

Southern Appalachian Yearly Meeting and Association
Representative Meeting 149
Tenth Month, 29, 2022
Online, Via Zoom

149-01 Gathering and Centering Worship

After a period of fellowship, Friends settled into worship at 9:03 am ET.

149-02 Excerpt from State of the Yearly Meeting Report 2022 ([Attachment A: Co-clerks' Letter](#))

Co-clerk Margaret Farmer (Asheville) welcomed Friends in the spirit of the previously distributed co-clerks' letter and provided resources for technical support. She then shared an excerpt of the State of the Yearly Meeting Report that was first presented by Ministry & Nurture as part of the Yearly Meeting minutes in June 2022:

Dearly beloved Friends, these things we do not lay upon you as a rule or form to walk by, but that all, with the measure of light which is pure and holy, may be guided: as so in the light walking and abiding, these may be fulfilled in the Spirit, not in the letter, for the letter killeth, but the Spirit giveth life.

Letter from the Meeting of Elders at Balby, 1656

Ministry and Nurture Committee realizes many Friends have experienced pain, expressed and unexpressed. This pain can happen when our own distress results in causing harm to others. One experiences hurt, regardless of the intent, based on perceptions and personal experiences.

During Representative Meeting 148A in March, SAYMA participated in small worship-sharing groups with queries. This helped create a calmer environment in which Friends could focus and hear one another more clearly, allowing space for new voices to contribute to the conversation in the larger group. It is our hope that SAYMA will continue to engage in this kind of sharing.

There is a need for people to work together on many situations that harm all life on our planet. It is our prayer that as we deepen together spiritually, we will support and lift each other up, breathing new life into our Testimonies and our responses to the world's turmoil.

149-03 Agenda Review

The agenda was reviewed. Questions were asked regarding the placement of the Finance Committee report before the URJ Committee report and the anticipated schedule. The co-clerks

noted the order of the agenda was discerned through conversation with multiple people. The goal was to have lunch around 12:30 PM ET and to conclude by 4:30 PM ET; however, the meeting would be led by spirit, with attention to silence and space between responses. The agenda was approved.

149-04 Roll Call and Visitor Introduction ([Attachment B: Attendance](#))

The roll of meetings was called. Thirteen monthly meetings and two worship groups were represented. A visitor was introduced. Stuart Greene, from Patapsco Monthly Meeting with Baltimore Yearly Meeting, holds a concern for SAYMA and has been a regular participant in SAYMA's Wednesday morning worship.

149-05 Digital Services Committee

Co-clerk Margaret Farmer brought forward a proposed minute developed in collaboration with those involved in development of the Digital Services Committee in the past - Wood Bouldin (Charleston), Hank Fay (Berea), Robert McGahey (Celo), and Aaron Ruschetta (Atlanta). Those involved in the previous work noted that the decision to launch the committee coincided with other changes and challenges in SAYMA that complicated its launch. Co-clerk Daryl Bergquist (Birmingham) added that the matter of the relaunch of the committee may not return for review until next year at the earliest:

149-05-01 Minute: The Digital Services Committee, whose concept was approved at Representative Meeting 146, on 3/14/2021, has not been established. Before initiating this committee, the charge and duties of the committee will be reviewed and revised for approval by SAYMA.

Friends approved.

149-06 Ad-Hoc Web Manager Support Committee ([Attachment C: Ad-Hoc Web Manager Support Committee Report](#))

Patricia Gailey (Berea), a member of the ad-hoc committee, read the report including proposed position descriptions for the Web Manager and the Web Manager Support Committee. Two minutes were brought forward for consideration. In response to questions, it was clarified that the Web Manager position description was requested by the Nominating Committee to update outdated information first developed and approved in 2006. It was also clarified that at this time the Web Manager is not being considered to become a paid position:

149-06-01 Minute: The Web Manager position description, as drafted by the ad-hoc committee, is approved and referred to the Nominating Committee for discernment and nomination action.

Friends approved.

The support committee will be a resource to the Web Manager in instances of concerns. A Friend requested that if an instance of conflict arises which is beyond a concern, that conflict be reported to the SAYMA body.

149-06-02 Minute: The Web Manager Support Committee position description, as drafted by the ad-hoc committee, is approved and referred to the Nominating Committee for discernment and nomination action.

Friends approved.

The Ad-hoc Web Manager Support Committee Report was accepted.

149-07 Nominating Committee: First Reading of Slate ([Attachment D: Nominating Committee Report](#) as amended)

Committee co-clerk Annie Black (Cookeville) presented the Nominating Committee's report and proposed slate. She and Kendall Ivie (West Knoxville) have been selected as co-clerks for the committee. The committee still has openings for additional members, and the committee is particularly interested in participation of young Friends. Annie Black also noted the committee has introduced a practice of including a summary of nominated Friends' gifts within the slate. Finally, she noted the Nominating Committee has not been able to identify a co-clerk for Ministry and Nurture and thus the Nominating Committee requests that Ministry and Nurture select an interim co-clerk to serve with Committee Co-clerk Diana Masso (Charleston).

A few errors in the report were noted (these corrections have been made in the attached amended version). Friends were asked to sit with the names on the proposed slate, to be revisited during the afternoon session.

Responding to a question, it was clarified that for many years the SAYF Steering Committee has included membership from outside SAYMA. This tradition is referenced in the summary of Chris DeBeer's nomination to that committee. Chris DeBeer is a member of Swannanoa Monthly Meeting, which is no longer a part of SAYMA.

The Nominating Committee Report was accepted.

149-08 Yearly Meeting Planning Committee ([Attachment E: Yearly Meeting Planning Committee Report](#); [Attachment F: SAYF Report](#))

Following a brief break, Co-clerk Daryl Bergquist invited the Yearly Meeting Planning Committee to share their report. The report was presented.

Due to the unavailability of Warren Wilson College in Summer 2023, Committee Clerk Jennifer Dickie (Atlanta) invited Friends to contribute ideas about potential locations for Yearly Meeting 2023 (over a 3-day period for 200 people including approximately 30-50 children and youth). A venue must be identified by December 2022 in order to be able to schedule an in-person meeting for 2023. The planning committee anticipates the costs for an in-person meeting may be higher than in the past. Potential sites were mentioned. A Friend asked that the safety and comfort of BIPOC (Black and Indigenous People of Color) Friends be a consideration in selection of the site.

The Yearly Meeting Planning Committee Report was accepted.

Jennifer Dickie also called Friends' attention to the SAYF Report providing an overview of SAYF activities during its retreat cycle of August 2021 through June 2022. The report was prepared by Autumn Woodward, the SAYF Program Coordinator. It includes SAYF queries that will be revisited and potentially updated soon.

A Friend asked for updates regarding SAYF's fall activities. Activities continue to focus on in-person sessions, and momentum continues to be strong. Jennifer Dickie will bring a SAYF Steering Committee report to the March Representative Meeting.

The SAYF Report was accepted.

149-09 Racial Justice Programming ([Attachment G: Racial Justice Programming Progress Report](#))

Shannon Roberts Smith (Berea), clerk of the ad-hoc Racial Justice Working Group, presented a progress report on the racial justice capacity-building program that was introduced to SAYMA in June 2022 as a joint project of the SAYMA-Uplifting Racial Justice Committee and the ad-hoc Racial Justice Working Group.

Friends applauded the quick establishment of affinity groups and the strong participation of 70.

In response to a question regarding the introduction of Ukumbwa Sauti to the organizing group, Star Smith (Paul Cuffee WG) clarified that the organizing group secured his participation as a consultant to assist with coordination and facilitation of the Friends of Color affinity group. More information about his participation is included in the Finance Committee and Treasurer's Report.

In response to another question, it was clarified that a second cohort of affinity groups is anticipated to begin within a year.

A question was asked about the current involvement of Friends Center for Racial Justice (<https://fcrj.org/>). Angela Hopkins, founder and director of FCRJ, assisted with the program design. At the SAYMA June 2022 session, she endorsed the program and entrusted the clerks of SAYMA-URJ and the ad-hoc Racial Justice Working Group and SAYMA Co-clerk Margaret Farmer to implement the program. These partners in the program secured the services of Ukumbwa Sauti. SAYMA's invitation to join the affinity groups included information about Ukumbwa Sauti's role.

Questions were asked regarding financial aspects of the consulting arrangement with Ukumbwa Sauti. Shannon Roberts Smith asked that these questions be referred to the Finance Committee and the treasurer. Kendall Ivie (West Knoxville), who serves as treasurer, clarified that after SAYMA's June sessions, the Finance Committee set aside funding for racial conflict transformation work, based on an estimate. The Finance Committee and Treasurer's Reports reflect an increase based on new information.

A Friend drew parallels between the roles of the program planning group and the SAYF Steering Committee. The SAYF Steering Committee serves as a ministering and nurturing presence that works within its budget to hire resources as needed for the spiritual needs of its participants. Typically, these decisions are reported to SAYMA after the arrangements have been made. This Friend encouraged Representatives to take information from the Racial Justice Program Planning Update back to their meetings in the same way they have taken information about SAYF back to their meetings in the past.

Co-clerk Daryl Bergquist responded to a question about whether the program planning group is a committee. The planning group includes Shannon Roberts Smith (as clerk of the ad-hoc Racial Justice Working Group), Star Smith (as clerk of SAYMA-URJ), and Margaret Farmer (as a member of the ad-hoc Racial Justice Working Group, as a past participant in the Roots of Justice training, and as a co-clerk able to facilitate collaboration with other SAYMA committees). The program planning group calls itself the Racial Conflict Transformation Team.

Questions regarding the status of SAYMA-URJ were deferred.

The Racial Justice Program Progress Report was accepted.

149-10 Finance Committee and Treasurer's Report ([Attachment H: Finance Clerk's Report with the Approved Budget](#)); [Attachment I: Treasurer's Report](#))

Treasurer Kendall Ivie presented the treasurer's report.

A Friend noted that typically SAYMA's Yearly Meeting has broken even financially. Jennifer Dickle, in her role as Yearly Meeting Planning Committee clerk, described factors in this past year's cost overrun:

- Registration costs were not increased.
- Warren Wilson College's fees quadrupled.
- Travel costs for speakers were higher than anticipated.
- EventBrite costs rose.
- Scholarships increased.
- Attendance was lower than in previous years.

