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# SOUTHERN APPALACHIAN FRIEND

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Winter

*The newsletter of*

2014

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# SAYMA

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## *Southern Appalachian Yearly Meeting & Association*

### CHILD PROTECTION POLICY FOR SAYMA CHILDREN AND YOUTH

*Carol Nickle, SAYMA clerk*

Much study, discernment, discussion, disagreement, frustration, need for Divine Guidance, Light, patience, diligence, active involvement – this describes SAYMA’s journey the past three years as we have begun to consider, obtain, and implement a new insurance policy for SAYMA on sexual misconduct toward children and youth.

#### **Background/History**

SAYMA has liability insurance with Guide One, which insures churches. In the winter 2012 our agent mentioned to SAYMA Administrative Assistant Liz Perch that a growing number of churches were obtaining insurance coverage for sexual misconduct against children and youth and that SAYMA might want to consider obtaining coverage. Liz passed this information to the SAYMA clerk and discussion began. At Yearly Meeting 2012, clerk Tim Lamb appointed an ad hoc committee to study the issue and bring a recommendation to the September SAYMA representatives meeting. At that meeting Friends approved the addition of Sexual Misconduct (child abuse) insurance coverage. Friends authorized the clerk (Carol Nickle) with the Finance Committee to obtain this coverage.

With help from Liz Perch, I obtained and reviewed the Guide One Sexual Misconduct Policy and received answers to questions from our insurance agent. With approval from the Finance Committee, SAYMA obtained the insurance in February 2013.

To qualify for this insurance coverage, SAYMA had to have a Child Protection Policy in place (or be working

on one), including background checks (for workers and volunteers).

Beginning in the winter 2013, an ad hoc committee comprised of representatives from SAYMA’s SAYF Steering Committee and Jonah McDonald studied SAYMA’s present SAYF Policy and compared it to a sample Child Protection Policy from Guide One. This ad hoc committee was soon expanded to include the JYM Oversight Committee and JYM Coordinators. Through email discussions and exchange of documents, those who have the major responsibility of carrying out the Child Protection Policy discussed and revised the Guide One sample policy. The SAYF Steering Committee further seasoned a proposed SAYMA Policy at its meeting in February 2013. We had the advantage of Liz Perch’s experience. She was on the staff of Friends General Conference when they developed their Child Protection Policy and implemented it. Liz also shared with us the Southeastern Yearly Meeting forms that they use in implementing their policy. We also used materials from SafeChurch, the educational component of Guide One. After many changes to the sample policy and phone calls with our agent, the ad hoc committee finalized the Child Protection Policy and presented it at the March 2013 SAYMA Representatives Meeting.

At the March 2013 Meeting, several Friends expressed concerns with the policy. Some Friends expressed concerns as to whether background checks are appropriate or Quakerly. A lively discussion ensued. Friends minuted approval of the Policy with the understanding that we will continue to discuss issues of background checks, and that the policy could be revised in the future. One Friend was unable to unite with this decision and stood aside.

### **Situation Now**

The SAYF Steering Committee, Jonah McDonald, and Liz Perch have been diligently working to implement the Child Protection Policy. Liz coordinates the background check process. Checks are done through Hire Confidence, a nationwide firm with which Guide One has a contract, thus reducing our costs. Results from the checks are accessed on a password protected website, and are shared with applicants on request. SAYF and JYM volunteers are doing the reference checks, using a checklist they have developed.

**Those wishing to work with JYM and/or SAYF at Yearly Meeting will need to complete an application form, available from Liz at [adminasst@sayma.org](mailto:adminasst@sayma.org), on the website at [www.sayma.org](http://www.sayma.org), or by mail. Even Friends who have worked with SAYMA youth for many years will need to complete this process.**

Once the application is received, a Friend will get information about how to proceed with the background check. Most Friends will be able to complete this process online, through a secure server, so personal information (like Social Security numbers/driver's license numbers) does not have to be sent to the SAYMA office. All application forms, and when necessary, paper background check requests, are kept in a locked file cabinet.

We found out just before the March 2013 representatives meeting that our Yearly Meeting host, Warren Wilson College, is requiring background checks on all adults who work with children and youth beginning with Yearly Meeting this year, 2014. We are waiting to hear more from Warren Wilson College

about this and will include an update in the Yearly Meeting Advanced Program this spring. In the meantime, we are moving forward with implementing our SAYMA Child Protection Policy, including background checks and reference checks.

