

Southeastern Yearly Meeting
of the Religious Society of Friends
Winter Interim Business Meeting 2022
15 First Month 2022

MINUTES

Winter Interim Business Meeting began with silent worship.

Clerk Phoebe Andersen opened the meeting from the silence by reading these quotes: from SEYM Faith & Practice.

Our gracious Creator cares and provides for all His creatures. His tender mercies are over all His works, and so far as His love influences our minds, so far we become interested in His workmanship and feel a desire to make use of every opportunity to lessen the distresses of the afflicted and increase the happiness of the Creation. Here we have a prospect of one common interest from which our own is inseparable, that to turn all the treasures we possess into the channel of Universal Love becomes the business of our lives.

John Woolman, 1772
SEYM Faith & Practice, 4th Ed. 2013, pp 78-79

Community is the place where the connections felt in the heart make themselves known in bonds between people, and where the tuggings and pullings of those bonds keep opening up our hearts.

Parker Palmer, 1977
SEYM Faith & Practice, 4th Ed. 2013, p 82

Adjustments to the Agenda: YM Gathering Committee was added to the agenda. Pete Ackerman's concerns regarding the *ad hoc* Crisis Response Committee's Statement on the Arrest of Javier del Sol was added to the agenda.

The roll call of Meetings and worship groups was taken. Cathy Day, formerly of Clearwater MM, visited from New Haven

ANNOUNCEMENTS:

Joel Cook reported that he has started the practice of studying the Sermon on the Mount and following the call of the Sermon on the Mount every day. If anyone is interesting in participating on the study of the Sermon on the Mount over the course of the year, please contact Joel (j1cook@yahoo.com).

Karen Putney reported that Friends Committee on National Legislation (FCNL) is beginning its of discerning lobbying priorities for the 118th Congressional session. On January 26 at 8:30 p.m., FCNL is hosting a zoom meeting on the process of setting priorities. On February 27, Tampa Friends are hosting a zoom meeting with a representative of Jubilee House, Managua, Nicaragua. Send an email to Karen Putney (karenputney@yahoo.com) if you are interested in joining.

Eileen Zingaro announced that Clearwater Monthly Meeting is sponsoring a scholarship for any young friend 19 to 30 to attend FCNL Spring Lobby Weekend. Open to non-Quakers. Contact Clearwater Meeting for more information (Qnews@clearwaterfriends.org).

Winter Executive Committee 2022 Numbered Minutes were read. Friends approved the Numbered Minutes.

NAMING COMMITTEE REPORT

The Naming Committee appreciates gratefully the Nominating Committee members for extending their terms so that members have staggered termination of service dates: Shawna Doran to 2023, Brian Olson to 2023, Ed Lesnick to 2024, and Beverly Ward to 2025. The Naming Cte is looking for a fifth member for Nominating Committee. Anyone interested should contact Phoebe (phoebequaker45@gmail.com) or Bill Carlie (ymclerk@seymquakers.org).

NOMINATING COMMITTEE REPORT

Ed Lesnick reported that the committee expresses its appreciation to the officers, committee members, and SEYM representatives to outside Quaker organizations. We are well represented in the wider Quaker community. Kasper Ronning has been very involved with a number of projects at Orlando Monthly Meeting and is now a member of the YM Gathering committee. Steve Riddle has extensive experience in the publishing community and we are excited for him assist Phoebe as a member of the Publications committee.

22WIBM01 Friends approve the nominations of Steve Riddle to serve on Publications Committee, and Kasper Ronning to serve on Gathering Committee for terms of January 2022 to the rise of Yearly Meeting sessions in 2025.

Friends approve the minute.

SEYM needs for Yearly Meeting Gathering 2022:

- Yearly Meeting Recording Clerk

- Youth Committee members

- FGC Representative

- Friends Peace Teams are expanding their efforts and are seeking additional representatives in addition to their newest representative, Shawna Doran

- Quaker United Nations Office Representative. Warren Hoskins is laying down is service to this important position.

Susan Taylor commented that she found her service as FGC Representative very spiritually nurturing; being a FGC committee member is great way to meet new people; all FGC committee meetings are virtual.

Friends approve the report

TREASURER'S REPORT

Joel Cook reported on the first half of fiscal year 2021-2022 (full report attached).

Joel particularly thanked SEYM bookkeeper Dianne Langan for making time in her schedule at Joel's convenience and working long hours with him. They are working on cleaning up a lot of unfinished reports from past years. They still have a number of years to clean up. Once the project is completed Joel will provide SEYM with the updated reports for publication on the website.

FINANCE COMMITTEE FIRST DRAFT OF THE BUDGET

Peter Schmidt reported that the total amount of apportionments in 2021 was \$75,000 and that figure will increase about \$3500 next year. The full draft budget will be presented in the Documents In Advance for Yearly Meeting.

Friends approve the report.

WORSHIP & MINISTRY COMMITTEE REPORT

Nancy Triscritti reported that we are all looking forward to tomorrow's Michener Lecture given by Nancy Fennell. She is pleased to announce that the 2023 Michener Lecture is Joel Cook.

22WIBM02 Worship and Ministry would like to express great appreciation to the computer experts, planners, organizers and attenders who have made WIBM possible, without the least of us we could not be who and what we want to be. We especially thank Susan Wade for acting as Recording Clerk in addition to all of her other responsibilities.

Friends approve the minute.

CONCERN REGARDING THE PUBLIC STATEMENT ON THE SEYM WEBSITE ON THE ARREST OF JAVIER DEL SOL (JdS)

A concern was brought forth that the statement is racist and prosecutorial and a request was made that it be removed from the website. Prosecutorial in that JdS has not been adjudicated and is therefore innocent until proven guilty. Racist in that JdS is Mexican. This concern included a statement there had been a prior child abuse incident at an SEYM event that, according to the member bringing the concern, was covered up because the perpetrator and the victim were both White.

Kody Hersh, clerk of the *ad hoc* Crisis Response Committee, gave an explanation of the committee's process in formulating the Statement, pointing out that the committee included professionals working in the area of child abuse concerns and members of Committee for Ministry on Racism. The Public Statement and proposed manner of publication on the SEYM website, as well as the entire crisis response plan was brought before the Yearly Meeting and approved by the body of Southeastern Yearly Meeting.

The clerk referred the concern to the *ad hoc* Crisis Response Policy and Practice Committee for discernment.

The meeting adjourned for a break.

YM clerk Bill Carlie re-convened the Meeting with a quote:

And do not strive about outward things, but dwell in in the love of God, for that will unite you together, and make you kind and gentle towards another, and to seek one another's good and welfare, and to be helpful one to another, and see that nothing be lacking among you, then all will be well.

George Fox, 1676

22WIBM03 Friends approve Bill Carlie serving as clerk after the mid-meeting break for the remainder of this meeting.

Friends approve this minute.

YOUTH COMMITTEE

Cece Yocum referred Friends to the committee's report (attached). The Youth Program needs more funds in order to continue to present activities, especially outdoor activities for youth and families. Cece called for fund-raising ideas from Friends and invited everyone to donate to the Youth Program.

The committee needs more members.

Kody will be resigning as Youth and Young Adult coordinator in August 2022. The committee is actively discerning whether the YYA Coordinator will be replaced.

Cece thanked Clearwater MM for offering a scholarship to FCNL's Spring Lobbying Session.

If you have skills to share with youth, please let the committee know.

The new Child Safety Program is "terrific". Everyone is encouraged to take the training that lasts about 1 ½ to 2 hours. The training is offered entirely online and should be taken regardless of whether one wants to be Child Abuse Prevention Program (CAPP) certified. CAPP certification uses the same training but additional steps, including a background check, are required. Really good program to take especially if you want to be a helper with Youth Prog.

Friends accept the report

YOUTH AND YOUNG ADULT COORDINATOR REPORT

Kody encourages everyone to read the full report (attached). There are a lot of exciting things happening.

Kody will have an article published in the March issue of Friends Journal on the subject on "Safety in Meetings". His article was vetted by Friends in SEYM but he made clear that he doesn't speak for SEYM. He can provide a copy of the article to anyone who would like one.

He shared with Friends his addendum to his report (attached). He is thinking about what he needs to do to set up for his eventual leaving in August 2022 and gives direction and suggestions to SEYM in the addendum. Nancy Triscritti asked whether he could give a workshop at Yearly Meeting about what comes next with YYA Coordinator. Vicki asked whether discernment of a replacement YYA Coordinator could be put on the fast track for discussion. Other comments: would like to see more funds released for the YYA Coordinator; there will be a gap when Kody leaves and more dollars may make a difference in hiring a future YYA Coordinator. Having more youth makes a difference in the life of a Quaker community.

Friends accept the YYA Coordinator's report and addendum as presented in the DIAs (attached).

YM GATHERING COMMITTEE REPORT

Vicki Carlie report that we have two speakers, great friends who work together: Wendy Cooler and Melinda Wenner Bradley, who will speak on "Wonder and Welcome: Holding our Family and Friends in the Light". Their presentation is centered on multigenerational inclusion in the Gathering. The theme for the 2022 Gathering is "Welcome As You Are".

Currently SEYM is planning an in-person gathering, as is Friends General Conference and FCNL. However, the Executive Committee will meet at the end of February to determine whether the Covid-19 situation warrants an in-person Gather.