A goal of the next Yearly Meeting will be to break even. Jennifer Dickle noted that the planning committee may investigate whether Undesignated Equity can be used to subsidize registration costs. The treasurer noted some funds have already been designated for that purpose.

Regarding Undesignated Equity, the treasurer noted that not all planned travel was possible this past year.

The treasurer also noted that 40% of all assessments received came in after Yearly Meeting. Additionally, it was noted that most donations to the General Fund were as a result of an appeal to monthly meetings to address the Yearly Meeting cost overrun.

The Treasurer's Report was accepted.

Finance Committee Clerk Karen Morris (Atlanta) presented the Finance Committee report.

A Friend suggested that the report be amended to reflect that the Racial Conflict Transformation Team is a team.

It was clarified that the list of banks is included as a point of reference. The Finance Committee has experienced logistical problems with one bank regarding check writing. This has led to a bank change for the purpose of check writing. The Finance Committee will communicate any emerging bank problems with the affected committees. The committee also welcomes input from Friends regarding banking industry concerns in light of Quaker testimonies. The committee clerk reminded Friends that any selected banks must be accessible throughout the SAYMA region.

The following minute was brought forward:

149-10-01 Minute: The treasurer is authorized to move funding for Junior Yearly Meeting from Yearly Meeting Gathering to general funding by SAYMA.

Friends approved.

A second proposed minute was brought forward and amended based on Friends' input. The committee clerk clarified that the treasurer will be the one to disburse funds. This donor restricted fund will be separate from the SAYMA-URJ donor restricted fund. One Friend noted that money can be viewed as spiritual energy. Several Friends also referenced the opening excerpt from the State of the Yearly Meeting Report, specifically that we should seek to fulfill our tasks "in the Spirit, not in the letter, for the letter killeth, but the Spirit giveth life."

The amended minute was brought forward again:

149-10-02 Minute: The treasurer is authorized to set up a Donor Restricted Fund for Racial Conflict Transformation. This fund would accept grants, donations, and registration fees to support the ongoing work of Racial Conflict Transformation for the affinity groups and training modules and disburse money to pay for these activities.

Friends approved.

Friends broke for lunch, with plans to continue the Finance Committee report following worship sharing.

149-11 Worship Sharing

Following a break for lunch, Friends gathered in Zoom breakout rooms, where they spent time with the following passage and query:

But you will receive power when the Holy Spirit has come upon you, and you will be my witnesses in Jerusalem and in all Judea and Samaria, and to the end of the earth. *Acts 1:8*

How does my experience with the Inward Light give me strength to speak, support, and lift up our communities?

The narrative minutes from the morning session were reviewed and approved in the face of the meeting.

149-10 Finance Committee and Treasurer's Report (Continued)

The treasurer reviewed proposed changes to the FY 2023 budget. \$4,000 has been added to the reserve.

149-10-03 Minute: The Finance Committee is authorized to implement the proposed changes to the FY 2023 budget.

Friends approved, with one Friend standing aside.

The Finance Committee Report was accepted.

149-12 Nominating Committee: Second Reading and Approval of Slate ([Attachment D: Nominating Committee Report](#))

The nominating report was updated and reviewed. The slate was modified to add Charles Wilton as Interim Web Manager. Annie Black also shared currently open positions. The Co-clerk Daryl Bergquist asked that this list of currently open positions be shared with meetings and worship groups. A Friend noted that the entire list of individuals serving as well as vacancies would be helpful, in that those considering a role can in this way learn who else is serving.

The following proposed minutes were brought forward:

149-12-01 Minute: All nominations are approved as presented and listed on the updated attachment.

Friends approved.

149-12-02 Minute: Ministry and Nurture shall select an Interim Co-clerk from its membership, to be brought forward for approval at the Spring Representative Meeting.

Friends approved.

The Nominating Committee Report was accepted.

149-13 Uplifting Racial Justice Committee ([Attachment J: Uplifting Racial Justice Committee Report](#))

Star Smith presented the SAYMA-URJ Committee report.

One Friend spoke of the challenges SAYMA faces when those who are outside our structure of meetings and worship groups claim an association with SAYMA. Another Friend called on SAYMA to prepare to publicly censure the Friend outside of SAYMA who has injected himself in SAYMA business.

A personal apology was offered.

Kendall Ivie, as Treasurer and a member of the Finance Committee, noted that one requested action - to acknowledge that SAYMA-URJ has never engaged in any kind of financial mismanagement and that every dollar of URJ's budget has been spent in accordance with URJ's mission and goals - is within the scope of the Finance Committee. In fact, a prior report of the Finance Committee has made this acknowledgement. Friends asked that this report be more widely distributed within SAYMA.

Friends shared past understandings and misunderstandings of URJ's financial history. One Friend expressed regret that these understandings and misunderstandings were not more publicly expressed at the time they first emerged.

Another Friend pointed to the initial charges of SAYMA-URJ, which included a problematic assumption that it was the job of Friends of Color to educate white Friends. A goal of SAYMA-URJ is to provide support and advocacy for Friends of Color experiencing racism, to give them a separate place of worship and a way to receive support from one another. The scope of appropriate budget requests includes grass-roots reparations. SAYMA-URJ's discernment regarding these reparations has been confidential, in the same ways Ministry and Nurture's discernment is confidential.

Finance Committee Clerk Karen Morris noted that the books of SAYMA have been reviewed by an outside accountant, who found no problematic expenses.

A Friend encouraged a focus on a way forward. If we need to establish facts from the past, we need to build a process that fosters trust. If we want to focus more on the future, we may need to seek ways to be compassionate in our process.

A Friend emphasized this will be an ongoing process, potentially through work in the affinity groups, where Friends can grapple with their own role in SAYMA's failures related to racial justice. Perhaps a goal can be to have a minute ready for the Yearly Meeting 2023.

The treasurer directly addressed one misunderstanding about the financial history of SAYMA-URJ.

Another Friend acknowledged gratitude to Star Smith and SAYMA-URJ for beginning the process.

Co-clerk Daryl Bergquist urged Friends to determine tangible ways to show progress. He asked that the minutes of RM149 include the following proposed minutes for committee and clerk action in preparation for the next Representative Meeting:

149-13-01 Proposed Minute: We acknowledge SAYMA-URJ's right to exist as a self-selecting standing committee of SAYMA - which means the Nominating Committee will not choose its members or decide their term limits.

149-13-02 Proposed Minute: We acknowledge that the Paul Cuffee Worship Group has a right to exist as a program of SAYMA-URJ without being under the care of a SAYMA Monthly Meeting.

149-13-03 Proposed Minute: We acknowledge that SAYMA-URJ has never engaged in any kind of financial mismanagement and that every dollar of URJ's budget has been spent in accordance with URJ's mission and goals.

149-13-04 Proposed Minute: This body charges Ministry and Nurture with guiding white Friends in acknowledging their part and the part of their predecessors in racial harms to Friends of Color so that we may take responsibility and enter into right relationship with Friends of Color.

The Uplifting Racial Justice Committee report was accepted. The report was referred to the Ministry and Nurture Committee for discernment and action. The above proposed minutes were recommended as a starting point for the committee.

149-14 Ministry and Nurture Committee ([Attachment K: Ministry and Nurture Committee Report](#))

After a brief break, Ministry and Nurture Co-clerk Diana Masso (Charleston) asked that the Ministry and Nurture Committee Report, inclusive of committee minutes of appreciation for Robert McGahey and Barbara Esther, be accepted without being read within the meeting.

The Ministry and Nurture Committee Report was accepted.

149-15 Outreach Committee ([Attachment L: Outreach Committee Report](#))

Wood Bouldin, Outreach Committee Clerk, noted the committee's report has no action items. It was accepted without being read within the meeting.

The Outreach Committee Report was accepted.

149-16 Earth Justice Committee ([Attachment M: Earth Justice Committee Report](#))

The Earth Justice Committee Report was not read in the meeting. However, it was accepted, with approval of proposed minutes deferred to a future meeting.

The Earth Justice Committee Report was accepted.

The minutes for Representative Meeting 149 were reviewed and approved in the face of the meeting. The March Representative Meeting (RM150) will be held on March 11, 2023.

149-17 Closing Worship - 5:52 pm ET

Friends entered into silent worship after which RM149 was closed.

Respectfully submitted,
Daryl Bergquist and Margaret Farmer
Co-Clerks

Blake Burr
Recording Clerk

Attachment A: Co-clerks' Letter

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Dear SAYMA Friends,

We, Margaret Farmer (Asheville) and Daryl Bergquist (Birmingham), have been in the role of SAYMA co-clerks for three months now. This is a labor of love and we feel a sense of hope meeting with Friends in leadership roles and committees in SAYMA, listening together to discern way forward for the yearly meeting. SAYMA co-clerk is not a role that either of us would have envisioned filling a year ago. It is a calling for each of us, and feels more so as we continue the work. We meet together in a spirit of worship, beginning with centering worship, personal check-ins, the business at hand, and closing worship during which a new concern may arise.

Recognizing the multiple sources of stress we all have experienced (conflict within SAYMA, a deadly pandemic, national political upheaval, a world at war, and the devastating impacts of climate change), we undertake our work as co-clerks with hope that the tools and insights that we all develop and learn together may help us navigate wider world issues. Our basic tools as Friends include these practices: deep listening for Spirit and to others (especially those with whom we might disagree); recognizing "that of God" in every person; and seeking continuing revelation as way opens. We commit to including those most impacted by decisions in relevant corporate discernments. We support programs and processes that transform conflict, and we hold ourselves accountable for clear, transparent communication to SAYMA. We remain receptive to both eldering and "youngering."

SAYMA is moving forward. Committee clerks and committees are working diligently on essential issues supporting SAYMA's organizational functioning. The current SAYMA clerking team includes Susan Phelan (Administrative Assistant, Huntsville), Blake Burr (Recording Clerk, Memphis), Robert McGahey (Senior Assistant Clerk, Celso) and ourselves. The conflict transformation program is starting this month with ~70 Friends registered for the small affinity groups. Many monthly meetings have appointed members to Nominating Committee and to Ministry and Nurture Committee. We encourage other meetings to consider this.