### **Moving Forward**

When the issue of obtaining insurance for sexual misconduct against children and youth first came up in SAYMA, I viewed it as protection from liability for SAYMA (sorry, that's my lawyer hat coming to the forefront). Having been party to the discussions and discernments over the past three years, I also realize that this insurance is important for the protection of our children and youth. It is making us look at the procedures that protect our children/youth by using the utmost care in who we allow to be alone with them. SAYMA is small enough now that most of us know each other, or know someone in SAYMA who knows those we may not know. However, even today a number of our SAYFers and JYMers are not Quaker and their parents are not Quaker. As SAYMA grows, which I hope will happen, there will come a time when people we do not know will be volunteering to help with SAYF and JYM. It will be important to have a process in place to check these new people out in order to provide full protection for SAYMA children and youth.

In some ways, background checks seem to be in conflict with Quaker process. Some of us have had background checks for our jobs; others of us would not participate in a background check and disapprove. Others of us feel that if it is for our children, we can live with it. It is important to share our concerns and feelings and to keep discernment and discussion going. Let me know if you have a leading to follow up on this.

It is most important to show support for our SAYMA children and youth and the adults who work with them. Volunteering is a visible way to show support. I encourage you to search inwardly and see if you are led to volunteer with JYM or SAYF. If so, contact Liz Perch. If this is not your leading, find another way to support JYM and SAYF.

**Although some Friends have already applied to volunteer with SAYF or JYM, not nearly enough of us have volunteered. Both SAYF and JYM need more volunteers. If you are considering volunteering, please do so now so that your application can be approved (including background check and reference check) in plenty of time before Yearly Meeting.**

**Application forms are available from Liz at [adminasst@sayma.org](mailto:adminasst@sayma.org), or on the website at [www.sayma.org](http://www.sayma.org).**

## NEWS OF MEETINGS

Compiled by Errol Hess. <errol@kitenet.net>

To make sure that your meeting's news is included in this compilation, please add Errol to your newsletter's e-mail distribution list, and he will make sure to highlight events from your meeting, too!

**ATHENS** Friends considered possibilities for outreach. An ad in the Madison County High School band publication was donated to the meeting. Advertising on university campus map. Meeting member coordinated community service opportunities for Martin Luther King Day. Several participated. The meeting supports the Charter for Compassion.

**ATLANTA** Friends approved hiring a part-time bookkeeper. "Attendance at Meeting has increased since we held the public Quaker Quest sessions, based on counts since July 2012." Average attendance increased from 90 to 103. Landscaping and playground project permit received. Unity was not reached on a minute to boycott products manufactured by Israel on Palestinian lands.

**CELO** December 21<sup>st</sup> wedding at meetinghouse under care of meeting. Another wedding December 28 was not under meeting care.

**CHARLESTON** In September Friends agreed to place ad in church section of the newspaper on a trial basis. They are tracking their website hits to determine effectiveness of the ads. Friends continue Dec. feeding at Sojourners and Feb. 2 dinner at Men's Shelter.

**COLUMBIA** Friends are considering the proper use and

disposal of donated goods and properties. The meeting established a benevolent fund. Insurance paid partial cost for vandalized HVAC units. Friends re-evaluated priorities for charitable giving with input from young Friends. The meeting studied an offer of donated property with 5 acres, two houses and a car lot.

**COOKVILLE** \$250 grand prize for meeting's Quaker Peace Project. Funding for books to Putnam County library, Christmas packages for death row inmates, Friends Journal subscription for prison. Friends endorsed the Kabarak call and began concrete steps for implementation.

**GREENVILLE** A small group of Friends meet in worship every first day. Concerns at business meeting include charitable giving and outreach.

**MEMPHIS** Windows replaced in meeting house. Sunday attendance has been as many as 45. The meeting spends 23% of its budget on causes. A Quaker writing group has begun.

**WEST KNOXVILLE** Website moving to the FGC cloud. <<https://www.quakercloud.org/cloud/west-knoxville-friends-meeting>> Outreach at Maryville College. Friends followed up on sponsoring Big Stone Gap Worship Group.

### PEACE AND SOCIAL CONCERNS QUERIES IN PREPARATION FOR YEARLY MEETING

1. Does your Meeting have a minute to offer for consideration at our 2014 Yearly Meeting?
2. Has your Meeting given careful consideration to Swannanoa Valley's minute asking Friends not to buy or use products like Sodastream which are made in illegal Israeli settlements in the West Bank?
3. If your Meeting has not reached unity in support of that minute, would you like a consultation from a Friend who could explain different aspects of the minute and tell why it is so important to Swannanoa Valley Friends?
4. Is there someone in your Meeting who would be interested in joining SAYMA's Peace and Social Concerns committee?

If you have questions, concerns or suggestions about any of these queries, please communicate them to Bob Welsh, convener of our Peace and Social Concerns committee, at 828-669-0832 or [bobwel2@charter.net](mailto:bobwel2@charter.net).

