

**Southern Appalachian Yearly Meeting and Association
Warren Wilson College, Swannanoa, North Carolina
48th Annual Meeting, June 14–17, 2018**

Thursday, June 14

48-01 Opening Worship

Friends gathered for the 48th annual gathering of SAYMA beginning with an extended period of worship.

48-02 Welcome

Jon Saderholm, Clerk, welcomed everyone to our yearly meeting sessions.

48-03 Introductions/Roll Call [See Attachment A: Attendance]

Meeting attendees were asked to stand as their meeting was called. Liz Dykes introduced herself as a visitor from Savannah Monthly Meeting, sojourning in Gainesville Monthly Meeting, South Eastern Yearly Meeting. John Meyer, representing Friends General Conference also greeted us.

48-04 Agenda Review

The proposed agenda was accepted with no changes.

48-05 Appoint the Epistle Committee

The task of the Epistle Committee is to convey the spirit and essence of our gathering in a written document. John Innes (West Knoxville), Wood Bouldin (Greenbrier Valley Worship Group) and Hank Fay (Berea) agreed to write the epistle.

48-06 Appoint the Naming Committee

Carol Nickle (West Knoxville), Patti Hughes (Asheville) and Chris Berg (Greenville) volunteered to do this work of finding new members for the Nominating Committee.

48-07 Reports

• **Administrative Assistant**

Our “Lame Duck” administrative assistant, Liz Dykes, gave her report orally, handing over the office to Susan Phelan, incoming administrative assistant. Liz stressed that so many details have to be handled and so much depends on Friends communicating and submitting requested information in a timely manner. We are reminded that Susan lives in the Central Time Zone. We were also urged to support the job Susan has to do. There are a few copies of committee and Wider Quaker Organization (WQO) reports for the Friends who requested them. Three large-print copies were requested. We are making efforts to reduce waste by not making copies when Friends can download reports.

- **Treasurer – Roger Wise [See Attachment B: Treasurer’s Report]**

Roger Wise (Charleston), Treasurer, informed us that Carol Lamm (Berea) will be the treasurer beginning in September. Although we will have a deficit this year, we are in good shape. We were provided with a basics primer: income sources, set-aside funds, and wider Quaker organizations. A pie chart showed the way our expenses are distributed. The deficit will need to be addressed by the end of the year. We will end up with about \$13,000 in reserves. Almost 59% of assessments are in and about half of yearly meeting income has been collected. Our set-asides are the wild card in the budget, not having been allotted in the original budget. Roger urges us to continue to be concerned about our sustainability even though SAYMA is generally in good financial condition. Some contributions to support the set-aside funds have come in; our reserves and cash on hand will tide us over. Carol Lamm explained that set-aside funds for a particular purpose can be laid down if they are dormant for many years. Additionally, there are earmarked contributions and funds for committee work.

48-08 Committee Reports

- **Ministry and Nurture – Thais Carr [See Attachment C: Committee Reports]**

Thais Carr (Nashville), Co-Clerk of Ministry and Nurture, reminded Friends that the monthly meetings play a role in the composition of the committee by appointing representatives. If balance and diversity is sought the monthly meetings need to thoughtfully appoint for gender and racial balance. The State of SAYMA report was read.

- **Handbook – Kendall Ivie**

Kendall Ivie, (West Knoxville), Clerk, reported that Handbook documents were lost and are being reassembled.

- **Personnel –Barbara Esther [See Attachment C: Committee Reports]**

Barbara Esther, (Asheville), Clerk, provided a review of the hiring process and other charges for the committee were delineated.

48-09 Wider Quaker Organization Reports

Friends General Conference- John Meyer

John described the function of FGC as a clearinghouse to gather good ideas from the yearly meetings to share the good things happening and assist each other as each of us grows. One particular need is to reach out to Young Friends and widely dispersed Friends such as those in school away from their home meetings. Another emphasis is to examine structural racism in FGC. Ministry on Racism is a continuing work to build a color brave. Pre-gathering retreat has encouraged involvement of Friends of Color. Addressing the findings of the examination of structural barriers that inhibit the participation of FOC is another goal. The gathering continues to be a strong way for Friends to come together. QuakerBooks continues to produce thoughtful and interesting reading material. Friends will be glad to know that the book *Fit for Freedom not for Friendship* is being reprinted. FGC sends representatives to many other religious groups. Three other ways FGC brings Quakers together: Quaker Cloud websites, Christian and Interfaith Relations Committee (CIRC) and the Friends Meeting House Fund.

We were reminded that our yearly meeting is actively looking at a Historically Black institution as a site for our annual meeting.

American Friends Service Committee - Robyn Josephs [See Attachment D: Wider Quaker Organization (WQO) Reports]

Robyn Josephs (Swannanoa Valley) presented her report as SAYMA Representative to AFSC.

Friends World Committee for Consultation - Section of the Americas - Geeta McGahey [See Attachment D: WQO Reports]

Geeta (Celo) reminded Friends that we are all members of FWCC (and FGC) because by dint of our affiliation with them. She reported that FWCC has brought in Latin American Friends to every committee. There is an opportunity to support one another through traveling ministry (eight English-speaking, eight Spanish-speaking) and visitation to other yearly meetings. Friends are encouraged to invite one of the ministers to visit SAYMA meetings. If any Friends have traveled and worshipped in other meetings the FWCC map can be used to share that by placing a dot on the map for those locations. This can be a sharing as well as a learning opportunity. An overview of the funds and handling of money set aside are underway because the methods and schedule for section and world meetings has changed. We are asked to continue to nurture the work of FWCC, growing Friends and rebuilding our base. Online recordings of the ministers mentioned are available. The next biennial meeting of the Section of the Americas is to be held on March 21-24, 2019, in Kansas City, Missouri, with the theme *Come and See*. Anyone can attend, not just official representatives from our yearly meeting.

Friday, June 15

48-9 Welcome

48-10 Introductions/Roll Call

48-11 Agenda Review

Friends accepted the agenda as presented.

48-12 Committee Reports:

• SAYMA Earthcare Action Network – Bob McGahey [See Attachment C: Committee Reports]

Bob McGahey (Celo) read the committee report asking that the committee be laid down due to inaction on the part of the yearly meeting. Only four members of the more than two dozen interested were active to do the work of the committee. A Friend expressed her opinion that stewardship of the Earth is a testimony we hold dear. Another Friend expressed his acceptance of the wisdom of the decision of the committee, acknowledging that just as he has to continue to struggle with racism, we have to continue to embrace the care of our planet, keep trying to change our way of living. A Friend said she is saddened by the decision of the committee to ask to be laid down and encouraged all of us to continue to address environmental justice. This work is a significant part of the urge to dismantle racism. Even considering only the impact in our Southern Appalachian region, the effect on people of color is something we cannot ignore.

Discouragement on the part of the committee members was noted on reading the report. A Norwegian hymn says that even if the tree by storms is shattered, how many thousands of seeds are scattered. A Friend spoke of taking action and learning about the construction of the oil pipeline. There was an overwhelming feeling that the forces for ill were winning. As long as the enterprise is profitable, it will continue. We will continue the discussion tomorrow, allowing us time to consider the committee's wish to be laid down.

- **Finance Committee - Charles Schade**

- **First Reading of 2018-2019 Budget [See Attachment E: Finance Committee Report]**

- Charles Schade (Charleston), Finance Committee Clerk, reported that two changes are being requested: a change in how the FWCC funds are handled and how checks are written to cover expenses. Yearly Meeting is the body that adopts the budget, whereas the representative meeting can modify it. One Friend asked for more information about set-aside funds. Charles gave the list of funds: SAYMA URJ, Spiritual Enrichment, Released Friend fund, Young Adult Friend Scholarship fund, Third World Delegates fund and Youth Enrichment. Committees are expected to request money be included in the budget for their projected expenses. A Friend asked about incorporation, wondering why SAYMA is not incorporated, and how SAYMA is organized. The Finance Committee wrote out a document to explain our organization to present to banks, for example. Simply put, we are organized in the manner of Friends. One Friend related having distributed IRA money, giving it to SAYMA-Quaker, clarifying that we are a religious organization.

- **48-12-01 Finance Committee recommends that SAYMA conduct an annual review of its books by engaging an outside expert for limited review periodically (less than annually), and seek a volunteer within SAYMA to review the books in other years.**

- **48-12-02 Finance Committee recommends changing the purpose of the Third World Delegate Travel set-aside fund to allow this per the revised purpose statement below:**

- **“The purpose of the FWCC Third World Travel set-aside fund is to support delegates from yearly meetings in third world countries (most likely Latin America) to attend the FWCC World Conference and Section of the Americas meetings. The stewards of the fund (who authorize expenditures) are the current SAYMA FWCC delegates. Funds are disbursed to the FWCC earmarked for Third World Delegate travel prior to meetings on request of the FWCC delegates, in an amount not to exceed the balance of the fund.”**

- **Ad Hoc Assessment Committee-Carol Lamm [See Attachment F: Ad Hoc Committee on SAYMA Assessments Report]**

- Carol explained the work of the Ad Hoc committee. Over a two-year period, the committee gathered information from monthly meetings by multiple means and considered several ways to change the assessment. The committee also considered how the annual census and the assessment could be aligned. The committee's recommendations appear as appendices to the committee's report.

**48-12-03 Friends approved the committee recommendation that monthly meetings pay the assessment based on the number of active adult members and active adult attenders reported in the SAYMA census for the prior year. As of June 2018, the assessment rate is \$75 per person.
[See definitions in Attachment F]**

In general, monthly meetings consider members who have been out of communication for two years to be inactive.

An active attender is a person who, over the past year, has attended meeting for worship about half the time or more and who contributes to the life of the MM in other ways(e.g. attends discussions, participates in other meeting events, or financially), but is not a member.

The census will continue to be done for the previous calendar year, with the simpler form allowing us to ask that it be submitted earlier in the year. SAYMA URJ has asked that information regarding self-identified Friends of Color be included on the census. Clarification of who should be receiving requests or further questions regarding census data. It was suggested that a survey that would be a possible way to collect information without connecting it to the census and/or assessment.

48-12-04 Friends approved that beginning with the 2018 census, meetings will use the new assessment definitions in the Ad Hoc Assessment Committee report. We will also stop collecting data that have not been used.

48-12-05 The clerk's committee will discern the matter of collection and use of additional demographic data such as FOC in our community; and who is in charge of the collection and use of that data.

48-12-06 SAYMA charges the Finance Committee to manage changes in the assessment, including reporting to representative meeting on progress and recommendation as needed.

- **Nominating Committee-Beth Myers [See the full slate of officers and committees in Attachment G: Nominating Committee Report - SAYMA Positions]**

48-12-07 The first group of recommended nominees was presented for approval. Open positions were announced for Friends to consider.

48-12-07 Friends approved the positions presented as follows:

Officers:

Barbara Esther, Clerk

**Jon Saderholm, Assistant Clerk
Beth Myers, Recording Clerk
Carol Lamm, Treasurer
Roger Wise, Assistant Treasurer**

Standing Committees:

Ministry and Nurture: Robyn Josephs and Ron McDonald, members

Southern Appalachian Young Friends (SAYF) Steering Committee:

Jon Saderholm, Clerk

Sue Abbate and Paul Laudeman, members

Yearly Meeting Planning Committee (YMPC): Ruby Williams, layout

Outreach: Jon Innes

Uplifting Racial Justice (SAYMA-URJ): Lisa Bennett, Clerk

Adrian Mehr, Sharon Smith and Clive Gordon, members

Representatives to Wider Quaker Organizations:

Quaker Earthcare Witness: David Ciscel

The Nominating Committee recommends that the SAYF Support (formerly Oversight) Committee be reestablished in particular to attend to programmatic concerns and needs of parents, teens and FANS, especially with regard to families of color. The committee also recommends this committee have the duties of a review and decision role with serious behavior issues of adults and teens and a review and revision of the SAYF Handbook.

Saturday, June 16

Welcome

Introductions/Roll Call

Friends were greeted by Avis Wanda McClinton of Abington Meeting, Nadine Hoover of Friends Peace Teams, Alicia McBride from FCNL, Kindra Bradley from Quaker House, Wendy Cooler (family life interviews), and John Meyer of FGC.

48-13 Agenda Review

Friends accepted the agenda as presented.

48-14 Wider Quaker Organization Reports

- **Quaker Voluntary Service Christina Repoley, Founding Executive Director, and Claire Hannapel, Development and Outreach Coordinator.**

Christina announced the opening of a fifth house in Minneapolis, Minnesota. They described the growing program and the Rooted, Grounded, Growing Campaign. The program is linked and supported by Quaker meetings and churches in five cities and voluntary service is done in more than 60 social change agencies.

- **Friends' Peace Teams-Nadine Hoover**

Nadine gave a brief update to the work of Friends' Peace Teams. She spoke of turn-over in staff as well as wide distances between service areas. The organization has learned to use skype and other methods to bridge the distance, consulting with other agencies in the work. Networking amongst Quakers has assisted the Peace Teams in addressing various problems. Friends are urged to look at the book of stories and art work on the table downstairs, and to look at the website to learn more.

- **Quaker House - Kindra Bradley**

Kindra described the services that Quaker House has offered the military and their families in mental health, conscientious objection, and more. Until September 30 comments can be made about pending selective services decisions. In addition to the paper newsletter, an online version will be available quarterly. The work of Quaker House is truly lifesaving.

- **Friends Committee on National Legislation (FCNL) - Alicia McBride**

All Friends are invited to lobby through FCNL and to plan to join the staff in November's lobbying week-end. The spring lobbying was much larger than usual. FCNL is in its 75th year! For updates on the priorities and work of FCNL we can look at the website. Additional space near the FCNL office is in use for a variety of purposes.

A Friend, citing one young Friend who now works for FCNL, reminded us that we should nurture the youth of our meeting remembering that in the future they may be active in FCNL or another Wider Quaker Organization (WQO).

48-15 Committee Reports

- **Outreach Committee - Wood Bouldin [See Attachment C: Committee Reports]**

Wood Bouldin presented the Outreach Committee Report.

Nominating Committee [See Attachment G: Nominating Committee Report - SAYMA Positions]

The Nominating Committee presented a slate of candidates for a number of positions. A number of Friends could not unite with the nomination of Sharon Smith as SAYMA representative to FGC. A Friend spoke of a concern that personal leadings might interfere with the ability to act as a representative of yearly meeting. Another Friend spoke of concerns that arose from experiences at monthly meeting. Friends settled into a period of silence to consider how to act with integrity and kindness when expressing opposition to a nomination. A Friend who has served on the FGC board and represented SAYMA to FGC noted that the organization is in need of a dedicated set of representatives to keep it alive, and the observation that difficult relationships with WQO staff is not supportive of the handbook description of a representative from our yearly meeting. The clerk reminded us that the description applies to all representatives from this body to any WQO. A Friend spoke of the work of the prophet, Jeremiah, who learned when to listen instead of shout. The question of membership in the Religious Society of Friends was considered, but not thought to be important in considering approval for representation. The Nominating Committee said that as it looked for an FGC

representative, it did not find a reason to turn away a person who wants to serve. Sharon has asked to be appointed as representative to FGC for two consecutive years.

The SAYF Support Committee description was also presented for review.

48-13-01 Friends approved the slate presented, holding back the nomination for FGC until tomorrow. Approved:

Archivist; Missy Ivie

Standing Committees;

Finance Committee: Charles Schade, Clerk

Lee Ann Swarm and Geeta McGahey, members

Personnel Committee: Charles Schade

SAYF Steering Committee: Aaron Ruscetta and Mari Ohta, members

JYM Oversight: Jennifer Dickie

Yearly Meeting Planning Committee: Bob Welsh, Local Arrangements

Peace and Social Concerns Committee: Bob Welsh and Patti Hughes

Web Support Committee: Charlie Wilton, Manager

Robyn Josephs, member

Operational Handbook: Kendall Ivie, Clerk

Representatives to Wider Quaker Organizations:

Friends Committee on National Legislation: Charlie Wilton

48-14 Wider Quaker Organization (WQO) Funding Process Discussion [See Attachment H: WQO Funding Working Group Proposal]

A proposal from the WQO Working Group comprised of Jane Hiles (Birmingham), Kendall Ivie (West Knoxville), and Geeta McGahey (Celo) was brought forward to have allocations to WQO, aside from FGC and FWCC, of which we are members.

The Finance Committee needs to consider the ramifications this would have to their work. However, this may be a good start toward the best practices. Current representatives may not have the broad view to be most helpful in allocating funds. Including Friends who have served as representatives for more than one WQO would provide perspective. A Friend asked that we be sure to include non-representatives. Another Friend asked how much FGC and FWCC would receive, relative to WQOs. Lobbying for a favorite group should be acknowledged as a possible outcome.

48-14-01 Friends approved the proposed plan for giving to WQOs.

Sunday, June 17, 2018

48-15 Welcome

48-16 Roll Call

48-17 Agenda Review

Friends accepted the agenda as presented.

48-18 Wider Quaker Organization Report by WQO Visitors

- **American Friends Service Committee (AFSC)-Lori Khamala, NC Immigrant Rights Program Director and Sanctuary Everywhere national coordinator; and Anyango Reggy, Associate Regional Director (South Region)**

The website reveals various programs that AFSC has mounted to work on social change. Successes were enumerated in the areas of fair wages and sanctuary for immigrants. Webinars and e-courses can assist meetings in learning more. They thanked us for our support.

48-19 SAYF, JYM and Playcare Reports [See Attachment I]

Jennifer Dickie (Atlanta) presented a report recounting a growing and successful program. Weighty Friends pillows and timers as well as a singing of *This Little Light of Mine* gave us a glimpse of the enlightening program the staff and volunteers provided for Play Care participants, ages 2-5.

Junior Yearly Meeting worked on community building. They showed us a mural comparing peace and violence, depicting candles, computers and more, all connected with rainbow thumbprints.

The fifty percent increase in numbers demonstrates the enthusiasm among our families.

SAYF shared an overview of their activities during the past year. Play, learning to problem-solve, healthy living, supporting one another, thinking of ourselves and our place in our communities, Creating our '18, Consent, Bringing Peace into our Lives were among themes of the retreats. Many fun and challenging activities took place. Two additional Nurturing Committee retreats took place including drafting queries for SAYMA. The yearly meeting retreat theme was how we relate to the rest of yearly meeting.

The Young Friends Queries are as follows:

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 way do you use your voices and express your perspective?
7. How do we support peoples' 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?

48-20 Committee Reports

- **Finance Committee-Budget Approval [See Attachment E: Finance Committee Report]**

48-20-01 Friends approved the budget proposed for 2018-2019.

- **SAYMA URJ Committee - Lisa Bennett [See Attachment C: Committee Reports]**

Lisa wished all fathers a happy day, thanking the clerk for his support for the work of the yearly meeting during the past two years. Lisa listed the members approved to serve on the SAYMA-URJ Committee. The affinity room was much appreciated. She also mentioned the formation of a support group comprised of Friends of European descent. Anti-racism efforts will serve all SAYMA members. Two recommendations came forward.

Training aligned with our representative meetings in the coming year are to be the focus through the People's Institute (PI). These trainers are less costly than some, but have proved effective. Fees will be paid from the SAYMA-URJ fund. Logistics of how to implement the plans will be the task of many Friends.

48-20-02 Friends approved that SAYMA leadership anti-racism training be provided at fall/spring rep meetings by the Peoples' Institute. This training will take place over 2.5 days from Friday-Sunday (Rep meeting business simultaneous with training).

48-20-03 All Friends and all monthly meetings are encouraged to provide PI training in local areas paid for by local resources. SAYMA-URJ intends to provide matching funds for local Friends who attend.

48-20-04 PI training will be provided for the SAYF community and the leadership of JYM.

- **Nominating Committee-Beth Myers [See Attachment G]**

Friends did not find unity to select Sharon Smith's nomination to FGC as our representative.

Taimi Olsen will clerk the SAYMA Earthcare Action Network since the committee was not yet laid down. The process that evolved to continue this work was described as practicing resurrection. Four more members of the committee are sought.

SAYF Support Committee will consist of Friends not involved in the planning and implementation of retreats.

Openings still to be filled include: Ministry and Nurture (clerk or member), Finance, Personnel, SAYF Steering, Peace and Social Concerns, SAYMA Earthcare Action Network, JYM Oversight, Operational Handbook, FCNL, FGC, FWCC, Friends Peace Teams, and William Penn House.

48-21 Minute Laying Down Boone Monthly Meeting

48-21-01 At the request of the only remaining member of Boone Monthly Meeting of the Religious Society of Friends (Quakers), the Southern Appalachian Yearly Meeting and Association (SAYMA) hereby discontinues the meeting and instructs the treasurer to take possession of the records, physical property and investments belonging to the meeting, except when otherwise determined by deed or other legal obligation.

48-22 Naming Committee Report [See Attachment J: Naming Committee Report]

48-22-01 Friends approved that Chuck Jones and Annie Black serve on the Nominating Committee for a term of two years.

48-23 Young Adult Friends Report

Ruby Williams (Atlanta), YAF Clerk, reported that the group held a business meeting, led a worship sharing and enjoyed the company of each other throughout the weekend. They led the successful plenary on Friday evening.

Susan Wilton (Berea) will clerk YAF next year.

48-24 Dates and Hosts for Representative Meeting to be held in conjunction with a Peoples' Institute Anti-Racism training.

- **September 15, 2018, in Berea.**
- **March 16, 2019 - still to be arranged. Meetings willing to host the meeting can communicate that to the clerk.**

48-25 Reading of the Epistle [See Attachment K]

48-25-01 Friends approved the Epistle as read.

48-26 Registrar's Report – Lissa West [See Attachment L]

Lissa West, (Cookeville) Registrar, reviewed the report, noting that we had a growth in JYM attendees. Families were encouraged to attend, which apparently made a difference. She was also happy to see that we had more first time attenders.

48-27 A Minute of Appreciation for Sharon Smith - Gita Larson

Gita Larson (Asheville) read the following minute:

48-27-01 Friends approved the following minute:

**Ring the bells that still can ring
Forget your perfect offering.
There's a crack in everything-
That's how the light gets in.
Leonard Cohen**

In appreciation for Friend Sharon Smith, whose presence among us challenged us to confront our individual and systemic institutional racism and white supremacy. We would not be where we are on the journey without her influence.

48-28 Minute of Thanks

48-28-01 Friends are very grateful for our time together in this beautiful setting, rich in flora, at Warren Wilson College. The staff was attentive and friendly. We were nourished by the Warren Wilson farm that provides much of the delicious food to the cafeteria. We are glad to have time together, face to face as we do the work of the yearly meeting, play and enjoy each other's company and envision a future together with even better relationships amongst Friends.

Closing Worship

Friends closed our time together in worship.

Jon Saderholm, Clerk
(archive copies signed)

Barbara Esther, Interim Recording Clerk
(archive copies signed)

Attachments:

- A: Attendance (printed copies only)
- B: Treasurer's Report
- C: Committee Reports
- D: Wider Quaker Organization (WQO) Reports
- E: Finance Committee Report
- F: Ad Hoc Committee on SAYMA Assessment Report
- G: Nominating Report: SAYMA Positions
- H: WQO Funding Working Group Proposal
- I: SAYF, JYM and Playcare Reports
- J: Naming Committee Report
- K: Epistle
- L: Registrar's Report
- M: State of the Meeting Reports

Attachment A: Attendance

Printed copies only

Attachment B: Treasurer's Report



Treasurer's Report for Yearly Meeting 2018, as of May 31

Our fiscal year budget runs from October 1 through September 30. For this report I generally round to the nearest \$100.

The Fiscal Year 2018 (FY18) performance to date:

- Income net of Yearly Meeting receipts was \$34,800, meeting expectations.
- Operating expenses were \$28,000, about 80% of expectations.
- Allotments to set-aside funds and the Uprising Racial Justice fund have been made (\$17,500).
- Contributions to Wider Quaker Organizations (WQOs) will be honored in the 4th Quarter (Q4)

Balance Sheet: The balance sheet and other customary financial documents are appended to this narrative. Our cash accounts are flush with income from registration fees, but will be depleted by future expenditures and deficits.

I prepared this *pro forma* representation to show our current assets (all cash) and obligations (all internal) projected to the end of the fiscal year, with the resulting surplus cash at the end of the fiscal year. This assumes no further deviation from budget.

Operating Income: Contributions and Interest typically provide only about 2% of our income, the rest comes from Monthly Meeting assessments. Income to date from Monthly Meeting assessments equal expectations for this time of the fiscal year.

It appears that the increase in assessments has been generally accepted by Monthly Meetings, at least in aggregate. Presently, treasurer expects income to meet the FY18 budget.