The virtual SAYMA fall representative meeting (RM 149) will take place on Saturday, October 29. The Zoom room will open at 8:30 am EDT/ 7:30 am CDT for check-in. Worship begins at 9 EDT/ 8 CDT. The meeting will end around 4pm EDT/ 3pm CDT. Please register through this link.

<https://docs.google.com/forms/d/e/1FAIpQLSfpwfrQPhvns-2AaY6S7eLIS6iQf04u4yPKrwJfvGKP6e4vVA/viewform?vc=0&c=0&w=1&flr=0>

Holding our yearly meeting in the Light,
Daryl Bergquist and Margaret Farmer, SAYMA co-clerks
October 3, 2022

Attachment B: Attendance

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In printed copies only

Attachment C: Ad-Hoc Web Manager Support Committee Report

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Report to RM 149 10/14/2022

The ad hoc Website Manager Support Committee was set up by the Co-Clerks to 1) support the Web Manager until a standing committee could be set up, and 2) to develop position descriptions for the Web Manager and for Web Manager Standing Support Committee members.

We met twice to meet the second charge to develop descriptions for the positions of Website Manager and Website Manager Support Committee members.

We also ask that our ad hoc committee be laid down when the Website Manager Support committee is stood up. Until then, we will continue to fulfill our first charge to support the Web Manager as requested.

Respectfully,

Blake Burr
Pat Gailey
Susan Phelan
Annie Black

Website Manager Position

Qualifications:

- Competency using HTML, CSS, and FTP
- Basic computer skills

Gifts:

- Attention to detail
- Responsiveness
- Willingness to manage deadlines and multiple tasks, especially prior to and during Representative Meeting and Yearly Meeting
- Willingness to serve a minimum of three years as Web Manager

Responsibilities:

- Receive and post information to be shared from monthly meetings, worship groups, SAYMA committees, other SAYMA groups, and people in positions of responsibility at SAYMA

- Provide private, password protected spaces on website for SAYMA groups to do their work
- Keep WQO and other website links current
- Post information about and registration mechanisms for Yearly Meeting, retreats, and workshops
- Maintain minute archives for Representative Meeting and Yearly Meeting business sessions, and other documents in the official record of the Yearly Meeting
- Refer any editing needs to the sender, SAYMA Clerk, or SAYMA Administrative Assistant for follow-up as needed
- Update sayma.org email addresses that are associated with positions of responsibility as needed with changing officers and other contacts
- Respond to website related email promptly
- Report to Representative Meeting and SAYMA Yearly Meeting orally or with a written report as needed
- Check website services to ensure currency and continuity. Work with the Treasurer and Administrative Assistant to make sure subscriptions are paid.
 - Domain name registration
 - Web hosting
- Administer the SAYMA Facebook page
- Provide web site password updates as needed to the SAYMA Administrative Assistant
- Convene the Web Manager Support Committee as needed
- Provide incoming Web Manager with password and other necessary documentation, in addition to other support as needed and recommended by the Web Manager Support Committee

Website Manager Support Committee Description

With the interim Web Manager, draft an updated charge for the Web Manager Support Committee to be stood up when the Web Manager position is stood up

- The Web Manager Support Committee will consist of at least two members and not more than four.
- The Web Manager Support Committee will provide clearness or support, as needed by the Web Manager, for issues regarding
 - Policies and procedures for the website
 - Content of what is posted
 - How posts are designed

- Complaints about website management
 - Communication difficulties arising related to the website
- The Web Manager Support Committee will meet as needed, and will respond as soon as possible when requested by the Web Manager.
- The Web Manager Support Committee will not have any reporting responsibilities.
- All Web Manager Support Committee discussions and deliberations will be confidential.

Proposed Minute:

"Friends approve the Web Manager position description and the Web Manager Support Committee description and refer the positions to the Nominating Committee for discernment and nomination of Friends."

Attachment D: Nominating Committee Report

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Nominating Committee Report 10-14-22

SAYMA Nominating Committee has been working hard to fill open positions. At our first meeting we discerned the co clerks we are bringing forward for approval at Representative Meeting , Annie Black and Kendall Ivie, and solidified our process as a committee. We invite all Monthly Meetings to send us a representative so that we can get to know the gifts of participants in our SAYMA fellowship. We would love to see younger friends included in all committee work. As we further our discernment we hope to work closely with the Handbook Committee, people who have held positions of responsibility, and our co-clerks to continue creating a living document that reflects our work as a Yearly Meeting. Included in our slate of nominations will be a short description of why we think each person nominated is a good fit for the open position. We will continue the format of a first and second reading of names brought forward and will try to provide a slate a week or so prior to sessions so that people have time to ask questions away from the full body before approval.

Respectfully,

Annie Black and Kendall Ivie, co-clerks
Morgan Murray
Julie Ewen
Mark Gooch
Chuck Jones
Pat Gailey
Rob Collins
Adrian Mehr

To be brought forward:

Annie Black(Cookeville MM) , Kendall Ivie(West Knoxville MM) as co-clerks of Nominating Committee

Kendall has vast organization and computer skills, and a long history of service with his MM and YM. Annie has served as clerk of her MM and also brings knowledge of her history with YM. Nominating brought forth these two names to guide the committee with our work.

Sig Christensen(West Knoxville MM) continuing as a member of SAYF support committee

Sig Christensen has been a member of the SAYF Support Committee since its inception. He has been an invaluable member. The committee is responsible for helping SAYF Steering with "adult" problems as well as helping SAYF Steering in writing the manual. Sig has been instrumental in the tedious work of writing the manual. He is well suited for this position.

Melissa Preast(West Knoxville) continuing as a member of Ministry & Nurture

Melissa has served in this position faithfully for two years. She brings a deep honesty and strong listening spirit, as well as needed curiosity and humor.

Maia Hallward(Atlanta MM) continuing as a member of SAYF Steering committee

Maia came up through the SAYF program and has been a Friendly Adult Nurturer. She has the heart and commitment needed for this committee work

Chris DeBeer(Swannanoa MM) continuing as a member of SAYF Steering committee

Chris has been an active member of the SAYF community for many years, and has the gifts to be an excellent clerk for SAYF SC in the future. He has also been a Friendly Adult Nurturer and his daughter came up through the group as well. SAYF Steering Committee has included non SAYMA members in the past and currently. SAYF has always been broader than SAYMA, inviting youth and adults from SEYM and other yearly meetings and parents who don't attend any meeting to join us as FANs and on the Steering Committee. We have a transparency policy that anyone may join our steering committee.

Carol Nickle(West Knoxville MM) as a member of the Handbook Committee

Carol has shared her many talents with SAYMA for years. Her dedication to detail, professional life as a lawyer, and her term as our Yearly Meeting Planning Committee clerk have all demonstrated the gifts she would bring to this position.

Millie Gimmel(West Knoxville), continuing as a member of Yearly Meeting Planning Committee

Millie has demonstrated the gifts of clarity and insight and the willingness to step in where needed, as well as the awareness to step away before taking on too much. She also brings the experience of being clerk of a monthly meeting, recording clerk, and the heart of her work with Family Promise in Knoxville, transforming the lives of homeless families.

Chris Berg(Columbia MM), continuing as a member of Yearly Meeting Planning Committee

Chris has brought his many talents to various positions in our Yearly Meeting over the years and has faithfully fulfilled duties on YMPC before and done so with a gentle, deep spirit of love.

Kit Potter(Nashville MM), continuing as FGC Representative

Kit feels led to do this work, as she has a need for more clear connection with the wider body of Friends, especially in the realm of racial justice. She has learned much and wants to continue learning. She has a passion for connecting people with resources and for listening and visioning for change and growth. She wants the relationship between SAYMA and FGC to be a dynamic one.

Kate Anthony(Chattanooga MM), continuing as FLGBTQC representative

Charles Wilton(Berea MM), continuing as Interim Web Manager

Open Positions for SAYMA 2022-2023
OFFICERS and INDIVIDUAL POSITIONS

STANDING COMMITTEES

Ministry and Nurture
[redacted] member
[redacted] member

Finance Committee
[redacted] member

WQQ Allocations
[redacted] Clerk
[redacted] member
[redacted] member

Personnel Committee
[redacted] member
[redacted] member

SAYF Steering
[redacted] member

SAYF Support
[redacted] clerk
[redacted] member

JYM Support
[redacted] member
[redacted] member
[redacted] member
[redacted] member

Yearly Meeting Planning
[redacted] Adult Program
[redacted] Workshops
[redacted] Co-registrar
[redacted] Co-registrar
[redacted] Asst Bookstore
[redacted] Site Coordinator
[redacted] YAF Rep
[redacted] Layout Editor
[redacted] SAYF Rep

Peace and Social
[redacted] member
[redacted] member
[redacted] member
[redacted] member
[redacted] member

Earth Justice
[redacted] Clerk
[redacted] member

Southern Appalachia Friend
[redacted] editor

Outreach
[redacted] member
[redacted] member
[redacted] YAF member

Represent; to Wider Quaker
[redacted] AFSC Corp
[redacted] FGC
[redacted] Friends Peace Teams
[redacted] Q Earth Witness
[redacted] Quaker House
[redacted] RSWR

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Attachment E: Yearly Meeting Planning Committee Report

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Yearly Meeting Planning Committee Report to Representative Meeting

The Yearly Meeting Planning Committee has begun its work with the new and challenging information that Warren Wilson College will not be available for summer programs in 2023 due to not having catering services on campus in the summer. We do not know if this is a long term change or a one year change.

The committee has created a timeline of necessary next steps in order to host an in person session in 2023. Most importantly, we must have a venue secured by the end of 2022, two months from now. The YMPC is exploring colleges, conference centers, camps. If you know of a venue that could host a 3 day conference for 200 people, 30+ of whom are ages 3 -18 we want to know about it! Please contact Jennifer Dickie at YMPC@SAYMA.org or 404-313-8770.

While we remain hopeful that way will open for an in person yearly session and retreat, we also hold close the knowledge that a virtual yearly meeting can work, as it did in 2021. It is not our preference and we are diligently seeking alternatives to a fully virtual event.