## OPPORTUNITIES FOR SAYMA FRIENDS FRIENDLY MYSTICS AT EARLHAM COLLEGE

Friends: the second annual gathering of Friendly Mystics, *A Mystic Call*, is scheduled for June 6 - 10, 2014, at Earlham College, organized by the editorial team of *What Canst Thou Say*. Numbers are limited so early registration is advised. The deadline is May 1, 2014. More details and the Registration Form are on our website: [whatcanstthousay.org/gatherings.html](http://whatcanstthousay.org/gatherings.html).

The second gathering will be in two parts. The first two days are a repeat of the well received first gathering last year, *Sharing Our Stories*. That is all we did --- no business, no committees, only sharing our stories. We had Interest Groups that organized themselves and Home Groups that met throughout the weekend. In the midst of that worshipful sharing there arose a leading

that we were to "name the spiritual condition of the world." The second part in response to that leading will be two days of worship and worship-sharing. We think that we must first name our own spiritual condition and maybe that of the Religious Society of Friends. Please help us spread the word!

--Judy Lumb, Editor  
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### HEALING AND REBUILDING OUR COMMUNITIES: AGLI SUMMER WORK CAMPS

From June 24-August 23, 2013, I traveled to Burundi and Rwanda, Africa, to participate in a work camp and trauma healing workshop sponsored by the African Great Lakes Initiative of the Friends Peace Teams. I came home to NC inspired by the work being done by our African Friends, eager to share the experience with others, and determined to recruit volunteers to attend the 2014 work camp and/or training.

To understand why this trip and the work there is so gravely needed, one must know a little of the recent history of the area and the people's struggle to survive. Burundi has experienced two incidents of genocide since their independence in 1962. In 1972 and again in 1993, Hutu and Tutsi were engaged in war. In Rwanda in 1994, approximately 800,000 people were killed in a brutal 100 days of slaughter. Burundi and Rwanda are each about the size of Maryland, so no family was left untouched by the violence.

The consequences of war have resulted in thousands of orphans and widows. Economic development is stalled and education is out of reach for many. A fragile peace exists because neighbor still mistrusts neighbor as perpetrators and victims attempt to inhabit the same village or area.

In 2002, Burundian and Rwandan Friends, supported by AGLI of the Friends Peace Teams, developed a three day workshop called HROC: Healing and Rebuilding Our Communities. These workshops have become an important tool to support Africans working to heal from the trauma inflicted by years of conflict. GROC workshops bring together Hutu and Tutsi victims and perpetrators of violence to learn about trauma, share their

stories, and work together to build more peaceful communities.

One of the key elements in the philosophy of GROC is that since violence in Burundi has been experienced at the community and personal levels, healing must engage both as well. Personal and communal healing was evident in the work camp in Mutaho. The immediate goal of the work camp was building the foundation for eight guest rooms, two of which would be completed by the end of the work camp. When the guest house is completed it will provide overnight accommodations for HROC workshop participants. But the overall goal is peace building— healing and rebuilding the community.

There were only two American work campers—Wanda Carter, a student from Los Angeles, and Judy Scheckel from North Carolina. Pastor Sarah commented that this was the first time that wazungu (foreigners) had slept in Mutaho since 1934 when an Evangelical Friends missionary couple first came.

There were ten young Burundian work campers who came each day and went home. This was an important step in reconciliation because five of them were Tutsi from the Internally Displaced Person (IDP) Camp and five were Hutu from the surrounding village. The organization sponsoring the work camp, REMA (means "be comforted") is a group of widows which donated the plot for the building. Two or three of these women joined the work camp each day. All of us worked with a small group of local masons.

We carried rocks to the dug foundation and watched the masons place and mud them in. Next the bricks were needed so we formed a chain to move them hand over

hand to the brick layers ready with their trowels. Often a leader would begin a chant and all join in, the verses changing to keep the song going. Sung in Kirundi, no translation was necessary when the song broke down in laughter at the end. I wish I could bottle the joy of those afternoons. At the end of the day we were dirty, tired, thirsty but very satisfied and happy. I felt honored to be a witness and a part of this determined group.

After the work camp, along with four Burundians, Wanda and I traveled by bus to Kigali, Rwanda, for the Third International HROC Training. We were joined there by others from the USA, Kenya, the Democratic Republic of Congo, and Rwandans. First we were divided into small groups and sent out to neighboring towns to be a participant in a Basic HROC Workshop. Then we came

back to Kigali for a Training for Trainers Workshop. Finally in groups of four, we were sent back to our town to conduct a Basic HROC Workshop.

June 24-August 2, 2014, a second work camp will be held in Mutaho, Burundi. I hope to recruit others to go. I will help fundraise for the trip. Details can be found on the website [www.friendspeaceteams.org](http://www.friendspeaceteams.org) or [aglifpt.org/programs/workcamps](http://aglifpt.org/programs/workcamps).

