial Justice (FCRJ) provided a presentation introducing the work they will lead for SAYMA. The specific topics to work on will be provided separately. Friends can use email to communicate observations and concerns to FCRJ. The address specifically for SAYMA is [SAYMA@fcrj.org](mailto:SAYMA@fcrj.org). More information on the process and activities will be provided soon.

**147-05 Treasurer's year-end report - Kendall Ivie, West Knoxville MM [Attachment D: Treasurer's Year-end Report]**

Kendall Ivie provided the Treasurer's Report. Friends thanked Kendall for the brevity and clarity of this report.

Friends accepted the report.

**147-06 Finance Committee Report - Karen Morris, Atlanta MM [Attachment E: Finance Committee Report]**

Karen Morris provided the Finance Committee Report.

The Finance Committee acknowledges the problematic statement in their report dated 3/13/2021 attached to RM146 as Attachment D "Nothing done by URJ with its finances was illegal or could cause IRS problems for SAYMA," which reflected the understanding of the finance committee at that time. The correct statement is: The lawyer said he saw "nothing that would attract the attention of the IRS" and "that laws about conflict of interest vary state to state."

**Minute 147-01: Friends approve noting the correction to the Finance Committee Report from Representatives Meeting 146, Attachment D.**

**Friends approve.**

Friends accepted the Finance Committee Report.

**147-07 Nominating Committee (three positions) - Wood Bouldin Greenbrier Valley Worship Group (WG) and Charleston MM [Attachment F: Nominating Committee Report]**

Wood Bouldin brought forward three positions and asked for approval of the nominations.

Earth Justice Committee - Steve Livingston - approved

WQO Allocations Committee - Charlie Wilson, Brea Meeting - approved

Interim Treasurer - Kendall Ivie, West Knoxville - approved until the end of Fiscal Year 2022.

There are over 39 open positions. Friends are encouraged to consider whether they have gifts to contribute to SAYMA by letting Nominating know they are interested in being considered for open positions. Friends wanted clarity on the open positions for the digital services committee and three was decided as the appropriate number. Friends asked for a full list of open positions.

**Minute 147-02: Friends recommend nominating committee add three positions for the digital services committee to the Open Positions List.**

**Friends approve.**

Friends accepted the report.

**147-08 Personnel Committee note of thanks - Barbara Esther, Asheville MM [Attachment G: Personnel Committee Minute of Appreciation]**

Barbara Esther read the Personnel Committee request for a minute of appreciation.

**Minute 147-03: Minute of appreciation for the work and support of various people who made it possible for our employees to do their work.**

**Autumn Woodward, Southern Appalachian Young Friends Program Coordinator (SAYF), was supported by and wishes to thank Jennifer Dickie, clerk of SAYF through the pandemic, for countless hours and brilliant leadership while also navigating the impacts of the pandemic in her full time job; Aaron Ruscetta, retiring from SAYF Steering Committee after years of great contribution and heart-filled dedication to the program; Chuck Jones for his work as SAYF Support Committee clerk; Sig Christiansen and Kathleen Mavournin who dedicated wisdom and intense quantities of time and thought to completing updates to sections of SAYF's handbook over the past year; and Jon Saderholm, who clerked SAYF prior to Jennifer and in early days of the pandemic. These Friends accomplished so much.**

**Susan Phelan, Administrative Assistant for Southern Appalachian Yearly Meeting and Association (SAYMA), was asked to step up when everything became a virtual whirl during the pandemic. All the clerks of committees, clerks of our yearly meeting, those with skills in online meetings and virtual platforms came through to patiently work through the challenges not included in the AA's job description. Susan is particularly thankful for Kendall Ivie and Hank Fay for their technical support for representative meetings, and Jennifer Dickie for her endless knowledge and energy for SAYMA's first virtual yearly meeting. She also appreciates the patience and flexibility of numerous officers and committee clerks outgoing and incoming, and for the many Friends who send encouraging and kind emails in the day-to-day SAYMA operations. We will continue to appreciate the steep learning curve that was needed on the part of numerous Friends to keep up with SAYMA work.**

**Friends approve.**

**147-09 Yearly Meeting Planning Committee proposal for 2022 - Jennifer Dickie, Atlanta Monthly Meeting (MM) [Attachment H: YMPC Report to Rep Meeting 10/16/2021]**

Jennifer Dickie provided a report from the Yearly Meeting Planning Committee. A date for Yearly Meeting has not been set, but it is traditionally the 2nd or 3rd weekend in June. A theme is usually decided by January. If Friends want to join the planning committee please send names to the Nominating Committee.

Friends accept the report.

**147-10 SAYMA's Existential Crisis led by SAYMA Clerk Robert McGahey**

This section was intended to address items the clerk viewed as contributing to SAYMA's existential crisis. One aspect is the relationship between SAYMA and URJ. The clerk had other topics in this category but they were not identified due to time spent on revisiting topics addressed by YM 50-46-01 .

The discussion started when Star Smith requested that it be noted that this Rep Meeting is the second or third time that the SAYMA Clerk has made a decision not to hear or discuss the URJ Report in favor of

something he deems more important. **Although not a minute, Friends approved including the note in this narrative.**

The Clerk requested to stand aside during this portion of the meeting and clerking was assumed by Assistant Clerk, Barbara Esther, since the discussion concerned a decision the Clerk made.

The discussion migrated to a review of YM 50-45 concerning a letter from the Nominating Clerk to SAYMA and whether Star Smith remains the clerk of URJ and whether URJ is a currently active committee within SAYMA. Wood Bouldin noted that RM 143 included a report from URJ revising the goals adding a goal to be self-selecting but there was not approval of the report; the mission and purpose was approved, but the goals were not. Faith and Practice page 17 and page 28 was used as evidence that the nominating committee is responsible for bringing forward a clerk for URJ. No clerk will be recommended until clarity is achieved about how to appoint a clerk of URJ. Without a clerk being recommended by nominating and the term of the URJ Clerk being complete, URJ no longer has a clerk and has no SAYMA affiliated committee members, therefore URJ is no longer active. There was no unity with Wood's interpretation

Emotions were strong with various Friends speaking to Wood's review. A Friend asked us to consider the definition of "committee", that URJ may be a committee, but didn't fit the definition of a SAYMA Committee. Another Friend suggested we lay down the requirement for only Nominating to appoint to positions and use our continuing revelation to move forward and allow self-selecting for committees including URJ. Another Friend asked us to check in with Spirit on continuing revelation, and examine how rules affect our process and maintenance of power dynamics. Another Friend asked how we can justify different standards when many people self-nominate and many stay beyond one or even two terms when Nominating cannot fill a vacancy. A Friend noted there are plenty who have served on committees and as clerks longer than the term of office without automatic expulsion. Another Friend expressed concern that we had not acted as a body to remove the clerk of URJ and that type of action required a minute, not a statement from the clerk.

A Friend wondered why the interim Treasurer automatically assumed duties and only later did Nominating follow up to make it official, whereas the Clerk of URJ was declared vacant immediately? The interim finance clerk used money and legal reasons as justification but the Clerk did not address the initial bias of why the standards were different.

The discussion at times became chaotic with Friends for and against URJ continuing, and Friends who wanted the work of FCRJ to be focused on first. At one point the Clerk of URJ and the acting Clerk began arguing and the meeting fell into disorder. One Friend expressed dismay and embarrassment that his son was exposed to the behavior within the virtual meeting. Order was restored.

Robert McGahey stepped back into the role of Clerk and read the following statement from SAYMA Faith and Practice, from "Meeting for Business," page 17: *Until the meeting can unite in the minute, the previous policy remains unchanged*, which is where Wood stopped reading. The other half of the sentence reads, *or no decisions are made, as the case may be*. It all depends upon how we view that case.

Friends wondered why we were discussing this situation when we minuted in YM 50 to wait until the called meetings with FCRJ. The clerk stated they had scheduling conflicts. In response to statements about FCRJ, Angela Hopkins, with FCRJ, named a concern: I feel strongly that it is time for folks to name and accept responsibility for speaking the truth. FCRJ unavailability was not the result of FCRJ but of SAYMA.

The recording clerk stated that nothing was brought forward to require changing YM50-45, The meeting did not reach unity and a sense of the meeting was not reached related to the status of URJ or the Clerk of URJ. No minute in this matter was sought by the Clerk, instead we settled into worship.

