

Southern Appalachian Yearly Meeting and Association
Representative Meeting 151
Eleventh Month, 4, 2023
Online, Via Zoom

151-01 Opening Worship and Centering

After a period of fellowship, Friends settled into worship at 9:00 am ET.

151-02 Co-clerks' Welcome ([Attachment A: Co-clerk's Letter](#))

Presiding Co-clerk Margaret Farmer (Asheville) welcomed Friends, offering a centering quotation for the meeting:

Community provides a challenge for each of us to change, to work and stretch toward our truest selves as unique manifestations of God's love in interpersonal relationships. It can be the opening for us to cooperate with the transforming work of the Spirit within us. It can open us to give over our centeredness in self in order to grow toward the fullness of our unity with diverse people in God's Love. We express our profound oneness and simultaneously grow toward more perfect expression of it by means of loving care of others—and by attentive listening for God speaking through others, through relationships and human situations, as well as within ourselves.

It's easy to sentimentalize this communal life. In fact, there are times of great sweetness, comfort, and warmth in it, even though we live this life together with people we might not have chosen for our beloved community. The mystery is that people's inevitable differences give us openings for spiritual growth and maturing in ways that are sometimes uncomfortable, if not downright painful. The harmony, peace and tenderness we experience in favored times of worship are usually actualized only at the cost of revelatory confrontations with, and healing of, our own wounds, brokenness, willfulness and egotism—in encounter with the wounds, brokenness, willfulness and egotism of others. The willingness to stay with conflicting senses of God's will and Truth testifies to our trust in the healing and revelatory work of the Spirit of God within our very conflicts. Friends have cherished the meeting community, both for the Life in it and as a prophetic witness to the rest of the world about the nature of God and about the effects of God's transforming love. It is at once hard-won and a gift of grace.

Patricia Loring
Listening Spirituality, Volume 2
Corporate Spiritual Practice Among Friends, pp. 37-8

151-03 Roll Call and Visitor Introduction ([Attachment B: Attendance](#))

The roll of meetings was called by Presiding Co-clerk Daryl Bergquist (Birmingham). Thirteen monthly meetings and one worship group were represented, with two additional Associates and one visitor. The visitor was introduced. Stuart Greene, from Patapsco Friends Meeting with Baltimore Yearly Meeting on Piscataway land, holds a concern for SAYMA. He has come with a ministry of presence.

151-04 Agenda Review

The agenda was reviewed. It was amended to allow for approval of the minutes at additional times as well as at the end of the day. Additionally, the appointment of the Ad-hoc Assessments Committee needs to be addressed and will be included in the discussion following the Finance Clerk's Report.

The agenda was approved.

151-05 Co-clerks' Announcements

As specified by SAYMA's Faith & Practice, the Presiding Co-clerks are expected to bring forward the Ad-hoc Faith & Practice Revision Committee names for recognition by the body. Four volunteers were identified at the Yearly Meeting sessions, with Melissa Preast (West Knoxville) agreeing to clerk the committee. A Young Adult Friend is still being sought.

A Friend asked if the scope of this committee would mean that this would more appropriately be a review committee. Co-clerk Margaret Farmer reported that the review committee was already formed and made its report at RM 150. At the 2023 Yearly Meeting, members of the review committee agreed to serve on the revision committee, and Kathleen Mavournin (West Knoxville), who had clerked a previous revision committee, agreed to join this revision committee.

A Young Adult Friend suggested an alternative option for Young Adult Friend input might be emailing the YAF clerks to request a review of the committee's proposed revisions of Faith & Practice.

151-05-01. The Ad-hoc Faith & Practice Revision Committee - consisting of wood bouldin (Associate), Star Smith (Paul Cuffee WG), Melissa Preast (West Knoxville), and Kathleen Mavournin (West Knoxville) - is recognized.

Atlanta Friends Meeting may be able to host the Spring SAYMA Rep Meeting as a hybrid meeting. The Co-clerks will confirm the date, April 6, 2024, soon, pending approval by Atlanta Friends Meeting. An Atlanta Friend noted that prior to closures for the pandemic, an in-person Rep Meeting had been scheduled to take place in Atlanta and this potential upcoming hybrid

meeting feels like a healing step towards return to pre-pandemic momentum. Friends expressed gratitude for Atlanta Friends Meeting for considering hosting the Spring Rep Meeting.

Referencing the Co-clerks' letter, Co-clerk Daryl Bergquist (Birmingham) noted the dedication of many volunteers within SAYMA as well as a key need for an Assistant Treasurer (and rising Treasurer). Another key SAYMA position that is vacant is Assistant Clerk (and rising Clerk). Jennifer Dickie (Atlanta) has agreed to consider this position at the request of the Nominating Committee. However, to take on this position, SAYMA's Nominating Committee must be able to identify a nominee to assume Jennifer's current role as Clerk of the Yearly Meeting Planning Committee. Jennifer noted that she would be able to continue to serve as a Co-clerk of YMPC through RM 152; however, if she assumes the role of Assistant Clerk, she would like to be able to pay full attention to her new duties during Yearly Meeting 2024.

151-06 Nominating Committee: First Reading of Slate ([Attachment C: Nominating Committee Report](#))

Committee Member Chuck Jones (Chattanooga) presented the Nominating Committee's report and proposed slate. The following slate was presented and corrected in the face of the meeting, to come forward for approval in the afternoon during the second reading of the slate. It was noted that Pat Gailey (Berea) has also agreed to continue to serve as an on site coordinator for Yearly Meeting 2024:

Diane McClusky (Chattanooga Friends Meeting), as a member of the finance committee, 2023-2025. Diane has been the treasurer for Chattanooga Friends Meeting for 12 years now. She will also bring her past experience in bookkeeping, accounting, and as an operations manager of a bank to the committee.

Adrian Mehr (Memphis Friends Meeting), continuing as a representative to Friends World Committee For Consultation, 2023-2026. Adrian has a leading to connect various and diverse Friends in the beloved community. This role is a natural extension of that work.

Judy Geary (Associate, in Boone, NC), continuing as Bookstore coordinator on the Yearly Meeting Planning Committee, 2023-2025. Judy has graciously agreed to continue her work coordinating the bookstore at our Yearly Meeting sessions and bringing her experience to the planning committee as a whole.

Blake Burr (Memphis Friends Meeting), Susan Phelan (Huntsville Friends Meeting), Annie Black (Cookeville Friends Meeting), and Pat Gailey (Berea Friends Meeting), continuing as members of Web Manager Support Committee, 2022-2024.

Bob McGahey (Celo Friends Meeting), continuing as clerk of the Personnel Committee, 2023-2024. Bob agreed to continue on this committee and bring his institutional knowledge to their work together.

Sheri Messimer (Huntsville Friends Meeting), as a member of the Personnel Committee, 2023-2025. Sheri brings a keen intelligence and willingness to serve, along with years of experience in the workforce.

Sven Erik Nilsson (Atlanta Friends Meeting), as a member of Yearly Meeting Planning Committee, 2023-2025. Sven is a young adult friend who has agreed to be the YAF voice on the YMPC. They bring many years of experience with Quaker process and faith, growing up in Atlanta Friends Meeting.

Stacey Sharer (Atlanta Friends Meeting), as a member of the Finance Committee, 2023-2025. Stacey brings a long career in non profit business management and all the skills acquired there. While managing a small theater company in New Orleans she also completed five levels of improv classes, so she knows how to be spontaneous (and funny).

Kim Saderholm (Berea Friends Meeting), as a member of the Yearly Meeting Planning Committee, 2023-2025. Kim has agreed to be an on site coordinator and will bring many other gifts to the committee.

Star Smith (Paul Cuffee Worship Group), as a delegate to FWCC, attending the 2024 gathering in South Africa. Star will bring her knowledge and experience among US Quakers to the issue of racial justice, which will be one of the strands running through the gathering next year.

Lee Ann Swarm (West Knoxville Friends Meeting), as a member of the SAYF Support Committee, 2023-2025. Lee Ann is very familiar with the work of SAYF and will bring many skills and a dedicated spirit to the work.

The report was accepted.

151-07 Report from the Yearly Meeting Planning Committee ([Attachment D: Yearly Meeting Planning Committee Report](#))

Jennifer Dickie (Atlanta), Clerk of the Yearly Meeting Planning Committee, presented the committee's report. She emphasized the committee is now larger and feels "like a full committee." Fifty-four surveys were received from attendees of Yearly Meeting 2023, representing a high response rate and offering detailed comments for improvements in 2024. In a follow-up survey regarding preference for a four-day or a five-day retreat in 2024, responses were evenly split. Input is still being sought (<https://forms.gle/tC3kC57RkJvyS6y19>). A theme for Yearly Meeting 2024 is still being discerned.

The report was accepted.

An announcement was made of the passing of Friend Jeff Strain (Crossville), who died October 28, 2023. Condolences were expressed for Susan Stark.

Following a brief break, the minutes thus far were reviewed in the face of the meeting and approved.

151-08 Report from Uplifting Racial Justice Committee ([Attachment E: Report from Uplifting Racial Justice Committee](#))

Committee Clerk Star Smith (Paul Cuffee) presented the URJ report, beginning with a focus on the committee's mission. She noted that the issue of the dedicated Zoom link has been resolved since the writing of the report.

