

**Southern Appalachian Yearly Meeting and Association**  
**52nd Annual Meeting, Hybrid Setting**  
**Sixth Month, 24-27, 2023**

**Saturday, June 24 (Session I)**

**52-01 Opening Worship**

Friends met virtually and in person for the 52nd annual gathering of SAYMA, beginning with an extended period of worship.

**52-02 Co-Clerks' Welcome to SAYMA Body, June 2023**

Co-Clerks Daryl Bergquist (Birmingham) and Margaret Farmer (Asheville) welcomed Friends. Jennifer Dickie (Atlanta), Yearly Meeting Planning Committee Clerk, spoke from the microphone to make several announcements regarding the schedule. All announcements will be posted on the web site [www.sayma.org](http://www.sayma.org).

Others at the clerking table were introduced: Assistant Clerk Bob McGahey (Celo) and Recording Clerk Blake Burr (Memphis).

Co-Clerk Margaret Farmer opened with a poem from Tribal Raine (Paul Cuffee WG):

*Peace Within Myself*

I wish that I could say  
My dreams have every chance of being fulfilled...

I wish that I could say  
I will always succeed  
No matter what the endeavor...

I wish that I could say  
A whole lot of meaningful things.

But what I wish for most of all,  
Beyond all else...

I wish that I could say  
that I have found peace within myself.

Hold Onto the Dream!

The poem appears on page 24 of Tribal Raine's collection of poetry, *Inner Portraits of My People* (www.prysmaticdreamspublishing).

Co-Clerk Daryl Bergquist shared a message:

Margaret and I arrived on the welcoming Berea College campus on Friday evening. While sitting on the dorm porch in worship, we were taken by the majesty of the aged trees, calling us to listen to and honor the Spirit of the natural world and wisdom of indigenous peoples as we seek way forward. May we as Friends acknowledge the harms we have caused in the natural world and to indigenous peoples and seek their guidance in repairing the damage and finding better ways forward.

Why are we here? Transformation though grounding in Spirit.

How do we learn to listen deeply across our differences and be transformed by what we hear?

**52-03 Introductions of Visitors ([Attachment A: Traveling Minute for Stuart Greene](#); [Attachment B: Letter of Introduction for FCNL Staff](#), [Attachment C: Traveling Minute for Bill Eagles](#))**

Co-Clerk Margaret Farmer invited visitors to be recognized. Visitors present were:

- Stuart Greene of Patapsco Friends Meeting
- Ukumbwa Sauti
- Jackie Stillwell of Right Sharing of World Resources (RSWR)
- Megan Fair of Right Sharing of World Resources (RSWR)
- Jacob Flowers of American Friends Service Committee (AFSC)
- Rachael Carter (they/them) of Quaker Volunteer Services (QVS)
- Mwandeyi "Mwan" Kamwendo of Friends Committee on National Legislation (FCNL)
- Bill Eagles from the Executive Committee of Friends World Committee for Consultation (FWCC)

A letter of introduction for Mwan Kamwendo and traveling minutes for Stuart Greene and Bill Eagles have been received. These documents will be endorsed.

Associate Friends were also recognized:

- wood bouldin
- Diana Masso

**52-04 Roll Call ([Attachment D: Attendance Roster](#))**

Meeting attendees were asked to raise their hand or stand as their meeting's name was called by the Co-Clerk. Sixteen of the 20 meetings and worship groups were represented.

#### **52-05 Agenda Review ([Attachment E: Agenda](#))**

The agenda was reviewed and adjusted as needed, with a first-session focus on establishment of needed committees, first readings of the nominating slate and the proposed budget, and announcements and reports with direct relevance to Friends' discernment on the budget. The agenda was accepted. A list of the agenda items for each day is included in the attachments.

#### **52-06 Ad-Hoc Faith and Practice Review Committee Report ([Attachment F: Ad-Hoc Faith and Practice Review Committee Report](#))**

The Ad-Hoc Faith and Practice Review Committee has already presented the committee's report at the Spring Representative Meeting. The report is included in the attachments as a reference. In minutes for YM 2022 - 51, when this ad-hoc committee was stood up, it was emphasized "that this is an ad hoc review committee, not a revision committee." However, the last full revision of Faith and Practice took place over ten years ago, in 2012. The Co-Clerks confirmed ad-hoc review committee members - wood bouldin (Associate), Star Smith (Paul Cuffee WG), and Melissa Preast (West Knoxville) - are interested in serving on a new ad-hoc revision committee. Kathleen Mavournin (West Knoxville) served on the 2012 revision committee and is willing to serve on the new revision committee. Others are encouraged to speak to the Co-Clerks to express their interest in serving on this ad-hoc committee.

#### **52-07 Appointment of Epistle Committee**

The Epistle Committee meets two or three times during the yearly meeting sessions to capture the essence of what happens throughout our time together. Friends in attendance at the business meeting indicated that four additional epistles will be presented in the final session, crafted by those groups (Junior Yearly Meeting or JYM, Southern Appalachian Young Friends or SAYF, Young Adult Friends or YAF, and the Friends of Color or FOC affinity group of the Racial Transformation Program).

**52-07-01** Friends approved Zoe Wallace (Asheville) and Joan Barnette (West Knoxville) to serve on the epistle committee during yearly meeting sessions 2023 - 52.

#### **52-08 Appointment of Naming Committee**

The naming committee is responsible for appointing members to the nominating committee for the coming year.

**52-08-01** Friends approved Chris Berg (Greenville), Kim Layla Wagner (Asheville), and Pam Beziat (Nashville) to serve on the naming committee during YM 2023 - 52.

### **52-09 Nominating Committee - First Reading of the Slate ([Attachment G: Nominating Committee Report](#))**

Nominating Committee Co-Clerk Annie Black (Cookeville) presented the nominating committee's report, emphasizing the committee's interest in strengthening its connections to Young Adult Friends. Friends were asked to sit with the names being brought forth by the nominating committee, with that slate to be revisited at a later session. At Friends' request, the spreadsheet of all open positions, which is accessible through the web site [www.sayma.org](http://www.sayma.org), was also presented. A question was brought forward about the inclusion of non-SAYMA meeting affiliations within the report. Several Friends responded. Co-Clerk Daryl Bergquist noted that SAYF in particular has historically served a community that goes beyond SAYMA. Friends indicated support for using asterisks to indicate monthly meetings not a part of SAYMA within the nominating committee report. Friends were reminded that Ministry and Nurture Committee representatives from monthly meetings are accountable to spirit. The report was accepted as amended in the face of the meeting.

### **52-10 Co-Clerks' Introductory Remarks for the Treasurer's Report and Finance Committee Report**

The Co-Clerks noted that many of the activities during the 2023 yearly meeting sessions will help inform Friends' discernment regarding the budget to be approved by end of sessions as well as related business that will be brought to Representative Meetings prior to the next yearly meeting sessions:

- Immediately following the Saturday business meeting, the Finance Committee will host a hybrid question-and-answer session where Friends can explore the proposed budget in detail.
- On Saturday and Monday afternoons, the Ministry and Nurture Committee will host hybrid listening sessions where Friends can share about the relationship they see between SAYMA and Uplifting Racial Justice (URJ). These listening sessions will inform the Ministry and Nurture Committee's recommendations that will be brought to the Fall Representative Meeting on November 4. These recommendations may result in needed changes to the budget that will be approved by the end of the yearly meeting sessions.

- The hybrid plenary session on Sunday evening, focusing on Racial Conflict Transformation, will provide details about the work of the affinity groups over the past year.

### **52-11 Treasurer's Report ([Attachment H: Treasurer's Report](#))**

Treasurer Kendall Ivie (West Knoxville) presented the treasurer's report. The report was accepted, with acknowledgement that one Friend was not in agreement.

### **52-12 Finance Committee Clerk's Report - Apology to URJ and the Paul Cuffee Worship Group and First Reading of the Budget ([Attachment I: Apology to URJ and the Paul Cuffee Worship Group](#); [Attachment J: Finance Committee Clerk's Report and Proposed Budget](#))**

Finance Committee Clerk Karen Morris (Atlanta) presented the finance clerk's report. As part of the report, she read an apology signed by herself, the Treasurer, and the former clerk of the finance committee Geeta McGahey (Celo). The apology statement was accepted. Star Smith, Clerk of URJ and a member of the Paul Cuffee Worship Group, expressed her appreciation.

The narrative portion of the clerk's report was read, including a request for the Co-Clerks to form an ad-hoc committee to look at increasing the assessment rate and bringing a recommendation to the body for discernment. The clerk's report also included the proposed budget. The report was accepted, with acknowledgement that one Friend was not in agreement.

### **52-13 Approval of the Narrative Minutes for Session I**

**52-13-01** Friends approved the narrative minutes as read in the face of the meeting.

The session ended.

## **Sunday, June 25 (Session II)**

### **52-14 Opening Worship**

Friends gathered virtually and in person for an extended period of worship.

### **52-15 Welcoming and Acknowledging Visitors**

Co-Clerk Daryl Bergquist reflected on Session I and priorities for Session II, noting the following:

Why are we here?

Why is SAYMA here?

A purpose of SAYMA from our Faith and Practice reads:

*The Southern Appalachian Yearly Meeting and Association is composed of its constituent monthly meetings, preparative meetings, and worship groups. All members and attenders of these bodies have both the privilege and responsibility to participate in keeping the affairs of the yearly meeting in good order.*

*The yearly meeting exists to support its constituents as they seek in the manner of Friends to live out their lives according to God's leadings.*

Friends have observed a weakening relationship between monthly meetings and yearly meeting. These connections are being strengthened by the work of our released friends. And, in meeting with committee clerks we have heard renewed commitments from some to reach out directly to monthly meetings and worship groups. Communications are being improved with increasing reliance on our SAYMA.org website. Tomorrow we as co-clerks will meet with clerks of monthly meetings to hear how SAYMA can better support the needs and wants of their meetings, and to provide opportunity to meet each other. The clerk meeting tomorrow will be at noon in the Hutchins room off of the cafeteria. We are working to make this meeting available to all virtually as well, and we hope this will be the first of continuing meetings.

The co-clerks ask you to continue to ground us and the yearly meeting in Spirit by holding us all in the Light.

Co-Clerk Margaret Farmer welcomed Friends and acknowledged visitors.

### **52-16 Agenda Review ([Attachment E: Agenda](#))**

The agenda was reviewed and adjusted as needed, with a second-session focus on connecting with Wider Quaker Organizations (WQOs), tending to the relationship between SAYMA and monthly meetings, and revisiting the budget. The agenda was accepted. A list of the agenda items for each day is included in the attachments.

**52-17 Reports by Wider Quaker Organizations ([Attachment K: Letter from Right Sharing of World Resources](#); [Attachment L: AFSC Epistle](#); [Attachment M: FCNL Representative Report](#); [Attachment N: FWCC Representative Report](#))**

Reports were received from Right Sharing of World Resources, American Friends Service Committee (AFSC), Friends Committee on National Legislation (FCNL), and Friends World Committee on Consultation (FWCC). Letters received from these Wider Quaker Organizations are included in the attachments, as are reports from the Quaker House Representative ([Attachment II](#)) and Friends General Conference ([Attachment JJ](#)), which were not presented in the face of the meeting.

**52-18 SAYF Report ([Attachment O: SAYF Report](#))**

SAYF Steering Committee Clerk Jennifer Dickie presented the SAYF report, including a budget request. The report was accepted.

**52-19 Ministry and Nurture Committee Report ([Attachment P: Ministry and Nurture Committee Report](#); [Attachment Q: Guide to Listening Sessions](#); [Attachment R: Spiritual State of the Yearly Meeting Report](#))**

Diana Masso (Associate), Ministry and Nurture Committee Co-Clerk, presented the committee's report, including a budget request, as well as the Spiritual State of the Yearly Meeting Report. Both reports were accepted, as was the Guide to Listening Sessions.

**52-20 Finance Committee Report - Second Reading ([Attachment S: Approved Budget](#))**

Finance Committee Clerk Karen Morris provided the following comments:

Friends, thank you for the spirit-led, thoughtful open finance meeting yesterday morning.

Here are some of the suggestions you offered yesterday:

- The importance of the Racial Conflict Transformation training modules and the affinity groups;
- An ask for donations from participants in the affinity groups to help offset the overall cost of the Racial Conflict Transformation training modules;
- The value and importance of supporting and growing our Monthly Meetings;
- Assessments from Monthly Meetings: asking larger and growing Meetings to raise their assessment level, and allowing smaller meetings to continue paying at the current rate;

- Noticing the more active participation of YAFs in Yearly Meeting and how this participation is growing more vibrant Meetings;
- Asking Meetings and individuals to contribute generously to particular set-aside funds (Released Friends, Racial Conflict Transformation, SAYF, Uplifting Racial Justice, Spiritual Development Fund, and the General Fund);
- Approaching the wealthier Yearly Meetings for donations or grants to help SAYMA fund Racial Conflict Transformation training and affinity groups.

With donations from all of us and our Meetings, the finance committee feels that the proposed budget is viable. Good news, from the Treasurer, that donations to the Racial Conflict Transformation Training set-aside fund have come in since yesterday. As additional donations come in we will bring a revised report to Reps meeting in the fall.

Two items of business:

1. Thank you, Geeta McGahey, for faithfully shepherding the Finance committee as interim clerk, and this last year as assistant clerk.
2. **I am bringing back the proposed 2024 budget as presented yesterday for your approval.**

A Friend objected to the inclusion of the Contingency Pool as a line item, a line item that has traditionally been included in the budget. At another Friend's request, the Treasurer provided background and an example from the most recent year of the use of this line item, when it was used to ensure the Ministry and Nurture Committee was able to hold its retreat. Friends spoke of the budget as an act of love.

**52-20-01** Friends approved the budget, with one Friend standing aside.

### **52-21 Approval of the Narrative Minutes for Session II**

**52-21-01** Friends approved the narrative minutes as read in the face of the meeting.

The session ended.

### **Monday, June 26 (Session III)**

#### **52-22 Opening Worship**

Friends gathered virtually and in person for an extended period of worship.



## **52-23 Welcoming and Acknowledging Visitors**

Co-Clerks Daryl Bergquist and Margaret Farmer welcomed Friends with the following message:

What does it mean to be living our callings?

What can we do to support one another's callings?

Clarity of discernment is a problem that I hear raised often among contemporary Friends - how can I be sure of this guidance by the Holy Spirit?

How can I be sure that it is the Lord who I hear offering guidance, and not some other influence?

These are significant questions, worthy of our attention. I want to be sure, to be certain. But being too sure can be a problem itself. If I'm too sure of what God is instructing me, ego creeps in, and "I am sure" becomes more important than "God is guiding me". It is easy to get "stuck", letting my certainty override my need to keep listening, to hear whether God is now leading me in a new direction. Some doubt or uncertainty keeps us humble, and keeps us listening intently.

Lloyd Lee Wilson

*Holy Surrender: 2006 New England Yearly Meeting Keynote Address*

Friends were made aware that in Session IV reports will be accepted that will not be read in the face of the meeting. Friends are encouraged to read the reports as posted on the web site [www.sayma.org](http://www.sayma.org). In future yearly meeting sessions, there may be a greater emphasis on Friends' pre-reading of reports, with business meeting time spent in conversation and discernment.

## **52-24 Agenda Review ([Attachment E: Agenda](#))**

The agenda was reviewed and adjusted as needed, with a third-session focus on ministry and nurture, a second reading of the nominating slate, and planning for the coming year. The agenda was accepted. A list of the agenda items for each day is included in the attachments.

## **52-25 Continuation of the Ministry and Nurture Committee Report ([Attachment T: State of the Monthly Meetings Report](#))**

Barbara Esther (Asheville), Ministry and Nurture Committee Co-Clerk, presented the State of the Monthly Meetings Report, which includes all received reports from monthly meetings ([Asheville](#), [Atlanta](#), [Berea](#), [Birmingham](#), [Celo](#), [Chattanooga](#), [Columbia](#), [Cookeville](#), [Greenville](#), [Huntsville](#), [Memphis](#), [Nashville](#), [West Knoxville](#)). The report was accepted.

**52-26 Report from a Released Friend ([Attachment U: Notes Used for Report from Released Friend Adrian Mehr](#); [Attachment V: Memphis Friends Meeting Minute](#))**

Adrian Mehr (Memphis) gave an oral report of his activities this past year as a Released Friend. His written notes will be shared with the recording clerk and included in the attachments. To date, Adrian has visited approximately half of all SAYMA worship communities, as well as the non-SAYMA meeting in Charleston, SC. In response to a question about plans for future visits to meetings, Adrian noted that Diana Masso plans to visit Memphis Friends Meeting in July to provide the type of listening he has offered to other meetings. Adrian hopes to visit additional meetings in August. However, he cannot do these visits without Released Friends funds from SAYMA, which are currently depleted.

A Friend from Rabun County, GA, spoke of her yearning for SAYMA guidance in establishing a meeting in her rural community. Adrian noted his own leading to support establishment of worship communities in small towns, particularly in college towns in states where anti-LGBTQ+ legislation is in place or in process. Several Friends expressed their gratitude for Adrian's visits.

Several Friends also expressed concern that URJ's requests for funding support have not been as widely embraced by SAYMA Friends. Friends and members of the Ministry and Nurture Committee reminded Friends that Adrian is a Friend of Color and a member of the LGBTQ+ community and also that both Star Smith of URJ and Adrian are supported by the Released Friends line item. The Ministry and Nurture Committee is grateful to receive these requests for Released Friends support after many years of receiving no such requests. Friends expressed deep gratitude for the ministry of Adrian Mehr as well as for the ministry of Star Smith of URJ through many years, including this past year as a Released Friend.

A Friend noted that through Friends Fiduciary, SAYMA can create its own donor-advised fund. Friends may contribute directly to the Released Friends fund through the web site [www.sayma.org](http://www.sayma.org), and a Friend also volunteered to accept cash donations for the Released Friends fund during the yearly meeting sessions. The Treasurer urged Friends to consider Released Friends donations through Zelle, which does not charge servicing fees. If Friends donate through Zelle, they must also email [SAYMATreasurer@gmail.com](mailto:SAYMATreasurer@gmail.com) to notify the Treasurer that the donation is for the Released Friends fund. The Treasurer reported that during the sessions so far, \$750 has been donated for the Racial Conflict Transformation Training program, and \$1,000 has been donated to the General Fund. Additional Released Friends funds, gathered in the face of the business meeting, were given to the Treasurer.

Many Friends reflected on the Co-Clerks' opening passage for Session III and expressed their striving to remain spirit-driven in their comments. A Friend called for silence at one point so that Friends could re-center spiritually in a conversation made difficult by finances. Friends expressed their gratitude for the input of Young Adult Friends in this conversation.

In response to a question, it was noted that there is no established process for reports from Released Friends but both Released Friends were invited by the Ministry and Nurture Committee to give reports. Star Smith of URJ noted that the plenary offered at YM 2023 - 52 on the work of the Racial Conflict Transformation Training program can be viewed as her report.

### **52-27 Wider Quaker Organization Report from Quaker Voluntary Service**

Rachael Carter presented an oral report on their experience as a [Quaker Voluntary Service](#) (QVS) fellow under the care of Atlanta Friends Meeting and now as a QVS staff member. For the upcoming year, QVS fellows who are Young Adult Friends will be serving in Baltimore, Philadelphia, and Portland. Applications are still being accepted. Rachael expressed gratitude for being able to visit and participate in the gathered SAYMA Young Adult Friends business meeting during YM 2023 - 52.

### **52-28 Faith and Practice Revision Announcement**

Co-Clerk Margaret Farmer reminded Friends that additional volunteers are needed for the Ad-Hoc Faith and Practice Revision Committee.

### **52-29 Naming Committee Report**

On behalf of the naming committee, Pam Beziat updated Friends that conversations are underway with Young Adult Friends to identify an additional name for the Nominating Committee. That name will be brought forward at Session IV.

### **52-30 Nominating Committee Report - Second Reading ([Attachment G: Nominating Committee Report](#))**

Nominating Committee Co-Clerk Annie Black presented nominees for a second reading, noting clarifying information in a few instances. Annie reminded representatives to WQOs that a report is expected at each yearly meeting. Friends reviewed on second reading the following positions:

- Hugh Thomforde (Cookeville MM) continuing as AFSC representative 2023-2026.
- Chris DeBeer (Associate, worshipping with Swannanoa Valley MM\*) for clerk of SAYF Steering 2023-2025.

- Kevin Moran (Atlanta MM) for Co-Clerk of Ministry and Nurture 2023-2025.
- Barbara Esther (Asheville MM) continuing as Co-Clerk of Ministry and Nurture 2023-2024.
- Asa Kramer-Dickie (Atlanta MM) for SAYF Steering 2023-2025.
- Jennifer Killen (Associate, worshipping with Durham MM\*) for SAYF Steering 2023-2025.
- Beth Myers (Lexington MM\*, through affiliation with Berea MM) for SAYF Steering 2023-2025.
- Brent Wolf (Atlanta MM) for SAYF Steering 2023-2025.
- Kevin Moran (Atlanta MM) FGC Rep 2023-2026.
- Lon Eilders (Chattanooga MM) Quaker House Rep 2023-2026.
- Ian Saderholm (Berea MM) continuing on SAYF Steering 2023-2025.
- Robert Sears (Berea MM) continuing on SAYF Steering 2023-2025.
- Geeta MaGahey (Celo MM) for Wider Quaker Organizations Allocations Committee 2023-2025.
- Don Hyde (Cookeville MM) for YMPC member 2023-2025.
- Melissa Preast (West Knoxville MM), continuing on Personnel Committee 2023-2025.
- Diana Masso (Associate, worshipping with Charleston MM\*), continuing on Ministry and Nurture Committee as a member 2023-2024.
- Blake Burr (Memphis MM), as Archivist 2023-25

**52-30-01.** Friends approved the nominating slate as recorded in the narrative minutes of the yearly meeting sessions.

Additional new nominees were brought forward for a first reading.

- Tribal Raine (Paul Cuffee WG), FWCC Representative 2023-2026.
- Bill O'Connell (Huntsville MM), Yearly Meeting Planning Committee 2023-2025.
- Lee Ann Swarm (West Knoxville MM), Yearly Meeting Planning Committee 2023-2025.
- Shahin Samiei (Memphis MM), Handbook Committee 2023-2025.

The committee report, as amended to reflect these new names, was approved.

### **52-31 Yearly Meeting Planning Committee Report ([Attachment W: Yearly Meeting Planning Committee Report](#))**

Jennifer Dickie, Clerk of the Yearly Meeting Planning Committee, presented a report on the committee's planning for next year. The committee recommends that Berea College be the site for the 2024 Yearly Meeting sessions. In 2024, five weekends occur in June, and three are being considered as viable dates at Berea. Two surveys are forthcoming. The report was accepted.

## **52-32 Representative Meeting Announcements**

The Co-Clerks announced the following upcoming dates for Representative Meetings, which may be online or hybrid:

- Saturday Nov. 4, 9-4 EDT
  - Reports due Wednesday, October 11
- Saturday March 23, 9-4 EST
  - Reports due Wednesday, February 28

## **52-33 Approval of the Narrative Minutes for Session III**

**52-33-01** Friends approved the narrative minutes as read in the face of the meeting.

The session ended.

## **Tuesday, June 27 (Session IV)**

### **52-34 Announcements and Co-Clerks' Remarks**

Jennifer Dickie, Clerk of the Yearly Meeting Planning Committee, shared last-day announcements.

Co-Clerk Margaret Farmer welcomed Friends with the following message:

In her book *All About Love*, bell hooks defines love as “the will to extend one’s self for the purpose of nurturing one’s own or another’s spiritual growth....it is an act of will—namely both an intention and an action. Will also implies choice. We do not have to love. We choose to love.”

Lloyd Lee Wilson puts it this way in his pamphlet *Holy Surrender*:

“Our witness to the world should be an example of how to do it right. Our witness is that the Kingdom of God is among us now, accessible to all who will allow it to re-orient and guide their lives. You and I and any who wish to join us can live in a profoundly different way, and we don’t have to wait for permission from some human authority to do so. Our meeting communities are the primary locus for this witness, but only when we learn to love one another. That means loving the Friend who annoys me most, whose spiritual vocabulary sets my teeth on edge, who is most different from me or most challenging to me. That means loving all those who call themselves Friends who have adopted the pastoral system, or call themselves evangelicals, or seem to be stuck in old-fashioned

ways of speaking and dressing, or who seem to be more concerned about their political activism than their spiritual health. If we can't love one another, we have no ground on which to stand for witnessing to the rest of the world that they can and should love one another across much more profound divisions.”

Friends then settled into silence. A Friend was moved to share vocal ministry.

### **52-35 Agenda Review ([Attachment E: Agenda](#))**

The agenda was reviewed and adjusted as needed, with a fourth-session focus on tending to core business meeting tasks, receiving epistles, and receiving the registrar's report for YM 2023 - 52. The agenda was accepted. A list of the agenda items for each day is included in the attachments.

### **52-36 Faith and Practice Revision Announcement**

Co-Clerk Daryl Bergquist noted that four members of the Ad-Hoc Faith and Practice Revision Committee have been identified:

- wood bouldin (Associate)
- Melissa Preast (West Knoxville)
- Sharon Star Smith (Paul Cuffee WG)
- Kathleen Mavournin (West Knoxville)

A fifth member is still being sought, as Faith and Practice specifies that the committee should include “five or more” Friends. One Friend recommended that the committee consult with Traveling Friend Stuart Greene as they engage in their work. Two Friends present in business meeting indicated their willingness to serve on the committee. The Co-Clerks called for silent worship, centering on the query, “Where does Spirit lead us here?”

Friends were reminded that ad-hoc committees are stood up at the discretion of the Co-Clerks who can take their time until they feel clear in their discernment. Friends shared the value of diverse perspectives and talents on the Ad-Hoc Faith and Practice Revision Committee, with one Friend noting the value of having a Young Adult Friend on the committee. Friends shared that the Faith and Practice document should be a guide led by Spirit, not by history. Several Friends stressed the importance of listening as well as speaking within the work of this committee. The Co-Clerks will bring the matter back to the Representative Meeting in November.

### **52-37 Naming Committee Report**

On behalf of the Naming Committee, Pam Beziat reported that the new name for the Nominating Committee will be brought forth at the Representative Meeting in November.