**147-11 Items on the Agenda but not addressed:**

YM 50 Session IV and V review and approval of Narrative minutes.

Small groups for listening and discernment led by FCRJ (breakout rooms)

Reports submitted but not presented: URJ Committee, Web Manager Report, SAYMA Ministry and Nurture report.

**147-12 Final worship**

Friends entered into silent worship at 4:00pm and RM 147 was closed at approximately 4:30pm EDT with the Clerk sending us off with his opening statement “May the Light lead us through these troubled waters.”.

Robert McGahey, Clerk  
(archive copies signed)

Melissa Preast, Recording Clerk  
(archive copies signed)

## Attachments

Attachment A: Attendance

Attachment B: Clerk's Letter to SAYMA Representative Meeting 147

Attachment C: Draft Yearly Meeting Minutes – narrative reviewed Sessions I-III

Attachment D: Treasurer's Report

Attachment E: Finance Committee Report

Attachment F: Nominating Committee Report

Attachment G: Personnel Committee Report

Attachment H: Yearly Meeting Planning Committee Report

## **Attachment A: Attendance**

List of attendees in archived print copy only.

## Attachment B

Clerk's Letter SAYMA Representative Meeting 147

Oct 16, 2021

SAYMA must arise from its spiritual deathbed of debilitating fragmentation or give up the ghost. We are broken, and I acknowledge my own brokenness as part of our body. As we focus at this session on clarifying the fraught relationship between SAYMA and URJ, let us remain grounded in the Spirit which first called us together in homes scattered across the Near East, then renewed with the calls from Fox, Pennington, Fell and others during troubled times in England in the mid-seventeenth century. Let us remain firm, as well, in the commitment to racial justice we made as a yearly meeting four years ago. As we prepare for working through approval of the narrative minutes, and the relationship between SAYMA and URJ that is highlighted in minute 50:45, let us remember the following.

The purpose of our being together as Friends is to attend to Spirit working among us. We long for occasions for worship, whether it be a spiritual friend, a gathering for worship, or for those profound moments when Spirit gathers us into unity when we meet for business. Meeting for business is first and foremost meeting for worship. It follows that if we cannot ground ourselves in worship, then we cannot do our business. It's that simple. For several years now, we have neglected to take the time and focus to go deeply into this profound root of our practice as Friends. But the business always seems to take precedence over the spirit of worship, no matter how many times we have dipped into worship, more like a pause to take our breath before the next round of the wrestling match.

As usual, we have a full agenda, and a contentious one at the heart: the relationship between the SAYMA body and URJ. But no outer agenda can go forward without a thorough and continually renewed grounding in Spirit. This has been the core of my repeated theme that no ideology can take precedence over that grounding, which, if we fully give ourselves to it, unifies us into one body. That does not mean that we don't have differences, some of them strong. It does mean that those differences are secondary to our unity as Friends who seek truth while holding each other in tender mutual care.

This spirit is also behind my minuted statement towards the end of yearly sessions, "there will be no full engagement of SAYMA, i.e. a rep meeting, until after the called session." The "called session" refers to engagement with Angela Hopkins and FCRJ. I was confident in June that we had plenty of time to schedule this session before our fall rep meeting. Well, here we are, so once again my intention outstripped reality. It is also unfortunate that some key Friends cannot be here, in part because of the concurrent meeting of the FGC Central Committee. So we will not be making any major decisions today.

This summer vacation period proved to be complicated in terms of folks' schedules on both sides, meaning that we were unable to schedule a first session with FCRJ before today's rep meeting. However, some members of the committee are with us, and will introduce themselves and outline the process they plan subsequent to today's meeting later this morning. These visitors should feel free to engage with us during our business session as participant observers.

We are here today primarily to renew our community through the process of listening worship. Our business agenda is secondary to that. In this spirit, FCRJ has agreed to support us informally by facilitating small groups in the afternoon after we have concluded reports. These groups will provide an opportunity to deepen our listening to one another and to the inner promptings of Spirit, with no pressure for any decisions

We welcome the ministry of accompaniment FCRJ brings to us today. May the Light lead us through these troubled waters.

Robert McGahey, SAYMA Presiding Clerk



**Southern Appalachian Yearly Meeting and Association, Virtual Setting, 50th Annual Meeting, Sixth Month, 05-13, 2021**

**Saturday, June 5 (session I)**

**50-01 Opening Worship**

Friends met virtually for the 50<sup>th</sup> annual gathering of SAYMA beginning with an extended period of worship.

**50-02 Introductions of Visitors**

Robert McGahey, SAYMA Clerk, welcomed everyone and asked visitors to introduce themselves. Visitors present were: Liz Dykes from Gainesville Monthly Meeting, Southeast Yearly Meeting, Angela Hopkins of Friends Center on Racial Justice, Jessie Palatucci and Alicia McBride from FCNL, Alison Kirkegaard member of Claremont MM, Pacific Yearly Meeting, and Shelley Tannenbaum from Quaker Earthcare Witness.

**50-03 Roll Call [Attachment A: Attendance]**

Meeting attendees were asked to raise their virtual hand as their meeting was called by the clerk. Seventeen of the twenty-five meetings and worship groups were represented.

**50-04 Clerk's Letter to SAYMA Body, June 2021 [Attachment B: Clerk's Letter I]**

I envision SAYMA's yearly sessions as an occasion for renewal of the spirit. It is a gathering of monthly meetings of all sizes, and provides a place for isolated Friends and small worship groups to have a larger Friends community, a place to experience spirit-based hospitality. My first SAYMA yearly gathering was at Warren Wilson in 1971, the second annual sessions. We were not yet a yearly meeting, but an association for fellowship in the manner of liberal Friends. This was a group of Appalachian folk of European descent, where the greatest diversity I experienced was through a young Baptist woman in our worship group who washed our feet. What a blessing! In the years since, our diversity has increased somewhat, and four years ago we accepted the challenge to make our meetings more welcoming to Friends of Color. We need to renew the graciousness of spirit and place of deep retreat of those early years, without retreating into 1970's naivete about unraveling racism. Since last summer, my clerk's letter has emphasized our spiritual focus as a religious body. The ongoing example is the distinction between critical race theory and its powerful sociological analysis of our disordered white supremacist society, and the practice of Friends, a tradition established by a group of white lower-middle class Englishfolk, not unlike our rural Appalachian context, who set out to emulate the behavior of the early Church, based on loving one another while befriending truth. This has always included challenging one another as well, but in a spirit of patience, forbearance, and deep listening. As Friends, we do not sit in judgment of each other, but wait for the Spirit to move in each of our hearts before acting as a body. Unfortunately, as we approach SAYMA yearly sessions, there are those among us who would enforce their deeply held convictions through pressuring, judging, and threatening behavior. One plenary speaker and two workshops

have been challenged and threatened with disruption. One of those workshops has been cancelled, and the leader of the second feels genuinely threatened by escalating attacks, asking for protection. As an open religious society, our protection comes from the divine, which resides deep within each of us, acting from within the body, not from a hierarchy of leaders. But if we do not trust one another, invoking deep listening in a spirit of worship when we experience differences, then we are profoundly vulnerable. So we meet in a place of vulnerability, some in fear, others in a place of anger and judgment, sorely needing to listen to each other and build trust in our fundamental tenet as Friends, that there is that of God in each of us. Whatever transpires in our time together over the next week, let us accept that vulnerability as a place of instruction, while vowing to hold each other in loving safety as we continue to work out our differences.

I would like to add that I have noticed profound work on these issues since I wrote the above letter, it shows what we can do when we work together in community.

Robert McGahey SAYMA Presiding Clerk 50th Annual Sessions, June 2021

A Friend raised the concern that the people who are challenging and questioning are framed negatively.

**50-05 Agenda Review [Attachment C: Agenda]**

The clerk reviewed the agenda. The agenda was accepted.

**50-06 Inquiry regarding any sections of the Guide to Our Faith and Practice in need of review**

The clerk asked Friends if any monthly meetings had brought minutes asking for review of Faith and Practice (F&P) sections. A Friend brought forward Cookeville's report about a change to the F&P. The clerk noted this will be addressed Friday at Session III.