Kody and Susan W will visit Warren Willis United Methodist Camp and Conference Center in the next week or so to look over the facility and check on the state of the property to determine whether SEYM will offer alternative accommodations.
Friends accept the report.

ad hoc FLORIDA RETIREMENT COMMUNITY REPORT

Dan Vaughn reports that they committee has had one meeting in the new year. They interviewed the former Board Chair and retired Executive Director of Foulkeways, a Quaker Continuing Care Retirement Community (CCRC), who provided suggestions and made recommendations for additional resources. The committee is preparing a mission statement and queries for the monthly meetings along with minutes and notes from the business meeting.

The committee would like SEYM Friends to consider and respond to five queries in its report (attached)
Friends accepted the report

PEACE & SOCIAL CONCERNS COMMITTEE REPORT

Phil Stone reported that the committee has not been very active. Individual members are acting on their own initiative and there is little activity through SEYM. There is some confusion as to the purpose of P&SC; other committees work on environmental concerns and on racism issues. Warren Hoskins reported on military and climate change concerns. Attendance has been dropping steadily. Could be zoom fatigue or lack of focus. 6 people attended the morning committee meeting. Helen Fox is creating a list of resources on Racism. Karen Putney talked about the new FCNL director, Bridge Moix, reported that Friends House, formerly William Penn House, in Washington DC is now focused on being a space for groups who can't otherwise afford to come to the nation's capital. Although Friends House is under the care of FCNL, groups don't have to be limited to lobbying. Transgender issues and Florida House Bill 211 was discussed and the committee calls on the body of this meeting for a minute opposing HB211. The need to re-affirm SEYM's commitment to Coalition of Immokalee Workers and Alliance for Fair Food was also discussed.

22WIBM04 Southeastern Yearly Meeting of the Religious Society of Friends, recognizing the injustice of the proposed Florida HB 211 in denying transgender children medical care, calls on our Florida state representatives and senators as well as Governor DeSantis not to support this bill. SEYM encourages all monthly meetings and worship group members and attenders to contact their legislators and the Governor to voice their opposition to this bill.

Friends approve the minute.

22WIBM05 SEYM reaffirms its support for the Immokalee Workers and their families. During this difficult time as the Covid pandemic has ravaged many communities it is important that we be especially aware of the needs of these families. We are grateful for the many whose hard work brings food to our tables.

Friends approve this minute.

PROPOSAL FROM WENDY C. GEIGER

Clerk suggested that the proposal (attached) be forwarded to the appropriate committee for further discernment. Susan Taylor volunteered that the Committee for Ministry on Racism will be taking up the proposal in a future meeting.

COMMITTEE FOR MINISTRY ON RACISM

Susan Taylor reported that the Committee submitted an updated report after their meeting this morning (all CMOR reports are attached). The committee proposed the following minute:

22WIBM06 Southeastern Yearly Meeting of the Religious Society of Friends, meeting as Winter Interim Business Meeting, approves adding a line item to the budget for a recurring annual donation to the National Native American Boarding School Healing Coalition of a minimum of \$300.00 with the hope of increasing that amount in the future. This donation is a beginning acknowledgement of the Quaker role in being among the strongest supporters of the federal policy that called for the forced assimilation of Indian children through the operation of some 30 Quaker Indian boarding schools. Southeastern Yearly Meeting seeks to form a relationship with the Coalition to understand from them what additional support Friends can give. We encourage all Quaker meetings around our country to become familiar with the organization and its highly effective work in healing the ongoing trauma caused by the schools. (<https://boardingschoolhealing.org>): National Native American Boarding School Healing Coalition website.

<https://vimeo.com/192219802/376f2f1ddb> or <https://friendspeaceteams.org/trr/>
Paula Palmer has created a compelling audio-visual presentation outlining Quaker involvement in operating Indian boarding schools. Using photographs and documents from her research, and the voices of teachers, administrators, and Native children. Paula awakens and informs hearts and minds to the intergenerational harms Quakers caused by their involvement in this 'civilizing' Enterprise.

— John Meyer, Pendle Hill Quaker Conference Center

Friends approve this minute.

She also reported that she has received reports from five (5) monthly meetings on their efforts at affirming anti-racism in their meetings (all reports are attached).

Friends accept the report.

FIELD SECRETARY FOR EARTHCARE REPORT

Beverly Ward was not able to attend because of illness. Clerk asked Friends to read her report in the Documents In Advance.

QUAKER UNITED NATIONS OFFICE REPORT

Eduardo Diaz reported that both the NY and Geneva QUNO offices have new directors: Nozizwe Madlala-Routledge in Geneva is from South Africa and is a member of the Quaker Community of the Western Cape. Sarah Clarke in New York is from Canada and is a member of the Ottawa Monthly Meeting. Both have eye-popping credentials. Please visit QUNO.org to learn more about them.

FRIENDS WORLD COMMITTEE FOR CONSULTATION SECTION OF THE AMERICAS

Eduardo Diaz reports that there will be a meeting of FWCC Section of the Americas on March 12, 2022, from 7:00 AM to 10:00 pm. The meeting is online and you can register at the FWCC website (www.fwcc.world).

The meeting ended with silent worship at 8:11 PM

Treasurer's Report

SEYM Winter Interim Business Meeting
15 First Month 2022

Report for end of First Half of Fiscal Year 2021-22

(June 1 through November 30, 2021)

All values are rounded to the nearest dollar.

SEYM Total Cash Flow not including Trustees

The overall cash flow of the Yearly Meeting (excluding the Trustees' accounts) for this period yielded a net loss (excluding unrealized capital loss of \$77 on investments for the Publications program) of \$14,621 including \$12,034 restricted donations for the Field Secretary for Earthcare program, \$700 restricted donations for the International Worship Group Support fund, and \$1,032 restricted donations for the Youth Program. This resulted from an SEYM total real income of \$40,667 against total expenses of \$55,288.

SEYM General Fund for Administration - Cash Flow and Budget Performance

At the end of this period, the General Fund (the operations fund for which we approved a balanced budget of \$85,380 in our 2021 Yearly Meeting sessions) showed a net loss of \$17,386. This resulted from General Fund total income of \$17,646 (21% of budget) against expenses of \$35,032 (41% of budget).

Budget Support Apportionments & Contributions Received

During this period, in response to the annual request for support of the approved General Fund Budget (the Apportionments), contributions received from the Monthly Meetings and Worship Groups totaled \$15,264, or 20% of the year's budgeted request of \$75,000.

Fifteen Monthly Meetings and Eleven Worship Groups were included in the Apportionment request this fiscal year. So far, two (2) have contributed between their entire requested amount, five (5) have contributed one-quarter to half, seventeen (17) have not contributed anything.

The unrestricted individual donations received toward the Budget during this period totaled \$805 approximately 40% of the \$2,000 budgeted amount.

Cash Flow Results for Programs

The annual programs for this fiscal year are in progress; cash flow is incomplete.

The Publications program during this period had a net loss of \$89, excluding unrealized loss gains of \$77 on investments for the program.

The SEYM Field Secretary for Earthcare program during this period received \$12,035 in donations and had expenses of \$9,141, yielding a net gain of \$2,894.

Net Worth

The Net Worth of the combined Yearly Meeting and its Trustees at the end of this period was \$662,114, a decrease of \$8,149 including \$2,355 in unrealized capital loss since the beginning of the fiscal year.