In response to questions regarding how members can be added to the self-selecting URJ Committee, the URJ Clerk noted that anyone within SAYMA may nominate someone for consideration. URJ reviews nominations for a fit with the committee's mission. In response to a question, Star noted that current membership of URJ includes Paul Cuffee Worship Group members well known to SAYMA - Star Smith, Max Parthas, and Tribal Raine - and also Friends from Asheville, Nashville, and South Carolina.

One of the Co-clerks of Ministry & Nurture questioned the word "dithered" within the report. This Co-clerk noted that the committee has been working hard on issues raised by URJ and expressed that this word may not reflect the committee's work. The URJ Clerk responded that she and the URJ Committee perceive the Ministry & Nurture Committee as dithering. Several Friends expressed their diverse opinions on the phrasing, including a concern for recognizing all are gathered in good faith and a concern for respecting diverse voices. Presiding Co-clerk Margaret Farmer (Asheville) reminded Friends of the passage by Patricia Loring, which had been read at the beginning of the meeting as a centering message. A Friend celebrated SAYMA's growing emphasis on narrative minutes that capture the diversity of perspectives within our body.

The other Co-clerk of Ministry & Nurture expressed a different perspective of the committee work to date in embracing its charge to address the issues raised by URJ. This Co-clerk has observed a pattern of avoidance within the committee, felt the word "dithering" accurately reflects committee progress to date, and hopes in the future the committee will be able to do better in addressing this issue. The URJ Clerk expressed gratitude for this statement.

The report was accepted.

151-09 Ministry and Nurture Committee Report ([Attachment F: Ministry and Nurture Report](#))

Committee Co-clerk Barbara Esther (Asheville) presented the Ministry and Nurture Committee's report.

A Friend invited white Friends to sit with the disproportionate weight of white perspectives and the need to leave space for other perspectives that counter those white perspectives. The URJ Clerk, referring to the previously delivered URJ report, called on Ministry & Nurture to focus its efforts on acknowledgement of the committee's part in SAYMA's past harms and roadblocks to becoming an anti-racist community. The URJ Clerk noted the Finance Committee's recorded acknowledgment of past harms.

A Friend thanked Ministry & Nurture for its labor thus far.

Another Friend noted that there are members of Ministry & Nurture who are not availing themselves of SAYMA's Racial Conflict Transformation Program. This Friend recently heard feedback from Young Adult Friends and Friends of Colors in FGC's Central Committee, who emphasized that the very existence of Quakerism may depend on the denomination's ability to become an anti-racist institution.

Presiding Co-clerk Margaret Farmer (Asheville) thanked Friends for their thoughts. She noted that one reason we are eager to offer a hybrid format for SAYMA Rep Meetings is to allow for fellowship among in-person Friends so that we can more fully be in community and listen to one another's voices as a means to move into right relationship with one another.

The conversation continued. As Presiding Co-clerk, Margaret called for the conversation to be slowed, noting she was hearing argument, wounding, and pain. She invited Friends to breathe deeply together, and she invited members of Ministry & Nurture to speak into the silence if so led. The following messages were shared:

I have experienced the transforming power of Spirit. I will try to listen for the leading of Spirit. Hold us in the light in navigating this. It is only through Spirit we will resolve our differences.

This discussion in Representative Meeting is the same sort of discussion we have had in committee, though more intimately and muted in committee. The committee may need to consider meeting more often. I also hear a lot of hopes pinned on this committee. I don't know if this is fair, but I have heard we are a microcosm of the whole. We take this seriously even though we have not made the progress we wish we had made. I am reminded of the length of time it took us to come to unity regarding patriarchy.

I hope we can be at peace that we are being transparent even if we are embarrassed we have not made more progress. We need the wider community's input to do our work in the committee. I am not displeased to hear the discordant voices here in this meeting.

The Clerk of URJ, one of the organizers of the Racial Conflict Transformation Program, asked those participating in the program to notice patterns of oppression evident within this conversation.

The report was accepted.

Co-clerk Margaret Farmer (Asheville) thanked Friends for their presence and witness in a painful and necessary conversation.

Following a lunch break and centering worship, Co-clerk Daryl Bergquist (Birmingham) asked that the minutes of the morning session be read in the face of the meeting.

The minutes, as read and amended in the face of the meeting, were approved.

151-10 Nominating Committee: Second Reading and Approval of Slate ([Attachment C: Nominating Committee Report](#))

The slate was read for a second time. It was clarified that at this time Jennifer Dickie (Atlanta) is not being brought forward as an Assistant Clerk nominee, with her nomination pending identification of a Clerk of the Yearly Meeting Planning Committee. The Nominating Committee hopes to bring forward her nomination at the Spring Representative Meeting.

Two Friends stand opposed to Star Smith (Paul Cuffee) as a delegate of SAYMA at FWCC's upcoming gathering in South Africa. Other Friends expressed their pleasure at the nomination of Star Smith. The theme of the gathering is "Living the Spirit of Ubuntu: Responding with hope to God's call to cherish creation and one another" and has one strand focused on racial justice ("Healing Historic and Continuing Injustice"), an area of specialization and leading for Star Smith.

The Presiding Co-clerks clarified that Geeta McGahey (Celo), SAYMA's long-term representative to FWCC, was the one who brought forward Star Smith's name as a delegate since Geeta is not able to attend the upcoming gathering. SAYMA's other representative to FWCC is Adrian Mehr (Memphis), who is a member of the Nominating Committee, and who also is planning to attend the FWCC gathering. The Treasurer, who is a member of the Nominating Committee, noted SAYMA has adequate funds to send two people to FWCC's gathering, with those funds held in a restricted account managed by the two FWCC Representatives.

Registration for the FWCC gathering closes in December, with approximately 40 openings

remaining for nominees and approximately 30 openings remaining for “open places” attenders. A Friend who has attended two past FWCC gatherings described her experience at the gatherings - not having a visible role as a representative or delegate but benefiting greatly from exposure to diverse strands of Quakerism.

A Friend asked all Friends to sit with the spirit present in the conversation of this nomination - a spirit that was described as “not loving” and “constrictive.” Several Friends called for a recentering of the Quaker value of listening to Spirit in our roles as SAYMA Representatives rather than to follow the secular norms of representation.

The following clarification was provided from the FWCC web site:

Do I need to be nominated by my Yearly Meeting to attend the World Plenary Meeting in person?

Every yearly meeting in the world is encouraged to send at least two nominated representatives: one in-person, one online. To use a ‘Yearly Meeting Nominee’ place you must be nominated by your Yearly Meeting, and will be asked for the minute and a contact email address in the application form. The invoice will then be sent to your Yearly Meeting treasurer. Your place will be confirmed when it is paid.

In addition to this however there are 100 in person-places designated as ‘open places’, open to Friends traveling on behalf of monthly meetings, area meetings, worship groups, local or village meetings, sections, other Quaker groups and yearly meetings sending more than one representative. These are also open to individuals who feel prayerfully led to take part.

Friends settled into silence. Several Friends spoke more deeply out of that silence. A Friend summarized that we are leaning towards Star Smith’s going as a delegate, although two Friends are standing in the way. This Friend noted that Star Smith’s travels will be as an “open places” attendee and therefore does not necessarily need to be governed by the nominations process. (In reviewing these narrative minutes, a Friend asked if a Young Adult Friend might have the opportunity to attend as an online delegate. This matter has not been brought forward at this time. If the YAF Clerks (yaf@sayma.org) are aware of interest from a YAF, they should follow up with the FWCC Representatives. The cost for online participation is \$130 and can be covered within the designated SAYMA fund.)

A Friend spoke of the importance of continuing revelation and posed the question, “How are we using our words and actions to be in right relationship with one another, including Friends of Color?” This Friend asked for Star Smith’s input regarding her not being nominated as a delegate

to the gathering (and instead being simply financially supported in her travel). Star Smith indicated her desire to attend in person and did not indicate that the delegate designation matters so long as she is able to fully participate. Friends noted the importance of acting expeditiously to resolve this matter in order to secure an in-person place.

A Friend noted that the two proposed travelers to the FWCC gathering are both individuals recognized as Released Friends whose leadings have relevance to the FWCC gathering's theme.

Conversation continued, with Friends' gauging how much time remained to address this topic. One Friend suggested that a called meeting could be scheduled.

Several Friends noted the repetitiousness of Friends' messages, with many messages relaying hearsay and years-old harms. At the same time, Friends expressed appreciation of the importance of giving space to allow this conversation to happen. Patterns of oppression present within the conversation were noted by several Friends

(<https://neym.org/noticing-patterns-oppression-and-faithfulness-working-group>).

Presiding Co-clerk Margaret Farmer (Asheville) reiterated the question, for discernment and for follow-up communication directly with her (clerk@sayma.org): "What would it take for each of us to be in right relationship with one another?"

The following proposed minute was brought forward:

151-10-01 Minute: All nominations are approved as presented and listed on the attachment, with the exception of the nomination of Star Smith as FWCC delegate.

Friends approved.

Following a short break, Co-clerk Daryl Bergquist (Birmingham) asked that the minutes of the morning session be read in the face of the meeting.

The minutes, as read and amended in the face of the meeting, were approved.

151-11 Report from the Treasurer ([Attachment G: Treasurer's Report](#))

Time did not allow for the presentation of the Treasurer's report. The Finance Clerk, Karen Morris (Atlanta), noted that the assessment income for this past year is significantly less than what was projected. The current assessment rate of \$75/person was approved October 1, 2017.

The report was accepted.