Expenses: Expenses fall into four categories:

<i>Pro Forma</i> Balances			
Assets	Checking	\$73,300	
	M. Market	\$32,400	
	Total Assets		\$105,800
Discounting	YM Income	-\$27,200	
	YM Deficit	-\$2,700	
	Ops Deficit	-\$3,400	
	WQO Contrib	-\$5,000	
	Discounts		-\$38,300
Dedications	URJ Earmarks	-\$3,300	
	Reserves	-\$17,900	
	Set-asides	-\$35,900	
	Dedications		-\$57,200
Surplus Funds			\$10,300
	Possible Ops Overbudgeting:	\$1,400	
	Restore Publishing costs	\$1,400	
			\$13,100

Wider Quaker Organizations receive annual contributions that vary as finances allow. The FY18 WQO budget was raised to \$5000, and will be disbursed near the end of Q4, with early checks going to Quaker Voluntary Service, along with our annual SAYM allotment of \$2000.

Set-aside Funds only had two managers request extra funding in FY18. Ministry and Nurture requested \$1500 to allow a retreat and travel. Uplifting Racial Justice requested \$16,000 to further its goals.

Yearly Meeting Expenses have been minimal, but it is early in that cycle of activity.

SAYMA Operations are 11% below expectations to date. This is largely due to lower administrative expenses, zero publication expenses, and low utilization of committee expenses. Payroll taxes are a little high, and were apparently under estimated by a few hundred dollars.

Southern Appalachian Young Friends: YM supports SAYF – a youth program that draws in participants from SAYMA plus some North Carolina meetings– with a paid administrator and an allocation of funds through its Operations funding. This totaled about \$14,200 over the last 12 months. Minor additional expenses are blended with SAYMA administrative costs, such as insurance and background checks for individuals volunteering their time. Funds also come from retreat fees and contributions from meetings outside SAYMA.

Financially, SAYF has shown a modest surplus in FY18, with assets of \$3500. Numbers of participants are rising again after graduating an unusually large class. More than a few campers are non-Quaker friends of SAYFers.

Treasurer completed a financial review of SAYF, seeking improvement by self-examination. Recommendations from last year are being implemented and polished in practice.

Roger Wise, Treasurer

Treasurer contact information and financial procedures

Reimbursements: Individual Friends, meetings, and committees with requests for payment for budgeted expenses should send the request with appropriate documentation to Roger Wise. E-mail is preferred (saymatreasurer@gmail.com) with documentation in electronic form (pdf or jpg). Friends may also submit expenses via postal mail to 22 White Rock Drive, Hurricane, WV 25526.

Payments: After July 1, please send assessment and other payments to SAYMA's rising Administrative Assistant Susan Phelan, 1702 Pratt Avenue, Huntsville, AL 35801.

Liz Dykes will continue to receive mail at P O Box 76, Pooler, GA 31322 until June 30. Please provide pertinent information as to the purpose of the check on its memo line.

SAYMA Income Statement (Condensed) Covering 10/01/2017 to 05/31/2018

Income		
Assessments		
Asheville	\$1,608.75	
Athens	\$825.00	
Atlanta	\$9,063.00	
Berea	\$1,235.00	
Birmingham	\$1,693.75	
Brevard	\$300.00	
Celo	\$2,625.00	
Chattanooga	\$601.50	
Columbia	\$1,400.00	
Cookeville	\$1,405.00	
Greenville	\$390.00	
Huntsville	\$840.00	
Memphis	\$1,150.00	
Nashville	\$3,380.26	
Oxford	\$200.00	
Swannanoa Valley	\$4,160.00	
West Knoxville	\$3,086.88	
Total Assessments		\$33,964.14
Contributions - General		\$540.00
Interest - Money Mkt		\$286.53
Yearly Meeting Income		
YM Receipts	\$26,760.50	
YM Scholarship Contributions	\$481.40	
Total Yearly Meeting Income		\$27,241.90
Total Income		<u>\$62,032.57</u>
Expenses		
SAYMA Operations		
Liability Insurance Exp	\$1,592.77	
Office Admin	\$3,054.17	
Personnel	\$19,757.55	
SAYMA Committees	\$881.26	
Travel Reimbursements	\$2,618.70	
Total SAYMA Operations		\$27,904.45
Set-aside Fund Annual Allotments		
Spiritual Development Annl Allotment	\$1,500.00	
Uplifting Racial Justice Annl Allotment	\$16,000.00	
Total Set-aside Fund Annual Allotments		\$17,500.00
Yearly Meeting Expenses		
Junior Yearly Meeting Exp	\$163.58	
YM Print Post Phone & Misc	\$704.00	
Total Yearly Meeting Expenses		\$867.58
Total Expenses		<u>\$46,272.03</u>
Net income for Period		<u>\$15,760.54</u>

SAYMA Balance Sheet 05/31/2018

Assets		
Checking - BankAm	\$26,998	
Checking - Suntrust	\$46,348	
Money Mkt Acct	\$32,409	
Total Assets	\$105,755	
 Liabilities		
		\$0
 Equity		
Earmarked Donations		
Contrib - URJ	\$3,328	
Total Funds Designated by Donors	\$3,328	
Funds Designated by SAYMA		
Reserves ¹	\$17,949	
Set-aside Funds		
Fund - FWCC 3rd World Deleg	\$1,600	
Fund - Released Friend	\$10,165	
Fund - Spiritual Development	\$4,071	
Fund - Uplifting Racial Justice	\$16,000	
Fund - YAF Scholarship	\$1,365	
Fund - Youth Enrichment	\$2,696	
Total Set-aside Funds²	\$35,897	
Total Funds Designated by SAYMA	\$57,174	
Remaining Undesignated Equity²	\$48,581	
Total Equity³	\$105,755	
 Total Liabilities & Equity		 \$105,755

Tapping this account would indicate a distressed financial condition.

² "Remaining Undesignated Equity" is equivalent to "surplus cash."

³ Or "Net Worth"

SAYMA Income Statement - Detail - For Period Covering 10/01/2017 to 05/31/2018

Income		
Adjustments to Income		\$0.00
Assessments		
Asheville	\$1,608.75	
Athens	\$825.00	
Atlanta	\$9,063.00	
Berea	\$1,235.00	
Birmingham	\$1,693.75	
Boone	\$0.00	
Brevard	\$300.00	
Celo	\$2,625.00	
Charleston	\$0.00	
Chattanooga	\$601.50	
Columbia	\$1,400.00	
Cookeville	\$1,405.00	
Crossville	\$0.00	
Foxfire	\$0.00	
Greenville	\$390.00	
Huntsville	\$840.00	
Memphis	\$1,150.00	
Nashville	\$3,380.26	
Oxford	\$200.00	
Swannanoa Valley	\$4,160.00	
West Knoxville	\$3,086.88	
Total Assessments		\$33,964.14
Contributions - General		\$540.00
Interest - CD		\$0.00
Interest - Money Mkt		\$286.53
Publication Sales		
Pub Sales - Directory	\$0.00	
Pub Sales - F&P	\$0.00	
Total Publication Sales		\$0.00
Yearly Meeting Income		
YM Adjustments to Income	\$0.00	
YM Bookstore Inc	\$0.00	
YM Receipts	\$26,760.50	
YM Scholarship Contributions	\$481.40	
Total Yearly Meeting Income		\$27,241.90
Total Income		\$62,032.57
Expenses		
Adjustments to Expenses		\$0.00
SAYMA Operations		
Liability Insurance Exp	\$1,592.77	
Office Admin		
Office - Duplication	\$341.33	
Office - Guilford Archiving	\$0.00	
Office - Misc Exp	\$186.91	
Office - Officer Exp	\$0.00	
Office - Phone ISP	\$456.00	
Office - Postage	\$112.74	
Office - Volunteer Bkgrd Chks	\$155.00	
Travel - Office Staff	\$1,802.19	
Total Office Admin		\$3,054.17
Personnel		
Payroll Costs	\$408.00	
Salaries Exp	\$15,236.18	
Tax Payments	\$4,113.37	
Total Personnel		\$19,757.55
Publications Expenses		
Pub Exp - Directory	\$0.00	
Pub Exp - Faith & Practice	\$0.00	

Pub Exp - Newsletter	\$0.00	
Pub Exp - Web & Hosting Srvc	\$0.00	
Total Publications Expenses		\$0.00
SAYF Operational Transfers		\$0.00
SAYMA Committees		
Cmte Exp - Contingency Pool	\$0.00	
Cmte Exp - Faith & Practice Rvsn	\$75.11	
Cmte Exp - Finance	\$0.00	
Cmte Exp - Ministry & Nurture	\$749.95	
Cmte Exp - Nominating	\$0.00	
Cmte Exp - Outreach	\$0.00	
Cmte Exp - Peace & Social Concerns	\$0.00	
Cmte Exp - SAYMA Earthcare Action	\$56.20	
Cmte Exp - Uplifting Racial Justice	\$0.00	
Cmte Exp - Yearly Meeting Planning	\$0.00	
Total SAYMA Committees		\$881.26
Travel Reimbursements		
Travel - Rep Meetings	\$73.08	
Travel - WQO Delegates	\$2,545.62	
Total Travel Reimbursements		\$2,618.70
Total SAYMA Operations		\$27,904.45
Set-aside Fund Annual Allotments		
FWCC 3rd World Delg Annl Allotment	\$0.00	
FWCC Conference Annl Allotment	\$0.00	
Released Friend Annl Allotment	\$0.00	
Spirtual Development Annl Allotment	\$1,500.00	
Uplifting Racial Justice Annl Allotment	\$16,000.00	
YAF Scholarships Annl Allotment	\$0.00	
Youth Enrichment Fund Annl Allotment	\$0.00	
Total Set-aside Fund Annual Allotments		\$17,500.00
Yearly Meeting Expenses		
Facilities & Services Exp		
YM Accommodations & Meals	\$0.00	
YM Scholarships & Hospitality	\$0.00	
YM Services & Honoraria	\$0.00	
YM Supplies	\$0.00	
Total Facilities & Services Exp		\$0.00
Junior Yearly Meeting Exp		
JYM Asst Coordinator	\$0.00	
JYM Coordinator	\$0.00	
JYM Supplies, Sitters, Misc	\$163.58	
Total Junior Yearly Meeting Exp		\$163.58
YM Bookstore Exp	\$0.00	
YM Print Post Phone & Misc	\$704.00	
Total Yearly Meeting Expenses		\$867.58
YM WQO Annual Contribns		
WQO - AFSC	\$0.00	
WQO - BQEF	\$0.00	
WQO - FCNL	\$0.00	
WQO - FGC	\$0.00	
WQO - Friends for LGBTQ Concerns	\$0.00	
WQO - Friends Journal	\$0.00	
WQO - Friends Peace Teams	\$0.00	
WQO - FWCC - Direct Contrbn	\$0.00	
WQO - Quaker Earthcare Witness	\$0.00	
WQO - Quaker House	\$0.00	
WQO - Quaker Volunteer Service	\$0.00	
WQO - Right Sharing of World Resources	\$0.00	
WQO - Rural Southern Voice for Peace	\$0.00	
WQO - Wm Penn House	\$0.00	
Total YM WQO Annual Contribns		\$0.00
Total Expenses		\$46,272.03
Net income for Period		\$15,760.54

SAYMA State of the Meeting 2017

“Ring the bells that still can ring,
Forget your perfect offering,
There’s a crack in everything.
That’s how the Light gets in.”

-Leonard Cohen

To quote Asheville Friends Meeting, “Spirit disturbed us this last year - shook us out of our complacency”. We feel a strong sense of spirit movement in many of the monthly meetings. There are themes of transition, loss, change, moving and balance in the monthly meetings and we work to balance spirit with our physical abilities and limitations. Sometimes energy feels limited. While we welcome the energy of moving, growing, opening, embarking and broadening, we also feel the need to stop and honor the growth that came before.

This year we are aware that the soil must be disturbed so that new roots and shoots may grow. While we struggle with being conflict averse, we recognize the need for disturbance to shake things up so that we can change and grow. Some of the ways this new growth was manifested involved both youth and adult service projects and served the community by feeding the homeless, providing warming shelters, letter writing and more. For some meetings even the structure of their meeting houses need to be radically changed and improved. Through all of this we are motivated by a deep sense of caring for ourselves, for each other and for the community.

As the Swannanoa Monthly Meet reported: “Our struggles with disagreements amongst us have matured in the past several years and we continue to use these struggles to compassionately deepen our journey together in the Light.” Many meetings are trying to face the legacy of institutional racism and the problems of white supremacy. This is an on-going challenge for many meetings, but as the Memphis Meeting reports “Our awareness of Spirit helped us summon the courage to invite friends to share their pain as we dealt with the culturally difficult issue of race in America.”

Several meetings have begun AVP (Alternatives to Violence Project) training. The Celo Meeting shared that “we are grateful to be part of a vibrant and active Meeting where we are all growing and learning together in the Light.” Amid growth and change meeting for worship continues to be central to the life of the community and individual practice. The opportunity to come together regularly helps us to support each other outside of meeting.

We value our continuing worship in focused (second hour) discussions, in “meeting for learning”, and in Meeting for Worship with Attention to Business. As the Berea Meeting stated “We walk together on a path illumined by the The Light, supporting and nurturing each other on our journey. We strive to share the value of spiritual listening among ourselves, and the wider community, and to serve as examples of what we believe by living what we believe.”

Another aspect of change and growth is the need to acknowledge the aging of our communities and the need for new people to take responsibility. Caring for our aging community takes energy and some meetings are feeling the strain. Several meetings report having a skewed demographic (no children or teens, no young adults or no adults in the 40-60 range) and struggle with how to best reach out to the wider community.

For some meetings there is leadership crisis and new people are needed to take on positions of responsibility. In spite of these challenges Friends have hope for the future and faith that their meetings will continue. As the Brevard Meeting says “that is Meeting for you; people come, people go, but Meeting continues on.”

Submitted by Millie Gimmel

Report of the Personnel Committee
Yearly Meeting, Sixth Month 2018
Warren Wilson College, North Carolina

As most of you know, our Administrative Assistant, Liz Dykes, is retiring from that position at the end of July 2018. She has already made a move to Florida, and will certainly enjoy that new home with her husband. We want to wish her well as she contemplates embarking on a well-deserved adventure in retirement. It is hard to imagine Liz being inactive. We expect to learn of her taking on new and exciting tasks and joys. Thank you, Liz, for eleven years of wonderful work.

One of the tasks of the Personnel Committee is to hire the administrative assistants for SAYF and SAYMA. Last year we hired Autumn Woodward to work with SAYF. Another of the Personnel Committee's charges is to review annual evaluations. Autumn received a glowing evaluation from the SAYF Steering Committee upon completing her first year. We thank Autumn for her dedication and efficiency. Needless to say, Liz also received an excellent evaluation from our clerk, her supervisor.

Last summer the committee worked to update the application and job description for the SAYMA Administrative Assistant and released those documents to our web manager in mid-November. We received six applications from Friends from Memphis, Celso, Atlanta and Huntsville meetings. Each applicant brought skills and eagerness to support the volunteers that make SAYMA what it is. We looked for the applicant who brought not only skills, but knowledge of how a yearly meeting works, as well as a Spirit-led discernment to tackle a big, albeit part-time, job. After conference calls, interviews with several of the applicants and communication regarding references, we agreed that one applicant stood out for this job. We are pleased to announce that Susan Phelan of Huntsville Friends Meeting has agreed to be our next Administrative Assistant. Susan brings many years of involvement in our yearly meeting, a clear leading to serve, and professional experience that together highly recommend her for this job. We are all familiar with Susan's quiet strength since she has served us in a variety of ways, most recently as Recording Clerk, and as long-time representative of Huntsville Meeting. She has clerked her monthly meeting for a period of several years, as well, and is appreciated by those Friends for her consistent commitment, proficiency and warmth. Susan and Liz will be working together from mid-April through registration and yearly meeting; and then complete post-yearly meeting work during July of 2018. The office is officially listed as being in Atlanta, but the working staff will be in Florida and Alabama.

A third charge for the Personnel Committee is to be sure we are compliant with laws. We will be looking at whether the way we function, with heavy hours during a portion of the year and lighter workload during other times, is in compliance. We also work with the Finance Committee to be sure that our employees receive cost of living raises and annual merit reviews.

Please continue to hold the committee in the Light as we do our best to serve the yearly meeting in these ways. We are very grateful for the wealth of interest and ability available in our yearly meeting family as demonstrated in the hiring process both this year and last.

Respectfully,

Barbara Esther, Assistant Clerk

Jennifer Chapman, SAYF Steering Committee Clerk

Melissa Preast, at-large

Jon Saderholm, SAYMA Clerk

Charles Schade, at-large

SAYMA Earthcare Action Network
Committee report, SAYMA 2018

Dear SAYMA Friends,

SAYMA Earthcare Action Network is the second attempt to bring the critical importance of the global ecocrisis into the bones of SAYMA, to awaken each of us to what we in the committee feel is the defining issue of our times. We do not feel that we have been heard, and reluctantly accept that this is how things are in this particular yearly meeting. After a period of discernment, the SAYMA Earthcare Action Network committee has come into the sense that we should be laid down.

Some of you may recall that several years ago, close to a decade back, we brought a statement on care of the Earth to be affirmed as a testimony, which was not accepted by SAYMA at the annual gathering.

Whether or not one deems care of the Earth worthy of the name testimony, many would agree that Earthcare is a Quaker value. Such a value, if we hold it, could be found in trying to answer the following *queries*, selected from the working Faith and Practice revision:

How do I express my gratitude for Creation? Do I seek the face of God in all of the living world?

How do I honor all living things, including myself?

How mindful am I that actions for peace and justice are interwoven with right sharing of Earth's resources? How much is enough?

How do we hold in the Light the impact of climate change on the “least of these” - the vulnerable members of the human, animal, and plant communities?

Please join us as we endeavor to live into these queries as we face the deepening and fateful historical moment of global civilization at the close of the Cenozoic Era of Earth's history. We are all in this together, along with the whole family of Earth beings.

Bob McGahey
retiring clerk
SAYMA Earthcare Action Committee

SAYMA Outreach Committee Report to YM 18

For much of the year since YM 17, Committee members have met every two weeks by video conferencing, getting to know one another and developing a shared vision of the task of outreach. So far, we've had limited success in drawing other Friends into the discussion, but among ourselves a sense of unity is emerging.

We are agreed that, especially in the current condition of the national social and political community, the spirituality, group process, and ideals of life of unprogrammed Friends can offer non-Friends real answers to felt needs and that Friends have an obligation readily to present these offerings in as compelling a fashion as possible. It's rather a puzzle to us, that unprogrammed Friends should be declining rather than increasing in numbers. Since all the other aspects of Friends Community Life are grounded in Meeting for Worship, we wonder if one important factor may not be that the transformative and energizing power of that worship, which is so often seen at work in Friends, is not being communicated to many non-Friends.

Outreach has therefore made its first project seeking out formats to involve MMs in exploring the various aspects of their worship experience and finding ways to develop and share that experience. Suppose it's possible to cultivate the gathered meeting!

For YM 18 Outreach Committee members Hank Fay and Kathleen Mavournin have planned workshop experiments for reflecting on Friends worship that, it is hoped, will prove useful as models for MM activities or as on-line exercises. By its description, a third SAYMA workshop, led by Annie Black and Leith, "Listening with the Heart," seems a similar kind of effort.

We hope many attendees of YM 18 will be led to attend one of these workshops and join us in our concerns. In any case, we will be reaching out to MMs more vigorously in the coming months with what we learn from these workshops and seek information and feedback on them and other aspects of outreach work.

Submitted for the Outreach Committee by Wood Bouldin, Clerk

SAYMA 2018 Annual Sessions Report for SAYMA-URJ (SAYMA Uplifting Racial Justice)

Report presented on June 17, 2018 by Lisa D. Bennett (Clerk)

The vision, mission, and goals of SAYMA-URJ have remained the same since the September 2017 Representatives Meeting. As of June 2018, Four Friends of Color (FOC) have been nominated and approved to serve on the committee. They are Lisa D. Bennett (clerk, Memphis); Adrian Mehr (Memphis); Sharon Smith (Ashville; co-clerk of the original ad hoc committee); Clive Gordon (Atlanta; will also work with Ministry and Nurture).

Friends of European descent have formed a group to support SAYMA-URJ in carrying out the vision, mission, and goals of the committee. That support has been and will be at the direction of FOC and includes actions such as providing resources for learning for other Friends of European descent and assisting with logistics for FOC at meetings and gatherings.

At the September 2017 Representatives Meeting, FOC asked for a list of FOC throughout SAYMA from the most recent assessment. The March 2018 SAYMA-URJ report notes that Jon Saderholm (SAYMA Clerk) provided a list of 14 FOC in SAYMA. The committee is aware that this is not accurate data as 28 FOC have been identified in Atlanta Friends Meeting alone. During the June 15 Yearly Meeting for Business report of the ad hoc Assessment Committee, a minute was approved for the Clerk's Committee to discern who is responsible for collecting additional census data with an emphasis on FOC, how data will be collected, and how data will be used. This information will aid SAYMA-URJ in carrying out its work for all of SAYMA and not just FOC.

FOC did not have a pre-SAYMA retreat this year. The financial burden for many FOC, which for many includes missing several days, is prohibitive. Instead, FOC are planning a fall retreat to which all FOC are invited for fellowship and opportunities for learning. The retreat is tentatively scheduled for October 2018 in Atlanta where the greatest concentration of FOC reside.

Budget and financial procedures for SAYMA-URJ were established through a series of phone calls and emails involving both SAYMA-URJ and Finance Committee members. Those documents were presented and approved at the March 2018 Representatives Meeting. Two major budget concerns for SAYMA-URJ are a FOC retreat and formal anti-racism training for SAYMA leadership and all SAYMA Friends. This leads to four recommendations from the committee--both of which are related to the committee's expressed mission, namely to "work to raise awareness about white supremacy (aka racism) within SAYMA by compiling and disseminating educational resources" and Goal #6 "to arrange ongoing workshops and other opportunities for learning that focus on dismantling racism for all SAYMA Friends beginning with the Yearly Meeting leadership."

RECOMMENDATIONS

1. SAYMA leadership shall engage in formal anti-racism training as part of both Fall and Spring Representatives Meetings. This will maximize the available number of Yearly Meeting leaders to engage in training as Yearly Meeting personnel, Meeting representatives, and committee clerks

generally attend Representatives Meeting. We recommend that training be provided by the People's Institute (based in New Orleans) because A) the People's Institute has trained and worked with Quakers in general and Friends of SAYMA in particular and thereby already has some understanding of our history and needs and B) the People's Institute provides highly-effective, research-based exploratory learning opportunities that are less costly than that of other anti-racism training providers.

Regarding logistics and funding,

- A. People's Institute training generally lasts 2.5 days (Friday-Sunday). SAYMA-URJ would work with the People's Institute staff and the SAYMA Friends who plan and coordinate Representatives Meetings to determine the logistics for conducting the business of Representatives Meetings and facilitating the anti-racism training;
 - B. The fees of the People's Institute would be paid from SAYMA-URJ'S budget.
2. SAYMA-URJ encourages all Monthly Meetings to use the People's Institute to provide anti-racism training in their local areas. We suggest that Monthly Meetings partner with other organizations and groups in their areas to build partnerships and pay for the training. Additionally, SAYMA-URJ will provide matching funds for the provider's training fees for the SAYMA Friends who attend. Monthly Meetings will be responsible for planning and handling the logistics of the trainings.
 3. SAYF, JYM, and FANS will participate in anti-racism training during retreats. They are encouraged to use the People's Institute. SAYMA-URJ will provide matching funds for the provider's training fees for the SAYMA Friends who attend. The SAYF Steering Committee will be responsible for planning and handling the logistics of the trainings.
 4. Anti-racism training will be provided prior to or as a part of the week preceding the actual start date of SAYMA Annual Sessions. This training will target Friends who have been unable to attend anti-racism training at Representatives Meetings or with their Monthly Meetings. The People's Institute is the recommended provider.

*Please note that recommendations #3 and #4 were made from the floor by Friends after the report and recommendations were given. There was some discussion about the need to include as many opportunities for learning and as many Friends as possible so that we are all operating from the same framework of understanding as we work to undo racism.

Respectfully submitted,

Lisa D. Bennett

Peace and Social Concerns Committee Report to SAYMA June 2018

Our only work during the year was with the issue, raised at the Fall 2017 Rep Meeting, of whether Friends Fiduciary Corporation, the leading agent for Quaker investments in the U.S., was taking sufficient care to avoid investing in corporations aiding Israel in its efforts to control the Palestinians and deny them a viable state.