**50-07 Outstanding reports from March Rep Meeting [Attachments D and E]  
URJ report from Rep March 2021 [Attachments D]**

The clerk asked for acceptance of the URJ report from Rep Meeting 146, March 2021. Upon request clarification was provided explaining acceptance means we heard the report and it is accepted into the record as part of the minutes, but does not mean "approval". A Friend questioned whether the submission was a report or a commentary.

Some Friends raised concerns about the makeup of URJ and what worship group they belong to. The Nominating clerk responded that the clerk of URJ has been accepted into SAYMA and performs the duties of the clerk as a Friend at large. Other Friends reminded the Meeting that participation is not based on membership status.

The report was accepted with Charles Schade of Charleston standing aside.

**Friends Committee on National Legislation [Attachments E: FCNL report from March 2020]**

Attachment C: Draft Yearly Meeting 50 Minutes,  
narrative reviewed I-III

The FCNL report from March 2020 was submitted but the Rep meeting was not held due to the Covid pandemic and therefore the report was not accepted at that time.

The report is accepted.

**50-08 Treasurer's Report, Kendall Ivie, acting, West Knoxville MM [Attachment F: Treasurer's Report]**

Kendall Ivie as acting Treasurer reviewed the attached report which covers the time period of October 2020 to May 2021.

A Friend asked how many donations made up the ~ \$900 sent to URJ. The Treasurer responded 8-9. A Friend asked for clarification about payroll taxes outstanding. The Treasurer explained the accrual basis versus cash basis for payroll tax payment as explanation for the two months of accrual this quarter to be paid in July. Friends thanked Kendall for taking on the responsibilities of acting Treasurer.

The report was accepted.

**50-09 Finance Committee Reports Geeta McGahey, Finance Clerk, Celo MM, First reading of the proposed 2021-2022 budget [Attachment G: Finance Committee Report Proposed Budget]**

Geeta McGahey provided the Finance Committee report, noting that the Finance Committee had a very active year complicated by the pandemic and deaths of the treasurer and another key finance committee Friend which required the assumption of roles without a turnover.

Geeta responded to questions about the operating budget. A Friend asked for a projection on the rate of spend-down and raised a concern about reducing our reserves. The Treasurer noted that our projections generally exceed our actual spending.

The finance clerk invited Friends to a meeting on Wednesday evening to discuss the budget. Representatives from each MM are encouraged to attend.

Future finance committee work includes developing a conflict of interest policy, a grants policy, and a financial continuity policy. Their final item is to request to present the Fiscal Year end financial report in the fall, when the FY ends, rather than waiting to present the year-end report six months later in the spring. This request is on the agenda for discussion during business meeting IV.

The finance committee report was accepted.

**50-09-01 Friends approved the current budget we have been operating under (2020-21)**

**50-10 Nominating Committee, Wood Bouldin, Greenbrier WG - First reading [Attachment H: Nominating Committee Report]**

Wood Bouldin gave the initial Nominating Committee report. He noted that assistant clerk and treasurer positions are vacant and asks for Friends to listen to the spirit for leadings. Wood  
**Attachment C: Draft Yearly Meeting 50 Minutes, narrative reviewed I-III**

reviewed the nominations noting that most individuals on the nominating report are renewals. Kendall Ivie brought forward Wood's name for the outreach committee since Wood could not bring his own name forward.

There was a request to see a report of vacant positions which Nominating will provide on the website. A Friend applauded those willing to continue to fill the positions and encouraged others to step forward to relieve the pressure. A Friend noted that not all committees provided reports and encouraged Clerks to do so in the future. Another Friend suggests we consider shortening the time period for serving to one year with options to continue longer, which might make it easier to fill positions.

Approvals for nominating committee positions will be noted at session III on Friday.

### **50-11 Agenda items not covered**

Selection of the Epistle Committee moved to a future session.

Session I narrative approved at Representatives Meeting (RM) 147.

### **Sunday, June 6 (session II)**

#### **50-12 Opening Worship**

The meeting began with a period of worship.

#### **50-13 Clerk's Second Letter to SAYMA Body, June 2021 [Attachment I: Clerk's Letter II]**

Dear SAYMA Friends, My recent clerk's letter was composed in a time of a developing crisis. I was in protective mode, which was folded into the position I've taken with respect to our tradition of worship and process. I need to acknowledge that I was being paternalistic, and at the same time inadvertently protecting the yearly meeting's place of privilege in a colonialist polity built on all the arrogant assumptions implicit in the old term, Manifest Destiny. I would like to move from the more general terms I have consistently used to some specific examples. However, the more specific I become, the more I expose individuals and meetings who need to speak for themselves. Each situation is complex and nuanced, and whereas generalities cannot express these complex truths, specific examples can harm people. So I proceed with caution. Let it suffice to say that white people often cause unintended harm, due to their inability to see that they are acting from a position of power within a system that privileges them. As one of you said during the initial part of these sessions, we are like fish swimming in a sea that we cannot see. And when we are surprised, hurt and defensive when shown this, we are demonstrating what has been duly named "white fragility." In our first plenary, Hal Weaver repeatedly emphasized the importance of centering the narratives of people of color. We need a much more inclusive set of narratives as a basis for our empathy, so that we do not just respond routinely like fish in the White Sea. A few years ago, we were blessed with one of these narratives by a Friend of Color who gave a plenary talk about his dual heritage, African-American and Native American, against the backdrop of structural racism and systemic brutality. There are other such narratives within SAYMA that we badly need to hear, and some are emerging right now. Not long ago, I attended a small gathering where a white woman shared a story of continuing brutality towards Black people. She was trying to reach out from a place of deep empathy to a Black woman in

**Attachment C: Draft Yearly Meeting 50 Minutes, narrative reviewed I-III**

the group, and broke into tears as she shared the story. Attending those tears, I did not speak, though I was uncomfortable, for I noticed that the Black woman quietly left the circle. Afterwards, I reached out to her, admitting that I had joined the inadvertent white centering (those tears!) and apologized. The response from the Friend of Color was that we inevitably make mistakes as we try to disentangle our racist heritage, and that we have to accept our mistakes and move on. She closed with, “the LOVE behind our intentions will win out.” This is a crucial point, out of line with critical race theory, which points to the importance of actions, not intentions. But it is firmly within our Friends tradition, growing out of the ministry of Jesus. There are many more stories large and small, and they need to be told by the people themselves, not second-hand. But it is imperative as we move towards our goal of becoming an anti-racist community, that we do not allow one Friend of Color to abrogate the right of other Friends of Color to tell their stories and have their own points of view. As Friends, we are an inclusive community, and each person in the Meeting is honored, because underneath our diversity we are a unity. If we weren’t, we couldn’t search for a sense of the meeting. As Paul of Tarsus said, we are all parts of the body of Christ, each with a gift that makes up the whole. Even as universalists, I think we each understand this essential truth. Racism and our responses to it make for a complex tapestry, with a pattern that is difficult to discern, especially when we only study one or two of the threads in the pattern. We need to acknowledge this complexity, recognizing our brokenness. It is important to recognize that childhood and generational trauma exist among white and black, but because the majority has been part of the colonialist and supremacist American culture, we have a particular moral responsibility to look beyond our moments of feeling wronged by those who would point out our complicity, moving ever more deeply into self criticism over that complicity. But there needs to be forbearance as well on the side of those, white and black, who are wielding the tools of justice. A visiting Friend, who was part of a deep period of prayer in one of our workshops, said to me afterwards, “Your yearly meeting still prays, whatever the context of your struggles may be.” The ability to center down and pray, which I have witnessed frequently this week, is a treasure we must remember and rely upon, especially in the most vexed moments. But it must not be a retreat into the comfort of the dominant party in a society that thrives on control of resources, material and human. Think of those good Quaker slavers, some of whom met in a sense of unity long into John Woolman’s campaign to open their eyes and hearts. For others, one by one, a seed was laid to mend their ways. But this took time, and of course Woolman’s work is unfinished. We must pray together in a place of deep listening while leaving the conflict in the room, asking for healing of the Society, those of us who are in conflict, and of ourselves. Friends, we need to accept the pain of being confronted with our structural complicity and often, of new racist sins in the moment, sometimes of being falsely accused. But we cannot tolerate abusive behavior. If you take these two statements together, you have the crux of our painful dilemma. Some of us are so wounded that reopening those wounds is too much to bear. Others need to toughen their skins, look inward, and get on with the work. Friends, SAYMA needs a new beginning. We need to genuinely forgive one another for past misunderstandings, slights, and outright abuse. It will not be easy, but if we approach our struggle with an attitude of mutual respect, with forbearance, and speak and act from a place of deep reflection, we may yet open the door where Spirit waits to lead us.