151-12 Finance Clerk's Report ([Attachment H: Finance Clerk's Report](#))

Time did not allow for the presentation of the Finance Clerk's report. The Finance Clerk, Karen Morris (Atlanta), confirmed that the cost of Star Smith's travel - if approved by SAYMA's Representatives to FWCC - does not need to be approved by the Finance Committee. The Finance Clerk noted the pressing need of an Ad-hoc Assessments Committee to address recent budget shortfalls as noted within the Treasurer's Report. Those interested in serving on the Ad-hoc Assessments Committee should contact the Co-clerks (clerk@sayma.org).

The report was accepted.

151-13 Report from the Personnel Committee ([Attachment I: Personnel Committee Report](#))

Time did not allow for the presentation of the Personnel Committee's report. Presiding Co-clerk Daryl Bergquist (Birmingham) noted that Susan Phelan (Huntsville) has indicated her desire to retire from the position of administrative assistant. A position description is being drafted, with a goal of filling the position prior to Yearly Meeting 2024.

The report was accepted.

15-14 FGC Central Committee Meeting Report ([Attachment J: Notes from FGC Central Committee Meeting](#))

Time did not allow for the presentation of the notes from the recent meeting in Philadelphia.

The report was accepted.

151-15 Handbook Committee Report ([Attachment K: Handbook Committee Report](#))

Time did not allow for the presentation of the Handbook Committee's report.

The report was accepted.

151-16 SAYF Report ([Attachment L: SAYF Report](#))

Time did not allow for the presentation of the SAYF report.

The report was accepted.

151-17 Junior Yearly Meeting Report ([Attachment M: Junior Yearly Meeting Report](#))

Time did not allow for the presentation of the Junior Yearly Meeting report. However, it was incorporated into the closing of the Representative Meeting.

The report was accepted.

Friends returned to the conversation reflected in 151-10. Presiding Co-clerk Daryl Bergquist (Birmingham) reminded Friends that we have a long way ahead of us in our journey to move past our own narratives to build a healthier community. One Friend expressed her truth or narrative that SAYMA has enabled abusive behavior. Another Friend, who is a Friend of Color, noted that this Friend who expressed her truth or narrative is white. We hold in the light the two Friends who shared their conflicting narratives. Friends are called to bring energy to the hard work ahead of us. Friends are also called to be prepared to feel uncomfortable in this journey and to work to recognize the difference between discomfort and abuse.

151-18 Requested Minute

A Friend requested that Friends minute our appreciation of the Co-clerks and Recording Clerk in navigating this discussion.

151-18-01 Minute: Friends minute our appreciation of the Co-clerks and Recording Clerk in navigating this discussion.

Friends approved.

151-19 Requested Minute

A Friend also asked that Friends minute our appreciation of Susan Phelan, whose hard work as administrative assistant has been a blessing to SAYMA.

151-19-01 Minute: Friends minute our appreciation of Susan Phelan, whose hard work as administrative assistant has been a blessing to SAYMA.

Friends approved.

The minutes for Representative Meeting 151 were reviewed and approved in the face of the meeting.

151-20 Closing Worship - 5:20 pm ET

Friends entered silent worship by listening to the Junior Yearly Meeting report ([Attachment M: Junior Yearly Meeting Report](#)), after which RM151 was closed.

Respectfully submitted,

Daryl Bergquist and Margaret Farmer
Co-clerks
(archived copy is signed)

Blake Burr
Recording Clerk
(archived copy is signed)

Attachment A: Co-clerks' Letter

[\(return to the minutes\)](#)

October 28, 2023

Dear Friends,

We envision Southern Appalachian Yearly Meeting and Association as a religious community grounded in all we do by Spirit, and in which we value differences and conflicts as opportunities both for learning from each other and for personal growth as we forge deeper trusting relationships.

SAYMA is emerging from times of difficulty which were exacerbated by the community's inability to meet due to Covid restrictions. Since the all-virtual June 2021 sessions, spiritual grounding of SAYMA is fostered through weekly early morning meeting for worship, and within the Ministry and Nurture Committee. After a retreat, the M&N Committee met in worship and worship sharing regularly for months before attempting any business. This enabled the committee to deepen in nurturing and guiding the yearly meeting. Other committees critical to the functioning of the yearly meeting were working hard as well. During yearly meeting sessions in June of 2022 the budget was approved, as were nominations for various positions of responsibility, and the SAYMA Racial Conflict Transformation Program was established. SAYMA committees have continued their work in this past year leading up to and during the June 2023 yearly meeting retreat and sessions. SAYMA is blessed to have many hard-working volunteers, several of whom have assumed multiple roles and responsibilities.

This year feels to us like SAYMA is making a few more steps forward. Many Friends and committees took a needed break after annual sessions and retreat. Committees have reconvened with additional Friends joining in to share in the labor that guides and supports SAYMA. In recent years, some Friends and Meetings disengaged from SAYMA. With this increased committee participation, we are beginning to sense a trend of increasing engagement. May this trend continue.

The SAYMA.org website has remained a key means of communications throughout and since the pandemic. **(We encourage you to check that your meeting's information on the site is up to date.)** We meet with the Clerk's Advisory Committee prior to representative meetings and annual sessions in order to assist us in setting the agenda for those business meetings, to provide opportunity for SAYMA committee clerks to learn what is happening in other committees, and to be able to support each other. We have also begun meeting with clerks of SAYMA monthly meetings in a similar manner. A Released Friend has been visiting monthly meetings in person. The SAYMA Racial Conflict Transformation Program provides monthly opportunity for small groups of Friends from varied meetings to share, learn together, and build bonds across the monthly meetings. Many monthly meetings are creating programs and inviting Friends from other meetings to participate. SAYMA no longer has an active newsletter and lacks the connection it provided. **The SAYMA directory needs updating, which requires monthly meeting clerks to forward their meeting's information to our Administrative Assistant.**

We are encouraging SAYMA to find way forward as a more just and a more loving community. We are making mistakes along the way and attempting to learn from them. We invite you to join us in seeking Spirit's guidance during our Representative Meeting 151 which will be held virtually on Saturday, November 4, 2023. **Please continue to consult the SAYMA.org website for registration, reports from SAYMA committees as they are posted, and the proposed agenda as we develop it.**

We ask that you hold all of SAYMA in the Light as we all seek way forward guided by Spirit.

Margaret Farmer and Daryl Bergquist
SAYMA presiding co-clerks

Attachment B: Attendance
([return to the minutes](#))

(intentionally left blank, attendance included in archived copy)

(intentionally left blank, attendance included in archived copy)

Attachment C: Nominating Committee Report
([return to the minutes](#))

Nominating Committee report for Fall Representative Meeting November 4th 2023.

We have continued to meet every other week to listen to each other and to discern how to move forward with our tasks. We are very grateful for the Friends who have stepped forward to help the yearly meeting with its work. After standing up the Web Manager Support Committee at last Fall's Representative Meeting, we failed to approve the people serving on the committee, so we have included them here. Tribal Rain had to decline the position we nominated her to at Yearly Meeting, so we have a vacancy to fill with the FWCC representative. One of our current representatives to this position has moved outside of SAYMA and has not been able to serve. We removed her from that position before her term was up. With a lot of help from outside and inside our committee we now have the following names to bring forward for nomination:

Diane McClusky (Chattanooga Friends Meeting), as a member of the finance committee, 2023-2025. Diane has been the treasurer for Chattanooga Friends Meeting for 12 years now. She will also bring her past experience in bookkeeping, accounting, and as an operations manager of a bank to the committee.

Adrian Mehr (Memphis Friends Meeting), continuing as a representative to Friends World Committee For Consultation, 2023-2026. Adrian has a leading to connect various and diverse Friends in the beloved community. This role is a natural extension of that work.

Judy Geary (Associate in Boone, NC), continuing as Bookstore coordinator on the Yearly Meeting Planning Committee, 2023-2025. Judy has graciously agreed to continue her work coordinating the bookstore at our Yearly Meeting sessions and bringing her experience to the planning committee as a whole.

Blake Burr (Memphis Friends Meeting), Susan Phelan (Huntsville Friends Meeting), Annie Black (Cookeville Friends Meeting), and Pat Gailey (Berea Friends Meeting), continuing as members of Web Manager Support Committee 2022-2024.

Bob McGahey (Celo Friends Meeting), continuing as clerk of the Personnel Committee, 2023-2024. Bob agreed to continue on this committee and bring his institutional knowledge to their work together.

Sheri Messimer (Huntsville Friends Meeting), as a member of the Personnel Committee, 2023-2025. Sheri brings a keen intelligence and willingness to serve, along with years of experience in the workforce.

Sven Erik Nilsson (Atlanta Friends Meeting), as a member of Yearly Meeting Planning Committee, 2023-2025. Sven is a young adult friend who has agreed to be the YAF voice on the YMPC. They bring many years of experience with Quaker process and faith, growing up in Atlanta Friends Meeting.

Stacey Sharer (Atlanta Friends Meeting), as a member of the Finance Committee, 2023-2025. Stacey brings a long career in non profit business management and all the skills acquired there. While managing a small theater company in New Orleans she also completed five levels of improv classes, so she knows how to be spontaneous(and funny).

Kim Saderholm (Berea Friends Meeting), as a member of the Yearly Meeting Planning Committee, 2023-2025. Kim has agreed to be an on site coordinator and will bring many other gifts to the committee.