One consideration we will weigh is that any location will likely cost more than we have paid in the past. Last year's session strained the YM budget because the planning committee did not raise the registration fee adequately for the expenses we incurred related to speakers, transportation, campus costs, and scholarships. Some venues will have room and board rates that exceed the rates at Warren Wilson College. How much will be too much? This is a query we will hold as we move forward.

A second consideration is that our sessions may look different. We have built our yearly meeting sessions as much around the space that Warren Wilson College offers as around our needs. Our space will certainly be different which may mean our program will be different. As a planning committee we are committed to flexibility with careful discernment about the hopes and needs of the larger community.

Finally, as has been the case in the last few years, our committee is light on personnel at this time. This worked fine for our virtual event in 2020 with even fewer planners. Last year we experienced an innovative session and retreat that was guided by about ½ the typical number of committee members. You may wonder, if it went so well, then why do we think we need more Friends on the committee. First - the help from volunteers at the event was immeasurable from registration to the children's program, and our technology support. We know we can count on this because Friends are ready to step in and we thank everyone who did! Second, it worked because each committee member wore *at least* 2 hats and therefore for some the session was not a retreat, but a labor. It was indeed a labor of love and many of us would do it again because it means that much to meet in person, but really having a few more hands and hearts in that gathering space would be so helpful. Please ask any YMPC member about their experience on the committee and reach out with questions. We are a flexible group and we fill in where needed, so if you have a passion for a particular part of YM sessions & retreat, you should let us know so that we might help you find a just-right-role! You can also join us if you

aren't sure what your role would be, but like the idea of meeting monthly with friends who hold YM Sessions & Retreat dear.

This is a major change and we anticipate it will most inspire both excitement and anxiety. As a committee we commit to transparency in our process in hopes of minimizing Friends' anxiety around this shift. Overall, the committee is hopeful and excited about possible new directions for YM sessions. We invite Friends to share ideas with us and to reach out with suggestions, advice, and concerns early and often—it will help us to be better.

With appreciation in advance for your support of this process,
Jennifer Dickie, clerk YMPC

Attachment F: SAYF Report

[\(Return to the Minutes\)](#)

SAYF Report to SAYMA October 2022

Southern Appalachian Young Friends (SAYF) held 4 regular retreats during the past retreat cycle, August 2021-June 2022. We have averaged 16 Young Friends (YF) per retreat with 37 different teens coming to at least one retreat during the past year. Some Young Friends attended all 4 retreats and others attended only one. Details of each retreat are summarized below.

The new retreat cycle began in August 2022, and several new young friends have joined the program. Upcoming retreats are planned for North Carolina, Georgia, Tennessee and Kentucky.

SAYF Nurturing, Steering and Support Committees met virtually in August 2021, and in hybrid form at Swannanoa and Knoxville Meetings in February and August of 2022. These committees have continued to dedicate time to virtual meetings throughout the retreat cycle to do the work of nurturing, planning and coordinating for SAYF. SAYF Nurturing Clerks Sadie de Beer and Elli Saderholm, and graduated clerk David Myers, deserve special appreciation for all the work they have done to care for and enliven SAYF's community through the tough years of the pandemic. We also thank the Rhodes-Askins family for the tremendous gift of the Harriet Tubman play and tour of the National Civil Rights Museum at the April 2022 retreat in Memphis.

SAYF also wishes to thank Jennifer Dickie, Chris de Beer, Laura Kelley, Robert Sears, Maia Hallward, Ian Saderholm and Kelly Askins for serving on the SAYF Steering Committee with great energy and care. Their contributions to the program have been immense, and are deeply appreciated. Autumn Woodward continues to serve as SAYF Program Coordinator. We deeply appreciate Jennifer Dickie for serving an extra year as Clerk as SAYF continues to navigate the Covid-19 pandemic. Also, a huge thanks to our FANs and night shepherds, for giving up sleep and comfort for the spiritual nurturance of the teens. Beth Myers deserves particular acknowledgement and thanks for her dedication as a FAN leading the Berea Youth Group, and Mari Ohta for leading the beloved Celo retreat. Sig Christensen and Kathleen Mavournin have dedicated untold and kind hours to SAYF procedures and processes which needed updating, and have earned great merit in their successful creation of needed and renewed documents. Laura Kelley, Levi Saderholm, Ian Saderholm, and Aaron Ruschetta get a particular shout out of gratitude for leading the SAYF retreat at Yearly Gathering, with an extra large class of graduating SAYFers needing love and launching.

Most retreats were hosted at Meetinghouses, but we also gathered at Arthur Morgan School in Celo, NC. We are deeply appreciative to Friends for allowing us to use their facilities. Also, we are thankful to Durham, Swannanoa Valley and Atlanta Friends Meetings, whose generous donations have helped support scholarships for SAYF, and contributed to nourishing the program.

SAYF Retreats:

- 1. Atlanta Meetinghouse Retreat, GA, October 22-24, 2021**
Theme: "WE MADE IT!" (Build Back Better)
Number of Young Friends: 18
Number of FANs:* 7 + 1 FAD**

Activities included: Refugee Care Package Prep for AFM Casa Alternativa Ministry, Presentation on Casa Alternativa Refugee & Immigrant support by Anton Flores
*FAN -Friendly Adult Nurturer/**FAD - Friendly Adult Driver

2. Berea Meetinghouse Retreat, November 12-14, 2021

Theme: Building up our Community
Number of Young Friends: 11
Number of FANs: 7
Activities included: Hiked at the Brush Fork trails and gathered materials for wreaths, Making butter, candied apples, wreaths, and bread

3. Arthur Morgan School, Celo, NC Retreat, March 25-27, 2022

Theme: Peace and Politics
Number of Young Friends: 22
Number of FANs: 7
Activities included: A hike and walk to community garden to plant sunflowers to remember the people in Ukraine, and meaningful work with FCNL.

4. Memphis Meetinghouse Retreat, Memphis TN, April 22-24, 2022

Theme: Civil Rights
Number of Young Friends: 13
Number of full time FANs: 7
Activities included: Tour of the National Civil Rights Museum, time at Greenbelt Park on the Mississippi River (Gift of Rhodes Askins family), They attended an interactive one woman play, "One Woman's Journey," written and performed by Jackie Murray as Harriet Tubman. This was privately booked for SAYF at the Memphis Friends Meetinghouse (gift of Rhodes Askins family).
<https://tnartseducation.org/teaching-artist-roster/harriet-tubman-one-womans-journey/>

Nurturing/Steering Committees Retreats

1. August 2021, Virtual

Number of Nurturing Committee Members: 5
Number of Steering Committee Members: 6

2. West Knoxville Friends Meeting, February 18-20, 2022

Number of Nurturing Committee Members: 11

Number of Steering Committee Members: 5

Young Friend Queries

1. How can we create peace in a hostile world?
2. How do you stand firmly against inequality? How do you peacefully challenge problematic social norms?
3. How do you create and nurture community?
4. How do you practice good social work while nurturing your well being and what avenues exist between those?
5. What do you do that harms/affects the environment and how can you better such impact
6. In what ways do you use your voices and express your perspectives?
7. How do we support people's identity and growth?
8. When do you reevaluate your perspective?
9. How do you remain grounded in a materialistic society?
10. How do you reconcile simplicity and self expression?
11. How do you apply Quaker values to your social media presence?
12. How does your energy change as you enter adulthood?
13. What is the light? Where do you find that in your life?
14. How do you identify as quaker and how do you explain that to your peers?
15. To whom do you extend your compassion?

Attachment G: Racial Justice Programming Progress Update

[\(Return to the Minutes\)](#)

Progress report on racial justice programming at SAYMA – October 2022

At SAYMA Yearly Meeting sessions in June, the clerks of URJ (Uplifting Racial Justice) and the ad hoc RJWG (Racial Justice Working Group) delivered a joint proposal for a racial justice capacity-building program for SAYMA. The proposal, in short, advocated for the establishment of facilitated affinity group work and a series of "training" modules to support our Yearly Meeting's growth towards authentic engagement around complex racial justice conversations.

Over the summer, planning continued, with an exceptionally productive collaboration between the clerks of URJ and the ad hoc RJWG and one of the co-clerks of SAYMA. By late summer, this collaboration had expanded to include the invaluable support of racial justice consultant, educator, and facilitator Ukumbwa Sauti.

The invitation to join the small group work was distributed across SAYMA and in response around 70 Friends registered to join the affinity groups. In October the small affinity groups met for the first time and will continue to meet monthly for at least a year.

Planning for the series of "training" modules continues, with a projected launch of the first module perhaps in December or January. These modules will be facilitated by Ukumbwa Sauti, Star Smith (clerk of URJ), and Shannon Roberts Smith (clerk of ad hoc RJWG). Participation in the small groups is a prerequisite for attendance in the modules. There will be a \$200 registration fee for participation in the modules. Friends of Color and our volunteer small group facilitators will be able to attend free of charge. All other participants are encouraged to seek scholarship support from their Monthly and Yearly meetings if they are unable to meet the \$200 fee.

We appreciate the engagement of SAYMA Friends in this process thus far and look forward to deepening our connections and understanding as we move through this work together.

Report respectfully submitted by:

Star Smith (clerk of URJ)
Shannon Roberts Smith (clerk of ad hoc RJWG)
Margaret Farmer (SAYMA co-clerk)
Ukumbwa Sauti (racial justice consultant, educator, and facilitator)

Ukumbwa Sauti's professional bio:

Ukumbwa Sauti, M.Ed. is a Consultant, Facilitator, Educator and Program Developer on issues of Anti-Racism, Anti-Patriarchy, Men's Work, Consent and Culture. He has worked in higher education for 16 years engaging issues of Race, Gender, Environmental issues, Media and Culture. Ukumbwa has been a member and supportive of numerous local, national and international organizations and movements advocating for Pan-Africanism, Anti-Racism, Relationship, Sexual and Intimacy safety and education, and Men's Development. Ukumbwa has presented across New England, USAmerica, California, Toronto and Barbados. He is currently the moderator for the Men's Work Initiative, an organizer for the Greater Boston Men's Network and is a Social Media Director for Voice Male Magazine.