We contacted Friends Fiduciary about this and learned that they were indeed taking seriously their responsibility to avoid making investments in corporations assisting in the Israeli occupation. Jeff Perkins, Director of Friends Fiduciary, was very forthcoming in answering our questions and in giving details of how Friends Fiduciary was taking this issue seriously. We reported to the Spring 2018 Rep that we were more than satisfied that Friends Fiduciary was following and reflecting Quaker values in its investment policies. The representatives agreed with our assessment and adopted a minute supporting Friends Fiduciary in its efforts to make investments that promote justice and peace in Israel/Palestine.

Bob Welsh, for SAYMA P&SC

Report of the SAYMA Web Manager

June 2018

SAYMA has had a Facebook presence for the last two years. Follow the link on the sayma.org home page to find it, and “like” us. Robyn Josephs (Swannanoa), Roy Taylor (Atlanta) and I have been posting items we think are interesting or useful to SAYMA Friends.

As internet activity shifts toward mobile devices, social media platforms are increasingly becoming the preferred means of disseminating information. In response to this, I am considering the creation of Twitter and Instagram accounts for SAYMA. If you have an opinion about these or other platforms, please be in touch with me.

Committee clerks, please let me know if you would like space on sayma.org to help publish news and information on whatever work you are doing.

Meeting clerks and SAYMA Reps: please help me keep your meeting’s information current on the sayma.org website.

Comments or questions welcomed.

Charlie Wilton (Berea)

SAYMA web manager
web@sayma.org

Attachment D: Wider Quaker Organization Reports

AFSC Corporation Meeting report 2018

Attending the recent AFSC Corporation and Board meeting, re energized my interest in the mission, vision and on the ground work of AFSC, and interest in communicating opportunities for involvement at the YM and MM level. The opening reception was an opportunity to mix and mingle with Friends from almost every YM across America and beyond, and to meet and be welcomed by the New General Secretary Joyce N. Ajlouny. Joyce comes to us with 25 years of organizational leadership, including her current role for the past 13 years as Director of the Ramallah Friends School.

While diminished in budget and support staff, the work of AFSC continues in its mission to be:

A Quaker organization that promotes lasting peace with justice, as a practical expression of faith in action. Drawing on continuing spiritual insights and working with people of many backgrounds, we nurture the seeds of change and respect for human life that transform social relations and systems.

Envisioning a world in which lasting peace with justice is achieved through active nonviolence and the transforming power of love. We work toward a world in which:

- All persons affirm the common good and recognize our mutual interdependence
- Societies steward resources equitably
- Caring, respectful economic development, including work with dignity, promotes wellbeing for all
- Communities and societies fractured by exclusion and marginalization are healed and transformed, embracing inclusion and equality
- Conflicts are resolved through restorative means and without force or coercion
- Governments and societal institutions are fair and accountable

Worship sharing, workshops and listening sessions affirmed this work in sanctuary, bystander intervention, world and interpersonal conflict, mass incarceration, and more.

Worship centered and reminded us of our relationship and covenant with the Holy Spirit and our communities.

We all appreciated the opportunity to represent SAYMA as members of the American Friends Service Committee Corporation.

Free Polazzo has resigned as an AFSC representative and asked Nominating to find a "Younger" Friend, feeling that AFSC is looking for someone who can bring Light from a newer generation.

Robyn Josephs

John Adams
Arnold Karr
Free Polazzo
Lee Ann Swarm

Note: SAYMA's representatives to the American Friends Service Committee are members of AFSC's Corporation, the representative governing body of AFSC. In addition, John Adams is also on the Board of Directors and serves as its Assistant Clerk. (is this true? I copied from last years report)

Friends World Committee for Consultation - Section of the Americas - Geeta McGahey

Geeta reminded Friends that we are all members of FWCC (and FGC) because by dint of our affiliation with them.

She reported that FWCC has brought in Latin American Friends to every committee. There is an opportunity to support one another through traveling ministry (eight English-speaking, eight Spanish-speaking) and visitation to other yearly meetings. Friends are encouraged to invite one of the ministers to visit SAYMA meetings. If any Friends have traveled and worshipped in other meetings the FWCC map can be used to share that by placing a dot on the map for those locations. This can be a sharing as well as a learning opportunity.

An overview of the funds and handling of money set aside are underway because the methods and schedule for section and world meetings has changed. We are asked to continue to nurture the work of FWCC, growing Friends and rebuilding our base. Online recordings of the ministers mentioned are available.

The next biennial meeting of the Section of the Americas is to be held on March 21-24, 2019, in Kansas City, Missouri, with the theme *Come and See*. Anyone can attend, not just official representatives from our yearly meeting.

Quaker Earthcare Witness Report 2017-18

QEW is dedicated to spiritual transformation within the Society of Friends with regard to earthcare, which it has worked to facilitate for 30 years. Geeta and I were at the 30th anniversary celebration last October, a thoughtful and joyous meeting of the steering committee at Pendle Hill. A highlight was one of our member's sharing her moving documentary about the effects of the fracked gas pipeline upon a mountain community in Wise County, VA, which won the environmental documentary of the year award for VA.

QEW's publishing arm includes BeFriending Creation, now a quarterly which is well worth your attention, and a large number of trifold (check the display table). Recent trifolds include "Ecojustice", "Talking about Climate Change: a Practical Guideline", and "Adoption: an Option for Friends". Population concerns have long been central to QEW's work, and this representative serves on that sub-committee, which has the tricky task of engaging Friends on a subject that most folks in the environmental movement – and many Friends - still feel is taboo. QEW sponsors an innovative program of mini-grants to support hands-on projects that foster earthcare all over the world. At the FGC gathering, QEW hosts week-long activities, this summer in Toledo, OH, including mini-workshops, talks, and films.

Also in July, QEW is the sponsor of a forum under UN auspices on water rights and availability in the African Diaspora. This is the 2nd such forum in the decade of the African Diaspora, with last year's being focused on food sovereignty. We are still in need of funding for this event, which can be sent directly to the address listed on the webpage with "UN Forum" in the memo line or crowdfunded at www.crowdrise.com/reconnectingafricandescent.

QEW General Secretary Shelley Tannenbaum has a thoughtful article in a recent issue of the Western Friend, "Is Earthcare a Quaker Value?" As my SEAN report indicates, we are not yet clear as a body on this statement, even at this late date. I want to close with a quote from Shelley's annual report which underscores the query. "I have a growing concern about how marginalized we Earthcare Friends are in the Society of Friends. We care deeply about the environment and we understand the magnitude of the environmental stresses our world is facing, whether we are talking about climate, biodiversity, or population. Unfortunately, the magnitude of the problems that we are facing ha[s] not registered with many Friends, too many Friends."

Bob McGahey
SAYMA QEW Representative

WILLIAM PENN HOUSE REPORT SAYMA 2018

William Penn House is a Quaker center for hospitality, education, and activism on Capitol Hill in Washington, DC.

Last year, I travelled to Washington D.C. at least five times and was able to stay at the William Penn House last June where I was able to visit the FCNL Office for a packet on Health Care to present to our Senators.

The William Penn House is a short distance from the Capitol Building with the Congressional and Senate building on either side with the FCNL building across the street from the Senate building.

It is also a few blocks from the Folger Shakespeare Theatre and around the block from the Library of Congress for someone who wants to be a tourist. I have met the most interesting visitors at William Penn House. They were not always Quakers but they were working to promote Quaker values and social causes.

Last year the William Penn House served as a respite site for activists and peacemakers including those attending Women's March on Washington and the People's Climate Change March offering water, warm beverages, restrooms on the first floor conference room. There was a coloring station, snacks and supplies for the kids.

This year, the William Penn House held a respite site for March for Our Lives that took place on March 24, 2018. This was a student-led demonstration in response to the school shootings including the deadly shooting at Marjory Stoneman Douglas High School in Parkland, Florida in support of tighter gun control.

The William Penn House is still active in community improvement projects including community gardens and youth mentoring programs. There is a planned trip to a North Dakota Indian reservation. There is also a summer intern program for college students to participate in setting up educational programs, activism and community improvement programs.

Respectfully Submitted

Bonijean Isaacs - SAYMA William Penn House Representative

Report on Friends Committee on National Legislation to SAYMA Yearly Meeting

June 2018

Submitted by SAYMA-FCNL Reps. Charlie Wilton and Jane Hiles

Your representatives to FCNL were joined by over 400 Friends and friends of Friends at the Quaker Public Policy Institute and/or FCNL Annual Meeting held 11/2-11/5/2017 in Washington, DC. Attenders made over 200 visits to members of Congress to advocate for Quaker peace and social justice priorities.

In a plenary report, FCNL Executive Secretary Diane Randall described the changes that have occurred in the past year (some of which were enabled by a successful capital campaign): the number of staff has doubled, FCNL has purchased and remodeled an adjacent building, the organization has strongly emphasized involving young adults in its work, and FCNL has become more diverse and more inclusive.

A continuing emphasis on bipartisan cooperation is one important role of the newly remodeled Quaker Welcome Center opened in 2017. In true Quaker fashion, the Welcome Center offers a quiet space for silent reflection that is open to anyone. It also houses a neutral conference/meeting space for bipartisan groups, and upstairs the building provides housing for a Friend in Residence. This year, FCNL presented its Award for Bipartisanship to Rep. Carlos Curbelo (R-Florida), for his work to encourage US participation in the Paris Climate Accord. FCNL continues to encourage members of Congress to cooperate across the aisle.

Outreach and work with young adults have resulted in the formation of 80 Advocacy Teams in 36 states. These teams, like the one in Birmingham, lobby Congress and write letters to support Friends' legislative priorities, which are set prior to the election of each new Congress.

The FCNL Legislative Priorities for the 115th Congress, which guide the body's lobbying efforts, included efforts to protect the expansion of healthcare, to build peacekeeping, to advocate for a responsible budget that doesn't sacrifice the needs of citizens to finance the war machine, to foster inclusive religious freedom and to develop compassionate immigration reforms. Since its January 2018 call to Monthly Meetings to submit their priorities for the incoming Congress by mid-April, FCNL has been engaged in the discernment process to determine Legislative Priorities for the 116th Congress to be elected in November. Your FCNL reps hope that your monthly meeting participates in this process every two years. Taking part in the priorities discernment process will be some of the important work that SAYMA's representatives to FCNL will do at the November 2018 annual meeting as members of the General Committee that is the organization's governing board.

Even in the midst of a political climate that touts as successes the US pulling out of both the Iran nuclear treaty and the Paris climate accord, the implementation of a regressive tax code and an attitude in the executive branch that only serves to make institutionalized racism more overt, FCNL has succeeded in making allies for its peacebuilding efforts. It shepherded the bipartisan Elie Wiesel Genocide and Atrocities Prevention Act (H.R. 3030; S.B. 1158), which had 115 co-sponsors, through House Foreign Affairs Committee approval in May of this year. The Senate bill, despite being supported by a letter from 60 NGOs calling on Senate Foreign Relations Committee Chair Bob Corker to bring the bill up for consideration, has not moved forward yet in committee. However, it has until January 2019 to be brought forward for a vote. This bill represents almost a decade of work by FCNL with a coalition of government, humanitarian, human rights, and development organizations that seek to move the U.S. from fighting wars to preventing them.

As Diane Randall reminded the attenders of the 2017 Annual Meeting, FCNL's modeling of civil dialogue is a form of ministry. FCNL demonstrates the Quaker values of hope and of the worth of every person which are our witness to the world.

2018 Report to Yearly Meetings

Friends Committee on National Legislation

Since the early days of the Religious Society of Friends, God's spirit has led Friends to take action in the world. As Friends, our faith and experience convince us to work for the peaceful, just, equitable, and sustainable world we seek. This year we celebrate our 75th anniversary. Founded in 1943 in Richmond, Indiana, FCNL has been bringing the concerns, experiences, and testimonies of Friends to bear on policy decisions in the nation's capital for the past seven decades.

Setting the Legislative Priorities for the 116th Congress

One of the distinctive features of the Friends Committee on National Legislation is our practice of asking Quakers around the country to help shape our collective work. Every two years, FCNL asks Friends and their meetings, churches, and worship groups all over the country to discern which public policy issues they feel are most pressing for the next Congress.

The core question as part of this process is, where is the spirit leading us? How are Friends called to influence government today? Your discernment is the foundation for the lobbying priorities that FCNL will establish at our annual meeting in November of 2018. This summer, FCNL's Policy Committee will read all the responses and consider a set of priorities to bring to the annual meeting.

Learn. Lobby. Lead. Update on Annual Meeting 2017

FCNL's Quaker Public Policy Institute and Lobby Day drew some 450 people to Washington, DC to lobby against huge increases in Pentagon spending. More than 300 of that number stayed for FCNL's Annual Meeting which celebrated the successful conclusion of our World We Seek Capital Campaign, affirmed the direction of the Forward Plan outlined by staff, and showed off the first materials prepared for celebrations of FCNL's 75th Anniversary in 2018.

One of the most exciting moments of the 2017 Annual Meeting was the celebration of the successful conclusion of FCNL's five-year capital campaign and opening of the new Quaker Welcome Center at 205 C Street. On October 5, we held a ribbon cutting event attended by Washington, DC Delegate Eleanor Holmes Norton, as well as FCNL's Executive and Education Fund Board. In the past few months, we have begun hosting conversations and programs to promote the world we seek. We are excited to offer the Quaker Welcome Center as a meeting space where lawmakers and staffers can have quiet conversations and speak across political divisions. FCNL has always been known as a place where people across the political spectrum feel welcome, and the Quaker Welcome Center will help us continue that tradition.

Every aspect of this building's construction minimized environmental impact and furthered the goal of creating a carbon-neutral building. FCNL was honored to be able to open the first LEED-certified building on Capitol Hill in 2005, and we're glad to continue our legacy of lobbying for an earth restored with this new Quaker Welcome Center, located next door to our office. The convenient location means that partner organizations working for peace and justice can easily take part in workshops and trainings as part of their lobbying efforts, and we look forward to welcoming FCNL supporters and activists like you before your visits with congressional offices.

We invite you to visit the Quaker Welcome Center and enjoy our expanded presence on Capitol Hill.

The Critical Role of Young Adult Friends

As we look to sustain FCNL's persistent and prophetic advocacy for another 75 years, we know how critical it is for young adults to play a central role in both FCNL's advocacy work and its governance. We are glad to report that FCNL's Standing Committees are stronger because of young adult participation. We are blessed to have these young adults playing leadership roles in the governance of FCNL.

We are also grateful to the 25 Yearly Meetings that have appointed members to serve on FCNL's General Committee. Thank you for sharing the nurturing gifts of these wise and committed Friends. With their guidance, we seek to remain open to where God's spirit leads us.

With gratitude for your partnership,

Bridget Moix
Baltimore Yearly Meeting
Clerk, FCNL General Committee

FCNL's 2016 – 2017 Accomplishments

ADDRESSING CLIMATE CHANGE

FCNL is creating space for bipartisan progress to address climate change, even as the Trump administration works to dismantle environmental protections. We've led the way to bring more than 60 members into the bipartisan Climate Solutions Caucus, which provides a forum for members to work across the aisle. fcnl.org/climate

PROTECTING HEALTH CARE FOR ALL

FCNL's persistent advocacy, in partnership with our faith community colleagues, helped defeat legislation that would have repealed the Affordable Care Act and cut 22 million people off health care. In nearly 300 lobby visits, we shared stories about the importance of affordable health care coverage and Medicaid. We continue to advocate for a community that helps everyone meet their basic needs. fcnl.org/healthcare

BUILDING PEACE

FCNL's advocacy is counteracting the Trump administration's push to put military force at the center of U.S. foreign policy. We are building bipartisan support in the House and Senate for the Elie Wiesel Genocide and Atrocities Prevention Act, and we are successfully keeping Congress from cutting peacebuilding funding. We continue to press the U.S. to engage diplomatically and to uphold the nuclear deal with Iran. We are also pushing Congress to reconsider its unconditional support for military strategies, from ending the U.S. backing of Saudi Arabia's war in Yemen to repealing the 2001 Authorization for Use of Military Force. fcnl.org/peacebuilding & fcnl.org/middleeast

FIXING IMMIGRATION

FCNL is working closely with Republican and Democratic senators on comprehensive legislation to protect Dreamers, undocumented young adults who arrived in the U.S. as children. Both in our own lobbying and that of the Interfaith Immigration Coalition, which we co-chair, FCNL is advocating for reforms to our immigration system and against harmful proposals such as increased deportation, detention, and a military build-up on the U.S.-Mexico border. fcnl.org/immigration

PROTECTING MUSLIMS AND REFUGEES

FCNL is at the forefront of opposing the Trump administration's executive orders gutting the refugee resettlement program and barring people from some Muslim-majority countries from entering the United States. We are lobbying for bills to rescind the order, securing congressional support for court challenges to the order, and organizing public demonstrations to support refugees. fcnl.org/refugees

REINING IN PENTAGON SPENDING

FCNL's Advocacy Teams - more than 1,300 people across the country — spent all of 2017 building relationships with their congressional delegations, focused on Pentagon spending. Thanks to their work, members of Congress are supporting Pentagon audit legislation and hearing hard questions about Pentagon spending increases. FCNL also continues to focus on blocking spending for nuclear weapons and supporting nonproliferation efforts. fcnl.org/pentagon

ADVOCATING WITH NATIVE AMERICANS

FCNL's persistent advocacy on Native American concerns honors a history of respectful relationships between Quakers and Native peoples. In November, we welcomed our first congressional advocate on Native American policy, Lacinia Tangnaqudo Onco, who will lead FCNL's advocacy with Congress as an ally of Native American groups. fcnl.org/native-american

Attachment E: Finance Committee Report

Finance Committee Report Yearly Meeting 2018

The Finance Committee completed an extensive work plan this past year. Since last Yearly Meeting, the committee has met six times, developing budgets for FY 2018 and FY 2019, adopting policies, and developing plans to carry out its responsibilities as stated in *Faith and Practice* and the Handbook

Completed work

In addition to the budgets:

- We developed a contributions policy, which allows individuals to make earmarked donations to SAYMA set-aside funds, SAYF, and other specific purposes when authorized.
- The Treasurer and Assistant Treasurer updated accounting procedures to provide more transparent reporting and largely comport with Generally Accepted Accounting Practices for nonprofit organizations.
- We moved up the budget adoption date to Yearly Meeting in accord with Faith and Practice and to allow wider participation in financial decisions.
- We developed a policy for handling unexpected overexpenditures in budgeted funds and unexpected shortfalls in revenue, with progressively wider involvement of the Finance Committee, SAYMA's clerk, and yearly meeting/representative meeting with increasing deviation from budgeted amounts.
- The Uplifting Racial Justice and Finance Committees jointly developed procedures for administering URJ funds.
- The Committee recommended, and the Clerk appointed, an ad hoc committee to develop a process for determining the allocation of contributions to Wider Quaker Organization that SAYMA makes annually.

Recommendations for Yearly Meeting consideration

Finance Committee reports the following items that it has completed since Representative Meeting.

1. Review of SAYMA Finances. SAYMA's *Handbook* says one of the duties of the Finance Committee is: "Review the books of the Yearly Meeting at least once a year and ensures that an audit is performed at the change of the treasurers' term of office." A full audit by a certified public accountant would be quite expensive, and in excess of SAYMA's needs, which are to assure that the accounts are accurate and that there are no opportunities for financial misdeeds.

Finance Committee recommends that SAYMA conduct an annual review of its books by engaging an outside expert for limited review periodically (less than annually), and seek a volunteer within SAYMA to review the books in other years. Finance Committee recommends a budget of up to \$2,500 for the outside review in FY 2019.

2. FWCC Third World Delegate Travel set-aside fund. While developing the FY 2019 budget, Finance Committee learned that the FWCC has changed the schedule and type of international meetings that it holds and that SAYMA representatives attend. The Third World Delegate travel fund purpose specifically covers travel to the World Conference (formerly Triennial, but now less frequent). Regional meetings, which also entail third world delegate travel, occur between World Conferences.

Finance Committee recommends changing the purpose of the Third World Delegate Travel set-aside fund to allow this per the revised purpose statement below:

“The *purpose* of the FWCC Third World Travel set-aside fund is to support delegates from yearly meetings in third world countries (most likely Latin America) to attend the FWCC World Conference and Section of the Americas meetings.

The *stewards* of the fund (who authorize expenditures) are the current SAYMA FWCC delegates. Funds are disbursed to the FWCC earmarked for Third World Delegate travel prior to meetings on request of the FWCC delegates, in an amount not to exceed the balance of the fund.”

3. FY 2019 Budget. We present the FY2019 budget for consideration. Compared with previous years, expenditures and anticipated revenues have both increased. The expenditure increases principally reflect
 - Yearly Meeting costs that are not completely offset by income, principally program enhancements for Junior Yearly Meeting and credit card fees
 - Higher personnel expenses due to inflation
 - Modest increase in Wider Quaker Organization contributions, although still less than half of peak expenditures before the financial crisis

Revenue changes include expected assessments 25% larger than 2016 anticipating nearly full implementation of the per capita increase adopted then.

While the budget is close to balanced on paper, several late developments may result in a deficit. We have not heard from most set-aside funds. We have not included the cost for an external review of SAYMA’s books when the Treasurer changes. *Faith and Practice* and the Handbook specify an audit, which SAYMA has never undergone. We believe a full audit would be an unwarranted expense, but we have learned that many churches periodically have a limited accountant review of books. Finance Committee is considering this during Yearly Meeting, and may request approximately \$2,500 to cover this need. As a result, Finance Committee believes it is probable that we will budget a small amount in deficit, which is consistent with a gradual spend down of equity in excess of reserves. Please review the financial statements prepared by the Treasurer for a more complete picture of our situation.

Finance Committee recommends adoption of the FY 2019 budget.

4. Technical correction to the FY 2018 budget. While preparing the FY 2019 budget, we noticed a number transposition in the FY 2018 budget for Wider Quaker Organization contributions. In the detailed budget, the amounts for Quaker House and Quaker Voluntary Service were moved one cell higher on the sheet than intended. They were budgeted higher than the other contributions because they are particular and local concerns of SAYMA. We are correcting the error. It does not affect the total budget.