Robert McGahey, June 10, 2021

## **50-14 Welcome & Introductions of Visitors**

Attachment C: Draft Yearly Meeting 50 Minutes,  
narrative reviewed I-III

Robert McGahey, SAYMA Clerk, welcomed everyone and asked visitors to introduce themselves. Friends welcomed Robin Mohr, Executive Secretary of Friends World Committee for Consultation.

#### **50-15 Roll Call [Attachment A: Attendance]**

The clerk asked for Friends who did not attend Session I to introduce themselves. Additional Friends from Nashville and West Knoxville joined, but no new meetings were represented. We remained at seventeen of twenty-five meetings in attendance.

#### **50-16 Agenda Review [Attachment C: Agenda]**

The clerk moved the Selection of the Epistle Committee from session 1 to this session. The agenda was accepted.

#### **50-17 Selection of Epistle Committee**

The clerk moved the Epistle Committee appointment to this session. Star Smith put her name forward, the clerk asked for two additional members to submit their names by Friday if they felt led.

#### **50-18 Committee Reports [Attachment J and K]**

##### **Faith and Practice Revision Committee – Thais Carr, Nashville MM [Attachment J: Faith and Practice Revision: Queries]**

Thais Carr provided an overview of the responsibilities of the Faith and Practice (F&P) Revision Committee. She noted the F&P revisions have been on the website. This review is for queries and not advices. Any queries not approved will be removed.

A Friend asked how the revised version is more inclusive? Thais responded that several queries were added in section C and section E. Friends agreed that query E18 was not sufficient to encourage reflection on how indigenous lands are used by SAYMA and it should be reworked. The other queries were approved.

**50-18-01 Friends approved the revised query section of the Faith and Practice with the exception of E18. E18 should be reviewed to consider language acknowledging justice for indigenous people on whose land SAYMA meets. This query is referred back to the committee who will work with Monthly Meetings and the URJ Clerk during this yearly meeting and will be brought back by the end of this yearly session.**

##### **Uplifting Racial Justice Committee Report - Star Smith, Paul Cuffee Worship Group [Attachment K: Uplifting Racial Justice Report, appended June 2021]**

The SAYMA clerk requested an update from the Paul Cuffee Worship Group on happenings since March. Star Smith, URJ Committee Clerk, began her report noting that URJ has had no funding since 2018 and she continues to be the subject of slander.

Requests from the URJ Clerk were centered around three topics: a budget, the conflict transformation process, and the recognition of the Paul Cuffee Worship Group.

**Attachment C: Draft Yearly Meeting 50 Minutes, narrative reviewed I-III**

During this discussion the meeting did not observe due order and became disruptive. Friends spoke without recognition from the clerk, rebuttals were made to individuals, individuals recognized to speak were talked over, and a Friend called out abusively at the clerk of URJ. A Friend who identified himself as a white male noted that he considered this comment racist. The SAYMA Clerk brought the session back to order noting that several Friends were not observing right order.

The SAYMA Clerk advised that all three asks (budget, conflict resolution, and recognition of the worship group) are on the agenda in Business Sessions III, IV and V.

The Clerk requested the following minute:

**50-18-02 During a period of disorder during this session, things were said that were hurtful, displaying paternalistic power dimensions without regard to their impact on other Friends. Friends are reminded they are in Meeting for Worship with Attention to Business.**

Friends noted that we did not read the narrative portion of the minutes for session I at the start of session II. The clerk acknowledged the concern and will take it under advisement.

**50-19 Wider Quaker Organization Reports [Attachment L and M]  
Friends World Committee for Consultation in the Section of the Americas – Robin Mohr [Attachment L]**

Robin Mohr expressed appreciation for the support they have received from SAYMA Friends. The work FWCC is doing continues with a need greater than ever.

The focus of FWCC is to practice being in relationship with people who are like us and people who may be unlike us and find the common aspects through dialogue. Robin provided information on how Friends can participate in World Quaker Day which occurs the first Sunday in October. See their website [worldquakerday.org](http://worldquakerday.org).

The report was accepted.

**Friends Committee for National Legislation Representatives Report - Jane Hiles [Attachment M]**

Jane Hiles reported attendance at the FCNL Conference nearly doubled in 2020 attributed to accessibility for more people due to the virtual meeting format. They will continue meeting in a hybrid method to allow those who can only attend virtually to participate. Jane reminds us that FCNL is working on many pieces of legislation, but there are two of particular note SJ Resolution 10 to repeal the 1991 and 2002 Authorization for Use of Military Force Against Iraq (without consultation with Congress) and The George Floyd Justice in Policing Act which is being reviewed by a group of senators now.

The report is accepted.

**50-20 Meeting minutes re URJ: Swannanoa Valley and Charleston [Attachments N and O]  
Attachment C: Draft Yearly Meeting 50 Minutes,  
narrative reviewed I-III**

The SAYMA clerk asked to review both the Swannanoa Valley minute and the Charleston minute together since they both relate to SAYMA URJ.

**Meeting minutes re URJ: Swannanoa Valley [Attachment N: Swannanoa Valley Minute re: URJ, Jan 2021]**

Only item one of the four items was reviewed since it is the only item that includes a request for an action.

Item one expresses concern over “pass-through funds” for URJ. The Finance Clerk clarified that donor restricted funds are not “pass-through” funds, they are funds that do not have a line item in the budget.

The Treasurer clarified that donor restricted funds are items that have a set-aside so individuals can contribute money to that specific fund (purpose). The major distinction is unspent dollars in line items go away at the end of the year, unspent set-aside funds roll over to the next year.

Friends asked for clarification about the terms pass-through and set-aside. Per the Treasurer, pass-through is an item that is not reviewed and money is directly available to the committee. A set aside is a fund that has a budget from which the committee can request payment from those funds. The treasurer makes payment after reviewing the request. At the end of the year, any remaining amount rolls over to the next year. SAYMA does not use pass-through spending.

The clerk asked Swannanoa to clarify whether the intent of item one is to cease allowing money to be sent to URJ? Two Friends from Swannanoa agreed that the intent was to stop “pass-through” funds to URJ, not all funds. Since this was not the process SAYMA uses, the request for action was withdrawn with the following minute:

**50-20-01: Jane Goldthwait, as representative of Swannanoa, withdraws part 1 of the Swannanoa Minute because it was a misunderstanding by their Monthly Meeting.**

**Charleston revision and addition [Attachment O: Charleston Minute re:URJ, Feb 2021]**

In the Charleston minute, the first item is a statement about the minute and does not include an actionable item. Item two relates to pass-through funding in which Charleston clarifies SAYMA policy, that SAYMA does not use pass-through funding for committees, and there is no need for a minute on this item. Item three is a request to address conflict in our yearly meeting which will be addressed in a future session and does not require a minute.

Related to item four: the SAYMA Clerk points out this item is moot since no one individual speaks on behalf of SAYMA. He stated that Star Smith speaks on behalf of her committee and further clarified that she does not speak on behalf of SAYMA.

There was no minute regarding the minute from Charleston Monthly Meeting.

**50-21 Agenda items not covered**

The following agenda items were not covered and referred to a future session by the clerk:

**Attachment C: Draft Yearly Meeting 50 Minutes, narrative reviewed I-III**



Peace and Social Concerns - Hank Fay  
Nominating: begin approving slate

Session II narrative approved at RM 147.

### **Friday June 11 Session III**

#### **50-22 Welcome & Introductions of Visitors**

Robert McGahey, SAYMA Clerk, welcomed everyone and asked visitors to introduce themselves. Visitors present were: David Etheridge from Friends General Counsel, Shelley Tannenbaum, General Secretary of Quaker Earthcare Witness, Bobby Trice from Friends Committee for National Legislation, and Avis Wanda McClinton from Abington Friends Monthly Meeting, Philadelphia Yearly Meeting.