Joel D. Cook, Treasurer
SEYM 1/10/2022

Southeastern Yearly Meeting
Income & Expense by Class
June through November 2021

01/09/2022
Cash Basis
TOTAL

	Admin/General Fund	Covid Relief	Gathering/Walton Lecture	Half Yearly Meeting (HYM)	Intl WG Support	Michener Lecture	Programs for Youth	Publications	Secretary - Earthcare	Triennial Travel	Trustee's Funds	TOTAL
Income												
2000 - Income												
2001 - Donations												
2002 - Indiv.Donations-Classes	804.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	804.50
2003 - Meeting Donations												
2023 - Meeting Donations, WG wo appt	75.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	75.48
2003 - Meeting Donations - Other	15,264.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,264.28
Total 2003 - Meeting Donations	15,339.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,339.76
2006 - In-kind Donation	0.00	0.00	0.00	469.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	469.28
Total 2001 - Donations	16,144.26	0.00	0.00	469.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,613.54
2040 - Restricted Donations												
2050 - Restricted - Other	0.00	0.00	0.00	0.00	0.00	0.00	1,032.00	10.00	0.00	10.00	60.00	1,112.00
2055 - Intl WG Support	0.00	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	0.00	1,200.00
2060 - Donations - Restricted- FSE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,034.50	0.00	0.00	0.00	12,034.50
Total 2040 - Restricted Donations	0.00	0.00	0.00	0.00	1,200.00	0.00	1,032.00	10.00	12,034.50	10.00	60.00	14,346.50
2200 - Investment Earnings												
2203 - Savings Account Interest	1.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.83
2205 - Dividends FFC Gathering Youth	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,271.52	0.00	2,271.52
2210 - Dividends FFC Michener Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	475.92	0.00	475.92
2215 - Dividends FFC Berische OutTravel	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	992.83	0.00	992.83
2220 - Dividends-FFC Staff Salary Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,336.85	0.00	2,336.85
2225 - Dividends FFC Unrestricted	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,887.50	0.00	1,887.50
2230 - Dividends FFC Walton Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	879.68	0.00	879.68
2280 - Dividends FFC SEYM Publications	0.00	0.00	0.00	0.00	0.00	0.00	0.00	295.22	0.00	0.00	0.00	295.22
2280 - Investment Capital Gains/Losses												
2206 - Capital Gain(Loss) Gath. Youth	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-594.41	-594.41
2211 - Capital Gain(Loss) Michener	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-124.54	-124.54
2216 - Capital Gain(Loss) BerischeOTra	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-259.81	-259.81
2221 - Capital Gain(Loss) Staff Salary	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-611.51	-611.51
2226 - Capital Gain(Loss) Unrestricted	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-484.26	-484.26
2231 - Capital Gain(Loss) Walton	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-230.65	-230.65
2232 - Capital Gain(Loss) Meetinghouse	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-49.39	-49.39
2281 - Capital Gain(Loss) SEYM Publish	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-77.25	0.00	0.00	0.00	-77.25
Total 2200 - Investment Capital Gains/Losses	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-77.25	0.00	0.00	-2,354.57	-2,431.82
Total 2200 - Investment Earnings	1.83	0.00	0.00	0.00	0.00	0.00	0.00	217.97	0.00	0.00	6,489.73	6,709.53
2400 - Program Registrations												
2430 - Registration Fee	0.00	0.00	130.00	1,250.00	0.00	45.00	730.00	0.00	0.00	0.00	0.00	2,155.00
Total 2400 - Program Registrations	0.00	0.00	130.00	1,250.00	0.00	45.00	730.00	0.00	0.00	0.00	0.00	2,155.00
2600 - Sales												
2680 - Publication Sales	0.00	0.00	0.00	0.00	0.00	0.00	0.00	814.80	0.00	0.00	0.00	814.80
Total 2600 - Sales	0.00	0.00	0.00	0.00	0.00	0.00	0.00	814.80	0.00	0.00	0.00	814.80
Total 2000 - Income	16,146.09	0.00	130.00	1,719.28	1,200.00	45.00	1,762.00	1,042.77	12,034.50	10.00	6,549.73	40,639.37
2700 - Transfer in FROM other classes												
2712 - Michener Lect. to GF/Insurance	150.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	150.00
2732 - Gath/Walton to GF/Insurance	900.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	900.00
2752 - HYM to GF/Insurance	450.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	450.00
2784 - from GF for YouthProgramsClass	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	0.00	0.00	0.00	2,500.00
2801 - transfer from General Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00	0.00	500.00
2802 - from GF for Gathering Youth	0.00	0.00	2,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00
Total 2700 - Transfer in FROM other classes	1,500.00	0.00	2,000.00	0.00	0.00	0.00	2,500.00	0.00	0.00	500.00	0.00	6,500.00
Total Income	17,646.09	0.00	2,130.00	1,719.28	1,200.00	45.00	4,262.00	1,042.77	12,034.50	50.00	6,549.73	47,139.37
Expense												
2999 - Expenses												
3000 - Operating Costs												
3001 - Bank Service Charges	179.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	179.70
3002 - PayPal service fee	15.01	0.00	0.00	42.53	0.00	2.92	17.76	1.12	164.48	0.00	0.00	243.82
3080 - Duplication	517.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	517.72

	Admin/General Fund	Covid Relief	Gathering/Walton Lecture	Half Yearly Meeting (HYM)	Int'l WG Support	Michener Lecture	Programs for Youth	Publications	Secretary - Earthcare	Triennial Travel	Trustee's Funds	TOTAL
3100 - Insurance												
3106 - Liability Insurance	1,631.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,631.63
Total 3100 - Insurance	1,631.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,631.63
3200 - Office Supplies	215.73	0.00	0.00	0.00	0.00	0.00	0.00	3.48	0.00	0.00	0.00	219.21
3270 - Payroll Expenses	20,253.62	0.00	0.00	0.00	0.00	0.00	0.00	8,339.89	0.00	0.00	0.00	28,593.51
3272 - Employer Payroll Taxes	1,478.69	0.00	0.00	0.00	0.00	0.00	0.00	636.50	0.00	0.00	0.00	2,115.19
3380 - Postage/Shipping	341.93	0.00	0.00	0.00	0.00	0.00	0.00	73.62	0.00	0.00	0.00	415.75
3640 - Rent warehouse/office												
3642 - Office Rent	420.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	420.00
3643 - Storage Unit	961.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	961.07
Total 3640 - Rent warehouse/office	1,381.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,381.07
3700 - Repairs												
3740 - Computer Repairs	236.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	236.00
Total 3700 - Repairs	236.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	236.00
3816 - Software	2,253.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,253.37
3840 - Telephone & Intl access	756.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	756.04
3900 - Website												
3940 - Domain Name Registrations	111.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	111.25
3900 - Website - Other	34.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	784.24
Total 3900 - Website	145.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	885.49
Total 3900 - Operating Costs	29,406.00	0.00	42.53	0.00	2.92	17.76	0.00	826.42	9,140.87	0.00	0.00	39,436.50
Total 4000 - Committees Operating Expenses	64.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	64.00
4369 - Peace and Social Concerns	64.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	64.00
Total 4000 - Committees Operating Expenses	64.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	64.00
6000 - Production												
6280 - Printing, Service Bureau	0.00	0.00	0.00	0.00	0.00	0.00	0.00	35.20	0.00	0.00	0.00	35.20
6380 - ISBN production	0.00	0.00	0.00	0.00	0.00	0.00	0.00	945.55	0.00	0.00	0.00	945.55
Total 6000 - Production	0.00	0.00	0.00	0.00	0.00	0.00	0.00	380.75	0.00	0.00	0.00	380.75
7000 - Operating Costs Programs												
7500 - Site Fees												
7534 - Site Fees- Meals	0.00	0.00	469.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	469.28
7537 - Food, Dining Room	0.00	0.00	469.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	469.28
Total 7534 - Site Fees- Meals	0.00	0.00	469.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	469.28
Total 7500 - Site Fees	0.00	0.00	469.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	469.28
7800 - Youth Program												
7804 - Youth Prg. Expenses/Fees/Other	0.00	0.00	0.00	0.00	0.00	0.00	598.49	0.00	0.00	0.00	0.00	598.49
7805 - Youth Program Leader/childcare	0.00	0.00	0.00	0.00	0.00	0.00	5,775.00	0.00	0.00	0.00	0.00	5,775.00
Total 7800 - Youth Program	0.00	0.00	0.00	0.00	0.00	0.00	6,373.49	0.00	0.00	0.00	0.00	6,373.49
Total 7000 - Operating Costs Programs	0.00	0.00	469.28	0.00	0.00	0.00	6,373.49	0.00	0.00	0.00	0.00	6,842.77
8000 - Travel & Financial Aid												
8160 - Annual Representative	62.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	62.00
Total 8000 - Travel & Financial Aid	62.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	62.00
8500 - Contingency												
8505 - Contingency - Covid Relief	0.00	1,500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,500.00
8510 - Contingency - Intl Worship Grou	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00
Total 8500 - Contingency	500.00	1,500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00
Total 9000 - Expenses	30,032.00	1,500.00	0.00	511.81	2.92	6,381.25	1,209.17	9,140.87	0.00	0.00	0.00	48,788.02
9000 - Transfer OUT TO other classes												
9002 - to GF for insurance	0.00	0.00	900.00	450.00	0.00	150.00	0.00	0.00	0.00	0.00	0.00	1,500.00
9004 - for Youth Programs	2,500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00
9005 - for Gathering Youth	2,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00
9060 - for Triennial Travel	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00
Total 9000 - Transfer OUT TO other classes	5,000.00	0.00	900.00	450.00	0.00	150.00	0.00	0.00	0.00	0.00	0.00	6,500.00
Total Expense	35,032.00	1,500.00	961.81	152.92	6,381.25	1,209.17	9,140.87	2,833.63	0.00	0.00	0.00	55,288.02
Income	-17,385.91	-1,500.00	1,230.00	757.47	-107.92	-17.92	-2,129.25	-166.40	9,140.87	510.00	6,549.73	-8,148.85
Total 2280 - Investment Capital Gains/Losses	0.00	0.00	1,230.00	757.47	1,200.00	-107.92	-2,129.25	-89.15	2,893.63	0.00	-2,354.37	-2,431.82
Net Income	-17,385.91	-1,500.00	1,230.00	757.47	1,200.00	-107.92	-2,129.25	-89.15	2,893.63	510.00	8,904.30	-5,716.83
Net Income w/o Funds Under Trustees Care												-14,621.13
Total Real Income w/o Funds Under Trustees Care												40,666.89
Total Expenses w/o Funds Under Trustees Care												55,288.02