## **52-38 Nominating Committee Report - Second Reading of New Nominees ([Attachment G: Nominating Committee Report](#))**

Annie Black, Co-Clerk of the Nominating Committee, presented a second reading of new nominees:

- Tribal Raine (Paul Cuffee WG), FWCC Representative 2023-2026.
- Bill O'Connell (Huntsville MM), Yearly Meeting Planning Committee 2023-2025.
- Lee Ann Swarm (West Knoxville MM), Yearly Meeting Planning Committee 2023-2025.
- Shahin Samiei (Memphis MM), Handbook Committee 2023-2025.

**52-38-01** Friends approved additions to the nominating slate, as recorded in the narrative minutes of the yearly meeting sessions.

Appreciation was expressed for Friends' attention to detail in the committee report. All monthly meetings were urged to let Friends know of the need for an Assistant Treasurer, who will be the rising Treasurer, as well as an Assistant Clerk. Additionally, monthly meetings are encouraged to identify meeting-based members for the Nominating Committee and the Ministry and Nurture Committee.

## **52-39 Yearly Meeting Planning Committee Report II ([Attachment X: Yearly Meeting Planning Committee Report II](#))**

Jennifer Dickie, Clerk of the Yearly Meeting Planning Committee, reported results of the location and date survey. Forty-two responses were received. With 81% preferring Berea or having no preference, the Committee Clerk will recommend to the committee that the 53 sessions be held again at Berea. Accessibility and play/lodging spaces for Junior Yearly Meeting and SAYF were some of the strengths of the Berea campus. Several survey responses indicated the benefits of having more than one location in rotation, and several emphasized that any location is good so long as there is a strong hybrid component. Third or fourth weekends were the preferred weekends. The Committee will check availability on those weekends and share information with Friends as soon as possible for Friends' planning.

## **52-40 Presentation of Epistles ([Attachment Y: SAYF Epistle](#); [Attachment Z: Young Adult Friends Epistle](#); [Attachment AA: Epistle from the Friends of Color Affinity Group](#); [Attachment BB: SAYMA Epistle](#))**

Junior Yearly Meeting presented their epistle via a spirited puppet show presentation. Within the attachments is the Junior Yearly Meeting Support Committee report ([Attachment FF](#)). The

epistles from SAYF and Young Adult Friends were read in the face of the meeting. Friends celebrated two SAYF members' transition to Young Adult Friends - Oliver Wingate (Nashville) and Elli Saderholm (Berea). These epistles were accepted for inclusion in the minutes.

The Friends of Color affinity group's epistle was read in the face of the meeting, with the epistle reading concluded with an Anishinabe prophecy song. Friends also celebrated the labor of Ukumbwa Sauti, who led the affinity group for Friends of Color and who facilitated group members' input for the epistle. In response to questions, it was clarified that the Friends of Color affinity group wrote the epistle prior to the yearly meeting. Friends expressed interest in affinity group members' experiences of the yearly meeting sessions. As a member of the Friends of Color affinity group, Star Smith (Paul Cuffee WG) stated that the format of the group's epistle was intentional. Friends accepted the epistle for inclusion in the minutes.

The SAYMA epistle was read and amended on the floor to include a summary of the impactful Racial Conflict Transformation Training program plenary. As amended, the epistle was accepted.

#### **52-41 Registrar's Report ([Attachment CC: Registrar's Report](#))**

Friends attended YM 2023 - 52 both in-person and virtually, with 152 Friends total. The registrar's report was accepted.

#### **52-42 Minute of Thanks**

Friends' gratitude was minuted.

**52-42-01** Friends are grateful for our time together in the beautiful setting of Berea College that is new to us as a location but that has become a home to us over the past few days through the friendliness of its staff, including Abby Morris-Nantz as our primary contact, and the hard work of the Yearly Meeting Planning Committee and Berea Friends Meeting, which served as our co-host. We are particularly grateful for those who enabled golf cart accessibility during our time, with a special thanks to a community member who donated use of his golf cart free of charge. We are also particularly grateful to our tech team who made events accessible to us both in person and on Zoom, and for the tech capabilities in not only plenary spaces but also workshops spaces. We are glad to gather in a multi-racial campus that resonates so well with our values and the goals of the Racial Conflict Transformation Training Program. We recognize and appreciate the gifts and enthusiasm of Ukumbwa Sauti, the representatives of the Wider Quaker Organizations, and other guests, who were very present among us throughout our time and who carried with them a sense of the Spirit that had brought them to us. We express our appreciation for those who grew, prepared and served our food in our time here. 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.

**52-43 Acceptance of Other Reports ([Attachment DD: Earth Justice Committee Report](#); [Attachment EE: Outreach Committee Report](#); [Attachment FF: Junior Yearly Meeting Support Committee Report](#); [Attachment GG: SAYMA Handbook Committee Report](#); [Attachment HH: Web Manager Report](#); [Attachment II: Quaker House Representative Report](#); [Attachment JJ: FGC Report](#))**

Time did not permit the presentation of all submitted reports. However, all submitted reports were accepted for inclusion in the attachments.

#### **52-44 Approval of the Narrative Minutes for Section IV**

**52-44-01** Friends approved the narrative minutes as read in the face of the meeting.

#### **52-45 Closing worship**

Friends closed our time together in worship.

Margaret Farmer and Daryl Bergquist  
Co-Clerks  
(archive copies signed)

Blake Burr  
Recording Clerk  
(archive copies signed)

## Attachments

- A. [Traveling Minute for Stuart Greene](#)
- B. [Letter of Introduction for FCNL Staff](#)
- C. [Traveling Minute for Bill Eagles of FWCC](#)
- D. [Attendance Roster](#)
- E. [Agenda](#)
- F. [Ad-Hoc Faith and Practice Review Committee Report](#)
- G. [Nominating Committee Report](#)
- H. [Treasurer's Report](#)
- I. [Apology to URJ and the Paul Cuffee Worship Group](#)
- J. [Finance Committee Clerk's Report and Proposed Budget](#)
- K. [Letter from Right Sharing of World Resources](#)
- L. [AFSC Epistle](#)
- M. [FCNL Representative Report](#)
- N. [FWCC Representative Report](#)
- O. [SAYF Report](#)
- P. [Ministry and Nurture Committee Report](#)
- Q. [Ministry and Nurture Committee - Guide to Listening Sessions](#)
- R. [Ministry and Nurture Committee - Report on the Spiritual State of SAYMA](#)
- S. [Approved Budget](#)
- T. [Ministry and Nurture Committee - State of the Monthly Meetings Report](#)
  - 1. [Asheville](#)
  - 2. [Atlanta](#)
  - 3. [Berea](#)
  - 4. [Birmingham](#)
  - 5. [Celo](#)
  - 6. [Chattanooga](#)
  - 7. [Columbia](#)
  - 8. [Cookeville](#)
  - 9. [Greenville](#)
  - 10. [Huntsville](#)
  - 11. [Memphis](#)
  - 12. [Nashville](#)
  - 13. [West Knoxville](#)
- U. [Notes Used for Report from Released Friend Adrian Mehr](#)
- V. [Memphis Friends Meeting Minute](#)
- W. [Yearly Meeting Planning Committee Report](#)
- X. [Yearly Meeting Planning Committee Report II](#)
- Y. [SAYF Epistle](#)

- Z. [Young Adult Friends Epistle](#)
- AA. [Epistle of Friends of Color](#)
- BB. [SAYMA Epistle](#)
- CC. [Registrar's Report](#)
- DD. [SAYMA Earth Justice Committee Report](#)
- EE. [Outreach Committee Report](#)
- FF. [Junior Yearly Meeting Support Committee Report](#)
- GG. [SAYMA Handbook Committee Report](#)
- HH. [Web Manager Report](#)
- II. [Quaker House Representative Report](#)
- JJ. [FGC Report](#)

Attachment A: Traveling Minute for Stuart Greene

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

Patapsco Friends Meeting  
2031 Calvin Circle  
Ellicott City, Maryland 21042

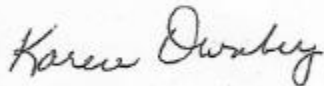
July 5, 2015

Dear Friends,

Over the years, Stuart Greene of Patapsco Friends Meeting has blessed us with his presence and his inner mission to "hold sacred the space" and "calm the rhetoric". His spirit of openness, his deep and loving listening during Meeting for Worship, Meeting for Business, or working on committees or Quaker projects resonates with us as we go about building and sustaining a loving community. Stuart has a leading to travel to other Meetings to listen to them, learn, and support them.

Patapsco Friends Meeting supports Stuart in his leading. We ask you to welcome him among you and trust you will find your time with him fruitful and enriching.

With light and gratitude,



Karen Ownbey  
Clerk, Patapsco Friends Meeting

Betty McLornick  
Clerk, Hopewell Centre Meeting  
We have enjoyed talking with  
Stuart and getting to know him.

We appreciated having Stuart  
with us today.  
Carol Ann Ownbey, Clerk of Meeting  
Patapsco Friends Meeting, 8-14-16

Attachment B: Letter of Introduction for FCNL Staff

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



June 2023

To our Friends at Southern Appalachian Yearly Meeting and Association,

Please welcome **Mwandeyi “Mwan” Kamwendo** as she visits the 2023 Southern Appalachian Yearly Meeting and Association sessions. We are excited that she will have ample opportunities to hear your concerns and leadings while sharing in worship and holding your meeting in the Light. She is grateful to be in community with you.

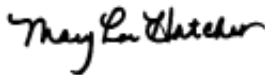
As FCNL’s Advocacy Team Organizer, Mwan works to support new and prospective members of FCNL’s Advocacy Teams program in developing deep advocacy skills and connecting with the national network of Advocacy Teams around the country.

Before joining FCNL in November 2022, Mwan graduated with honors from Columbia University in the City of New York with a B.A. in Political Science. As a student, she worked in youth empowerment and policy advocacy through several projects, including leading an international relations non-profit offering young people the skills and knowledge to engage with global issues. Additionally, she contributed to multiple grassroots mobilization initiatives at Beyond the Bomb, an organization empowering everyday citizens to advocate for progressive nuclear weapons policies.

We at FCNL seek to strengthen our connection to Friends meetings and churches around the country and find areas where FCNL can offer opportunities for action on issues concerning Friends. We are supporting this travel in the tradition of Friends’ intervisitation with hope to stir our spirits and open opportunities for understanding one another’s experiences of how the Spirit is working in the world toward peace and justice.

We send you greetings, hold you in our prayers, and trust that God will bless your time together in loving community.

In peace,



Mary Lou Hatcher  
Clerk, FCNL General Committee  
Lehigh Valley Monthly Meeting  
Philadelphia Yearly Meeting



Attachment C: Traveling Minute for Bill Eagles from FWCC  
([Return to the Minutes](#))



Friends World Committee  
for Consultation  
SECTION OF THE AMERICAS

Comité Mundial de Consulta  
de los Amigos  
SECCIÓN DE LAS AMÉRICAS

June 12, 2023

Greetings dear Friends gathered for the 2023 Yearly Meeting Sessions,

I am glad to introduce to you and commend to your loving care, Bill Eagles, a beloved member of FWCC Section of the Americas Executive Committee. We are grateful for Bill's willingness to travel in ministry representing FWCC to you and your meetings.

As a member of the Executive Committee, Bill is there to serve and encourage all those gathered. He is willing to be available to nurture relationships and make new connections with those interested in Friends World Committee.

You will be blessed by his attendance,

LaVonna Loesch

Clerk, Friends World Committee, Section of the Americas



Attachment D: Attendance Roster

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

The attendance roster is included only on the archived printed copy.

## Attachment E: Agenda

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

### Saturday, June 24, 2023, 9:00 - 10:30

Greetings and Co-Clerks' Remarks, Introductions, Roll Call, and Announcements

Agenda Review

Ad-Hoc Committees

Nominating Committee (First Reading)

Treasurer's Report

Finance Committee (Apology and First Reading)

Approval of the Narrative Minutes

### Sunday, June 25, 2023, 9:00 - 10:30

Greetings and Co-Clerks' Remarks, Introductions, and Announcements

Agenda Review

Reports by Wider Quaker Organizations (WQOs)

SA YF Report (including budget request)

Ministry and Nurture Committee Report (including budget request)

Finance Committee (Second Reading and approval)

Approval of the Narrative Minutes

### Monday, June 26, 2023, 9:00 - 10:30

Greetings and Co-Clerks' Remarks and Announcements

Agenda Review

Continuation of Ministry and Nurture Committee Report (SOMM)

Report from a Released Friend

Faith and Practice Revision Announcement

Naming Committee Report

Nominating Committee Report (2nd Reading, 1st Reading of New Nominees)

Yearly Meeting Planning Committee Report

Representative Meeting Announcement (dates)

Approval of the Narrative Minutes

Announcements



Tuesday, June 27, 2023, 9:00 - 10:30

Announcements and Co-Clerks' Remarks

Agenda Review

Faith and Practice Revision Announcement (Next Steps)

Naming Committee Report

Nominating Committee Report (Second Reading of New Nominees and Approval)

Yearly Meeting Planning Committee Report II

Epistle Reports

Registrar's Report

Acceptance of Other Submitted Reports

Minute of Thanks

Approval of the Narrative Minutes

Closing Worship

## **Ad Hoc Faith and Practice Review Committee Report**

Melissa Preast, wood bouldin and Star Smith met on Jan 31, 2023

Our charge was to review the 2021 edition of SAYMA Faith and Practice looking for what has been left out. We were also tasked with finding the approval minute for printing the 2021 edition.

1. After searching through many previous YM minutes, no approval to print the 2021 edition was found.

### **2. Miscellaneous Omitted Items, thus far:**

A. Under Ministry and Nurture, one of their responsibilities is to write a State of the Yearly Meeting Report, yet it is not listed in SAYMA Faith and Practice.

Draft Proposed wording to be inserted for section: E. The Yearly Meeting 3. Committees of Yearly and Representative Meetings; Ministry & Nurture Committee Provide an annual State of the Yearly Meeting Report that addresses both the spiritual state of the collective Meetings as represented in their individual State of the Monthly Meeting reports and a section on the spiritual state of our Yearly Meeting as observed by Ministry & Nurture during Representative and Yearly Sessions and reported by individuals, committees, and persons of responsibility within Yearly Meeting.

B. Naming Committee and its duties are not listed under YM Committees.

C. Uplifting racial justice (URJ) is not listed as a YM Committee. URJ could also be listed under “Programs of the Yearly Meeting.” We propose listing URJ in both places, along with its vision and Mission. (See SAYMA website)

D. There is no mention of “associate memberships”.

### **Contradictions:**

A. Under “Proceeding in the Life of the Spirit”, on page 33, it says, “a worship group must establish an association with an established monthly meeting within SAYMA.” Whereas, in the Glossary, on page 72, says, “a worship group “may or may not be under the care of a monthly Meeting.” That needs to be cleared up.

B. Nominating: (from wood's notes) On p.25 it is stated that members of standing committees other than M&N and Nominating "are either self-selected or recommended by the yearly meeting Nominating Committee." There needs to be an account of when and by whom one or the other method is chosen. On p.27 we read "The Nominating Committee discerns the gifts of SAYMA Friends whose names can be brought forward to fill the positions of responsibility of yearly meeting. The three words here italicized, working together around the 'can', may be taken to suggest while Nominating may nominate to all positions of responsibility, these positions may also be filled by self-selection and may include non-SAYMA and, presumably non-Friend, persons. On p.28 we find a statement that seems to mitigate part to the ambiguity of p.27. "Through the discernment of the Nominating Committee and the approval of the yearly meeting the positions listed below are maintained." The list includes clerks of committees. Clarity having been omitted, how do Friends want this all to work?

C. Worship groups; page 33 says worship groups need to be under the care of a monthly Meeting, whereas, on page 72, it says, worship Groups may not be under the care of a MM.

D. Lastly, there is no congruity or continuity between Faith and Practice and the Handbook or between SAYMA yearly meeting minutes and representative meeting minutes.

As a result, Friends have been able to weaponize contradictory statements from F&P, the Handbook or previously approved minutes for their own purposes, or simply make up rules at any moment. For example, nowhere does it say that standing committees must have their vision, mission, and goals approved by the full body of SAYMA, yet we insisted on that for URJ. Meanwhile, the Handbook says, committees give an annual report. Period.

**Queries:** From a racial justice perspective, there were so many problematic queries, that I don't even know where to begin. We recommend that the SAYMA co-clerks create a larger ad hoc committee and more time to deal with the query issue.

For example: There is not one word about racial justice or colonialism in the entire book—not even in the queries.

Star Smith, clerk, F&P ad hoc review committee  
Accepted in the March 2023 Representative Meeting

## **Nominating Committee Report June 2023**

As always, the Nominating Committee has been working hard to find volunteers to fill positions of responsibility for SAYMA. Along with that work we are still developing descriptions of existing committees and positions so that we know what we are asking people to do. In discussing the latter we discovered that there is not clarity around a few of these standing committees. We would like to ask the Yearly Meeting to discuss these three committees again in order to strengthen and clarify what we want them to be doing for us, or to lay them down if they are no longer necessary for our work:

### **Peace and Social Concerns**

#### **Outreach**

#### **Earth Justice**

We have also talked about how we can reach younger Friends to bring them into our discussions and into any positions of responsibility that they may feel called to. If anyone has any ideas of how to facilitate this process please contact the committee.

Here are our current slate of nominations for Yearly Meeting:

**Hugh Thomforde (Cookeville MM) continuing as AFSC representative 2023-2026.** Hugh has been enjoying this organization's committed work on keeping our testimonies alive for the last few years and would like to continue to do so as the representative from SAYMA. He brings a calm centeredness to all the work he does.

**Chris DeBeer (Associate, worshipping with Swannanoa Valley MM\*) for clerk of SAYF Steering 2023-2025.** Chris is a long time parent, SAYF supporter and lead Friendly Adult Nurturer. He has also helped with the stewardship of the finances of SAYF, supported the current clerk during very challenging times, and has served in leadership roles in his Monthly Meeting.

**Kevin Moran (Atlanta MM) for Co-Clerk of Ministry and Nurture 2023-2025.** Kevin feels led to continue solidifying and strengthening our Ministry and Nurture committee with his servant leadership. He has faithfully attended meetings and been the note keeper this year, sharing his many gifts and a deep, centered spirit.

**Barbara Esther (Asheville MM) continuing as Co-Clerk of Ministry and Nurture 2023-2024.** Barbara has graciously agreed to continue co-clerking the Ministry and Nurture committee for another year. Along with many other talents, she brings a cheerful, Spirit based practicality to the committee.

**Asa Kramer-Dickie (Atlanta MM) for SAYF Steering 2023-2025.** Asa, a former SAYFer, is the Young Friends Program Coordinator at Atlanta Meeting. They have a varied and large experience with the Quaker community and will bring much appreciated younger energy and perspective to the committee.

**Jennifer Killen (Associate, worshipping with Durham MM\*) for SAYF Steering 2023-2025.** Jennifer is the parent of a young Friend and a Friendly Adult Nurturer who is learning how SAYF works and what it means to center young Friends at retreats. She feels led to continue this work and values the wider and different perspective that young Friends outside our area and even our Yearly Meeting bring to the SAYF community.

**Beth Myers (Lexington MM\*, through affiliation with Berea MM) for SAYF Steering 2023-2025.** Beth has spent many years working with and supporting young Friends through many different aspects of our community. She brings listening skills, experience of the Quaker community, an ability to ask for clarity when needed, and a willingness to serve.

**Brent Wolf (Atlanta MM) for SAYF Steering 2023-2025.** Brent is the parent of two SAYFers, has been an avid supporter of young Friends for years, and serves on the Young Friends Support committee at Atlanta Friends Meeting. He appreciates and upholds the perspective of young Friends, particularly adolescents.

**Kevin Moran (Atlanta MM) FGC Rep 2023-2026.** Kevin will be attending Friends General Conference Gathering this summer. In retirement he is focusing on service and has a leading to be one of our representatives to this organization.

**Lon Eilders (Chattanooga MM) Quaker House Rep 2023-2026.** Lon is relatively new to Friends and has spent many years learning about spirituality through different practices. He is a Vietnam Veteran, which will be an asset for being our representative to Quaker House.

**Ian Saderholm (Berea MM) continuing on SAYF Steering 2023-2025.** Even though Ian is a former SAYFer, at present residing outside of our region, he wants to continue being a presence with the steering committee. He brings consistent attention to the work and thoughtful commentary on issues being discussed.

**Robert Sears (Berea MM) continuing on SAYF Steering 2023-2025.** Robert brought invaluable medical knowledge during the pandemic, and an understanding of young Friends. His work on the SAYF finance committee has also been much appreciated. He would like to continue.

**Geeta MaGahey (Celo MM) for Wider Quaker Organizations Allocations Committee 2023-2025.** Geeta has many years of experience with the wider Quaker community and has also served on the finance committee as well as this committee. She has the skills and the willingness to join this work.

**Don Hyde (Cookeville MM) for YMPC member 2023-2025.** Don has been a wandering Friend for a while and has found his way back to worship in the manner of Friends with attendance at Cookeville MM. He has a leading to explore where his gifts may best be used for the Yearly Meeting. He will bring fresh energy and perspective to the work of the planning committee.

**Melissa Preast (West Knoxville MM), continuing on Personnel Committee 2023-2025.** This position was added to the report in the face of the meeting.

**Diana Masso (Associate, worshipping with Charleston MM\*), continuing on Ministry and Nurture Committee as a member 2023-2024.** This position was added to the report in the face of the meeting.

**Blake Burr (Memphis MM), as Archivist 2023-2025.** This position was added to the report in the face of the meeting.

**Tribal Raine (Paul Cuffee WG), FWCC Representative 2023-2026.** This position was added to the report in the face of the meeting.

**Bill O'Connell (Huntsville MM), Yearly Meeting Planning Committee 2023-2025.** This position was added to the report in the face of the meeting.

**Lee Ann Swarm (West Knoxville MM), Yearly Meeting Planning Committee 2023-2025.** This position was added to the report in the face of the meeting.

**Shahin Samiei (Memphis MM), Handbook Committee 2023-2025.** This position was added to the report in the face of the meeting.

In service to the Yearly Meeting, your Nominating Committee,

Kendall Ivie, Knoxville MM, Co-Clerk  
Annie Black, Cookeville MM, Co-Clerk  
Pat Gailey, Berea MM  
Morgan Murray, Asheville MM  
Julia Ewen, Atlanta MM  
Chuck Jones, Chattanooga MM  
Mark Gooch, Birmingham MM  
Adrian Mehr, Memphis MM

\* not a meeting of SAYMA

## Attachment H: Treasurer's Report

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

### Treasurer's Report to Yearly Meeting June 2023

SAYMA's fiscal year is October – September, so the attached reports are as of June 18, 2023 and represent about 2/3 of the year.

General items of note for this fiscal year.

- I have moved from using QuickBooks Desktop to QuickBooks Online. This should make transitioning to a new Treasurer easier.
- The Bank of America account has been closed.
- In the V1.1 Budget approved in the June 2022 YM Sessions we budgeted Assessments at \$46,467 but when the final V1.5 Budget was finalized at the fall RM Assessments were changed to \$51,000. By the end of the fiscal year, I expect that that Assessment income will be very close to the V1.1 number.
- The line item **SAYMA Committees>Cmte Exp – Contingency Pool** in the FY 2023 budget was set at \$8,000. \$7,500 was allocated here for cost of the Racial Conflict Transformation facilitator since there was not a line item for the Racial Justice Working Group. In the FY 2024 Budget, a new line item **SAYMA Committees>AD Hoc Exp – Racial Conflict Training** is created to cover these expenses.
- No contributions to Wider Quaker Organizations have been made.
- No reports show the activity in the SAYF account.

### Descriptions of following reports

#### Balance Sheet YTD Comparison

This comparative balance sheet shows SAYMA's assets, liabilities, and equity for 6/18/2023 and 9/30/22.

Report items of note:

- QuickBooks does not directly compute Undesignated Funds. It is calculated by summing the Undesignated Equity, Undesignated Net Assets and Net Income as follows:

	6/18/2023	9/30/2022
<b>Undesignated Equity</b>	\$30,111.44	30,111.44
<b>Unrestricted Net Assets</b>	\$11,716.06	\$11,716.06
<b>Net Income</b>	-\$17,133.09	\$0.00
<b>Undesignated Funds</b>	\$24,694.41	\$41,827.50

In the past this report was exported to Excel and then massaged. This year I used the report as generated by QuickBooks.

- I expect that by 9/30/23 the Undesignated Funds to be about \$22,000.
- The Reserves line is to be about 40% of SAYMA's budget excluding the YM Sessions. For FY 2023 we increased it from \$18,208 to \$22,208 for an extra buffer.

Budget vs. Actuals

This report compares actual income and expenses to the FY 2023 Budget.

Income and Expense

This report shows income and expenses this fiscal year to date.

Fund

This report shows balance and activity for each fund.

