

# Southeastern Yearly Meeting

*of the Religious Society of Friends*

Post Office Box 1062, St. Petersburg FL 33731-1062

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## Winter Interim Business Meeting

Saturday, January 16, 2021, 1:00 p.m. Eastern Time

*and*

## Winter Executive Committee Meeting

Friday, January 15, 2021, 7:00 p.m. Eastern Time

### Documents In Advance

#### Welcome

*The Quaker meeting is a faith community, grounded in the shared experience of God's guidance and grace felt in our meetings for worship, our meetings for worship with a concern for business, and our fellowship. We are a diverse group of individuals who have been drawn together by the Spirit. ... It is only with God's Spirit that such a diverse group of individuals can realize and embody the kind of unity, belonging, and community that answers to that of God within us.*

*SEYM Faith & Practice, 4<sup>th</sup> ed. p. 75*

***We will be gathering via video teleconference on Zoom***

#### **Join Winter Executive Committee meeting AND**

#### **Winter Interim Business Meeting:**

- Join the Meeting link:  
<https://us02web.zoom.us/j/89431904835?pwd=S1JWU2hXTU0vdGM3VTVoWRjcDIWUT09>  
Meeting ID: 894 3190 4835  
Passcode: 433257
- One tap mobile:  
16468769923,,82791445871#,,,,,0#,,951736# US (New York)
- Dial by your location  
+1 346 248 7799 US (Houston)

Winter Executive Committee Meeting – Friday, Jan. 15, 2021, 7:00 pm

7:00 pm - Executive Committee meeting, all are welcome

**AGENDA**

Opening Worship

Spiritual/Inspirational Reading

Agenda Review and/or Correction

Review of Previous Minutes

a. FIBM - Numbered Minutes..... 4

b. Called Executive Committee Meeting Dec. 12, 2020 - Numbered Minutes ..... 5

Nominating Committee Report..... 7

Treasurer’s Report

Finance Committee - 1<sup>st</sup> Draft of Budget

Appointment of *ad hoc* Committee on Apportionments

Worship & Ministry Committee Report

Youth Committee Report (Joint Report with CMOR)..... 13

Youth and Young Adult Coordinator Report

*ad hoc* Retirement Community Committee Report

Peace & Social Concerns Committee Report..... 21

Peace Camp/Florida Peace & Justice Coalition Report

Other Committee Reports (as time allows)

a.

b.

c.

Reading back the minutes

9:00 pm - Closing worship

## Winter Interim Business Meeting – Saturday, Jan. 16, 2021, 1:00 pm

1:00 pm - Meeting for Worship with a Concern for Business

### AGENDA

Opening Worship

Spiritual/Inspirational Reading

Agenda Review and/or Correction

Roll Call of Meetings and Worship Groups

Welcome of visitors

Announcements

Review & Approval of Previous Minutes

a. FIBM - Numbered Minutes..... 4

b. Called Executive Committee Meeting Dec. 12, 2020 - Numbered Minutes..... 5

c. Winter Executive Committee Meeting - Numbered Minutes

Nominating Committee Report..... 7

Treasurer's Report

Finance Committee - 1<sup>st</sup> Draft of Budget

Worship & Ministry Committee Report

Youth Committee Report (Joint Report with CMOR) ..... 13

Youth and Young Adult Coordinator Report

*ad hoc* Retirement Community Committee Report

Peace & Social Concerns Committee Report ..... 21

Peace Camp/Florida Peace & Justice Coalition Report

Break – 20 minutes

Committee for Ministry on Racism (Joint report with Youth Committee) ..... 13

Field Secretary for Earthcare Report

Earthcare Committee Report

Finance Committee Report

Half Yearly Meeting Report

YM Gathering Committee Report

Friends Peace Teams ..... 22

Reports from Representatives to Other Organizations

Reading back the numbered minutes

5:00 p.m. – Closing worship

**Southeastern Yearly Meeting**  
*of the Religious Society of Friends*

**Fall Interim Business Meeting 2020**  
17 Tenth Month 2020

**NUMBERED MINUTES**

- 20FIBM01** Friends approve Bill Carlie, YM Clerk, serving as Clerk for today's FIBM session.
- 20FIBM02** Friends accept the minutes from the Summer Executive Committee Meeting.
- 20FIBM03** Friends accept the minutes of Fall Executive Committee.
- 20FIBM04** Friends approve the Nominating slate presented in the Documents In Advance.
- 20FIBM05** Friends approve the nomination of Lynn Newsom as the SEYM representative to Quaker House.
- 20FIBM06** Friends accept the Treasurer's Report, with thanks.
- 20FIBM07** Southeastern Yearly Meeting would like to express appreciation to Clara Diaz for her loving and informed leadership as clerk of SEYM Worship and Ministry over the past 6 years.
- 20FIBM08** Friends accept the Committee on Ministry on Racism's report as published in the [Documents In Advance](#).
- 20FIBM09** Friends accept the Field Secretary for Earthcare Report.
- 20FIBM10** Friends accept the Florida Council of Churches Report.
- 20FIBM11** Friends accept the Earthcare Committee Report.
- 20FIBM12** Friends accept the Gathering Committee report, with thanks.
- 20FIBM13** Friends accept the Half Yearly Meeting Report
- 20FIBM14** Friends accept the Peace & Social Concerns Report with thanks.
- 20FIBM15** Friends express our gratitude to Fort Myers Monthly Meeting for their Statement on Police Violence and Accountability. We recommend the statement to Meetings and Worship Groups, and encourage them to write their own statements or to adopt this statement for their Meeting.