Star Smith (Paul Cuffee Worship Group), as a delegate to FWCC, attending the 2024 gathering in South Africa. Star will bring her knowledge and experience among US Quakers to the issue of racial justice, which will be one of the strands running through the gathering next year.

Lee Ann Swarm (West Knoxville Friends Meeting), as a member of the SAYF Support Committee, 2023-2025. Lee Ann is very familiar with the work of SAYF and will bring many skills and a dedicated spirit to the work.

Respectfully,

Mark Gooch
Adrian Mehr
Julia Ewen
Pat Gailey
Annie Black
Morgan Murray
Kendall Ivie
Chuck Jones

SAYMA Positions

Colors:	None: no change	New	Continuing	Open
Colors:		Mtg Appointee Op	Term ends	
Positions for SAYMA 2023-		Position	Current Term	Meeting
OFFICERS and INDIVIDUAL POSITIONS				
Daryl	Bergquist	Co-Clerk	2022-2024	Birmingham
Margaret	Farmer	Co-Clerk	2022-2024	Asheville
		Asst Clerk	2023 -	
Blake	Burr	Recording Clerk	2022-2024	Memphis
Kendall	Ivle	Treasurer	2022-2023, 9th Mtg	West Knoxville
		Asst Treasurer	2023-	
Susan	Phelan	Admin Asst		
Autumn	Woodward	SAYF AA		
Blake	Burr	Archivist	2023-2025	Memphis
Charlie	Wilton	Web Manager	2023-2024	Berea
STANDING COMMITTEES				
Ministry	and	Nurture		
Barbara	Esther	Co-Clerk	2023-2024	Asheville
Kevin	Moran	Co-Clerk	2023-2025	Atlanta
Melissa	Prest	member	2022-2024	West Knoxville
Rob	Collins	member	2022-2024	Birmingham
Wood	Bouldin	member	2022-2024	Charleston
Daryl	Bergquist	ex-officio	Co-Clerk	Birmingham
Margaret	Farmer	ex-officio	Co-Clerk	Asheville
Diana	Masso	member	2023-2024	Charleston
Lissa	Place	member appt		Atlanta
		meeting appt		Athens
		meeting appt		Berea
Maggie	Davies	meeting appt		Birmingham
		meeting appt		Celo
		meeting appt		Chattanooga
Brenda	Barrington	meeting appt		Columbia
Annie	Black	meeting appt		Cookeville
		meeting appt		Crossville
		meeting appt		Foxfire
		meeting appt		Greeneville
		meeting appt		Huntsville
Adrian	Mehr	meeting appt		Memphis
		meeting appt		Nashville
		meeting appt		Oxford
Joan	Barnette	meeting appt		West Knoxville
Finance Committee				
Karen	Morris	Clerk	2022-2024	Atlanta
Diane	McCluskey	member	2023-2025	Chattanooga
Anne	Williams	member	2022-2024	West Knoxville
Steve	Olshewsky	member	2022-2024	Berea
Tribal	Raine	member	2023-2025	Paul Cuffee WG
Stacey	Sharer	member	2023-2025	Atlanta
Kendall	Ivle	Treas ex-officio		West Knoxville
		Asst Treasurer		
WQO	Allocations			

SAYMA Positions

Charlie	Wilton	Clerk	2023-2025	Berea
Greeta	MaGahey	member	2023-2025	Celo
		member		
		member		
Personnel	Committee			
Bob	MaGahey	Clerk	2023-2024	Celo
Melissa	Prest	member	2023-2025	West Knoxville
Chris	Debeer	Supervisor	SAYF AA	Swannanoa
Daryl	Bergquist	Supervisor	Admin Asst	
Margaret	Farmer	Supervisor	Admin Asst	
Sherri	Messimer	member	2023-2025	Huntsville
SAYF	Steering			
Chris	DeBeer	clerk	2023-2025	Swannanoa Valley
Jennifer	Dickie	Member	2022-2024	Atlanta
Beth	Meyers	member	2023-2025	Lexington via Berea
Brent	Wolf	member	2023-2025	Atlanta
Asa	Kramer-Dickie	member	2023-2025	Atlanta
Jennifer	Killen	Member	2023-2025	Durham
Robert	Sears	member	2023-2025	Berea
Kelly	Askins	member	2022-2024	Memphis
Ian	Saderholm	member	2023-2025	Berea
		member		
Autumn	Woodward	ex-officio SAYF AA		
SAYE	Support			
		Clerk		
Jennifer	Dickie	member	2023-2025	Atlanta
Aaron	Ruscetta	member	2022-2024	Atlanta
Sig	Christensen	member	2022-2024	West Knoxville
Lee Ann	Swarm	member	2023-2025	West Knoxville
		member		
JYM	Support			
Laura	Lane	Clerk	2022-2024	Asheville
Rose	Black	member	2023-2025	Cookeville
		member		
		member		
		member		
Yearly	Meeting	Planning	Committee	
Jennifer	Dickie	Clerk	2022-2024	Atlanta
		Adult Program		
		Workshops		
		Co-registrar		
		Co-registrar		A
Susan	Phelan	Recording Registrar	Admin Asst	Huntsville
Judy	Geary	Bookstore	2023-2025	Boone
		Asst Bookstore		
Kim	Saderholm	On-Site Coordinator	2023-2025	Berea
Pat	Gailey	Site Coordinator	2022-2024	Berea
Laura	Lane	JYM Rep	2022-2024	Asheville
Sven Erik	Neilson	YAF Rep	2023-2025	Atlanta

SAYMA Positions

Karen	Morris	Worship Coordinator	2022-2024	Atlanta
		Layout Editor		
		SAYF Rep		
Hank	Fay	member	2022-2024	Berea
Millie	Gimmel	member	2022-2024	West Knoxville
Chris	Berg	member	2022-2024	Greenville
Don	Hyde	member	2023-2025	Cookeville
Steve	Livingston	member	2022-2024	Asheville
Lee Ann	Swarm	Member, YMPC	2023-2025	W. Knoxville
Bill	O'Connell	Member, YMPC	2023-2025	Huntsville
<u>Nominating</u>	<u>Committee</u>			
Annie	Black	Co-clerk	2022-2024	Cookeville
Pat	Galley	member	2022-2024	Berea
Chuck	Jones	member	2022-2024	Chattanooga
Morgan	Murray	member	2022-2024	Asheville
Mark	Gooch	member	2022-2024	Birmingham
Julia	Ewen	member	2023-2025	Atlanta
		meeting appt		Asheville
		meeting appt		Athens
		meeting appt		Atlanta
		meeting appt		Berea
		meeting appt		Birmingham
		meeting appt		Celo
		meeting appt		Chattanooga
		meeting appt		Columbia
		meeting appt		Cookeville
		meeting appt		Crossville
		meeting appt		Foxfire
		meeting appt		Greenville
		meeting appt		Huntsville
Adrian	Mehr	meeting appt		Memphis
		meeting appt		Nashville
		meeting appt		Oxford
Kendall	Ivie	meeting appt co-clerk		West Knoxville
<u>Web Manager</u>	<u>Support Committee</u>	<u>Changes from Adhoc to Standing</u>		
Blake	Burr	Clerk	2022-2024	Memphis
Annie	Black	member	2022-2024	Cookeville
Susan	Phelan	member	2022-2024	Huntsville
Pat	Galley	member	2022-2024	Berea
<u>Digital Services</u>	<u>Committee</u>			
<u>Southern</u>	<u>Appalachian</u>	<u>Friend</u>		
		editor		
<u>Operational</u>	<u>Handbook</u>			
		Archivist ex-officio		
Wood	Bouldin	Clerk	2022-2024	Greenbriar Valley
Carol	Nickle	member	2022-2024	West Knoxville
Shahin	Samiei	Member	2023-2025	Memphis
<u>Representatives</u>	<u>to Wider</u>	<u>Quaker</u>	<u>Organizations</u>	
		AFSC Corp		

SAYMA Positions

		AFSC Corp		
Hugh	Thomforde	AFSC Corp	2023-2026	Cookeville
		AFSC Corp		
Susan	Penn	FCNL	2022-2023	Memphis
Jane	Hiles	FCNL	2022-2023	Birmingham
		FCNL		
Kevin	Moran	FGC	2023-2026	Atlanta
Margaret	Farmer	FGC	2021-2024	Asheville
Kit	Potter	FGC	2022-2023	Nashville
Kate	Antony	FLGBTQC	2022-2023	Chattanooga
Star	Smith	FWCC	Delegate 2024	Paul Cuffee WG
		FWCC	2021-2024	
Adrian	Mehr	FWCC	2023-2026	Memphis
Geeta	McGahey	FWCC	2022-2023	Celo
Steve	Olszewsky	Friends Peace Teams	2021-2024	Berea
		Friends Peace Teams		
		Q Earth Witness		
		Q Earth Witness		
		Quaker House		
		RSWR		
		RSWR		
Colors:	None: no change	New Nominee	Continuing	Open
Colors:		Mtg Appointee Open	Term ends	
if someone does not wish to complete term, put this info in notes and mark as open and keep current				