Southeastern Yearly Meeting
 Budget vs Actual
 June through November 2021

01/09/2022
 Cash Basis

	<u>Jun - Nov 21</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Income				
2000 · Income				
2001 · Donations				
2002 · Indiv.Donations-Classes	804.50	2,000.00	-1,195.50	40.23%
2003 · Meeting Donations				
2023 · Meeting Donations, WG wo apport	75.48			
2003 · Meeting Donations - Other	15,264.28	75,000.00	-59,735.72	20.35%
Total 2003 · Meeting Donations	<u>15,339.76</u>	<u>75,000.00</u>	<u>-59,660.24</u>	<u>20.45%</u>
Total 2001 · Donations	<u>16,144.26</u>	<u>77,000.00</u>	<u>-60,855.74</u>	<u>20.97%</u>
2200 · Investment Earnings				
2203 · Savings Account Interest	1.83	20.00	-18.17	9.15%
Total 2200 · Investment Earnings	<u>1.83</u>	<u>20.00</u>	<u>-18.17</u>	<u>9.15%</u>
Total 2000 · Income	<u>16,146.09</u>	<u>77,020.00</u>	<u>-60,873.91</u>	<u>20.96%</u>
2700 · Transfer in FROM other classes				
2712 · Michener Lect. to GF/insurance	150.00	190.00	-40.00	78.95%
2732 · Gath/Walton to GF/insurance	900.00	1,140.00	-240.00	78.95%
2752 · HYM to GF/insurance	450.00	570.00	-120.00	78.95%
2804 · from Trustee's Funds				
2815 · for BertscheOutreach Travel	0.00	1,930.00	-1,930.00	0.0%
2820 · for Staff Salary	0.00	4,530.00	-4,530.00	0.0%
Total 2804 · from Trustee's Funds	<u>0.00</u>	<u>6,460.00</u>	<u>-6,460.00</u>	<u>0.0%</u>
Total 2700 · Transfer in FROM other classes	<u>1,500.00</u>	<u>8,360.00</u>	<u>-6,860.00</u>	<u>17.94%</u>
Total Income	<u>17,646.09</u>	<u>85,380.00</u>	<u>-67,733.91</u>	<u>20.67%</u>
Gross Profit	<u>17,646.09</u>	<u>85,380.00</u>	<u>-67,733.91</u>	<u>20.67%</u>
Expense				
2999 · Expenses				
3000 · Operating Costs				
3001 · Bank Service Charges	179.70	200.00	-20.30	89.85%
3002 · PayPal service fee	15.01	10.00	5.01	150.1%
3080 · Duplication	517.72	1,000.00	-482.28	51.77%
3100 · Insurance				
3106 · Liability Insurance	1,631.63	1,900.00	-268.37	85.88%
Total 3100 · Insurance	<u>1,631.63</u>	<u>1,900.00</u>	<u>-268.37</u>	<u>85.88%</u>
3107 · Youth Worker CAP Certification	0.00	160.00	-160.00	0.0%
3146 · Non-Profit Corporation Fee	0.00	60.00	-60.00	0.0%
3200 · Office Supplies	215.73	400.00	-184.27	53.93%
3270 · Payroll Expenses	20,253.62	47,500.00	-27,246.38	42.64%
3272 · Employer Payroll Taxes	1,478.69	3,500.00	-2,021.31	42.25%
3380 · Postage/Shipping	341.93	300.00	41.93	113.98%
3381 · Post Office Box rental	0.00	200.00	-200.00	0.0%
3400 · Office Equipment	0.00	400.00	-400.00	0.0%
3500 · Professional Fees	0.00	700.00	-700.00	0.0%
3640 · Rent warehouse/office				
3642 · Office Rent	420.00			
3643 · Storage Unit	961.07	2,800.00	-1,838.93	34.32%
Total 3640 · Rent warehouse/office	<u>1,381.07</u>	<u>2,800.00</u>	<u>-1,418.93</u>	<u>49.32%</u>
3700 · Repairs				
3740 · Computer Repairs	236.00	200.00	36.00	118.0%
Total 3700 · Repairs	<u>236.00</u>	<u>200.00</u>	<u>36.00</u>	<u>118.0%</u>
3816 · Software	2,253.37	2,000.00	253.37	112.67%
3840 · Telephone & Inet access	756.04	1,200.00	-443.96	63.0%
3860 · Travel Administrative	0.00	1,000.00	-1,000.00	0.0%
3900 · Website				

	<u>Jun - Nov 21</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
3940 · Domain Name Registrations	111.25			
3900 · Website - Other	34.24	1,400.00	-1,365.76	2.45%
Total 3900 · Website	145.49	1,400.00	-1,254.51	10.39%
Total 3000 · Operating Costs	29,406.00	64,930.00	-35,524.00	45.29%
4000 · Committees Operating Expenses				
4309 · Archives	0.00	300.00	-300.00	0.0%
4329 · EC and IBM	0.00	50.00	-50.00	0.0%
4339 · Faith and Practice	0.00	25.00	-25.00	0.0%
4349 · Finance	0.00	25.00	-25.00	0.0%
4359 · Nominating	0.00	25.00	-25.00	0.0%
4369 · Peace and Social Concerns	64.00	450.00	-386.00	14.22%
4389 · Youth Committee	0.00	25.00	-25.00	0.0%
4399 · Worship and Ministry	0.00	25.00	-25.00	0.0%
4429 · Earthcare	0.00	100.00	-100.00	0.0%
4449 · Publications	0.00	25.00	-25.00	0.0%
4469 · Racism, Ministry on	0.00	25.00	-25.00	0.0%
4489 · Young Adult Quakers	0.00	25.00	-25.00	0.0%
Total 4000 · Committees Operating Expenses	64.00	1,100.00	-1,036.00	5.82%
5000 · Donations to Organizations				
5007 · AFSC	0.00	200.00	-200.00	0.0%
5018 · Earlham School of Religion	0.00	100.00	-100.00	0.0%
5027 · FCNL	0.00	300.00	-300.00	0.0%
5028 · QEW (FCUN)	0.00	200.00	-200.00	0.0%
5030 · FLGBTQC	0.00	100.00	-100.00	0.0%
5037 · FGC	0.00	1,200.00	-1,200.00	0.0%
5038 · FLCoalition for Peace & Justice	0.00	100.00	-100.00	0.0%
5047 · Florida Council of Churches	0.00	200.00	-200.00	0.0%
5048 · Florida Impact	0.00	300.00	-300.00	0.0%
5057 · Friends Journal	0.00	100.00	-100.00	0.0%
5061 · Friends Peace Teams	0.00	500.00	-500.00	0.0%
5067 · FUM	0.00	500.00	-500.00	0.0%
5068 · FWCC	0.00	1,450.00	-1,450.00	0.0%
5077 · Pendle Hill	0.00	100.00	-100.00	0.0%
5085 · Quaker House of Fayetteville NC	0.00	200.00	-200.00	0.0%
5087 · Quaker Life	0.00	100.00	-100.00	0.0%
5089 · QUNO	0.00	100.00	-100.00	0.0%
5097 · Wm Penn House	0.00	100.00	-100.00	0.0%
Total 5000 · Donations to Organizations	0.00	5,850.00	-5,850.00	0.0%
8000 · Travel & Financial Aid				
8160 · Annual Representative	62.00	4,000.00	-3,938.00	1.55%
8360 · Attend SEYM-approved Activities	0.00	1,500.00	-1,500.00	0.0%
8460 · Travel Support to SEYM Business	0.00	1,000.00	-1,000.00	0.0%
Total 8000 · Travel & Financial Aid	62.00	6,500.00	-6,438.00	0.95%
8500 · Contingency				
8510 · Contingency - Intl Worship Grou	500.00			
8500 · Contingency - Other	0.00	2,000.00	-2,000.00	0.0%
Total 8500 · Contingency	500.00	2,000.00	-1,500.00	25.0%
Total 2999 · Expenses	30,032.00	80,380.00	-50,348.00	37.36%
9000 · Transfer OUT TO other classes				
9004 · for Youth Programs	2,500.00	2,500.00	0.00	100.0%
9005 · for Gathering Youth	2,000.00	2,000.00	0.00	100.0%
9060 · for Triennial Travel	500.00	500.00	0.00	100.0%
Total 9000 · Transfer OUT TO other classes	5,000.00	5,000.00	0.00	100.0%
Total Expense	35,032.00	85,380.00	-50,348.00	41.03%
Net Income	-17,385.91	0.00	-17,385.91	100.0%

Southeastern Yearly Meeting
Balance Sheet Prev Year Comparison
As of November 30, 2021