- 20FIBM16** Friends recommend that SEYM adopt Fort Myers Monthly Meeting’s Statement on Police Violence and Accountability. We ask Clerk to send the statement to Monthly Meetings for discernment, not only for adoption by SEYM but to encourage them to adopt this or similar statements as their own.
- 20FIBM17** Friends express our gratitude to St. Petersburg Monthly Meeting for their Statement in Support of the Black Lives Matter Movement. We recommend the statement to Meetings and Worship Groups and encourage them to write their own statements or to adopt this statement for their Meeting.
- 20FIBM18** Friends recommend that SEYM adopt St. Petersburg Monthly Meeting’s Statement in Support of the Black Lives Matter Movement. We ask Clerk to send the statement to Monthly Meetings for discernment not only for adoption by SEYM but to encourage them to adopt this or similar statements as their own .
- 20FIBM19** Friends accept the AFSC Report with thanks.
- 20FIBM20** Friends accept the FCPJ report.
- 20FIBM21** Friends accept the FCNL report with thanks.
- 20FIBM22** Friends accept the QEW report with thanks.

**Southeastern Yearly Meeting**  
*of the Religious Society of Friends*

**Specially Called Executive Committee Meeting**  
12 Twelfth Month 2020

**Numbered Minutes**

**20SpCEC01:** Southeastern Yearly Meeting will hold the Winter Executive Committee meeting (WEC), Winter Interim Business Meeting (WIBM), and the Michener Lecture as virtual events. **APPROVED**

**20SpCEC02:** Southeastern Yearly Meeting will hold its annual sessions as virtual events. We will contact the Life Enrichment Center about our deposit, hoping to move it to 2022. **APPROVED**

**20SpCEC03:** Southeastern Yearly Meeting agrees to continue the suspension of Kody Hersh's work as Youth and Young Adult Coordinator until the Annual Sessions Executive Committee Meeting when the decision will be reviewed again. **APPROVED**

**20SpCEC04:** Southeastern Yearly Meeting is not ready to commit to hosting the 2022 Friend General Conference Gathering. An *ad hoc* committee of Bill Carlie, Liz Dykes, Susan Taylor, and Susan Wade will meet with Michelle Bellows, clerk of FGC LRCP as soon as possible and bring a report to Winter Executive Committee. **APPROVED.**

# Nominating Committee Report (DIA)

## SEYM Winter Interim Business Meeting

First Month 2021

THE SEYM Nominating Committee members are Ed Lesnick (Clerk), Beverly Ward, Shawna Doran, and Brian Olson.

We request all southeastern Friends to consider a commitment to SEYM and encourage Friends at your monthly meeting or worship group to become active and spiritually enriched by serving others in Southeastern Yearly Meeting.

*Thirty-Two (32) committee and representative terms EXPIRE at the rise of Yearly Meeting, 2021. We encourage current members to consider continuing their contributions to SEYM. (see the listing on the next two pages)*

There are committee memberships and representatives' terms CURRENTLY UNFILLED. We welcome new contributors and those who can continue in service to the Yearly Meeting. Current needs include:

1. *ASSISTANT* Yearly Meeting Recording Clerk. Friends have traditionally kept careful records of all business, keeping with the Friends testimonies of Truth and Integrity. The recording clerk is charged with carrying on this practice for the SEYM at the annual business meeting sessions the week of the Annual Gathering.  
The term is for one year with the hope ths assistant will become the YM Recording Clerk for 2022.
2. Youth Committee – The committee needs *additional members* to conduct a program that enriches the spiritual lives, develop camaraderie, and promotes Quaker testimonies in our young people.
3. Friends Committee on National Legislation (FCNL). *Two representative positions* are open. Representatives actively participate in the work of FCNL through the annual meeting of the FCNL General Committee held in November. They update SEYM on FCNL plans, programs, and campaigns.
4. A representative to FLGBTQ Concerns to share information between SEYM and the national group
5. Publications Committee seeks *members who have knowledge and experience in this specialized field*. If interested, please talk to Friend Phoebe Andersen, Clerk of Publications, for the particulars, and a Nominating Committee member.

More information is at The SEYM Operational Handbook section for “job descriptions” online at [seymquakers.org/organization/policies-handbooks](http://seymquakers.org/organization/policies-handbooks).

PROPOSED MINUTE: The Nominating Committee recommends to WIBM the following individuals to serve in positions that are currently unfilled:

YM Recording Clerk – Liz Dykes (2021)

Worship and Ministry Committee - Edward Abraham (2021-2023)

Representative to FGC Central Committee – Bonnie Zimmer (2021-2023)