#### **50-23 Roll Call [Attachment A: Attendance]**

The clerk asked for identification of new attendees. No new meetings were represented. Attendance remains at seventeen of twenty-five meetings and worship groups represented.

#### **50-24 Clerk Reminders and Agenda Review**

Clerk provided protocol for being recognized and sharing time.

The clerk moved Nominating approval of the slate to this session. Naming the epistle committee is not on this agenda.

#### **50-25 Nominating Clerk Second Reading and First Reading of supplemental nominations. Wood Bouldin, Greenbrier WG [Attachment H: Nominating Report with Nominations and Attachment P: Nominating Committee - Open Positions]**

Wood Bouldin named the nominees and Friends considered approval on each name. A Friend reiterated, as noted several times during Yearly Meeting, that submission of a report by the committee is an expectation of each committee clerk.

Throughout the approvals challenges were made concerning Friends ability to perform the duties of the positions. A Friend suggested a clearness committee is needed when there are disagreements between Friends, especially when it affects the ability for Friends to follow their leadings.

**Positions and Approval status:** (note all terms are for 2021-2023 unless otherwise noted)  
SAYMA Assistant Clerk - Barbara Esther, Asheville, continue as Interim until a replacement is found - approved

Archivist - Missy Ivie, WKFM - approved

Finance Clerk - Geeta McGahey, Celo, continuing as Interim, approved (with two Friends, Pat Gailey and Star Smith, standing aside based on a conflict of interest concern)

WQO Allocations - Jim Cavener, Asheville, nominated and we did not find unity.

Personnel, Clerk – Barbara Esther, Asheville (continuing as interim ex officio until Asst Clerk position is filled), approved

Personnel, member – Melissa Preast, WKFM, approved

Attachment C: Draft Yearly Meeting 50 Minutes,  
narrative reviewed I-III

SAYF Support, member – Kathleen Mavournin, WKFM, approved  
SAYF Support, member – Jennifer Dickie, Atlanta (continuing as ex officio SAYF Steering Rep to SAYF Support)  
SAYF Support, member – Aaron Ruscetta, Atlanta, one year term 2021-2022, approved  
YMPC Member for Bookstore – Judy Geary, Friend at Large  
Outreach, clerk – Wood Bouldin, Charleston, Green Valley Worship Group (CF, GVWG), (Kendall read this nomination), approved  
Outreach, member – Hank Fay, Berea, approved  
AFSC representative – Bonnie Isaacs, CFM, GVWG, 2021-2024, approved  
FCNL representative – Deni Elliott, CFM, GVWG 2021-2024 despite one Friend, who chose to be identified as a Friend of Color, being opposed, the sense of the meeting was to approve.  
Free Polazzo stands aside in using adjectives to describe speakers.  
FGC representative -Margaret Farmer, Asheville 2021-2024, approved  
FWCC representative – Geeta McGahey, Celo, 2021-2024 we did not find unity  
RSWR representative – Bonnie Issacs, CFM, GVWG 2021-2024, approved  
Finance - Karen Morris continuing, approved.

Wood reviewed the additional positions added to the nominating slate and published on the website. Those positions will be reviewed for approval at a future session of this yearly meeting.

**50-26 Wider Quaker Organizations Reports FGC and QEW [Attachments Q and R]  
FGC Report - David Etheridge, FGC and Kit Potter SAYMA, Nashville MM [Attachment Q]**

David Etheridge provided a comprehensive report of the actions and activities available from FGC. He noted the annual Gathering begins June 27 - July 3 and is virtual. He also reported the 2022 Gathering will be held at Radford University, Virginia and will be held in person. Appreciation was expressed for Kit Potter's support over the years.

Friends accepted the report.

**Quaker Earthcare Witness – Shelley Tannenbaum [Attachment R]**

Shelley Tannenbaum from QEW provided information about climate change and how the earth made lemonade out of lemons but the ability to do so is diminishing due to our ecological and socially unprecedented times. Her stories highlighted what Friends are doing; see their newsletter for the stories and more information.

Friends accepted the report.

**50-27 Request to reconstitute the Earth Justice Committee – Roy Taylor, Atlanta MM [Attachment S: Earth Justice Committee Report]**

Roy Taylor reported that the committee works closely with Quaker Earthcare Witness and he would like a representative from SAYMA on QEW. He reported the Earth Justice Committee is the new name for the reconstituted SAYMA Earth Action Network. The SAYMA clerk reminded Friends that the committee was not laid down, the positions remained vacant. They are now reactivated. Friends are encouraged to join this group and support their work.

Friends accepted the report

**Attachment C: Draft Yearly Meeting 50 Minutes,  
narrative reviewed I-III**

**50-28 Finance Committee: Second reading of budget, Geeta McGahey, Celo MM**  
**[Attachment T: Budget vs Actual and Attachment U: Operational Budget version 2]**  
Approximately 15-18 Friends attended the Wednesday budget informational meeting. The Finance Committee clarified processes and answered questions about the set aside budget. The Finance Clerk reported that Friends asked for consistent funding, reached no unity on changes to set aside funds or on the operational budget.

Kendall addressed questions on our historical budget versus actual spending. Kendall noted that since 2012, SAYMA's actual spending typically resulted in a lower or even zero deficit than predicted by the budget.

**Discussion on the Operational Budget.**

Friends noted that the Ministry and Nurture and Earth Justice Committees did not submit a request for a budget. If these committees need a budget, they should submit the request before the Fall Rep meeting. A Friend suggested the contingency pool, line 62 of the proposed budget, be increased in anticipation of these requests.

**50-28-01 Friends approve the amendment to the budget increasing the contingency fund from \$500 to \$1,000**

**50-28-02 Friends approved the operating budget as amended for fiscal year 2021-2022**

**Discussion on set-aside budget:** The discussion degraded into a debate about URJ and often about the Clerk of URJ. Friends on both sides of the issue felt unheard, some felt pushed out of the way by priority voices. Several Friends said they would stand in the way of line item 82 (funding set-aside for URJ) and others said they would stand in the way if line item 82 was the only item not approved. A Friend raised the concern that Friends were coming to Yearly Meeting with pre-planned decisions based on the past instead of using discernment in the present. A sense of the meeting was not reached.

Two Friends proposed conflict transformation to resolve the budget issues. The clerk agreed and suggested exploring conflict transformation with Angela Hopkins, Friends Center for Racial Justice. This will be on the agenda at business session V.

**50-28-03 Friends did not approve the set aside budget as unity was not reached on line item 82, Uplifting Racial Justice, during this session.**

**50-29 Uncovered Agenda Items**

Assigning the Epistle Committee  
Reading of Minutes  
Peace & Social Concerns

**50-30 The meeting ended with a period of worship**

Attachment C: Draft Yearly Meeting 50 Minutes,  
narrative reviewed I-III

Session III narrative approved at RM 147.

SESSIONS I-III APPROVED

## **Attachment D. Treasurer's Report**

Date: October 13, 2021  
To: Representative Meeting  
From: Kendall Ivie, Acting Treasurer  
Re: Treasurer's Report

SAYMA's fiscal year is October – September, so the attached reports are for the complete fiscal year 2021 which ended September 30, 2021.

General items of note.

- Assessments were \$43,499 which was 97% of budget.
- The yearly meeting gathering netted \$144.
- The \$1000 Pandemic Grant to JYM was completely used.

### Balance Sheet Comparison

The comparative balance sheet shows SAYMA's assets, liabilities, and equity as of the end of FY2020 (September 30, 2020) and FY2021 (September 30, 2021).

Report items of note:

- Total assets were \$83,298.43 at the beginning of FY2021 and \$93,975.17 at the end of the fiscal year. This was an increase of \$10,676.74.
- The SAYF Account increased from \$5,866.63 to \$7,849.42.
- Near end of report, Undesignated Equity started FY2021 at \$30,754.32 and ended at \$35,931.58, an increase of \$5,177.26.

### Profit and Loss Report

This report shows income and expenses fiscal year for FY2021 compared to FY2020. The income and expenses of SAYF except for the \$500 transfer are excluded from this report.