Open Positions

Colors:	Term Ends	Open	Mtg Appoint	Open	Problem
Open Positions for SAYMA 2023-2026			Current Term		
OFFICERS and INDIVIDUAL POSITIONS					
		Assist Clerk	2023-2025		
		Asst Treasurer	2023-2025		
STANDING COMMITTEES					
Ministry	and	Nurture			
		meeting appt		Athens	GA
		meeting appt		Berea	KY
		meeting appt		Celo	NC
		meeting appt		Chattanooga	TN
		meeting appt		Crossville	TN
		meeting appt		Foxfire	TN
		meeting appt		Greenville	SC
		meeting appt		Huntsville	AL
		meeting appt		Oxford	MS
WQO	Allocations				
		member	2023-2025		
		member	2023-2025		
Personnel	Committee				
		member	2023-2025		
		member	2023-2025		
SAYF	Steering				
		member	2023-2025		
SAYF	Support				
		member	2023-2025		
		member	2023-2025		
			2023-2025		
IYM	Support				
		member	2023-2025		
		member	2023-2025		
		member	2023-2025		
Yearly	Meeting	Planning	Committee		
		Adult Program	2023-2025		
		Workshops	2023-2025		
		Co-registrar	2023-2025		
		Co-registrar	2023-2025		
		Asst Bookstore	2023-2025		
		Site Coordinator	2023-2025		
		Layout Editor	2023-2025		
		SAYF Rep	2023-2025		
Nominating	Committee				
		meeting appt		Asheville	
		meeting appt		Athens	GA
		meeting appt		Atlanta	
		meeting appt		Berea	
		meeting appt		Birmingham	

Open Positions

		meeting appt		Celo	
		meeting appt		Chattanooga	
		meeting appt		Columbia	SC
		meeting appt		Crossville	TN
		meeting appt		Foxfire	TN
		meeting appt		Greeneville	SC
		meeting appt		Huntsville	AL
		meeting appt		Nashville	TN
		meeting appt		Oxford	MS
Representatives	to Wider	Quaker	Organizations		
		AFSC Corp	2023-2026		
		AFSC Corp	2023-2026		
		AFSC Corp	2023-2026		
		FCNL	2023-2026		
		Friends Peace Tear	2023-2026		
		Q Earth Witness	2023-2026		
		FWCC	2023-2026		
		Q Earth Witness	2023-2026		
		Quaker House	2023-2026		
		RSWR	2023-2026		
		RSWR	2023-2026		
Southern	Appalachian	Friend			
		editor			
Colors:	Term Ends	Open	Mtg Appoint Open	Problem	

To Be Approved RM151@11.2023

<u>Finance</u>	<u>Committee</u>			
Diane	McCluskey	member	2023-2025	Chattanooga
Stacey	Sharer	member	2023-2025	Atlanta
<u>Representatives</u>	<u>to Wider</u>	<u>Quaker</u>	<u>Organizations</u>	
Star	Smith	FWCC	Delegate	Paul Cuffee Worship
Adrian	Mehr	FWCC	2023-2026	Memphis
<u>Web Manager</u>	<u>Support Committee</u>	<u>Changes from Adhoc to Standing</u>		
Blake	Burr	Clerk	2022-2024	Memphis
Annie	Black	member	2022-2024	Cookeville
Susan	Phelan	member	2022-2024	Huntsville
Pat	Gailey	member	2022-2024	Berea
<u>Personnel</u>	<u>Committee</u>			
Bob	MaGahey	Clerk	2023-2024	Celo
Sherril	Messimer	member	2023-2025	Huntsville
<u>Yearly</u>	<u>Meeting</u>	<u>Planning</u>	<u>Committee</u>	
Sven Erik	Neilson	YAF Rep	2023-2025	Atlanta
Judy	Geary	Bookstore	2023-2025	Boone
Kim	Saderholm	On-Site Coordinator	2023-2025	Berea
<u>SAYF</u>	<u>Support</u>			
Lee Ann	Swarm	member	2023-2025	West Knoxville

Attachment D: Yearly Meeting Planning Committee Report
[\(return to the minutes\)](#)

October 2023

Greetings Friends,

The SAYMA Yearly Meeting Planning Committee has had its first meeting in preparation for SAYMA Sessions and Retreat 2024. I am happy to announce that we have a larger committee this year than in previous years and we welcomed 4 new members to the committee including a young adult Friend representative for the first time in several years! The committee has started and will continue to review the post-SAYMA-survey that was submitted by 54-2023 attendees (8-virtual attendees and 46 in-person attendees). The information these Friends provided will help to guide our planning for 2024.

We are excited to remind you that year's Sessions and Retreat will take place again at Berea College in Berea, Kentucky. This decision was made at a 2023 business session following a poll of attenders about their experience and preference for location for the following year. At this time we anticipate the 2024 Sessions will also be offered virtually in a hybrid format.

The dates for 2024 are **Wednesday, June 19 through Sunday, June 23 or Thursday, June 20 through Sunday June 23**. Last year we offered a 5-day event and received positive feedback about it. We have issued a short one-question survey to see if Friends have a strong preference for a 4 or 5 day experience. We will consider the results of the survey as one point of data as we discern the length of the 2024 SAYMA Sessions and Retreat.

We invite Friends with questions or concerns to contact us at YMPC.SAYMA.org.

Submitted with gratitude for the opportunity to serve in this joyful capacity,

Jennifer Dickie, Clerk SAYMA YMPC

Attachment E: Report of the Uplifting Racial Justice Report
([return to the minutes](#))

SAYMA Uplifting Racial Justice (URJ) Report
Fall 2023

SAYMA Uplifting Racial Justice (URJ) Mission:

To help SAYMA become a welcoming place for Friends of color. The committee will do this by providing safe space for Friends of color to bring their issues and concerns regarding racism within their Monthly Meetings and SAYMA, to find support and advocacy. The committee will also work to raise awareness about white supremacy, aka racism within SAYMA, by compiling and disseminating educational resources.

What we've been doing to fulfill our mission:

URJ provides support, advocacy, spiritual community and empowerment for FOC through the Paul Cuffee Worship Group, the facilitated Friends of color worship/study group that is part of the SAYMA Racial Conflict Transformation Program, informal networking and small gatherings.

URJ provides educational resources through SAYMA's curated anti-racism resource list (on the website), through the SAYMA anti-racism network Google group, and the SAYMA Racial Conflict Transformation Program, "Understanding Racism/White Supremacy: What it IS, How it WORKS, and What Friends Can DO About it."

Concerns: (observable patterns) Continued resistance of some Friends in positions of responsibility, to participation in SAYMA's racial conflict transformation program. Continued hostility from a few so-called weighty Friends and Friends of color who do not support URJ, its mission, and its members. SAYMA Ministry & Nurture continues to dither—for more than a year--over acknowledging their part in the yearly meeting's racial conflicts, necessary apologies and making amends, which any effort toward restorative justice requires. Therefore, URJ expects a progress report from SAYMA Ministry & Nurture.

Plans: Continued outreach/networking to/with anti-racist Friends, racial conflict transformation work, anti-racist spiritual team/community building and organizing, via visitation, formal and informal gatherings, with BIFOC and white antiracist Friends. Continued anti-racism analysis training, and strategic planning among/with BIFOC and anti-racist white Friends. Establishing meetings for worship with attention to continuing revelation/envisioning the possible.

Needs: Funding: for outreach and grassroots reparations*

From the SAYMA website: **SAYMA Uplifting Racial Justice (URJ)** provides support and advocacy for Friends of Color experiencing racism. To that end URJ established an **Uplifting Racial Justice Fund**. It is a donor-restricted tax-exempt fund. Donors may specify the purpose of donor-restricted contributions to the **URJ Racial Justice Fund** in one of three ways:

1. Memo line of check
2. Note or letter accompanying check
3. SAYMA Contribution form: PDF

Questions: Please email treasurer@sayma.org.

URJ also needs a dedicated URJ Zoom link: for networking and community building with Friends of color and anti-racist Friends.

*Grassroots Reparations: Giving generously, according to your capacity, trusting the recipients to know what is best for themselves, and without waiting for an act of Congress.

Approved by SAYMA Uplifting racial Justice on 10.30.2023
Submitted by Star Smith, clerk of URJ

Attachment F: Ministry and Nurture Report
[\(return to the minutes\)](#)

Report of the Ministry and Nurture Committee

Tenth Month 31. 2023

Friends serving on the Ministry and Nurture Committee (M&N) are delighted that two new Friends have joined the committee. They are Lissa Place, Atlanta; and Brenda Barrington, Columbia. We now number fifteen, including the co-clerks of the yearly meeting and the three SAYMA appointed members.

A dozen of us participated in an annual retreat, this time at the Ferguson cabins in Tiger, Georgia, with the generous support of Atlanta Friends Meeting on October 13-15. Eight of us met in person, and four virtually for a Saturday session being held over Zoom, with Folami Adams (Atlanta) as facilitator. Our theme was deepening the beloved community. We found the morning session very valuable and continued learning on Saturday afternoon by listening to Bridget Moix's recent Stephen Cary Lecture entitled Forging the Beloved Community at Pendle Hill. Our time together was spent in community for meals, story-telling, laughter, discussion, listening and worship.

As a committee, we have met several times to discern way forward on the Proposed Minutes regarding SAYMA URJ (from Representative Meeting 149, October 2022). We have focused on the proposed minutes as written and, even when including the messages from Friends during the 2023 Annual Sessions and Retreat have not come to a clear sense of the meeting within our Committee. We have shared but not fully refined the vision each of us has for SAYMA. SAYMA Ministry and Nurture Committee, and, SAYMA as a whole, have yet to find unity in Spirit, because of our attachment to differing perspectives and narratives concerning the fundamental issues in regard to the proposed minutes.