## Terms Ending at the Rise of Yearly Meeting 2021 Committees, Representatives, and Appointed Observers

### COMMITTEES

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<b>Archives</b>	Bill Rapp, <i>Clerk</i> ..... Lake Wales .....
	Neil Andersen ..... Tallahassee .....
<b>Earthcare</b>	Bill Carlie, <i>Co-Clerk</i> ..... St. Petersburg .....
<b>Facebook Page</b>	Mike Flanery ..... Clearwater .....
<b>Finance</b>	Steve Donachie ..... Miami .....
	Shawna Doran ..... Gainesville .....
	Carl Hersh ..... Miami .....
<b>Half-Yearly Meeting</b>	Jerry Knutson, <i>Clerk</i> ..... Orlando .....
	Brian Olson, <i>Registrar   Clerk for 2021</i> ..... Miami .....
	Beeg Camarota, <i>Registrar for 2021</i> ..... Deland WG /Orlando .....
<b>Ministry on Racism</b>	Minerva Glidden ..... Orlando .....
	Kathy Hersh ..... Miami .....
	Beverly Ward ..... Tampa .....
	Jane Westberg ..... Miami .....
<b>Peace &amp; Social Concerns</b>	Peter Harrell ..... Gainesville .....
	Eileen Zingaro ..... Clearwater .....
<b>Publications</b>	Phoebe Andersen, <i>Clerk</i> ..... Tallahassee .....
<b>Worship &amp; Ministry</b>	Nancy Triscritti, <i>Co-Clerk</i> ..... Tampa .....
<b>YM Gathering</b>	Caroline Kaufman, <i>Bookstore</i> ..... Clearwater .....
	Vicki Carlie, <i>Program Coordinator</i> ..... St. Petersburg .....
<b>Youth Committee</b>	Jennifer Mendoza, <i>Co-Clerk</i> ..... Sarasota .....
	Cecelia Yocum, <i>Co-Clerk</i> ..... Tampa .....
	Jenn Ambrose ..... Gainesville .....
	Aurelio Anderson ..... Tallahassee .....
	Mira Tanna ..... Orlando .....



## REPRESENTATIVES TO ORGANIZATIONS

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Friends Committee on National Legislation, FCNL Karen Putney..... Tampa.....

Friends World Committee for Consultation – FWCC Eduardo Diaz .....Miami .....

Friends Peace Teams Cecilia Yocum..... Tampa.....

Florida Council of Churches Beverly Ward ..... Tampa.....

## APPOINTED OBSERVERS TO ORGANIZATIONS

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FUM General Board Observer Eduardo Diaz .....Miami .....

Ellie Caldwell, *Alternate*..... Palm Beach.....

## NOMINATING COMMITTEE

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Ed Lesnick, *Clerk*.....Orlando .....

# SEYM Officers, Committees, Representatives, & Appointees AS OF DIA

## OFFICERS

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Yearly Meeting Clerk..... Bill Carlie ..... St. Petersburg..... 2023

Interim Business Meeting (IBM)  
& Executive Committee (EC) Clerk ..... Phoebe Andersen..... Tallahassee..... 2023

YM & IBM Assistant Clerk..... Jack Bradin ..... Palm Beach ..... 2023

YM Recording Clerk ..... *Under Discernment*..... 2021

Recording Clerk, IBM/EC ..... Liz Dykes..... Gainesville ..... 2022

Assistant Recording Clerk(s).....

Treasurer ..... Joel Cook..... Palm Beach ..... 2023

Membership Recorder ..... Ed Lesnick ..... Orlando..... 2023

## TRUSTEES

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Neil Andersen, *Clerk* ..... Tallahassee ..... 2023

Chris Laning..... Orlando ..... 2022

Jack Bradin ..... Palm Beach..... 2023

Mike Flanery ..... Clearwater ..... 2023

Liz Dykes..... Gainesville..... 2023

## COMMITTEES

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<b>Archives</b>	Bill Rapp, <i>Clerk</i> .....	Lake Wales.....	2021
	Neil Andersen.....	Tallahassee.....	2021
	Phoebe Andersen.....	Tallahassee.....	2023
<b>Earthcare</b>	Brian Humphrey, <i>Co-Clerk</i> .....	Ft. Lauderdale.....	2023
	Bill Carlie, <i>Co-Clerk</i> .....	St. Petersburg.....	2021
	Jack Bradin.....	Palm Beach.....	2023
	Mike Flanery.....	Clearwater.....	2023
	Hollyn Green.....	Savannah.....	2023
	Brad Stocker.....	Miami.....	2023
	Gary Crosby.....	St. Petersburg.....	2023
	Jim Koopman.....	Ft. Myers.....	2022
	Catherine Price.....	Lake Wales.....	2022
	Beverly Ward.....	Tampa.....	2022
	Bonnie Zimmer.....	Gainesville.....	2022
<b>Faith &amp; Practice</b> (Committee on sabbatical)	Phoebe Andersen, <i>Clerk</i> .....	Tallahassee.....	2022
<b>Facebook Page</b>	Mike Flanery.....	Clearwater.....	2021
<b>Finance</b>	Peter Schmidt, <i>Clerk</i> .....		2022
	Steve Donachie.....	Miami.....	2021
	Shawna Doran.....	Gainesville.....	2021
	Carl Hersh.....	Miami.....	2021
	Jack Bradin, <i>Clerk of Trustees (ex officio)</i> & <i>Asst. YM Clerk (ex officio)</i> .....	Palm Beach.....	2021
	Joel Cook, <i>Treasurer (ex officio)</i> .....	Palm Beach.....	2023
	Susan Wade, <i>YM Secretary (ex officio)</i> .....	St. Petersburg	
<b>Half-Yearly Meeting</b>	Jerry Knutson, <i>Clerk</i> .....	Orlando.....	2021
	Brian Olson, <i>Registrar   Clerk 2021</i> .....	Miami.....	2021
	Caroline Kaufman, <i>Food Coordinator</i> .....	Clearwater.....	2022
	Beeg Camarota, <i>Registrar 2021</i> .....	Deland WG /OMM	2021
<b>Ministry on Racism</b>	Susan Taylor, <i>Co-Clerk</i> .....	Tallahassee.....	2023
	Wendy Clarissa Geiger, <i>Co-Clerk</i> .....	Jacksonville WG.....	2023
	Minerva Glidden.....	Orlando.....	2021
	Kathy Hersh.....	Miami.....	2021
	Beverly Ward.....	Tampa.....	2021
	Jane Westberg.....	Miami.....	2021
	Jean Larson.....	Gainesville.....	2022
	Cheryl Demers.....	Gainesville.....	2023
	Katie Green.....	Clearwater.....	2023
Mainus Sultan.....	Savannah.....	2023	