Kendall Ivie, Treasurer





**SAYMA**  
 Balance Sheet YTD Comparison  
 As of June 18, 2023

	TOTAL	
	AS OF JUN 18, 2023	AS OF SEP 30, 2022 (PP)
<b>ASSETS</b>		
Current Assets		
Bank Accounts		
Checking - BankAm	0.00	7,467.38
Checking - PNC	56,506.68	67,083.40
Money Mkt - Self Help	39,189.57	38,639.55
SAYF Checking - First Bank	8,026.54	4,713.60
<b>Total Bank Accounts</b>	<b>\$103,722.79</b>	<b>\$117,903.93</b>
<b>Total Current Assets</b>	<b>\$103,722.79</b>	<b>\$117,903.93</b>
<b>TOTAL ASSETS</b>	<b>\$103,722.79</b>	<b>\$117,903.93</b>
<b>LIABILITIES AND EQUITY</b>		
Liabilities		
Current Liabilities		
Other Current Liabilities		
Payroll taxes payable	0.00	0.00
AL payroll taxes due	106.56	89.24
Federal PR taxes due	1,067.51	1,261.52
NC payroll taxes due	15.00	3.00
<b>Total Payroll taxes payable</b>	<b>1,189.07</b>	<b>1,353.76</b>
<b>Total Other Current Liabilities</b>	<b>\$1,189.07</b>	<b>\$1,353.76</b>
<b>Total Current Liabilities</b>	<b>\$1,189.07</b>	<b>\$1,353.76</b>
<b>Total Liabilities</b>	<b>\$1,189.07</b>	<b>\$1,353.76</b>
Equity		
Donor-Restricted Funds	0.00	0.00
FWCC 3rd World Delegates	150.00	1,150.00
FWCC SAYMA Intl Delegates	1,100.00	1,100.00
Kenworthy Charitable Trust	20,760.00	20,960.00
Racial Conflict Transformation	252.46	0.00
URJ Fund	2,869.30	1,669.30
<b>Total Donor-Restricted Funds</b>	<b>25,131.76</b>	<b>24,879.30</b>



**SAYMA**  
**Balance Sheet YTD Comparison**  
 As of June 18, 2023

	TOTAL	
	AS OF JUN 18, 2023	AS OF SEP 30, 2022 (PP)
Funds Designated by SAYMA	0.00	0.00
Reserves	22,208.00	18,208.00
Set-Aside Funds	0.00	0.00
Fund - Boone MM in Trust	2,677.00	2,677.00
Fund - FWCC 3rd World Delegates	6,600.00	3,600.00
Fund - FWCC SAYMA Intl Delegate	5,400.00	3,600.00
Fund - Released Friend	1,765.00	10,165.00
Fund - SAYF	8,026.54	4,713.60
Fund - Spiritual Development	1,898.04	2,746.80
Fund - Uplifting Racial Justice	622.22	622.22
Fund - YAF Scholarship	814.75	814.75
Fund - Youth Enrichment	2,696.00	2,696.00
<b>Total Set-Aside Funds</b>	<b>30,499.55</b>	<b>31,635.37</b>
<b>Total Funds Designated by SAYMA</b>	<b>52,707.55</b>	<b>49,843.37</b>
Undesignated Equity	30,111.44	30,111.44
Unrestricted Net Assets	11,716.06	11,716.06
Net Income	-17,133.09	0.00
<b>Total Equity</b>	<b>\$102,533.72</b>	<b>\$116,550.17</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$103,722.79</b>	<b>\$117,903.93</b>



**SAYMA**  
**Budget vs. Actuals**  
 October 2022 - September 2023

	TOTAL		
	ACTUAL	BUDGET	% OF BUDGET
<b>Income</b>			
Assessments	0.30	0.00	
Asheville		5,025.00	
Athens	600.00	0.00	
Atlanta	10,687.50	14,250.00	75.00 %
Berea	1,762.50	3,450.00	51.09 %
Birmingham	2,100.00	2,100.00	100.00 %
Brevard		300.00	
Celo	2,325.00	3,300.00	70.45 %
Charleston	562.50	1,000.00	56.25 %
Chattanooga	1,257.80	1,960.00	64.17 %
Columbia		3,000.00	
Cookeville	575.00	900.00	63.89 %
Greenville	412.50	750.00	55.00 %
Huntsville	840.00	1,120.00	75.00 %
Memphis	2,250.00	3,000.00	75.00 %
Nashville	2,812.50	3,375.00	83.33 %
Oxford		200.00	
West Knoxville	2,643.75	2,737.00	96.59 %
<b>Total Assessments</b>	<b>28,829.35</b>	<b>46,467.00</b>	<b>62.04 %</b>
<b>Contributions to SAYMA</b>			
Contribu General Fund	2,028.66	3,000.00	67.62 %
<b>Total Contributions to SAYMA</b>	<b>2,028.66</b>	<b>3,000.00</b>	<b>67.62 %</b>
Interest - Money Mkt	550.02	100.00	550.02 %
<b>Publication Sales</b>			
Pub Sales - F&P	25.00	0.00	
<b>Total Publication Sales</b>	<b>25.00</b>	<b>0.00</b>	
<b>Yearly Meeting Income</b>			
YM Bookstore		1,300.00	
YM Registration Receipts	805.00	31,100.00	2.59 %
YM Scholarship Contributions		5,700.00	
<b>Total Yearly Meeting Income</b>	<b>805.00</b>	<b>38,100.00</b>	<b>2.11 %</b>
<b>Total Income</b>	<b>\$32,238.03</b>	<b>\$87,667.00</b>	<b>36.77 %</b>
<b>GROSS PROFIT</b>	<b>\$32,238.03</b>	<b>\$87,667.00</b>	<b>36.77 %</b>
<b>Expenses</b>			
Junior Yearly Mtg Exp		6,500.00	
JYM Staff		0.00	
JYM Asst Coordinator		0.00	
JYM Coordinator		0.00	



**SAYMA**  
 Budget vs. Actuals  
 October 2022 - September 2023

	TOTAL		
	ACTUAL	BUDGET	% OF BUDGET
<b>Total JYM Staff</b>		<b>0.00</b>	
JYM Supplies, Sitters, Misc	110.38	0.00	
<b>Total Junior Yearly Mtg Exp</b>	<b>110.38</b>	<b>6,500.00</b>	<b>1.70 %</b>
SAYMA Operations			
Bookkeeping Costs	128.23	0.00	
Liability Insurance	895.00	900.00	99.44 %
Office Admin			
Office - Duplication		50.00	
Office - Guilford Archiving		150.00	
Office - Officer Expense		150.00	
Office - Phone ISP	793.69	1,200.00	66.14 %
Office - Postage		50.00	
Office - Supplies, Equip, Misc		50.00	
Office - Volunteer Bkgrnd Chks	390.16	300.00	130.05 %
Travel - Office Staff		800.00	
<b>Total Office Admin</b>	<b>1,183.85</b>	<b>2,750.00</b>	<b>43.05 %</b>
Personnel		31,360.00	
Payroll Service Expenses	700.19	0.00	
Payroll Taxes - SAYMA share	1,596.43	0.00	
Salaries - gross	20,868.48	0.00	
<b>Total Personnel</b>	<b>23,165.10</b>	<b>31,360.00</b>	<b>73.87 %</b>
Publication Expenses			
Pub Exp - Faith & Practice	51.18	0.00	
Pub Exp - Web & Hosting Svcs	438.83	500.00	87.77 %
<b>Total Publication Expenses</b>	<b>490.01</b>	<b>500.00</b>	<b>98.00 %</b>
SAYMA Committees			
Cmte Exp - Contingency Pool	7,638.78	8,000.00	95.48 %
Cmte Exp - Earthcare		0.00	
Cmte Exp - Faith & Practice		0.00	
Cmte Exp - Finance		0.00	
Cmte Exp - Ministry & Nurture		200.00	
Cmte Exp - Nominating		0.00	
Cmte Exp - Outreach		0.00	
Cmte Exp - Upl Racial Justice		0.00	
Cmte Exp - WOO Allocations		0.00	
Cmte Exp - YM Planning	138.78	200.00	69.39 %
<b>Total SAYMA Committees</b>	<b>7,777.56</b>	<b>8,400.00</b>	<b>92.59 %</b>
Transfer to SAYF	3,000.00	3,000.00	100.00 %
Travel Reimbursements			



**SAYMA**  
 Budget vs. Actuals  
 October 2022 - September 2023

	TOTAL		
	ACTUAL	BUDGET	% OF BUDGET
Travel - WQO Delegates	3,757.03	7,000.00	53.67 %
<b>Total Travel Reimbursements</b>	<b>3,757.03</b>	<b>7,000.00</b>	<b>53.67 %</b>
<b>Total SAYMA Operations</b>	<b>40,396.78</b>	<b>53,910.00</b>	<b>74.93 %</b>
Set-aside Fund Annl Allotments			
FWCC 3rd World Delegate Allot	3,000.00	3,000.00	100.00 %
FWCC SAYMA Intl Delegates Allot	1,800.00	1,800.00	100.00 %
<b>Total Set-aside Fund Annl Allotments</b>	<b>4,800.00</b>	<b>4,800.00</b>	<b>100.00 %</b>
Transfer to Reserve	4,000.00	4,000.00	100.00 %
WQO Annual Contributions			
WQOs - Membership			
WQO - FGC		1,250.00	
WQO - FWCC		1,250.00	
<b>Total WQOs - Membership</b>		<b>2,500.00</b>	
WQOs - Other		6,000.00	
<b>Total WQO Annual Contributions</b>		<b>8,500.00</b>	
Yearly Meeting Expenses			
Facilities & Services Exp			
YM Accommodations & Meals		34,200.00	
YM Financial Service Fees		0.00	
YM Services & Honoraria		1,200.00	
YM Supplies		400.00	
<b>Total Facilities &amp; Services Exp</b>		<b>35,800.00</b>	
YM Bookstore Exp		1,300.00	
YM Print Post Phone Misc	63.96	1,000.00	6.40 %
<b>Total Yearly Meeting Expenses</b>	<b>63.96</b>	<b>38,100.00</b>	<b>0.17 %</b>
<b>Total Expenses</b>	<b>\$49,371.12</b>	<b>\$115,810.00</b>	<b>42.63 %</b>
NET OPERATING INCOME	<b>\$ -17,133.09</b>	<b>\$ -28,143.00</b>	<b>60.88 %</b>
NET INCOME	<b>\$ -17,133.09</b>	<b>\$ -28,143.00</b>	<b>60.88 %</b>



**SAYMA**  
 Income and Expense  
 October 1, 2022 - June 18, 2023

	TOTAL
<b>Income</b>	
Assessments	0.30
Athens	600.00
Atlanta	10,687.50
Berea	1,762.50
Birmingham	2,100.00
Celo	2,325.00
Charleston	562.50
Chattanooga	1,257.80
Cookeville	575.00
Greenville	412.50
Huntsville	840.00
Memphis	2,250.00
Nashville	2,812.50
West Knoxville	2,643.75
<b>Total Assessments</b>	<b>28,829.35</b>
Contributions to SAYMA	
Contribu General Fund	2,028.66
<b>Total Contributions to SAYMA</b>	<b>2,028.66</b>
Interest - Money Mkt	550.02
Publication Sales	
Pub Sales - F&P	25.00
<b>Total Publication Sales</b>	<b>25.00</b>
Yearly Meeting Income	
YM Registration Receipts	805.00
<b>Total Yearly Meeting Income</b>	<b>805.00</b>
<b>Total Income</b>	<b>\$32,238.03</b>
<b>GROSS PROFIT</b>	<b>\$32,238.03</b>
<b>Expenses</b>	
Junior Yearly Mtg Exp	
JYM Supplies, Sitters, Misc	110.38
<b>Total Junior Yearly Mtg Exp</b>	<b>110.38</b>
SAYMA Operations	
Banking Costs	0.00
Bookkeeping Costs	128.23
Liability Insurance	895.00



**SAYMA**  
 Income and Expense  
 October 1, 2022 - June 18, 2023

	TOTAL
Office Admin	
Office - Phone ISP	793.69
Office - Volunteer Bkgrnd Chks	390.16
<b>Total Office Admin</b>	<b>1,183.85</b>
Personnel	
Payroll Service Expenses	700.19
Payroll Taxes - SAYMA share	1,596.43
Salaries - gross	20,868.48
<b>Total Personnel</b>	<b>23,165.10</b>
Publication Expenses	
Pub Exp - Faith & Practice	51.18
Pub Exp - Web & Hosting Svcs	438.83
<b>Total Publication Expenses</b>	<b>490.01</b>
SAYMA Committees	
Cmte Exp - Contingency Pool	7,638.78
Cmte Exp - YM Planning	138.78
<b>Total SAYMA Committees</b>	<b>7,777.56</b>
Transfer to SAYF	3,000.00
Travel Reimbursements	
Travel - WOO Delegates	3,757.03
<b>Total Travel Reimbursements</b>	<b>3,757.03</b>
<b>Total SAYMA Operations</b>	<b>40,396.78</b>
Set-aside Fund Annl Allotments	
FWCC 3rd World Delegate Allot	3,000.00
FWCC SAYMA Intl Delegates Allot	1,800.00
Spiritual Devt Annl Allotment	0.00
<b>Total Set-aside Fund Annl Allotments</b>	<b>4,800.00</b>
Transfer to Reserve	4,000.00
Yearly Meeting Expenses	
YM Print Post Phone Misc	63.96
<b>Total Yearly Meeting Expenses</b>	<b>63.96</b>
<b>Total Expenses</b>	<b>\$49,371.12</b>
NET OPERATING INCOME	<b>\$ -17,133.09</b>
NET INCOME	<b>\$ -17,133.09</b>



**Funds Report  
Donor Restricted Funds**

**FWCC 3<sup>rd</sup> World Delegates**

This fund started the fiscal year with \$1,150, recieved a donation of \$500, was used to send a check to FWCC for 3<sup>rd</sup> World Delegates to spring meeting and now this fund has \$150 in it.

**FWCC SAYMA Intl Delegates**

This fund started the fiscal year with \$1100 and has had no activity.

**Kenworthy Charitable Trust**

This fund started the fiscal year with \$20,960, \$200 was used to support a Young Adult Friend and now has \$20,760 in it. Several thousand dollars will be used to support YAFs attending Yearly Meeting Sessions.

**Racial Conflict Transformation**

There were 18 people in the training for which leaders were to be compensated.

Income:

\$2600.00	13 paid by Square
\$600.00	3 paid by check
\$199.49	1 Scholarship (\$75 MM, \$75 Spiritual Development Fund, \$49.49 Participant)
\$0.00	1 Requested scholarship but did not follow through (attended Training)

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\$3399.49      Registration Total

\$485.20	Donation to RCT Fund 2/6/2023
\$24.00	Donation to RCT Fund 6/11/2023

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\$3908.69      Total Income to RCT Fund

Expenses

\$1200.00	Ukumbwa Sauti for training
\$1200.00	Star Smith for training
\$1200.00	Transferred to Donor Restricted URJ Fund (Shannon Roberts Smith's part)
\$56.23	Books for Ukumbwa Sauti

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\$3656.23      Total Expenses from RCT Fund

\$252.46      Ending Balance RCT Fund



### **Set-Aside Funds**

#### **Boone MM in Trust**

This fund started the fiscal year with \$2677 and has had no activity.

#### **FWCC 3<sup>rd</sup> World Delegates**

This fund started the fiscal year with \$3600, SAYMA transferred \$3000 into this fund and now this fund has \$6600 in it.

#### **FWCC SAYMA International Delegates**

This fund started the fiscal year with \$3600, SAYMA transferred \$1800 into this fund and now this fund has \$5400 in it.

#### **Released Friend**

This fund started the fiscal year with \$10,165. Six monthly payments of \$1000 have been made to one person and three payments of \$800 have been made to another person. Now this fund has \$1765 in it. Two more payments of \$800 are scheduled to be made in July and August. This will leave the fund with \$165 in it at the end of the fiscal year.

#### **Spiritual Development**

This fund started the fiscal year with \$2746.80. \$773.76 was used to send a person to Pendle Hill for training. \$75 was used for scholarship for one person to attend the Racial Justice Training Program. Now this fund has \$1898.04 in it.

#### **Uplifting Racial Justice**

This fund started the fiscal year with \$622.22 and has had no activity.

#### **YAF Scholarship**

This fund started the fiscal year with \$814.75 and has had no activity.

#### **Youth Enrichment**

This fund started the fiscal year with \$2696.00 and has had no activity.

## Attachment I: Apology to URJ and Paul Cuffee Worship Group

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

Two members of the Finance committee and the Treasurer signed an apology to the Uplifting Racial Justice committee and the Paul Cuffee Worship Group for harm in the past. Sharon “Star” Smith has requested an apology for several years verbally and in the reports to Reps and Yearly Meetings from the Uplifting Racial Justice committee.

### **Apology to URJ and Paul Cuffee Worship Group for YM sessions 52 6-23-2023**

We apologize that we haven’t effectively communicated to the body of SAYMA that the Uplifting Racial Justice (URJ) committee never engaged in any kind of financial mismanagement nor did anything illegal. We apologize that we were not able to protect all of the members of the Uplifting Racial Justice Committee and the Paul Cuffee Worship Group from slander by members of the Finance committee. We acknowledge that URJ’s budget has been spent in accordance with URJ’s mission.

The Finance committee continues to work toward the requested funding levels for the URJ committee and for the Racial Conflict Transformation Training program.

We are working on multiple levels of the Continuum on Becoming an Antiracist Multicultural Institution. We acknowledge that we are still working on challenging the institutional structures and culture that maintain white power and privilege.

1. The Finance committee is increasing its awareness of white supremacy behaviors in our committee meetings.
2. The Finance committee intentionally sought out and recommended a person of color with a financial background to the Nominating committee to join the Finance committee.
3. The Treasurer dispersed approved funds for the Racial Justice Training program for its initial year.
4. We are committed to expanding our identity as an anti-racist committee as we become more conscious of institutionalized white governance tactics.

We ask that all of SAYMA continue to hold us accountable as we aim to do better.

We also ask SAYMA to continue to commit to becoming a welcoming anti-racist multicultural institution.

Karen Morris, clerk  
Geeta McGahey, past clerk  
Kendall Ivie, Treasurer

## Attachment J: Finance Committee Clerk Report

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

### Finance Clerk's Report to Yearly Meeting Sessions 52, June 23-27, 2023

Members: Karen Morris- clerk, Kendall Ivie- Treasurer, Geeta McGahey (past clerk), Steve Olshewsky, Tribal Raine, Anne Williams

I bring to your attention the good news that SAYMA committees are active and vibrant again, to a level seen before the pandemic. The difficult news is that SAYMA must wrestle with increased cost of living expenses and services, while assessment income and donations are expected to be lower than the last two years. Thank you, Monthly Meetings and people in positions of responsibility for valuable input to the budget planning process.

How can the body of SAYMA support the enthusiasm and surge of activity in SAYMA?

Possibilities include:

1. Raise the assessment rate for members/attenders of Monthly Meetings(MMs).
2. Seek grants for racial justice work.
3. Ask representatives of Wider Quaker Organizations (WQOs) to consider ways to raise money for their organizations.
4. Ask all MMs and individuals to contribute to the SAYMA General Fund or to particular donor-restricted funds.

**Item 1: The Treasurer and I ask the SAYMA co-clerks to set up an ad hoc committee for looking at increasing the assessment rate and bringing a recommendation to the body for discernment. The current assessment rate of \$75/person was approved October 1, 2017.**

Item 2: The Finance committee has set up a grants subcommittee, specifically to seek grants from non-profit organizations that fund religious groups, to provide funding for racial justice work.

Item 3: The idea to ask representatives of WQO's to raise money for their organizations was discussed in the Finance committee in the event that SAYMA funding for WQO's might not be restored for FY 2024. This idea needs discernment among WQO reps and also the Yearly Meeting as a whole.

Item 4: Please encourage your Meetings and individuals to make donations to particular donor restricted funds and/or to the General Fund. There is a contributions page on SAYMA's website, which is updated now to take credit card donations through SQUARE.

Thank you, Kendall Ivie, for stepping up as Treasurer. This year, the committee **must** have an assistant treasurer who begins to learn the responsibilities of the Treasurer this fall in order to take up the role of Treasurer when Kendall's term ends.

The proposed 2024 fiscal year (FY24) budget combines hopes and dreams with a conservative outlook. Again this year FY24 budget is a deficit budget, using some Undesignated Funds that accrued when budgeted funds were not spent.

Respectfully submitted,

Karen Morris, clerk

Attachment J: Finance Committee Clerk Report, Cont.

(Return to the Minutes)

	B	C	D	G	I	J	O	T	U	W	X
	SAYMA FY 2024 Budget V0.7	FY20 Budget Approved 6/16/19	FY20 Actual 9/30/20	FY21 Budget Approved 9/2020	FY21 Actual 9/30/21	FY22 Budget 1.1 Approved 9/30/22	FY22 Actual 9/30/22	FY23 Budget 1.5 Approved 10/29/22	FY23 Actual YTD 6/18/2023	FY24 Budget 0.7 Proposed	Notes
1											
2											
3	Income	\$105,573	\$51,059	\$91,944	\$48,916	\$98,042	\$91,879	\$92,200	\$32,238	\$83,842	Totals are in Black
4	Adjustments to Income										Individual items are in Blue
5	Assessments	\$50,425	\$49,173	\$44,894	\$43,498	\$50,992	\$54,107	\$51,000	\$28,829	\$42,142	
6	Asheville	\$3,575	\$3,375	3,575	\$2,513	5,025	\$6,563	\$5,025		\$4,090	
7	Athens	\$400		200	\$1,800				\$600	\$600	
8	Atlanta	\$13,875	\$14,250	14,250	\$14,250	14,250	\$14,250	\$14,250	\$10,688	\$14,250	
9	Berea	\$3,300	\$3,375	3,450	\$2,644	3,450	\$4,319	\$3,450	\$1,763	\$2,700	
10	Birmingham	\$1,800	\$2,100	2,100	\$2,100	2,100	\$1,375	\$2,100	\$2,100	\$2,100	
11	Brevard	\$300	\$300	-		300		\$300			
12	Celo	\$3,500	\$3,500	2,640	\$3,300	3,300	\$2,475	\$3,300	\$2,325	\$2,925	
13	Charleston	\$1,425	\$1,013	1,000	\$1,125	1,000	\$788	\$1,000	\$563		
14	Chattanooga	\$1,800	\$1,959	1,960	\$1,865	1,960	\$1,983	\$1,960	\$1,258	\$1,960	
15	Columbia	\$2,800	\$3,000	3,000		3,000	\$4,800	\$3,000		\$1,800	
16	Cookeville	\$825	\$900	900	\$750	900	\$975	\$900	\$575	\$500	
17	Crossville	\$500		525	\$1,125	525					
18	Foxfire	\$100		-		-		\$0		\$0	
19	Greenville	\$650	\$900	750	\$450	750	\$863	\$750	\$413	\$825	
20	Huntsville	\$1,125	\$1,120	1,120	\$1,120	1,120	\$1,120	\$1,120	\$840	\$1,120	
21	Memphis	\$3,000	\$3,750	3,000	\$2,250	3,000	\$3,750	\$3,000	\$2,250	\$3,000	
22	Nashville	\$3,750	\$2,963	3,375	\$2,669	3,375	\$3,313	\$3,375	\$2,813	\$3,375	
23	Oxford	\$200		200	\$200	200		\$200		\$200	
24	Swannanoa Valley	\$4,200	\$3,825	5,100	\$2,891	4,000	\$2,729				
25	West Knoxville	\$3,300	\$2,737	2,737	\$2,447	2,737	\$4,406	\$2,737	\$2,644	\$2,737	
26	Contributions - General	\$1,500	\$1,500	\$1,500	\$1,000	\$1,500	\$3,483	\$3,000	\$2,029	\$3,000	
27	Interest - CD	\$0									
28	Interest - Money Mkt	\$700	\$321	\$100	\$14	\$100	\$124	\$100	\$550	\$600	
29	Publication Sales	\$30	\$65	\$100	\$0	\$100	\$316	\$0	\$25	\$0	
32	YM Income	\$52,900	\$0	\$45,350	\$4,404	\$45,350	\$33,849	\$38,100	\$805	\$38,100	
33	YM Adjustments to Income (Kenworthy)	\$0					\$4,040	\$4,500	\$0	\$4,500	
34	YM Bookstore Inc	\$1,300		1,300		1,300	679	1,300	-	1,300	
35	YM Receipts	\$49,400		42,850	\$4,274	42,850	28,479	31,100	805	31,100	
36	YM Scholarship Contrib	\$2,200		1,200	\$130	1,200	651	1,200	-	1,200	
37											
38	Expenses	\$110,170	\$50,249	\$90,978	\$43,243	\$97,480	\$85,151	\$111,810	\$45,371	\$97,977	
39	Adjustments to Expenses	\$0									
40	SAYMA Operations	\$43,520	\$36,295	\$34,878	\$28,233	\$43,880	\$31,107	\$33,910	\$40,397	\$46,977	
41	SAYF Operational Transfers	\$2,000	\$750	\$750	\$500	\$0		\$3,000	\$3,000	\$1,500	
42	Bookkeeping Costs - QuickBooks Online							\$0	\$128	\$960	
43	Liability Insurance	\$850	\$816	\$850	\$728	\$900	\$872	\$900	\$895	\$925	
44	Office Admin	\$5,295	\$1,829	\$3,110	\$1,104	\$3,980	\$1,552	\$2,750	\$1,184	\$3,150	
45	Banking Fees		\$21		\$90		\$90		\$0		
46	Office - Duplication	\$225	\$0	\$250	\$0	\$250		\$50		\$50	

	B	C	D	G	I	J	O	T	U	W	X
47	Office - Guilford Archiving	\$150	\$0	\$150	\$0	\$150	\$150	\$150	\$0	\$150	
48	Office - Supplies, Equip, Misc	\$2,000	\$642	\$400	\$89	\$400		\$50		\$50	
49	Office - Officer Exp	\$150	\$22	\$150	\$0	\$150		\$150		\$150	
50	Office - Phone, Zoom	\$600	\$585	\$600	\$848	\$820	\$1,059	\$1,200	\$794	\$1,500	
51	Office - Postage	\$170	\$60	\$160	\$0	\$160		\$50		\$50	
52	Office - Volunteer Board Chks	\$200	\$248	\$200	\$77	\$250	\$254	\$300	\$390	\$400	
53	Travel - Office Staff	\$1,800	\$253	\$1,200	\$0	\$1,800		\$800		\$800	
54	Personnel	\$25,705	\$26,089	\$26,098	\$26,176	\$28,000	\$28,067	\$31,300	\$23,165	\$33,242	6% Increase
55	Payroll Costs	\$625	\$628		\$628		\$720		\$700		
56	Salaries Exp	\$23,300	\$22,975		\$23,733		\$25,404		\$20,808		
57	Tax Payments	\$1,780	\$3,086		\$1,815		\$1,943		\$1,596		
58	Publications Expenses	\$270	\$342	\$220	\$0	\$2,700	\$315	\$500	\$490	\$500	
59	Pub Exp - Directory										
60	Pub Exp - Faith & Practice			\$100		\$100	\$230	\$0	\$51	\$0	
61	Pub Exp - Newsletter										
62	Pub Exp - Web & Hosting Svc	\$270	\$342	\$120	\$0	\$2,600	\$85	\$500	\$439	\$500	
63	SAYMA Committees	\$3,800	\$2,500	\$0	\$0	\$3,200	\$300	\$8,400	\$7,778	\$4,200	
64	Cmte Exp - Contingency Pool	\$500				\$1,000	\$300	\$8,000	\$7,639	\$300	
65	Cmte Exp - Faith & Practice Rvsn	\$100				\$0		\$0		\$0	
66	Cmte Exp - Finance	\$2,500	\$2,500			\$0		\$0		\$0	
67	Cmte Exp - Ministry & Nurture	\$500						\$200		\$200	
68	Cmte Exp - Outreach	\$0				\$2,000		\$0		\$0	
69	Cmte Exp - Peace & Social Concerns					\$0		\$0		\$0	
71	Cmte Exp - SAYMA Earthcare Action										
72	Cmte Exp - Uplifting Racial Justice				\$0			\$0		\$0	
73	Cmte Exp - WQO Allotments										
74	Cmte Exp - Operational Handbook					\$0		\$0		\$0	
75	Cmte Exp - JYM Support										
76	Cmte Exp - Personnel										
77	Cmte Exp - SAYF Support										
78	Cmte Exp - URI Support										
79	Cmte Exp - Yearly Meeting Planning	\$200				\$200		\$200	\$139	\$200	
80	Ad Hoc Exp - Racial Conflict Training									\$3,500	
81	Travel Reimbursements	\$7,600	\$4,119	\$3,850	\$225	\$5,100	\$0	\$7,000	\$3,757	\$2,500	
82	Travel - Rep Meetings	\$100		\$100		\$100		\$0		\$0	
83	Travel - WQO Delegates	\$7,500	\$4,119	\$3,750	\$225	\$5,000		\$7,000	\$3,757	\$2,500	
84	Set-aside Fund Annual Allotments	\$6,600	\$6,800	\$3,600	\$3,800	\$0	\$0	\$4,800	\$4,800	\$5,150	
85	Boone MM in Trust										
86	FWCC 3rd World Delg Annl Exp	\$1,800	\$1,800	\$1,800	\$1,800	\$0		\$3,000	\$3,000	\$750	Hold until Near EOY
87	FWCC Conference Annl Exp	\$1,800	\$1,800	\$1,800	\$1,800	\$0		\$1,800	\$1,800	\$400	Hold until Near EOY
88	Released Friend Annl Exp									\$2,000	Hold until Near EOY
89	Spiritual Development Annl Exp	\$3,000	\$3,000							\$500	Hold until Near EOY
90	Uplifting Racial Justice Annl Exp			\$0		\$0		\$0		\$1,500	Hold until Near EOY
91	YAF Scholarships Annl Exp										
92	Youth Enrichment Fund Annl Exp										
93	Yearly Meeting Gathering	\$52,900	\$250	\$45,350	\$4,257	\$45,850	\$46,294	\$38,100	\$64	\$38,100	JYM no longer sums here
94	Facilities & Services Exp	\$44,150	\$0	\$35,800	\$2,796	\$36,300	\$42,678	\$35,800	\$0	\$35,800	
95	YM Accommodations & Meals	\$41,750		\$34,200		\$34,200	\$36,913	\$34,200	\$0	\$34,200	