We recognize this report does not include specific actions to resolve the conflicts within SAYMA. Although we are not in unity at this time, our practice of listening deeply to one another has moved us closer to understanding, and gives us hope and intention of finding way forward, led by the transformative power in Spirit.

Yours in the Light,

Ministry and Nurture Committee Members

Joan Barnette, West Knoxville	Barbara Esther, co-clerk, Asheville
Brenda Barrington, Columbia	Margaret Farmer (ex-officio), Asheville
Daryl Bergquist (ex-officio), Birmingham	Diana Masso, Associate, Charleston WV
Annie Black, Cookeville	Bob McGahey, Celo
wood bouldin, Associate, Greenbrier WG	Adrian Mehr, Memphis
Rob Collins, Birmingham	Kevin Moran, co-clerk, Atlanta
Maggie Davies, Birmingham	Lissa Place, Atlanta

Melissa Preat, West Knoxville

Attachment G: Treasurer's Report

[\(return to the minutes\)](#)

Date: November 4, 2023
To: Representative Meeting 151
From: Kendall Ivie, Treasurer
Re: Treasurer's Report

In the fall of 2020 Jackson Napier replaced Carol Lamm as SAYMA's treasurer. Carol was helping Jackson learn the ropes as the new treasurer. When Carol died that fall, I purchased QuickBooks so that I could help Jackson in his new position. Tim Lamm also helped Jackson learn to use QuickBooks. By December Jackson felt overwhelmed by the responsibilities of the treasurer's position and resigned. I stepped forward to be Acting Treasurer and was later approved as Treasurer. My term has ended, and no new treasurer nor Assistant Treasurer has been found.

In the spring of 2023, I converted to QuickBooks Online so that others could be trained and help me with the duties. Diane McClusky has agreed to help me with QuickBooks Online.

Since the YM 2023 Sessions, my heart is no longer in during this job. I have been getting all the bills paid but have not kept up with entering and verifying all the data that needs to be done.

SAYMA's fiscal year is October – September, so the attached reports are for the complete fiscal year 2023 which ended September 30, 2023.

General items of note.

- QuickBooks online pulls information directly from the PNC Bank account. On 11/3/2023 QuickBooks Online reported \$39,400.35 in PNC Bank, but its entries showed \$37,294.89. I am working to reconcile the 2 numbers. Some expenses are reported twice.
- The transfer of \$1500 to Southern Appalachian Young Friends (SAYF) for FY 2024 has occurred.
- At YM 2022 we budgeted Assessments for FY 2023 at \$46,467 and at the Fall 2022 RM we changed it to \$51,000. FY 2023 Assessments were \$42,838.25.
- Donations to the General Fund were \$3,286.62 which was 110% of the budget.
- The YM 2023 Sessions had income of \$37,921.69 and expenses of \$34,997.88. This gave a surplus of \$2,923.81.

Fund Activity

From the Kenworthy Charitable Trust \$4,570 was used as scholarships to bring YAFs to YM Sessions 2023 an additional \$200 was used to support an individual YAF.

The Released Friend Fund granted a total of \$10,000 to two individuals and received donations of \$694.00.

SAYMA
Balance Sheet Prev Year Comparison
As of September 30, 2023

	Total		Change	% Change	Notes
	As of Sep 30, 2023	As of Sep 30, 2022 (PY)			
ASSETS					
Current Assets					
Bank Accounts					
Checking - BankAm	0.00	7,467.38	-7,467.38	-100.00%	
Checking - PNC	43,204.58	67,003.40	-23,798.82	-35.40%	
Money Mkt - Self Help	39,554.52	39,639.55	944.97	2.45%	
SAYF Checking - First Bank	6,026.54	4,713.60	3,312.94	70.26%	Not Updated
Total Bank Accounts	\$ 90,895.64	\$ 117,903.93	-\$ 27,008.29	-22.91%	
Total Current Assets	\$ 90,895.64	\$ 117,903.93	-\$ 27,008.29	-22.91%	
TOTAL ASSETS	\$ 90,895.64	\$ 117,903.93	-\$ 27,008.29	-22.91%	
LIABILITIES AND EQUITY					
Liabilities					
Current Liabilities					
Other Current Liabilities					
Payroll Liabilities					
Federal Taxes (941/943/944)	-1,424.06	0.00	-1,424.06		
Total Payroll Liabilities	-\$ 1,424.06	\$ 0.00	-\$ 1,424.06		
Payroll taxes payable	0.00	0.00	0.00		
AL payroll taxes due	106.56	89.24	17.32	19.41%	
Federal PR taxes due	355.51	1,261.52	-906.01	-71.82%	
NC payroll taxes due	0.00	3.00	-3.00	-100.00%	
Total Payroll taxes payable	\$ 462.07	\$ 1,353.76	-\$ 891.69	-65.87%	Need to work with Intuit to correct
Total Other Current Liabilities	-\$ 961.99	\$ 1,353.76	-\$ 2,315.75	-171.06%	
Total Current Liabilities	-\$ 961.99	\$ 1,353.76	-\$ 2,315.75	-171.06%	
Total Liabilities	-\$ 961.99	\$ 1,353.76	-\$ 2,315.75	-171.06%	
Equity					
Donor-Restricted Funds					
FWCC 3rd World Delegates	150.00	1,150.00	-1,000.00	-86.96%	
FWCC SAYMA Intl Delegates	1,100.00	1,100.00	0.00	0.00%	
Kenworthy Charitable Trust	16,190.00	20,960.00	-4,770.00	-22.76%	
Racial Conflict Transformation	2,740.00	0.00	2,740.00		
URJ Fund	1,624.30	1,669.30	155.00	9.29%	
Total Donor-Restricted Funds	\$ 22,004.30	\$ 24,879.30	-\$ 2,875.00	-11.56%	
Funds Designated by SAYMA					
Reserves	22,206.00	18,206.00	4,000.00	21.97%	
Set-Aside Funds					
Fund - Boone MM In Trust	2,677.00	2,677.00	0.00	0.00%	
Fund - FWCC 3rd World Delegates	6,600.00	3,600.00	3,000.00	83.33%	
Fund - FWCC SAYMA Intl Delegate	5,400.00	3,600.00	1,800.00	50.00%	
Fund - Released Friend	859.00	10,165.00	-9,306.00	-91.55%	
Fund - SAYF	6,026.54	4,713.60	3,312.94	70.26%	
Fund - Spiritual Development	1,596.04	2,746.80	-648.76	-30.90%	
Fund - Uplifting Racial Justice	622.22	622.22	0.00	0.00%	
Fund - YAF Scholarship	614.75	614.75	0.00	0.00%	
Fund - Youth Enrichment	2,696.00	2,696.00	0.00	0.00%	
Total Set-Aside Funds	\$ 29,393.55	\$ 31,633.37	-\$ 2,041.82	-6.45%	
Total Funds Designated by SAYMA	\$ 51,801.55	\$ 49,843.37	\$ 1,958.18	3.93%	
Undesignated Equity	15,051.70	41,027.00	-\$ 23,775.72	-56.84%	
Total Equity	\$ 91,857.63	\$ 116,550.17	-\$ 24,692.54	-21.19%	
TOTAL LIABILITIES AND EQUITY	\$ 90,895.64	\$ 117,903.93	-\$ 27,008.29	-22.91%	



SOUTHERN APPALACHIAN YEARLY MEETING AND ASSOCIATIO

Income and Expense
October 2022 - September 2023

	TOTAL
Income	
Assessments	0.30
Asheville	4,125.00
Athens	600.00
Atlanta	14,250.00
Berea	1,762.50
Birmingham	2,625.00
Celo	2,325.00
Charleston	562.50
Chattanooga	1,886.70
Columbia	1,800.00
Cookeville	575.00
Greenville	825.00
Huntsville	1,120.00
Memphis	3,000.00
Nashville	3,937.50
West Knoxville	2,643.75
Total Assessments	42,038.25
Contributions to SAYMA	
Contrib to DR RCT	6,321.23
Contrib to DR Released Friend Fund	694.00
Contrib to DR YM Sessions Scholarship	325.00
Contrib to General Fund	3,286.62
Total Contributions to SAYMA	10,626.85
Interest - Money Mkt	550.02
Publication Sales	
Pub Sales - F&P	55.92
Total Publication Sales	55.92
Transfers In from General Fund	8,800.00
YM Sessions Income	
YM Bookstore	509.64
YM Registration Receipts	32,467.05
Total YM Sessions Income	32,976.69
Total Income	\$95,047.73
GROSS PROFIT	\$95,047.73
Expenses	
DR or Set-Aside Fund Expense	3,045.00
Grants	10,200.00