### Fund Report

This report only shows set-aside funds that have had activity this fiscal year. The following set-aside funds had no activity: DR - FWCC 3<sup>rd</sup> World Delegates, DR – FWCC SAYMA Intl Delegates, Boone MM in Trust, Released Friend, Spiritual Development, Uplifting Racial Justice, YAF Scholarship, Youth Enrichment.

### Budget Overview

This report compares actual income and expenses to budgeted amounts. The income and expenses of SAYF except for the \$500 transfer are excluded from this report.

SAYMA  
Balace Sheet YTD Comparison  
As of September 30, 2021

	<u>Sep 30, 21</u>	<u>Sep 30, 20</u>	<u>\$ Change</u>
<b>ASSETS</b>			
Current Assets			
Checking/Savings			
Checking - BankAm	15,269.87	31,138.88	-15,869.01
Checking - PNC	37,392.52	12,850.63	24,541.89
Money Mkt - Self Help	33,463.36	33,442.29	21.07
SAYF Checking - First Bank	7,849.42	5,866.63	1,982.79
Total Checking/Savings	<u>93,975.17</u>	<u>83,298.43</u>	<u>10,676.74</u>
Total Current Assets	<u>93,975.17</u>	<u>83,298.43</u>	<u>10,676.74</u>
<b>TOTAL ASSETS</b>	<u><u>93,975.17</u></u>	<u><u>83,298.43</u></u>	<u><u>10,676.74</u></u>
<b>LIABILITIES &amp; EQUITY</b>			
Liabilities			
Total Payroll taxes payable	1,395.10	1,347.71	47.39
Total Liabilities	<u>1,395.10</u>	<u>1,347.71</u>	<u>47.39</u>
Equity			
Donor-Restricted Funds			
Pandemic Grant	0.00	1,000.00	-1,000.00
FWCC 3rd World Delegates	1,150.00	1,150.00	0.00
FWCC SAYMA Intl Delegates	1,100.00	1,100.00	0.00
URJ Fund	869.30	0.00	869.30
Total Donor-Restricted Funds	<u>3,119.30</u>	<u>3,250.00</u>	<u>-130.70</u>
Funds Designated by SAYMA			
Reserves	18,208.00	18,208.00	0.00
Set-Aside Funds			
Fund - Boone MM in Trust	2,677.00	2,677.00	0.00
Fund - FWCC 3rd World Delegates	3,600.00	1,800.00	1,800.00
Fund - FWCC SAYMA Intl Delegate	3,600.00	1,800.00	1,800.00
Fund - Released Friend	10,165.00	10,165.00	0.00
Fund - SAYF	7,849.42	5,866.63	1,982.79
Fund - Spiritual Development	2,746.80	2,746.80	0.00
Fund - Uplifting Racial Justice	622.22	622.22	0.00
Fund - YAF Scholarship	1,364.75	1,364.75	0.00
Fund - Youth Enrichment	2,696.00	2,696.00	0.00
Total Set-Aside Funds	<u>35,321.19</u>	<u>29,738.40</u>	<u>5,582.79</u>
Total Funds Designated by SAYMA	<u>53,529.19</u>	<u>47,946.40</u>	<u>5,582.79</u>
Undesignated Equity	<u>35,931.58</u>	<u>30,754.32</u>	<u>5,177.26</u>
Total Equity	<u>92,580.07</u>	<u>81,950.72</u>	<u>10,629.35</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><u>93,975.17</u></u>	<u><u>83,298.43</u></u>	<u><u>10,676.74</u></u>

SAYMA  
**Profit & Loss Prev Year Comparison**  
 October 2020 through September 2021

	Oct '20 - Sep 21	Oct '19 - Sep 20	\$ Change	% Change
Ordinary Income/Expense				
Income				
Transfers in from General Fund	3,600.00	6,002.00	-2,402.00	-40.02%
Contributions to SAYMA				
Contrib DR FWCC 3rd World Del	0.00	1,150.00	-1,150.00	-100.0%
Contrib DR FWCC SAYMA Intl Del	0.00	1,100.00	-1,100.00	-100.0%
Contrib DR URJ	916.20	1,850.00	-933.80	-50.48%
Contribu General Fund	1,000.00	1,500.00	-500.00	-33.33%
Total Contributions to SAYMA	1,916.20	5,600.00	-3,683.80	-65.78%
Total Assessments	43,497.87	49,172.73	-5,674.86	-11.54%
Fund Balance Corrections	-4,952.09	1,920.42	-6,872.51	-357.87%
Interest - Money Mkt	13.97	320.97	-307.00	-95.65%
Publication Sales				
Pub Sales - F&P	0.00	64.80	-64.80	-100.0%
Total Publication Sales	0.00	64.80	-64.80	-100.0%
Yearly Meeting Income				
YM Registration Receipts	4,274.18	0.00	4,274.18	100.0%
YM Scholarship Contributions	130.00	0.00	130.00	100.0%
Total Yearly Meeting Income	4,404.18	0.00	4,404.18	100.0%
Total Income	48,480.13	63,080.92	-14,600.79	-23.15%
Expense				
Grants	0.00	10,200.00	-10,200.00	-100.0%
Meeting expenses	0.00	0.00	0.00	0.0%
Retreat Expenses	0.00	1,200.00	-1,200.00	-100.0%
SAYMA Operations				
Banking Costs	90.00	20.50	69.50	339.02%
Liability Insurance	728.10	816.00	-87.90	-10.77%
Office Admin				
Office - Officer Expense	0.00	22.00	-22.00	-100.0%
Office - Phone ISP	847.90	554.95	292.95	52.79%
Office - Postage	0.00	59.65	-59.65	-100.0%
Office - Supplies, Equip, Misc	89.00	642.08	-553.08	-86.14%
Office - Volunteer Bkgrnd Chks	77.00	247.50	-170.50	-68.89%
Travel - Office Staff	0.00	252.51	-252.51	-100.0%
Total Office Admin	1,013.90	1,778.69	-764.79	-43.0%
Personnel				
Payroll Service Expenses	627.84	627.84	0.00	0.0%
Payroll Taxes - SAYMA share	1,815.05	3,086.37	-1,271.32	-41.19%
Salaries - gross	23,733.27	22,975.08	758.19	3.3%
Total Personnel	26,176.16	26,689.29	-513.13	-1.92%
Publication Expenses				
Pub Exp - Faith & Practice	0.00	50.54	-50.54	-100.0%
Pub Exp - Web & Hosting Svcs	0.00	341.64	-341.64	-100.0%
Total Publication Expenses	0.00	392.18	-392.18	-100.0%
SAYMA Committees				
Cmte Exp - Finance	0.00	2,500.00	-2,500.00	-100.0%
Cmte Exp - Upl Racial Justice	46.90	1,500.00	-1,453.10	-96.87%
Total SAYMA Committees	46.90	4,000.00	-3,953.10	-98.83%
Transfer to SAYF	500.00	750.00	-250.00	-33.33%
Travel Reimbursements				
Travel - Other	0.00	18.05	-18.05	-100.0%
Travel - WQO Delegates	225.00	4,118.50	-3,893.50	-94.54%
Total Travel Reimbursements	225.00	4,136.55	-3,911.55	-94.56%
Total SAYMA Operations	28,780.06	38,583.21	-9,803.15	-25.41%