Amahoro (I wish you peace)

Judith Ann Scheckel  
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## FINANCE COMMITTEE SEEKS BUDGET ADVICE

SAYMA's annual budget is about \$85,000. According to the New York Times, SAYMA would be in the top 1/3 of all households, if it were a family. Wise stewardship is important for families to meet their obligations and achieve their dreams; it is just as important for a Quaker family like SAYMA.

Two fifths of SAYMA's total budget pays for yearly meeting. Costs of yearly meeting are covered by fees charged to Friends who attend. The remainder of the budget is for SAYMA operations. Core functions (committees, delegate expenses, newsletter and other communication, and insurance) account for just over half (54%) of operations. SAYMA's youth program, Southern Appalachian Young Friends, receives 27% of the budget. Contributions to wider Quaker organizations (13%) and internal transfers to our multi-year set-aside funds (6%) use the remainder.

Each year, SAYMA's Finance Committee develops a budget for presentation at yearly meeting. Finance Committee can discern reasonable and prudent aggregate expenditures for SAYMA, given anticipated income, and

propose resources to help meet SAYMA financial needs, such as assessments, investments, and use of reserves.

Finance Committee considers SAYMA's budget prior to yearly meeting. Friends having concerns or specific suggestions for the budget may contact the clerk of Finance committee. Suggestions are most useful if they include dollar amounts and explanations, for example, "SAYMA should spend \$2,000 for an Internet-based outreach campaign to make more people aware of Quaker meetings in their vicinity." Please be aware that Finance Committee may ask the help of others to evaluate requests; for example, we might ask the Peace and Social Concerns committee for advice if we were asked to budget funds to support a new international program to aid refugees from conflict.

Budget ideas are welcome at any time, but are most useful received before May 1. Please send them by e-mail to Lee Ann Swarm ([laswarm@gmail.com](mailto:laswarm@gmail.com)) and Charles Schade ([Treasurer@sayma.org](mailto:Treasurer@sayma.org)).

### SUBMISSIONS WANTED!

The deadline for submissions for the next *Southern Appalachian Friend* is April 1, 2014, no fooling. Please send articles, stories, poems, or artwork to Beth Ensign, SAF editor: [h.e.ensign@gmail.com](mailto:h.e.ensign@gmail.com) OR 173 Flora Ave NE, Atlanta, GA 30307.

## SAYMA MEETINGS AND WORSHIP GROUPS

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Aiken Worship Group	South Carolina	(803) 640-9650
Asheville Friends Meeting	North Carolina	(828) 258-0974
Athens Friends Meeting	Georgia	(706) 353-2856
Atlanta Friends Meeting	Georgia	(404) 377-2474
Berea Friends Meeting	Kentucky	(859) 344-0406
Big Stone Gap Worship Group	Virginia	(276)546-5884 <a href="mailto:suekobak@roadrunner.com">suekobak@roadrunner.com</a>
Birmingham Friends Meeting	Alabama	(205) 592-0570
Boone Friends Meeting	North Carolina	(828) 263-0001
Brevard Friends Meeting	North Carolina	(828) 698-2862
Canton Worship Group	Georgia	(770) 720-4669
Celo Monthly Meeting	Burnsville NC	(828) 675-4456
Charleston Friends Meeting	West Virginia	(304) 756-3033
Chattanooga Friends Meeting	Tennessee	(423) 629-2580
Columbia Friends Meeting	South Carolina	(803) 252-2221
Cookeville Monthly Meeting	Tennessee	(931) 268-2592, (931) 268-9889
Crossville Friends Meeting	Tennessee	(931) 484-9033
Foxfire Friends Meeting of Holston Valley	Johnson City TN	(423) 202-8661
Greenbriar Valley Worship Group	Lewisburg, WV	(304)832-6020 <a href="mailto:wd.bouldin@gmail.com">wd.bouldin@gmail.com</a>
Greenville Friends Meeting	South Carolina	(864) 246-6852
Huntsville Area Friends Meeting	Alabama	(931) 484-9033
Macon Worship Group.	Georgia	(478) 227-8892 <a href="mailto:maconquakers@gmail.com">maconquakers@gmail.com</a>
Memphis Friends Meeting	Tennessee	<a href="mailto:mfm@memphisfriends.com">mfm@memphisfriends.com</a>
Nashville Friends Meeting	Tennessee	(615) 329-2640
Oxford Quaker Meeting	Mississippi	(662) 473-0230
Royal Worship Group	Blountsville AL	(205) 429-3088
Sevier County Worship Group	Sevierville TN	(865) 453-0130
Sewanee Worship Group	Tennessee	(931) 598-5031
Swannanoa Valley Friends Meeting	Black Mountain NC	(828) 669-0832
West Knoxville Friends Meeting	Knoxville TN	(865) 694-0036

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