Accrual Basis Friday, November 3, 2023 10:16 PM GMT-04:00

	TOTAL
Junior Yearly Mtg Exp	
JYM Staff	
JYM Asst Coordinator	1,334.00
JYM Coordinator	4,040.00
Total JYM Staff	5,374.00
JYM Supplies, Sitters, Misc	167.39
Total Junior Yearly Mtg Exp	5,541.39
SAYMA Operations	
Banking Costs	0.00
Bookkeeping Costs	317.89
Liability Insurance	895.00
Office Admin	
Office - Gullford Archiving	150.00
Office - Phone ISP	1,073.69
Office - Volunteer Bkgrnd Chks	407.44
Travel - Office Staff	471.73
Total Office Admin	2,102.86
Personnel	
Payroll Service Expenses	919.31
Payroll Taxes - SAYMA share	2,128.60
Salaries - gross	27,824.64
Total Personnel	30,872.55
Publication Expenses	
Pub Exp - Faith & Practice	51.18
Pub Exp - Web & Hosting Svcs	438.83
Total Publication Expenses	490.01
SAYMA Committees	
Cmte Exp - Contingency Pool	7,638.78
Cmte Exp - YM Planning	138.78
Total SAYMA Committees	7,777.56
Transfer to SAYF	3,000.00
Travel Reimbursements	
Travel - WQO Delegates	4,228.03
Total Travel Reimbursements	4,228.03
Total SAYMA Operations	49,683.90
Set-aside Fund Annl Allotments	
FWCC 3rd World Delegate Allot	3,000.00
FWCC SAYMA Intl Delegates Allot	1,800.00
Spiritual Devt Annl Allotment	0.00
Total Set-aside Fund Annl Allotments	4,800.00
Transfer to Reserve	4,000.00
WQO Annual Contributions	
WQOs - Membership	
WQO - FGC	1,250.00
WQO - FWCC	1,250.00
Total WQOs - Membership	2,500.00

Accrual Basis Friday, November 3, 2023 10:16 PM GMT-04:00

	TOTAL
WQOs - Other	
WQO - AFSC	600.00
WQO - BQEF	300.00
WQO - FCNL	900.00
WQO - FLGBTQ	300.00
WQO - Friends Journal	600.00
WQO - Friends Peace Teams	300.00
WQO - Quaker Earthcare Witness	900.00
WQO - Quaker House	900.00
WQO - Quaker Volunteer Service	600.00
WQO - Right Sharing World Res	600.00
Total WQOs - Other	6,000.00
Total WQO Annual Contributions	8,500.00
YM Sessions Expense New	
Audio Visual - zoom, internet, equipment rental, staff	2,677.94
Bookstore	
Books, Supplies, Shipping	980.93
Total Bookstore	980.93
Printing, Phone, etc.	86.85
Registration	
Fees	1,428.59
Payment Processing Fees	794.07
Total Registration	2,222.66
Speakers, Guests and Entertainment	
Honoraria, etc.	430.00
Travel	505.10
Total Speakers, Guests and Entertainment	935.10
Venue	
Facilities and Conference Fees	5,720.00
Lodging	675.00
Attender	6,300.00
JYM	20.00
SAYF	1,400.00
Staff and Guests	175.00
Total Lodging	8,570.00
Meals	
Attender	12,944.00
Total Meals	12,944.00
Sales Tax	860.40
Total Venue	28,094.40
Total YM Sessions Expense New	34,997.88
Total Expenses	\$120,768.17
NET OPERATING INCOME	\$ -25,720.44
NET INCOME	\$ -25,720.44

Accrual Basis Friday, November 3, 2023 10:16 PM GMT-04:00

SOUTHERN APPALACHIAN YEARLY MEETING AND ASSOCIATIO

Budget vs. Actuals: FY_2022_2023 - FY23 P&L

October 2022 - September 2023

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Income				
Assessments	0.30	4,533.00	-4,532.70	0.01 %
Asheville	4,125.00	5,025.00	-900.00	82.09 %
Athens	600.00	0.00	600.00	
Atlanta	14,250.00	14,250.00	0.00	100.00 %
Berea	1,762.50	3,450.00	-1,687.50	51.09 %
Birmingham	2,625.00	2,100.00	525.00	125.00 %
Brevard		300.00	-300.00	
Celo	2,325.00	3,300.00	-975.00	70.45 %
Charleston	562.50	1,000.00	-437.50	56.25 %
Chattanooga	1,886.70	1,960.00	-73.30	96.26 %
Columbia	1,800.00	3,000.00	-1,200.00	60.00 %
Cookeville	575.00	900.00	-325.00	63.89 %
Greenville	825.00	750.00	75.00	110.00 %
Huntsville	1,120.00	1,120.00	0.00	100.00 %
Memphis	3,000.00	3,000.00	0.00	100.00 %
Nashville	3,937.50	3,375.00	562.50	116.67 %
Oxford		200.00	-200.00	
West Knoxville	2,643.75	2,737.00	-93.25	96.59 %
Total Assessments	42,038.25	51,000.00	-8,961.75	82.43 %
Contributions to SAYMA				
Contrib to General Fund	3,286.62	3,000.00	286.62	109.55 %
Total Contributions to SAYMA	3,286.62	3,000.00	286.62	109.55 %
Interest - Money Mkt	944.97	100.00	844.97	944.97 %
Publication Sales				
Pub Sales - F&P	55.92	0.00	55.92	
Total Publication Sales	55.92	0.00	55.92	
YM Sessions Income				
YM Bookstore	509.64	1,300.00	-790.36	39.20 %
YM Registration Receipts	32,467.05	31,100.00	1,367.05	104.40 %
YM Scholarship Contributions		5,700.00	-5,700.00	
Total YM Sessions Income	32,976.69	38,100.00	-5,123.31	86.55 %
Total Income	\$79,302.45	\$92,200.00	\$ -12,897.55	86.01 %
GROSS PROFIT	\$79,302.45	\$92,200.00	\$ -12,897.55	86.01 %
Expenses				
Junior Yearly Mtg Exp		6,500.00	-6,500.00	
JYM Staff		0.00	0.00	
JYM Asst Coordinator	1,334.00	0.00	1,334.00	
JYM Coordinator	4,040.00	0.00	4,040.00	
Total JYM Staff	5,374.00	0.00	5,374.00	
JYM Supplies, Sitters, Misc	167.39	0.00	167.39	
Total Junior Yearly Mtg Exp	5,541.39	6,500.00	-958.61	85.25 %

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
SAYMA Operations				
Bookkeeping Costs	317.89	0.00	317.89	
Liability Insurance	895.00	900.00	-5.00	99.44 %
Office Admin				
Office - Duplication		50.00	-50.00	
Office - Guilford Archiving	150.00	150.00	0.00	100.00 %
Office - Officer Expense		150.00	-150.00	
Office - Phone ISP	1,073.69	1,200.00	-126.31	89.47 %
Office - Postage		50.00	-50.00	
Office - Supplies, Equip, Misc		50.00	-50.00	
Office - Volunteer Bkgrnd Chks	407.44	300.00	107.44	135.81 %
Travel - Office Staff	471.73	800.00	-328.27	58.97 %
Total Office Admin	2,102.86	2,750.00	-647.14	76.47 %
Personnel				
Payroll Service Expenses	919.31	0.00	919.31	
Payroll Taxes - SAYMA share	2,128.60	0.00	2,128.60	
Salaries - gross	27,824.64	0.00	27,824.64	
Total Personnel	30,872.55	31,360.00	-487.45	98.45 %
Publication Expenses				
Pub Exp - Faith & Practice	51.18	0.00	51.18	
Pub Exp - Web & Hosting Svcs	438.83	500.00	-61.17	87.77 %
Total Publication Expenses	490.01	500.00	-9.99	98.00 %
SAYMA Committees				
Cmte Exp - Contingency Pool	7,638.78	8,000.00	-361.22	95.48 %
Cmte Exp - Earthcare		0.00	0.00	
Cmte Exp - Faith & Practice		0.00	0.00	
Cmte Exp - Finance		0.00	0.00	
Cmte Exp - Ministry & Nurture		200.00	-200.00	
Cmte Exp - Nominating		0.00	0.00	
Cmte Exp - Outreach		0.00	0.00	
Cmte Exp - Upl Racial Justice		0.00	0.00	
Cmte Exp - WQO Allocations		0.00	0.00	
Cmte Exp - YM Planning	138.78	200.00	-61.22	69.39 %
Total SAYMA Committees	7,777.56	8,400.00	-622.44	92.59 %
Transfer to SAYF	3,000.00	3,000.00	0.00	100.00 %
Travel Reimbursements				
Travel - WQO Delegates	4,228.03	7,000.00	-2,771.97	60.40 %
Total Travel Reimbursements	4,228.03	7,000.00	-2,771.97	60.40 %
Total SAYMA Operations	49,683.90	53,910.00	-4,226.10	92.16 %
Set-aside Fund Annl Allotments				
FWCC 3rd World Delegate Allot	3,000.00	3,000.00	0.00	100.00 %
FWCC SAYMA Intl Delegates Allot	1,800.00	1,800.00	0.00	100.00 %
Total Set-aside Fund Annl Allotments	4,800.00	4,800.00	0.00	100.00 %
Transfer to Reserve	4,000.00	4,000.00	0.00	100.00 %
WQO Annual Contributions				
WQOs - Membership				
WQO - FGC	1,250.00	1,250.00	0.00	100.00 %
WQO - FWCC	1,250.00	1,250.00	0.00	100.00 %

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Total WQOs - Membership	2,500.00	2,500.00	0.00	100.00 %
WQOs - Other		6,000.00	-6,000.00	
Total WQO Annual Contributions	2,500.00	8,500.00	-6,000.00	29.41 %
Yearly Meeting Expenses Old				
Facilities & Services Exp				
YM Accommodations & Meals		34,200.00	-34,200.00	
YM Financial Service Fees		0.00	0.00	
YM Services & Honoraria		1,200.00	-1,200.00	
YM Supplies		400.00	-400.00	
Total Facilities & Services Exp		35,800.00	-35,800.00	
YM Bookstore		1,300.00	-1,300.00	
YM Print Post Phone Misc		1,000.00	-1,000.00	
Total Yearly Meeting Expenses Old		38,100.00	-38,100.00	
Total Expenses	\$86,525.29	\$115,810.00	\$ -49,284.71	57.44 %
NET OPERATING INCOME	\$12,777.16	\$ -23,610.00	\$36,387.16	-54.12 %
NET INCOME	\$12,777.16	\$ -23,610.00	\$36,387.16	-54.12 %

Attachment H: Finance Clerk's Report
[\(return to the minutes\)](#)

Finance Clerk's report November 4, 2023

FY 2024 began October 1, 2023. We are not requesting changes in the FY 2024 budget at this time, although we may be bringing a change to the March Reps meeting.