01/09/2022

Cash Basis

	Nov 30, 21	May 31, 21	\$ Change
ASSETS			
Current Assets			
Checking/Savings			
0501 · Checking Account BOA			
511 · Checking - Gen'l Fund - General	-19,218.54	-5,616.28	-13,602.26
560 · Checking-GF-Triennial Travel	20,587.31	20,077.31	510.00
566 · Checking-GF-Sufferings	170.00	170.00	0.00
610 · Checking-SA-Michener	-107.92	0.00	-107.92
630 · Checking-SA-YBM Gathering	1,230.00	0.00	1,230.00
640 · Checking-SA-Programs for Youth	-1,784.17	345.08	-2,129.25
650 · Checking-SA-HYM	757.47	0.00	757.47
670 · Checking - SA - Earthcare	8,313.70	8,400.15	-86.45
680 · Checking-SA-Publications	-6,089.91	-6,000.76	-89.15
690 · Checking - 690 Covid Relief	-1,500.00	0.00	-1,500.00
695 · Checking - Int'l WG Support	1,200.00	0.00	1,200.00
700 · Checking-Trustees			
705 · Checking - Gathering Youth Fund	5,663.26	3,381.74	2,281.52
710 · Checking - Michener Fund	490.92	5.00	485.92
715 · Checking - Bertsche Travel Fund	1,007.83	5.00	1,002.83
720 · Checking - Staff Salary	2,951.85	605.00	2,346.85
725 · Checking - Unrestricted Fund	540.00	530.00	10.00
730 · Checking - Walton Fund	894.68	5.00	889.68
Total 700 · Checking-Trustees	<u>11,548.54</u>	<u>4,531.74</u>	<u>7,016.80</u>
Total 0501 · Checking Account BOA	15,106.48	21,907.24	-6,800.76
830 · Checking - BofA Payroll	9,052.16	9,857.56	-805.40
903 · Savings BOA	36,922.32	36,920.49	1.83
Total Checking/Savings	<u>61,080.96</u>	<u>68,685.29</u>	<u>-7,604.33</u>
Accounts Receivable			
1100 · Accounts Receivable	-67.48	-67.48	0.00
Total Accounts Receivable	<u>-67.48</u>	<u>-67.48</u>	<u>0.00</u>
Other Current Assets			
1180 · FFC SOYM1 Publications Investme	18,491.12	18,568.37	-77.25
1200 · Trustee Investments			
1205 · FFC SOYMT6 GatheringYouth Fund	142,129.37	142,723.78	-594.41
1210 · FFC SOYMT3 Michener	29,778.14	29,902.68	-124.54
1215 · FFC SOYMT2 BertscheTravel Fd	62,121.64	62,381.45	-259.81
1220 · FFC SOYMT5 Staff Salary Fund	146,216.76	146,828.27	-611.51
1225 · FFC SOYMT4 Unrestricted	120,058.36	118,655.12	1,403.24
1230 · FFC SOYMT1 Walton Fund	55,041.87	55,272.52	-230.65
1240 · FFC SOYMT7 Meetinghouse Support	27,263.53	27,312.92	-49.39
Total 1200 · Trustee Investments	<u>582,609.67</u>	<u>583,076.74</u>	<u>-467.07</u>
Total Other Current Assets	<u>601,100.79</u>	<u>601,645.11</u>	<u>-544.32</u>
Total Current Assets	<u>662,114.27</u>	<u>670,262.92</u>	<u>-8,148.65</u>
TOTAL ASSETS	<u>662,114.27</u>	<u>670,262.92</u>	<u>-8,148.65</u>
LIABILITIES & EQUITY			
Equity			
1400 · Trustees Funds Equity	296,694.99	296,694.99	0.00
1500 · Operational Equity/ Net Assets			
1511 · General Fund Net Assets	29,324.36	29,324.36	0.00
1560 · Triennial Travel Net Assets	5,349.80	5,349.80	0.00
1580 · Publications Net Assets	14,341.85	14,341.85	0.00
Total 1500 · Operational Equity/ Net Assets	<u>49,016.01</u>	<u>49,016.01</u>	<u>0.00</u>
1700 · Retained Earnings	324,551.92	198,537.05	126,014.87
Net Income	-8,148.65	126,014.87	-134,163.52
Total Equity	<u>662,114.27</u>	<u>670,262.92</u>	<u>-8,148.65</u>
TOTAL LIABILITIES & EQUITY	<u>662,114.27</u>	<u>670,262.92</u>	<u>-8,148.65</u>

YOUTH COMMITTEE REPORT

SEYM Winter Interim Business Meeting
15 First Month 2022

SEYM Youth Program needs your help!

As we start to meet in person again, the SEYM Youth Program is in critical need of more volunteers and funding to be able to offer family retreats, a full youth program at our Yearly Meeting Gathering, and events and program for Young Adults.

The Youth and Young Adult Coordinator's position

Our current coordinator, Kody Hersh will be stepping down in August 2022. Please see their report for further information.

Expenses include a small stipend, travel, and other support. Kody Hersh's contribution to the youth, families, and young adults in SEYM has been invaluable!

The coordinator organizes family retreats, YAQ events, and workshops and activities for youth at the SEYM Gathering and Half Yearly Meeting.

Currently, Kody visits Monthly Meetings and is available as a resource for religious education. Kody also works with our Child Abuse Prevention Program, designing and facilitating training sessions and revising our CAPP manual. Kody also keeps us connected to news and events from the wider Quaker world.

During this past year the committee has been involved in the following topics/activities:

Family retreats

We would like to be able to offer more family retreats in the future when we are able to do so. Expenses usually include facilities rental, food, and scholarships. Our first post-pandemic Family Retreat was held on July 25th, at Anastasia State Park, St Augustine, FL.

The SEYM Gathering

Our Yearly Meeting Gathering will hopefully be in person this year, April 13 – 17, 2022. The Youth Committee, YYAC, and Youth Program assistants work hard to provide a full schedule of activities for each youth age group and special events for Young Adults.

Expenses include:

- honoraria and travel expenses for Youth Program assistants at the Gathering
- room and board for Youth staff at the Gathering
- Scholarships to enable youth and families to attend
- Materials and supplies

HOW YOU CAN HELP:

Make a donation to keep our Youth Program going!

Donate online here https://www.paypal.com/donate/?cmd=_s-xclick&hosted_button_id=HDD6ZQ94D5ZJS&source=url

Or mail a check with “Youth Program” noted on the memo line to:

SEYM
P. O. Box 1062
St. Petersburg, Florida 33731-1062

BECOME A YOUTH COMMITTEE MEMBER

The Youth Committee is in need of more members – ideally a contact from every meeting and worship group will help us with coordinating efforts.

We have been meeting once a month by zoom and the committee includes parents, young adult Friends, youth and other interested folks. Please see someone from Nominating Committee if you are interested in being involved in the monthly Youth Committee meetings.

BECOME A VOLUNTEER FOR THE YOUTH ACTIVITIES

- We are shifting from using the old term "CAPP Training" to "Child Safety Training" to reinforce the idea that everyone should take the course with the focus on keeping our children safe at all SEYM events.
- We no longer require background and reference checks prior to taking Child Safety Training because we want everyone to know how they can help keep children in our care safe at SEYM events. If, after taking the training, a person wants to become CAPP-certified to work with children, they can submit an application for certification that would require background and reference checks. *Child Safety Training is FREE. It requires only your time.*
- Our goal is to keep our youth programs going and for that we need CAPP-certified volunteers who take the Child Safety training and participate in the background and reference check process. For an application to become a CAPP-certified youth program volunteer see the [SEYM Child Abuse Prevention Program page](#). Child Safety Training is required for CAPP-certified volunteers but is open to all interested Friends.
- CAPP Training for Youth Committee members and potential youth program volunteers will be scheduled and announced in the near future. Our first trial session on 9/19/21 from 2-4 PM went very well. We are excited to present more training soon.

SUBMIT YOUR FUND RAISING IDEA FOR YOUTH COMMITTEE ACTIVITIES

Several of our members are having a yard sale to make money for the youth activities. We hope this can also be an outreach activity to the community about Quakers.

**SUBMIT YOUR IDEAS FOR SEYM YOUTH PROGRAM ACTIVITIES, ATTRACTING VOLUNTEERS,
FUND RAISING**

Please send us your ideas for involving youth as well as parents and other volunteers interested in keeping our Youth Program robust. Contact Cece Yocum at ceceyocum@aol.com or Kody Hersh at yyacoordinator@gmail.com.

Respectfully committed by
Cecilia Yocum, co clerk SEYM Youth Committee

Youth and Young Adult Coordinator Report

SEYM Winter Interim Business Meeting
15 First Month 2022

Since Fall Interim Business Meeting, Youth and Young Adult Coordinator work has centered on events, the Child Abuse Prevention Program, and future planning.

EVENTS

Half Yearly Meeting 2021

Half Yearly Meeting 2021 was a big success, especially in terms of youth attendance! After several years of having between zero and two youth attenders, this year saw eleven youth from eight different families attend HYM over the course of the weekend. SEYM Field Secretary for Earthcare, Beverly Ward, engaged both kids and adults in the "Loving Earth" project, which tied together art, spirituality, and climate action in a hands-on way that could be enjoyed by all ages. As Youth and Young Adult Coordinator (YYAC), I planned one official workshop/discussion for youth and young adults, on how Quakerism impacts our daily lives. I also brought toys, games, books, and other supplies for a "Youth resource library," organized all-ages story time, coordinated campfires, and generally tried to make myself available to help build connection and community, while letting youth take the lead.

SEYM Gathering 2022

I have met regularly with Youth Committee, and with Gathering Committee on request, to support the development of youth program plans and advise on selection of a Walton Lecturer with gifts and ministry in the area of intergenerational community-building and inclusion.

Young Adult Quakers Retreat 2022

In summer 2021, during a drop in COVID-19 infection rates, I explored the possibility of planning a retreat for SEYM Young Adult Quakers (YAQs). St Petersburg Meeting enthusiastically agreed to host, but a surge in regional infection rates prevented further planning. I am hopeful that a retreat will be possible in late spring or early summer of 2022.

Family Retreat 2022

We've confirmed a site and dates for our 2022 Youth and Families Retreat! After conducting a site visit to determine suitability (with a particular focus on accessibility needs), we've reserved a group of cabins at Camp Chowenwaw, just outside Jacksonville, for July 21-24. Families with youth 18 and under are invited to come enjoy fellowship, hiking, swimming, games, campfires, and shared meals at this long weekend, end-of-summer celebration. Please spread the word, and look for more details in the spring!

CHILD ABUSE PREVENTION

Child Safety Training

In November 2021, the new CAPP Coordinator, Cheryl Demers-Holton, and I launched a new, interactive, online child safety training. This training is open to any interested member of the extended SEYM community, while also meeting the requirements for volunteers who register with our SEYM Child Abuse Prevention Program. Previously, training was offered only to CAPP registration applicants. By offering this training online, and opening it to the whole community, we hope to increase our collective knowledge and capacity for creating and maintaining safe multigenerational spaces. If you didn't join our first training session, look for another offering coming soon! We especially urge anyone in any leadership position within a monthly meeting, worship group, or SEYM to avail themselves of this resource.