<b>Peace &amp; Social Concerns</b>	Phil Stone, <i>Clerk</i> .....	Clearwater .....	2023
	Peter Harrell .....	Gainesville.....	2021
	Eileen Zingaro .....	Clearwater .....	2021
	Cece Yocum .....	Tampa.....	2022
	Helen Fox.....	Ft. Myers.....	2022
	Willie Hager.....	Jacksonville.....	2022
	Warren Hoskins.....	Miami .....	2022
	John Heimburg.....	Orlando .....	2022
	Mercedes Soca .....	Havana WG.....	2022
	Caroline Kaufman.....	Clearwater .....	2023
<b>Publications</b>	Phoebe Andersen, <i>Clerk</i> .....	Tallahassee.....	2021
<b>Worship &amp; Ministry</b>	Nancy Triscritti, <i>Co-Clerk</i> .....	Tampa.....	2021
	Nancy Rose Logan.....	Sarasota.....	2022
	Richelle Ogle .....	SAWG/Orlando.....	2022
	Ellie Caldwell.....	Palm Beach.....	2023
	Jan Dahm.....	Tampa .....	2023
	Eduardo Diaz .....	Miami .....	2023
	Lisa Erazmus.....	Tampa.....	2023
<b>YM Gathering</b>	Andrea Hoskins, <i>Clerk</i> .....	Miami .....	2022
	Susan Wade, <i>Registrar</i> .....	St. Petersburg .....	2023
	Caroline Kaufman, <i>Bookstore</i> .....	Clearwater .....	2021
	Brian Olson, <i>Asst. Program Coordinator</i> .....	Miami .....	2023
	Vicki Carlie, <i>Program Coordinator</i> .....	St. Petersburg .....	2021
<b>Youth Committee</b>	Jennifer Mendoza, <i>Co-Clerk</i> .....	Sarasota.....	2021
	Cecelia Yocum, <i>Co-Clerk</i> .....	Tampa.....	2021
	Jenn Ambrose.....	Gainesville.....	2021
	Aurelio Anderson .....	Tallahassee.....	2021
	Mira Tanna .....	Orlando .....	2021
	Rachel Dellinger .....	Orlando .....	2023

## REPRESENTATIVES TO ORGANIZATIONS

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### American Friends Service Committee Corporation, AFSC/Philadelphia

Kathy Hersh .....	Miami .....	2022
Beverly Ward .....	Tampa.....	2022

### Friends Committee on National Legislation, FCNL

Karen Putney .....	Tampa.....	2021
Pete Akerman.....	Gainesville.....	2023

### Friends General Conference, FGC Central Committee

Susan Taylor.....	Tallahassee.....	2022
Susan Wade.....	St. Petersburg .....	2022
<i>Under Discernment</i> .....		2023

**Friends World Committee for Consultation – FWCC**

Nancy Rose Logan.....Sarasota.....2023  
Clara Diaz .....Miami .....2022  
Eduardo Diaz .....Miami .....2021

**Friends Peace Teams** Cecilia Yocum.....Tampa.....2021

**Florida Council of Churches** Beverly Ward.....Tampa.....2021

**Friends for Lesbian, Gay, Bisexual, Transgender & Queer**

**Concerns – FLGBTQ** *Under Discernment*.....2023

**Palmetto Friends Gathering** Phoebe Andersen.....Tallahassee.....2023  
Neil Andersen.....Tallahassee.....2023

**Quaker Earthcare Witness** Jack Braden .....Palm Beach.....2022  
Brad Stocker.....Miami .....2022

**Quaker House (Fayetteville)** Lynn Newsom .....Bluffton (SC) WG.....2023

**APPOINTED OBSERVERS TO ORGANIZATIONS**

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**FUM General Board** Eduardo Diaz .....Miami .....2021  
Ellie Caldwell, *Alternate*.....Palm Beach.....2021

**NOMINATING COMMITTEE**

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Ed Lesnick, *Clerk*.....Orlando .....2021  
Beverly Ward.....Tampa.....2022  
Shawna Doran .....Gainesville.....2022  
Brian Olson.....Miami .....2023

EL: 12/30/2020 Revised

**SEYM Joint Youth Committee and  
Committee for Ministry on Racism Report  
Documents in Advance  
Winter Interim Business Meeting  
Saturday, January 16, 2021**

*“Faithfulness in Friends’ experience is rooted in continuing revelation, in being broken open by the power of the Spirit calling us into new ways of living. We believe this is a time of such in-breaking and recognition, a time of turning for this country and for our Religious Society. We believe God is calling us to a profound kind of change, to move from awareness to transformative action.”*

***A Time for Repentance and Transformation.*** June 5, 2020 (Excerpt)  
*In the Love that Brings a New Creation, New England Yearly Meeting of Friends (Quakers)*

Dear Friends,

We mentioned in our Fall Interim Business Meeting report that at Winter Interim Business Meeting, we would bring forward a statement summarizing the joint committee work of the SEYM Youth Committee and the Committee for Ministry on Racism and our intention to confront White supremacy within SEYM. This report is our statement.