The grants subcommittee is writing grant applications for funding for the Racial Conflict Transformation program.

The budget sub-committee will be seeking input for the FY 2025 budget year in February and March 2024 from people in positions of responsibility in SAYMA.

The committee had a recent discussion about the possibility of going forward with the position of bookkeeper, which was discussed last year and not put forward in the FY 2023 budgeting cycle.

As clerk, I thank each of the monthly meetings for making their assessment contributions in a timely way.

Respectfully submitted,

Karen Morris, clerk, Atlanta MM.

Attachment I: Report of the Personnel Committee
[\(return to the minutes\)](#)

SAYMA is seeking a part-time Administrative Assistant who will serve as the primary contact and source of information for SAYMA. The admin assistant is a vital contributor to the planning and logistics for our annual Yearly Meeting Sessions as well as being responsible for administrative functions for the Yearly Meeting.

The time commitment for this position averages 30% of a full-time position over the course of the year. The weekly hours are flexible, with more hours required right before and during the Yearly Meeting and Representative Meeting Sessions and less work between those high-volume times.

Solid administrative skills should include comfort with the technical aspects of online meetings, since some of the Yearly Meeting gatherings and representative meetings are either hybrid or fully online.

We expect to post the job description and begin the search on November 15, with the goal of having the candidate train during preparations for our yearly gathering in spring 2024.

SAYMA Personnel Committee: Bob McGahey (Clerk), Melissa Preast, Sherri Messimer

Attachment J: Notes from FGC Central Committee Meeting
([return to the minutes](#))

Notes from Friends General Conference Central Committee meeting 10/2023

Minute of Purpose: Friends General Conference with Divine guidance, nurtures the spiritual vitality of the Religious Society of Friends (Quakers) by providing programs and services for Friends, meetings, and seekers.

Consider this query in any spiritual discernment process: ***How does this decision support our Meeting in a goal to transform into an actively anti-racist faith community?***

A Friend of Color remarked how she feels at Central Committee meetings: “I am tired of you making me cry.” Her heart-felt sharing of her experiences of harm from White Friends touched all who were present. There was profound silence, followed by powerful vocal ministry. Friends of Color took time that evening to process. White Friends failed to take similar action as a group. (missed opportunity/pattern)

When we considered our finances, young adults shared that they prioritize the use of money very differently in this particular era. Their perspective contrasts with commonly-held habits from our past. Young adults expressed their feelings, and when they did not feel heard, they persisted in asserting themselves until everyone recognized what they were saying. We need to change the way we prioritize our actions on all levels.

We talked about the endings of things. We must face and live into all that is going on in the present and seek how Spirit leads us forward. (example: 20% - 50% of meetings may not exist in 20 years.) We must let go of how we have ‘always done things’ and be faithful to Spirit’s leading in the moment.

FGC’s 2024 approved budget calls for another large drawdown from reserves. Central Committee approved an expanding budget plan that looks out 5 years instead of just one year, to supply a better overall picture.

Friends stressed the necessity of Zoom worship. It should not be treated as less important. Zoom worship will grow. People on Zoom are “in person” equally!

Representatives: Margaret Farmer, Kevin Moran and Kit Potter

LINKS FROM FGCQUAKER.ORG

Link Spiritual Deepening <https://www.fgcquaker.org/fgcprograms/spiritual-deepening-program/>

Encountering Spirit Retreat: Save the Date! Friday Feb 16, 2024-Monday Feb 19, 2024
<https://www.fgcquaker.org/event/encountering-spirit-retreat-save-the-date/?sd=1708059600>

Thursday, Jan 11, 2024 God is Within Her; Quakers experience The Color Purple (a film discussion)
<https://www.fgcquaker.org/event/color-purple-film-discussion/?sd=1704949200>

Thursday Nov 9, 2023 God is Within Her; Quakers experience The Color Purple—A book discussion with Rashid Darden <https://www.fgcquaker.org/event/the-color-purple-with-rashid/?sd=1699506000>

2024 Gathering of Friends General Conference June 30-July 6, 2024 at Haverford College in Haverford, Pennsylvania Theme: “Rooted in Story” <https://www.fgcquaker.org/fgcprograms/the-gathering/>

Attachment K: Handbook Committee Report
[\(return to the minutes\)](#)

Handbook Committee Report to RM November 4, 2023

The Handbook Committee has met twice since YM. We realized early on that we will need to be in dialogue with the F&P revision committee before pursuing a great part of our task. We are reviewing the existing document, developing knowledge of its editorial general issues and in the process learning how to use Google Docs as a group editorial platform. We are also in the beginning stages of working up a style sheet and a consistent organizational structure and table of contents that will allow users to go directly to any section or major subsection of interest.

It may be noted here that, especially with the addition of the 2020 overhaul of the finance section the Handbook will probably double in size. It's thus a good thing it will be on line.

For the Committee,

wood bouldin, clerk

Attachment L: SAYF Report
[\(return to the minutes\)](#)

SAYF Report

October 2023

Through many seasons, we are struck by how SAYF is able to persistently generate a culture of inclusive, caring, and intentional community. Many of the committed young Friends who were with SAYF through COVID graduated in June, yet we continue to see Spirit moving as SAYF revitalizes and welcomes in the new. We started this new year with 15 young Friends who started SAYF last year, and six young Friends who joined the group of Nurturers who plan and support the youth-led retreats. Steering committee also starts the year with three new members, bringing fresh perspectives to the group of adults supporting the youth community. It promises to be a year of new energy and we are excited to continue and create anew the magic of SAYF.

We look forward to continuing this growth in the upcoming retreats. The beginning of our new year started with a nurturers' retreat in August, with 7 nurturers as well as steering committee members. Only one nurturer was returning from last year, and we spent some time thinking about how to support this new group as they create the safe space for the SAYF community to grow. Some of the major topics of discussion were around how to address conflicts that naturally arise in a way that honors diverse cultural identities, as well as Quaker process. The Nurturers practiced using clearness committees, which have a long history in SAYF retreats, but have not been used recently. We talked about our experiences of technology as both a barrier to engagement, as well as a tool for connection, especially for neurodivergent youth.

September was the first full retreat of the year, planned by Atlanta young friends, with a theme of "metamorphosis: grow into your SAYF self". We were excited to have several new young friends join a group of returning SAYFers. When this report is provided, we will have had our second retreat, hosted by Berea young friends at the West Knoxville meeting house. Retreat rates have been raised by \$5 to \$40 per teen, to more accurately reflect retreat costs amidst rising inflation. We remain committed to ensuring youth can participate in SAYF regardless of financial situation, and scholarships continue to be available for any families who request them.

As COVID continues to wax and wane in our communities, we have deeply considered what precautions we should keep, and which ones are no longer necessary. We ask that youth skip retreats if they have COVID, or are still within the 5 day window of testing positive for COVID. If a participant develops symptoms of a contagious illness during a retreat, Friendly Adult Nurturers (FANs) will follow our guidelines to minimize the risk of exposing others, and if needed, will contact parents. We still follow local meeting guidelines regarding COVID as well. The SAYF Support Committee and Steering Committee continues to look for additional volunteers to ensure we can support SAYF for years to come. We welcome parents and guardians to become FANs, and have held our first FAN training of the year.

Attachment M: Junior Yearly Meeting Report
[\(return to the minutes\)](#)

JYM Report for Representatives Meeting 151

On the weekend of October 20th-22nd, the Asheville Meeting hosted the 2nd JYM Family retreat. Our goal for these retreats is to build and strengthen relationships between the children of SAYMA, connect families, and strengthen the ties between meetings and SAYMA.

This retreat was attended by 18 children ages 2-11, and their families. We had folks attending from five Meetings– Asheville Friends Meeting, Atlanta Friends Meeting, Columbia Friends Meeting, Swannanoa Valley Friends Meeting, and the Nashville Friends Meeting. We enjoyed a full weekend of laughing, playing, hiking, creating, and preparing food together. Many of the children had not met before and left looking forward to the next time they would be together.

On Sunday, after the rise of Meeting, while the grownups were lingering over their plates and enjoying conversation, about 10 kids piled onto a piece of playground equipment on the grounds. When I approached, they exclaimed that they had just taken their car around the world three times and that it was powered by ice cream. After another trip around the world, they decided that their car was powered by singing. The entire group of kids continued their journey while they belted out “Magic Penny” at the top of their lungs. Their words linger in my heart– Love is something if you give it away, you end up having more.

We look forward to continuing to nurture the youngest friends in SAYMA with our programming, during the summer sessions, and throughout the year.

Respectfully submitted,
Laura Lane, clerk of JYM
Asheville Friends Meeting

JYM Committee Members: Laura Lane & Rose Black