	B	C	D	G	I	J	O	T	U	W	X
96	Financial Services Fees (Eventbrite)			\$0		\$0	\$1,859	\$0	\$0	\$0	
97	YM Honoraria and Speaker Travel	\$500		\$0		\$500	\$3,031	\$500	\$0	\$500	
98	YM Services	\$1,500		\$1,200	\$2,798	\$1,200	\$540	\$700	\$0	\$700	
99	YM Supplies	\$400		\$400		\$400	\$333	\$400	\$0	\$400	
100	YM Bookstore Exp	\$1,300		\$1,300		\$1,300	\$625	\$1,300	\$0	\$1,300	
101	YM Print Post Phone & Misc	\$1,750		\$1,750		\$1,750	\$319	\$1,000	\$64	\$1,000	
102	Junior Yearly Meeting Exp	\$5,700	\$250	\$6,500	\$1,461	\$6,500	\$2,674	\$6,500	\$110	\$6,500	JYM now out of YM Sessions
103	JYM Asst Coordinator(s)	\$1,600		\$2,400	\$875	\$2,400	\$800		\$0		
104	JYM Coordinator(s)	\$3,600	\$250	\$3,600	\$400	\$3,600	\$1,800		\$0		
105	JYM Supplies, Sitters, Misc	\$500		\$500	\$186	\$500	\$74		\$110		
106	Quaker Membership Orgs Annual Contribns	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$0	\$1,250	
107	WQO - FGC	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$0	\$625	Restore if funds are available
108	WQO - FWCC - Direct Contribn	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$0	\$625	Restore if funds are available
109	WQO - FWCC - Capital Campaign									\$0	Restore if funds are available
110	Other WQO Annual Contribns	\$4,650	\$4,804	\$4,650	\$4,653	\$5,250	\$5,250	\$6,000	\$0	\$0	Restore if funds are available
123	Net(Surplus/Deficit) before Reserve Change:	-\$4,595	\$810	\$966	\$5,673	\$562	\$6,727	-\$19,610	-\$13,133	-\$14,134	
124	Yearly Gathering Net:	\$0	-\$250	\$0	\$147	-\$500	-\$12,448	\$0	\$741	\$0	
125	Reserve Change:	-\$540	-\$598					\$4,000	\$4,000	\$0	
127	Net(Surplus/Deficit) with Reserve Change	-\$5,135	\$212	\$966	\$5,673	\$562	\$6,727	-\$23,610	-\$17,133	-\$14,134	
131	Reserve		\$18,208		\$18,208	\$18,208	\$18,208	\$22,208	\$22,208	\$22,208	
132	Undesignated Funds		\$30,754		\$35,932	\$31,317	\$42,628	\$19,018	\$25,494	\$4,883	
134	est EDY Undesignated fund								\$22,000	\$7,866	
135											
136	File: FY24 Budget - V0.7										

## Attachment K: Letter from Right Sharing of World Resources

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



### 2023 Report to Yearly Meetings

Dear SAYMA Friends,

I believe that in this world there is enough for all of us, including the animals and the earth. As Friends, we are called to simplicity, to be good stewards of the resources we are blessed with, and to find that of God in everyone. Right Sharing of World Resources lives into these callings by seeking to address materialism and right relationship. Here are some of the highlights of the past year's work and our hopes for the future. All of this is possible because of your generous support.

#### **We Are Growing**

After many years of preparation, discernment and consideration, RSWR hired two Country Coordinators, Ruth Bueso and Eva Ramirez, in December to launch a program in Guatemala. Ruth and Eva are at the beginning stages of building the program identifying groups of women to partner with and creating capacity building trainings to meet local needs.

#### **Country Coordinators Consultation**

For the first time ever, we hosted a Country Coordinator Consultation in one of our partner countries. In April, all eleven Country Coordinators and Trainers from Kenya, India, Sierra Leone, and Guatemala traveled to Kisumu, Kenya to learn from one another. This was a transformative time of building deeper relationships with one another and our shared work. It was particularly impactful for our new Guatemala coordinators as they were able to meet their co-workers and better understand how each country supports the women's groups.

#### **Right Relationship**

I'm grateful to have joined many Friends over the last year in considering "How are my relationships and my use of time, energy, and things in balance to contribute to right order in our world and free me to do God's work?" through the *Power of Enough* workshop. We are in continual discernment about our role in building right relations with the world. Look for a job opening on our website at the end of this year that will focus primarily on building right relationships. We're looking forward to continuing to expand and deepen our work with you.

#### **Right Sharing**

Right Sharing of World Resources partnered with 1,323 women in India, Kenya, and Sierra Leone (soon to be Guatemala) in 2022, and gratefully continues this work in 2023 and beyond. These women are members of 49 different women's groups, who received over 45 training sessions. Your continued support and prayers make all the difference. Thank you!

With light and love,  
Jacqueline Stillwell  
General Secretary

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937.966.0314 | [rswr@rswr.org](mailto:rswr@rswr.org) | [www.rswr.org](http://www.rswr.org)

## Attachment L: AFSC Epistle

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



**American  
Friends  
Service  
Committee**

**Quaker action for a just world**  
1501 Cherry Street, Philadelphia, PA 19102  
afsc.org

## 2023 Epistle

Dear Friends Everywhere,

Warm greetings from the American Friends Service Committee and our staff and volunteers all around the world. This year, the theme of our annual gathering of Friends, our Corporation meeting, is “Connecting for Lasting Change.” And we are writing to Friends worldwide to do just that... connect. We’d like to reintroduce AFSC and explore new opportunities for mutual work.

Quakers created AFSC at a time of “war fever” in World War I, as a way to help Quakers and allies live the Peace Testimony. This was dangerous work at the time, conscientious objectors were jailed, threatened, fired, and ostracized. In the face of public hostility and in a time of mounting humanitarian need, AFSC was designed to be a bold and vibrant display of Quaker faith in action.

Over the last 106 years, the Quaker experiment that is the AFSC evolved to be a unique organization. We now have real, authentic, deep relationships with communities across the US and around the world. It is our honor to serve alongside these communities – Quaker and not. We connect them. We help advocate and conduct research to promote their insights and experiences into global and policy conversations. We foster safe spaces for healing and reconciliation. And together, we speak truth to power.

Today, we share some important ways that Quakers are connecting with AFSC for lasting change. Around the world, many have had concerns for those fleeing the needless war in Ukraine and fleeing violence, repression, and poverty around the world. AFSC is working with European Quakers to help displaced people from Ukraine and has programs around the world caring for refugees and migrants in places as far apart as Denver, Colorado, and the Dadaab camp, near the Kenya-Somalia border. We send out our deepest gratitude for Friends’ support for these efforts to help displaced people heal, seek safe homes, integrate into new communities, and rebuild their lives.

We heard from Friends that AFSC should engage more on climate justice, and we have responded. One way to focus on improving our climate and economic justice is by building food justice. Where we get our food and how corporations profit from it affects our health, the health of our planet, our economies, and the lives of farmers, migrants, and many others. As Congress is considering a new farm bill, we are sharing the insights from affected communities. Friends can join our efforts for food justice by visiting our website and adding your voice to our petition.



Over the past year, some of our staff and several people from Gaza published a book, *Light in Gaza: Writings Born of Fire*. This anthology imagines a future for Gaza beyond the current cruelties of occupation, embargo, and apartheid. We encourage Friends meetings to read and share the book in discussion and to join our monthly series of author chats from different authors featured in the book. We would love to see you and discuss this critical issue together. No background knowledge necessary, just a sense of curiosity and an openness to learning. If you are moved, you can visit the Gaza Unlocked website ([gazaunlocked.org](http://gazaunlocked.org)) for more about the book, the webinars, and how you and your meeting or church can take action with us.

We are delighted to report that the first year of Emerging Leaders for Liberation, a nonviolent social justice activism program for young adults connected to Friends institutions and AFSC communities, was a huge success. Young people, many of them from Quaker colleges and schools, learned vital organizing skills and then put them to work on a project in their communities. You can see more about the projects at the ELL section ([afsc.org/ell](http://afsc.org/ell)) of [afsc.org](http://afsc.org).

Last year, we published the North Star ([afsc.org/northstar](http://afsc.org/northstar)), a framework for healing justice beyond militarized policing and prisons. Since then, staff have had the pleasure of talking with many meetings about prison abolition and alternatives that promote real community safety. We have had many Friends attend our Community Safety Beyond Policing discussions, which have been held monthly online. We are revamping and continuing those webinars and have launched our Think Twice Pledge. ([afsc.org/action/think-twice-calling-police](http://afsc.org/action/think-twice-calling-police)) This pledge reminds people of things they can do instead of calling the police.

These are just a few of the efforts where AFSC and Friends are making a difference. We want this year to be a year of renewal with our Quaker connections. We have liaisons now in more than 260 meetings and churches and want to make sure we have connections and communications with more. And we are talking with Friends schools and organizations about partnerships to promote our mutual peace and justice concerns.

You can see these activities and more ways to get involved on our Friends Engage section of our website ([afsc.org/friends-engage](http://afsc.org/friends-engage)). Our staff and volunteers will be visiting meetings and be present at FGC Gathering and the FUM Triennial, hoping to talk with as many Quakers as possible about ways we can work together.

Wishing everyone peace, health, and our solidarity. We are looking forward to being in community with all of you.

## Attachment M: FCNL Representative Report

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

To: SAYMA (Southern Appalachian Yearly Meeting and Association) Annual Gathering 2023

From: SAYMA Representatives to the Friends Committee on National Legislation

Re: Representatives' Report for 2023

Mary Lou Hatcher, Clerk of FCNL's General Committee, has made available a 2023 Report to Yearly Meetings. Please visit FCNL's table or [click here](#) if you would like a full copy of the report.

FCNL's Annual Meeting in November 2022 ("Brave and Constant") brought 500 Friends together to do its annual business and lobby for environmental justice. Jane served as clerk of the Annual Meeting Planning Committee and Susan attended her second annual meeting which was the first hybrid meeting to be held. The theme of Annual Meeting 2023 will be "Justice calls us. Love unites us." The programming promises to be outstanding.

During Spring Lobby Weekend in March 2023, more than 300 young advocates lobbied Congress to "Invest in Violence Interrupters."

Over 250 meetings, churches and individuals took part in setting legislative priorities for this 118th Congress.

Over 2000 Advocacy Team members brought U.S. complicity in the Saudi-led war in Yemen to the attention of Congress in 2022. This year we have an energetic and challenging campaign to "Invest in Peacebuilding." FCNL is strengthening its commitment to transformation as an organization that reflects and includes the diversity of the United States, most recently by offering microaggressions training to its members of Advocacy Teams (see [fcnl.org/ajedi](http://fcnl.org/ajedi)). The members of the Advocacy Corps organized their communities to lobby for the Truth and Healing Commission on Indian Boarding School Policies Bill.

FCNL's policy committee is reviewing a record number of responses to its call for discernment on the issue of reproductive healthcare and abortion. There will be listening sessions during annual meeting 2023 on this issue.

And finally, FCNL has formed a new department of Community and Culture, headed by former Executive Committee member Lauren Brownlee. This department will work on Quaker outreach and building the beloved community we seek.

Respectfully submitted by Jane Hiles and Susan Penn

Attachment N: FWCC Representative Report

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

FWCC REPORT TO SAYMA June 2023

Geeta Jyothi McGahey [geetajyothi46@gmail.com](mailto:geetajyothi46@gmail.com)

FWCC has embarked on a Global Campaign “Becoming the Quakers the World Needs” which was also the theme of the March Section of the Americas meeting, held near Greensboro, NC in March 2023. Both Adrian Mehr and I attended. There were Quakers in attendance from Alaska to Bolivia. All of the sessions were interpreted with the quality of the interpretation, improving because of help through some of the money already donated to the capital campaign to improve skills, with difficulties related to peculiar Quaker word usage. My Worship sharing group contained Friends from all four branches of Quakerism stretched from Philadelphia to Oregon to Bolivia to North Carolina. Getting to know diverse Friends was the highlight for me.

The [Capital campaign](#) (short video) has now raised over \$800,000 of its goal of \$125,000.

- > Tending the Nets: Expanding translation- in process and an [interactive map](#)
- > Quaker Connect: A community building education program to reinvigorate meetings and congregations for the spiritual work we do
- > Visitation - Consultation and travel fund to promote connection and access
- > World office - support for the Plenary (9 years, since the last one) and initial funding for a Justice and Peace Secretary - Now appointed, a Nigerian friend, who will lead the conversation - “around the issue of inequality and historical injustice from a spiritual perspective, promoting increased awareness and addressing the different ways these issues emerge across the world. It is important that this work begins ahead of the World Plenary Meeting in 2024 when Friends will gather to explore the theme of ‘Living the spirit of Ubuntu: Responding with hope to God’s call to cherish creation— and one another” He will also coordinate the ongoing Global Sustainability Network.

SAYMA needs to appoint two delegates to the World Plenary Meeting in South Africa “Living the Spirit of Ubuntu” ([see video](#)). We are allotted one in-person and one hybrid delegate. It would be excellent if we could find energized Friends who are “living” in this spirit to represent us.

Please contact me if you or your meeting want more information about the campaign or FWCC. We hope to have a South East regional meeting in North Carolina in April. Please consider coming and meeting Friends from 4 of the other yearly meetings in North Carolina and friends from Baltimore, South East and hopefully Jamaica Yearly Meeting.

## Attachment O: SAYF Report

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

### **SAYF Report SAYMA Sessions & Retreat 2023**

I hope, after the March representatives meeting, that Friends returned to their monthly meetings with the good tidings from SAYF as well as our concerns. Because our success and concerns from March continue to be the same, this report will recap the March report with updates where needed.

We continue to encourage monthly meetings to reach out to young Friends and families to draw them back to Meeting for Worship after the pandemic years when family patterns shifted away from Sunday morning Meeting in person. Young Friends from monthly meetings are the young Friends who attend SAYF. When they and their families are not involved in monthly meetings, it is hard for us to build a vibrant SAYF program. We rely on monthly meetings' work with their own youth to help build a robust SAYF program. While we have grown this year, we are still a small crew of young Friends. Next year we will have no teens from Nashville, Knoxville, nor Memphis. Here is a reminder - if there are upper elementary or middle school young Friends in your Monthly Meetings, SAYF would like to know about them so that we can work on our outreach to your community specifically.

We have been building our Friendly Adult Nurturer capacity this year adding as many as 12 FANs - some of whom only act as night shepherds and others who are becoming more regular adult presences with our teens. Unfortunately, as we headed into SAYMA Sessions and Retreat this year, we found that we had few attending adults who volunteered to support SAYF with night shepherding. This leaves our daytime FANs at a distinct disadvantage because they do not have the nighttime support needed to get good rest. If you have gone through the Adult Volunteer process and would be willing to take a slot night shepherding (3-4 hour shifts) please let me know.

We have engaged young adult Friends in the role of lead FANs at SAYMA this year again after the success of last year. SAYF Steering Committee is offering these young adults a stipend to help cover their costs, as some of them are students, working in jobs without vacation pay, or living out of the SAYMA region. Covering these costs has allowed SAYF to broaden its adult capacity for leadership and is a shift toward equity.

SAYF's expenses regularly exceed our income from retreats because we are committed to maintain an affordable registration fee for families for the 6 monthly young Friend retreats. Historically we have made up the difference with the annual allocation from SAYMA (\$2000) and regular donations from several monthly meetings (~\$800). Due to 3-years of loss because of lower participation numbers, increased costs, and reduced support from SAYMA during the pandemic including zero financial support in 2021-22, for the first time, we will spend down our reserve to what we consider the minimum acceptable amount, \$4000, which is about half a year's expenses. We have shared our concerns with the SAYMA finance committee in hopes of temporarily increasing our allocation for the next two years to \$3000.

We hear regularly from young adults (and some who are not so young any more), who passed through the SAYF program that SAYF was an essential part of their spiritual formation and contributed in meaningful ways to their adult world view. Many of the young Adult Friends who are attending SAYMA Sessions this year are former SAYFers.

As always, the SAYF Steering Committee thanks you for what feels like unwavering support for this program.

Respectfully Submitted,  
Jennifer Dickie, Clerk SAYF Steering Committee

## SAYMA Ministry & Nurture Committee Report

### 2023 Sessions and Retreat

SAYMA Ministry and Nurture Committee (M&N) grew in number this year, providing better representation of our Meetings. When Meetings did not have a person able to attend the committee meetings, committee members reached out to those Meetings, sometimes in person, sometimes virtually.

We began our year with a virtual retreat led by Mary Ann Downey with her husband, Bill Holland, assisting (both from Atlanta Friends Meeting). This set us on a path to working in a Spirit-led way. As we wrote queries for use at Representative Meetings and for Yearly Meeting Sessions and Retreat, we practiced their use in our bi-monthly meetings.

We worked in small groups to season various aspects of the committee's tasks, then shared the results with the whole committee for discussion and approval. We stewarded the use of the Kenworthy Charitable Trust and distributed Spiritual Development funds to several Friends. We also met with two Friends who requested funds to support their respective ministries from the Released Friend Fund. Along with some members of the Handbook Committee, we are clarifying the process of handling requests for Released Friend funds, as no one has asked for those funds in quite some time. We reached unity on supporting both individuals and are excited to experience the gifts their leadings are bringing to the Yearly Meeting.

Adrian Mehr requested help to attend a Pendle Hill retreat on "Connection, Rupture, Repair: The Trauma-Informed Beloved Community". He began to read "Set Boundaries, Find Peace: a guide to reclaiming yourself" by Nedra Glover Tawwab on the way to that workshop. Those two events opened a leading for him to be a vessel for fostering better connection, reconnection, communication, exchange, deep community and growth in our Yearly Meeting. Over the past months, he followed his leading in the form of working on SAYMA committees, researching institutional history, listening among Friends, organizing, clerking, planning workshops, and visitation with Meetings beyond what SAYMA Ministry & Nurture Committee usually does. In order to do this work he requested, and we provided, six months of his basic expenses from the Released Friend Fund. This ministry is evolving, and he is being faithful to where it is leading him. After coming to M&N he had a clearness process with Memphis Meeting

and has been provided with a support group. He is also keeping in close communication with M&N.

Sharon Star Smith shared with SAYMA Ministry and Nurture the many years of struggle she has experienced as a birthright Friend of color from New England Yearly Meeting. During a seven-month retreat at Pendle Hill in 2007, and a workshop with Marcelle Martin, "Experiment With Light," her ministry to challenge racism in the Society of Friends was affirmed and strengthened in a clearness committee meeting. She told us that during the clearness process at Pendle Hill and again in Asheville Friends Meeting, "it was affirmed that I am carrying a Quaker prophetic ministry for Justice, challenging Friends to be faithful to what we say we believe in: That of God in everyone, continuing revelation, and the testimonies we profess to live by: Peace, Truth/Integrity/Justice, Simplicity and Community". Though the path laid out for her has been very difficult, and hard for us to hear sometimes, M&N also affirmed this as a true leading. As a result, Star requested that we support her ministry financially and recognize her as a Released Friend since she has been faithful to this leading for many years without official acknowledgment or support from Friends. This money will enable her to continue her ministry with SAYMA and contribute financially as an elder and clan mother, to her newly established traditional indigenous multigenerational household in Nashville.

We hope that the Released Friend Fund can be rebuilt to allow for further field work to be supported. We would like to see it maintain a balance that can be tapped as Friends seek to be released to do important work in our yearly meeting.

Attachment Q: SAYMA Ministry and Nurture Committee - Guide to Listening Sessions about the Relationship between SAYMA and Uplifting Racial Justice

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

## **Guide to Listening Sessions**

### **About the Relationship between SAYMA and Uplifting Racial Justice**

Co-Clerks: Kevin Moran and Melissa Preat

Recording Clerks: wood bouldin and Barbara Esther

Zoom monitor: Rob Collins

The sessions will be hybrid.

#### **Purpose:**

Our purpose for gathering is to hear one another and be transformed.

The Ministry and Nurture Committee will use the listening sessions as a guide for developing recommendations to address the proposed minutes from Representative Meeting 149\* on the relationship of SAYMA with the Uplifting Racial Justice Committee, and towards building right relationships with Friends of Color. The intent is for the Ministry and Nurture Committee to use what is heard and develop recommendations to present to the 2023 Fall Representative Meeting 151.

\*Proposed minutes are listed below the queries for each day.



## **Session Guidelines:**

- ❖ Speak from your own personal experience or perspective.
- ❖ Address remarks to the clerk; do not reply directly to or rebut others.
- ❖ Everyone with dissenting views has a responsibility to make them known.
- ❖ We all have a responsibility to listen.
- ❖ All ideas and thoughts on an issue are welcome for consideration.
- ❖ Everyone should have a chance to speak.
- ❖ No decisions will be made during the listening session.
- ❖ Passion is permitted!

Adapted from SAYMA Faith and Practice pgs. 19-20

## **Session One: Saturday 3:15-4:45 pm**

### **Guiding Queries:**

5. How can SAYMA create or ensure right relationship among all Friends in the SAYMA community?
6. What harms do Friends need to address?
7. Are there harms white Friends in particular need to address?

### **Minute addressed:**

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

## Session Two: Monday afternoon 3:15-4:45 pm

### Guiding Queries:

8. How have our structures and “Quaker Processes” been used to contribute to continuing harm?
9. What aspects of structure and Quaker process can help create a stronger community?
10. What are we/ am I willing to do to address the harms by SAYMA to Friends of Color and build a stronger community?

### Minutes addressed:

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

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

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

## **Spiritual State of SAYMA Report**

### **2022-2023**

*How good and pleasant it is when God's people live together in unity!*

New International, Psalm 133:1

*Let brotherly love continue. Be not forgetful to entertain strangers: for  
thereby some have entertained angels.*

New International, Hebrews 13:1-2

SAYMA Ministry and Nurture Committee found the Southern Appalachian Yearly Meeting and Association was still in recovery mode this past year as we all continued to live in a pandemic with its isolation, extra precautions, daily fear and uncertainty. While still grieving the loss of one monthly meeting, we have now added the loss of a second one. We are learning to hear each other when we receive minutes from monthly meetings, and to listen better so that we can maintain connections. Discovering how to relate to those who decided to leave the yearly meeting is not easy, as we yearn for reconciliation, but must deal with recognizing and being accountable for harms done, following this with building back relationships, person to person.

The pandemic and technology have changed how we worship and do our committee work, permitting more opportunities to accomplish tasks, but also posing challenges to doing the work necessary for nurturing community. It's become our practice now to incorporate worship sharing during our representative meetings, helping us to *re-member* ourselves in the midst of tasks. Various

meetings came together not only in committee work but also in affinity groups and worship opportunities throughout SAYMA. We worked in small groups to reshape and share our understanding of systemic racism and racial justice work. This has begun revealing past and present white-centered behavior, guiding us to trust the Light Within as we seek to change that imbalance and embrace racial equity.

We have found that having Co-Clerks of SAYMA enables complementary use of strengths and limitations, sharing the work that weighed too heavily on one person in the past. Our current team complements each other beautifully. They have implemented a regular Clerks Advisory Committee meeting before each Representative and Yearly Meeting, which has greatly facilitated communication within SAYMA.

We are learning our history as Friends did not differ from the general colonial attitudes and deeds as much as we had believed. We are re-routing our direction, setting new destinations and goals. Here we are: learning, apologizing, recognizing harms, seeking healing with justice and caring. Here we are: building trust where it was lacking. Wilmer A. Cooper's words speak to us of the journey ahead for Friends in SAYMA.

“Quakerism is a way of life.” This saying, common among Friends, is intended to make it clear that Quakerism is not just a set of beliefs or a statement of faith; it is a practical, ethical, and functional religious approach to life. That is to say, it is a religious faith to be lived out and not just professed and talked about. This is not to suggest that Friends do not regard faith commitment as primary and prerequisite to action. Indeed, our first responsibility is to seek the truth in terms of God's will. But after we have discerned it, we are obliged to carry out the will of God by “doing the truth.” The inward journey of faith can never be separated from the outward journey of practice, and Friends believe the two are integral and indispensable to each other.

Cooper, Wilmer A. *A Living Faith: An Historical Study of Quaker Beliefs*. 2<sup>nd</sup> ed., Friends United Press, 2000.