Ukumbwa Sauti is an initiated Elder in the Dagara tradition from West Africa and provides Spiritual Counseling, ritual work and divination.

Attachment H: Finance Clerk's Report

[\(Return to the Minutes\)](#)

Finance Clerk's Report SAYMA Representatives Meeting 149 October 29, 2022

I want to begin my first Finance committee report to SAYMA by thanking all of the committee members, the Treasurer, Kendall Ivie, and the YM co-clerks, Margaret Farmer and Daryl Bergquist, for their wise counsel, and, also, to all of SAYMA for your confidence and support.

Several Monthly Meetings held off sending in their assessments until they were sure SAYMA would continue normal operations. Since SAYMA's new co-clerks have been serving, the Yearly Meeting assessments have flowed in. Over 41% of assessments received in FY 2022 occurred since Yearly Meeting Gathering.

Many of us enjoyed the hybrid Yearly Meeting Gathering for fellowship and business in June, thanks to the enthusiastic Yearly Meeting Planning Committee team. Because the cost exceeded the income for the annual meeting, Finance asked Meetings and individuals to help with extra donations, and we offer grateful thanks to the many individuals and Meetings who donated extra funds to help cover the overage. SAYMA received \$3,483 from these donations to the general fund.

We commend the Racial Conflict Transformation **team**, which is planning the Racial Conflict Transformation workshop modules and affinity groups, for their careful attention to the financial aspects of this work through a well-crafted memorandum of understanding (MOU) covering the financial aspects of the program. **Finance is also** pursuing the possibility of additional funding with grants.

In response to questions raised at YM gathering business sessions about the banks SAYMA uses, the treasurer is in the process of closing SAYMA's account with the Bank of America and moving all of the banking to PNC bank. At this time Bank of America is only being used for payroll. SAYMA also has a money market account with Self Help Credit Union. The Southern Appalachian Young Friends (SAYF) program continues to use First Bank.

The treasurer has set up a Square account to be able to handle credit card donations and bookstore sales. We plan to use the Square app on the SAYMA website so that donations by credit card or other money transferring services will be possible. The Finance committee will work with the web manager to update the contribution form on the SAYMA website to handle donations through Square.

Finance supports the treasurer's recommendations for specific changes in accounting practices. Some are financial procedures only and some need approval from the Yearly Meeting.

First, the changes that do not need YM approval:

- While reviewing the FY 2023 budget we found an accounting error: the transfer of funds to Southern Appalachian Young Friends (SAYF) was being totaled twice, which the Treasurer has corrected. This error has been in the budget document for several years.

- Finance has moved the SAYF transfers line from the set-aside funds section back to a line item in the operating budget.
- The Boone MM Trust has been moved to the Donor Restricted Funds. This fund is being held until Boone MM becomes active again or until 2029 at which time the money in the fund will be folded into the general fund.

Next, the changes that do require YM approval:

- We recommend that the Junior Yearly Meeting budget be funded directly by all of SAYMA and not be charged as part of the expenses of the Yearly Meeting Gathering paid only by attenders of the annual Gathering. We feel that the whole yearly meeting should nurture our children just as it nurtures our teens. Therefore we propose to move the Junior Yearly Meeting line item previously located under "Yearly Meeting Gathering" to a separate line.

Minute: The treasurer is authorized to move funding for Junior Yearly Meeting from Yearly Meeting Gathering to general funding by SAYMA.

- The treasurer has requested a method in order to accept and disburse funds for the Racial Conflict Transformation program, and suggests that a donor restricted fund is in order. The program planning is under the care of the Racial Conflict Transformation team.

Minute: The treasurer is authorized to set up a Donor Restricted Fund for Racial Conflict Transformation. This fund would accept grants, donations and registration fees to support the work of Racial Conflict Transformation for the affinity groups and training modules and disburse money to pay for these activities.

- Finance is bringing forward amendments to the FY 2023 budget, which was approved at YM Gathering 51. The proposed changes are highlighted in yellow in the attached budget under heading Proposed Budget v1.5.

Minute: The Finance Committee is authorized to implement the proposed changes to the FY 2023 budget.

Respectfully submitted, Karen Morris, clerk Finance committee

Members: Geeta Jyoti McGahey (past clerk), Steve Olshewsky, Anne Williams, Caty McAfee Clark, (Assistant Treasurer, ex officio), Kendall Ivie (Treasurer, ex officio)

	B	J	O	P	T	U
	SAYMA FY 2023 Budget V1.5	FY22 Budget Approved 1.1	FY22 YTD 9/30/22 Actual	FY23 Budget Approved 6/19/22 1.1	FY23 Budget Approved 1.5 10/29	Notes
1						
2						
3	Income	\$98,042	\$91,879	\$93,417	\$92,200	Totals are in Black
4	Adjustments to Income					Individual Items are in Blue
5	Assessments	\$50,992	\$34,107	\$46,467	\$51,000	Yellow Highlight indicates change from 1.1
26	Contributions – General	\$1,500	\$3,483	\$1,500	\$3,000	
27	Interest - CD					
28	Interest - Money Mkt	\$100	\$124	\$100	\$100	
29	Publication Sales	\$100	\$316	\$0	\$0	
32	YM Income	\$45,350	\$33,849	\$45,350	\$38,100	
33	YM Adjustments to Income (Kenworthy)		\$4,040		\$4,500	
34	YM Bookstore Inc	1,300	679	1,300	1,300	
35	YM Receipts	42,850	28,479	42,850	31,100	
36	YM Scholarship Contrib	1,200	651	1,200	1,200	
37						
38	Expenses	\$97,480	\$85,151	\$113,090	\$111,810	
39	Adjustments to Expenses					
40	SAYMA Operations	\$43,880	\$31,107	\$53,940	\$53,910	
41	SAYF Operational Transfers	\$0		\$3,000	\$3,000	Moved SAYF Operational Tra
42	Liability Insurance	\$900	\$872	\$900	\$900	
43	Office Admin	\$3,980	\$1,552	\$2,980	\$2,750	
44	Banking Fees		\$90			
45	Office - Duplication	\$250		\$250	\$50	
46	Office - Guilford Archiving	\$150	\$150	\$150	\$150	
47	Office - Supplies, Equip, Misc	\$400		\$400	\$50	
48	Office - Officer Exp	\$150		\$150	\$150	
49	Office - Phone, Zoom	\$820	\$1,059	\$820	\$1,200	
50	Office - Postage	\$160		\$160	\$50	
51	Office - Volunteer Bkgrd Chks	\$250	\$254	\$250	\$300	
52	Travel - Office Staff	\$1,800		\$800	\$800	
53	Personnel	\$28,000	\$28,067	\$30,760	\$31,300	Changed to increase of 12%
54	Payroll Costs		\$720	\$900		
55	Salaries Exp		\$25,404	\$27,900		
56	Tax Payments		\$1,943	\$1,900		
57	Bookkeeping			\$3,600	\$0	
58	Publications Expenses	\$2,700	\$315	\$500	\$500	
59	Pub Exp - Directory					
60	Pub Exp - Faith & Practice	\$100	\$230	\$0	\$0	
61	Pub Exp - Newsletter					
62	Pub Exp - Web & Hosting Srvc	\$2,600	\$85	\$500	\$500	
63	SAYMA Committees	\$3,200	\$300	\$5,200	\$8,400	
64	Cmte Exp – Contingency Pool	\$1,000	\$300	\$5,000	\$8,000	Racial Conflict Transformatio
65	Cmte Exp - Faith & Practice Rvsn	\$0		\$0	\$0	
66	Cmte Exp - Finance	\$0		\$0	\$0	
67	Cmte Exp - Ministry & Nurture				\$200	
69	Cmte Exp - Outreach	\$2,000		\$0	\$0	
70	Cmte Exp - Peace & Social Concerns	\$0		\$0	\$0	
71	Cmte Exp - SAYMA Earthcare Action					
72	Cmte Exp - Uplifting Racial Justice			\$0	\$0	
73	Cmte Exp - WQO Allotments					
74	Cmte Exp - Operational Handbook	\$0		\$0	\$0	
75	Cmte Exp - JYM Support					
76	Cmte Exp - Personnel					
77	Cmte Exp - SAYF Support					
78	Cmte Exp - URJ Support					
79	Cmte Exp - Yearly Meeting Planning	\$200		\$200	\$200	

	B	J	O	P	T	U
80	Travel Reimbursements	\$3,100	\$0	\$7,000	\$7,000	
81	Travel - Rep Meetings	\$100		\$0	\$0	
82	Travel - WQO Delegates	\$5,000		\$7,000	\$7,000	
83	Set-aside Fund Annual Allotments	\$0	\$0	\$4,800	\$4,800	
84	Boone MM In Trust					
85	FWCC 3rd World Delg Annl Exp	\$0		\$3,000	\$3,000	
86	FWCC Conference Annl Exp	\$0		\$1,800	\$1,800	
87	Released Friend Annl Exp					
88	Spiritual Development Annl Exp					
89	Uplifting Racial Justice Annl Exp	\$0		\$0	\$0	
90	YAF Scholarships Annl Exp					
91	Youth Enrichment Fund Annl Exp					
92	Yearly Meeting Gathering	\$45,850	\$46,294	\$45,850	\$38,100	JYM nolonger sums here
93	Facilities & Services Exp	\$36,300	\$42,676	\$36,300	\$35,800	
94	YM Accommodations & Meals	\$34,200	\$36,913	\$34,200	\$34,200	
95	Financial Services Fees (Eventbrite)	\$0	\$1,859	\$0	\$0	
96	YM Honoraria and Speaker Travel	\$500	\$3,031	\$500	\$500	
97	YM Services	\$1,200	\$540	\$1,200	\$700	
98	YM Supplies	\$400	\$333	\$400	\$400	
99	YM Bookstore Exp	\$1,300	\$625	\$1,300	\$1,300	
100	YM Print Post Phone & Misc	\$1,750	\$319	\$1,750	\$1,000	
101	Junior Yearly Meeting Exp	\$6,500	\$2,674	\$6,500	\$6,500	JYM now out of Gathering
102	JYM Asst Coordinator(s)	\$2,400	\$800	\$2,400		
103	JYM Coordinator(s)	\$3,600	\$1,800	\$3,600		
104	JYM Supplies, Sitters, Misc	\$500	\$74	\$500		
105	Quaker Membership Orgs Annual Contribns	\$2,500	\$2,500	\$2,500	\$2,500	
106	WQO - FGC	\$1,250	\$1,250	\$1,250	\$1,250	
107	WQO - FWCC - Direct Contrbn	\$1,250	\$1,250	\$1,250	\$1,250	
108	Other WQO Annual Contribns	\$5,250	\$5,250	\$6,000	\$6,000	
120						
121	Net(Surplus/Deficit) before Reserve Change:	\$562	\$6,727	-\$19,673	-\$19,610	
122	Yearly Gathering Net:	-\$500	-\$12,446	-\$500	\$0	
123						
124	Reserve Change:				\$4,000	
125	Net(Surplus/Deficit) with Reserve Change	\$562	\$6,727	-\$19,673	-\$23,610	
126						
129	Reserve	\$18,208	\$18,208	\$18,208	\$22,208	
130	Undesignated Funds	\$31,317	\$42,628	\$16,255	\$19,018	1.1 Budget was 13,255
132						Found calculation error
133	File: FY23 Budget - V1.5					