FY 19 Budget v. 0.62		FY13 Actl	FY14 Actl	FY15 Actl	FY16 Actl	FY17 Actl	FY18 Bdgdt	FY19 Bdgdt
	Income	\$86,216	\$81,754	\$82,116	\$86,321	\$95,450	\$107,489	\$110,740
Assessments		\$44,775	\$42,528	\$42,458	\$41,680	\$50,567	\$50,750	\$52,563
Contributions – General		\$200	\$500	\$3,042	\$1,671	\$1,810	\$1,700	\$1,810
Interest - Money Mkt		\$151	\$114	\$165	\$219	\$347	\$150	\$420
Publication Sales		\$394	\$147	\$76	\$91	\$0	\$80	\$47
Pub Sales - Directory		\$27	\$20	\$0	\$0	\$0	\$0	\$0
Pub Sales - F&P		\$367	\$127	\$76	\$91	\$0	\$80	\$47
YM Income		\$40,523	\$38,747	\$36,376	\$42,659	\$42,726	\$54,809	\$55,900
YM Bookstore Inc		\$1,800	\$1,426	\$1,148	\$1,244	\$764	\$1,261	\$1,317
YM Receipts		\$38,791	\$36,967	\$33,559	\$40,553	\$41,745	\$51,698	\$52,530
YM Scholarship Contrib		\$586	\$1,676	\$1,669	\$862	\$218	\$1,850	\$2,053
	Expenses	\$85,958	\$84,894	\$87,917	\$80,285	\$88,508	\$129,554	\$110,453
SAYMA Operations		\$33,593	\$38,507	\$37,906	\$37,589	\$38,106	\$50,361	\$46,316
Liability Insurance Exp		\$1,283	\$1,109	\$1,412	\$1,356	\$1,537	\$1,630	\$1,504
Office Admin		\$3,006	\$3,828	\$3,145	\$2,754	\$3,084	\$5,491	\$3,435
Office - Duplication		\$131	\$191	\$275	\$162	\$211	\$249	\$194
Office - Guilford Archiving		\$150	\$100	\$150	\$150	\$150	\$171	\$156
Office - Misc Exp		\$642	\$419	\$462	\$235	\$153	\$2,057	\$202
Office - Officer Exp		\$29	\$0	\$106	\$0	\$118	\$61	\$461
Office - Phone ISP		\$270	\$360	\$510	\$480	\$857	\$564	\$695
Office - Postage		\$190	\$242	\$105	\$210	\$128	\$179	\$176
Office - Volunteer Bkgrd Chks		\$36	\$304	\$162	\$130	\$238	\$166	\$191
Travel - Office Staff		\$1,558	\$2,211	\$1,375	\$1,389	\$1,229	\$2,044	\$1,361
Personnel		\$24,112	\$25,785	\$26,410	\$26,366	\$27,309	\$33,391	\$30,876
Payroll Costs		\$432	\$432	\$432	\$432	\$576	\$547	\$576
Salaries Exp		\$19,352	\$20,830	\$21,174	\$21,170	\$21,253	\$26,790	\$24,240
Tax Payments		\$4,328	\$4,523	\$4,805	\$4,764	\$5,480	\$6,054	\$6,060
Publications Expenses		\$1,110	\$1,279	\$711	\$704	\$821	\$1,400	\$1,400
Pub Exp - Directory		\$209	\$100	\$186	\$0	\$68	\$0	\$0
Pub Exp - Faith & Practice		\$0	\$67	\$117	\$11	\$0	\$0	\$0
Pub Exp - Newsletter		\$797	\$941	\$408	\$693	\$605	\$1,200	\$1,200
Pub Exp - Web & Hosting Srvc		\$103	\$171	\$0	\$0	\$147	\$200	\$200
SAYF Operational Transfers		\$1,000	\$2,000	\$2,000	\$0	\$2,000	\$2,000	\$2,000
SAYMA Committees		\$90	\$48	\$420	\$791	\$1,136	\$2,300	\$1,800
Cmte Exp – Contingency Pool		\$0	\$0	\$137	\$398	\$50	\$500	\$500
Cmte Exp - Faith & Practice Rvsn		\$0	\$0	\$46	\$94	\$86	\$400	\$200
Cmte Exp - Finance		\$0	\$0	\$0	\$0	\$0	\$0	\$0
Cmte Exp - Ministry & Nurture		\$18	\$0	\$183	\$0	\$0	\$1,000	\$500
Cmte Exp - Nominating		\$0	\$48	\$52	\$0	\$0	\$50	\$50
Cmte Exp - Outreach		\$0	\$0	\$0	\$0	\$0	\$0	\$0
Cmte Exp - Peace & Social Concerns		\$72	\$0	\$0	\$0	\$0	\$0	\$0
Cmte Exp - SAYMA Earthcare Action		\$0	\$0	\$140	\$300	\$0	\$350	\$350
Cmte Exp - Uplifting Racial Justice		\$0	\$0	\$0	\$0	\$1,000	\$0	\$0
Cmte Exp - Yearly Meeting Planning		\$0	\$0	\$0	\$0	\$0	\$0	\$200
Travel Reimbursements		\$2,992	\$4,458	\$3,807	\$5,617	\$2,218	\$4,150	\$5,300
Travel - Rep Meetings		\$53	\$272	\$68	\$0	\$87	\$150	\$500
Travel - WQO Delegates		\$2,939	\$4,187	\$3,602	\$5,617	\$2,131	\$4,000	\$4,800
Set-aside Fund Annual Allotments		\$2,915	\$2,915	\$6,395	\$1,400	\$1,400	\$17,500	\$500
FWCC 3rd World Delg Annl Exp		\$1,325	\$1,325	\$250	\$800	\$800	\$0	\$0
FWCC Conference Annl Exp		\$700	\$700	\$4,955	\$0	\$0	\$0	\$0
Released Friend Annl Exp		\$300	\$300	\$600	\$400	\$400	\$0	\$0
Spiritual Development Annl Exp		\$300	\$300	\$300	\$200	\$200	\$1,500	\$500
Uplifting Racial Justice Annl Exp		\$0	\$0	\$0	\$0	\$0	\$16,000	\$0
YAF Scholarships Annl Exp		\$40	\$40	\$40	\$0	\$0	\$0	\$0
Youth Enrichment Fund Annl Exp		\$250	\$250	\$250	\$0	\$0	\$0	\$0
Yearly Meeting		\$40,101	\$37,272	\$37,116	\$38,697	\$44,802	\$57,493	\$58,637
Facilities & Services Exp		\$32,766	\$31,419	\$30,884	\$34,375	\$35,635	\$49,080	\$50,057
YM Accommodations & Meals		\$31,566	\$29,632	\$28,919	\$31,935	\$34,240	\$39,558	\$40,345
YM Grants - WQO Reps		\$0	\$0	\$0	\$0	\$0	\$5,499	\$5,609
YM Services & Honoraria		\$1,200	\$1,787	\$1,808	\$2,030	\$1,094	\$3,623	\$3,696
YM Supplies		\$0	\$0	\$157	\$410	\$301	\$400	\$408
Junior Yearly Meeting Exp		\$3,105	\$2,800	\$3,198	\$3,062	\$5,854	\$5,650	\$5,762
JYM Asst Coordinator		\$1,000	\$1,400	\$400	\$400	\$1,600	\$1,600	\$1,632
JYM Coordinator		\$1,800	\$1,400	\$2,400	\$2,400	\$3,600	\$3,600	\$3,672
JYM Supplies, Sitters, Misc		\$305	\$0	\$398	\$262	\$654	\$450	\$459
YM Bookstore Exp		\$1,580	\$1,381	\$1,141	\$1,237	\$704	\$1,173	\$1,196
YM Print Post Phone & Misc		\$1,173	\$1,672	\$1,893	\$875	\$1,755	\$1,590	\$1,622
YM WQO Annual Contribns		\$9,350	\$6,200	\$6,500	\$2,600	\$4,200	\$4,200	\$5,000
	FY Net:	\$257	-\$3,140	-\$5,801	\$6,035	\$6,943	-\$22,065	\$286
	YM Net (for FY):	\$422	\$1,476	-\$740	\$3,962	-\$2,076	-\$2,684	-\$2,737

FY 19 Budget v. 0.62	FY13 Actl	FY14 Actl	FY15 Actl	FY16 Actl	FY17 Actl	FY18 Bdgt	FY19 Bdgt
Income	\$86,216	\$81,754	\$82,116	\$86,321	\$95,450	\$107,489	\$110,740
Adjustments to Income	0	-355		\$1	\$0		
Assessments	\$44,775	\$42,528	\$42,458	\$41,680	\$50,567	\$50,750	\$52,563
Asheville	\$2,860	\$2,860	\$2,860	\$2,145	\$3,575	\$3,020	\$3,259
Athens	\$315	\$688	\$408	\$250	\$100	\$400	\$199
Atlanta	\$10,200	\$10,200	\$10,200	\$10,200	\$10,839	\$12,300	\$11,988
Berea	\$2,655	\$3,480	\$2,520	\$1,785	\$2,990	\$2,600	\$2,721
Birmingham	\$950	\$750	\$2,000	\$1,500	\$1,869	\$2,100	\$1,920
Boone	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Brevard	\$745	\$550	\$600	\$250	\$0	\$510	\$142
Celo	\$2,835	\$2,880	\$2,160	\$3,150	\$3,435	\$3,200	\$3,752
Charleston	\$1,200	\$1,200	\$1,200	\$1,200	\$1,625	\$1,450	\$1,610
Chattanooga	\$1,500	\$1,440	\$960	\$1,860	\$1,690	\$1,700	\$2,023
Columbia	\$1,875	\$2,250	\$2,500	\$2,500	\$2,650	\$3,020	\$2,934
Cookeville	\$0	\$0	\$500	\$360	\$455	\$520	\$464
Crossville	\$720	\$1,080	\$600	\$540	\$455	\$690	\$567
Foxfire	\$0	\$300	\$0	\$0	\$390	\$0	\$222
Greenville	\$810	\$540	\$270	\$720	\$975	\$600	\$966
Huntsville	\$900	\$900	\$0	\$1,500	\$1,340	\$900	\$1,618
Memphis	\$2,160	\$2,160	\$2,280	\$1,800	\$4,255	\$2,460	\$3,450
Nashville	\$8,050	\$5,400	\$5,400	\$5,400	\$6,664	\$6,520	\$6,874
Oxford	\$300	\$0	\$150	\$250	\$0	\$240	\$142
Swannanoa Valley	\$3,300	\$3,300	\$3,600	\$3,720	\$3,720	\$4,420	\$4,239
West Knoxville	\$3,400	\$2,550	\$4,250	\$2,550	\$3,540	\$4,100	\$3,470
Contributions – General	\$200	\$500	\$3,042	\$1,671	\$1,810	\$1,700	\$1,810
Interest - CD	\$173	\$74	\$0	\$0	\$0	\$0	\$0
Interest - Money Mkt	\$151	\$114	\$165	\$219	\$347	\$150	\$420
Publication Sales	\$394	\$147	\$76	\$91	\$0	\$80	\$47
Pub Sales - Directory	\$27	\$20	\$0	\$0	\$0	\$0	\$0
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Publications Expenses	\$1,110	\$1,279	\$711	\$704	\$821	\$1,400	\$1,400
Pub Exp - Directory	\$209	\$100	\$186	\$0	\$68	\$0	\$0
Pub Exp - Faith & Practice	\$0	\$67	\$117	\$11	\$0	\$0	\$0
Pub Exp - Newsletter	\$797	\$941	\$408	\$693	\$605	\$1,200	\$1,200
Pub Exp - Web & Hosting Srvc	\$103	\$171	\$0	\$0	\$147	\$200	\$200
SAYF Operational Transfers	\$1,000	\$2,000	\$2,000	\$0	\$2,000	\$2,000	\$2,000
SAYMA Committees	\$90	\$48	\$420	\$791	\$1,136	\$2,300	\$1,800
Cmte Exp – Contingency Pool	\$0	\$0	\$137	\$398	\$50	\$500	\$500
Cmte Exp - Faith & Practice Rvsn	\$0	\$0	\$46	\$94	\$86	\$400	\$200
Cmte Exp - Finance	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Cmte Exp - Ministry & Nurture	\$18	\$0	\$183	\$0	\$0	\$1,000	\$500
Cmte Exp - Nominating	\$0	\$48	\$52	\$0	\$0	\$50	\$50

Cmte Exp - Outreach	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Cmte Exp - Peace & Social Concerns	\$72	\$0	\$0	\$0	\$0	\$0	\$0
Cmte Exp - SAYMA Earthcare Action	\$0	\$0	\$140	\$300	\$0	\$350	\$350
Cmte Exp - Uplifting Racial Justice					\$1,000	\$0	\$0
Cmte Exp - Yearly Meeting Planning	\$0	\$0	\$0	\$0	\$0	\$0	\$200
Travel Reimbursements	\$2,992	\$4,458	\$3,807	\$5,617	\$2,218	\$4,150	\$5,300
Travel - Rep Meetings	\$53	\$272	\$68	\$0	\$87	\$150	\$500
Travel - WQO Delegates	\$2,939	\$4,187	\$3,602	\$5,617	\$2,131	\$4,000	\$4,800
Set-aside Fund Annual Allotments	\$2,915	\$2,915	\$6,395	\$1,400	\$1,400	\$17,500	\$500
FWCC 3rd World Delg Annl Exp	\$1,325	\$1,325	\$250	\$800	\$800	\$0	\$0
FWCC Conference Annl Exp	\$700	\$700	\$4,955	\$0	\$0	\$0	\$0
Released Friend Annl Exp	\$300	\$300	\$600	\$400	\$400	\$0	\$0
Spiritual Development Annl Exp	\$300	\$300	\$300	\$200	\$200	\$1,500	\$500
Uplifting Racial Justice Annl Exp	\$0	\$0	\$0	\$0	\$0	\$16,000	\$0
YAF Scholarships Annl Exp	\$40	\$40	\$40	\$0	\$0	\$0	\$0
Youth Enrichment Fund Annl Exp	\$250	\$250	\$250	\$0	\$0	\$0	\$0
Yearly Meeting	\$40,101	\$37,272	\$37,116	\$38,697	\$44,802	\$57,493	\$58,637
Facilities & Services Exp	\$32,766	\$31,419	\$30,884	\$34,375	\$35,635	\$49,080	\$50,057
YM Accommodations & Meals	\$31,566	\$29,632	\$28,919	\$31,935	\$34,240	\$39,558	\$40,345
YM Grants - WQO Reps	\$0	\$0	\$0	\$0	\$0	\$5,499	\$5,609
YM Services & Honoraria	\$1,200	\$1,787	\$1,808	\$2,030	\$1,094	\$3,623	\$3,696
YM Supplies	\$0	\$0	\$157	\$410	\$301	\$400	\$408
Junior Yearly Meeting Exp	\$3,105	\$2,800	\$3,198	\$3,062	\$5,854	\$5,650	\$5,762
JYM Asst Coordinator	\$1,000	\$1,400	\$400	\$400	\$1,600	\$1,600	\$1,632
JYM Coordinator	\$1,800	\$1,400	\$2,400	\$2,400	\$3,600	\$3,600	\$3,672
JYM Supplies, Sitters, Misc	\$305	\$0	\$398	\$262	\$654	\$450	\$459
YM Bookstore Exp	\$1,580	\$1,381	\$1,141	\$1,237	\$704	\$1,173	\$1,196
YM Print Post Phone & Misc	\$1,173	\$1,672	\$1,893	\$875	\$1,755	\$1,590	\$1,622
YM WQO Annual Contribns	\$9,350	\$6,200	\$6,500	\$2,600	\$4,200	\$4,200	\$5,000
WQO - AFSC	\$1,050	\$700	\$700	\$200	\$300	\$300	\$350
WQO - BQEF	\$0	\$200	\$600	\$200	\$300	\$300	\$350
WQO - FCNL	\$1,050	\$700	\$1,000	\$200	\$300	\$300	\$350
WQO - FGC	\$1,050	\$700	\$700	\$200	\$300	\$300	\$350
WQO - Friends for LGBTQ Concerns	\$200	\$200	\$100	\$0	\$300	\$300	\$350
WQO - Friends Journal	\$300	\$200	\$300	\$200	\$300	\$300	\$350
WQO - Friends Peace Teams	\$900	\$200	\$0	\$200	\$300	\$300	\$350
WQO - FWCC - Direct Contrbn	\$1,050	\$700	\$700	\$200	\$300	\$300	\$350
WQO - Quaker Earthcare Witness	\$1,050	\$800	\$800	\$200	\$300	\$300	\$350
WQO - Quaker House	\$1,050	\$700	\$700	\$300	\$450	\$450	\$575
WQO - Quaker Volunteer Service	\$0	\$0	\$0	\$300	\$450	\$450	\$575
WQO - Right Sharing of World Resources	\$1,050	\$700	\$700	\$200	\$300	\$300	\$350
WQO - Wm Penn House	\$300	\$200	\$200	\$200	\$300	\$300	\$350
Budget Net:	\$257	-\$3,140	-\$5,801	\$6,035	\$6,943	-\$22,065	\$286
YM Net:	\$422	\$1,476	-\$740	\$3,962	-\$2,076	-\$2,684	-\$2,737

File: Budget Derivation for FY 19 v 0.6

Ad Hoc Committee on SAYMA Assessments Report to Yearly Meeting 2018

Overview and Highlights

This report is in seven sections:

1. **Background:** Why the ad hoc committee was formed, and summary of work through YM 2017.
2. **Fall 2017 Monthly Meeting Reflection Process:** Input from monthly meetings after consideration of information and queries.
3. **Percentage-of-Contributions Option:** Examination of a new option proposed by two monthly meetings.
4. **Recommendations for Assessment Policy.** Committee's recommendations and rationale.
5. **Census:** Concerns raised and recommendations for changes to the annual census.
6. **Next Stage.** Recommendation that finance committee handle implementation, and final thoughts from committee.
7. **Appendices:** Appendix 1 consists of the committee's recommendations for assessment policy, changes to the annual census, and transition period. Appendix 2 compares current census definitions to proposed census-and-assessment definitions.

After its formation at YM 2016, the committee undertook a survey of MMs about their practices regarding the assessment. The committee came to YM 2017 with a report and several recommendations. Following YM 2017, the committee shepherded a process of MM reflection and clarification about the assessment. We looked into a significant new idea, of basing the assessment not on a per-person count but on a percentage of contributions received at the MM level.

We come to YM 2018 a proposed policy in which this is a key sentence: “SAYMA recommends that monthly meetings pay the assessment based on **the number of active adult members and active adult attenders reported in the SAYMA census for the prior year.**” The proposed policy explicitly recognizes that some MMs are led to use a different basis for the assessment and provides a mechanism for reporting on these differences. We recommend a radical reduction of the number of questions on the census. Finally, we propose passing the baton to the finance committee for implementation of changes in the assessment.

With any change in the assessment policy, it is inevitable that some MMs following the policy will pay more and some will pay less. We encourage all SAYMA Friends, individually and as MMs, to approach any changes that are adopted with a generous spirit.

1. Background

Throughout SAYMA's history, the organization has been funded primarily by MMs via a per-person assessment. SAYMA has asked MMs to pay a set dollar amount "per member and regular attender," adding, "Monthly meetings exercise discretion in deciding whom to consider regular attenders." In practice, MMs have also exercised discretion in deciding whom to count as members for the assessment, and a few MMs developed completely different ways of determining what to pay.

Over the years, SAYMA's treasurers and finance committees reported that year-to-year assessment revenue, which it seemed should be fairly steady, was instead somewhat erratic. This made budgeting difficult. Furthermore, questions kept arising about whether all MMs were paying their fair shares. Friends have wondered whether the discretion given to MMs in determining their assessments might have led to differences in practice that result in significant inequities in the amounts paid. SAYMA treasurers also noted that the numbers on which the assessment was paid were substantially different from numbers reported by MMs on the annual census.

Following a finance committee report that once again called attention to issues with the assessment, YM 2016 established an ad hoc committee to study how meetings count people for the assessment. The committee consisted of Wood Bouldin, Greenbrier Valley; Bill Holland, Atlanta; Chuck Jones, Chattanooga; Carol Lamm, Berea; and Brian Yaffe, Celo.

In the fall of 2016, this committee developed an on-line, 12-question survey asking how MMs calculate their assessments. The survey revealed considerable variation among MMs. Results of the survey were reported at March 2017 rep meeting and are still available on the SAYMA website.

At YM 2017, the committee made three recommendations for action. Friends at YM 2017 approved these two recommendations:

1. That SAYMA initiate a process that will engage monthly meetings in reflection and clarification around assessment-related topics, broadly defined, over the coming year, in preparation for approving a revised assessment system at YM 2018.
2. That YM 2017 ask our committee to continue its work for another year, with a charge to:
 - a. Shepherd the process of engaging monthly meetings in reflection and clarification around assessment-related topics.
 - b. Develop recommendations for a revised assessment system to bring to YM 2018, taking into consideration results of the monthly meeting reflection in step 1.
 - c. Review the annual census process and bring recommendations for simplification and alignment with the assessment.

The committee made progress reports to rep meetings at West Knoxville in September 2017 and at Celo in March 2018. We are completing our work with the recommendations in this report.

Throughout our two years of work, we received excellent cooperation from MMs. Twenty of 21 MMs responded to the initial survey. Thirteen MMs submitted responses from the reflection process in the fall of 2017. Finally, 16 MM treasurers responded to a new information request this spring.

2. Fall 2017 Monthly Meeting Reflection Process

At the end of September 2017, the committee distributed a packet to all SAYMA MMs asking each meeting to engage in reflection and discernment about how MMs provide financial support for SAYMA. The packet included background on assessment-related issues, proposed principles for a revised assessment system, and queries.

We were pleased to receive responses from 13 MMs. All but two responses were from large or middle-size MMs. While the responses varied in degree of detail and focus, Friends generally affirmed the value of SAYMA and the desirability of a more reliable, uniform, transparent and fair way to support SAYMA financially.

Confirming the results of the survey in 2016, most MMs reported using a per-person assessment, but there were still significant differences in the details of who is counted. The rationale for aligning assessment and census was usually recognized, but many responses pointed out difficulties in counting consistently, especially in deciding which attenders to count. Two meetings suggested changing the basis of assessment from a per-person count to a percentage of annual contributions to the MM.

3. Percentage-of-Contributions Option

The two MMs that advocated a switch to a percentage-of-contributions method offered two reasons:

- It seems fairer.
 - “Should a Meeting of 40 in a low-income area pay the same amount as a Meeting of 40 composed mainly of wealthier Friends? To us this would seem an injustice.”
 - “We believe that a headcount based assessment system does not necessarily reflect each meeting’s financial resources and ability to support SAYMA.”
- It would be simpler for MMs.
 - “We do not think that a members and attenders based assessment is practical for a meeting of our size to implement.”

The simplicity point was echoed by a third meeting that suggested assessment as a percentage of operating budget “could be a simple, clear and consistent formula, without the vagaries inherent in a system that tries to qualify and determine who in a Meeting is counted or not.”

In the committee’s first year, the 2016 survey included the question: “What percentage of your MM’s annual budget goes to the SAYMA assessment?” The responses ranged from 5 percent to 25 percent. We could only speculate (meetinghouse? WQO contributions?) on the reasons for this wide variation. There was nothing to suggest that a percentage-of-budget option would make sense across SAYMA, and the committee did not pursue the question before YM 2017.

However, with the strong, thoughtful advocacy for a percentage-of-contributions approach from two MMs in the fall 2017 reflection process, the committee decided to explore this option. Perhaps analyzing assessments vis-à-vis *contributions* rather than *budget* would provide a percentage around which the assessment could coalesce.

In the spring of 2018, we asked MM treasurers for three years of history on general contributions received. We instructed them not to include contributions for capital campaigns or other special funds. We received responses from 16 MMs. We then compared the total assessments paid to SAYMA by each MM over the three-year period to the total contributions reported by the MM.

Average annual contributions received over the three-year period ranged from \$1,532 to \$149,336.

Overall, the average assessments/contributions figure was 13 percent. However, just as with assessments/budgets, there was wide variation among MMs, in this case from 6 percent to 42 percent. These wide variations reinforced our sense that MM finances vary for as-yet-unexplained reasons.

If all MMs had paid 13 percent of their budgets as assessments, nine MMs would have paid less and seven would have paid more. The decreases would have ranged from \$124 to \$1,219. The increases would have ranged from \$30 to \$8,930.

For two reasons, the committee does not recommend a percentage-of-contributions method:

1. **Contribution levels vary greatly for unknown reasons.** We believe that SAYMA would need to undertake a much deeper exploration of this topic, including testing the assumption that different contribution levels track with economic resources of Friends, before moving in this direction.

2. **The change in assessment at the top end was very high.** Any change to the assessment method is likely to change the amount paid by individual MMs. However, we felt that asking any MM to pay close to \$9,000 more per year would not be feasible.

4. Recommendations for Assessment Policy

After our consideration of the percentage-of-contributions method did not lead to a recommendation, the committee returned to the per-person method. We propose some fine-tuning of definitions and new reporting by MMs that use alternate bases for their assessments. The committee's full assessment policy recommendation, including parts carried over from the present system, appears in Appendix 1.

We recommend that MMs pay the assessment based on the number of **active adult members and active adult attenders reported in the SAYMA census for the prior year.**

Why adults only? We considered the argument that MMs with teens benefit more from the SAYF program, which is a significant expense for SAYMA, and thus should bear more of the cost. In the end, we recommend basing the assessment on adults because:

- Young people are less likely than adults to be able to support their MMs with financial contributions.
- Developing the next generation of Quaker leaders is important to all of SAYMA, not just MMs that include youth.

Why active members and not all members? In practice, many meetings do not pay the assessment for members with whom they have lost touch. We recommend that MMs not be expected to pay the assessment for inactive members, and that the following sentence be added to the definition of inactive members: "In general, MMs consider members who have been out of communication for two years to be inactive." We believe this is accurate and will provide helpful guidance to MMs that have been struggling with this point in the census.

Why "active" instead of "regular" attenders? A higher standard seems more appropriate for financial responsibility to SAYMA. We propose the following definition, which comes almost word for word from one of SAYMA's MMs: "An **active attender** is a person who, over the past year, has attended meeting for worship about half the time and who contributes to the life of the MM in other ways (e.g. attends discussions, participates in other meeting events, or financially), but is not a member." We believe that MMs will find this guideline reasonable and helpful both for the census count and for the assessment.

Why connect the assessment to the census for the prior year? We found strong support across SAYMA for aligning the assessment and the census. See Appendix 2 for a table of current census definitions and proposed definitions to be applied to both the census and assessment.

We recognize and accept the possibility that some MMs will be led to support SAYMA financially on a different basis than the one recommended in the proposed policy. We hope that acknowledging this and being transparent about variances from the policy will promote appreciative understanding about these differences across SAYMA. To that end, there is a paragraph in the proposed policy asking MMs to inform the treasurer if they will be using an alternative basis for their assessment.

Finally, the proposed policy encourages quarterly payment of the assessment.

5. Census

From the fall 2017 reflection process, we received a strong message from MMs that filling out the annual census is burdensome. From SAYMA staff we learned that most census data are not used by anyone.

We also learned that Friends World Committee for Consultation does not supply a definition when it asks Friends around the world to report on the number of Quakers. To the contrary, FWCC has an open-hearted statement explaining its acceptance of differing definitions.