### Attachment S: Approved Budget

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

	B	C	D	G	I	J	O	T	U	W	X
		FY20 Budget Approved 6/16/19	FY20 Actual 9/30/20	FY21 Budget Approved 9/2020	FY21 Actual 9/30/21	FY22 Budget 1.1 Approved	FY22 Actual 9/30/22	FY23 Budget 1.5 Approved 10/29/22	FY23 Actual YTD 6/18/2023	FY24 Budget 1.0 Approved 6/25/23	Notes
1	<b>SAYMA FY 2024 Budget V1.0</b>										
2											
3	Income	\$103,373	\$31,039	\$91,944	\$48,910	\$98,042	\$91,879	\$92,200	\$32,238	\$83,842	Totals are in Black
4	Adjustments to Income										Individual Items are in Blue
5	Assessments	\$50,423	\$49,173	\$44,894	\$43,498	\$50,992	\$54,107	\$51,000	\$28,829	\$42,142	
6	Asheville	\$3,373	\$3,373	3,373	\$2,313	3,023	\$6,363	\$3,023		\$4,000	
7	Athens	\$400		200	\$1,800				\$600	\$600	
8	Atlanta	\$13,873	\$14,150	14,230	\$14,230	14,230	\$14,230	\$14,230	\$10,688	\$14,230	
9	Berea	\$3,300	\$3,373	3,430	\$2,644	3,430	\$4,319	\$3,430	\$1,763	\$2,700	
10	Birmingham	\$1,800	\$2,100	2,100	\$2,100	2,100	\$1,373	\$2,100	\$2,100	\$2,100	
11	Brevard	\$300	\$300	-		300		\$300			
12	Celo	\$3,300	\$3,300	2,640	\$3,300	3,300	\$2,473	\$3,300	\$2,323	\$2,923	
13	Charleston	\$1,423	\$1,013	1,000	\$1,123	1,000	\$788	\$1,000	\$363		
14	Chattanooga	\$1,800	\$1,939	1,900	\$1,800	1,900	\$1,983	\$1,900	\$1,258	\$1,900	
15	Columbia	\$2,800	\$3,000	3,000		3,000	\$4,800	\$3,000		\$1,800	
16	Cookeville	\$823	\$900	900	\$730	900	\$973	\$900	\$373	\$300	
17	Crossville	\$500		323	\$1,123	323					
18	Foxfire	\$100		-		-		\$0		\$0	
19	Greenville	\$630	\$900	730	\$430	730	\$863	\$730	\$413	\$823	
20	Huntsville	\$1,123	\$1,120	1,120	\$1,120	1,120	\$1,120	\$1,120	\$840	\$1,120	
21	Memphis	\$3,000	\$3,730	3,000	\$2,230	3,000	\$3,730	\$3,000	\$2,230	\$3,000	
22	Nashville	\$3,730	\$2,963	3,373	\$2,669	3,373	\$3,313	\$3,373	\$2,813	\$3,373	
23	Oxford	\$200		200	\$200	200		\$200		\$200	
24	Swannanoa Valley	\$4,200	\$3,823	3,100	\$2,891	4,000	\$2,729				
25	West Knoxville	\$3,300	\$2,737	2,737	\$2,447	2,737	\$4,400	\$2,737	\$2,644	\$2,737	
26	Contributions – General	\$1,300	\$1,300	\$1,300	\$1,000	\$1,300	\$3,483	\$3,000	\$2,029	\$3,000	
27	Interest - CD	\$0									
28	Interest - Money Mkt	\$700	\$321	\$100	\$14	\$100	\$124	\$100	\$330	\$600	
29	Publication Sales	\$30	\$63	\$100	\$0	\$100	\$316	\$0	\$23	\$0	
32	YM Income	\$52,900	\$0	\$43,330	\$4,404	\$43,330	\$33,849	\$38,100	\$803	\$38,100	
33	YM Adjustments to Income (Kenworthy)	\$0					\$4,040	\$4,300	\$0	\$4,300	
34	YM Bookstore Inc	\$1,300		1,300		1,300	679	1,300	-	1,300	
35	YM Receipts	\$49,400		42,830	\$4,274	42,830	28,479	31,100	803	31,100	
36	YM Scholarship Contrib	\$2,200		1,200	\$130	1,200	631	1,200	-	1,200	
37											
38	Expenses	\$110,170	\$30,249	\$90,978	\$43,243	\$97,480	\$83,131	\$111,810	\$43,371	\$97,977	
39	Adjustments to Expenses	\$0									
40	SAYMA Operations	\$43,320	\$36,293	\$34,878	\$28,233	\$43,880	\$31,107	\$33,910	\$40,397	\$40,977	
41	SAYF Operational Transfers	\$2,000	\$730	\$730	\$300	\$0		\$3,000	\$3,000	\$1,300	
42	Bookkeeping Costs - QuickBooks Online							\$0	\$128	\$960	
43	Liability Insurance	\$830	\$816	\$830	\$728	\$900	\$872	\$900	\$893	\$923	
44	Office Admin	\$3,293	\$1,829	\$3,110	\$1,104	\$3,980	\$1,332	\$2,730	\$1,184	\$3,130	
45	Banking Fees		\$21		\$90		\$90		\$0		
46	Office - Duplication	\$223	\$0	\$230	\$0	\$230		\$30		\$30	

	B	C	D	G	I	J	O	T	U	W	X
47	Office - Guilford Archiving	\$150	\$0	\$150	\$0	\$150	\$150	\$150	\$0	\$150	
48	Office - Supplies, Equip, Misc	\$2,000	\$642	\$400	\$89	\$400		\$50		\$50	
49	Office - Officer Exp	\$150	\$22	\$150	\$0	\$150		\$150		\$150	
50	Office - Phone, Zoom	\$600	\$585	\$600	\$848	\$820	\$1,059	\$1,200	\$794	\$1,500	
51	Office - Postage	\$170	\$60	\$160	\$0	\$160		\$50		\$50	
52	Office - Volunteer Board Chks	\$200	\$248	\$200	\$77	\$250	\$254	\$300	\$390	\$400	
53	Travel - Office Staff	\$1,800	\$253	\$1,200	\$0	\$1,800		\$800		\$800	
54	Personnel	\$25,705	\$26,089	\$26,098	\$26,176	\$28,000	\$28,067	\$31,300	\$23,165	\$33,242	6% Increase
55	Payroll Costs	\$625	\$628		\$628		\$720		\$700		
56	Salaries Exp	\$23,300	\$22,975		\$23,733		\$25,404		\$20,808		
57	Tax Payments	\$1,780	\$3,080		\$1,815		\$1,943		\$1,596		
58	Publications Expenses	\$270	\$342	\$220	\$0	\$2,700	\$315	\$500	\$490	\$500	
59	Pub Exp - Directory										
60	Pub Exp - Faith & Practice			\$100		\$100	\$230	\$0	\$51	\$0	
61	Pub Exp - Newsletter										
62	Pub Exp - Web & Hosting Svc	\$270	\$342	\$120	\$0	\$2,600	\$85	\$500	\$439	\$500	
63	SAYMA Committees	\$3,800	\$2,500	\$0	\$0	\$3,200	\$300	\$8,400	\$7,778	\$4,200	
64	Cmte Exp - Contingency Pool	\$500				\$1,000	\$300	\$8,000	\$7,639	\$300	
65	Cmte Exp - Faith & Practice Rvsn	\$100				\$0		\$0		\$0	
66	Cmte Exp - Finance	\$2,500	\$2,500			\$0		\$0		\$0	
67	Cmte Exp - Ministry & Nurture	\$500						\$500		\$500	
68	Cmte Exp - Outreach	\$0				\$2,000		\$0		\$0	
69	Cmte Exp - Peace & Social Concerns					\$0		\$0		\$0	
71	Cmte Exp - SAYMA Earthcare Action										
72	Cmte Exp - Uplifting Racial Justice				\$0			\$0		\$0	
73	Cmte Exp - WQO Allotments										
74	Cmte Exp - Operational Handbook					\$0		\$0		\$0	
75	Cmte Exp - JYM Support										
76	Cmte Exp - Personnel										
77	Cmte Exp - SAYF Support										
78	Cmte Exp - URI Support										
79	Cmte Exp - Yearly Meeting Planning	\$200				\$200		\$200	\$139	\$200	
80	Ad Hoc Exp - Racial Conflict Training									\$3,500	
81	Travel Reimbursements	\$7,600	\$4,119	\$3,850	\$225	\$5,100	\$0	\$7,000	\$3,757	\$2,500	
82	Travel - Rep Meetings	\$100		\$100		\$100		\$0		\$0	
83	Travel - WQO Delegates	\$7,500	\$4,119	\$3,750	\$225	\$5,000		\$7,000	\$3,757	\$2,500	
84	Set-aside Fund Annual Allotments	\$6,600	\$6,800	\$3,600	\$3,800	\$0	\$0	\$4,800	\$4,800	\$5,150	
85	Boone MM in Trust										
86	FWCC 3rd World Delg Annl Exp	\$1,800	\$1,800	\$1,800	\$1,800	\$0		\$3,000	\$3,000	\$750	Hold until Near EOY
87	FWCC Conference Annl Exp	\$1,800	\$1,800	\$1,800	\$1,800	\$0		\$1,800	\$1,800	\$400	Hold until Near EOY
88	Released Friend Annl Exp									\$2,000	Hold until Near EOY
89	Spiritual Development Annl Exp	\$3,000	\$3,000							\$500	Hold until Near EOY
90	Uplifting Racial Justice Annl Exp			\$0		\$0		\$0		\$1,500	Hold until Near EOY
91	YAF Scholarships Annl Exp										
92	Youth Enrichment Fund Annl Exp										
93	Yearly Meeting Gathering	\$52,900	\$250	\$45,350	\$4,257	\$45,850	\$46,294	\$38,100	\$64	\$38,100	JYM no longer sums here
94	Facilities & Services Exp	\$44,150	\$0	\$35,800	\$2,796	\$36,300	\$42,678	\$35,800	\$0	\$35,800	
95	YM Accommodations & Meals	\$41,750		\$34,200		\$34,200	\$36,913	\$34,200	\$0	\$34,200	

	B	C	D	G	I	J	O	T	U	W	X
96	Financial Services Fees (Eventbrite)			\$0		\$0	\$1,859	\$0	\$0	\$0	
97	YM Honoraria and Speaker Travel	\$500		\$0		\$500	\$3,031	\$500	\$0	\$500	
98	YM Services	\$1,500		\$1,200	\$2,798	\$1,200	\$540	\$700	\$0	\$700	
99	YM Supplies	\$400		\$400		\$400	\$333	\$400	\$0	\$400	
100	YM Bookstore Exp	\$1,300		\$1,300		\$1,300	\$625	\$1,300	\$0	\$1,300	
101	YM Print Post Phone & Misc	\$1,750		\$1,750		\$1,750	\$319	\$1,000	\$64	\$1,000	
102	Junior Yearly Meeting Exp	\$5,700	\$250	\$6,500	\$1,461	\$6,500	\$2,674	\$6,500	\$110	\$6,500	JYM now out of YM Sessions
103	JYM Asst Coordinator(s)	\$1,600		\$2,400	\$875	\$2,400	\$800		\$0		
104	JYM Coordinator(s)	\$3,600	\$250	\$3,600	\$400	\$3,600	\$1,800		\$0		
105	JYM Supplies, Sitters, Misc	\$500		\$500	\$186	\$500	\$74		\$110		
106	Quaker Membership Orgs Annual Contribns	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$0	\$1,250	
107	WQO - FGC	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$0	\$625	Restore if funds are available
108	WQO - FWCC - Direct Contribn	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$0	\$625	Restore if funds are available
109	WQO - FWCC - Capital Campaign									\$0	Restore if funds are available
110	Other WQO Annual Contribns	\$4,650	\$4,804	\$4,650	\$4,653	\$5,250	\$5,250	\$6,000	\$0	\$0	Restore if funds are available
123	Net(Surplus/Deficit) before Reserve Change:	-\$4,595	\$810	\$966	\$5,673	\$562	\$6,727	-\$19,610	-\$13,133	-\$14,134	
124	Yearly Gathering Net:	\$0	-\$250	\$0	\$147	-\$500	-\$12,448	\$0	\$741	\$0	
126	Reserve Change:	-\$540	-\$598					\$4,000	\$4,000	\$0	
127	Net(Surplus/Deficit) with Reserve Change	-\$5,135	\$212	\$966	\$5,673	\$562	\$6,727	-\$23,610	-\$17,133	-\$14,134	
131	Reserve		\$18,208		\$18,208	\$18,208	\$18,208	\$22,208	\$22,208	\$22,208	
132	Undesignated Funds		\$30,754		\$35,932	\$31,317	\$42,628	\$19,018	\$25,494	\$4,883	
134	est EDY Undesignated fund								\$22,000	\$7,866	
135											
136	File: FY24 Budget - V1.0										



## **State of the Monthly Meetings report to SAYMA 2023**

Once again the Monthly Meetings in our yearly meeting have had many challenges and much growth over the past year. Ministry and Nurture urges all of you to read the individual reports if you can as they are full of the life of the Spirit that we all try to live.

Most Meetings are still dealing with the remnants of changes and struggles that the pandemic brought to us all. A few of us are still using Zoom for gathering, but most of us are managing with a hybrid of in person and online Meetings for Worship. Adjustments are being made, but Zoom seems to be here to stay, as a means to connect older, distant, or disabled Friends, and as a way to live more lightly on the earth. Some Meetings have lost attenders permanently because of the changes that the pandemic brought, especially families with children, and that absence is mourned. Some also had people withdraw because of how conflict was being addressed in the Meeting.

We were deeply saddened by the loss of Charleston Friends Monthly Meeting as they withdrew from our fellowship in January of this year, although we are blessed with a few individuals who are continuing to associate with us. We wish them well, along with Swannanoa Valley Monthly Meeting, and hold out hope that in time we will all find our way back to each other.

Quite a few Meetings are finding it a challenge to fill positions of responsibility and some have come up with creative responses, trusting in Spirit to guide the process. As our communities age there are real concerns about sustaining the life of the Meetings. A few of us have gratefully received visitors and new regular attenders or Members over the past year. Some Meetings are also finding young Friends more involved in the life of the Meeting, and benefiting from Young Adult Friends assuming leadership roles.

Our Meetings and worship groups have found various ways of strengthening their communities both inwardly and outwardly. Many Meetings emphasized the work of dismantling white supremacy, and a large number of individuals from our Monthly Meetings joined the SAYMA small group racial conflict transformation work. Friends engaged in social justice work in many areas of need with active participation in wider Quaker organizations such as Friends Committee on National Legislation, work with refugees and immigrants, deep concern for the ongoing environmental catastrophe, and much more. Some Meetings deepened their community life with book discussion groups, Quakerism 101 classes, worship sharing, improving communication, revitalizing



how we organize ourselves, and discerning together way forward with needed repairs of Meeting Houses or structural changes. In reading these outward and inward ministries we find a strong sense of Light and hope amid what can seem a very dark world. Merely being present to each other in many different ways, we are indeed actively engaged in facing challenges with grace, supporting and lifting each other up, deepening spiritually, and breathing new life into our testimonies.

Attachment T1: Asheville State of the Meeting Report

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

**Asheville Friends Meeting**

**2022 State of the Meeting**

**Queries from SAYMA for our State of the Meeting includes the following:**

What challenges did our Meeting face during the last year?

How did we support and lift each other up?

How did we breathe new life into our testimonies and responses to turmoil in our community and the world?

How did we deepen together spiritually over the past year?

Thank you for this opportunity to assess our rich and fulfilling 2022 year. Often we tend to continue our activities and functions without fully addressing and acknowledging lessons to be learned. We're grateful for the queries that guided us and to all who participated in sharing ideas and thoughts for this summary.

Let us begin with the ways we supported and lifted each other up. As we all know, COVID-19 is still with us and affects everything in our lives. So we've been very careful to search for ways to keep all of us safe and healthy. In particular, we gave care and attention to members' health when deciding on when it was safe to meet indoors. We continued our hybrid Meetings with a Zoom connection for those who preferred virtual attendance or were unable to attend in person. We purchased a better microphone and camera, and a bigger TV to benefit Zoom attenders, and late in the year added high speed internet and WiFi capabilities to further enhance their experience.

Kudos to our treasurer and the assistant treasurer (who lives in Brazil but still remains very active in our Meeting) for keeping our finances in good order. The Zen Center of Asheville now rents space in our Meetinghouse several times weekly for their meditations. This unexpected rental income added to our generous donations in 2022 to give us a healthy year-end balance allowing for an increased budget in 2023. We are especially glad to have contributed \$4,000.00 to General Outreach and \$2,000 to Quaker Outreach since we felt especially moved to address local needs,

plus \$3,000 to Racial Justice Outreach and \$4,050.00 for our SAYMA Assessment giving a total of \$13,050.00 in 2022 Outreach.

We continued our efforts from 2021 to be especially welcoming to our visitors. Two Ministry and Counsel members participated in the Friends General Conference Spiritual Deepening webinars on ways to integrate newcomers into the life of the Meeting. M&C as well as Religious Education and others reached out to people we had not seen lately to check in and see how we might help with any needs. Our clerk visited Friends who couldn't come to Meeting. Folks in general supported Friends who needed assistance. Some examples include frequent contact, gifts of food and travel assistance to a family facing serious illness, care for each other through surgeries and loss of loved ones, help with preparation for an individual moving to a new home, aid in reorganizing living space and offering ride sharing (enabling non-drivers to attend Meeting in person). We offered support with cards, notes and visits to an incarcerated Friend as well as care packages sent to her and to some other inmates whom she suggested would welcome them. Many of us participated both personally and financially in business projects initiated by an attender who is a Black racial justice activist in the wider primarily white Asheville community. She offers tremendous gifts as we continue addressing our white prejudices, biases and privileges, i.e., white supremacy.

The youth in First Day School supported each other and grew in their relationships as they involved the Meeting in fun activities that they led. Intergenerational events such as Simple Crafts, Secret Pals and the Christmas play followed by a feast, built connections and deepened all of our relationships. Parents and children spent time with each other and the energy and dedication of the Religious Education Committee exemplified love and respect for our children. Our childcare provider worked with and mentored our youngest Friends while providing care for them and our young families. We gave love and support to our Junior Business Meeting, recognized their Light and empowered them to follow their leadings. Our Junior Business Meeting carried concerns about a number of issues both in our local community and in the world. Our children initiated and sponsored a service project for the homeless by making "warming packets" to hand out. They invited all of us to contribute items for these packets. They also initiated a food collection for Asheville community members who didn't have enough to feed their families. While we recognize the need for more people to be involved upstairs in First Day School, we are blessed with dedicated Friends who minister to our children, who in turn minister to us.

Young Friends discussed their concern and suggested some ways to address human trafficking. Another discussion included finding ways to keep pets with their owners. We supported Southern Appalachian Young Friends by hosting one of their retreats and renting a van for transportation to another retreat. The loss of some teens whose families stopped attending Meeting left a gap. Currently we have two active teens. Much to our delight we approved contracting with a Young Adult Friend to be a part-time youth leader. We welcome Young Adult Friends who add a needed perspective and energy to the Meeting. In addition, Young Adult Friends are taking steps to form

a supportive, spiritual and enjoyable community through monthly dinners that include silence, support, and check-ins.

Everyone values our vibrant sharing of joys and concerns after the rise of Meeting which often leads to conversation and offers of help. Fellowship after Meeting for worship helps us get to know each other and enriches our lives. When a new member joined us, we welcomed him with a potluck. We are happy to report that new attenders are actively involved in our Meeting. Our work in committees strengthens spirituality in practical ways and builds personal relationships. Committees worked well together and helped each other with their various activities. Many of our committees don't have clerks but on the bright side, our committees are getting new members. We encouraged Friends to speak their truth and listen with open hearts to each other.

Some of the above actions carried over into the wider community and world. Here are some thoughts on breathing new life into our testimonies and responses to turmoil in our community and the world, as we listened to those who felt that they were not being considered. Families continued to support each other in both spiritual and practical ways which reflects our testimonies in action. Our Peace and Equality Testimonies became more real when we gathered with the larger Asheville community at the Martin Luther King Prayer Breakfast and placed a co-sponsoring ad in the souvenir program booklet. Other testimony revelations include the following actions:

- We held a racial justice discussion group weekly on Zoom. We read books together and dug into the issues affecting our local Black community.
- We scheduled speakers from Indigenous and Black communities for our second hour Spiritual Enrichment programs and we continued building relationships with our Indigenous and African American neighbors.
- Faithfully sticking to our postcard writing on fifth Sundays including topics such as thanking Buncombe County Commission members for ongoing reparations funding, supporting gun safety and stopping gun violence, stopping single-use plastics and thanking the January 6th Committee for their work while encouraging our North Carolina legislature to strengthen the criminal code against electoral counts disruption.
- We remembered to bring our Manna Food Bank barrel out to the porch to collect food for those in need throughout our community.

A good example of our response to turmoil as we sought to be as radically just and as ethical as possible included assisting with bail funds, addressing prison conditions and supporting the food workers union. We joined other organizations in co-sponsoring the International Day of Peace in September. Many of us are conflicted about the war in Ukraine and how it relates to our Peace Testimony. We felt led to schedule a time of worship-sharing for us to grapple with this

complicated and difficult situation. There are no easy answers, and we continue to struggle with this issue.

One big challenge during 2022 involved the continuing incidence of COVID. As mentioned above, it was difficult deciding how to hold Meeting for worship safely for all of us. We spent much of our time worshipping outdoors to maximize safety for our vulnerable members and attendees. Parents with young children helped us realize that they felt left out of some COVID decisions and were not able to join Meeting for Worship because we were not holding First Day School in person. Eventually we decided to use the CDC COVID Community Level for Buncombe County to determine mask use while in the Meetinghouse. We lost some families during COVID, some of whom have not returned. We questioned how to keep people on Zoom involved. Sometimes people online dropped off due to inadequate internet connection. Personal grief, grief for our suffering planet, grief over tension in the Southern Appalachian Yearly Meeting and Association and the feeling of loss from our nearest neighboring Friends meeting, Swannanoa Valley Friends Meeting leaving SAYMA, all weighed on us.

We also grappled with how to respect and honor our Peace Testimony and at the same time support sovereignty and self-determination in Ukraine. Friends expressed feelings of sorrow, frustration and guilt. Our children reminded us that we need to hold Russia, as well as Ukraine in the Light. Some among us asked whether we feel the same about war in countries outside Europe. Some among us pointed out the contradiction between our silent acquiescence to the use of military force in Ukraine's resistance to Russian occupation, even though our Meeting has consistently opposed the use of military force in Palestine's resistance to Israeli occupation.

A series of Meetinghouse repairs/improvements were needed this year which reminded us to always budget resources to maintain our more than 100-year-old space. The Library room became a storage room during COVID and part of it housed space for children under 2½ and their toys. Books were left off shelves and some were in bad shape and/or outdated. Many hours of effort by several people were required to restore the Library to good order. Since we didn't meet inside for such a long time, all of our space shows some signs of neglect.

Moving on to spiritual aspects of our Meeting in 2022, some noted that there are more “gathered Meetings” than in past years with fewer “popcorn” Meetings, indicating a deepening in our spirituality. We also deepened our spiritual relationships by meeting in small groups, focusing on a variety of issues important to the community. Getting back to worshipping in person has been wonderful.

M&C purchased several copies of the Pendle Hill Pamphlet, *Beyond Consensus, Salvaging Sense of the Meeting* by Barry Morley for us to read and share with each other. We then scheduled a second hour to discuss what we learned about essential components in discovering a sense of the

Meeting and how it differs from consensus. As we discern a way forward, the release after sharing a message, long focus and transition to Light all result in a valuable spiritual experience.

Keeping community members informed and connected through the online Weekly Digest contributes to our spirituality. Sharing our struggles with each other and reaching out when someone wrestles spiritually brings meaning and usefulness to our Meeting. Getting together to reflect and write this State of the Meeting report helps to deepen our spirituality, as well. And we mention one more time the continuing concern and worship-sharing on our Peace Testimony. One of our newer members states “Joining the community has deepened my spirituality and my identity as a Quaker. Becoming a contributing member of the community has deepened my spirituality even further. Having space with the young adults, the SAYF community as well as the larger community as a whole have all been deeply spiritually rich.” Another Friend concludes that a good part of spirituality involves silent prayer and recognizing the Divine’s presence throughout the day, and that actions that one is involved in can be spiritual as well.

Our work last year was rich and fulfilling. It extended to inward and outward actions that are important to us, to the rest of our Quaker community, our wider community and the world. We’re excited about the rejuvenation of our Meeting and we look forward to seeing where the renewed energy leads us in 2023.

**Atlanta Friends Meeting**  
**STATE OF THE MEETING REPORT FOR 2022**  
**as approved at Meeting for Worship with Attention to Business on March 19, 2023**

Dear Friends,

The past year has felt to many like a year of recovery. After two years of pandemic restrictions our community slowly began reuniting in the Meeting House at the end of 2021. As Friends felt ready and able to join in-person worship our numbers shifted from more appearing on Zoom to more appearing in the Meeting room. Our faithfulness to one another throughout this long transition was held in tender care by many committees and individuals working together to attend to our physical and spiritual health and wellbeing. We thank the Working Group on the Use of the Meeting House, Ministry and Worship, Care and Counsel, Administration, and Religious Education committees, and our Friend in Residence and Office Coordinator.

Attending in-person Meeting at the start of 2022 required masking and contact tracing sign-ins. Over the year, following guidance from the CDC, this shifted to optional masking, the reintroduction of coffee hour in April, and potlucks in October. We had new attenders at almost every Meeting for Worship who were welcomed by greeters and an updated information sheet. A new informal group of Young Adult Friends is endeavoring to build community through monthly get togethers. There is tangible joy in our spiritual fellowship with each other. As with all joys, there come challenges and we recognize with our growing numbers in worship, we can be challenged with our different understandings of vocal ministry. We hold this challenge among others as we strive to be sensitive to the promptings of Spirit.

In May, on the recommendation of Ministry and Worship we agreed to extend the hybrid Meeting format, which had been working well, for the foreseeable future. This format has allowed homebound and distant Friends to continue worshipping with us. With this approval comes our commitment to attend to challenges related to the use of technology during Meetings for Worship.

While First Day School [FDS] continued all year, the Religious Education committee kept a close eye on the wellbeing of young Friends. RE guidelines required volunteers in FDS to be vaccinated and mask throughout 2022, as well as maintain a significant separation between young Friends and the large Meeting for Worship as a vaccine for children aged 6 months to 11 years was not available until June. It was a joyful celebration to see families with young children



returning to meeting in larger numbers in the last months of the year. We also celebrated the addition of three children to our community, one by birth and two by adoption. With the return for families we are faced, once 1 again, with a need for more adult volunteers to walk with our youngest Friends as they seek Spirit in their time together during First Day School.