Attachment I: Treasurer's Report

[\(Return to the Minutes\)](#)

Date: October 29, 2022
To: Representative Meeting 149
From: Kendall Ivie, Treasurer
Re: Treasurer's Report

SAYMA's fiscal year is October – September, so the attached reports are for the complete fiscal year 2022 which ended September 30, 2022.

General items of note.

- The transfer of \$3000 to Southern Appalachian Young Friends (SAYF) for FY 2023 has occurred. This line item has been moved from a transfer to the SAYF set-aside fund and placed as an operating expense.
- SAYF still shows up as a fund but only to balance the SAYF bank account.
- Assessments were \$54,106.84 which was 106% of the budget.
- Donations to the General Fund were \$3,482.84 which was 232% of the budget.
- The expenses for the yearly meeting gathering 2022 exceeded income by \$12,445.72.

Fund Activity

The Kenworthy Charitable Trust donated \$25,000 to SAYMA for Young Adult Friends Scholarships. \$4040 was used as scholarships to bring YAFs to Yearly Meeting Gathering 2022.

The Donor Restricted SAYMA Uplifting Racial Justice Fund received \$800 and had no expenditures.

The YAF Scholarship Fund had an expense of \$550.

There was no other activity in funds.

Balance Sheet Comparison Report

The comparative balance sheet shows SAYMA's assets, liabilities, and equity as of the end of FY2021 (September 30, 2021) and FY2022 (September 30, 2022).

Report items of note:

- Total equity was \$92,582.38 at the beginning of FY2022 and \$117,350.17 at the end of the fiscal year. This was an increase of \$24,767.79.
- The SAYF Account decreased from \$7,849.42 to \$4,810.28
- Near end of report, Undesignated Equity started FY2022 at \$35,933.87 and ended at \$42,627.50, an increase of \$6,693.63.

[Income and Expense Report](#)

This report shows income and expenses fiscal year for FY2022 compared to FY2021. The income and expenses of SAYF are excluded from this report.

[Budget Overview Report](#)

This report compares actual income and expenses to budgeted amounts. The income and expenses of SAYF are excluded from this report.

[SAYF Financial Report](#)

The financial report for SAYF produced by Autumn Woodward consists of a one page narrative followed by a FY 2022 income and expense report and the balance sheet for EOY FY 2022

SAYMA
Balance Sheet Prev Year Comparison
As of September 30, 2022

	Sep 30, 22	Sep 30, 21	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
Checking - BankAm	7,467.38	15,219.87	-7,752.49	-50.94%
Checking - PNC	67,883.40	37,392.52	30,490.88	81.54%
Money Mkt - Self Help	38,639.55	33,515.67	5,123.88	15.29%
SAYF Checking - First Bank	4,810.28	7,849.42	-3,039.14	-38.72%
Total Checking/Savings	<u>118,800.61</u>	<u>93,977.48</u>	<u>24,823.13</u>	<u>26.41%</u>
Total Current Assets	<u>118,800.61</u>	<u>93,977.48</u>	<u>24,823.13</u>	<u>26.41%</u>
TOTAL ASSETS	<u>118,800.61</u>	<u>93,977.48</u>	<u>24,823.13</u>	<u>26.41%</u>
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
Payroll taxes payable				
AL payroll taxes due	89.24	80.04	9.20	11.49%
Federal PR taxes due	1,261.52	1,303.06	-41.54	-3.19%
NC payroll taxes due	3.00	12.00	-9.00	-75.0%
Total Payroll taxes payable	<u>1,353.76</u>	<u>1,395.10</u>	<u>-41.34</u>	<u>-2.96%</u>
Total Other Current Liabilities	<u>1,353.76</u>	<u>1,395.10</u>	<u>-41.34</u>	<u>-2.96%</u>
Total Current Liabilities	<u>1,353.76</u>	<u>1,395.10</u>	<u>-41.34</u>	<u>-2.96%</u>
Total Liabilities	<u>1,353.76</u>	<u>1,395.10</u>	<u>-41.34</u>	<u>-2.96%</u>
Equity				
Donor-Restricted Funds				
Boone MM in Trust	2,677.00	2,677.00	0.00	0.0%
Kenworthy Charitable Trust	20,960.00	0.00	20,960.00	100.0%
FWCC 3rd World Delegates	1,150.00	1,150.00	0.00	0.0%

	<u>Sep 30, 22</u>	<u>Sep 30, 21</u>	<u>\$ Change</u>	<u>% Change</u>
FWCC SAYMA Intl Delegates	1,100.00	1,100.00	0.00	0.0%
URJ Fund	1,669.30	869.30	800.00	92.03%
Total Donor-Restricted Funds	27,556.30	5,796.30	21,760.00	375.41%
Funds Designated by SAYMA				
Reserves	18,208.00	18,208.00	0.00	0.0%
Set-Aside Funds				
Fund - FWCC 3rd World Delegates	3,600.00	3,600.00	0.00	0.0%
Fund - FWCC SAYMA Intl Delegate	3,600.00	3,600.00	0.00	0.0%
Fund - Released Friend	10,165.00	10,165.00	0.00	0.0%
Fund - SAYF	4,810.28	7,849.42	-3,039.14	-38.72%
Fund - Spiritual Development	2,746.80	2,746.80	0.00	0.0%
Fund - Uplifting Racial Justice	622.22	622.22	0.00	0.0%
Fund - YAF Scholarship	814.75	1,364.75	-550.00	-40.3%
Fund - Youth Enrichment	2,696.00	2,696.00	0.00	0.0%
Total Set-Aside Funds	29,055.05	32,644.19	-3,589.14	-11.0%
Total Funds Designated by SAYMA	47,263.05	50,852.19	-3,589.14	-7.06%
Undesignated Equity	42,627.50	35,933.89	6,693.61	18.63%
Total Equity	117,446.85	92,582.38	24,864.47	26.86%
TOTAL LIABILITIES & EQUITY	118,800.61	93,977.48	24,823.13	26.41%

SAYMA
Income and Expense
October 2021 through September 2022

Oct '21 - Sep 22

Ordinary Income/Expense	
Income	
Contributions to SAYMA	
Contrib to Kenworthy YAF Schola	25,000.00
Contrib DR URJ	800.00
Contribu General Fund	3,482.84
Total Contributions to SAYMA	<u>29,282.84</u>
Assessments	54,106.84
Fund Balance Corrections	-22,114.18
Interest - Money Mkt	123.88
Total Publication Sales	316.35
Yearly Meeting Income	
YM Bookstore	679.03
YM Registration Receipts	28,478.61
YM Scholarship Contributions	4,691.00
Total Yearly Meeting Income	<u>33,848.64</u>
Total Income	<u>95,564.37</u>
Expense	
Grants	550.00
SAYMA Operations	
Banking Costs	90.00
Liability Insurance	872.00
Office Admin	
Office - Guilford Archiving	150.00
Office - Phone ISP	1,058.53
Office - Volunteer Bkgrmd Chks	253.50
Total Office Admin	<u>1,462.03</u>
Personnel	
Payroll Service Expenses	720.49
Payroll Taxes - SAYMA share	1,943.35
Salaries - gross	25,403.63
Total Personnel	<u>28,067.47</u>
Publication Expenses	
Pub Exp - Faith & Practice	230.29
Pub Exp - Web & Hosting Svcs	84.95
Total Publication Expenses	<u>315.24</u>
SAYMA Committees	
Cmte Exp - Contingency Pool	300.00
Total SAYMA Committees	<u>300.00</u>
Total SAYMA Operations	<u>31,106.74</u>

Oct '21 - Sep 22

WQO Annual Contributions	
WQOs - Membership	
WQO - FGC	1,250.00
WQO - FWCC	1,250.00
Total WQOs - Membership	<u>2,500.00</u>
WQOs - Other	
WQO - AFSC	524.66
WQO - BQEF	262.89
WQO - FCNL	787.56
WQO - FLGBTQ	262.89
WQO - Friends Journal	524.66
WQO - Friends Peace Teams	262.89
WQO - Quaker Earthcare Witness	787.56
WQO - Quaker House	787.56
WQO - Quaker Volunteer Service	524.66
WQO - Right Sharing World Res	524.66
Total WQOs - Other	<u>5,249.99</u>
Total WQO Annual Contributions	<u>7,749.99</u>
Yearly Meeting Expenses	
Facilities & Services Exp	
General Facilities Charges	10,185.00
YM Accommodations & Meals	
Attender Accomod & Meals	23,188.19
Staff & Guests Acc & Meals	<u>3,540.00</u>
Total YM Accommodations & Meals	<u>26,728.19</u>
YM Financial Service Fees	1,858.95
YM Services & Honoraria	3,030.80
YM Supplies	<u>333.36</u>
Total Facilities & Services Exp	<u>42,136.30</u>
Junior Yearly Mtg Exp	
JYM Staff	
JYM Asst Coordinator	800.00
JYM Coordinator	<u>1,800.00</u>
Total JYM Staff	<u>2,600.00</u>
JYM Supplies, Sitters, Misc	<u>74.47</u>
Total Junior Yearly Mtg Exp	<u>2,674.47</u>
YM Bookstore Exp	624.94
YM Print Post Phone Misc	<u>858.65</u>
Total Yearly Meeting Expenses	<u>46,294.36</u>
Total Expense	<u>85,701.09</u>
Net Ordinary Income	<u>9,863.28</u>
Net Income	<u>9,863.28</u>