This year a Young Adult Friend courageously posted on the Southeastern Yearly Meeting (SEYM) Facebook page, his experience with racism within his monthly meeting and SEYM events. He posted with the intention to “bring to light an uncomfortable truth that Friends must face,” and with the hope that “one day Quaker youth of color can experience a faith community without the violence of white supremacy. I hope that our future generations can have what I missed.”

As a result, the Young Adult Friend and the SEYM Youth and Young Adult Coordinator, as his support person, asked for joint meetings of the SEYM Youth Committee and the Committee for Ministry on Racism for help in confronting this issue and to bring healing. We are deeply grateful to the Young Adult Friend.

The SEYM Youth Committee and the Committee for Ministry on Racism, including the Young Adult Friend and the SEYM Youth and Young Adult Coordinator, have held five Spirit-led joint meetings, including two subcommittee meetings. The meetings explored how way might open, without blame and with love, to “create a faith community without the violence of White supremacy.” This will be a life-long effort, continuing to build on the many contributions SEYM as a body, monthly meetings, and many SEYM Friends have already made.

The Joint Committee acknowledges, with deep sorrow, that White supremacy has existed within SEYM since its founding, as a reflection of the wider White supremacist culture the United States was tragically founded upon. Most of us within SEYM are White, and because of that are living with and affected by that same culture, often oblivious to its existence and harmful effects. Friends of Color are painfully aware of its existence and dehumanizing effects. They, too, have internalized it.

The Young Adult Friend’s experiences and feelings have been echoed by many Friends of Color for centuries, as expressed in the **Institutional Assessment on Systemic Racism within Friends**

**General Conference, Report to FGC Central Committee, October 2018; Vanessa Julye's and Donna McDaniel's book, *Fit for Freedom, Not for Friendship*, 2009; their Walton Lecture, *Quaker Racism*, 2011; Walton and Michener Lectures by other Friends addressing racism, and thorough documentation elsewhere.**

We who are White Friends, apologize to the Young Adult Friend and all Black, Indigenous and other People of Color for our complicity with racism and the harm it has caused them. The harms include the barriers to a whole experience of spiritual nurture and belonging within the Blessed Community.

In making amends, we commit ourselves to continue following Divine guidance in learning more about our own internalized White supremacy and other aspects of racism. By so doing we expect to more effectively participate in the transformational process of creating "a faith community without the violence of white supremacy." Through confronting racism, which by design is structural and systemic (Ibram X. Kendi\*), we pray that our efforts will also inform our opening more widely to all oppressed communities. There is an intersectionality with racism, classism, sexism, transphobia, homophobia, (dis)ableism, ageism, nonbinary gender identity discrimination, paternalism, colorism and others.

**An invitation to one way forward together, as Friends are led, in confronting White supremacy within SEYM: Meeting each other where we are, in stages.**

We are inviting SEYM, and monthly meetings and worship groups which comprise it, to have as one of their priorities, the removal of White supremacy from within our faith community. We propose that Friends come together, and build upon the many racial justice efforts they have already been involved with or are planning. We are envisioning this as a coming together into a whole Blessed Community, a coming together that can be energizing and transformational, rather than as one more project to take up. Our vision is that antiracism will be woven throughout all aspects of the life of SEYM. A way of living as Friends.

We propose that each monthly meeting, partnered monthly meetings, or partnered monthly meetings and worship groups, schedule a Zoom worship sharing or a threshing session in February or March 2021 in response to the **Call to Action from the Outgoing Epistle of the 2020 FGC Virtual Pre-Gathering Retreat of Friends of Color and their Families**. The worship sharing or threshing session would consider those queries (below). The **Outgoing Epistle...** is attached. We propose this focus because SEYM is affiliated with FGC, and Friends of Color attending an FGC event brought forward their concerns and asked, "All Quakers" to "heed a Call to Action" and "Please sit with these queries." In addition, FGC is implementing the recommendations of their **Institutional Assessment on Systemic Racism** (2018), which has been a support to SEYM Friends and to which SEYM contributed financially. Many SEYM Friends are engaged with FGC in a variety of spiritually deepening ways.

1. Following the worship sharing or threshing session, at another time, Friends could select one area of growth or learning that will strengthen the meeting's or meetings' capacity to engage in discernment and action around racial justice. They could develop a plan for how Friends might collectively engage on that topic in any number of ways. For example: Friends might plan a book discussion group, a sharing of their personal stories around racism, pre- or post-worship discussion, or a workshop. Friends from the SEYM Committee for Ministry on Racism would be available to support Friends as needed in their discernment.