We have two recommendations for the census:

1. **Beginning with the 2018 census, use the new assessment definitions.** A table comparing the current definitions with the proposed definitions appears as Appendix 2.
2. **Stop collecting data that has not been used.** Section by section, this will mean:
 - a. *Section 1: Counts of Individuals.* Eliminate questions about how many members and attenders primarily attend your MM, another SAYMA MM, in another yearly meeting, etc.
 - b. *Section 2: Counts of Events.* Eliminate this entire section, which covers weddings (3 questions), births and adoptions, deaths, transfers of membership to and from your meeting, withdrawals, new members, new attenders and number who stopped attending.
 - c. *Section 3: Active Meeting Participation Statistics.* Eliminate this entire section, which asks for number of children under 12, teens, and young adults. It was added several years ago at the request of the Ministry and Nurture Committee, which supports our proposal to eliminate this section now.

6. Next Stage

We recommend that YM 2018 give the responsibility for managing the transition to the new assessment guidelines to the finance committee. The finance committee is stable, capable and familiar with the history of assessment issues. Several finance committee members have been closely following the ad hoc committee's work. The incoming SAYMA treasurer has been an active member of the ad hoc assessment committee and can help coordinate the next stage as needed.

We hope that Friends will work together in a good spirit, finding ways to make changes work for all parts of SAYMA. It is possible that some MMs may face a steep increase in their assessment calculation. If this happens, these MMs may need to step up their assessment payments over a period of years rather than all at once. On the other side, we hope that MMs whose assessments would decline will plan to taper off over time to allow for the meetings that need to catch up to do so.

At the SAYMA level, the intention is to stabilize assessment revenue. YM 2016 approved the current \$75/person assessment to go into effect in October 2017; it is still being phased in as MMs adjust their budgets. It is possible that the per-person assessment will need further adjustment once new census results are in.

All of this is a little unsettling, but we are in this raft together and if we work together, we will make it downstream all right.

We suggest that the transition process will go more smoothly if it is an iterative process that begins soon, rather than waiting for the 2018 census. The finance committee can provide guidance for this process. For example, in early fall, the finance committee could:

1. Ask MMs to take a look at how the census numbers they report will change under the new definitions and provide an estimate to the finance committee.
2. Ask MMs to tell the finance committee whether, assuming financial feasibility, they intend to follow the recommended assessment calculation or use an alternate basis.

As we wrap up our work, we commend to MM consideration some assessment and membership-related practices and advice:

- Seek out opportunities to learn from other MMs' experiences with membership, attending to both spiritual and practical aspects.
- Establish an annual method of communication with members who are at a distance or otherwise out of touch with the MM.
- Let active attenders know that they are being counted for the census and assessment.
- Consider the assessment a responsibility of the whole meeting (rather than of individuals) and communicate this whenever the assessment is discussed.

Our committee has been gratified by the interest in and support for our work. We especially appreciate the treasurers and others who responded to multiple requests from the committee, and the many Friends who participated in MM processes of reflection on the assessment.

We trust that SAYMA Friends will continue to approach the assessment in a spirit of curiosity, generosity and integrity.

Appendix 1

Recommendations to Yearly Meeting 2018 From the Ad Hoc SAYMA Assessment Committee

Recommendation 1: SAYMA Policy on Assessments

SAYMA's member monthly meetings provide financial support for SAYMA through an annual assessment. These assessments cover ongoing operations of the yearly meeting, including salaries of staff. Assessments pay for operating the SAYMA office, much of the SAYF program, the newsletter, contributions to wider Quaker organizations, set-aside funds for purposes such as spiritual development, and committee expenses.

SAYMA recommends that monthly meetings pay the assessment based on the number of **active adult members and active adult attenders** reported in the SAYMA census for the prior year. As of June 2018, the assessment rate is \$75 per person.

The following definitions apply:

- An **adult** is 18 years or older.
- A **member** of a monthly meeting is a person who has applied by letter or transfer and had his or her membership recorded in the meeting minutes.
- An **active member** is a member who attends meeting for worship frequently, or supports the meeting financially, or is otherwise active in meeting life.
- An **inactive member** is a member who is not an active member. In general, monthly meetings consider members who have been out of communication for two years to be inactive.
- An **active attender** is a person who, over the past year, has attended meeting for worship about half the time and who contributes to the life of the monthly meeting in other ways (for example, attends discussions, participates in other meeting events, or contributes financially) but is not a member.

If a monthly meeting is led to pay on a different basis, at the time the census is due the monthly meeting informs the SAYMA treasurer of how its basis differs from the recommended basis, and of the amount it expects to pay for the coming year. The expected payment helps provide a sound footing for the preparation of the annual SAYMA budget. Clarity about differences supports mutual accountability and may be helpful to further discernment at the monthly and yearly meeting levels about assessment policy.

SAYMA encourages monthly meetings to pay assessments quarterly. This practice fosters a regular cash flow for SAYMA and minimizes the effect of different fiscal years between monthly meetings and SAYMA.

Recommendation 2: Changes to Census

Beginning with the 2018 census:

1. Use the new assessment definitions.
2. Stop collecting data that has not been used.

Recommendation 3: Assessment Implementation

SAYMA charges the finance committee to manage changes in the assessment, including reporting to rep meeting on progress and recommendations as needed.

Appendix 2 Reference: Census Definitions

Current Census	Proposed Census & Assessment
For purposes of this census, a member of a monthly meeting is a person who has applied by letter or transfer and had his or her membership recorded in the meeting minutes.	No change.
Also, children under 18 who are listed on your meeting rolls as members or associate members should be reported as members here.	No change.
An active member is a member who attends meeting for worship frequently or supports the meeting financially or is otherwise active in meeting life.	No change.
An inactive member is a member who is not an active member.	An inactive member is a member who is not an active member. In general, monthly meetings consider members who have been out of communication for two years or more to be inactive.
A regular attender is a person who comes to meeting frequently but is not a member.	
	An active attender is a person who, over the past year, has attended meeting for worship about half the time and who contributes to the life of the monthly meeting in other ways (e.g. attends discussions, participates in other meeting events, or financially), but is not a member.

Attachment G: Nominating Committee Report – SAYMA Positions

Positions for SAYMA 2018-2019			Current Term	Meeting	State	Position Term	Year Started
OFFICERS							
Barbara	Esther	Clerk	2018-2020	Asheville	NC	2	2018
Jon	Saderholm	Assist Clerk	2018-2019	Berea	KY	1	2018
Beth	Myers	Recording Clerk	2018-2020	Berea	KY	2	2018
Carol	Lamm	Treasurer	2018-2020	Berea	KY	2	2018
Roger	Wise	Assist Treasurer	2018-2019	Charleston	WV	1	2018
Missy	Ivie	Archivist	2018-2019	West Knoxville	TN		Since ~2007
STANDING COMMITTEES							
<i>Ministry</i>	<i>and</i>	<i>Nurture</i>					
Open		Clerk					
Gita	Larson	member	2017-2019	Ashville	NC		
Robyn	Josephs	member	2018-2020	Swannanoa	NC		
Ron	McDonald	member	2018-2020	Memphis	TN	2	2018
Millie	Gimmell	meet'g appt		West Knoxville	TN		
Jan	Stansel	meet'g appt		Nashville	TN		
Kim	Saderholm	meet'g appt		Berea	KY		
		meet'g appt					
Laura	Seeger	meet'g appt		Chattanooga	TN		
Adrian	Mehr	meet'g appt		Memphis	TN		
Diana	Masso	meet'g appt		Charleston	WV		
Clive	Gordon	meet'g appt		Atlanta	GA		
<i>Finance</i>	<i>Committee</i>						
Charles	Schade	clerk	2018-2019	Charleston	WV	2	2016?
Lee Ann	Swarm	member	2018-2020	West Knoxville	TN	2	
Annika	Peacock	member	2018-2020	Asheville	NC	2	
Geeta	McGahey	member	2018-2021	Celo	NC	2	2016
Open		member	2018-2020			2	
Roger	Wise	Asst Treas ex-officio		Charleston	WV		
Carol	Lamm	Treas ex-officio		Berea	KY		

Attachment G: Nominating Committee Report – SAYMA Positions

Positions for SAYMA 2018-2019			Current Term	Meeting	State	Position Term	Year Started
<u>Personnel</u>	<u>Committee</u>						
Jon	Saderholm	Clerk	2018-2019	Atlanta	GA		
Melissa	Prest	member	2017-2019	West Knoxville	TN		
Charles	Schade	member	2018-2020	Charleston	WV	2	2016
Open		member					
Barbara	Esther	Supervisor	Admin Asst	Asheville	NC		
Jon	Saderholm	Supervisor	SAYF Adm A	Berea	KY		
<u>SAYF</u>	<u>Steering</u>						
Jon	Saderholm	Clerk	2018-2020	Berea	KY	2	2018
Sue	Abbate	member	2018-2020	Charlotte	NC	2	
Aaron	Ruscetta	member	2018-2019	Atlanta	GA	2	2015
Mari	Ohta	member	2018-2020	Celo	NC	2	2016
Paul	Laudeman	member	2018-2020	West Knoxville	TN	2	2018
Millie	Gimmell	member	2018-2020	West Knoxville	TN	2	
Jennifer	Dickie	member	2018-2020	Atlanta	GA		
Open		member					
Autumn	Woodward	ex-officio					
<u>JYM</u>	<u>Oversight</u>						
Jennifer	Dickie	convener	2018-2019	Atlanta	GA		
Marcie	Thaxter	member	2016-2018	Asheville	NC		
Beth	Ensign	member	2015-2019	Atlanta	GA		
Open			2015-2018				
Ron	McDonald	member	2018-2019	Memphis	TN		
<u>Yearly</u>	<u>Meeting</u>	<u>Planning</u>	<u>Committee</u>				
Carol	Nickle	Clerk	2015-2019	West Knoxv	TN		
Shannon	Smith	Adult Program	2018-2020	Berea	KY		
Taimi	Olsen	Workshops	2018-2020	West Knoxville	TN		
Deni	Eliott	Co-registrar	2018-2020	Charleston	WV		
Lissa	West	Co-registrar	2018-2019	Cookeville	TN		
Susan	Phalen	Recording Registrar		Huntsville	AL		
Judy	Geary	Bookstore	2017-2019	Boone	NC		
Pam	Beziat	Asst Bkstr	2018-2020	Nashville	TN		

Attachment G: Nominating Committee Report – SAYMA Positions

Positions for SAYMA 2018-2019			Current Term	Meeting	State	Position Term	Year Started
Bob	Welsh	Local Arrangements	2018-2020	Swannanoa	NC		
Chris	Berg	Asst Local Arrangements	2018-2020	Greenville	SC		
Steve	Livingston	Asst Local Arrangements	2018-2020	Asheville	NC		
Jennifer	Dickie	JYM Rep	2018-2020	Atlanta	GA		
Susan	Wilton	YAF Rep	2018-2020				
Laura	Seagar	Worship Coordinator	2017-2019	Atlanta	GA		
Ruby	Williams	Layout Editor	2018-2020	Atlanta	GA		
		SAYF	2018-2020	Atlanta	GA		
<u>Nominating</u>	<u>Committee</u>						
Kendall	Ivie	Clerk	2017-2019	West Knoxville	TN		2017
John	Adams	member	2018-2020	Atlanta	GA		2016
Chuck	Jones	member	2018-2020	Chattanooga	TN		2018
Wood	Bouldin	member	2018-2020	Greenbrier Valley	WV		2016
Lisa	Bennet	member	2018-2020	Memphis	TN		2016
Annie	Black	member	2018-2020	Cookeville	TN		2018
<u>Peace</u>	<u>and</u>	<u>Social</u>	<u>Concerns</u>				
Bob	Welsh	member	2018-2020	Swannanoa	NC		
Patti	Hughes	member	2018-2020	Asheville	NC		
Brian	Thomas	member	2017-2019	Columbia	SC		
Steve	Olshewsky	member	2015-2019	Berea	KY		
Harry	Rogers	member	2016-2018	Columbia	SC		
Open		member					
Open		member					
<u>Earthcare</u>	<u>Action</u>	<u>Network</u>					
Taimi	Olsen	Clerk	2018-2020	West Knoxville	TN	2	2018
Deni	Elliot	member	2017-2019	Charleston	WV	2	2017?
Kate	Anthony	member	2017-2019	Chattanooga	TN	2	2017

Attachment G: Nominating Committee Report – SAYMA Positions

Positions for SAYMA 2018-2019			Current Term	Meeting	State	Position Term	Year Started
Roy	Taylor	member	2016-2018	Atlanta	GA	2	2014
Open		member					
Open		member					
<u>Southern</u>	<u>Appalachian</u>	<u>Friend</u>					
Open		editor	2018-2020	Atlanta	GA		
<u>Web</u>	<u>Support</u>						
Charlie	Wilton	Web manager	2018-2020	Berea	KY		
Robyn	Josephs	member	2018-2020	Swannanoa	NC		
		Clerk	2016-2018				
Sig	Christensen	member	2016-2018	West Knoxville	TN		
<u>Outreach</u>							
Wood	Bouldin	Clerk	2017-2019	Greenbriar Valley	WV		
Hank	Fay	member	2017-2019	Chattanooga	TN		
Kathleen	Mavomim	member	2017-2019	West Knoxville	TN		
John	Innes	member	2018-2020	West Knoxville	TN		
		YAF member					
<u>Operational</u>	<u>Handbook</u>						
Missy	Ivie	Archivist ex-officio		West Knoxville	TN		
Kendall	Ivie	Clerk	2018-2019	West Knoxville	TN	2	2016
Open			2018-2020				
SAYMA-URJ							
Lisa	Bennett	Clerk	2018-2020	Memphis	TN		
Adrian	Mehr	member	2018-2020	Memphis	TN		
Sharon	Smith	member	2018-?	Asheville	NC		
Clive	Gordon	member	2018-?	Atlanta	GA		
Open		member	2018-?				
Open		member	2018-?				

Attachment G: Nominating Committee Report – SAYMA Positions

Positions for SAYMA 2018-2019			Current Term	Meeting	State	Position Term	Year Started
AD HOC COMMITTEES							
<i>Faith</i>	<i>and</i>	<i>Practice</i>					
Free	Polazzo	Clerk	began 01	Atlanta	GA		
Missy	Ivie	member	began 01	West Knoxville	TN		
Edie	Patrick	member	began 07	Asheville	NC		
Thais	Carr	member	began 12	Nashville	TN		
SAYF Support Committee							
Chuck	Jones		2018-2020	Chattanooga	TN		
Robin	Wells			Asheville	NC		
<i>Representatives</i>	<i>to Wider</i>	<i>Quaker</i>	<i>Organizations</i>				
John	Adams	AFSC Corp	2016-2019	Atlanta	GA	3	
Bonnie	Isaacs	AFSC Corp	2018-2021	Charleston	WV	3	
Robyn	Josephs	AFSC Corp	2017-2020	Swannanoa Valley	NC	3	
Annika	Peacock	AFSC Corp	2018-2019	Asheville	NC	3	
Charlie	Wilton	FCNL	2018-2021	Berea	KY	3	
Jane	Hiles	FCNL	2016-2019	Birmingham	AL	3	
Open		FCNL	2018-2021			3	
Open		FGC	2018-2020			3	
Elaine	Meyer-Lee	FGC	2018-2021	Atlanta	GA	3	
Kit	Potter	FGC	2018-2019	Nashville	TN	3	
Margaret	Farmer	FLGBTQC	2016-2019	Ashville	NC	3	
Beth	Myers	FWCC	2018-2021	Berea	KY	3	
Shahina	Lakhani	FWCC	2016-2019	Atlanta	GA	3	
Geeta	McGahey	FWCC	2018-2019	Celo	KY	3	
Sallie	Prugh	Friends Peace Teams	2016-2019	Columbia	SC	3	
Open		Friends Peace Teams	2015-2018			3	
Bob	McGahey	Q Earth Witness	2016-2019	Celo	NC		
David	Ciscel	Q Earth Witness	2018-2020	Memphis	TN		
Hank	Fay	Quaker	2016-2019	Berea	KY		

Attachment G: Nominating Committee Report – SAYMA Positions

Positions for SAYMA 2018-2019			Current Term	Meeting	State	Position Term	Year Started
		House					
Bonnie	Isaacs	RSWR	2018-2021	Charleston	WV	3	
Steve	Olszewski	RSWR	2017-2020	Berea	KY	3	2014
Open		Wm Penn House	2018-2020			?	

Attachment G: Nominating Committee Report – SAYMA Positions

Attachment H: WQO Funding Working Group Proposal

1. Umbrella organizations for SAYMA, which are FGC, FWCC, will be funded separately from other WQOs at a fixed annual rate determined by the Finance Committee.
2. Create the Wider Quaker Organization (WQO) Funding Working Group charged with proposing funding rates for each of the WQOs recognized by SAYMA.
 - a) Membership in this ad hoc workgroup will be appointed by the Finance Committee and be under its direction. It should include members of the Finance Committee and WQO representatives or prior representatives.
 - b) The Working Group will use the following criteria to guide their decision-making process:
 - How big is the WQO constituency?
 - Do they provide direct services to SAYMA or our monthly meetings?
 - How active is their SAYMA representative? (e.g., travels to meetings, submits reports)
 - Do they have one-time critical funding needs?
 - What is the degree to which their work fits within the mission of SAYMA?
 - What is the degree to which their work fits within the Yearly Meeting theme?
 - What is the degree to which their work fits within a social issue important to SAYMA?
 - What is the effectiveness of the organization?
 - What is the impact of our contribution?
 - c) The Working Group may propose changes to the criteria list at Yearly Meeting or either Representatives Meeting.
 - d) The Working Group will solicit current information on each organization from the SAYMA WQO Representatives in a letter sent in early January.
 - e) By Feb 28, the Finance Committee will provide the Working Group the total proposed WQO funding amount.
 - f) The Working Group will review the materials and then collaborate to discern funding allocations according to the approved criteria list.
 - g) The Working Group will propose funding allocations to the March SAYMA Representatives meeting.

Attachment I: SAYF, JYM and Playcare Reports

SAYF Report to SAYMA May 2018

Southern Appalachian Young Friends (SAYF) held 6 retreats during the past year. We have averaged 25 Young Friends (YF) per retreat with 59 different teens coming to at least one retreat during the past year. Some Young Friends attended all 6 retreats and others attended only one. Details of each retreat are summarized below. Most retreats were hosted at Meetinghouses, but we also gathered in September at Camp Ridge Haven in Brevard, NC. Atlanta and West Knoxville Friends Meetings were very gracious to host us twice. We are deeply appreciative to Friends for allowing us to use their facilities.

SAYF also held two joint Nurturing and Steering Committee retreats, in August, 2017 at West Knoxville Friends Meeting and in February, 2018 at Swannanoa Valley Friends Meeting. Currently there are 19 SAYFers acting as Nurturers.

This year the Nurturing Committee wrote a beautiful new set of queries for Young Friends (included here, following the report).

SAYFers have worked to create a SAYF 101 workshop for Yearly Gathering, to familiarize members of the wider SAYMA community with the activities and spirit of SAYF, with the purpose of encouraging needed adult participation in SAYF. Teen leadership has been excellent, and a good response is anticipated.

A new Sponsor Orientation for SAYF sponsors is also being implemented at Yearly Gathering.

SAYF Retreats:

1. Camp Ridge Haven, Brevard, NC

Sept. 8-10, 2017

Theme: What is Health?

Number of Young Friends: 25

Number of full-time FANs:* 5 + 1 FANIT**

Activities included: Swimming at Lake, Campfire with singing, Obstacle Course, Bubble Soccer

(*Friendly Adult Nurturers/**Friendly Adult Nurturer in Training)

2. Atlanta Meetinghouse Retreat

October 13-15, 2017

Theme: The Spirit of Support (+ Supporting the Spooky)

Number of Young Friends: 19

Number of full-time FANs: 4 + 1 FANIT

Activities included: Mutual personal support circle, Sign making & Support March (somewhat related to LGBT+ Awareness Month)

- 3. Asheville Meetinghouse Retreat** **November 10-12, 2017**
 Theme: Exploring Self and Belonging
 Number of Young Friends 25
 Number of full-time FANs: 4 + 2 FANITs
Activities included: Downtown Asheville Scavenger Hunt
- 4. Atlanta Meetinghouse Retreat** **January 12-14, 2018**
 Theme: Renewal and Celebration, Creating your 2018
 Number of Young Friends: 20
 Number of FANs: 4
Activities included: Compliment Scrolls
- 5. West Knoxville Meetinghouse Retreat** **March 9-11, 2018**
 Theme: Consent
 Number of Young Friends: 30
 Number of full time FANs:
 7 + 1 FANITs/
Activities included: Kite Making and Flying, Fishbowl
- 6. Durham Meetinghouse Retreat** **April 13-15, 2018**
 Theme: Bringing Peace into Our Lives
 Number of Young Friends: 30
 Number of full time FANs: 4
Activities included: Workshops on Conscientious Objection, Mindfulness & Peace Testimony, Inner Peace; Swimming at Eno River; and a dance party

Nurturing/Steering Committees Retreats

- 1. West Knoxville Friends Meeting** **August 24-26, 2018**
 Number of Nurturing Committee Members: 9
 Number of Steering Committee Members: 6
- 2. Swannanoa Valley Friends Meeting** **Feb 16-18, 2018**
 Number of Nurturing Committee Members: 10
 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?

Young Friends Program Coordinator 2017-2018 Report to Atlanta Friends Meeting

prepared by Aaron Ruscetta for presentation at Meeting for Business, 2018/05/20

== Preface ==

This is a report on the past year's YFPC activities with the Young Friends of both AFM and SAYMA. The annual reports are done in conjunction with any need based reporting to the AFM Young Friends Support Committee and the regular internal reporting to the SAYF Steering Committee.

It is a continuing pleasure and privilege to serve the many teenage Young Friends who actively participate in our First Day classes and SAYMA's Southern Appalachian Young Friends (SAYF) program. Though connections with Religious Education receive consistent attention, the majority of my YFPC work remains focused on SAYF activities and support. Primary responsibilities are outlined in the YFPC job description, though much of my work is interconnected with related volunteer service. Over the past year my contributions to AFM, SAYF and SAYMA have included:

- Friendly Adult Nurturer (FAN) and principle driver attending all 10 regularly scheduled retreat weekends from March 2017 through April 2018, inclusive of the August and February Nurturing and Steering Committee business retreats. Associated work involved maintaining contact lists and managing communications for active Atlanta area Young Friends and families, coordinating retreat attendance & adult volunteers, volunteer screening, securing vehicles & drivers for away retreats, and planning oversight & retreat management as Lead FAN for the 2 retreats hosted by AFM each year.
- Active SAYF Steering Committee member through business meetings, email communications and video conference calls.
- Continued service as SAYF web site manager for AwesomeSAYFers.org, handling document & notice updates, assisting SAYF admin with designing forms, revising online program documentation and authoring retreat synopsis reports (compiled as a YFPC report addendum here).
- Volunteered for service as Lead FAN for the SAYF at SAYMA 2018 retreat in conjunction with work as SAYF rep. to the SAYMA Yearly Meeting Planning Committee. Involvement thus far has included attending full day YMPC meetings in Celo, NC in March and Nashville, TN in January, along side extensive and continuing email communications and video conference calls.
- Continued service on AFM Admin Committee contributing expertise in computer & media equipment concerns and continuing service as web manager for the AFM website <<http://Atlanta.Quaker.org>>
- Liaison for child care safety concerns for AFM, Religious Ed and SAYF, assisting with procedures and documentation for childcare worker background checks, reference screenings and approvals.

Details of activities enjoyed by our SAYFers over the past year, with average attendance numbers, are provided as an addendum to this report. Many more personal perspectives of Young Friends and Nurturers in the SAYF community can be found in the SAYF Worship Journals, all of which are publicly archived and available in the Epistles section of the AwesomeSAYFers.org website.

Our Atlanta group of active participants in SAYF retreats and High School First Day has remained consistent this year, with an average of 9 Young Friends traveling to our 5 "away" retreats and more attending retreats hosted at AFM. Four of our Atlanta teens served on SAYF's Nurturing Committee, also attending 2 the business meeting retreats, and we still have a few Young Friends who attend First Day and SAYF retreats independent of parental involvement with AFM. This year we'll have 4 Atlanta SAYFers graduating, but we expect several rising middle schoolers to be filling the ranks. Intentional outreach to communities like the Friends School of Atlanta is also attracting new Young Friends, as is AFM's outreach and support with various refugee and immigrant families and communities.