Crisis Response Follow-Up

At 2021 Fall Interim Business Meeting, the Ad hoc Crisis Response Committee, which had coordinated SEYM's immediate response to the arrest of an SEYM member for sexual abuse of a child, made several recommendations, which were accepted by the body, and was laid down. Pending approval at WIBM 2022 of a new committee, tasked with developing harassment and crisis response processes and policies moving forward, I have served as the point person (as former committee clerk) for implementation of the Ad hoc Committee's recommendations. At the time of this writing, we have gathered the names of Friends willing to serve on the new committee (recommendation #1), completed development of a new child safety training and are making plans to offer it as widely as possible within SEYM (rec. #2), and archived all documents relating to the committee's work in a permanent page on the SEYM website (rec. #5). The committee will hopefully be approved (rec. #1), and a budget designated for its work (rec. # 3) at WIBM 2022. The fourth recommendation, which involves improving attendance record-keeping at SEYM events, is still in process.

FUTURE PLANNING

At the October 2021 meeting of the SEYM Executive Committee (meeting as Personnel Committee), an end date of August 15, 2022 was approved for my service as SEYM Youth and Young Adult Coordinator.

As I prepare to transition out of the role, discernment is needed as to the next steps for SEYM. What is needed in order to continue, and grow, in our support for youth, families, and young adults, and creation of vibrant, intergenerational community?

I developed the attached document (which reflects only my personal thoughts, and has not been approved by any committee) to support discernment of this question. I brought it first to Youth Committee, and offer it now to the body of SEYM, in order to encourage all of you to join in this discernment. Youth Committee in particular needs support and input as they discern, but the work extends beyond their role, to include all SEYM Friends. As I wrote in my reflections on SEYM priorities,

SEYM as a *community* needs Friends of all generations in order to be healthy and whole. SEYM as an *organization* desperately needs the ideas, energy, perspectives, service, and wisdom of younger people and those newer to the community. In order for these needs to be met, ***the culture of SEYM as a whole must change to be more welcoming and inclusive to new, and younger, members and attenders.***

It is the work of the whole community to learn, grow, listen, discern, change, let go, and love our way toward that goal.

I continue to be grateful for the opportunity to serve SEYM as Youth and Young Adult Coordinator, and especially, for the chance to work with our amazing young people and families.

Kody Hersh
SEYM Youth and Young Adult Coordinator

Youth and Young Adult Coordinator Report Addendum

SEYM Winter Interim Business Meeting

15 First Month 2022

Possibilities for Support of Youth, Young Adults, and Families in SEYM Fall 2022 and beyond

Potential Models

Staff Model

What it looks like:

Continuing the Youth and Young Adult Coordinator (YYAC) role beyond Kody's departure in August, either as a time-limited contract position or a permanent staff role.

Pros:

- Comprehensive, year-round support for youth, families, and young adults
- Continuity and relationship building
- Depending on job structure/hours, could continue all or most of the current work

Cons:

- Financial: SEYM is already struggling to fund the current YYAC position. Depending on the willingness of future applicants and Orlando Monthly Meeting (or another MM) to continue the current arrangement (low/moderate stipend, housing provided), cost to employ someone else in the position could be considerably higher.
- Organizational: Need for a clearer supervisory and support structure, and job expectations, than we currently have.

Volunteer Model

What it looks like:

In the past, the volunteer model has worked well for SEYM when there was a very energized, motivated person or pair of people--usually parents of current youth participants, for the youth program, or a recently graduated young adult, for the Young Adult Quakers (YAQ) program--who devoted a significant amount of time year-round to youth or young adult program coordination.

It's also possible that this energy could come from a larger group of people, connected through

Youth Committee, who each take on part of the work (say, one annual event or other ongoing project) and collaborate effectively to provide continuity from one event to the next.

<p>Pros:</p> <ul style="list-style-type: none"> ● Doesn't necessarily require additional fundraising beyond our normal youth and YAQ budget items ● Potentially engages more SEYMers in the work of supporting our youth, families, and young adults ● Can build leadership skills and increase SEYM engagement, especially among young adults who step up to coordinate activities for YAQs 	<p>Cons:</p> <ul style="list-style-type: none"> ● High burnout rate if work falls too heavily on a few people ● Requires volunteers willing to make a significant time commitment ● Some volunteers are skilled, knowledgeable, and well-suited to the work, and others may not be ● Can be challenging to maintain continuity ● Easy for things to fall through the cracks ● Significant Youth Committee support and coordination needed
---	---

Hybrid Model

What it looks like:

Any combination of the staff and volunteer models, including paying multiple people to do different components of the current YYAC position. For example, contracting people to coordinate specific events or programs, paying honoraria for people to present workshops.

<p>Pros:</p> <ul style="list-style-type: none"> ● Flexibility ● Can hire the best person for each specific job, rather than trying to find someone who is good at all components of the work ● Lower cost than staff model ● More voices/perspectives in planning and leadership ● May reduce financial barriers to participation in YM work 	<p>Cons:</p> <ul style="list-style-type: none"> ● Coordination and time commitment required to identify, hire, and support people to fill different roles ● Higher cost than volunteer model ● Clear structure needed to maintain continuity and accountability
---	--

Financial Estimates

The YYAC position currently costs SEYM approximately \$1,050 per month, or \$12,600 annually.

Using my own records of how much time different tasks have taken me, and an approximate hourly rate of \$20, I've made the following estimates of how much it might cost to contract people to coordinate different programs and events.

Youth and families retreat coordinator	\$2000-2500/event (annual)
Young Adult Quakers retreat coordinator	\$1500-2000/event (annual)
Young Adult Quakers online events coordinator	\$140-160/event (\$560-600 annually for quarterly events)
HYM youth and YAQ support	\$1300-1500/event (annual)
Youth programs support at YM Gathering	Paid by YM Gathering Committee (?)
YAQ program support at YM Gathering	\$200-300
Spiritual nurture/pastoral care provider	Cost would vary widely depending on model, maybe \$0-500
Workshop leader	\$75-100/event

I feel confident that if we pay fairly for the work, and have a Youth Committee willing and energized to take on the work of coordination and recruitment, we could find skilled people to take on any or all of these roles. Many of them could be split between two or more people if desired. I would be willing to continue in several of these roles, if asked.

Priorities

A key step for Youth Committee will be discerning what the most important elements are for supporting youth, young adults, and families in SEYM moving forward. What are the greatest needs? What events or activities have been most successful/had the most impact? Every member of the committee, or the SEYM community as a whole, might have a different answer to these questions. Here are some of my reflections from my 2+ years in the YYAC role:

- Greatest needs:

Youth, parents/caregivers, and young adults in SEYM have a deep hunger to **connect with their peers in community**. They need time and space to build trust and relationship, to be all of who they are. Youth, young adults, and parents/caregivers all may find themselves the only person, or one of very few people, in their age or life stage within their meeting community. As a regional body, SEYM can help meet the need for peer connection by bringing people together for **age-cohort events like Youth and Families and Young Adult Quaker retreats**.

There's also a real need for **vibrant, inclusive intergenerational community and relationships**. This is not only among younger Friends and families. Older Friends also need connections across generations. SEYM as a *community* needs Friends of all generations in order to be healthy and whole. SEYM as an *organization* desperately needs the ideas, energy, perspectives, service, and wisdom of younger people and those newer to the community. In order for these needs to be met, ***the culture of SEYM as a whole must change to be more welcoming and inclusive to new, and younger, members and attenders.***

- Things that I thought might be more important than they have turned out (so far) to be:
 - Online opportunities for youth (these have never been well-attended)
 - Online social opportunities for young adults (these were well-attended early in the pandemic, but are not anymore, so I'm planning to shift to more content-based workshops in 2022)
 - Monthly meeting and worship group support and consultation (demand for visits/workshops/consultation has never been high, despite attempts to promote the opportunity)
- Most successful/highest impact events and programs: Retreats have seemed, by far, to be the most successful program element introduced as part of the YYAC role. Youth and Family retreats in 2019 and 2021, and the Young Adult Quakers retreat in 2019, had attendance significantly beyond expectations, seemed well-received by and meaningful to participants, and brought new people into the SEYM community despite pandemic disruptions.

Additional Factors

There are two factors which are absolutely critical to the success of ANY of the above models. These are:

1. an active and robust Youth Committee
2. a strong network of volunteers

Without those two things, it will be difficult or impossible to have a strong and sustainable set of programs for youth, young adults, and families-- and, by extension, a healthy yearly meeting.

Having our Child Abuse Prevention Program (CAPP) Coordinator and new, online child safety training in place should help with building and maintaining a strong network of volunteers.

Youth Committee needs revitalization in order to be more grounded, effective, organized, and energized. As I've thought about what such a revitalization might look like, I keep returning to the idea of having more clearly defined roles and tasks for Youth Committee members. For example, the committee could be made up of:

- A clerk, who coordinates and facilitates meetings, tracks deadlines, writes reports, sits on Executive Committee, and provides accountability for all other roles
- A YM Gathering youth program coordinator, who has primary responsibility for planning and implementing youth programs at the spring SEYM Gathering
- Liaisons for YM Gathering and Half Yearly Meeting (HYM) Committees, who serve on both HYM/Youth or Gathering/Youth committees to ensure that youth, families, and young adults are taken into consideration (and where possible, directly included in decision-making) at every step of event planning, and who do direct outreach to families and young adults to encourage them to attend
- An Interim Business Meeting/Michener Lecture coordinator, who plans and promotes one-day programs twice a year for youth attending Fall and Winter IBMs, and advocates for changes to make IBM business and program more compelling and accessible to newer and younger attendees
- Young adult program coordinator, who plans the annual schedule of events and opportunities for SEYM YAQs in consultation with (other) YAQ community members

That's just an example set of roles-- they could also be organized around skill sets/focus areas (like outreach/communications, online events, retreats, spiritual nurture), or any number of other ways. One way to start might be for all the current members of Youth Committee to think about what their skills, available time, energy, and interest are, and see what roles might naturally arise from there. New committee members could be recruited into specific roles based on their demonstrated interests and skills.