2. In April, the SEYM Committee for Ministry on Racism could host an online check-in for Friends to share what arose in their meeting's or meetings' worship sharing or threshing session times, along with any follow-up steps that they are planning. It could be a time of seeking support, sharing resources, and engaging in collaborative problem-solving for any challenges that are arising. Support could come from members of other meetings, the Committee for Ministry on Racism, or both.
3. In May, we suggest that Friends attend SEYM's screening of **Just Mercy**, another movie suggested by Friends, or organize their own movie event focused on a racial justice topic.
4. In Fall 2021, we propose that each monthly meeting might place the following query on their agenda for meeting for worship with attention to business: *How are we called, as a community, to further live into racial justice and healing within and beyond our meeting and the Religious Society of Friends?* This query might be considered several months in a row, so that Friends have ample time to reflect and seek unity.
5. Another ongoing query that could be raised as part of SEYM's, monthly meetings' and worship groups' decision making process: *How does this decision impact our goal of removing White supremacy from our faith community?*

#### Resources

- Search: "Becoming an Anti-Racist Faith Community," Friends General Conference [www.fgcquaker.org](http://www.fgcquaker.org)
- **Clarifying Definitions**- compiled by SEYM Committee for Ministry on Racism
- Dr. Robin DiAngelo. **Deconstructing White Privilege**, Youtube <https://youtu.be/h7mzi0cVLOQ>, General Commission on Religion and Race, United Methodist Church
- Dr. Ibram X. Kendi. **How to be An Antiracist**, 2019.\*
- **Toward Right Relationship with Native Peoples**: Friends Peace Teams- [www.friendspeacetteams.org](http://www.friendspeacetteams.org).

From the ***Outgoing Epistle of the FGC Virtual Pre-Gathering Retreat of Friends of Color and their Families***, July 3, 2020:

**We ask all Quakers to heed a Call to Action. Please sit with these queries:**

1. What is the Spirit leading me to do about the historic and ongoing racial pandemic across my meeting, my community, my work environment and my country?
2. How can we honor the memory of people who have lost their lives to the struggle for a better world?
3. How can we construct ways for people to engage and remain engaged *beyond* good intentions in the struggle for true equality in health, education, wealth and against state sanctioned violence?

4. How can we encourage the support of Friends of Color in Quaker worship and meetings around the world?
5. How can Friends de-center themselves in order to listen to and hear Friends of Color?
6. How can I support respite for Friends of Color?

With love, in the Spirit actively at work strengthening SEYM's Blessed Community,  
Joint Committee of the SEYM Youth Committee and Committee for Ministry on Racism (CMOR)

**Co-clerking:** Cecelia Yocum (Tampa) Youth Committee and Susan Taylor (Tallahassee) CMOR

**Youth Committee in participation:** Jennifer Mendoza (Sarasota), Co-clerk; Aurelio Anderson

**Youth and Young Adult Coordinator:** Kody Hersh

**CMOR:** Wendy Clarissa Geiger, Co-clerk (Jacksonville); Minerva Glidden (Orlando), Beverly Ward (Tampa), Jean Larson (Gainesville), Jane Westberg (Miami and Boulder), Cheryl Demers (Gainesville) Kathy Hersh (Miami, Deland WG), Mainus Sultan (Savannah), Katie Green (Clearwater)



**Addendum to Report of Joint SEYM  
Youth and Committee for Ministry on Racism Report  
Documents in Advance  
Winter Interim Business Meeting  
January 16, 2021**

**Clarifying Definitions**

<b>Race</b>	<p>“An evolving social idea that was created to legitimize racial inequality and protect white advantage.” (Robin DiAngelo, <b>White Fragility</b>, 2018.)</p> <p>“A power construct of collected or merged difference that lives socially.” “Race creates new forms of power: the power to categorize and judge, elevate and downgrade, include and exclude. Race makers use that power to process distinct individuals, ethnicities, and nationalities into monolithic races” (Ibram X. Kendi, <b>How to Be An Antiracist</b>, 2019.)</p>
<b>Racism</b>	<p>“When a racial group’s collective prejudice is backed by the power of legal authority and institutional control, it is transformed into racism, a far-reaching system that functions independently from the intentions or self-images of individual actors.” (Robin DiAngelo, <b>White Fragility</b>)</p>
<b>Antiracist</b>	<p>“One who is expressing the idea that racial groups are equals and none needs developing, and is supporting policy that reduces racial inequity.” (Ibram X. Kendi. <b>How to Be An Antiracist</b>, 2019)</p>
<b>Structural Racism</b>	<p>“A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity. It identifies dimensions of our history and culture that have allowed privileges associated with “whiteness” and disadvantages associated with “color” to endure and adapt over time. Structural racism is not something that a few people or institutions choose to practice. Instead it has been a feature of the social, economic and political systems in which we all exist.” (Aspen Institute. <a href="http://aspeninstitute.org">aspeninstitute.org</a>)</p>
<b>Systemic Racism</b>	<p>“In many ways “systemic racism” and “structural racism” are synonymous. If there is a difference between the terms, it can be said to exist in the fact that a structural racism analysis pays more attention to the historical, cultural and social psychological aspects of our currently racialized society.” (Aspen Institute. <a href="http://aspeninstitute.org">aspeninstitute.org</a>)</p>
<b>White Fragility</b>	<p>A process: “the familiar patterns of white people’s responses to racial discomfort...powerful means of white racial control and the protection of white advantage... “Born of superiority and entitlement.”</p>

“White people in North America live in a society that is deeply separated and unequal by race, and white people are the beneficiaries of that separation and inequality. [Therefore they] “are insulated from racial stress [and] come to feel entitled to and deserving of their advantage. Because of their domination, they have not built racial stamina and “become highly fragile in conversations about race.” [They consider such conversations] as challenges to their identities “as good moral people.” “[They ] perceive any attempt to connect [them] to the system of racism as an unsettling and moral offense. The smallest amount of racial distress is intolerable- the mere suggestion that being white has meaning often triggers a range of defensive responses. [e.g. “anger, fear, guilt and behaviors such as argumentation, silence and withdrawal from the... situation”] The process returns the person to racial comfort. (Robin DiAngelo, **White Fragility**)

**White privilege** “A sociological concept referring to advantages that are taken for granted by whites and that cannot be similarly enjoyed by people of color in the same context. (government, communities, workplace, schools etc.” (Peggy McIntosh, as referenced by Robin DiAngelo, **White Fragility**.)