Page 2 of 2

SAYMA
Budget Overview
October 2021 through September 2022

	Oct '21 - Sep 22	Budget	% of Budget
Ordinary Income/Expense			
Income			
Contributions to SAYMA			
Contribu General Fund	3,482.84	1,500.00	232.19%
Total Contributions to SAYMA	3,482.84	1,500.00	232.19%
Total Assessments	54,106.84	50,992.00	106.11%
Interest - Money Mkt	123.88	100.00	123.88%
Total Publication Sales	316.35	100.00	316.35%
Yearly Meeting Income			
YM Bookstore	679.03	1,300.00	52.23%
YM Registration Receipts	28,478.61	42,850.00	66.46%
YM Scholarship Contributions	4,691.00	1,200.00	390.92%
Total Yearly Meeting Income	33,848.64	45,350.00	74.64%
Total Income	91,878.55	98,042.00	93.71%
Expense			
SAYMA Operations			
Banking Costs	90.00		
Liability Insurance	872.00	900.00	96.89%
Office Admin			
Office - Duplication	0.00	250.00	0.0%
Office - Guilford Archiving	150.00	150.00	100.0%
Office - Officer Expense	0.00	150.00	0.0%
Office - Phone ISP	1,058.53	820.00	129.09%
Office - Postage	0.00	160.00	0.0%
Office - Supplies, Equip, Misc	0.00	400.00	0.0%
Office - Volunteer Bkgrnd Chks	253.50	250.00	101.4%
Travel - Office Staff	0.00	1,800.00	0.0%
Total Office Admin	1,462.03	3,980.00	36.73%
Total Personnel	28,067.47	28,000.00	100.24%
Publication Expenses			
Pub Exp - Faith & Practice	230.29	100.00	230.29%
Pub Exp - Web & Hosting Svcs	84.95	2,600.00	3.27%
Total Publication Expenses	315.24	2,700.00	11.68%
SAYMA Committees			
Cmte Exp - Contingency Pool	300.00	1,000.00	30.0%
Cmte Exp - Outreach	0.00	2,000.00	0.0%
Cmte Exp - YM Planning	0.00	200.00	0.0%
Total SAYMA Committees	300.00	3,200.00	9.38%
Travel Reimbursements			
Travel - Rep Meetings	0.00	100.00	0.0%
Travel - WQO Delegates	0.00	5,000.00	0.0%
Total Travel Reimbursements	0.00	5,100.00	0.0%
Total SAYMA Operations	31,106.74	43,880.00	70.89%
WQO Annual Contributions			
WQOs - Membership			
WQO - FGC	1,250.00	1,250.00	100.0%

	<u>Oct '21 - Sep 22</u>	<u>Budget</u>	<u>% of Budget</u>
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	524.66		
WQO - BQEF	262.89		
WQO - FCNL	787.56		
WQO - FLGBTQ	262.89		
WQO - Friends Journal	524.66		
WQO - Friends Peace Teams	262.89		
WQO - Quaker Earthcare Witness	787.56		
WQO - Quaker House	787.56		
WQO - Quaker Volunteer Service	524.66		
WQO - Right Sharing World Res	524.66		
Total WQOs - Other	5,249.99	5,250.00	100.0%
Total WQO Annual Contributions	7,749.99	7,750.00	100.0%
Yearly Meeting Expenses			
Facilities & Services Exp			
General Facilities Charges	10,185.00		
YM Accommodations & Meals			
Attender Accomod & Meals	23,188.19		
Staff & Guests Acc & Meals	3,540.00		
YM Accommodations & Meals - Other	0.00	34,200.00	0.0%
Total YM Accommodations & Meals	26,728.19	34,200.00	78.15%
YM Financial Service Fees	1,858.95	1,200.00	154.91%
YM Services & Honoraria	3,030.80	500.00	606.16%
YM Supplies	333.36	400.00	83.34%
Total Facilities & Services Exp	42,136.30	36,300.00	116.08%
Junior Yearly Mtg Exp			
JYM Staff			
JYM Asst Coordinator	800.00	2,400.00	33.33%
JYM Coordinator	1,800.00	3,600.00	50.0%
Total JYM Staff	2,600.00	6,000.00	43.33%
JYM Supplies, Sitters, Misc	74.47	500.00	14.89%
Total Junior Yearly Mtg Exp	2,674.47	6,500.00	41.15%
YM Bookstore Exp	624.94	1,300.00	48.07%
YM Print Post Phone Misc	858.65	1,750.00	49.07%
Total Yearly Meeting Expenses	46,294.36	45,850.00	100.97%
Total Expense	85,151.09	97,480.00	87.35%
Net Ordinary Income	6,727.46	562.00	1,197.06%
Net Income	6,727.46	562.00	1,197.06%

SAYF Financial Report – End of Year – FY 2022

SAYF FY 2022 Profit and Loss Report

- Donations - SAYF is grateful for the generous donations received from Meetings and individuals
 - \$300 from Atlanta Friends Meeting
 - \$400 from Swannanoa Valley Friends Meeting
- SAYMA Allocation
 - \$0 SAYF received no financial support from SAYMA in this fiscal year.
- **Total Income FY 2021: \$3,413**
- **Total Expense FY 2021: \$6,422**

SAYF FY 2022 Balance Sheet Report

- The balance of the SAYF account was \$4,810 at the end of the Fiscal Year, compared to \$7,849.42 at the end of the last Fiscal Year. SAYF had a Net Income of **-\$3009.**
- It was thought that \$3000 allotted from SAYMA's budget for SAYF's programming was for FY22, when in fact there was no funding of SAYF for this Fiscal Year, and those funds are FY 2023 funds. It was thought there was \$1000 additional to fund YAF stipends, when really averaging FY 22 and FY 23 SAYF is still receiving only 75% of the normal yearly budget of \$2000. This \$2000/year normally covers 3 retreats (Nurturing retreats in Feb and August, and SAYF's graduation and retreat at Yearly Gathering) which run with expense and no income, and helps with scholarships. **It is hoped that SAYMA will soon be in a position to steadily fund SAYF at normal levels again following this year. SAYF spent 43% of total reserves in FY 2022 covering costs.**

10/13/22

SAYF
Profit and Loss Standard
October 2021 through September 2022

	<u>Oct '21 - Sep '22</u>
Income	
Interest	1.33
Donations	700.00
Retreat Fees	2,711.41
Total Income	<u>3,412.74</u>
Expense	
YAF Stipend	1,210.00
Virtual Platforms	179.88
Website	32.98
1st Aid Supplies	61.34
Office Supplies	34.94
Retreat Expenses	
Covid Supplies	162.02
Supplies	363.82
Miscellaneous	11.15
Facility Rental	200.00
Groceries	3,125.45
Treats	39.06
Total Retreat Expens...	<u>3,901.50</u>
Postage	626.85
Mailing Supplies	63.20
Copies	311.74
Total Expense	<u>6,422.43</u>
Net Income	<u><u>-3,009.69</u></u>

10/13/22

SAYF
Balance Sheet Standard
As of September 30, 2022

	<u>Sep 30, '22</u>
ASSETS	
Current Assets	
Checking/Savings	
Asheville Savings/First Ba...	4,810.28
Total Checking/Savings	<u>4,810.28</u>
Total Current Assets	<u>4,810.28</u>
TOTAL ASSETS	<u><u>4,810.28</u></u>
LIABILITIES & EQUITY	
Equity	
Opening Balance Equity	1,176.90
Retained Earnings	6,643.07
Net Income	<u>-3,009.69</u>
Total Equity	<u>4,810.28</u>
TOTAL LIABILITIES & EQUITY	<u><u>4,810.28</u></u>

Attachment J: Uplifting Racial Justice Committee Report

[\(Return to the Minutes\)](#)

SAYMA Uplifting Racial Justice (URJ) Report

Fall 2022

SAYMA-Uplifting Racial Justice (URJ) has experienced many overt and covert acts of racism within SAYMA. Attempts to undermine and derail URJ's ability to fulfill its mission and goals began in 2016 the moment a yearly meeting-level racial justice committee was first proposed. Initially, the arguments against approving URJ as a standing committee, centered around "How can there be a SAYMA racial justice committee for Friends of color, only?" and "They want how much money!?"

Since then, hostility toward Friends of color engaged in anti-racism and counter-colonial work has continued unabated. We have been viciously slandered all over Quakerdom and criminalized. Whenever we attempted to speak openly about the racial discrimination we were experiencing, expecting it to be addressed forthrightly, as befits Friends, we were ignored and told we were the problem, not SAYMA's racism. Members of URJ, including myself, have been relentlessly and personally attacked by a few so-called weighty Friends in positions of responsibility, with impunity. Every SAYMA Friend who has attended SAYMA Meetings for Business for the last few years, is a witness to the constant denigration of SAYMA-Uplifting Racial justice (URJ). And, to this day, no one has been held accountable for the racist harm they have caused URJ and to all SAYMA Friends of color.

We were falsely accused of fraud, financial mismanagement, and conflicts of interest. SAYMA Friends have implied that URJ is not following its Mission and goals, and some have even attempted to reinterpret them for us. These Friends suggested that URJ's committee discernment process isn't spirit-led and that members of URJ are not Quakers. And, the most egregious thing they have done is to instigate discord between SAYMA Friends of color. Considering all that has happened, we are compelled to ask, how is any of that OK, IF SAYMA is indeed committed to becoming an anti-racist multicultural faith community that welcomes diverse peoples of color?