With each committee member focusing on a specific area of work, Youth Committee meetings could function more like a coordinating committee: an opportunity for people to share the work they've been doing, ask for feedback and support from the group, and make decisions together about things that impact SEYM youth and young adult programs as a whole.

Next Steps

The work of supporting youth, young adults, and families in SEYM, and building a more intergenerationally inclusive community, touches every aspect of our life as a yearly meeting. Therefore I suggest drawing in a wide body of Friends to give input as Youth Committee and the

yearly meeting as a whole discern way forward. It may be helpful to form an ad hoc committee or subcommittee of Youth Committee to gather input and bring a proposal forward at SEYM Gathering 2022.

The end date for the current YYAC position is August 15, 2022. Discerning a path forward before that date would allow for the current YYAC to provide support, training, info-sharing, and coordination for a smooth transition.

Ad hoc Florida Retirement Community Committee

SEYM Winter Interim Business Meeting

15 First Month 2022

The Florida Retirement Community Committee has interviewed the former Board Chair and retired Executive Director of Foulkeways, a Quaker Continuing Care Retirement Community (CCRC) located in Gwynedd, PA. He provided suggestions, and made recommendations for additional resources relevant to our topic.

We are gathering information for the purpose of preparing a committee mission statement. To that end, we would invite SEYM members to consider and respond to the following queries:

1. Would you be interested in joining a Friends retirement community in Florida? If so, what services, amenities, or coverages would you seek? Would you accept a retirement community that avoided a significant, permanent initial investment, by limiting medical care, amenities, and /or food service?

2. If so, which of the following issues are of interest to you? Please rate each as high, medium, or low interest.

- geographical location within FL, e.g. near/not near a city/a coast/an airport
- availability of a refund of any initial investment when you leave
- the amount of the required monthly payment
- the number and quality of meals provided
- the nature of any housekeeping cost included in the monthly cost.
- the levels of medical care provided or available (i.e., independent living, assisted living, skilled nursing care, rehabilitation, or hospitalization)
- whether it is a self-sufficient retirement community, or a community integrated with or within nearby towns or cities.
- the extent to which the retirement community exemplifies and implements Quaker values and testimonies.
- the degree of participation from residents allowed by the retirement community in the management of the retirement community.
- the degree to which the retirement community might accommodate SEYM needs for meeting, event, and Annual Gathering space or accommodations.
- the degree to which the retirement community could accommodate the broader educational needs of SEYM, its meetings, their members, and families.

3. Are there other issues of interest or concern? Are there comments on the above issues? Are there other suggestions for addressing listed concerns?

4. We also ask SEYM Meetings and members to express any leading you might have to contribute to the work and expense of this committee. For example, one suggestion made by our guest was that the committee consider seeking professional assistance in guiding its work, or drafting its mission statement. Such professional assistance would likely entail financial expenditures for costs, or fees. Any donations you felt led to make for such or similar expenses should be made to SEYM, earmarked for this committee.

5. Any communications regarding this committee or its work can be directed to me. My contact information follows my signature below.

Respectfully submitted,

Daniel R. Vaughn, Clerk

dvaughn@gmail.com

386-490-2216 – mobile

386-624-6479 - home

Proposal by Wendy C. Geiger to SEYM

SEYM Winter Interim Business Meeting

15 First Month 2021

To the attention of Phoebe and Susan...For our Committee agenda or the E.C. agenda, or both? and for the body of the WIBM, I offer the following:

During Martin Luther King Jr. Weekend 2022, among SEYM Friends gathered for WIBM, I feel led to proclaim to the world, to introduce January as Martin Luther King Jr. MONTH and Study To Be Nonviolent Month, inviting we Friends to consider, to discern, to endorse, to minute the potential, the possibilities of such a move: in healing, in encompassing and expressing Friends' Testimonies, and in expanding in time and exploring in study, research, and practice how putting down the swords of war uplifts the reality of Dr. King's vision for humanity. To quote from Robert Hayden's poem about Malcolm X, which equally describes Dr. King: "He became much more than there was time for him to be." And, to paraphrase same, "May we become much more than there is time for us to be."

In 1926, Dr. Carter G. Woodson introduced Negro History Week in February. The week was chosen by this brilliant Black man, who founded the Association for the Study of African American Life and History (ASAALH, pronounced a-sah'-la), because it includes the birthdays of Frederick Douglass and Abraham Lincoln. Long while later, February became Black History Month. Deep is the hunger to make Dr. King more than a name, a birthday, a holiday, a monument, a dreamer. Having a dream suggests wishful thinking, unrealistic, idealistic foolishness - easily dismissed. The following would further legitimize Dr. King as a visionary with purpose, practice, and practicality.

Expanding Martin Luther King Jr. Day and Weekend to the whole MONTH of January would mean encompassing, as well, the birthdays of Joan Baez, Thomas Merton, Lucretia Mott, and AJ Muste, and the transition days of George Washington Carver, MK Gandhi, and Pete Seeger - all visionary practitioners of nonviolence: "the force of truth," as MK Gandhi worded it, and "soul force," as Gandhi's student, Dr. King, worded it.

I hear and read the pleas, the demands of young people to be taught in school the history of the Civil Rights Movement - also known as the Movement To Make Democracy Real and the Southern Freedom Movement of the Black Freedom Struggle. To study the Civil Rights Movement is to study nonviolence in theory, training to be nonviolent, and nonviolence in action. We train to go to war. We train to be nonviolent.

Gentle blessings,
Wendy Clarissa Geiger

Committee for Ministry on Racism Report

SEYM Winter Interim Business Meeting
15 First Month 2022

Present at our meeting this morning: Kathy Hersh, note-taker, DeLand Worship Group; Minerva Glidden, Orlando; Jane Westberg, Miami; Brad Stocker, Miami; Jean Larson, Gainesville; Cheryl Demers, DeLand Worship Group; Susan Taylor, co-clerk, Tallahassee.

Regrets: Wendy Clarissa Geiger, co-clerk, Jacksonville; Beverly Ward, Tampa; Mainus Sultan, Savannah; Katie Green, Clearwater. We held them in healing love.

We opened, mindful of celebrating Rev. Martin Luther King, Jr's life this weekend, with waiting worship, checking in on how we were faring in the Spirit; and reading the following quote and queries from the FGC Ministry on Racism Committee. The White Friends Confronting Racism gathering for weekly virtual worship asked for it to be sent out. We held the statement and queries briefly in worship.

After the death of 4 little girls in a church bombing Martin Luther King's message changed to a "...deepening and expanding concern about the harsh realities of economic injustice in American and across the globe; his powerful determination to identify his life and his leadership with the cause of the poor of all colors; his audacious movement out of more familiar settings of his native South into the uncertain cauldrons of the Northern cities; his increasingly strident denunciations of white American racism; his courageous willingness to carry on a religiously and politically motivated lover's quarrel with the leaders of his nation and with all of their followers who were destroying the peoples of Southeast Asia and the hopes of poor people in America; his call for the revolutionary transformation of our nation's institutions toward compassion; his attempt to gather the poor people of this country and organize them into a visionary nonviolent revolutionary force to challenge the status of economic justice....these and other manifestations of the post-1963 life of our hero have generally been missing from our celebrations of his work....we who remember King's unceasing warnings about the triple American evils of racism, militarism, and materialism, are engaged and assisted much more fully by the King of the post-1963 years than by an earlier, more convenient hero."

Martin Luther King, the Inconvenient Hero – Vincent Harding

Martin Luther King's queries were: Who is my neighbor? What does love mean?

What can I do to move forward King's real message about the triple threat of racism, militarism and materialism and challenge people to embrace and respond to it?

At the rise of our committee meeting, Lisa Stewart, former SEYM Friend now with New York Yearly Meeting sent Susan Taylor the information that the King family has asked Friends to focus on the voting rights acts, rather than Dr. King himself this year. From FCNL, www.fcnl.org:

Urge your senators to vote for the Freedom to Vote Act (S.2747) and the John Lewis Voting Rights Advancement Act (S.4).

We will take under consideration at another meeting, co-clerk Wendy Clarissa Geiger's request to make Martin Luther King Day/Weekend celebration, MLK month.

In a follow-up to minute **21FIBM05**, we discussed the importance of reminding SEYM to support the **Truth and Healing Commission Indian Boarding School Policy in the U.S. Act (S. 2907 and H.R. 5444)** and

to ask Friends to urge their Senators and Representatives to co-sponsor it. Both Senators Marco Rubio and Rick Scott support it.

We continued our discussion of Indian Boarding Schools that Quakers began before there was a federal policy on them, with our desire for SEYM to build a relationship with the National Native American Boarding School Healing Coalition and contribute to their healing work financially and in other ways. Trauma from attending the schools continues to this day among Indigenous Peoples. The children were taught to reject their Native languages, cultures, and spiritual practices and adopt Euro-American culture.