**White supremacy** “...the all-encompassing centrality and assumed superiority of people defined and perceived as white and the practices based on this assumption.” In this context it “does not refer to individual white people and their individual intentions or actions but to an overarching political, economic and social system of domination.” (Robin DiAngelo, **White Fragility**.)

### **Capitalizing racial categories in print**

In this report, unless a racial category is within a quote, racial categories of Black, Brown, White will be capitalized according to the guidelines of the National Association of Black Journalists (NABJ). ([www.nabjonline.org](http://www.nabjonline.org)) We capitalized “People of Color” out of respect. NABJ does not include that phrase. “NABJ also recommends that whenever a color is used to appropriately describe race then it should be capitalized, including White and Brown.”

# The Outgoing Epistle of the 2020 Virtual Pre-Gathering of Friends of Color and Their Families

## Friends General Conference 2020

**"We are a harvest of survivors. But then, that's what we've always been."**

**-Octavia E. Butler, Parable of the Sower**

To Friends Everywhere:

We begin by remembering our ancestors who were strong enough to make a way for us. Friends of Color and their families met for Pre-Gathering Retreat on 26 Day through 28 Day Sixth Month 2020. This is the eighth year Friends of Color have met for our PreGathering Retreat. First-timers felt welcomed and validated. This year, we met virtually with our largest attendance yet. There were 47 attendees, ranging in age from 11 months through 77 years from Canada, Mexico, Switzerland and the United States of America.

The importance of this Gathering for Friends of Color worshipping in community together cannot be overstated. To our Friends in the wider Quaker world, we the Friends of Color, can't breathe. During this weekend, we enjoyed the rare opportunity of not being othered In Quaker space. We experienced the joy of being seen as we are and the affirmation of a supportive spirit among ourselves in the "Amen corner". The term "Amen corner" comes from the Black church and is a communal space that validates, affirms and uplifts the spirit. In isolation, due to COVID19, we are being kept apart and away from those we love, trust and need. The pre-gathering retreat brought back the source of community and family that has been missing. We were able to exhale, relax, and breathe together. Many of us did not realize how exhausted we were until we were able to relax with one another. The gifts of the spirit were abundant. We shared in worship, gentle yoga and meditation, meaningful discussions, journaling and selfdiscovery. We also listened and shared in each other's joys, triumphs, pains and sorrows. We experienced spiritual renewal that was awakened by moving through pain to hope for the future for ourselves and our children. Attention and space was given for people to play games, dance, talk, grieve, play music, watch videos, and write.

We have much gratitude to the Program Coordinator for the Ministry on Racism; the pioneer who laid the groundwork to make the Pre-Gathering Retreat available to us within FGC gathering and who faithfully makes it happen each year. We are grateful for being able to acknowledge all that makes us human, for finding home and connection.

Our inner Light is magnified and our capacity to breathe deeply is nurtured when that of God is acknowledged in each of us. It is our hope that other Friends of Color will know that such a space exists and know that they are desired, needed and will be warmly embraced.

The Pre-Gathering Friends of Color Retreat provides a reprieve. Friends of Color need respite from the systemic racism too often found in our American Quaker community that often goes unseen by many white Friends. Friends of Color need respite from the insidious lie of white supremacy manifested in daily oppressive traumatic stressors (microaggressions) which have the effect of blaming the oppressed for our own oppression. Friends of Color need respite and

support which our home meetings have not provided. Friends of Color are fatigued from being asked to teach white folks.

We ask all Quakers to heed a Call to Action. Please sit with these queries:

- 1) What is the Spirit leading me to do about the historic and ongoing racial pandemic across my meeting, my community, my work environment and my country?
- 2) How can we honor the memory of people who have lost their lives to the struggle for a better world?
- 3) How can we construct ways for people to engage and remain engaged *beyond* good intentions in the struggle for true equality in health, education, wealth and against state sanctioned violence?
- 4) How can we encourage the support of Friends of Color in Quaker worship and meetings around the world?
- 5) How can Friends de-center themselves in order to listen to and hear Friends of Color?
- 6) How can I support respite for Friends of Color?

In this time of COVID19, People of Color discovered that a deadly pandemic is secondary to the long-time pandemic of racism in our lives. People of Color are more likely to die from COVID19 due to the effects of racism and oppression. Think about how this pandemic has turned your world upside down, economically, emotionally, psychologically. Now imagine there is no one working on a vaccine, and that if you get sick or die, no one notices or cares. For People of Color, the human-made pandemic of racism is deadlier than COVID19, and we need you to do work so that we can BREATHE.

In Peace, Love and ....

2020 FGC Virtual Pre-Gathering Retreat for Friends of Color and their Families

# Peace and Social Concerns Committee

## SEYM Winter Interim Business Meeting

16 January 2021

SEYM's Peace and Social Concerns Committee has been meeting monthly via Zoom. The meeting notes are detailed and have been distributed to committee members, meeting participants, and all others who have requested copies, including the SEYM office coordinator. If you would like to be added to the distribution list, please send an email with your contact information to: [pscclerk@seymquakers.org](mailto:pscclerk@seymquakers.org).