	<u>Oct '20 - Sep 21</u>	<u>Oct '19 - Sep 20</u>	<u>\$ Change</u>	<u>% Change</u>
Set-aside Fund Annl Allotments				
FWCC 3rd World Delegate Allot	1,800.00	1,800.00	0.00	0.0%
FWCC SAYMA Intl Delegates Allot	1,800.00	1,800.00	0.00	0.0%
Spiritual Devt Annl Allotment	0.00	3,000.00	-3,000.00	-100.0%
Total Set-aside Fund Annl Allotments	<u>3,600.00</u>	<u>6,600.00</u>	<u>-3,000.00</u>	<u>-45.46%</u>
Transfer to Reserve	0.00	-598.00	598.00	100.0%
WQO Annual Contributions				
WQOs - Membership				
WQO - FGC	1,250.00	1,250.00	0.00	0.0%
WQO - FWCC	1,250.00	1,250.00	0.00	0.0%
Total WQOs - Membership	<u>2,500.00</u>	<u>2,500.00</u>	<u>0.00</u>	<u>0.0%</u>
WQOs - Other				
WQO - AFSC	465.00	280.00	185.00	66.07%
WQO - BQEF	233.00	280.00	-47.00	-16.79%
WQO - FCNL	698.00	466.00	232.00	49.79%
WQO - FLGBTQ	233.00	190.00	43.00	22.63%
WQO - Friends Journal	465.00	370.00	95.00	25.68%
WQO - Friends Peace Teams	233.00	466.00	-233.00	-50.0%
WQO - Quaker Earthcare Witness	698.00	695.00	3.00	0.43%
WQO - Quaker House	698.00	695.00	3.00	0.43%
WQO - Quaker Volunteer Service	465.00	695.00	-230.00	-33.09%
WQO - Right Sharing World Res	465.00	466.00	-1.00	-0.22%
WQO - William Penn House	0.00	46.00	-46.00	-100.0%
Total WQOs - Other	<u>4,653.00</u>	<u>4,649.00</u>	<u>4.00</u>	<u>0.09%</u>
Total WQO Annual Contributions	<u>7,153.00</u>	<u>7,149.00</u>	<u>4.00</u>	<u>0.06%</u>
Yearly Meeting Expenses				
Facilities & Services Exp				
YM Services & Honoraria	2,798.86	0.00	2,798.86	100.0%
Total Facilities & Services Exp	<u>2,798.86</u>	<u>0.00</u>	<u>2,798.86</u>	<u>100.0%</u>
Junior Yearly Mtg Exp				
JYM Staff				
JYM Asst Coordinator	400.00	0.00	400.00	100.0%
JYM Coordinator	875.00	250.00	625.00	250.0%
Total JYM Staff	<u>1,275.00</u>	<u>250.00</u>	<u>1,025.00</u>	<u>410.0%</u>
JYM Supplies, Sitters, Misc	185.84	0.00	185.84	100.0%
Total Junior Yearly Mtg Exp	<u>1,460.84</u>	<u>250.00</u>	<u>1,210.84</u>	<u>484.34%</u>
Total Yearly Meeting Expenses	<u>4,259.70</u>	<u>250.00</u>	<u>4,009.70</u>	<u>1,603.88%</u>
Total Expense	<u>43,792.76</u>	<u>63,384.21</u>	<u>-19,591.45</u>	<u>-30.91%</u>
Net Ordinary Income	4,687.37	-303.29	4,990.66	1,645.51%
Other Income/Expense				
Other Income				
Pandemic Grant	-1,000.00	1,000.00	-2,000.00	-200.0%
Total Other Income	<u>-1,000.00</u>	<u>1,000.00</u>	<u>-2,000.00</u>	<u>-200.0%</u>
Net Other Income	<u>-1,000.00</u>	<u>1,000.00</u>	<u>-2,000.00</u>	<u>-200.0%</u>
Net Income	<u><u>3,687.37</u></u>	<u><u>696.71</u></u>	<u><u>2,990.66</u></u>	<u><u>429.26%</u></u>



SAYMA  
Fund Report  
October 2020 through September 2021

	DR Pandemic Grant (Donor-Restricted)	DR URJ (Donor-Restricted)	SetAside FWCC 3rd World Deleg (Set-Aside)	SetAside FWCC SAYMA Intl Del (Set-Aside)
Ordinary Income/Expense				
Income				
Transfers in from General Fund	0.00	0.00	1,800.00	1,800.00
Contributions to SAYMA				
Contrib DR URJ	0.00	916.20	0.00	0.00
Total Contributions to SAYMA	<u>0.00</u>	<u>916.20</u>	<u>0.00</u>	<u>0.00</u>
Total Income	<u>0.00</u>	<u>916.20</u>	<u>1,800.00</u>	<u>1,800.00</u>
Expense				
SAYMA Operations				
Office Admin				
Office - Phone ISP	0.00	0.00	0.00	0.00
Office - Supplies, Equip, Misc	0.00	0.00	0.00	0.00
Total Office Admin	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
SAYMA Committees				
Cmte Exp - Upl Racial Justice	0.00	46.90	0.00	0.00
Total SAYMA Committees	<u>0.00</u>	<u>46.90</u>	<u>0.00</u>	<u>0.00</u>
Total SAYMA Operations	<u>0.00</u>	<u>46.90</u>	<u>0.00</u>	<u>0.00</u>
Total Expense	<u>0.00</u>	<u>46.90</u>	<u>0.00</u>	<u>0.00</u>
Net Ordinary Income	<u>0.00</u>	<u>869.30</u>	<u>1,800.00</u>	<u>1,800.00</u>
Other Income/Expense				
Other Income				
Pandemic Grant	-1,000.00	0.00	0.00	0.00
Total Other Income	<u>-1,000.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Net Other Income	<u>-1,000.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Net Income	<u><u>-1,000.00</u></u>	<u><u>869.30</u></u>	<u><u>1,800.00</u></u>	<u><u>1,800.00</u></u>

SAYMA  
Budget Overview  
October 2020 through September 2021

	Oct '20 - Sep 21	Budget	% of Budget
Ordinary Income/Expense			
Income			
Transfers in from General Fund	3,600.00		
Contributions to SAYMA			
Contrib DR URJ	916.20		
Contribu General Fund	1,000.00	1,500.00	66.67%
Total Contributions to SAYMA	1,916.20	1,500.00	127.75%
Assessments	43,497.87	44,894.00	96.89%
Fund Balance Corrections	-4,952.09		
Interest - Money Mkt	13.97	100.00	13.97%
Publication Sales			
Pub Sales - F&P	0.00	100.00	0.0%
Total Publication Sales	0.00	100.00	0.0%
Yearly Meeting Income			
YM Bookstore	0.00	1,300.00	0.0%
YM Registration Receipts	4,274.18	42,850.00	9.98%
YM Scholarship Contributions	130.00	1,200.00	10.83%
Total Yearly Meeting Income	4,404.18	45,350.00	9.71%
Total Income	48,480.13	91,944.00	52.73%
Expense			
Insurance Expense	0.00	0.00	0.0%
SAYMA Operations			
Banking Costs	90.00		
Liability Insurance	728.10	850.00	85.66%
Office Admin			
Office - Duplication	0.00	250.00	0.0%
Office - Officer Expense	0.00	150.00	0.0%
Office - Phone ISP	847.90	780.00	108.71%
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%
Total Office Admin	1,013.90	3,140.00	32.29%
Personnel			
Payroll Service Expenses	627.84		
Payroll Taxes - SAYMA share	1,815.05		
Salaries - gross	23,733.27		
Personnel - Other	0.00	26,098.00	0.0%
Total Personnel	26,176.16	26,098.00	100.3%
Publication Expenses			
Pub Exp - Faith & Practice	0.00	100.00	0.0%
Pub Exp - Web & Hosting Svcs	0.00	120.00	0.0%
Total Publication Expenses	0.00	220.00	0.0%
SAYMA Committees			
Cmte Exp - Upl Racial Justice	46.90		
Total SAYMA Committees	46.90		
Transfer to SAYF	500.00	500.00	100.0%
Travel Reimbursements			
Travel - Rep Meetings	0.00	100.00	0.0%
Travel - WQO Delegates	225.00	3,750.00	6.0%

	<u>Oct '20 - Sep 21</u>	<u>Budget</u>	<u>% of Budget</u>
Total Travel Reimbursements	225.00	3,850.00	5.84%
Total SAYMA Operations	28,780.06	34,658.00	83.04%
Set-aside Fund Annl Allotments			
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%
Spiritual Devt Annl Allotment	0.00		
Total Set-aside Fund Annl Allotments	3,600.00	3,600.00	100.0%
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%
Total WQOs - Other	4,653.00	4,653.00	100.0%
Total WQO Annual Contributions	7,153.00	7,153.00	100.0%
Yearly Meeting Expenses			
Facilities & Services Exp			
YM Accommodations & Meals	0.00	34,200.00	0.0%
YM Financial Service Fees	0.00	1,200.00	0.0%
YM Services & Honoraria	2,798.86		
YM Supplies	0.00	400.00	0.0%
Total Facilities & Services Exp	2,798.86	35,800.00	7.82%
Junior Yearly Mtg Exp			
JYM Staff			
JYM Asst Coordinator	400.00	2,400.00	16.67%
JYM Coordinator	875.00	3,600.00	24.31%
Total JYM Staff	1,275.00	6,000.00	21.25%
JYM Supplies, Sitters, Misc	185.84	500.00	37.17%
Total Junior Yearly Mtg Exp	1,460.84	6,500.00	22.47%
YM Bookstore Exp	0.00	1,300.00	0.0%
YM Print Post Phone Misc	0.00	1,750.00	0.0%
Total Yearly Meeting Expenses	4,259.70	45,350.00	9.39%
Total Expense	43,792.76	90,761.00	48.25%
Net Ordinary Income	4,687.37	1,183.00	396.23%
Other Income/Expense			
Other Income			
Pandemic Grant	-1,000.00		
Total Other Income	-1,000.00		
Net Other Income	-1,000.00		
Net Income	3,687.37	1,183.00	311.7%

## **Attachment E.**

### **Finance Committee Report**

Karen Morris, Kendall Ivie, acting treasurer, Geeta McGahey

Please Friends, respond to the nominating committee with names to fill the positions of finance clerk, treasurer and assistant treasurer. We would love to welcome more Friends to the committee, we also may need an additional member.