Every single concern we raised has been ignored or dismissed as irrelevant. As a result, we were tried and convicted via racist ideology, hostile speculation, and malicious gossip. Several widely read slanderous blog posts were written defaming me, personally, by one so-called weighty Friend who is not even part of SAYMA. Some audacious SAYMA Friends even questioned the authenticity of my indigenous lineage. Friends, it cannot get any more racially offensive than that. Yet, there has never been a called SAYMA Meeting to address the racial discrimination URJ has been experiencing, in an appropriately Friendly, fair and just way.

As a direct consequence, SAYMA has approved no new funding for URJ since 2018. And a few Friends have tried to lay URJ down by various underhanded means, such as, but not limited to making unfounded accusations against URJ members, refusing to engage in any type of formal

process of discernment concerning these matters, and attempting to dictate the terms of URJ's continued existence. Again, how is any of that OK, IF SAYMA is indeed committed to becoming an anti-racist multicultural faith community that welcomes diverse peoples of color?

Because URJ has been trying to get its concerns addressed and resolved since 2017, to no avail, it gives the appearance that the Yearly Meeting is in agreement with the racist acts of a few so-called weighty SAYMA Friends. In addition, not addressing URJ's legitimate concerns for so long, has enabled these few racist actors to undermine URJ's ability to fulfill its mission and goals, unchecked.

Therefore, URJ is united in its view, that the best way to clear up this mess, is for SAYMA to officially acknowledge SAYMA-URJ's right to exist as a self-selecting standing committee of SAYMA—which means the Nominating committee will not choose its members or decide their term limits. Acknowledge that the Paul Cuffee Worship Group has a right to exist as a program of SAYMA-URJ without being under the care of a SAYMA Monthly Meeting. And, publicly acknowledge that it was proven, that URJ never engaged in any kind of financial mismanagement, did nothing illegal or inappropriate, and that every dollar of URJ's budget has always been spent in accordance with URJ's mission and goals.

Additionally, we are asking SAYMA for an official apology, for allowing a few SAYMA Friends to overtly and covertly plot the demise of URJ and its members, via false accusations, fear-mongering, malicious gossip, and victim blaming, for years, while the yearly did nothing to address URJ's repeatedly raised concerns about the racism we have been experiencing and the racist actors within SAYMA. Friends said we were calling them names, bullying and abusing them for calling them on their racist activities. Repeat: How is any of that OK IF SAYMA is committed to becoming an anti-racist multicultural faith community that welcomes diverse peoples of color?

Because unchecked racist harms have been committed against SAYMA Friends of color for so long, the apology should be signed by the yearly meeting clerks, the clerks of Ministry and Nurture—which has been a huge part of the problem—the Finance Committee clerk and Treasurer—which is where most of the false accusations started. Yes, we realize there are new clerks now, but URJ feels strongly, that this is the best way to put a stop to the relentless and continuing racist fear-mongering, manipulation, and gossip against URJ. Furthermore, URJ is in agreement, that IF the acknowledgment/apology is not approved by the body, the failure to find unity concerning racial justice for SAYMA Friends of color should be recorded, and then the apology/acknowledgement document, signed by the clerks mentioned above, should be posted on the SAYMA website, for all to see.

URJ has a right to be a self-selecting committee: to decide its own membership and term limits. SAYMA Faith and Practice clearly states that **"Members of standing committees are either self-selected OR recommended by the Yearly Meeting Nominating committee"** (page25). Yet some Friends continue to circulate the idea that URJ no longer exists, and that it

no longer has a clerk, simply because a few Friends, took it upon themselves to assume an all-white SAYMA nominating committee should be responsible for nominating Friends of color to URJ and impose term limits on its members. Furthermore, URJ 's decision to become a self-selecting committee of SAYMA was duly minuted in the Fall 2019 URJ Report. We expect this choice made by SAYMA Friends of color, to be respected.

The Paul Cuffee Worship Group was created by URJ as a racism-free worship space for people of color who wish to worship in the manner of Friends. Some SAYMA Friends complained that the PCWG is not "legitimate" and should not be recognized as part of the SAYMA community, because URJ and the PCWG chose not to be under the care of an all or mostly white SAYMA Monthly Meeting.

Note: SAYMA Faith and Practice provides contradictory information on this issue. On page 32, under "Proceeding in the Life of the Spirit: Forming a Worship Group," it says, "...a worship group must establish an association with an existing Monthly Meeting in SAYMA." But in the Glossary (Page 68), it clearly says, "**a worship group "may or may not be under the care of a Monthly Meeting."** URJ chose not to affiliate the PCWC with an all or mostly-white SAYMA Monthly Meeting, as a direct result of all the racially motivated hostility we have experienced. We are in agreement that this was a well-seasoned decision which we expect to be respected.

Approved by SAYMA-URJ on (October, 19, 2022)

Submitted by Star Smith, URJ clerk

Attachment K: Ministry and Nurture Committee Report

[\(Return to the Minutes\)](#)

SAYMA M&N Report for Rep. Meeting Oct. 29th, 2022.

The Ministry and Nurture Committee has grown substantially in number since Yearly Meeting 51, in June 2022. It now includes representation from more monthly meetings from within Southern Appalachian Yearly Meeting and Association than in at least recent memory, in part from the work of co-clerk Diana Masso over the summer, as well as the hard work put in by those Friends meeting and being present with each other over 25 times, to do our work last year, Friends doing yeo(wo)man's work, and beyond.

The co-clerks of Ministry and Nurture have been in supportive contact with the co-clerks of SAYMA, as well as having attended the Clerking with Joy and Confidence workshop at Friends General Conference with both of them, this last July.

The committee goes into retreat just after this representatives meeting. We would like to take this time to remind Friends of an opportunity to worship with others holding the yearly meeting in the light. Wednesdays 6AM CT/7AM ET.
<https://us04web.zoom.us/j/78695466285?pwd=dGw2SVlsL1JGbXhZK245SnJeDI SZz09>

Attached are two minutes of appreciation, offered with gratitude.

Minutes.

Friend Barbara Esther:

We want to record our deep appreciation for your sense of commitment to SAYMA in agreeing to serve an additional year as Assistant Clerk of SAYMA. In this role you frequently exercised your deep listening skills, patience, and kindness acting as a wise advisor to SAYMA's Clerk and others.

We especially appreciate your faithful support of Ministry and Nurture Committee (as ex officio), participating in our many meetings. Your calming presence and institutional memory helped ground us in the Spirit and Light within our Faith and Practice.

We hope you realize how much Friends value the personal gifts and measure of Light you have brought to your service to our Yearly Meeting.

During the past two years Robert (Bob) McGahey served as clerk while the world was suffering a pandemic such as had not occurred in a century. He continued to guide our Meetings for Worship for the Conduct of Business with respect and resilience. He recognized the dilemmas the Yearly Meeting faced and patiently listened to Friends

while realizing that we needed to find unity and harmony before taking action.

Bob proposed a plan for us to pause our business until we could unite on a way forward, deepen our spiritual roots and grow and transform our relationships within the Yearly Meeting. We witnessed Bob growing as he listened deeply to Spirit and to divergent voices from many Friends. In tandem we experienced growth within SAYMA.

Bob also led us as we accepted a plan to participate in training regarding the history and challenges of working toward racial justice as we seek to become an anti-racist and inclusive Yearly Meeting. With gratitude we recognize Bob for his compassion, resilience, and persistence during the past two very trying years.

It is obvious Bob truly loves this Yearly Meeting. We thank you Bob for your consistent faithfulness in serving SAYMA.

Attachment L: Outreach Committee Report

[\(Return to the Minutes\)](#)

Report of SAYMA Outreach Committee to Fall 2022 Representative Meeting

The Outreach Committee presently consists of Wood Bouldin and Hank Fay. When a new expanded website was being actively considered we were thinking of outreach in the context of an online presence and content such as a digital newsletter. Since it was proposed that Outreach would oversee the public site, we were holding back on looking for committee members until technical and content requirements had begun to be clarified. Over the past year and especially since YM and some very positive responses to our workshops we have moved on to work, with a handful of interested Friends, on an in-person spiritual development project of "Active Worship" based on recognizing, sharing and developing community around the experience of being "Led."

We are deeply convinced by our experience of Spirit that the Quaker *experience* involves an evangelical obligation that is often rejected or at least ignored. We recognize that all outreach begins in reaching out to persons where *they* are in a way they may embrace as genuinely toward them as they sense themselves to be. We have been led to look for an everyday gateway to the Quaker experience that may gradually lead participants to a felt need to live grounded by "sitting at the feet of the Inward Teacher," inwardly guided in outward activity by an ever-deepening relationship with that which Friends, broadly speaking, call 'Spirit.' Our notion is that the universal first nudge of a leading is finding oneself in the presence of a neighbor's need. If recognizing the need moves even a casual temptation to help out, one is on the threshold of discerning a spiritual leading.

All worship is prayer. All prayer is reaching out, offering oneself to Spirit. The most immediate offering is neighborliness in a closer or wider sense. So, we are seeking for opportunities to generate personal and communal worship life in spirit and truth by recognizing, sharing, and developing spiritually gathered community around common experiences of being led. Look for later reports about our experiences putting this project into practice.

For the Outreach Committee

Wood Bouldin, Clerk

Attachment M: Earth Justice Committee Report

[\(Return to the Minutes\)](#)

Earth Justice Committee Mission Statement

SAYMA Earth Justice Committee members Charlie Wilton, Roy Taylor, Steve Livingston (clerk), and Rylin Hansen conferred via email and the Committee asks that the YM approve our Committee's Mission Statement as posted on the SAYMA Website. To wit:

We are at a moment of ecological crisis which merits the full engagement of Friends. The response to this crisis will encompass our traditional testimonies of peace, simplicity, equality, and integrity.

We therefore seek to:

- a. act as a catalyst for action on healing the environment in a just and equitable manner, and to encourage Friends to understand and undertake this work as a spiritual leading;
- b. raise awareness of the unjust, disproportionate effect that environmental degradation has on those who are the most vulnerable: low income, Black, Indigenous, and other People of Color;
- c. serve as the hub of a network connecting SAYMA Friends, providing educational programs, forums, workshops, and other resources to individuals, monthly meetings, and Yearly Meeting;
- d. collaborate with other organizations working on environmental justice;
- e. serve as a source of spiritual and moral support for Friends engaged in healing the Earth