We also deeply feel the loss of our teens who, many of whom are currently active in Southern Appalachian Young Friends [SAYF] programming, have not returned to Meeting for Worship yet. This absence offers a significant challenge as well as an opportunity to identify the spiritual and social needs of adolescent Friends and their families. We are hopeful that with the hiring of a new Young Friends Program Coordinator and re-starting the AFM Young Friends Support Committee we are building the foundation for a youth program that was too seriously challenged through the pandemic years.

Our spiritual lives were deepened and nourished through the work of Ministry and Worship. Through them we welcomed eight new members by application and one by transfer. Our community is enriched by the recognized ministries of four friends each of whom was supported by an anchoring committee. Our connections were deepened during Adult First Day School and through the ministerial leadership of Mary Ann Downey when eleven Friends shared their Spiritual Journeys and joined our hybrid gathered meeting retreat.

We remembered and were enriched by the lives of Friends who passed. Memorial Meetings for Worship were held under the care of the meeting with the support of Ministry and Worship and Care and Counsel for John Stabler, Cindy Berg, Bruce Burton, Bette Turlington, Peter Schantz, Beth-Ann Buitekant, and Muireann Brennan.

We were surprised in 2022 with the announcement by the national Quaker Voluntary Service [QVS] that they would, “enact a sabbath for the Atlanta QVS program.” We finished out our 10th year, providing support for the cohort of QVS Fellows. As a community, we mourn this loss while holding the incredible gifts we have received and given in our decade of fellowship with QVS.

We continue in the spiritual work of addressing racism in ourselves, our institutions, and our society with guidance and support from Quakers for Racial Equality [QRE], the Committee for Undoing Racism in the Atlanta Friends Meeting [CURAFM], the ad hoc Committee on ad hoc Committee on Reparations and Right Relations, and Friends of Color. This year we saw the fruits of this labor in monthly collaborative forums, meetings, and conversations, and after almost 2 years of work, the Meeting’s approval of AFM’s Interpersonal Racist Incident Policy. The ad hoc

Committee for Anti Racist Policies and Procedures, that completed this monumental work, was composed of Friends from many committees and was supported by Friends of Color. 2

We also endeavored to strengthen our spiritual lives by examining our deep history with the enslavement of African American and Indigenous People and the displacement of those Indigenous People from the lands on which we reside. The ad hoc Committee on Reparations and Right Relations along with QRE developed programming this year that supported our continued growth in understanding our varied positions and responsibility to this history.

We see that this work is no longer singularly located in one or two committees but has become central to the life of the meeting through the work of many committees, collaborations within the Meeting and the wider community, the ministry of Casa Alterna, and the work of individual white Friends and Friends of Color. Friends are engaged in conversations through the book group reading books by and about People of Color, the CURAFM monthly dialogue “Let’s Talk about Race” and, and SAYMA sponsored racial justice training affinity groups. AFM continues to support and encourage Friends to attend conferences related to recognizing and undoing white supremacy and living into anti-racism as we seek to become an anti-racist, multicultural Meeting.

While we are experiencing a year of recovery and building our spiritual lives with each other, we recognize that the world around us continues to present challenges that pull deeply at our core values and move us to action in ways that often feel urgent. We are living out our Quaker testimonies through the ongoing works of many committees and Friends.

We maintain relationships through committees and individual Friends with organizations and movements doing the work of peace, equity, justice, and stewardship in the local and broader community. Friends can be found serving in the Quaker Religious Education Collaborative [QREC], Friends Committee on National Legislation [FCNL], American Friends Service Committee [AFSC], Southern Appalachian Yearly Meeting and Association [SAYMA], Alternatives to Violence Project [AVP], Beacon Hill Black Alliance for Human Rights, Decatur Cooperative Ministries, and the Atlanta Forest Defenders among others.

The Social Concerns Committee [SCC], which coordinates the outreach work among many Friends and committees of AFM, recognizes the increased need for action on issues relevant to women and indigenous communities as well as the continued need to counter the national and state movements to disenfranchise voters in 2022. They invested heavily in local groups and activities that lifted up the needs of those most affected by these concerns. With Green Friends they supported a forum as well as the very successful voter access banner-making project. They

focused on international concerns related to the wars in Ukraine and in Yemen collaborating with the Atlanta Advocacy Team 3 of the Friends Committee on National Legislation, supporting interstate travel for lobby visits as needed. We approved a minute, presented by SCC, of support for the expansion of medicaid in Georgia.

Casa Alterna, a ministry of radical hospitality welcoming asylum seekers from all over the world to the meetinghouse, continues to minister to those ensnared by a broken U.S. immigration system. With the support of the Atlanta Friends Meeting, and the ministerial leadership of Anton Flores-Maisonet, guests are received as friends and offered accommodations, meals, and other simple necessities. In 2022 over 70 asylum-seeking guests from 13 countries were welcomed into the meetinghouse.

This year we welcomed back meeting groups and renters into the physical space. This return to the week-day bustle in the Meeting House has added to the sense of recovery and renewal for many. As we transitioned back to daily use of our Meeting House, we have invested in our physical home with a much needed replacement for the front doors. After 10 years of work by Green Friends and supported by the Administration Committee solar panels were installed on the roof. We spent much of the year waiting for them to be connected to the power grid which did not happen in 2022. We have held landscaping work days, continuing to build out the trails and spaces in the land behind the Meeting House. We hired a new Property Coordinator who began his work at the end of 2022.

The Ferguson Cabin has continued to be a place of retreat for more than 100 individuals in 2022 and is cared for by a dedicated committee endeavoring to maintain and enhance the physical space and the scheduling system to foster Friends comfort in this important AFM resource. This year AFM supported the community of Murray Cove in its opposition to the commercial development of property adjacent to ours. Ultimately the commercial development was allowed to proceed while maintaining a green buffer between our property and theirs.

In 2022, as in years prior, a common wish arose among Friends as we sought to deepen our spiritual community and address the social, political and environmental challenges of the world. We seek more robust participation in the committee life of the Meeting. We are grateful that the Nominating Committee was fully functional in 2022 helping to match the gifts of many Friends with the needs of the community. Nominating offered a committee fair in the late fall in hopes of engaging more friends in the work of the Meeting. We recognize not all Friends are called to work within AFM's organized committees and we hope that recent attenders as well as established Friends will feel welcome to share their gifts in meaningful ways, offering new perspectives and creating a new generation of leadership within our Friends Meeting.

## Attachment T3: Berea State of the Meeting Report

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

Berea Friends Meeting 3/19/2023 approved  
State of the Meeting Report 2022  
Beth Parrish

The single lane wooden bridge, the only access to Berea Friends meetinghouse, was in need of repair. Some rotten wood on a single beam made for a bumpy crossing. Continued deterioration could affect adjacent beams. Makeshift relief came from covering the surface with a metal plate until finding someone to work on the bridge and waiting for a sturdy replacement. After waiting for some months to get a telephone pole and getting it milled to the correct shape a knowledgeable, skilled person with appropriate tools managed to single-handedly install the beam without hurting himself or losing it into the creek.

Likewise Berea Friends Meeting is a sturdy bridge in need of repairs. The aftermath of the pandemic habits added to the spotty attendance, word weapons of accusations, gossip, and blame, illnesses, knowledge lost with members leaving, have all challenged us. Resilient as we are, some of our bridge builders initiate activities or rather re-introduce pre-pandemic activities that help build stronger relationships, friendships to create an atmosphere of trust rather than suspicion, fear and criticism. Soup suppers, projects to clean, to de-litter a highway, to feed people who participate in Room in the Inn (a program that accommodates the unhoused), to provide cookies and Christmas cards to those detained in the jail, to have worship sharing on queries in a Spiritual Journey group, to sing, to eat at potlucks, to discuss topics of interest, and to do committee work are all a part of a rebuilding framework.

Although the meeting may seem to be fragmented, members and attenders find ways to connect with each other, with Spirit and/or activities. So the low attendance at worship often just 6 to 8 people, which often lacks vocal ministry, is just one aspect of the Meeting community. People are also individually seeking through retreats, Zoom meetings with other groups and in workshops. Several have authored books or are in the process of doing so. A query was raised as to whether these individual activities deepen our worship and community or somehow scatter, diminish and detract from the life of the local meeting.

As happens with young people, they continue to grow older and age out of certain programs and get involved independently elsewhere. Some service projects and SAYF (Southern Appalachian Young Friends) retreats continue to attract teen participation, but that does not regularly bring them to Meeting or to help them find Meeting for Worship valuable. It is quite a challenge to invite new families to join our Meeting when there are not already young people attending. The facilitators of the young people's programs are often discouraged that the program plans they have are met with no shows. A very challenging cycle indeed!

In keeping with our testimony on sustainability, Berea Friends are exploring solar energy panels installed rooftop. Member/attenders of Meeting continue to encourage people to learn and try to understand about the insidious impact of racism in most aspects of our lives and to work for equity. Zoom is a very important connection to Meeting and we are challenged to think about using this connection as a way to reduce the carbon footprint of auto use.

Friends question our use of the testimonies. Are they a goal, a Spiritual leading or an inventory as a way to measure our actions? Does the peace testimony contribute to silence on important issues due to fear of creating conflict? Should continuing revelation be our most important testimony, which is not even considered part of S.P.I.C.E.S.?

In a culture which seems to criticize everything, do we expect wonder, joy and awe? To rephrase a George Fox journal entry: Are we patterns and examples, who walk cheerfully on the earth looking for Spirit/God/Inspiration in each other? Adding to that thought, if we don't find that of God in others, do we look again and again...?

## Attachment T4: Birmingham State of the Meeting Report

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

### Birmingham Friends Meeting

#### State of the Meeting Report to SAYMA

3/21/2023

Birmingham Friends missed gathering in community during the worst of the pandemic, though our decision to meet virtually has turned out to be a blessing. Our presence on Zoom has allowed members who have moved away to remain an active part of our Meeting, and it has allowed new attenders to check out our way of being in the world. We are particularly blessed to welcome several young adult new attenders who have become a beloved and active part of our community. As we have returned to meeting in person, they have drawn us into social fellowship outside the Meetinghouse, and our community feels more whole, more restored as a result.

The need to introduce our new Friends to Quaker practice and Testimonies has led us to a number of deep sharings, as has the need to reckon with the turmoil in SAYMA. Through a member's governance role in FCNL, we are also active in that organization's work to address injustice and turmoil in our country and the wider world. All of this has called us to mind how we live the Testimonies individually and together. We have felt called as a Meeting to support SAYMA in its struggles and its anti-racism work, and a larger number of Birmingham members and attenders are participating in SAYMA governance and activities than has been the case for some time. It is good to feel ourselves connected to our Yearly Meeting.

Like others, we also have had cause to mourn: we mourn losses (through death or relocation) of dear members whose testimonies and memories remain very present with us; we mourn the losses of lives and ways of living that COVID has taken from us; and we still mourn the loss of idealism and confidence that the insurrection inflicted upon us. We have used this time to grieve some losses together in worship sharing and in individual reflections. We have also continued, and even expanded, our advocacy for a better world by renewing our work with state organizations that seek justice. And we have had sensitive and deeply spiritual times of discernment over reproductive health care, abortion and women's equality led by FCNL's request for discernment on these issues.

We have supported one another, as well. A hospital chaplain expressed gratitude for the group of advisors who have supported his ministry. We have ministered to Friends through illness and major life changes. Finally, we all have supported each other through a major decision: whether to spend tens of thousands of dollars on critical foundation repairs to the Meetinghouse or to give up and look for another home for the Meeting. Our threshing session prior to the decision

underscored the degree of deep commitment Birmingham Friends have to being together, in this very place, at this time and for the foreseeable future. The process has been long and difficult, but we have met it in unity that is touching, healing and inspiring. Many members of the Meeting have labored intensely to make this work, and the story ends well: the steel girder foundation work begins next week, but other foundations have been strengthened throughout this process.

Submitted with thanks and love,  
Jane Hiles Clerk of the Ministry & Nurture Committee  
Birmingham Friends Meeting

## Attachment T5: Celo State of the Meeting Report

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

State of Celo Friends Meeting in 2022

Approved on March 19, 2023

Community was a theme for our meeting in 2022. This past year, our meeting has been filled with technological and in-person connections, rebirth, loss, suffering and growth. Challenges with technology and conflicts over Covid protocols, a worship with animals, the tentative and then wholehearted return to worshipping in person, the rebirth of our First Day School program, a new Ukraine Crisis/Refugee ad hoc committee, worship sharing groups, a birth, two tragic deaths, and the return of singing all brought us together in Spirit.

At the beginning of the year, we invited Friends to worship inside the meetinghouse, and several did while we continued a well-attended Meeting for Worship via Zoom. We tried using a device called the OWL that enabled Friends at home on Zoom to see and hear Friends in the meetinghouse. In a fairly short time it became evident that the OWL was, for many, detrimental to the quality of worship, and so we accepted that we would continue to have two separate Meetings for Worship. When the weather was nice, we worshiped outside, and more adult Friends felt comfortable attending in person.

As Covid restrictions eased and people felt more confident about attending in-person worship, we experienced a rebirth in our meeting. In the fall we sang outside without masks and then sang inside with masks once the weather turned cold. Individuals chose whether to wear masks during Worship. Marilyn Cade and Mari Ohta, determined to re-start First Day School, garnered the support of parents and volunteers so that our benches have been filled once again with children at the start of every meeting. The youngest children enjoy playing together, while the school-aged children have lessons with Quaker themes. FDS performed Christmas Carols from around the world and in different languages, including American Sign Language. We are tremendously grateful for the children's return.

Our dedicated Catherine Reid, who had lovingly seen the meeting through the worst of the pandemic, ended her term at the end of April. Her co-clerk, Joanna Flynn continued as the solo clerk for the rest of the year with the help of the entire community. She began to send an email "Saturday Update" each week, which provided information about Sunday's Meeting for Worship, upcoming events, and shared resources.

As we anticipated the challenge of bringing our families with children back to the Meeting for Worship, and in the spirit of fun, we held a "Meeting for Worship with Attention to Animals" event in April. We had a joyful worship experience with a horse, goats, a guinea pig, rabbits, and many cats and dogs. Adding to our joy as we slowly began to reassemble, Magnolia Rouse was born in June; she literally brought new life to our meeting.

Throughout the year, many of us were involved in worship sharing groups sponsored by the Adult Religious Education committee. At the end of the year, we focused on nurturing our spiritual roots and strengthening unity in our meeting. Some worship/sharing groups re-formed and contemplated queries drawn from Peter Blood's online curriculum "Deepening Meeting Life." In October our focus was on "Our Meeting as a Beloved Community," and in November we focused on "Deepening Our Shared Worship."

Celo Friends Meeting continued to support and learn through SAYMA. We supported our own Bob McGahey, who ended his term in June. He served as the clerk of SAYMA during tumultuous times. Seven of our members and



attenders are participating in the Racial Transformation worship-sharing affinity groups sponsored by SAYMA, which began in Fall 2022. Geeta McGahey serves as one of the facilitators.

Acting on our testimonies of community, stewardship and peace, an ad hoc Refugee Committee began in April, 2022 as a response to the humanitarian crisis created by the Russian invasion of the Ukraine and the resulting war. That committee raised money for the European-Middle East section of the Friends World Conference for Consultation and the Friends Peace Teams. Through direct contributions to Catholic Charities of Asheville and the purchase of a bicycle and tricycle, committee members supported a newly arrived Ukrainian family. In July the committee sponsored a talk on refugees by Stephen Zunes, PhD., professor of International Studies at the University of San Francisco. Locally the committee offered help to a newly arrived Ukrainian family and provided news updates on psychosocial support teams in Lviv, Ukraine sponsored by Friends Peace Teams.

Our Nominating committee went above and beyond the call of duty by arranging for all the positions to be filled according to our two-year cycle. We met in the Spirit using the Strawberry Creek method to raise up Friends who can bring their gifts into the meeting. Celo Friends continue to be grateful for this way of finding folks to serve.

Thanks to the work of several Friends, the poet Jacinta White, author of *Resurrecting the Bones* (Press 53, 2019), made a sojourn to our cemetery in September while she was in town presenting at the Carolina Mountains Literary Festival. She led a group to the part of our cemetery that we believe holds graves of enslaved people, and she composed a poem to commemorate their lives.

Beloved sons in two families died during this year. The deaths of Zane Thomas, 31, and Julius Polgar, 15 were, and are, a deeply felt wound to the meeting and to the broader community. Our Meeting gave support to family and friends, attended memorial services, and Julius' home burial. Community engagement in end-of-life matters continued the rich legacy of meeting member Ernest Morgan who wrote *Dealing Creatively with Death*, which continues to be a formative guidebook more than 60 years later. Our annual Day of the Dead was an intergenerational gathering to lovingly care for our cemetery and to honor those who are no longer living.

During 2022, community deepened in the ways we worshiped, sang and gathered together. Covid policies continue to be challenging, and we have yet to find a perfect balance that satisfies everyone. But listening together in the Spirit, we discerned together the best way forward during the fall and early winter allowing our community to grow in the Divine.

## Attachment T6: Chattanooga State of the Meeting Report

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

### Chattanooga State of the Meeting Report, 2022

Probably like all SAYMA meetings assessing their meetings, Chattanooga Friends are constantly asking “When will this pandemic cross be lifted from us?” Even though few of us still wear masks and our seats are not set as far apart, we have not returned to our prepandemic ways, either physically or psychologically. Chattanooga Friends have not rehired our monthly house cleaners, and our pre-pandemic five children (and their parents) have not returned to find we no longer have our First Day School for them. We have put our plans for enlarging our parking area on hold. Fewer members and attenders show up now for our twice-yearly (and still productive) work days or stay for Second Hours. We had to lay down our Peace and Social Justice Committee because of a lack of leadership. It has not helped that our yearly meeting has been battered by meeting withdrawals and controversies about the best way to root out white supremacy.

Yet for our strong core group—what Quaker meeting could ever cope without them?—there are glimmers that suggest the darkness is penetrable: the weekly number of first-time and continuing visitors, sometime three a Sunday, has been heartening, and we gained one new member last year. We have found the Quaker Speak videos helpful and still take time to explore individual spiritual journeys of those who attend regularly. We have also been careful to keep our nearly ninety-year-old meetinghouse in good repair. Collecting food to deliver to a local food bank and homeless agency continues to be a priority. Weekly meetings for worship reveal that Friends and attenders are growing and maturing in the faith; gratitude for our worship is often expressed. Our two committees that had the Quaker word “Oversight” in their names have excised it and become “House and Grounds” and “Ministry and Nurture.” We look forward to a time when the shadow of the pandemic has faded and the meeting flourishes abundantly.

Approved, March. 19, 2023

Chattanooga Friends Meeting,  
Larry and Becky Ingle, Co-clerks

## Attachment T7: Columbia State of the Meeting Report

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

Members and attenders of Columbia Friends Meeting have considered the SAYMA queries in order to discern how our group fared over the past year. We agreed that there have been significant challenges which include the withdrawal of some long time attenders. This has had a huge impact. Folks stepping back have revealed that often, the meeting's response to conflict has been a driving factor in their decision. We are now talking about past and current conflicts and using Quaker processes to halt old and ongoing hurt.. One person plans to return and we hope that others will too.

The lingering effects of covid have created problems and opportunities. On zoom and social media we can reach Friends who are unable or prefer not to worship and fellowship in person. Overall, this has helped Columbia Friends maintain and establish valued relationships, but there have been bumps regarding the best use of technology for all concerned. Recently we have begun exploring how to improve our zoom process so that both in person and on line folks can experience a more satisfactory worship.

Some additional challenges have involved funding the budget, repairs to an old building (our meetinghouse), upkeep of the greenspace and covid policies. Also there are few people able to volunteer for positions of responsibilities including First Day school teachers. We are few and largely older but very committed to addressing these areas of concern and are acutely cognizant that we must do better.

On the positive side, Columbia Friends have made a conscious decision to focus on spiritual growth. One member with a deep knowledge of this topic led some Saturday discussion groups. Our second hour First Day programs have included personal spiritual growth journeys and worship sharing. When planning future offerings, we hope to keep this emphasis. Our web site and outreach have made a difference in the lives of others. Pot lucks have been restarted. We are reaching out to those among us who are ill or need emotional support and our committees and representatives are active in peace work, first day school, wider Quaker communities and planning the use of our greenspace. In addition we provided assistance to a young international PhD candidate at UofSC who was involved with Quakers in his home country as a high school student, during college and while earning a masters degree. This latest project has been a source of profound satisfaction for many of us.

In summary, our small Quaker community feels fragmented and threatened. In response, we are actively seeking ideas for strengthening our sense of unity. To this end, we are trying to identify the group's common needs and goals.. Our meetinghouse and grounds are wonderful and should be used more intensely. How can we realistically and safely offer these resources for the benefit of others? Columbia Friends realize that our small group's future is not guaranteed and that the time to dig deep is now.

## Attachment T8: Cookeville State of the Meeting Report

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

### Cookeville Friends Meeting State of the Meeting Report 2023

Cookeville Meeting has had a quiet year of mostly worshipping on Zoom, with a few occasions of gathering in person at nearby parks when the weather permitted. We did this once with our local Unitarian Universalist group joining us in Quaker style unprogrammed worship. We also met for our annual retreat and enjoyed food and fellowship, ending with the creation of bags of needed supplies for homeless folks in our area. Our book club has continued to be a source of fun and growth together as we explore books by and about people of color. We finished *An Abolitionist's Handbook* by Patrisse Cullors and are now discussing *Kindred* by Octavia Butler.

Some of us feel that we have not deepened or breathed new life into our testimonies as a Meeting, mostly because of the continued challenges of the pandemic and other health risks that prevented us from gathering as a body in person. We feel the lack of physically greeting each other and the bonding of social events. There is an energy that we bring when we gather together that does not occur in the Zoom experience. Despite this deficit we have enjoyed the presence of several faithful new attenders, and individually we continue to do our best to live up to our testimonies. There is an expansive generosity of Spirit that thrives in our midst, even on Zoom. We hold a safe space for unprogrammed worship and sharing. Our worship continues to be mostly silent with seldom any ministry out loud. The challenge of being online has led us to use short quotes from various sources to focus our worship, which some find helpful. Occasionally we are treated to a glimpse of our youngest attenders, Finn (10 months), and Millie (Seven Years).

We find that we are functioning these days mostly as a worship group rather than a Monthly Meeting. Most First Days find us with a group of 8-10 people at the most. None of us are filling positions of responsibility officially but keeping our community alive by using the gifts we have been given in service to the whole. As some of us pass aging milestones such as turning 80 we feel that this is the best way forward for our community.

**Greenville Friends Meeting  
State of the Meeting Report to SAYMA  
March 31, 2023**

**Greenville Friends Meeting is a small, vibrant, tightly-knit group of Friends. We have attracted a number of visitors, Friends as well as first-time attenders. We have made a very conscious, careful effort to welcome newcomers and incorporate them into the life of the Meeting, as they are led.**

**We have become more organized as a Meeting, selecting a Clerk who is a seasoned Friend. Our Ministry & Nurture Committee is very active in supporting Friends with specific needs. We occasionally gather for meals outside of Meeting. On one First Day each month, one of us provides catered food for fellowship followed by religious education at the rise of Meeting. We have budgeted funds for the food, so that provision is not a hardship on anyone.**

**Alan Johnson is serving as our representative to SAYMA, and he has been participating in the small affinity group meetings.**

**We have explored community outreach (e.g. GOAL: Greenville Organized for Accountable Leadership) but have not as yet found a project on which we are unified.**

**We are also exploring a variety of ways to serve broadened attendance and to make the Greenville community aware of our presence. We have improved signage to direct visitors to our Meeting for Worship on the Furman University campus on First Days. Two of our meeting members presented a one-time class on Quakerism at the Osher Lifelong Learning Institute at Furman.**

**As a Meeting, we have become more cohesive and unified in the past year. Vocal ministry has become more frequent and meaningful to all. We are currently studying and discussing *The Quaker Way* by Rex Ambler. Friends take turns leading the study sessions and we have found these to be deep and rich conversations.**

## Attachment T10: Huntsville Area State of the Meeting Report

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

### State of HAFM 2022

The state of Huntsville Area Friends Meeting (HAFM) is positive but concerned with the changes of how we meet now. We have continued to stay virtual even though the effects of the pandemic have lessened. Our distance and energy greatly are ameliorated by the convenience of virtual meeting. We have had a couple of in-person meetings to connect during the year and some Friends meet, well as friends. The meeting is moved to share a bit of their personal lives, their silent worship and then any joys and concerns. But for the most part it is done over a Zoom screen interface, and I think many miss the closeness of spirit when we met in an annex of a local church in the past.

One member stated: Friends met this year on Zoom exclusively. Sharing our deeper personal experiences with each other is how I have felt my needs were met on all fronts. However, I feel a great need for more real, honest & deeper personal sharing. Silence worship is good for connection with God but I really feel a lack of involvement with each other. I feel we are in dire need of more heart felt personal expression. The Meeting needs more time building community and using HAFMS old worship sharing method of “passing the fish”. HAFM is a dear group but needs to maintain our growth and spiritual community for survival.

#### *What challenges did our meeting face during the last year?*

Some of us miss regular face-to-face meetings. However, we have met intermittently outside at COVID-safe places, e.g., peoples' homes and parks, etc. Zoom has worked well for us for meeting for worship, as well as meeting for worship with attention to business. Also, Zoom has enabled us to have attenders and members from other geographical locations join in our meetings for worship, e.g., from the Democratic Republic of Congo, as well as from distant locations here in Alabama.

We have continued to meet on ZOOM. Since we left the church, we are more loosely organized than before. We don't have some of our once functioning committees and resources: ministry and nurture committees; environmental committees (Earth-care Witness); the library and ability to pass out Quaker pamphlets and journals; the sign-up sheet for Worship Guiding Words and Queries; young people to add to our Second Hour from what they did during their worship hour; a set me to have fellowship.

#### *How did we support and lift each other up?*

Some social/spiritual gatherings have included family members of regular attenders, including "4footeds." Also, we have stood beside one another via email/telephone, etc., during times of loss, particularly, with Friends whose ill and/or dying family members have been far away. We have used second hours, for book studies, e.g. *Life Lessons from a Bad Quaker* and *Me and White Supremacy*, as well as sharing about our spiritual journeys. The leadership and humor amidst our group has enriched our Meeting.

The first few minutes of Worship we have informal check-ins about what we are doing. The advantage of this is that all members can hear about each other's lives, everyone may not contribute but all can listen to those who do share. Also, in Joys and Concerns, our sharing brings us closer together. Anyone wanting to follow up during the week can do so individually.