Please note the 2021 additional surplus in the undesignated equity, almost \$5000, bringing the total undesignated equity up to \$35,400 ,in addition to our reserves of over \$18,000. At a subsequent rep meeting, finance hopes to recommend a budget adjustment to use some of this money for good in the world. FWCC and URJ have both asked for money that has not yet been budgeted. SAYF may need increased hours for their staff. Or it could go to other national or international Quaker organizations and/or local and regional justice outreach organizations. Please give input to the Finance Committee about how you feel this money might best be used.

The Finance Committee has reviewed the challenge to our report to Rep Meeting 146. In responding to the concerns, it is important to give the lawyer's disclaimer, "that his is not legal advice. It's not an attorney-client relationship. It's as if you were asking me for comments at a public meeting, one of our webinars that we do – something like that. So it's not formal legal advice, but I will give you my comments as I would to a public Audience."

We would like to replace the statement in question, "Nothing done by URJ with its finances was illegal or could cause IRS problems for SAYMA," which reflected the understanding of the finance committee with a corrected statement in the lawyer's words. The lawyer said he saw "nothing that would attract the attention of the IRS" and "that laws about conflict of interest vary state to state."

Again, talk to Nominating about suggestions for Treasurer, assistant treasurer, and finance clerk, or membership on the committee. .

## **Attachment F.**

SAYMA Nominating Committee Report  
RM 147 10.16.21

Since RM 146 the Nominating Committee has met twice on Zoom but one of the meetings was unable to accomplish much due to the absence of its forgetful Clerk.

We have no nominee for Assistant Clerk or Treasurer and there are numerous open positions. We on the Nominating Committee recognize from our own experience how disheartening for most everyone has been the long ordeal of the epidemic in combination with the divisions in our country and in our Yearly Meeting. Nonetheless, we have to ask again that you all please study the list of open positions and be sensitive to the slightest nudge from Spirit. One never knows when nudge might become leading. We have to have an Assistant Clerk approved at Spring RM. Our volunteer emergency Treasurer more than deserves relief. Yearly Meeting Planning hopes to bring us together face to face next June but needs several more members to pursue its work.

### **Nominees to Be Brought Forward at RM 147**

Member of Earth Justice – Steve Livingston: Asheville MM. Term 2021-2023

Member WQO Allocations – Charlie Wilton: Berea MM. Term: 2021-2023

Kendall Ivie – West Knoxville, Interim Treasurer

## **Attachment G. Personnel Committee Minute of Appreciation**

### **Minute of Appreciation**

Tenth Month 16, 2021

In the past, we have been sure to thank our employees for the dedication and faithfulness to their jobs in our yearly meeting. The Personnel Committee requests approval of the following minute of appreciation for the work and support of various people who made it possible for our employees to do their work.

Autumn Woodward, Southern Appalachian Young Friends Program Coordinator (SAYF), was supported by and wishes to thank Jennifer Dickie, clerk of SAYF through the pandemic, for countless hours and brilliant leadership while also navigating the impacts of the pandemic in her full time job; Aaron Ruscetta, retiring from SAYF Steering Committee after years of great contribution and heart-filled dedication to the program; Chuck Jones for his work as SAYF Support Committee clerk; Sig Christiansen and Kathleen Mavournin who dedicated wisdom and intense quantities of time and thought to completing updates to sections of SAYF's handbook over the past year; and Jon Saderholm, who clerked SAYF prior to Jennifer and in early days of the pandemic. These Friends accomplished so much.

Susan Phelan, Administrative Assistant for Southern Appalachian Yearly Meeting and Association (SAYMA), was asked to step up when everything became a virtual whirl during the pandemic. All the clerks of committees, clerks of our yearly meeting, those with skills in online meetings and virtual platforms came through to patiently work through the challenges not included in the AA's job description. Susan is particularly thankful for Kendall Ivie and Hank Fay for their technical support for representative meetings, and Jennifer Dickie for her endless knowledge and energy for SAYMA's first virtual yearly meeting. She also appreciates the patience and flexibility of numerous officers and committee clerks outgoing and incoming, and for the many Friends who send encouraging and kind emails in the day-to-day SAYMA operations. We will continue to appreciate the steep learning curve that was needed on the part of numerous Friends to keep up with SAYMA work.

Additionally, the Personnel Committee acknowledges the support of monthly meetings and Friends in general. It has been a trying time for all, and the love and concern of each fills us with gratitude.

Respectfully submitted by the Personnel Committee,  
Barbara Esther, clerk  
Melissa Preast  
Charles Schade

## Attachment H. Yearly Meeting Planning Committee Report

YMPC report to Rep meeting, October 16, 2021

Submitted by Jennifer Dickie, Clerk YMPC

After our meeting today we came away with a sense of excitement and opening. Our work together was, as always, fruitful and emergent. Together we considered what we know and what we don't know related to YM sessions and retreat 2022. Last year we successfully shifted both our YM gathering model and our YMPcommittee model to provide a virtual event with a slimmed down committee. We know we can do this. This year the availability of Warren Wilson College as a venue for our gathering is still unknown. In these times, finding ourselves with big unknowns does not feel unfamiliar. However, today we face the unknown with more surety than we might have in the past -- we feel this strange grace in the ease with which we were able to imagine a variety of ways to move forward with SAYMA sessions and retreat in 2022.

The yearly meeting planning committee at its essence is responsible for providing space and time for monthly meetings to come together to do business. In recent times this business has been accompanied by a gathering in fellowship - a retreat. We hope to provide both in 2022, even if it looks different from how it has looked in the past.

In answer to the query: *What could SAYMA sessions and retreat be in 2022?* We were able to imagine a breadth of possibilities from a full in person retreat as it has existed for many years to a hybrid retreat with an abbreviated in person gathering for worship, business, and fellowship paired with a virtual preparative retreat with workshops and plenary program, as well as many iterations in between.

In response to the query: *What do we need to be successful?* We identified several key elements that we will focus on in the immediate future

1. **In person retreat:** We agreed that part of the 2022 retreat should be in person--allowing us to build and rebuild relationships through fellowship.
2. **Location:** Because of the uncertainty of the times, we need to find options for location and schedule that don't need immediate commitments.
3. **Accessibility.** As we consider changes to our format and/or location we must keep in mind the relative road blocks presented by cost, travel, pandemic risk, and technology.
4. **Young Friends:** We must support our young Friends programs to be successful in any new structure.
5. **YMPC Support:** While we were able to manage a virtual event last year with minimal personnel on the YMPC, in order to host an in person retreat we will need more people to support this event by joining YMPC. You don't need to be tech savvy to serve with this group, but you need to be willing to meet monthly via Zoom, respond to email in a timely manner, and follow through with tasks as they are needed. What we can offer for SAYMA sessions and retreat 2022 will largely depend on who steps into this work.
6. **Local Support:** If we plan a retreat outside of WW college we will need to enlist local meeting support in the region.
7. **Timeline:** We will need to make decisions at some point that can't be changed. So we will meet monthly or more often as needed to ensure our deadlines are met and decisions are made with the most up to date information possible.

If you have questions or suggestions, I encourage you to contact me via [YMPC@sayma.org](mailto:YMPC@sayma.org).