Unfortunately, I'm obliged to also report the aspects of our Young Friends program that are not all happiness and light. While the Atlanta SAYF community remains vibrant and exceptionally well supported by AFM, the program as a whole is presently facing some serious challenges and its future is somewhat uncertain. Despite a two year Steering Committee focus on volunteer recruiting, the need for more adult involvement across ALL of SAYMA's participating monthly meetings has remained. The concern has now become acute, as 4 of our most consistent long time FANs and Steering Committee members (from 3 of SAYF's 5 most active monthly meetings) have announced they will be departing from SAYF after June of this year. The effects of a limited volunteer pool have also brought members of SAYMA nominating to raise concerns about the structure of the SAYF Steering Committee. Over the past year SAYMA has been addressing these concerns at their business meetings and through special committee review with some positive resolutions moving forward. The SAYF Steering Committee has also been ardent in addressing concerns and taking on relevant tasks like refreshing the program's handbooks and documentation to better reflect current process and procedures. However, the central need for more adult involvement is unresolved. We have hope that SAYMA and its member meetings will rise to the need, even as our departing FAN's spend the summer seeking suitably enthusiastic volunteer replacements, and the Young Friends pitch in with a workshop at this June's SAYMA gathering entitled "SAYF 101: Becoming SAYF's Biggest FAN!".

In all cases, we continue to encourage everyone with any interest in policies, participation, involvement, or support regarding the SAYF program to explore our AwesomeSAYFers.org website and contact the Steering Committee via our SAYF Administrative Assistant, Autumn Woodward: <AwesomeSAYFers@gmail.com>.

And, as always, I am available to address questions or concerns and share ideas regarding any and all aspects of the Young Friends programs of Atlanta Friends Meeting.

Aaron Ruscetta
Young Friends Program Coordinator
direct: <arxaaron@gmail.com> // 404.315.0406
public: <afm.young.friends@gmail.com>

=== YFPC Report Addendum: 2017-2018 SAYF Activities ===

Over the past year, the standing FAN community, SAYF Steering Committee, and teen leadership of the SAYF Nurturing Committee supported an average of 27 Young Friends from 8 participating monthly meetings at our regular retreats. The YFPC and SAYF programs continue to operate comfortably within their allotted budgets, though securing needed parent and adult volunteer involvement continues to be a challenge. Other institutional concerns like existing volunteer attrition, accountable reporting and procedural drift have also come to the forefront recently, but addressing these urgent issues continues to be a focus of both SAYMA and the entire SAYF Community.

2017 SAYF Retreats

The March 24-26 retreat was a pleasant reconnection with the beautiful natural surroundings of the **Celo** land trust and the rustic charm of the **Arthur Morgan School**. Highlights included invigorating hiking, nature discovery walks, riverbank relaxation (complete with stone skipping, rock balancing and tadpole teasing), fresh from scratch breakfast bagels, dancing to the offbeat time signatures of a country Klezmer band, finding the electrifying joys of petting livestock, and hearing the beautiful voices of blossoming song writers around the bonfire. Unfortunately, in the random and free form environment, many of our activities were only enjoyed by smaller groups, so we hope that the need for inclusiveness and honoring local guidelines will receive attention from our Nurturers at upcoming retreats.

The April 21-23 retreat in Asheville was a bear, literally and metaphorically, since bear's got into our trash after we left and a raucous game of bear was one of the retreat highlights. We explored ways to make a stand for what we believe in and respectful ways of expressing disagreement with others -- important skills in the wild wider world we live in today. Other illuminations of the light at the April retreat have been posted to the EPISTLES page worship journals.

Our June 15-18 retreat at SAYMA saw an Awesome SAYFer year come to a close with another loving, tearful graduation, sending our finest Friends out to brighten other lives with their light. And still, as in all the graduations before, the sadness is softened by the welcoming of a new corps of Nurturers and newbies and by the beginning of another season of SAYF community and camaraderie that is opening before us.

At our August 25-27 NCSC business retreat in West Knoxville both the Nurturing and Steering committees kept their eyes on the goals and their noses to the grindstone with the gentle guidance of our dedicated clerks, thus a great deal of important work was accomplished. Guideline reviews that had been in process for more than a year were finalized and the revised guidelines are now posted on the AwesomeSAYFers web site. Local guidelines and safety issues specific to SAYF at SAYMA were addressed as well. There was also much consideration and discussion about how to solicit and welcome more adult volunteers into our community as the need for enough FAN and Steering support to maintain our SAYF program has become critical. For the coming year we will be calling on everyone in SAYF to participate in outreach to the adults in their meetings whom they feel may have the interest, energy, and Friendly spirit needed to be joyful, loving stewards of our cherished community. Finally, amid all the work, we still managed to set aside a couple of hours for some games designed to help us all know one another a little more deeply -- an exercise that helped all the FANs and Nurturers who have tended to the business and logistics needs of SAYF over many years feel better appreciated and acknowledged.

The September 8-10 "away" retreat at Ridge Haven Camp was packed with healthy activity and Friendly competition with swimming, water sliding, gaga ball, team obstacle course challenges and night time bubble soccer. For mental health exercise there was a nurturer led fishbowl and campfire camaraderie. We ate healthy too, with Saturday's dinner featuring an awesome vegan stew, recipe courtesy of our Lead FAN, Jennifer Chapman. Our appreciation goes out to the Ridge Haven staff for helping keep us SAYF through all the vigorous activities.

Attachment I: SAYF, JYM and Playcare Reports

2017 SAYF Retreats (continued)

Our October 13-15 retreat in Atlanta was all about support: supporting one another, supporting our community, and supporting the causes we believe in. (Of course, given the month, there was lots of fun found in supporting the spooky come Saturday night as well). The Stroll of Support through downtown Decatur displaying our creative signage while chanting Friendly messages was met with many smiles, waves, thumbs up and horn honks of affirmation on the streets. Some delightful fall weather supported lunch and play time in Adair park, then we wrapped up the afternoon with a worshipful Circle of Support, giving space for everyone to express mutual appreciations for the supportive gifts each of us brings to SAYF.

The November 10-12 retreat in Asheville encouraged an exploration of our selves and our places of belonging in community. Playful Saturday morning activities guided us to think about where our identities fall on the spectrum and assure us that no matter where we are, we are not alone. The afternoon scavenger hunt looking for obscure items and unique sights showed that there is a lot of fun to be found in seeking the oddities that belong to downtown Asheville. Thanks to the Berea planners for the hard work of managing a great retreat weekend away from home!

2018 SAYF Retreats

Our January 12-14 retreat in Atlanta was a small gathering due to winter weather and rough driving conditions in Tennessee and Kentucky. Nashville and Berea Young Friends were dearly missed, but keeping our SAYFers safer was, of course, the sensible decision. We can assure everyone who couldn't make it that the Young Friends in attendance made sure their spirit was still present in "Createen' Our '18". Activities included proud demonstrations of our identifying strengths and Celebrations of this newest year with unique food, treat liberation (aka piñata bashing), creative cake baking and fiery talent sharing. The Atlanta planners made certain it was a lively and memorable free form retreat event for all!

The February 16-18 NCSC business retreat in Swannanoa was exhaustive in both senses of the word, but very productive and rewarding. Our continuing search and development efforts for new FANs became a critical focus as a few of our most dedicated SAYF supporters announced plans to retire from Steering and FAN work at the end of this season. Planning, volunteer organizing and guideline considerations for SAYMA 2018 were other major agenda items, along with discussions of ways to improve the understanding and exercise of consent within our community. The FANs of Steering Committee left with a lengthy list of action items that they are diligently working through. The Nurturers once again demonstrated their awesome, sensitive wisdom by offering to lead an "All About SAYF" recruiting Workshop at SAYMA and by making exemplary demonstrations of consent the theme and goal of our upcoming March retreat.

Hoping the March 9-11 retreat did not get SAYFers who had to miss it strung out, but the kiting fun in **West Knoxville** was fantastic. Our appreciation to Chuck Jones for a return visit to SAYF as both our Lead FAN and resident expert in all the kite building and flying fun. Putting the retreat theme of Consent into practice was also a focus throughout the weekend of togetherness and activities, further serving as the center of our worship sharing and discussions. Thanks to Knoxville meeting for again providing a SAYF space for us, with recognition for Sig Christensen and the Knoxville Meeting Friends who served as night shepherds.

The April 13-14 retreat was one of our infrequent visits to **Durham Friends Meeting**. We only get there every few years due to travel distance concerns, but the Durham & Chapel Hill Friends are always wonderful hosts. Though our Nashville SAYFers were out of range, Young Friends from Atlanta and Berea made the trip, plus several individuals from points in North and South Carolina were able to attend as well. Beautiful weather made for comfortable outside sleeping on the ample covered porches of the Durham meeting house, and the facilities were perfect for a roaring game of bear. An afternoon in nature at the Eno river and a range of workshops honored the retreat theme of bringing Peace into our lives.

JUNIOR YEARLY MEETING COMMITTEE REPORT, JUNE 2018

Submitted by Jennifer Dickie, Clerk

Child care programs at SAYMA

This year child care at SAYMA continued with the programs implemented last year. Junior Yearly Meeting serving school aged children ages 6-12, Playcare serving children 2-5 years old and babysitting for children under two years.

This year childcare at SAYMA served 13 families. Five of whom were first time attenders. There were increased numbers of children in both programs. Junior Yearly Meeting serving 10 children and Playcare serving 12 children, while babysitting was offered to 2 children. This is a 50% increase from last year which we believe reflects efforts of our Playcare Coordinator Laura MacNorlin's outreach to families and the efforts of the SAYMA planning committee to alert monthly meetings to the new programs for childcare at SAYMA.

One way we plan to continue to grow the connections we are making with parents, caregivers and children of SAYMA is by supporting our coordinators in training and ties with two organizations--the Quaker Parenting Initiative and Quaker Religious Education Cooperative [QREC]. JYM committee will request budget increase for in the coming year to support these these connections.

We offer thanks to the **Coordinators** of our children's programming, Olivia Chalkly, JYM and Laura MacNorlin, Playcare and our **assistant coordinators** Maisy Kise (JYM), and Kierra MacNichols (Playcare).

We also thank all the seven official **volunteers** with background checks and volunteer applications on file, who came to play music, read stories, runaround, follow toddlers on walks, and join the older young friends on their creek walk, and babysit. We also thank the many parents and guardians who stuck around to join in fellowship around Quaker parenting and help out with our programs.

We will continue to assess the needs and successes of our children's programming at SAYMA in the coming year. We believe that opening opportunities for parents, grandparents, and guardians to attend yearly meeting will ultimately build momentum for families to attend year after year, as their needs and the needs of their children develop over time.

The continued success of childcare at SAYMA is predicated on the continued efforts of this community to support it. We know we can only be successful with the continued efforts of a vibrant JYM committee as well as volunteers who offer their time during SAYMA to help the coordinators provide a safe space for children. Please consider volunteering with our children's programming next year. It is an opportunity to deepen community and reveal spirit in new and different ways and spaces.

Attachment I: SAYF, JYM and Playcare Reports

Sayma Playcare Epistle 2018:

This is our 2nd year for our new SAYMA sessions program for toddlers and preschoolers, ages 2 to rising kindergartners. Our Playcare program welcomed 12 children from several friends meetings (Macon Worship Group, Atlanta, West Knoxville, Celo and Asheville)!

Playcare provides "opportunities to learn through play and reflection, foster friendships, build community." The Playcare environment is an opportunity for solo and interactive play...[helping] parents, grandparents, and caregivers to attend business meeting, plenary sessions, worship sharing, and workshops as they wish and are able." Playcare this year *was* a "safe and nurturing program dedicated to offering childcare with qualified adult caregivers."

Playcare was led by Coordinator Laura MacNorlin & Playcare assistant Kiera McNicolas, and 3 Volunteers who met the requirements of SAYMA's child safety policy and several visits from parents who participated in our activities and campus walks. Several parent/caretakers joined us for playful downtime, a chance for conversation, fellowship and parenting support.

Playcare guideline expectation for children is "We Take Care of Each other" and the yearly meeting theme of communication as we modeled and supported children to communicate needs to their new friends and teachers. We made several projects to create tools to center when in meeting or to help little ones calm their bodies.

Playcare was again at the Health Center, an amazing space with restrooms, kitchen and plenty of space for circle time, Faith and Play stories, craft projects, story time, music, choice playtime and snack time. We focused our time this year on making a centering calm down box of tools (calm down jars, worship stones, weighty Friend lap pillows & centering slime ;). We participated some in Sing-a-Long and the kite workshop again when the youngest napped, the older Playcare kids, and made a community outdoor weaving web. Our Intergenerational times included inviting JYM to visit us for homemade popsicles, reading to the younger kids and making craft projects.

A Playcare was a program that provided a place for our youngest, and their parents, to explore Quaker faith and friendship together. Families are excited to gather next year. We'd love for few more volunteers to sign up too! We are overjoyed for Playcare to encourage many more families with young children to attend SAYMA.

Submitted by Laura MacNorlin

Attachment J: Naming Committee Report

Naming Committee Report
SAYMA Yearly Meeting June 14-17, 2018

The Naming Committee recommends the following Friends to serve on the Nominating Committee:

Chuck Jones (new member) 2018-2020
Annie Black (new member) 2018-2020

Lisa Bennett (current member renewing for additional term) 2018-2020
John Adams (current member renewing for additional term) 2018-2020
Wood Bouldin (current member renewing for additional term) 2018-2020

Kendall Ivie's term is 2017-2019, and we recommend that he serve as clerk.

(from Naming Committee: Chris Berg, Patti Hughes, and Carol Nickle)



SAYMA Epistle for 2018 Yearly Meeting

Greetings To Friends Everywhere,

Southern Appalachian Year Meeting & Association gathered at Warren Wilson College in Swannanoa, NC on June 14-17 centering on the theme “Community and Communications: How We Connect.” In attendance were ... (adults, yafs, sayfs, jyms, playcares -- first year playcare).

Friend George Lakey shared his vision of transformative change, challenging us to recognize the pattern of change in our own lives and use those lessons to create change around us. His encouragement to use patterns of success found in other countries led to lively discussion regarding America’s unique types of economic and social injustices. Some, including the speaker, expressed doubt that social justice can be achieved without first attaining economic justice.

The theme of envisioning change by reaching out to community found expression and exploration in our worship-sharing queries and in our workshops. Deep discernment followed some unusual paths, including sessions on whether and how silent worship might better reflect the inner life of a wider community than we currently enjoy.

At the urging and with the consultation of Friend Lakey, a community art-fest was organized by the younger Friends involving the entire Yearly Meeting community supporting the theme of finding expression as a way of reaching out.

We were aided in our looking outward by excellent work by our committees handling the internal business of the Yearly Meeting. Expressions of gratitude were voiced in Business Meeting and were heard during informal discussions among Friends that we could focus on reaching out, because the inner work had been done so well. A matter requiring careful discernment regarding a representative appointment to a Wider Quaker Organization was handled with a thoughtful, sensitive and Spirit-led process.

We were heartened by reports from Wider Quaker Organizations. The director of Quaker House, which next year celebrates its 50th anniversary, attended Yearly Meeting and presented a moving report on the work done by Quaker House on the GI Rights Hotline, and in providing service members and families with mental health and moral injury services.

We were once again fortunate to enjoy the amenities of Warren Wilson College and the wonderful hospitality offered to us. Many Friends remarked on the variety and quality of the food choices available, with many of the ingredients grown at Warren Wilson and others locally sourced. The Simple Supper Option was once again very popular, and lively discussions on topics of reaching out to community continued well after dinner was concluded.

This Yearly Meeting marked the end of a 12-year tenure of our beloved Administrative Assistant Liz Dykes. Liz has been, as she puts it, herding cats, er, Quakers since 1991. Liz shared her humor with us in many ways over the weekend, and we shared our love back to her in many ways, not the least of which being many limericks, a method of expression she has often used to aid in her efforts to herd us.

Joyfully shared in the Light,

Jon Saderholm, Clerk

Attachment L: Registrar's Report

Registrar's Report 2018

Category	2018	2017
Registered	249	238
Cancelations	14	6
NET	235	232
JYM	24	14
SAYF	33	31
YAF	16	15
First Time attenders	60(includes 15 kids)	41
Scholarship Fund Donations	\$1468	\$1614
Late Fees	\$1050	\$560
Scholarships granted	\$1342	\$1960
Fee waivers (Staff, FANs, guests)	\$4630	\$3903

Submitted by Lissa West, Registrar

Attachment M: State of the Meeting Reports

- Asheville Friends Meeting
- Athens Friends Meeting
- Atlanta Friends Meeting
- Berea Friends Meeting
- Birmingham Friends Meeting
- Brevard Friends Meeting
- Celo Friends Meeting
- Charleston Friends Meeting
- Chattanooga Friends Meeting
- Columbia Friends Meeting
- Cookeville Monthly Meeting
- Crossville Friends Meeting
- Foxfire Friends Meeting of the Holston Valley
- Huntsville Area Friends Meeting
- Memphis Friends Meeting
- Nashville Friends Meeting
- Oxford Friends Meeting
- Swannanoa Valley Friends Meeting
- West Knoxville Friends Meeting

Asheville Friends Meeting

State of the Meeting Report 2017

Spirit disturbed us this last year-shook us out of our complacency and pressed us to examine some of our dearly held assumptions. Questions arose: Is spirit always a calm and peaceful presence? How is spirit present as we work through conflict and disruption? Can we live in the tension of conflict and be loving, respectful and productive? Much work is needed around our process for working in and through controversy within our meeting. It was with regret that we had people leave the meeting as a result of this conflict.

Spirit was with us as we celebrated our 50th Anniversary. Coming together under a lovely tent on our front lawn with new and old Friends/friends was a joy. The work it took to bring this to fruition brought us together in many ways as we spruced up the house and yard, gathered photos and put together a slideshow, planned the day, learned about our history and made contact with so many folks from our community past and present. Even with all of this joy we had to recognize the absence of some folks who did not feel comfortable to attend.

Our children and their families brought us much pleasure and hope for our future. The comfort of the children to participate in our First Day program allowed opportunities for their parents to be in worship as well as for other adults to share their gifts with the younger generation. While together the children shared their hopes and dreams, joys and concerns, singing, stories and activities all in a worshipful and respectful atmosphere. Parents found support amongst each other, sharing their wishes and discussing challenges.

Our numerous intergenerational activities throughout the year brought us together in a more social, light hearted spirit as we shared meals together, celebrated our children, were challenged by Quaker Jeopardy, enjoyed a simple Christmas craft day and Christmas song/play, were surprised by our secret pals, collected food for MANNA and personal care items for people challenged by homelessness.

Spirit weighed heavy with us as we mourned the passing of Friend, Joy Gossett. Joy was a faithful friend who contributed much to our first day program day program and led and inspired our pre-meeting singing. We shall miss her clear soprano voice in our midst.

Our spirits were lifted as we welcomed our two newest Friends, Glory Ward and Shepherd Farrell upon their births.

We have so much wonderful work being done by our committees within the meeting and through outreach. As we have more deeply discerned the loss of folks who have left Asheville Friends we have had to recognize also the loss of their contributions to our community. It was important for us to engage newer folks in the life of the meeting by helping them identify their gifts and inviting them to join committees. Finding time to fit in committee meetings as well as our 2nd hour activities caused some tension but conversation around this was beginning. We have substantially increased our outreach budget to a third of our operating budget (\$9000) to both Quaker and non-Quaker non-profit organizations.

Questionable behavior in Meeting for Worship and Meeting for Worship with Attention to Business was part of our work in 2017. Angry outbursts, back and forth exchanges and verbal abuse disrupted both worship and business. Having no guidelines in place left us without the tools we needed to address these incidents. Ministry and Counsel accepted this as their challenge and diligently worked on this process. This takes patient and thoughtful work which is ongoing. One step we took during Worship with Attention to Business was to remind each other with verbal and posted written cues to remain true to Quaker process and to treat each other with respect.

Our Racial Justice committee continued to bring us awareness of how white supremacy has impacted People of Color in our Quaker community as well as the world at large. We were discomfited by realizations around how significant our responsibility for racism /white supremacy is as a predominantly white community. One evidence of this is that we tend to speak in a white Voice even though we have friends of color in our meeting. This new awareness left us struggling with fear of change, the threat of loss, anger, and resentment; creating tension between individuals as well as the meeting as a whole. Keeping to Quaker process was a struggle. We wanted resolution to the conflict but were challenged by the persistence it takes to sit with conflict and go through the necessary process in a meaningful way. We recognized that we are accountable to co-create a space in which we could do the work. We were offered opportunities for some training and 2nd hour programs around racial equity, offered book titles to continue educating ourselves and some folks were inspired to seek ways to join in this work in our Asheville community.

We played together, worshipped together, sat uncomfortably in conflict together, supported each other through joys and concerns, protested together, worked on our quaker process, were good stewards of our house and grounds, learned about our history, celebrated with a reunion, reached out to our Asheville community, supported an investigation into North Carolina's role in facilitating torture and discussed how we could support sanctuary .

Approved during Monthly Meeting for Worship with Attention to Business 3/11/18

Athens Religious Society of Friends

State of the Meeting February 2018

Athens Religious Society of Friends started a new era in June when we moved into Cherokee Corner Church. The church is located in Oglethorpe County about 7 miles east of Athens. It was built in 1866, previously housed Presbyterian and Methodist congregations, and is now the home of our Meeting. A more modern adjacent building is used for First Day School, discussions, Meeting for Business and pot lucks. Prior to moving to Cherokee Corner, we had no First Day School but we now have a regular class. The children have a service project helping a local dog rescue group. An adult service project, providing suppers for a week each quarter for the Interfaith Hospitality Network, has been going for two years.

Many of us had high hopes that this more permanent and inviting venue would mean expansion for our small Meeting. The record shows that average meeting attendance did increase from previous years (from June to Feb 4 adults averaged 14 per meeting and ≤ 12 -year-old averaged 3). Although attendance decreased over winter, spring and some hearty out-reach may reverse the trend.

SAYMA Ministry and Nurture sent queries which led us into discussion of conflict in Meeting. Growth means new attenders, each with their ideas and needs, who should be integrated into the group. Differences and conflict are integral human traits which can enrich Meeting but only if properly managed. It was agreed that our Meeting has been conflict averse but that the cost of not dealing with it has had corrosive effects. In response to various difficulties, our Ministry and Nurture Committee was revitalized. Everyone is encouraged to present concerns to the Committee so that problems can be recognized and addressed.

Atlanta Friends Meeting

State of the Meeting Report 2017

Opportunities, joys, and challenges were seen throughout 2017 as we met the many and varied needs of our large meeting and pursued our leadings and commitments in the wider community. We gave gifts to others, addressed issues around racism and incidents of sexual harassment and welcomed newcomers. We committed to our community, both with Quaker-affiliated organizations and community partners.

Gifts of Spirit given to others come in many forms. This spring the Meeting hosted two large national Quaker groups: The Friends General Conference Long-Range Planning Committee and the Steering Committee for the Quaker Earthcare Witness Annual Meeting. Both required in-home hospitality, transportation, food, and coordination of matching guests-to-hosts. Ministry and Worship continued to provide multiple anchoring committees (a group of 3-5 different Friends who meet regularly with each individual) to give spiritual support and ongoing clearness opportunity to seven individuals who feel called to a personal ministry.

We provided almost \$4000 in scholarships to attend FGC and SAYMA, supported a teacher to attend the Quaker Religious Education Collaborative Conference in Richmond, Indiana, and

sponsored six Friends to attend an Undoing Racism workshop. In-kind gifts were given to the Stone Mountain Evangelical Friends Church after deep considerations in Meeting for Business; the gift of use of the meetinghouse space was provided to the Church of Mary Magdalene. The Ferguson Cabin was used by more than one hundred different people, including Quaker Women, Quaker Men, Spiritual Nurture, Quaker Voluntary Service, viewers of a solar eclipse, and several extended family get-togethers. Through the work of Green Friends Committee, we made two sizable donations to support pipeline protesters at Standing Rock Sioux reservation as well as making many gifts of education and support around climate change issues.

The Meeting continues its strong Religious Education Program, both for adults and children throughout the year. For the first time, children's teachers formed a committee that worked to develop monthly themes from Old Testament lessons, and to inform these additional lessons with Faith and Play and other storybooks that RE bought to build our library. Religious Education has been especially focused on offering stories that connect children across differences in culture, race, family structure, and class.

Around racism, we feel called to act on our testimony of equality at the personal, institutional, and societal levels. Key themes in our racial equity work have included education on white privilege, education around white people's harm to Native Americans, restoring relationships and making amends, and expanding witness on racism in the local community and in the wider Quaker community. Work included support of and funding toward FGC's Institutional Assessment to Uncover Racism Project, SAYMA's plenaries on experiences of racism, and an AFM Friends of Color group. We grappled deeply and resolved to have a "Black Lives Matter" sign on the meetinghouse's front lawn. Meeting members also joined Decatur neighbors to work with local government leaders around removing Civil War monuments.