*How did we breathe new life into our testimonies and responses to turmoil in our community and the world?*

Several of our members/attenders are active in the Friends Committee on National Legislation's Huntsville Advocacy Team (HAT). One of our members has provided HAT a ZOOM link for HAT's monthly meetings.

HAFM is represented on the Interfaith Mission Services (IMS) Leadership Council. Through IMS, we've provided financial and emotional support to refugees arriving in Huntsville from Afghanistan and Ukraine. Some members worked with another community organization, Global Ties Alabama, to share information with a Ukrainian and Polish delegation about their refugee work and Friends' historical and current work to benefit immigrants at the US/Mexico border. A Friend representing Voices from the Border Zoomed in to give a personal testimony of Voice's work with refugees. One of our members serves Huntsville as a member of the advisory council for the Office of Diversity, Equity, and Inclusion.

The meeting often discusses the turmoil around world events, political crisis in U.S.A. during pre-meeting discussion or when the meeting closes with any joys or concerns. The meeting is fairly communicative even if it is from our home offices, bedrooms, living rooms. The meeting tries to share and assuage concerns of the group.

*How did we deepen together spiritually over the past year?*

During meeting for worship, we have often benefited from queries offered from SAYMA Faith and Practice (and other sources) and subsequent vocal ministry. As we have learned more about each individual's views of the world, stories, joys, and concerns, our



bonds strengthen for our growth, individually and as HAFM, to witness to one another and our community, our nation, our world community, our Earth.

HAFM keeps rolling along like a well sourced Appalachian creek. Each of the members and attenders share their worship and thoughts and this energy streams together making our little community flow in the present. The Meeting will continue to share spiritual discovery during silent worship, additional items of interest, joys and concerns, a helping hand, and the ways of the Society of Friends that we have learned with each other and those that join us. HAFM will continue to build a better world around us and with those we encounter.

## Attachment T11: Memphis State of the Meeting Report

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

### **Memphis Friends Meeting State of the Meeting Report for 2022**

We began 2022 fresh from the disappointment of yet another Christmas Eve only accessible to us online. And while we had to return to online-only for Christmas Eve at the end of 2022, we postponed that service to hold a joyous in-person Epiphany in January 2023.

Throughout 2022 many of us continued to face the longing to be together in person, while being tender that some of us still did not feel safe doing so. Finding our way back to the meetinghouse was a road of tension, bearing with each other in love, sometimes reverting to Zoom only worship, sometimes gathering in the backyard, and then finally in the meetinghouse.

Last summer, long before we were meeting in person again, we undertook carpentry repairs and had the exterior of the meetinghouse painted. Now that we are back, we find that the meetinghouse is still a beautiful, well-maintained place for us, a welcome space for worship.

Returning to the meetinghouse is allowing us to do many things that have been on hold during the pandemic: First Day School, potlucks, and sharing our space with others. We have just recently resumed First Day School and it is wonderful having young Friends in our midst once again. Last spring, one of our teens invited SAYF to our meetinghouse for the first time for their spring retreat, but it was only this spring that we found unity to resume monthly potlucks. We strive to be hospitable; it is a joy when new people find us. And it is a joy to once again open the meetinghouse to community groups.

Friends are devoting time and energy to our Justice Working Group, our yearly meeting, Wider Quaker Organizations, and community groups supporting racial justice, peace, and the LGBTQ+ community. However, the work is daunting and to find the encouragement to continue our efforts, we are cautioning ourselves to take the time to discern what is reasonable to do with the time and energy we have to give.

As we continue breathing new life into our community, the simplest of things can be deeply meaningful: a call, a card, a note, meeting for daily online worship, or a ride to worship. The slow regrowth of our community sometimes takes a leap forward as we rely on the certainty of the spirit. We are moving forward by being present for each other. Our collective deepening also comes from clearness committees, discernment, and supporting and lifting up not only the focused Friend but also the supporting Friends as well.

These reflections yield several queries and observations: How do we keep Quaker communities, large and small, safe? How do we balance the truth of our testimonies while being Friends of integrity? How do we help people feel connected to the Light within, as well as with our community of Friends?

By wrestling with these challenges Friends grow closer to Spirit and to the Light. If we let them, the challenges we face can lead to spiritual deepening.

*Process: Meeting for Learning on Zoom January 22, individual conversations, small in-person meetings in February, read in Meeting for Business March 12, seasoned online, and approved in Meeting for Business April 9, 2023.*

## Memphis Friends Meeting List of activities in 2022

Activities grow out of an abundance of spirit. Here are some of our activities supporting causes we have worked on, supported, or accomplished during 2022:

- *Hosting a SAYF retreat*
- *Holding a 2<sup>nd</sup> faith stories sharing group*
- *Sponsoring our own MLK Day food drive*
- *Marching in the MLK parade*
- *Working with the local Advocacy Group of Friends Committee on National Legislation (FCNL)*
- *Threshing about conflict in Southern Appalachian Yearly Meeting and Association (SAYMA)*
- *Endorsing a reparative justice minute from Atlanta*
- *Making financial contributions to WQOs and local causes*
- *Worshiping with Friends in Kiev through Zoom*
- *Participating in Quaker Earthcare Witness (QEW)*
- *Participating in FWCC events on Zoom*
- *Supporting the Poor Peoples' Campaign*
- *Producing a museum exhibit for Memphis Proud!*
- *Researching Southern Quaker stories and finding ways to share them*
- *Offering support to the Golden Rule sailboat tour*
- *Inviting Friends and Community Leaders to present Meetings for Learning including Folami Adams and Friends from SAYMA M&N*
- *Supporting the End Slavery amendment to the state constitution*
- *Volunteering to serve in SAYMA on committees or as officers*
- *Attending online Friends General Conference (FGC) gathering*
- *Attending Yearly Meeting both online and in-person*
- *Attending the Tennessee Equality Project (TEP) Gumbo Contest*
- *Participating in Braver Angels*
- *Attending a retreat in Nashville where Folami Adams was the keynote speaker*
- *Participating in a workshop at Pendle Hill (Connection, Rupture, and Repair)*

**State of the Meeting Report for 2022**

Nashville Friends Meeting

March 26, 2023

Each year, Nashville Friends Meeting (“NFM”) uses its State of the Meeting Report as an opportunity to survey the joys and challenges that defined the previous year. This year, too, the Report will try to pull together the various threads of continuity, progress, and frustrations that we faced over the preceding twelve months. We have found, however, that many of the meeting’s disparate challenges share one contributing factor that has come to cast an unavoidable shadow over the life of the meeting: the increasingly uncertain role of religion in American public life. That uncertainty poses serious challenges—some obvious, some less so—to the meeting’s efforts to build its community, meet the spiritual needs of its members and attenders, and find a place for itself in the broader civic life of the city in which we worship, while seeking a tolerant, pluralistic vision of religion in society, in which no one’s faith is mandated or imperiled.

The area in which these issues are perhaps most prominent is pastoral care. Pastoral care draws on ancient models of spiritual and social support, and, while many aspects of those models are indispensable and must be preserved, we have also found that simply trying to provide pastoral care in the manner of the past has too often fallen short. The ways that people communicate have changed. Attitudes regarding familiarity, trust, and boundaries have changed. Meanwhile, many Friends have no reliable, preexisting model for how to either give or receive the pastoral care that we know to be central to the responsibilities of the meeting. In 2022, our Ministry & Counsel Committee tried to provide the care that was needed, but too often failed to do so. In an effort to improve matters, we have established a Pastoral Care Working Group that focuses specifically on that task.

Another persistent challenge has been providing a welcoming environment that fosters individuals’ fully joining into the life of the meeting, including through committee membership and participation in corporate decision making. Here, too, we have been forced to reckon with the fact that many Friends come to us without an established expectation of what participation in a religious congregation does or should entail. That lack of a framework, combined with the opacity that so often characterizes individuals’ first encounters with the Friends, has made it difficult to bring curious seekers fully into our community. We are taking steps to address this issue, as well, including by planning an event for newcomers in March of 2023 and seeking to kindle new interest in our spiritual deepening groups. For the time being, however, we remain a meeting in which a great deal of work and responsibility is concentrated among a small number of longstanding Friends. Meanwhile, many curious attenders leave meeting for worship without a full, accurate picture of who NFM is and what we believe.

Other problems also persist. We have noted, in past Reports, that our meeting is often constrained by its lack of diversity, and that continues to be the case. We also continue to have an uneasy relationship with the Southern Appalachian Yearly Meeting and Association (“SAYMA”), although we hope that that is improving. Many of our members and attenders either have no relationship with SAYMA or are actively skeptical of SAYMA’s ability to function as a spirit-led community. NFM has been trying to hold space for healing with the broader SAYMA community, but this process still requires time.

The past year has had successes, as well, which we celebrate. Although we have still struggled, at times, to bring families with children into the life of the Meeting, we have made significant strides in establishing the policies and infrastructure necessary to support families when they do join us, thanks to the work of our Children’s Education Committee and the meeting’s decision to prioritize childcare as a budgetary matter. While we hope to bring in more families in the future, the children who have attended meeting have nourished us deeply.

We approved one new member in 2022 and were joined by many new attenders. We participated in the transfer of the membership of two members who had moved to another city.

Another cherished development is the fact that the Nashville Friends who participate in the Alternatives to Violence Project have been able to resume their important work with incarcerated individuals, which had been heavily disrupted by COVID.

In November, Nashville Friends Meeting hosted a regional weekend retreat, "Listening 4 Justice," with the focus on anti-racism work, both individually and in our meeting. The workshop, led by Folami Prescott-Adams, included Nashville, Birmingham, Knoxville, Memphis and Chattanooga Meetings with overnight local hospitality.

Our Prayer Committee continues to be foundational to the meeting by devotedly holding those for whom it has been requested in the Light. The committee’s list of individuals to hold up in prayer has now reached four single-spaced pages, yet the members of the committee have not wavered in their efforts. Many of us have felt the power of the committee’s invitation of the Divine into our lives and are better for it.

Our discerned reallocation of our charitable giving, overseen by the Peace and Justice Committee, has made us significantly more responsive to the values of the meeting and what we perceive to be the needs of our Nashville community. We have remained mindful that our commitment to justice must be accompanied by action and that one of the types of action we are well-situated to take is the provision of needed resources.

Another type of spiritually led work toward justice that our meeting has supported is a group of Friends’ work as the Nashville Advocacy Team of the Friends Committee on National Legislation (“FCNL”). The team has worked together with other FCNL advocacy teams across the country, lobbying our elected officials in a non-partisan way, to support peacebuilding.

We have tried to find opportunities through which we can lend our voices as Quakers to public discussions. In past years, that has taken the form of public minutes, such as our public minutes on social justice and indigenous place names, as well as other vehicles, such as our adoption of a land acknowledgment. Although we did not issue any such public minutes in 2022, we continue to look for chances to join public conversations in a way that is constructive and divinely led.

Our Adult Education Committee has presented and arranged for regular Second Hours that have both enriched the collective life of the meeting and given us opportunities to grow in our knowledge of each other in the Spirit.

Perhaps most hearteningly, although we sometimes struggle to find a shared language that expresses each of our experiences, the Spirit remains present in our meetings for worship.

Nashville Friends Meeting remains a meeting in transition and perhaps will be so for the foreseeable future. Religion itself, after all, is in a period of transition, as is our broader society. Indeed, close examination would probably reveal that even the eras of the past that we associate with constancy and stagnation have been rich with transformation and potential beneath the surface. NFM therefore embraces its changing nature. It does so, though, with an awareness that with change often come precarity and risk. Our hope is that we can grow together in the Spirit in 2023 to ensure that the changes we undergo are spirit-led.

## Attachment T13: West Knoxville State of the Meeting Report

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

### West Knoxville Friends Meeting – State of the Monthly Meeting 2022

This year we turned to joy when we felt our spiritual well-being lagging. Business meetings were often a time of strife, and we responded by seeking balance with time for sharing of joys and caring for others. Peace and Social Concerns provided an opportunity to center on music and fellowship, Ministry and Nurture sought to resolve conflicts and provide opportunities to elder in the most positive sense of the word. This fostered hope as we navigated challenging times and set the stage for future growth.

Discomfort over racial justice tension experienced in SAYMA was also experienced within our Meeting. In recognition of the need to address this tension, Friends engaged in learning activities, and several joined the Racial Transformation Training offered by SAYMA. Our InterRacial Well-being and Restorative Justice Committee continued to bring forward information and opportunities focused on our local community.

We continued the practice of a hybrid meeting for worship. When meeting in person, Friends opted to continue wearing masks except when eating and we resumed our custom of shared meals. New attenders were welcomed, and the absence of those who left was felt. Meeting gathered to give support for two memorial meetings, a member and a family member of an attender, and a few Friends were called to move to other locations.

One Friend lead a Quakerism 101 class which was attended virtually across SAYMA. However, we felt the absence of our traditional Religious Education as we no longer gather for study prior to meeting for worship, and our second hours after the rise of meeting were mainly business focused this year. Friends expressed sorrow for this absence and hope that we return to sharing religious education topics.

Individuals used their gifts in many ways by keeping the Meeting House in good working order, caring for children during meeting, making all occasion cards, providing technical skills, representing the Meeting with SAYMA, and volunteering with Family Promise. The continued good work by our Peace and Social Concerns Committee grew to include a Friend from a programmed meeting who participated in writing letters to support FCNL issues and we joined the programmed Friends for worship one afternoon. Friends greatly appreciated opportunities to gather for music, food, and fellowship. Of special note is the hard work of the Hospitality Committee to keep us nourished physically as we focused on the spiritual and practical work of Meeting for Business.

We continued working to revise the Statement of Practice and bring it in line with the actual running of the Meeting, new committees were added, and the activities of longstanding committees were clarified during Second Hours. The year ended with a new concern about a planned housing development adjacent to the Meeting's property.

We look back on 2022 as a year of struggle to grow and a willingness to engage in work that challenged us physically, emotionally, and spiritually. We remain strong and committed to living up to Friends' testimonies.

Prepared by the Clerk and Asst Clerk and approved at Meeting for Business 4/2/2023

Melissa Preast  
Clerk

Attachment U: Notes Used for Report from Released Friend Adrian Mehr

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

Friends,

“As I was traveling, it has become more blatantly apparent that there is such a need for the connections that are happening, how vital it is for this work to continue for the growth, health, and frankly survival of our yearly meeting. These past few days have made it more clear than being on integral SAYMA committees for almost a decade would ever have told me.

There is great thirst for connection, reconnection, exchange, deep community, and growth.

Fostering and facilitating those things is my gifting, as well as my passion.

I am able and willing; being funded to do so is my only obstacle.

As I started my released journey in January, I did not expect the path to rise to meet me so profoundly; Friends and Meetings already want me to return.

It is the different Friends, our different Meetings, an array of directions, as well as needs of the individual needs of Friends and Meetings that make a vibrant, rich tapestry.

I am confident that the Yearly Meeting is full of Friends seasoned enough to walk and chew gum at the same time, again. Now is that time, there may not be another.

When a Friend in Atlanta asked about when my return would be, I stated that it would be contingent on funding.

They replied, “...If Friends understand the overdue urgency of what you’re doing, the funding will be found.”

In the time we live in (on this side of a pandemic), this work is different and more timely than what information one committee could gather and then connect to the right place, even if two meetings were visited a year, as Ministry and Nurture used to do.

I am asking to tend and grow what I have begun.

That mechanism could happen as a Released Friend, or as a field secretary (which seems to be a lot of what the work is).

We connected with ten Quaker Meetings in ten days.



With Shahin Samiei sojourning with me, we visited six SAYMA Monthly Meetings in the first five days: Birmingham AL, Atlanta GA, Athens GA, Macon GA, Aiken SC, and Columbia SC.

We then went over to Charleston SC, worshipping with them on first day.

We then began our return westward, stopping for hospitality with Friends in Greensboro NC, connecting with Margaret Farmer of the Asheville Meeting, Laura Seeger of the Chattanooga meeting, before finally Meeting with Huntsville Friends.

To help take in the cities, we visited the King Center in Atlanta, as well as the historic sites in walking distance, and the Carter Presidential Library. In Macon we stopped at the Harriet Tubman and Otis Redding museums.

When we visited Columbia Friends, it was in the only Meetinghouse in South Carolina for 150 years.

When we visited a Meeting we would sit, usually over a meal, with deep listening, asking and exchanging over how their meeting is faring, what they are excelling with, what they are struggling with, what might be helpful, as well as their relationship with the Yearly Meeting.

## Attachment V: Memphis Friends Meeting Minute

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

### ***Seasoned in the face of the Meeting June 11th, 2023.***

*The last few years have been tenuous for SAYMA and many monthly meetings for many reasons, including the COVID pandemic and yearly meeting conflicts. In the midst of this, Memphis Friend Adrian Mehr has been doing impactful, meaningful, and reciprocal work for SAYMA, himself, and the monthly meetings. He has worked to strengthen and reestablish relationships. This is a vital connection that is needed as we see the ongoing loss throughout SAYMA and monthly meetings. Memphis Friends Meeting affirms the necessity of this work and connection. As SAYMA discerns what it looks like to move forward in financial respects for the work of a Released Friend, Memphis Friends Meeting affirms this work and supports the funding of it so that Adrian's work can continue.*

### ***Memphis Friends Meeting.***

## Attachment W: Yearly Meeting Planning Committee Report

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

### Yearly Meeting Planning Committee Report to Yearly Meeting 2023

Planning for Yearly Meeting Sessions and Retreat this year was a 5 phase process. We started in the fall of 2022 with the news that Warren Wilson College was not welcoming groups onto its campus for the summer of 2023. Our first phase was finding an alternative acceptable venue for our program. We reached out to over 20 possible venues and narrowed it down to 3 and finally settled on Berea College by December.

Phase 2 was discerning a theme for the year. If this sounds like an easy task after the search for a venue, then you might not be a Quaker. By the March Representative meeting we reported our theme, *Why Are We Here?*

Phase 3 was scheduling and determining that we wanted the 2023 year to firmly uplift both Sessions AND Retreat with opportunities for recreation, reflection, and play, along with our worship and business. This resulted in adding a full day to the event. Planning for workshops and worship began in earnest in phase 3 along with uncovering the logistics of our new venue.

Phase 4 - Registration and outreach. Using the electronic platform, Eventbrite for registration, for the 3rd year has proved to ease the registration process significantly for participants and registrar. We did see a dip in participation this year from all demographics and we partially attribute this to being in a new location.

We are in the midst of Phase 5 which is the Sessions and Retreat itself.

The work of the YMPC committee this year was intense.

I want to thank the members of the YMPC, Jennifer Dickie, Clerk, Karen Morris and Chris Berg, Worship Coordinators, Steve Livingston, Workshop Coordinator, Kendall Ivie, Treasurer and Budget support, Laura Lane, JYM Coordinator, Judy Geary, Bookstore and Program Layout, Pat Gailey and Shannon Roberts-Smith, Local Coordinators, Hank Fay, historical insight and guidance, Millie Gimmel, new insight and guidance, and Susan Phelan, administrative assistant and registrar support. I would like to thank our SAYMA co-clerks who attended almost every meeting with us. I also want to extend thanks to SAYMA URJ for their feedback and support when needed and also to Aaron Ruscetta for coming to the spring meetings as he geared up to run the virtual "show" at this year's event)

I also want to thank the many Friends who stepped up to volunteer. You moved chairs, contributed to and set up Chat & Chew, made the all day coffee pot a reality, drove the golf cart, facilitated worship, played for the sing-a-long, helped at registration and the bookstore, and lowered bunks. It wouldn't have been the same without you!

Going into 2024 we will have the distinct advantage of having had a successful Sessions and Retreat at two different venues! This means we may have a choice to make in the coming years. As a caveat, we don't yet know if or when Warren Wilson College will open for Summer events.

The planning committee would like to recommend that we consider holding our 2024 Sessions and Retreat here in Berea for a second year for 4 reasons,

11. The learning and development curve this year was steep and now that we understand the bathroom situation, how the keys work, what the spaces look and feel like, planning and logistics will be easier.
12. The cost of the Berea Facility is less than the other venues we reviewed and less than Warren Wilson College, allowing us to continue to hold our registration costs relatively steady while continuing to offer the scholarships to families and Friends of Color and our full time FANs and pay our JYM/Playcare Staff.
13. A second year in the same place may ease the concerns of Friends who initially felt anxious about moving away from WWC.
14. Getting a date on the calendar now will allow Friends to plan ahead and the YMPC to start with the end in mind.

You will receive two short surveys. The first will ask you to weigh in on your preference for location and share any thoughts about the dates. Your prompt response will allow us to move forward with confidence soon! The second survey will give you the opportunity to let us know what went well this year and what we could do better in 2024.

Note: June 2024 has 5 weekends those that are available at Berea College as of now are:

**1st** - June 1-2

**2nd** - June 8-9 (NOT AVAILABLE)

**3rd** - June 15-16 (tentative)

**4th** - June 22-23

**5th** - June 29-30

Respectfully Submitted,  
Jennifer Dickie, clerk YMPC

## Attachment X: Yearly Meeting Planning Committee Report II

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

### YMPC 2nd Report 2023

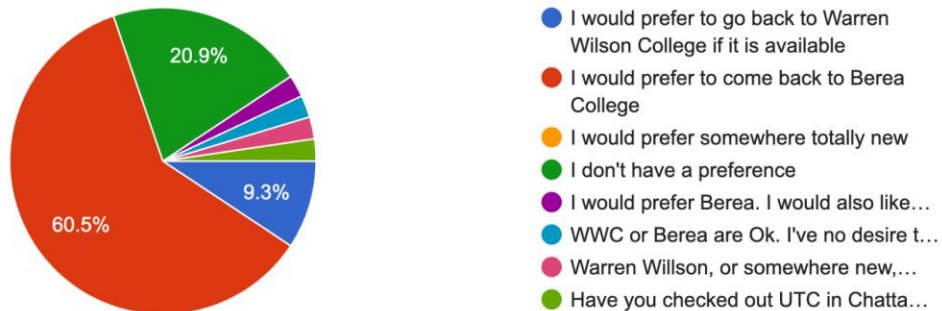
42 Friends reapplied to the survey. This is 33% of the adults who attended SAYMA Sessions and Retreat.

From the responses,

- 81% either prefer Berea College or have no preference.
- 9% prefer Warren Wilson College
- Several comments helped us to understand the context for the preference
  - Accessibility for differently abled Friends
  - A desire to have a second try
  - The space for JYM and SAYF were superior to WWC facilities
- More than one comment suggested we rotate locations including possibly adding a 3rd location in the next few years.
- Several Friends said anywhere as long as we have hybrid options
- Comments about food both in favor and not in comparison to WWC.

### For SAYMA Sessions and Retreat 2024. . .

42 responses



Attachment Y: SAYF Epistle

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

SAYMA epistle  
by Sage, Oliver, Elli, etc

number of retreats: 7 includes sayma  
locations: Atlanta, Asheville, Black Mt, Colo, Berea

2 nature retreats: west Knoxville + Black mt

Aug. turnout 15-22

Activities: ~~Bear~~, ~~mount~~ invasive plants, trash  
pickup/~~trash~~ community gardening, Bear  
Rangering

? net-gain in people

Thank you for:

providing scholarships

~~parts~~ ~~driv~~ ~~fan~~ ~~support~~ and YAF presence  
meetings for hosting

~~Reza~~ Continuing to rebuild <sup>and redefine</sup> community ~~and~~ <sup>and returning</sup>  
post-Covid - We're so happy to see young new faces!  
<sup>and we can't wait to do it again next year!</sup>

SAYF is an all-inclusive space where ~~just~~ 11-18  
year olds build community through group activities and  
community outreach.



## Attachment Z: Young Adult Friends Epistle

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

To friends everywhere,

This year at SAYMA the YAF community was vibrant and bountiful. Around 20 of us participated in the sessions here. Through our time spent together we cultivated and enriched friendships both old and new.

A month prior to meeting here the YAFs meant for the first retreat in recent memory at the Ferguson cabin in North Georgia. We had a robust turn out of close to 20 friends. We spent the weekend connecting with ourselves, nature, and Quaker practice. We hope to continue these enriching retreats in the future.

This weekend YAFs participated in SAYMA sessions in a multitude of ways. Many attended business meetings, plenary and listening sessions, workshops and worship. Some also participated as FANs for the SAYFers and Coordinators for JYM. These experiences enriched our connections with the wider community.

Our business meeting was fruitful, as there was lots of overdue business to attend to. The energy of the meeting reinvigorated The Light Within us all. there was a sense of love and acceptance felt through everyone's words spoken at the meeting. This allowed us to find Clarity and a sense of the meeting.

We also want to acknowledge the incredible incredibly generous donation from the Kenworthy family without which many YAFs would not have attended, and for which we are immensely thankful.

We thank Berea College and SAYMA for holding this space for connecting with each other.

May this community continue to grow and blossom as we all wish it to.

Attachment AA: Epistle of Friends of Color Affinity Group

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

Dear Friends:

“White rage is not about visible violence, but rather it works its way through the courts. The legislatures, and a range of government bureaucracies. It wreaks havoc subtly, almost imperceptibly. ... White rage doesn’t have to wear sheets, burn crosses, or take to the streets. Working the halls of power, it can achieve its ends far more effectively, far more destructively. ... **The trigger for white rage, inevitably, is Black advancement. It is not the mere presence of Black people that is the problem; rather, it is Blackness with ambition. With drive, with purpose, with aspirations, and with demands for full and equal citizenship. It is Blackness that refuses to accept subjugation, to give up.** A formidable array of policy assaults and legal contortions, has consistently punished Black resilience, Black resolve.”

From “**White Rage: The Unspoken Truth of Our Racial Divide**”, by Carol Anderson, Ph.D. (p. 3)

Unfortunately, Black and Indigenous Friends of color, (BIPOC) have been subjected to this type of quiet racism, ever since the earliest days of Friends in the Americas, right up to the present day. When we examine our record, there is no doubt that subtle, and not-so-subtle racism, has been a part of SAYMA since its beginning, and it is abundantly clear that it is still operating now. We see white domination, aka racism, enacted through SAYMA’s formal and informal business processes, overtly and covertly. We have witnessed the spiritual gifts and spirit-led activism of BIFOC maligned and suppressed. Our continuing revelations (spirit-led initiatives) effectively undermined through various unfriendly means.