We are pleased to see that meeting attendance has been steadily increasing; the benefits of networking are evident.

Monthly meetings are at work on a variety of concerns. Most meetings report activity on environmental and climate change concerns, several aspects of racism including immigration, police misconduct, and institutional racism. In addition, several meetings are engaged in educational activities which include book clubs, films and discussions.

We have had good discussions about the relationship of this committee to other committees and groups within the Yearly Meeting who are also working on issues of climate change and racism, this remains an ongoing conversation.

Members of the committee have also discussed the effect of issuing statements on topical issues, and the best way to distribute them. We are in the process of gathering lists of local media contacts, elected officials, faith communities and other opinion shapers to maximize the reach and effectiveness of the statements from our Monthly Meetings.

SEYM's Peace and Social Concerns Committee will be hosting a zoom meeting on How to Effectively Write Letters to the Editor on Saturday, February 13, at 10:00 A.M. to which we encourage Friends to attend.

Respectfully submitted,

Phil Stone, Clerk



Dear Friends,

Happy New Year! We fervently hope that 2021 is a year of greater peace and justice worldwide.

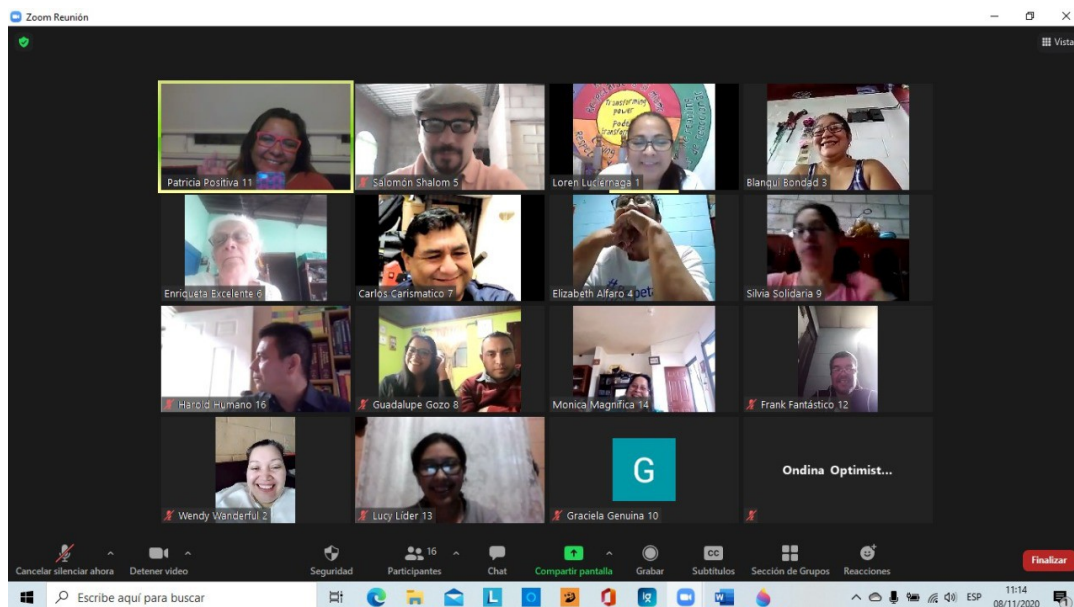
In 2020 we were able to enlarge and extend the work of Peacebuilding en las Américas (PLA), despite the restrictions for the COVID-19 pandemic. Our partners reached out to neighbors in need, Alternatives to Violence Project facilitators and participants, refugees, youth forced to work to provide basic essentials for their families instead of continuing in school, indigenous women's groups, and inmates at a local prison with "Peace Baskets" containing food and hygiene products.



*Peace Basket / PAN PAV in Medellin, Colombia.  
Photo by Patricia Duque.*

Facing fears of ongoing food shortages, our partners have begun working on promoting home and community gardens, including seeds in some of the Peace Baskets, and funding an indigenous women's cooperative garden project. After the destructive hurricanes Eta and Iota in Honduras and Central America, a further round of Peace Baskets was distributed—offering resources to families in communities that were not reached by any other NGO or government services.

In addition to taking the initiative to expand our work in these ways, our partners also have worked to develop online Alternatives to Violence Project workshops - with participants from many Spanish-speaking countries, providing social and psychological support across the region. PLA facilitators have very active roles in our Working Group, participating in our monthly meetings and a second meeting where they share ideas and successes.



*Alternative to Violence Project (AVP) Basic workshop in Spanish online. Photo taken by Salomón Medina, AVP El Salvador.*

The upcoming planting seasons in these regions will be an opportunity to expand the food security program and community garden ideas. This year, we, along with others, are learning additional practices to help people heal from trauma as part of our ongoing trauma resiliency programs. We are also looking for innovative ways of reaching people during the pandemic, and finding more local partners with whom to collaborate.

We have been working in Latin America for 18 years and are very grateful for your support. We hope that as this year goes on, we can count on your ongoing prayers, donations and volunteer activity to help our many friends and partners in Honduras, Guatemala, El Salvador, Colombia and Ecuador.

Wishing Paz y Justicia,

Val Liveoak, Coordinator Emerita  
Val Liveoak, PLA Coordinator Emerita  
Cece Yocum, Past Clerk, PLA Working Group