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Responding to incidents of sexual harassment, Care and Counsel appointed committees to work with three different individuals whose words and actions adversely affected several Meeting attendees. We came together with feelings of confusion, aloneness, support, and hope for further growth of awareness and sensitivity to make the Meeting a safe place for everyone.

We welcomed newcomers --- which number 8-10 or more each First Day --- through invitations to monthly Welcome Dinners and a newly amended brochure. A forum on Welcoming Newcomers, co-sponsored by Ministry & Worship and Care & Counsel, brought forward a list of ideas and concerns. Work continues from those discussions, including how to be best welcoming to Friends of color and Friends in the LGBTQ community.

We welcomed new members, and said goodbye to others. New members included Mark Watson, Penny Summers, and Sara Patenaude. Bill Hooson transferred into the meeting, and Sharon MacDonnell transferred membership out. Bill Herring laid down membership. Diana White sojourns from Farmington Friends Meeting. Memorial services were held for several: Harry Lefever, Maria Ladd, Lyle McCormick, Mike Mykel, Doug Unfug, and Jada Tidwell. We mourn all these Friends, and will especially miss those who had been active in our meeting for more than 35 years.

We committed to work in the wider community, including with Quaker-affiliated organizations,

community partners, and others. Our commitments to the wider community were both as appointed AFM representatives to SAYMA and other organizations and as individuals pursuing leadings. Meeting members and attenders are also being led to serve with roles of support in Quaker Voluntary Service and the Friends School of Atlanta, among others. AFM members and others formed an FCNL Advocacy Team to advance peace and justice legislation. Our meetinghouse is rented to like-minded groups, is often in use, and Administration Committee led a re-visioning of what handling the large job of maintaining the building will look like in the future. To continue to sagely distribute the generous bequest of Frank Cummings, AFM contracted with a nonprofit to supervise the work of a youth organization and other youth development work in the Suchitoto, El Salvador area.

Our many obligations include those through Nominating Committee, who filled almost fifty positions of appointed members and committee clerks. The Nominating Committee also helped establish an Ad Hoc Archives Committee to address issues in the AFM Archives and the years of missing a consistent archivist.

Atlanta Friends Meeting met opportunities, joys and challenges in 2017 with prayerful deliberating at Meeting for Business, centering in gathered Worship, working diligently in strong, committed standing Committees, and forming Ad Hoc committees when necessary. We move forward to the upcoming year with hope and gratitude.

Approved AFM Meeting for Business 1/21/18

Berea Friends Meeting

2018 State of the Meeting Report

Berea Friends Meeting continues to be a spiritually healthy and dynamic community of seekers. We regularly welcome two or three children, eight to ten teens, and around twenty to twenty-five adults at Meeting for Worship. Visitors frequently join us. We have frequent First Hour discussion sessions that are well attended and which provide fertile soil in preparation for Worship. Our Meetings for Business in the Spirit of Worship are normally attended by about ten people. This year we welcomed one Friend's transfer of membership into the Meeting. We united in mourning the passing of 2 attenders of the meeting.

This year has seen a great deal of activity at Berea Friends Meeting, with broad participation in committee work, changes in our physical space, incredible commitment of time, energy and emotional support to each other as individuals, and attention being given to events in the wider community and the world.

Our teens continue to be nourished by participation in the Southern Appalachian Young Friends (SAYF) program. We have a relatively large group of teens at present and the entire meeting benefits from their energy and enthusiasms.

Our spiritual focus continues to broaden outside the confines of the Meetinghouse, with leadings and concerns at the local, state, national and international levels. For instance, locally, we have

been very concerned about the well-being of the DACA students attending Berea College, we took a public stand against public prayer before city council meetings, and our Peace and Social Concerns and Outreach Committees co-sponsored an information table at a weekly live music event that takes place in Berea over the summer. On the state level we are still active in pursuing the abolition of the death penalty, liaising with organizations like Kentuckians for the Commonwealth, and often target our state representatives at our monthly letter-writing sessions. More often, however, our letter-writing is focused on the national level, with our senator Mitch McConnell being a frequent recipient of our missives on a variety of issues such as concern about climate change, humane immigration policy, and reduction of military expenditure. At the international level, we continue to educate ourselves about the ongoing conflict in Palestine and how we may support lasting peace in that region.

Racism has been, and continues to be, a major focus of our attention. In addition to looking at how we can support efforts outside of BFM, as a meeting we are embarking on a year-long shared reading and discussion of the book “Fit for Freedom, Not for Friendship”. We trust it will provide openings on how we, as a meeting and as individuals can improve how we think about racism and white supremacy in relation to Quakerism. We are also opening the use of our meeting space to a local group called “First Thursday Club” which meets monthly and aims to create conversation and share learning on racial justice issues and dismantling white supremacy. Many from our meeting are also attenders with this group.

More generally, we continue to see opportunities for growth in how we manage conflict. We recognize a subculture prevalent in Quakerism of being conflict averse, to which we are not immune. Hopefully we are steadily moving in the direction of facing these conflicts with open hearts, not shying away from difficult or uncomfortable situations. We have worked to ensure that Quaker process is used as a force for good, supporting us and helping us to navigate through some of these difficult times. We recognize that more often than not, our conflicts root in insufficient quantity and/or quality of communication and that we all bear responsibility for improvement in this area.

Financially we continue to enjoy stability and were able to commence major Meetinghouse renovations, with the addition of an elevator at the front of the building. Completion of the project is expected in the first quarter of 2018. It will make the Meetinghouse more accessible and usable not only for our own purposes, but also as a resource to the wider community. The Meetinghouse is increasingly becoming a valued space for groups, organizations, family gatherings, weddings etc.. Berea is lacking in affordable, flexible, welcoming spaces and we are glad that the wider community can enjoy the use of our building.

We actively nurture a meeting culture that provides gentle correction and guidance, and we continue to value many long-cherished aspects of our Meeting — the opportunity to worship in a space where mind and body can be still, a home in which we can experience our Quaker identity, and a safe and welcoming spiritual community committed to listening, discerning, and seeking unity. We walk together on a path illumined by The Light, supporting and nurturing each other on our journey. We strive to share the value of spiritual listening among ourselves, and with the wider community, and to serve as examples of what we believe by living what we believe.

Birmingham Friends Meeting

State of the Meeting Report for 2017.

Birmingham Friends experienced a difficult year with the seeming dismantling of some of America's most beneficial policies for people, the government, and the earth. The lack of civility also has been deeply troubling. We have depended upon each other to avoid despair. Our community of Friends helps restore our faith in people as we seek to follow where the Spirit leads us.

We cherish our open, loving, and congenial relationships among people who would not otherwise know each other. We experience that of God manifested through various experiences, ideas, and ways of being.

We felt great joy as we experienced a wedding under the care of our Meeting. And though we wish for even more and are challenged by the small number, we were delighted by the addition of a young girl into our First Day program for children.

We are getting more organized. The inside of the house has been greatly improved through the work of one of our residents, who also clerks the Long Range Planning Committee instituted this past year.

We are working hard to integrate ourselves into the neighborhood, though that has been a continuing struggle throughout our tenure at the Meeting House. This past year we had an open lunch on the front porch, and we hope to do more of that. We have several Friends on the Board of Greater Birmingham Ministries, and Friends attend Alabama Arise lobbying meetings in Montgomery. We view outreach as coming from and a crucial part of our inward spiritual journeys as individuals and as a Meeting.

We have had several Friends with health issues or losses whom we hold in the Light and try to see that special needs are met. Through Simple Suppers once a month and through summer Movie Nights we get to know and love each other more deeply. Corporate worship provides us with much-needed silence as well as a spiritual connection.

We cherish the diverse skills of Friends, who lead First Day hours for children, who keep the outside maintenance up to par, who handle structural housing problems, and who take leadership responsibilities in social justice, in outreach, as treasurer, as planners of Second Hour discussions following worship, and serving as clerks of various committees. We have artists in the Meeting who designed a beautiful, highly visible Quaker t-shirt for us to wear when we attend a public function. We experienced a growth this last year as we moved from Ministry and Nurture being responsible for much of the work of the Meeting to establishing committees to handle our various needs.

We were happy to have two Friends transfer their memberships to our Meeting, and for new attenders who have become one of us and immediately began working to make us all stronger. Two challenges we hope to engage even more strongly is our need to work more closely with other faith groups and our need for more Friends and attenders in the 40-year-old demographic.

We are also challenged by the lack of Friends of various ethnic communities, though Friends participate in activities sponsored by these groups. We face the task of sharing the love, peace, and spiritual path that energizes us and enables us to go out into the community and back into our homes renewed.

State of the Meeting—2017

As we have since last year, we continue to meet at the Brevard Elks Club Wellness Center, where we have been very satisfied. Its rather isolated locale enhances the silence of Meeting.

In last year's report we spoke about the "core of regular attenders" which elevated the spiritual quality of our Meeting. We are a small Meeting, and each attender's contribution to the spiritual quality of the Meeting is noticeable. The most significant event from last year was when two of our core attenders got word that they had lost their job and would have to move on. This married couple were warm, intelligent, loving and deeply spiritual. Their contribution to the life of the Meeting was incalculable. Losing them struck our Meeting a heavy blow.

But that is Meeting for you; people come, people go, but Meeting continues on. Those of us who attend continue to derive great spiritual support from our silent worship.

Richard Zelman
Brevard Friends Meeting
Brevard, NC

Celo Friends State of the Meeting Report, March 2018

Celo Friends Meeting continues to be blessed by the active participation of a diverse group attending worship each First Day. Silent worship is the heart of our Meeting from which other strengths are drawn.

The Adult Religious Education Committee has been active throughout the last twelve months. Following a recommendation from the Meeting for Worship with Attention to Business, the committee led the Meeting over the summer and early fall in a discernment process on how to support the sanctuary movement. The results were twofold: the creation of a minute on the specifics of support and a plan to create a committee to implement specific strategies. In the winter of 2017 we presented a four topic program on "Welcoming the Stranger." Topics included People of Faith and Immigration; Fundamentals of Islam; The Value of Listening, and Our LGBT Neighbors. In the fall we held two programs, led by our traveling minister, on ministry, scripture, and our environment.

First Day School had a steady elementary group. We continue to learn about the virtues as a tool to understand and cope with the world around us and within us. We enjoyed meditation in the woods or by the river. Nature walks and arts and crafts are popular activities among the children. We had endeavored something new for our Christmas program, a creative, interactive project called "Passport Fair." It gave the children and the meeting a better understanding of the severity of immigrants' issues in this country and the need for appropriate action. The fund raised from the Christmas Program went to support local Sanctuary movement. We had a baking project and reached out to the elders in the community to show our love. A few new teens participated in SAYF retreat in the fall and intend to attend more in the future. Our nursery group enjoys playing together so that young parents can participate in worship. Some parents choose to stay with their little ones.

Celo Friends Meeting supports the efforts of individual Friends as they follow their leadings toward peace work and social concerns. We continue to support Feed-a-Child, a local interdenominational effort to reduce food insecurity among children in the public schools. Friends volunteer locally with Habitat for Humanity and in the local schools. Many in our Meeting continue to be active in a local chapter of the NAACP and have supported their efforts locally and statewide. The Samburu Committee is beginning its sixth year of support for the education of young women and for peace work in Western Kenya. We collaborate with a young, Kenyan Quaker pastor, Sammy LeToole. We are in communication with Kenyan contractors to help us evaluate whether or not we could help the community solve its current water crisis. We hosted a representative from FCNL who explained the unique approach to lobbying and how the committee decides what issues to focus on. Celo Friends Meeting approved a traveling minister whose leading in the area of eco-justice challenges us to recognize the relationship between damage to the environment and poverty, and the inverse understanding that championing the environment helps bring people out of poverty. The meeting shared these concepts at the local Earth Day celebration in Burnsville this year.

The Finance Committee made several recommendations to the Meeting for Business. Celo Friends approved development of a Capital Improvements Fund to address higher maintenance and repair costs for aging buildings and grounds. Meeting also approved creation of a Special Concerns Fund to help local individuals who have unexpected needs.

The Committee for Ministry and Care prepares a query for each month. Our queries seek to help deepen the spiritual experience for individuals in the belief that individual growth leads to spiritual awakening for the meeting as a whole. We post the query on a board in the meetinghouse foyer and read it at the start of meeting on the second Sunday. We welcomed two new members into our meeting last year. We again offered financial aid to members and attenders who wished to attend SAYMA in the spring. Last year we had difficulty resolving the question of whether to keep the foundation of the old meeting house as a special space or to use it for much-needed parking. After much discussion we resolved to create a memorial garden around the old foundation so that it can be used as a meditation space and for outdoor meetings. Such difficulties, though trying, ultimately remind us of the importance of patience and love.

We again enjoyed two work days this year to maintain our property. The Building and Grounds Committee keeps a careful eye on the needs of the meeting, and many hands make light (and fun) work of completing the necessary tasks. After a tree fell on one corner of the porch roof last year, we had all the trees assessed and took down several large ones so that one workday was dedicated largely to cutting and hauling a great deal of wood.

At Celo we are grateful to be part of a vibrant and active Meeting where we are all growing and learning together in the Light.

2018 State of the Meeting Report

Charleston Friends Meeting

1. “How has Spirit fared with us this year?”

In Charleston Friends Meeting the Spirit is strong and nourishes us in our daily and corporate lives. We say this confidently, although we are few in number, and our numbers are, if anything, decreasing. We are enough to do the work we are called to, and we know that God will provide help when we need it.

Individuals’ responses to this query stressed particular activities or events in our meeting community that nourished them spiritually, such as our readings of Quaker literature (*The Journal of George Fox* and *Mothers of Feminism*), biweekly Bible Study, and periodic Meeting for Worship at Booker T. Washington’s church in Malden, near Charleston.

2. “Is Spirit evident in the work of these aspects of the life of our meeting: Meeting for Worship, Meeting for Business, Committee Work, and Outreach to the Broader Community?”

Meeting for Worship is central to our spiritual practice. Because of our small size, there have been occasions where only two people have been present. We recall Christ’s words about those gathered in His name. We rejoice when we are blessed with living silence and Spirit-filled vocal ministry.

This year, we were saddened when a key family moved away to be closer to children and grandchildren, but strengthened when other Friends were led to take up new roles in ministry, outreach, and service. We welcomed a new member through Greenbrier Valley Friends Worship Group (GVFWV), and welcomed attenders back whom we had missed.

Most committee work is as a committee of the whole under the leadership of a designated clerk. Two particular events stand out. Charleston Friends organized the West Virginia Quaker Gathering in October, planning meals, worship, fellowship time, workshops, and guest lectures. Friends came away from the weekend refreshed and invigorated. Later in the year, we hosted a meeting of SAYMA’s Ministry and Nurture committee. This allowed us both to support SAYMA’s work and to visit with Friends whom we may not have known.

Other intervisitation also was valuable to us. Friends visited a one family Huntington worship group, Morgantown meeting, and the GVFWG at different times of the year, and Charleston continued to have disproportionately high representation at SAYMA’s annual session and in yearly meeting committees and positions of responsibility.

During 2017, our outreach to the broader community was mostly through service. We continued our meals at the women’s and men’s shelters, and contributed financially to other projects offering meals to people in need, provided luggage and personal supplies to children in foster care.

3. “What challenges and conflicts have we dealt with this year, how have we as a group met them, and how has that changed us?”

Our principal challenges have been due to our size and capacity. We have felt unable to invite Representative Meeting to Charleston for lack of a suitable meeting space and sufficient host families. Even hosting SAYMA Ministry and Nurture was difficult. It has been somewhat harder to keep up our social ministry work than in the past. We have not been able to visit GVFWG as often as we would have liked.

There have not been recognized conflicts within our meeting. However, we have felt our relationship with SAYMA has been strained. We take seriously each request from SAYMA for consideration of matters of importance to SAYMA, yet we feel that SAYMA has ignored our minuted response to the racial justice program proposal and made ill advised financial commitments to activities purportedly directed at racial justice at the expense of activities that might actually advance racial justice or support other worthy causes. We are particularly concerned about Representative Meeting’s failure to give weight to corporate testimony that individual monthly meetings presented or attempted to present through their appointed representatives.

4. “What builds up our meeting and what causes injury to our meeting?”

Community: sharing, worshiping, working, and being together builds up our meeting.

5. “How are we seeking to rectify existing social injustice and racial discrimination in our monthly meetings, our local communities and in the world at large?”

Much of our social ministry described above attempts to address these issues. In addition, we actively support the work of the American Friends Service Committee, both locally, where staff have trained Charleston police about race relations, and nationally. Several members have attended Black Lives Matter rallies. We honor the work of past leaders in racial justice in worship and through our adult religious education program. We have met with our U.S. representative’s staff to advocate for sentencing reform, which would reduce racial disparities in prison populations. We are hopeful that SAYMA’s Uplifting Racial Justice work can provide leadership to guide use into further work for social justice.

6. “In what ways do we all take responsibility for the nurturing of the spiritual life of our meeting?”

We take responsibility in a variety of ways. We show up. We listen for the Spirit. More Friends are giving vocal ministry and testifying to the work of Spirit in their lives.

Approved at Meeting for Business 11 February, 2018.

State of The Meeting Report for 2017
Chattanooga Friends Meeting

Dear Friends,

2017 proved to be both a year of introspection, as well as looking forward, for Chattanooga Friends Meeting.

Many of our committees have been very active this year in looking at their procedures and protocols and making both minor and major changes in an attempt to improve their function.

- A most herculean effort was undertaken by our Handbook Committee who not only managed to revise and update our entire handbook, but they also made it available as a 'read only' document online.
- Our Finance Committee made adjustments to many procedures in a continuing process of keeping our fiscal house in order.
- Our Library Committee has emptied (and refilled) our shelves in reorganizing CFM's library using the Library of Congress system.
- Ministry & Oversight and Property Oversight continue their efforts to ensure that our Meeting has a safe and well-functioning environment in which to conduct our activities.
- Our Outreach and Peace and Social Justice Committees continue to keep us connected with the larger community. We have had success in collecting for our local food bank, providing guidance and opportunity for letter writing campaigns on both state and federal topics, and we saw a letter regarding clean energy printed in our local newspaper. A very rewarding experience was had in November when, after a long process, CFM erected a Peace Pole in our front yard available for all our neighbors to see and/or visit. An event in celebration was held with the participation of CFM members as well as members from the larger community - including representatives of the Muslim and Jewish faiths.

Chattanooga Friends have been active in attending many events throughout 2017 beginning with the Women's March in January. A CFM member gave a presentations at the observance of MLK day. CFM members participated as peacekeepers at a rally for Solidarity With Charlottesville. Members of CFM also gave strong support at the International Day of Peace as well as World AIDS Day.

Second hours have been rich and varied. We have had Friends present their Spiritual Journeys, and one Friend gave a stirring slide show of his former life in Syria. Another Friend gave a 4-part presentation on Quakerism 101. Lynn Newsom from Quaker House gave a presentation on Moral Injury and Bill Cahalan from Community Friends in Cincinnati gave a talk on environmentalism and community. We have also had ongoing social 2nd hours in months that have a 5th Sunday. We have had two Worship Sharing programs, one in the Spring and one in the Fall with the intention of having this be a regular practice.

Add a Threshing Session (on the Peace Pole) and a few Clearness Committees to the mix and it has been a very active year at CFM.

2017 has also brought an air of newness to CFM. Our regular attendance has steadily grown (we averaged 21.5 people per Sunday!) bringing a wonderful array of people our way; those of all ages and gender, Friend and friend alike. This has led to some issues regarding available parking and daycare/First Day School that we have been grappling with. These are good problems to have indeed.

We have also welcomed Vonna Stratton as a new Member of CFM - the first in a long time that was not a transfer from another Meeting. 2017 ended with requests for Membership from three other such attenders.

Adding to a sense of positive change, our Outreach Committee brought forth a proposal for a new logo for CFM with an eye to branding our Meeting in a new and expressive manner.

And last, but not least, in July Eva Schnell joined us in our Meetings for Worship - the first infant among us in quite a while. Her joyous bubbling and cooing at the beginning of Meeting feel, to this Friend, as a sweet mirror of the individual/collective murmurings of Spirit as we engage the abstract process of settling into Silence.

With Love, Peace and Light,
Ken Herrin, Clerk
Chattanooga Friends Meeting

COLUMBIA MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS
State of the Meeting
March 2018

Palmettofriends.org
120pisgah@gmail.com

1. How has Spirit fared with us this year?

We are in a period of transition. We wait in the hope that the Spirit will step into the void that has been created by recent losses and will send new voices and new leadings. Two of our regular attendees died, an active attender moved away, as did an active family of five moved away. Our senior member who has been our institutional memory for decades is retiring from committee participation. We have a few new attendees and a fluctuating number of young friends depending on the time constraints of their parents.

2. Is Spirit evident in the work of these aspects of the life of our meeting: Meeting for Worship, Meeting for Business, Committee Work, and outreach to the broader Community?

Meeting for Worship remains our strongest asset. We have a well-centered group of 15-25 people who gather every Sunday for worship. Meetings for Business have been effective at addressing the various issues that face our Meeting and our community. Committees have worked well on their various tasks. The First Day School committee organized a special summer school for children both from our Meeting and outside our Meeting. They continue to work on a nature trail in our woods, creating a path and building bridges across the creek.

Regarding developing a deeper sense of community, we have had one potluck for new attenders, a book group and we have begun a movie group that attends and often meets to discuss the movie afterward. There has been a general concern for reaching out to refugees and other people who may not have legal status to live in the United States. We displayed the AFSC banners celebrating their 100th anniversary and discussed their relevance to today's world. Our library has been organized so that we can have a real resource for Quakers and others interested in Quaker lives, history, and beliefs. We have a children's library located next to the pre-school room. There is a strong testimony to peacemaking through letter writing, vigils, participation in marches/rallies and interacting with interfaith groups in South Carolina.

We maintained vegetable and herb garden, as well as continued to maintain an orchard of 35 fruit trees in our Greenspace. Other areas of our Greenspace were used for blueberries and raised beds, and the First Day children are developing a nature trail with benches for quiet contemplation along our tree-lined creek.

People from our Meeting and outside our Meeting frequently walk our labyrinth.

In the Aiken Worship Group we oversee we have welcomed a new member and the transfer of a member from another Meeting.

3. What challenges and conflicts have we dealt with this past year, how have we as a group met them, and how has that changed us?

We are new to having a Meeting House and still six years into this process we have issues about how to use the space and invite others into our space. Our responsibilities to maintain the Meeting House and grounds have divided committees devoted to maintaining the physical

structure of bricks and mortar and soil and the more spiritual responsibilities both within the Meeting and beyond.

The primary conflicts of the year centered on the vacuum left by the deaths of two of our active attenders. We miss their contributions regarding maintaining and expanding our garden and Greenspace and an ever-present questioning of our racial values. Our meeting is in a period of transition where remaining Friends are finding new ways of working in the Light for the well-being of our community.

4. What builds up our meeting and what causes injury to our meeting?

Workdays and common projects like working in the garden, organizing the Hiroshima vigil, and exploring ways to invite people into our space build up our meeting. Group activities, such as the farewell party for one of our active families, a picnic at the Saluda River and the movie afternoons, all have deepened our social ties to each other. The things that cause injury to our meeting have been deaths, relocation of several members, and the creation of an emphasis on rules in our committees. We continue to struggle to create a balance between the need for rules, a caring for our property and caring for our people.

5. How are we seeking to rectify existing social injustice and racial discrimination in our monthly meetings, our local communities and the world at large?

We are actively supporting the Alternatives to Violence training, including hosting trainings at our Meeting House. We held a second hour in memory of the Emanuel Nine Day, remembering each of the victims and their lives. Our Hiroshima Peace Vigil was held in downtown Columbia and was well attended, with music and activities for children, ending with a scattering of flower petals in the nearby Saluda River. Numerous letters have been sent to newspapers regarding energy policy and a concern for those with limited incomes in South Carolina.

We continue to take part in the Souper Sunday of Caring, collecting both food for Harvest Hope, our local food pantry, and money for Food not Bombs, the monthly picnic where the First Day children make food that is then served to about 200 hungry people in a downtown park.

Several of our attenders have taken an active role in refugee resettlement in our community, including organizing a donation of winter coats and furniture.

We have sent donations to meetings in disaster areas, both Puerto Rico and Texas.

The Meeting contributed towards a library project in a high school in the Usambara mountains of Tanzania, where one of our members worked when she was in the Peace Corps. She hand delivered them in September.