Since the formation stages of the SAYMA Uplifting Racial Justice (URJ) committee, BIFOC have been viciously attacked, with almost total impunity. Every anti-racist initiative SAYMA-URJ has brought forward has been met with white outrage and resistance. BIFOC who have been doing exactly what they are called to do to address longstanding issues of racism among Friends, have been called liars, con artists, bullies, and abusers, basically over **differences of opinion**—as to what racism is, how it operates, specifically among Friends, and what strategies to dismantle it-- which is to say, no good reason, whatsoever.



Worse than that, SAYMA BIFOC have consistently been pitted against one another over issues of race, in order to discourage us from connecting with one another in fellowship, possibly finding unity with one another, specifically concerning matters of race and racism in our own Meetings, or acting with unified spirit-led purpose, as Friends of color. Every trick in the tried and true white supremacist playbook has been employed to keep BIFOC separated, and divided against one another. Yet, to this day, not one single white Friend who has engaged in, or enabled these absolutely racist activities, has been held accountable for the harms they have caused to BIFOC. And, the specific Friends of color who have been targeted by Quaker racists, have yet to receive anything resembling restorative justice. In fact, there are SAYMA Friends, in positions of responsibility now, who think SAYMA-Uplifting Racial Justice (URJ) is responsible for the reluctance of the few remaining SAYMA BIPOC to participate in SAYMA activities. Some even question whether SAYMA-URJ is owed an apology, for being treated so poorly, by Quakers who say they are committed to becoming an anti-racist faith community that is welcoming to diverse peoples of color.

But, how is that ever going to happen, IF no white Friend is ever accountable for the racist harm they cause? How will you meet your diversity goals, IF you are not willing to act in a fair and equitable manner, with regard to BIFOC?

Fundamentally, anti-racist praxis involves empowering BIPOC, respecting our unique interpretation of Quaker Testimonies, and expressions of faith, and practice, based on our unique lived experience as Friends of color, AND holding white people accountable for their racist behaviors. Nobody cares about what you think or how you feel. Love is what you DO, not how you feel or what you say. Quakers should already know this. Yet, in order for BIPOC to be considered worthy of inclusion into white Quaker spaces, we are not empowered to be ourselves, but expected to accept your Eurocentric colonizing racially biased preconditions, social norms, and protocols. And, you expect us to make you feel “safe”, while you threaten us with paternalism: your Eurocentric colonial white sense of superiority, and your European cultural addiction to exploitation, control, and domination.

However, Friends cannot expect to reduce people’s gifts and leadings to something you can effectively white-manage if you really intend to meet your diversity goals, because, it is simply not possible to build relationships of trust with people you do not respect. Again, as Quakers, you should already know this.

It is a well-known fact, verified by Quaker history that the Society of Friends has been a white supremacist organization from its inception. Historically, Friends have not seen BIPOC as fully human, and ripe for exploitation and oppression. Quakers profited from human trafficking through the slave trade. Friends traded in Africans and Indigenous Americans. Quakers

collaborated with the US government to steal indigenous peoples' children in order to assimilate them or kill them if they could not be assimilated, through Indian boarding schools, adoptions, and foster care agencies. Friends profited by dispossessing Indigenous peoples of their ancestral lands, communities, and lifeways.

Clearly, many Friends are struggling with these facts, and maybe this is where the Friendly desire to become anti-racist Quaker Meetings originates. Except, current patterns of racism practiced across the Quaker world, clearly demonstrate that the sense of the white Quaker community, at large, is just not there yet. Structural change has been so slow and incremental that your integrity must now be called into question.

We know that white people have been socialized to believe your pathological and predatory Eurocentric ways are superior. You've been taught that you are better, and more deserving of "the pursuit of happiness" than the Natives whose land your ancestors stole, and the Black people your ancestors enslaved. Too many of you still think you are better than the BIPOC you say you want to be your Friends. All BIPOC have learned from generations of experience, that white people are culturally addicted to exploitation and control. We've seen how you treat BIPOC who dare to approach you as equals or do not share your inflated opinion of yourselves. Yet here you are, still trying to deny that YOUR RACISM is the problem, NOT the behavior of any BIFOC's spirit-led anti-racist activism, and not any individual BIFOC who dares to call you on your racist patterns of behavior.

Even though some Friends claim they want multicultural "diversity" and "inclusion", Friends are extraordinarily reluctant to accommodate cultural difference, or culturally different understandings and expressions of Quaker faith, worship, and practice. SAYMA Friends of color, along with a few white Friends who are brave enough to support our efforts toward racial justice, have borne the brunt of your white rage for far too long. People's lives are on the line while you dither. We've had enough. It is past time for Quakers to honestly and openly face your racist colonial past and admit you are addicted to the power your whiteness affords you and be the CHANGE you say you want to be, or face the fact that you like being a racist.

According to the SAYMA Friends of color we spoke with, patterns of systemic white supremacist behaviors show up in SAYMA in the following ways:

1. Controlling the narratives, processes, and resources are the primary ways white supremacist Quakerism is maintained. White Supremacy (WS) is also maintained by well-meaning folks who enable unjust laws, rules, policies, procedures, and social conventions to continue, without question or challenge.

2. Racist Quakers are responsible for instigating conflict and division between Friends of color by pitting FOC against one another. They “divide and rule” in order to serve their racist agendas, and to derail URJ’s efforts to build a harmonious spiritual community with SAYMA FOC, consciously, and unconsciously. (Note: Quakers have not treated LGBTQ+, women’s, children’s or environmental justice groups the same way they have treated Friends of color.)

SAYMA FOC already told you what they want/need to feel welcome among Friends. URJ’s vision and Mission were approved, by SAYMA FOC before they were approved by the body of SAYMA in 2017. But, SAYMA has yet to support URJ’s work, financially or spiritually. EVERYTHING URJ has tried to do in fulfillment of its vision, mission, and goals has been undermined by racist actors in positions of responsibility, and so far no one has admitted responsibility, apologized, or been held accountable.

**Vision:** SAYMA-URJ envisions a Yearly Meeting community where every Friend of color feels welcome. We see a SAYMA community where the divine Light within every Friend of color is affirmed, their unique history, spiritual journey, and lived Truth is honored, where our messages and concerns are heard and respected with due consideration. We see a SAYMA community where Friends of color are empowered to build close spiritual Friendships, appreciation, love, and support for the weighty responsibilities we carry as people of color, embodying Quaker Testimonies. Within and outside of the Religious Society of Friends.

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

“If you are neutral in a situation of injustice, you have sided with the oppressor.”

--Desmond Tutu

Therefore, IF you are serious about becoming an anti-racist multicultural faith community capable of welcoming diverse peoples of color and families, without re-traumatizing them with your uniquely Quaker brand of disingenuous Friendship, the following good faith action steps are for you. As always, the choice is yours. But please, DO NOT dare to say out loud that SAYMA is an anti-racist community Friendly to any Black and/or Indigenous people if you should choose not to follow the action steps laid out for you by SAYMA’s Black and Indigenous Friends of color.

1. No Quaker individual, committee, or Meeting can be neutral in the face of racial injustice and expect to be anti-racist. Therefore, White Friends must practice noticing patterns of racist behavior within Quaker meetings and speak out against the racism they see, within and beyond the Quaker context.
2. As the victims of racism among Friends, we have a human right to “name names” and “point fingers” at those individual Friends, communities, organizations or committees who are sustaining white supremacy/racism, thereby causing harm to FOC. What would be the worst outcome if white people felt and faced their fear and shame when they are called on their racism?
3. Controlling financial resources is one of the primary ways white supremacy is maintained. Therefore, Finance Committee's business should be open and transparent; no longer confidential. Any Friend should be welcome to attend Finance Committee meetings.
4. All efforts possible, should be made to help SAYMA Friends understand how internalized oppression: both “internalized superiority” and “internalized inferiority”, impacts SAYMA’s progress toward becoming an anti-racist faith community. This is not about how much SAYMA pays for anti-racism work, but about how white people change their relationship to racist ideology and white power.
5. White Quakers must accept responsibility/accountability for racist Quakers, your racist/colonizing presence, and legacy. Clerks are present to keep Quaker order, not to allow racist attacks against FOC or take sides in disagreements between BIPOC. In fact, Quaker clerks/committees perpetuate racism whenever they permit racism, by inaction.
6. FOC expect a cessation of mean-spirited racist attacks against FOC— especially attacks against FOC engaged in anti-racist analysis and organizing among Friends. This behavior is usually in defense of fragile white feelings, and it must be stopped. Any Friend who feels they are being abused by the Truth is no Friend, at all.
7. SAYMA Friends must accept the reality that racist Quakers are responsible for instigating conflict and division between FOC, by pitting FOC against one another, playing “divide and rule”, in order to derail our efforts to build spiritual community with one another and find unity. This covert racist organizing can be stopped by exposing the individual Friends engaged in it and encouraging FOC to resolve whatever artificially contrived conflicts we may have.

8. White Friends must respect BIPOC's diverse cultural frameworks, modes of expression, and our various ongoing legacies of resistance to oppression, anti-racist/ counter-colonial organizing, and activism.
9. We are tired of hearing about white people's hurt feelings and being accused of bullying for speaking the truth. White people never care about the feelings of BIPOC you oppressed and exploit, so white people's feelings are far down the list of important elements in the context of anti-racism work. Because racism is about white power and domination, not about your fragile or fake hurt feelings. Therefore, how white people feel about being called on their racism cannot be central to the work of dismantling racism/white supremacy among Quakers. Seriously, what kind of Friends are harmed by Truth?

"If there is no struggle there is no progress. Those who profess to favor freedom and yet deprecate agitation are men who want crops without plowing up the ground; they want rain without thunder and lightning. They want the ocean without the awful roar of its many waters.

This struggle may be a moral one, or it may be a physical one, and it may be both moral and physical, but it must be a struggle. Power concedes nothing without a demand. It never did and it never will. Find out just what any people will quietly submit to and you have found out the exact measure of injustice and wrong which will be imposed upon them, and these will continue till they are resisted with either words or blows, or with both. The limits of tyrants are prescribed by the endurance of those whom they oppress."

--Frederick Douglass, August 3, 1857

In Friendship,

SAYMA Friends of color

## Attachment BB: SAYMA Epistle

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

This session of yearly meetings has been a reset. The theme of “why are we here” asks us why we have come to this new location of Berea College. It also asks us what we as Quakers do, want to do, and how we want our community to look.

While we mourn the loss of holding the Southern Appalachian Yearly Meeting and Association Retreat and Sessions at Warren Wilson College, friends have deeply benefited from our new location. The flatter landscape is more accessible for friends with mobility issues. The facilities are newer and do not have the mold issues of our former location, benefiting friends with allergies and respiratory conditions. The technology here is a higher quality benefiting those who have attended virtually. Being in a new place has also had its issues from key cards to SAYF graduation to some friends having to travel quite far distances to be with us.

Numbers were small in the Junior yearly meeting this year, but their spirit was mighty. Their presence lightened our hearts. Southern Appalachian Young Friends showed up in force and as always, came with energy and joie de vivre. Their creative self-expression and intensity reminds us how deeply we can feel our own life force. The way they care for one another teaches us how we can minister one another.

We were blessed with a strong contingent of young adult friends, about 20 in number. Who have participated fully in all aspects of yearly meeting. They made valuable contributions to a richer spiritual life for all of us. Their observations and insights provided us with new perspectives. Their solid grounding in spirit showed an astounding clarity of vision. We are immeasurably grateful for these wonderful young adult friends who have given us such a deep spiritual companionship. They have already begun to take leadership in our endeavors to find a way to bring loving spirit into the world through our work.

The conflicts and divisions of the past 7 years once more showed their ugly heads among us, thankfully with less frequency and less fierceness than before. In the listening sessions provided by our Ministry and nurture committee, we heard from many friends who expressed a strong desire to quit fighting and to move forward in our anti-racism work. Many expressed frustrations

with the repetition of old arguments and accusations. Many showed a will to focus on the work that Spirit leads them to by creating an anti-racist Multicultural Society of Friends, to repair the world that seems to be breaking all around us and create loving relationships among us.

A proposal was made that the Ministry and Nurture Committee introduce a minute reading “Southern Appalachian Yearly Meeting and Association commits itself to anti-racist work.” This proposal was met with widespread agreement. It seemed that a sense of the meeting was imminent by the end of the listening session. During the plenary session with the Racial Conflict Transformation group, the panel described the work that they have been doing to teach us how to be an anti-racist group, through the racial affinity groups. The body expresses deep gratitude for the work that URJ and the Racial Conflict Transformation group have done to guide our yearly meeting in this work. Many expressed a calling to complete training in the future.

When you repot a plant, sometimes that plant will go into shock and die. Sometimes when you repot a plant, the shock may be brief. Then, the plant has the ability to grow its roots out further and blossom as it would never have had the ability to do so before. There is a strong desire for SAYMA to become the latter. Our roots are our Quaker practice and the blossoms are the work that transpires from it. This session we have been taken out of our pot and begun the process of creating a new one. We have been envisioning how we want our community to be held in this pot, how the roots may grow in it, and the flowers that could blossom. We have also been deciding which roots to snip away before repotting. We know that we want this to be a plant of deep connections, acceptance, and overall, love. And perhaps that is why we are here, to feel the love.

May we friends continue to hold each other in the light.

## Attachment CC: Registrar Report

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

### Registrar's Report 2023

Category	2019	2021	2022	2023
Registered In person	220		157	145
Registered Virtual		168	33	16
Attended	216	141 adults	182	152
JYM/Playcare	21	19	19	4
SAYF	32	8	22	21
YAF	11		25	18
Friends of Color			16	10
First Time Attenders	40 <ul style="list-style-type: none"> <li>● 22 adults</li> <li>● 2 YAF</li> <li>● 8 SAYF</li> <li>● 6 JYM</li> <li>● 2 WQO</li> </ul>		38 <ul style="list-style-type: none"> <li>● 16 Adults</li> <li>● 7 YAF</li> <li>● 5 SAYF</li> <li>● 8 JYM</li> <li>● 2 WQO</li> </ul>	29 <ul style="list-style-type: none"> <li>● 17 Adults</li> <li>● 6 YAF</li> <li>● 3 Staff</li> <li>● 2 FOC</li> <li>● 2 WQO</li> </ul>



## Attachment DD: SAYMA Earth Justice Report

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

Report of SAYMA Earth Justice Committee  
Roy Taylor, Charlie Wilton, Steve Livingston (clerk)

Our committee has had a lot of turnover recently and the sudden loss of our clerk has left us feeling like we have to ask some very basic questions: what is the purpose of our committee? how do our actions align with our goals as stated on the SAYMA website? how can we work to be of the greatest value to the Yearly Meeting?

What's stated on the website is a set of goals that we have hardly begun to meet, they are clearly aspirational. We've only just begun meeting regularly again, an essential practice, as meeting is an essential prerequisite to doing, just as meeting is a part of doing.

The three Friends who were present at the 5/15 meeting feel committed to discerning and proceeding with the work of the committee. But we question whether the Yearly Meeting shares our sense that climate change is an existential crisis, and that mitigating climate change among other aspects of Earth Justice deserves more than merely a reassurance that "we have a committee for that." Being present at annual Retreat and Sessions may provide an opportunity for people to gather around issues of Earth Justice, particularly climate change, if the urgency rises to the point that some Friends are willing to prioritize it over other activities. Similarly in monthly meetings, we are looking for those Friends who are prioritizing these issues over other issues.

Ultimately we hope to discern whether there is a common "sense of the meeting" among our constituent meetings and worship groups, that climate change is an existential crisis. We are determined to reach out to as many SAYMA Friends as possible to identify those who are led to participate in this committee's work as defined in our "statement of purpose" on the SAYMA website. We hope to learn in what ways SAYMA Friends are showing up and taking action. Ultimately we hope to draft a statement that describes actions that are being taken, or may be taken, or are not being taken, by Friends so led.

Ultimately we may find that our own leadings around the Climate Crisis and other aspects of Earth Justice may be better served outside of the framework of our Meetings. This would mean at the very least that we would not continue to serve on a committee that does not have the active support of our Yearly Meeting, and we would recommend laying the committee down until such active support is evidenced by a new cohort of Friends determined to carry on the work on behalf of the Yearly Meeting.

But that choice is far beyond the next step along the way, and we intend to exhaust many other options before we get there.

Respectfully submitted,  
Steve Livingston, clerk

## Attachment EE: Outreach Committee Report

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

### SAYMA Outreach Committee

#### Report to SAYMA YM 52, Annual Sessions

At YM 51 Outreach conducted a hybrid workshop that presented theological foundations and practical methods for supplementary religious interactive practices of “active worship” in Friends’ meetings for worship that might arouse interest in persons unfamiliar with and perhaps not especially inclined toward the traditions of Friends. The goal was to find ways “to meet people where they are” that encouraged awareness of Spirit’s agency in daily life and so encourage habits of openness to being led by Spirit in the activities of daily life.

That workshop generated enough interest at the time to move us to devote this past year to developing a broader program that is being presented in a three-part workshop in the upcoming Yearly Meeting. While this program still offers monthly meetings interesting possibilities for Friends’ institutional outreach, it has evolved a more activist central focus on awakening spiritual unity as a general Quaker witness in our sad context of intensifying social and cultural conflict, forthright politics of marginalization, and the steady devolution of democratic institutions toward autocracy.

For the Outreach Committee,

Wood Bouldin and Hank Fay

**Junior Yearly Meeting (JYM) Support Committee Report to SAYMA  
Submitted by Laura Lane, clerk  
June 2023**

After a strong year of programming at SAYMA last year, we were excited to move to Berea this year. Due to anticipated numbers, we offered a JYM for ages 6-12 and Playcare program for ages 2-5. We also offered babysitting for children under 2 years of age.

We were disappointed in low attendance in the JYM/playcare program this year, with only four families with children under 12 years registering. All of the families have attended SAYMA and JYM/Playcare in the past, with no first time attendees. There were 6 children (ages 5-10) registered for the JYM/Playcare program. The kids represent Meetings and Worship groups from Asheville, Atlanta, Columbia, and Macon.

We did some outreach to families to try to discern why attendance was so low. The date seemed to be the main factor. Because of the change in venue, the date was set much later than usual. Several families already had trips planned that conflicted with SAYMA. Location was another factor— Atlanta and Asheville have the biggest groups of kids, and Berea is farther from both places. Many meetings have not built back consistent groups of kids post COVID.

Based on last year's strong numbers, we decided to have Playcare and JYM return to being separate programs. We hired a coordinator and assistant for each program. Unfortunately, we have to complete the process of hiring staff before registration opens, which means that we are overstaffed this year. One of the assistants chose to move to part time, but we will have 3.5 staff, and the group will again be combined.

Our staff this year included Asa Kramer-Dickie from Atlanta (coordinator of the JYM), Abigail Gross from the Atlanta Friends school (coordinator of Playcare) Kim Wagner from Asheville (assistant to JYM) and Hugh Thomforde from Cookeville (assistant to Playcare). We are also supported by the JYM support committee and volunteers and families from the broader SAYMA community.

Childcare at SAYMA does many things:

- Allows parents and guardians to attend SAYMA adult programming
- Builds a community among our youngest friends through nurture and play
- Allows parents and guardians to share in a Quaker parenting community
- Engages other adults in SAYMA with our young friends through volunteer opportunities

The JYM support committee continued meeting through zoom this year, meeting monthly through the winter and spring.

Last year we shared our proposal to hold family retreats a few times a year, to continue to allow families and children to connect with each other throughout the year. We are pleased to report that we held our first family retreat in May at the Atlanta meetinghouse. It was attended by 6 families, representing 4 different meetings. It was a joy filled weekend with activities at the meetinghouse and an outing to Arabia Mountain park. There was time for both adults and kids to connect. We also learned some valuable lessons that will make future retreats even stronger.

We plan to hold retreats in the fall and the spring next year. We believe that these retreats will strengthen the JYM community and hope they will encourage higher attendance at SAYMA in future years.

We continue to believe that childcare at SAYMA creates opportunities that nurture the spiritual life of children and adults that will encourage families and other Friends to continue to attend as their children grow.

Laura Lane (Asheville), clerk  
Kim Saderholm (Berea)  
Rose Black (Cookville)  
Laura MacNorlin (Atlanta)

### **SAYMA Handbook Committee Report to Yearly Meeting 2023**

“The SAYMA Handbook describes the procedures we use in order to carry out our work. Detailed descriptions of positions, committees and tasks are continually revised and refined as we move forward in seeking to be faithful in carrying out God’s work. Whoever (person or committee) is charged with keeping the Handbook current receives changes from individuals who have served in positions of responsibility or from committees and reports those changes to yearly meeting.” [F&P 2012, p.8; 21, p.7]

The 2007 Handbook committee began work by requesting “short up to date work descriptions from committee clerks.” Our first step toward a systematic revision of the Handbook has been to begin sending out the individual segments of the 2013 draft edition that deal with offices and committees asking officers and clerks for up-to-date information and practical suggestions. Although the Handbook Committee clerk only recently fully grasped the fact, a good start on this part of the task, a thorough revision of the financial sections was approved in 2020.

As whole sections are revised, they will be put up on the website, with indications of how the revision differs from 2013. They will also be sent to monthly meetings, to persons whose responsibilities may include some procedure or document included in the section, and eventually brought to yearly meeting.

At some point in time, better sooner than later, discernment is needed about what – as was asked at yearly meeting in 2009 - belongs in Faith and Practice and what in the Handbook. This question of content raises more fundamental questions of priority and authority, about distinctions between assigned tasks and procedures for accomplishing them. Eventually these issues reach even to the relation of yearly meeting’s positions of responsibility and committees to the monthly meetings that constitute the membership served by the yearly meeting.

An example of this pyramid of discernment: As things now officially stand, Sayma Ministry and Nurture is assigned the task of administering the released Friend Fund but original responsibility for evaluation and recommendation belongs to the potential recipient’s monthly meeting which is to forward its recommendation to yearly meeting for approval. Yearly meeting then hands the project over to Ministry and Nurture, whose evaluative responsibility should thus be limited to discerning the amount of grants and supervising and evaluating the progress of Released Friends in the pursuit of their ministries.

Sayma Handbook Committee  
wood bouldin, Clerk

## Attachment HH: Web Manager Report

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

Report of the Web Manager  
June 2023

This has been a year of changes.

At the SAYMA sessions in June 2022, the Web Manager position was left unfilled. An ad hoc Web Manager Support Committee was subsequently formed to draft a new position description for the Web Manager. The ad hoc committee also drafted a committee description for a standing Web Manager Support Committee. Friends approved both in October at RM 149.

In March at RM 150, I was approved to serve as web manager.

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

Meeting clerks and SAYMA Reps, or anyone else who spots something incorrect or out of date: please help me keep your meeting's information current on the sayma.org website.

Our website exists to serve all of SAYMA. If you feel you are not being served, please be in touch.

Respectfully submitted,

Charlie Wilton  
SAYMA web manager  
web@sayma.org

## **Quaker House Representative Report**

### **SAYMA Annual Meeting 2023**

SAYMA's Rep to Quaker House is automatically a board member of Quaker House. That dual role has allowed me to gain a great deal of insight into the state of Quaker House. In a nutshell, QH has never been stronger in terms of budget, programming, contact with MM's around the country, and plans for bringing the fruits of QH (think: what are the programs we have, how would you go about establishing them in your area, what external resources/materials/curricula etc. would you use). The final name for this effort, already in development, is still under consideration. It began as "Quaker House In A Box" but will not end up that.

A few years ago this SAYMA Rep noted that Quaker House had embraced the goal of bringing the fruits of Quaker House to MM's, but had no Outreach Committee. The Board immediately agreed this was a need and came together in minuting that discernment. Then the Assistant Clerk looked at the SAYMA Rep and said: "who is going to be the Clerk of that Committee?" So the current SAYMA Rep to SAYMA is by title the Clerk of Quaker House Outreach (which meets once or twice monthly by Zoom) but in fact acts as convener.

The current Executive Director of Quaker House in fact attends all meetings of the QH Outreach Committee and uses the committee as a sounding board for his work in pulling together what was his dream even before he was selected as Quaker House Exec: the to-be-renamed Quaker House in a Box.

Hank Fay

SAYMA Rep, Quaker House

## Attachment JJ: FGC Report

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

### FRIENDS GENERAL CONFERENCE REPORT TO SAYMA JUNE 2023

Organizational priorities, determined by the FGC governing bodies, Central and Executive Committee, include representatives from each FGC directly-affiliated yearly or monthly meetings. These committees worked diligently for two years, listening to Friends through the U.S. and Canada to discern the greatest needs among FGC Quakers today.

The Five organizational priorities established are:

1. Nurturing spiritual vitality: The FGC Gathering
2. Moving toward wholeness: The Ministry on Racism
3. Supporting Meetings: Connecting and Communicating
4. Empowering multigenerational community and leadership: Young Adult and Youth Ministries
5. Feeding spiritual hunger: Religious Education and Spiritual Deepening

FGC seeks to create an endowment for the Gathering while increasing funding for all priorities to facilitate the vitality and growth of the Religious Society of Friends. This program is titled “Gathering Together”.

**MISSION:** FGC, with divine guidance, nurtures the spiritual vitality of the Religious Society of Friends by providing programs and services for Friends (Quakers), meetings, and seekers.

**VISION:** We envision a vital and growing Religious Society of Friends – a faith that deepens spiritually, welcomes newcomers, builds a supportive and inclusive community, and provides loving service and witness in the world.

**BIG WORK:** In recent years, FGC has been examining its status as an institution where a majority of the members appear to be of European ancestry (in a world population where this is far from the case.) This is an important spiritual concern for everyone. An institutional assessment was carried out after the 2016 Gathering had several serious racial wounding incidents. There is full history and lots of support present on [fgc.org](http://fgc.org) for Friends wanting to know more. The evaluation of FGC as an institution in the continuum of racism/antiracism is one that served as a shocking wake-up call to Friends. In 2018, FGC’s governing body came to strong unity that we would commit to becoming an anti-racist organization. To that end, every minute or action that is considered is put to the test by the following query: **“How does this decision support FGC in its goal to transform into an actively anti-racist faith community?”** SAYMA Friends are encouraged to read the history and current actions regarding this process on the FGC website under “Ministry on Racism”.

**REPORT:** It is very spiritually enriching to volunteer with FGC. SAYMA has only three spots on the governing board, but there are lots of opportunities to give in short, but meaningful ways. Kit Potter and Margaret Farmer are currently representing SAYMA and are looking forward to another Friend joining them this Fall. *Ask us what it’s like to attend FGC Central Committee.* Find FGC at this URL:

[www.fgcquaker.org](http://www.fgcquaker.org) There are so many opportunities to learn and grow using this site!