6. In what ways do we all take responsibility for the nurturing of the spiritual life of our meeting?

As we work together to find ways of softening the policies dictated by our President, it is both discouraging to see our freedoms and values erode, but encouraging to find that we are united in our resistance. We are ever seeking ways to mitigate these factors, and to find reasons for joy.

Cookeville Friends State of the Meeting Report 2017

Cookeville Friends have felt Spirit among us in a variety of ways. We have had an increase in vocal ministry which we attribute to Spirit and perhaps an increased level of comfort.

One of our greatest joys and challenges has been found in the addition of a new member and the reconfiguration of that family. Having a toddler among us continues to be a breath of fresh air but lack of a first day school has been hard.

We find the current political climate difficult to navigate. How do we find “that of God” in some people? As one member put it, “This Meeting changed the way I see the world but how do we love everyone?” It is hard for our Meeting to discern which actions we are called to as there are myriad causes to support and so much work to be done. Having members who participate in a variety of socially-conscious events helps us feel connected to our community and the world. We continue to educate ourselves and promote our spiritual well being in our second hour discussions. The high school alternatives to the military project and the Interfaith Peace Project provide opportunities for one-on-one communication with young people in our community but we feel the lack of support from others in those ministries at times. We have taken many small steps to reach out to marginalized groups.

Our Meeting struggles with outreach. We try hard to maintain some form of communication with irregular attenders and visitors. Despite our efforts, some of us feel isolated and excluded which is injurious to our Meeting.

Being together on a weekly basis builds us up for the week ahead. We help each other continue to attend Meeting by providing transportation to those who would otherwise be unable to attend. As a Meeting of mostly older folks, our energy is limited so we try hard to be Spirit-led in our works.

Even with our many limitations, we continue to show up on First Days. Lively second hour discussions and potluck meals help nurture our spirits. Our annual retreat continues to help us grow as a community and our book club enriches our lives.

2018-003-05 Crossville Friends Meeting State of the Meeting Report for SAYMA

Though we enjoy the friendship, fellowship and solidarity as kindred souls in our meeting, we find ourselves being so few in number and so dispersed, that we are carefully considering the future of our Meeting. Though we are cognizant of its significant history within SAYMA, the reality is that our numbers having been so reduced by deaths and departures from the area that we now only have four active members and three active attenders and are functioning as more of a worship group than a Meeting at this point. The truth is we have neither the energy nor the will for outreach, given plans of three of our four members to move away within the coming year: one to Knoxville and two out of state. We're grateful for all the energies that brought this meeting and SAYMA into being, nourished and maintained them, and our prayers are for the continued strength and vitality of the Yearly Meeting family in the days and years ahead. Also, for the record, our commitment is to pay our apportionment to SAYMA for this year, and happily so, as we have always done.

With Blessings and Affection,
Crossville Friends Meeting
Jeff Strain and Susan Stark , Co-Clerks

Foxfire Friends Meeting
Johnson City, Tennessee

State of the Meeting, June/July 2018

Foxfire Friends Meeting is a very small meeting, with eight regular members and attenders ranging from 1½ to 77 years in age. Of course the 1 ½ year old has not yet mastered the art of silent worship but our 10 year old is amazingly good at it.

We do not have our own meeting house, meeting instead at the Catholic Fellowship House, which serves students at East Tennessee State University. The center is reserved for our use on Sunday mornings where we meet at 10:00, a.m.

We reach out to the community through a weekly listing in the local church listing of our local newspaper and a posting on the information board at ETSU each semester. Periodically we welcome visitors who are passing through the area or who are just curious as to what we are all about.

Because of our small size, committees are not practical. We address global, national, community, and personal issues in informal discussions before and after silent worship. Individually, we participate in community activities that coincide with the Quaker testimonies and our personal concerns. For example:

Two of our members participate in the Green Interfaith Network, Inc. organization.

One attender works with a music ministry as the pianist for an interdenominational gospel choir. The choir performs at 15 nursing homes and assisted living facilities in three counties in northeast Tennessee, visiting each facility every other month.

One member regularly comments on social and political issues based on Quaker principles on Face Book.

One attender reports, “My research focuses in on health disparities in Appalachia, with a focus on health policy and access to care. I also work on issues of guardianship in East Tennessee and Indianapolis. I'm also a member of the Community Awareness Team that meets through the Second Harvest Food Bank in Kingsport. I teach a course, Environment in Appalachia, that includes conservation and land stewardship.”

Our 10-year-old attender is a member of Scouts (BSA) and does community service with them.

We treasure our little community, our friendship, and our Friendship.

Greenville Monthly Meeting (GMM), Greenville, South Carolina
State of the Meeting: January 1, 2016-December 31, 2017

1. How has Spirit fared with us this year?

We have continued to grow in the life of the Spirit during the past year.

We took an opportunity in the fall to determine what we felt the Spirit was or was not leading us to do, which was an outgrowth of a Clearness Committee that we had established for one of our members—and which raised several questions that prompted the broader meeting that we held.

We continue on our journey in our openness to hear and understand what the Spirit intends for us as a Meeting, not just as individuals.

2. Is Spirit evident in the work of these aspects of the life of our meeting: Meeting for Worship, Meeting for Business, Committee Work, and Outreach to the Broader Community?

Yes, we believe that the Spirit has been evident in almost all aspects of the life of our meeting. Our online listing via the Quaker Cloud has brought us several visitors, including local residents who are spiritual seekers. This gives us many opportunities to share our faith and learn from each other.

We have used queries as a way to help enhance the work of the Spirit during and after Meeting for Worship. We have also tried to be more open to the Spirit during Meeting for Business, especially as it might call us to pursue financial assistance for worthy groups and/or participation in those groups' activities.

3. What challenges and conflicts have we dealt with this year, how have we as a group met them, and how has that changed us?

In addition to comments in #1 and #2 above (and #5 below), we continue to discern a need to attract additional attenders/members to our Meeting, given its relatively small size (we have 6-8 weekly attenders).

In trying to meet the challenges that have arisen, we have not only learned how to listen to the Spirit, but how to hear the Spirit in each other. We continue to grow in this respect.

4. What builds up our meeting and what causes injury to our meeting?

At the Rise of Meeting, we have discussions about thoughts that might have occurred during the silence (but that didn't rise to the level of a message) and/or discussions about timely issues of concern. We welcome visitors to participate and to share. The rapport of our Meeting has become more inviting/open since we started doing this.

The adults enjoy and gain from children attenders when they are able to join us; their experiences during Meeting and in their lives outside of Meeting give us another indication of how the Spirit is working among us.

We offer thanks to one of our attenders and his wife for providing refreshments on a regular basis; this fosters conviviality and fellowship that enhances our sense of community in the Spirit.

We are grateful for the gracious support and hospitality that are provided to us by the Chaplin's Office at Furman University.

5. How are we seeking to rectify existing social injustice and racial discrimination in our meetings, local communities, and in the world at large?

Several members have expressed a desire to investigate potential efforts in this regard. This is an area in which we hope to find greater clarity.

6. In what ways do we all take responsibility for the nurturing of the spiritual life of our meeting?

Some of us are active with the Palmetto Friends Gathering (PFG), some with SAYMA, some with FGC. That means that each of us has some type of connection to the larger Quaker community.

Some of us give brochures to new attenders. Others lend *Friends Journal* and Quaker books. One of our members fields telephone calls from inquirers. A group of us has formed a website/technology subcommittee that has done much to enhance the Meeting's digital presence. We take turns reaching out to members/attenders who have been absent—and to those who have attended our Meeting for the first time.

We pray for opportunities to serve the Spirit and our community, and to continue to find joy in the Light and among ourselves.

Approved by the Greenville Monthly Meeting on June 10, 2018.

Huntsville Are Friends Meeting
State of the Meeting Report
March 2018

This past year has felt hard in terms of the presidential election and political concerns. Many of us have spoken to the political upset serving as a catalyst or a call to action that we see in the nation, in our Huntsville community and even in ourselves. One of our older attenders mentioned, by way of example, that she has been inspired by the #metoo movement to connect with young men on Facebook who want to engage in discussion about issues related to women's rights.

We have been renting space at Holy Cross St. Christopher Episcopal Church for a little more than two years now. We can agree that we seem to have found a good balance between what is ours and what is theirs. One member stated that "the additional number of people that I see each Sunday (from the Holy Cross congregation) is meaningful." We have continued to participate periodically in a service project hosted by Holy Cross, making sandwiches for the homeless. We also share fellowship when we hold a "meeting for eating," and invite our Episcopalian friends.

We have held a variety of meaningful second hours this last year. One was with REACHsv, Racial Equality Action Committee of Huntsville, on the work that they are doing in our schools. As stated on their Facebook page REACHsv "exists to highlight and address issues of structural racism and inequality and to promote racial equality in Huntsville and the surrounding area." We invited members of the Holy Cross St. Christopher congregation to participate with us in this learning opportunity and had a large group in attendance.

For about half of the year we had a second teenage boy attend with a family friend who is a regular attender at Meeting. Considering the small number of attenders each week 2 enthusiastic teenage boys felt like riches. We have really enjoyed their energy. Two of our members were invited to our local Bob Jones highschool to speak to an afterschool interfaith club on the topic of the Religious Society of Friends. Many of the young people from this club then joined us for Meeting for Worship followed by lively and enjoyable discussion during our second hour. It was a memorable learning experience for our attenders as well as our visitors.

The space that we use at Holy Cross St. Christopher has a large religious mural on one wall. This mural was painted by a young man who attended the church some time ago. When we moved in we were given permission to cover, but not destroy, the mural. The mural, and how to deal with it, has been discussed greatly in Meeting for Worship with Attention to Business. At our most recent meeting discussion we found ourselves in agreement that we are not in unity on the issue. We did note though that it can be helpful to move to a different chair during Meeting for Worship. Where you sit in the room affects your perspective not only as regards this issue with the mural but in many other ways.

We find ourselves in a very different place this year in terms of our finances, when we compare our situation to the one we were in 3 years ago and even last year. This comes as a great relief. We are finding it nice to have budget decisions to make because we have some surplus in our budget.

Memphis Friends Meeting
State of the Meeting Report for spring 2017 to spring 2018

How fares the Spirit among you?

Spirit is palpable here at Memphis Friends Meeting in our contemplative worship and in both our in-reach and our out-reach. We've reached out to more people; new people are coming to us and being accepted as part of our group. Back seat people are coming forward. How could we worship, conduct business and committee work, and reach out to the broader community without Spirit? Friends come to meeting because they find community here and a feeling of peace, because the meeting is their spiritual home, and because worship and the sharing at the rise of worship always leaves them in a better place.

Often our children sit together when they return to meeting, feeling an obvious kinship with one another, so much so that more than one new visitor has been confused about which children are or are not siblings. Our children are speaking with more confidence during announcements, assured of the spiritual nature of what is on their hearts.

We have experienced challenges: sometimes we feel over-burdened by the duties of caring for the meeting and maintaining the meetinghouse. It took a while to regain our equilibrium after vicissitudes like the theft of our AC unit last summer and the burst pipes this winter. Doing too much can work against a nurturing spirit as much as doing too little. We've continued to struggle with on-going concerns about hearing and listening: being physically able to hear speakers in meeting; being emotionally able to listen to those in pain.

Our awareness of spirit helped us summon the courage to invite Friends to share their pain as we dealt with the culturally difficult issue of race in America. Doing so stirred up some sediment, bringing to light conflicts that hadn't been apparent to everyone. As we labored together, we deepened our experience with Quaker process. One Friend felt confused by our difficulties uniting on a racial justice minute, but stepping back and looking at her own impatience, she realized that she was putting outcome ahead of process. By spring 2018, we have new appreciation of both process and outcome and have finally found the unity we have been seeking on our racial justice minute; now we look forward to the next steps. Quakerism is a blend of the active and the mystic; one underpins the other and we need both.

We share our meeting space with two other faith groups – Pax Christi and the Memphis Zen Community – and we are beginning to do more together. Some of us meditate with the Buddhists and some reflect on peace with the Catholics. Pax Christi has invited Friends to share our perspectives with them. Our larger goal is to feel more connected with our wider community. On FaceBook, many Memphis Quakers are expressing support for their non-Quaker friends using Quaker-speak ("I am holding you in the light" or "This friend speaks my mind") and they are posting about Quaker happenings or sharing their experiences of Quaker practice. We are growing our roots in Memphis. Our meetinghouse is on a well-traveled artery with a sign in the front yard and that draws many visitors. Many of us are feeling able to be more public about our Quaker identity – more confident about being Quaker in Memphis.

One Friend ventured the idea that there is more evidence of preparation in all that we do. That preparation encompasses both conscious planning and acting out of a deep grounding. Collectively we are taking responsibility for nurturing the spirit in our meeting by being present for each other in whatever forum we find ourselves: in worship, meetings for learning, potlucks, meeting for singing, committee meetings, etc. We are paying attention to each other: bringing meals when Friends need help, worshipping with the homebound, attending each other's events, and offering care and support committees for Friends facing challenges including end of life challenges.

Seasoned in a Meeting for Learning on January 28th, February Business meeting, a meeting of M&N on February 18, through feedback on email, and approved in business meeting March 11, 2018. Drafted by Carol Ciscel.

State of Nashville Friends Meeting, 2017

2017 has been a year of transition, as we began to examine more deeply how we are called by Spirit to live and serve. 2016 was a year of growth, and in 2017 we began as a Meeting to examine where we have been and where we are headed.

In a political climate that proved to be reliably unreliable, our Meeting actively sought to provide a space that was welcoming and responsive to the needs of the day, while remaining guided by the leadings of Spirit. As a Meeting we sought to create a safe space of Quaker worship for our members and attenders, and we also sought to discern our work in the wider community.

After welcoming several new members in the previous year, we did not receive any requests for membership in 2017.

Each year sees the loss of dear members and attenders for various reasons. In January, we learned of the death of Lynda Morley whose spiritual impact remains with us in spite of the brevity of her time in our community. We mourned the passing of Linda Trask, and held a memorial service at the Meeting house that was well attended and for which the family expressed much gratitude. Both of these dynamic women are truly missed.

Many people have required various levels of care during the year, and the Meeting continues to coordinate support through committee work as well as individual outreach through visits, meals, cards, and phone calls. We have several ongoing care & support as well as anchoring committees, and we make a practice of announcing and explaining clearness committees to invite their use.

2017 marked a continuing engagement with the wider community. The use of the Meeting house as a warming shelter for the homeless community continued in 2017.

The Alternatives to Violence Program (AVP) continues to thrive, following last year when they were established as a standing committee. The group has made an effort to reach out to the broader community by attending Community Awareness Breakfasts sponsored by One Nashville, an organization which brings people of diverse backgrounds together to discuss issues of concern to all. The committee hosted two Basic workshops, one that was on a weekend at a local church and the other one was conducted over the course of four weekends, in conjunction with One Nashville. In addition, we are continuing to work in a middle school in the northern part of the county, presented at the Social and Emotional Learning Conference for educators, and presented a one day workshop in partnership with the Cookeville Friends Meeting, called “Dialogue Beyond Difference: Seeking Common Ground.”

The Meeting house hosted a variety of events throughout the year that enriched our community. We were pleased to host the Friends General Conference Executive Committee in February for three days. Also, eighteen people attended a Friends Committee on National Legislation advocacy and lobbying training, half of whom had no connection to Nashville Friends Meeting(NFM). A team was created to do on-going monthly training with a commitment to

lobby for the single-issue item FCNL chooses each year. This year, the focus has been on Pentagon spending and the budget.

After a year of low activity, our First Day school experienced a resurgence in energy in 2017. Although attendance remains low, the Children's Education Committee undertook several actions that are laying the foundation for a very strong program. Various members of the community were invited by the youth to share their spiritual journeys, with follow up questions and lovely conversation. The youth also cooked for the Meeting on potluck Sundays. Several members of the Children's Education Committee took a Godly Play training in Nashville, and did Godly Play with the youth throughout the year. Two members of the Committee also attended the Quaker Religious Education Collaborative meeting in Richmond, Indiana.

Way did not open for us to host a Regional Gathering this Spring. We are looking at ways to rename and change it to better meet the needs of our community.

Within the Meeting, Spiritual formation groups that began in 2016 resumed after taking a break for the summer months. Several participants have expressed gratitude for these groups and the deeper bonds they have fostered.

We continue to hold a mid-week Meeting for Worship on Thursday mornings that has a good core of regular attenders. We also continue the tradition of seasonal Meetings for healing, with many prayer requests and hands-on healing. In addition to this, a prayer group was also convened, with those participating offering daily prayers for any and all prayer requests.

After we had an armed robbery at the Meetinghouse in 2016 while a non-NFM group was using the space, we made several security upgrades. Multiple high definition security cameras and a new alarm system were installed, and there have been no further security issues. We gratefully acknowledge our building-use coordinators, who shouldered much of the burden of implementing these changes.

Because of the changes in the political landscape towards the end of last year, we have been asking ourselves what the Spirit is leading us to do as a Meeting, and what are the gifts we have to offer as Quakers. In September of 2017, we held the first in a series of what we have called listening sessions which have been described as like a clearness committee for the entire meeting. In the first one, we named those we have lost as a community in the last several years, as many members or attenders have moved to new cities or left for various reasons. In light of our changing face as a community, we examined what our gifts are and what we are called to do together. These meetings are continuing into 2018, and we will continue to explore the answers to these questions in the upcoming year.

Oxford Friends Meeting State of the Meeting 2017

The Oxford meeting remains a very, very small meeting. We have a core group of about 4-5 members and faithful attenders. While one active member has become less active for health reasons, we have gained a very active faithful attender, Neena Ledbetter. We continue the practice of ending each meeting with a group hug. We are a tight, happy little band, if reduced in size.

We continue to have the good fortune to meet at the Powerhouse community arts center. It is a comfortable and welcoming environment that provides the feel of a church. We appreciate the generosity of the Powerhouse, which provides its space to the meeting without charge.

Leadership: During 2017 our treasurer, Joe Cantu, resigned due to poor health. We are grateful for his years of sacrificial service. As of January 2018 the leaders are Pam Coe and Neena Ledbetter, co-clerks, and Pam Coe, who has assumed the role of treasurer.

Starkville Monthly Meeting: We continue to correspond with the Starkville Meeting via email and telephone, although we have not visited them in the last year.

Participation in the community: We have remained active in Interfaith Compassion Ministry (ICM), with two volunteers, one of them also a member of the ICM Board of Directors. The meeting also supports ICM financially.

An individual member has continued to maintain a ministry for a death row inmate at the Mississippi State Penitentiary for about eight years. The meeting as a whole stands in opposition to the death penalty.

Submitted by Pam Coe and Neena Ledbetter, co-clerks

2017 State of the Swannanoa Valley Friends Meeting Report

Our Meetings for Worship, held on Sunday mornings and Wednesday evenings, are the heart that gives life to every aspect of our Meeting. Of all that we have to be grateful for as a Meeting, we are most grateful for the time of worship we share. Silence often fills the entirety of our hour of worship, and the movement of Spirit during those silent Meetings is often strongly felt. When vocal ministry occurs, the worship experience of all who are present is often deepened. Although participation in the First Day School has declined this past year, the ministry of our small group of young children when they share their First Day School experience at the end of Meeting for Worship brings us a special gift of Spirit. While we strive to remain faithful to the movements of Spirit in silence and vocal ministry we continually reach for a deepening of our communal practice of worship.

Much of the life of our community draws from the vibrancy of its committees. We are grateful for the creation of two new committees this year. A Visioning Committee will, we hope, lead us into prayerful discernment of the kind of Meeting we want to be creating. An Immigrant Support Committee is leading us into deeper involvement with our immigrant neighbors and with the broader sanctuary movement.

As a Meeting, we gain and we lose. We gain newcomers in the forms of transferring members, returning members and regular attenders; growing from about 35 attending worship on a given First Day to 40 or more. To accommodate the growth, we have experimented with different ways of organizing our worship space and found an arrangement of chairs that feels open and generous. Those who have recently joined us have described transformative feelings of acceptance in this monthly Meeting and we, in turn, are grateful to them for bringing freshness and encouragement to us.

We lose when our former clerk, Susan (“Suchi”) Lathrop dies of a debilitating illness, accompanied in her last weeks, days and hours by Friends who are blessed by the privilege of being held in the Light close to her.

Our grounds and building continue to provide a physical environment which enhances our worship.

As a Meeting, we agree and we disagree. We agree in our conviction that none of us is free of racism, and that together we must work to understand it better and enter fully into healing its wounds. We have been involved in many activities designed to help us in this work. But we sense some disagreement among ourselves as to how to define and to combat racism. We have also disagreed on our understanding of Quaker process. Our struggles with disagreements amongst us have matured in the past several years and we continue to use these struggles to compassionately deepen our journey together in the Light.

(February 26, 2017)

2017 State of the Meeting Report West Knoxville Friends Meeting

We began the year with concern over the state of the world; the deep, seemingly insurmountable divisions in our nation; and the overwhelming effect of deep racism throughout our country and beyond our borders. On top of all that, we continued to struggle with one another over misunderstandings and careless, wounding words and actions. However, we persisted in working together as a community to seek balance, inner and outer peace, and the guidance of Spirit, and to support one another in that search. We realize that what injures our meeting is when we forget that all our actions can and should be taken in the spirit of Meeting For Worship. We have been paying more attention to Quaker process and that has brought us closer as a meeting.

Meeting For Worship has always built up our meeting. After a period of allowing our use of second hours to falter, we have increased the addition of lively and relevant second hours which have enriched the life of the meeting in a number of ways. Our adult Religious Education Committee has been zealous and creative in presenting us with programs that inform, inspire, entertain and unify us in the LIght.

We still feel that we would like to be more active in working to ameliorate and put an end to racism among Friends, in our community, and in the world at large; and we have continued to educate ourselves, support SAYMA's efforts in the area, and to do a small part to reach out in our community. Our 2017 payment in lieu of taxed was made to Socially Equal Energy Efficient Development, an organization which teaches environmentally sound construction skills to local youth from disadvantaged communities. We maintained our relationship with Fourth Presbyterian Church of Knoxville, a racially and economically diverse, activist congregation, by attending educational events, and by attending a concert series and by providing dinner for a concert presented by West Knoxville Friend Larry Osborne and his band The Emancipators. Other local groups our meeting participates in include Family Promise, which provides shelter and assistance obtaining a permanent home to homeless families; and Tennessee Interfaith Power and Light, which advocates for and educates about renewable, nonpolluting energy production and energy conservation.

Individual members of our meeting work with a variety of local, national and wider Quaker organizations for a number of causes consonant with Friends' values. These include environmental causes, opposition to nuclear weapons, a community bicycle shop which repairs bicycles and donates the bikes to local folks who need transportation, writing letters to politicians and local newspapers regarding various causes, Women In Black, AFSC, FCNL, RSWR, and others. The meeting supports the mission of the Center for Development in Central America by sponsoring or attending their annual fundraising event and purchasing coffee and beautiful craft items made in their cooperative. Several West Knoxville Friends are organic gardeners. Our connection with SAYMA is nourished by Friends who have accepted positions or committee memberships, including two who volunteered for the SAYMA Outreach Committee. We only have one SAYF member at present, but always welcome SAYF to retreats at our meeting house and enjoy the company of the amazing young Friends from SAYMA meetings.

The year began for us with financial difficulties which were met by timely donations from Friends, enabling us to meet our obligations and meet our goals. In the fall, our clerk began a long period of difficulties with the death of her brother and a series of medical crises for her father. Our assistant clerk, former clerk, recording clerk, assistant recording clerk, and many members and attenders stepped up to bridge the gap and provide emotional and spiritual support for her and to keep the meeting running smoothly.

During 2017 we lost three adult members and two youth because of families relocating. Sharon Annis, a long time WKFM member active in SAYMA from the very early days, and her husband moved to California to be near their daughter; and Taimi Olsen and Tom Beeson, along with their sons Charles and Josh, moved to South Carolina. On a happier note, we welcomed our delightful long time attender Judith Shaver to membership.

We also lost two dear Friends to death: Dick Felsing, a long time attender beloved of all for his friendliness and ability to comfort us simply by his presence, who made numerous contributions to the meeting as well as to the lives of individuals; and Michael Moore, whose company we enjoyed in our meeting for only a few years but who endeared himself to us by sharing his sweet abiding in the Light.

We continue to grow in the Spirit of Love and Light, and we ended the year with more harmonious and mutually nourishing relationships. We find that we are increasingly supportive of one another's very different forms of ministry; whether we choose to speak out, hold others in the Light, write to elected officials, contribute to causes, lead second hour discussions, or perform work projects, they have found support from others in meeting. We are learning to work ever more productively together, valuing the contributions and special gifts of each Friend, and helping one another with our individual hardships and challenges.