We will bring the proposed minute, below, to the WIBM meeting for worship with attention to business this afternoon and ask that if approved, it be sent by the SEYM office to all U.S. yearly meetings, along with the link to the National Native American Boarding Schools Healing Coalition and a video with Paula Palmer, of Toward Right Relationship with Native People, Friends Peace Teams of North America.

Proposed Minute

Southeastern Yearly Meeting of the Religious Society of Friends, meeting as Winter Interim Business Meeting, approves adding a line item to the budget for a recurring annual donation to the National Native American Boarding School Healing Coalition of a minimum of 300.00, with the hope of increasing that amount in the future. This donation is a beginning acknowledgement of the Quaker role in being among the strongest supporters of the federal policy that called for the forced assimilation of Indian children through the operation of some 30 Indian boarding schools. Southeastern Yearly Meeting seeks to form a relationship with the Coalition to understand from them what additional support Friends can give. We encourage all Quaker meetings around our country to become familiar with the organization and its highly effective work in healing the ongoing trauma caused by the schools.

(<https://boardingschoolhealing.org>): National Native American Boarding School Healing Coalition website.

<https://vimeo.com/192219802/376f2f1ddb> or <https://friendspeaceteams.org/trr/>

Paula Palmer has created a compelling audio-visual presentation outlining Quaker involvement in operating Indian boarding schools. Using photographs and documents from her research, and the voices of teachers, administrators, and Native children, Paula awakens and informs hearts and minds to the intergenerational harms Quakers caused by their involvement in this 'civilizing' Enterprise.

— John Meyer, Pendle Hill Quaker Conference Center

A member suggested that at another meeting we take under discernment whether to draft a statement about systemic racism, historical slavery, and an organization where we might send reparations.

We briefly discussed the controversy around whether to do Land Acknowledgements of Indigenous Peoples if we have no relationship with them and no intent to return their land. Three Native anthropologists have brought this issue forward. <https://theconversation.com/land-acknowledgments-meant-to-honor-indigenous-people-too-often-do-the-opposite-erasing-american-indians-and-sanitizing-history-instead-163787>. CMOR recommends that Friends form relationships with local Indigenous Peoples in their area, as Miami is doing with Miccosukee Peoples.

We will discern details of our interactive SEYM Gathering workshop at our February Zoom meeting and let the Gathering Committee know that we would like to offer two affinity groups at the Gathering again this year: one for Black and other People of Color and the other for White people.

We were deeply grateful for the inspiring reports five monthly meetings sent to CMOR on their anti-racism work: Quaker Meeting of Melbourne, Fort Myers MM, Gainesville MM, Miami Monthly Meeting, and Tallahassee MM. Those reports are attached to these minutes. The committee will continue our discernment on how most effectively to stay in touch with monthly meetings on this concern and support them in their ongoing efforts. We were also very grateful for offers of how they might help SEYM in our efforts to confront racism within SEYM as a whole as well and their receptiveness to CMOR's support.

We closed with open worship.

Gratefully, with love,
Susan Taylor, co-clerk, for the committee

Quaker Meeting of Melbourne actions to address racism 2021 Report to CMOR 1 First Month 2022

In the fall of this year, we undertook to learn more about racism and its impact and history on both the Religious Society of Friends and our nation.

Our Sunday night book club via Zoom read *Time on Two Crosses* by Bayard Rustin. We learned a great deal about our history and ourselves in terms of racism and discrimination against people who are GLBT.

On September 13 we individually watched via Zoom the Stephen G. Cary Memorial Lecture 2021: "Racial Transformation--Long Overdue for the Religious Society of Friends" sponsored by Pendle Hill and given by Vanessa Julye, co-author of *Fit for Freedom, Not for Friendship: Quakers, African Americans and the Myth of Facial Justice*

We convened to discuss the lecture the following First Day evening via Zoom.

Yours in the Light,
Hope Ascher, Presiding Clerk
Quaker Meeting of Melbourne

Ft. Myers Friends Meeting anti-racism actions 2021 report to CMOR 15 First Month 2022

Last year and the year before, the Peace and Social Concerns Committee of the Fort Myers Friends Meeting underwent an intense process of studying racism in U.S. society, prompted by shocking reports (and videos) of unarmed Black men being shot by police without consequences for individual officers or their police departments. Our PSC Committee began meeting weekly, reading intensely, and discussing how we might educate ourselves and our Meeting and what actions we could invite our Meeting to take. We compiled a lengthy book and media list, held conversations about racism and police violence with our Meeting, suggested anti-racist resources and activities in a monthly "Read, View, Act" column in our Meeting's newsletter, came to unity on several Minutes on police violence and a Quaker response to violence within largely nonviolent protests, sent those Minutes to local faith leaders, and wrote letters to legislators protesting Florida legislation targeting peaceful protesters. We asked members of our Meeting to read Robin DiAngelo's book, "White Fragility" and held several discussions with the Meeting on how liberal groups unwittingly perpetuate racist structures. These discussions were thought-provoking and very well received. We hope to hold several more of these discussions on other issues of race in 2022. Several years ago we wrote a land acknowledgement to the memory of the Calusa people, and read it from time to time at the start of our Meetings for Worship. Our Meeting has signed on in support of the organization, "Floridians Against the Death Penalty."

We would like to ask the Committee on Racism whether a (shorter) book and media list would be helpful for us to compile for SEYM to disseminate to other Meetings. We realize, however, that most of our study and actions have not directly addressed racism within our own Meeting or Quaker Meetings in general. Indirectly, though, we have seen that reading and discussing racism within U.S. society has been instructive and helpful to our mostly white congregation in seeing and confronting racism wherever it manifests itself. We welcome suggestions and support from SEYM's Committee on Racism on how we can do more.

In peace,
Helen Fox
Peace and Social Concerns Committee
Fort Myers Friends Meeting

Gainesville Monthly Meeting report on Actions Toward Becoming an Anti-Racist Faith Community 2021 report to CMOR 15 First Month 2022

Gainesville Monthly Meeting started in the mid-1950s, the time when Brown versus the Board of Education was settled and the Johns Committee was outing LGB people, and the University of Florida was firing them. The members of the Meeting were mostly faculty members and the University allowed us to meet on campus in a building now called the Manning Dauer Hall. From that location we were able to organize the core of faculty members who fought the Jim Crow laws both locally and throughout the south.

In the 1950s members joined the Human Relations Council, a branch of the Southern Regional Council of Atlanta, which was formed to fight segregation at the end of WWII. We met in the "Negro Library" to plan local actions to improve the living condition of "Negro Citizens". In 1985, when she was Mayor of Gainesville, member Jean Chalmers became National President of the Southern Regional Council.

In 1963, at the urging of Dr. Martin Luther King, David Chalmers tried to integrate the lunchcounter at Walgreens in St. Augustine and was jailed along with the wife of Massachusetts' Governor Peabody. Jean Chalmers was scheduled to go to prison along with Felicity Trueblood (of the old Quaker Trueblood family) when the Civil Rights Act was passed and jailings were cancelled as a protest within the main civil rights movement.

In 1965 David Chalmers published *Hooded Americanism: The History of the Ku Klux Klan*, contextualizing the racism our meeting was seeking to dismantle as well as opening ties with the Black Community. He updated the book in 1981 and again in 1987, broadening this work with two more publications, *And the Crooked Places Made Straight and Backfire, How the KKK Helped the Civil Rights Movement*. An updated version of his 2010 essay is at <https://www.splcenter.org/fighting-hate/intelligence-report/2010/essay-ku-klux-klan>.

In the late sixties and early seventies, Gainesville Monthly Meeting was very engaged in working to dismantle racism as Gainesville began school desegregation. Members of our Quaker community including Jean Chalmers, Morrie Trimmer, Betty Odum, Richard and Betty Sterba, Dick and Gene Beardsley, and Jim and Laura Winefordner worked with VISTA volunteers, Geneva Stafford, Councille Blye, and others in the Black Community to establish and operate an integrated preschool, help set up a neighborhood daycare and community center (Neighbor-hood House), and repair homes in the Black section of town. In addition, the generous hospitality of Jean and David Chalmers and Polly Doughty maintained the ties between meeting members and the Black Community into the 2000s.

In 1966 Jean Chalmers, along with other meeting members and the wife of the only Negro doctor in town, formed the Millhopper Cooperative Nursery School, called for or 20% of the tuition to be used to include children from "Negro families". At first this nursery school met at the Meeting House on NW 2nd Avenue, but quickly moved to a larger place at a Unitarian/Universalist building on NW 34th Street near the Millhopper Shopping Center and branched out to the Presbyterian Church on NW 13th Street.

When she was Supervisor of Information and Referral at the Alachua County Crisis Center, Jean Chalmers sometimes used the Meeting House to house people in transition for a few nights until

permanent housing was found, as well as for people who were in the area to witness the execution of a family member or friend at the State Prison in nearby Starke. In addition, with interfaith support, we hosted a Vietnamese family (1960's) and a Nicaraguan family (1970's); both had babies during their stays.

Tim Ray founded Bread of the Mighty food charity with the Action Network in 1987 to help feed underserved members of the community; we continue to support them.

Gainesville Monthly Meeting moved to its new location in 2005. Not long after, we planted a tree in support of an Iranian couple who were "Cycling for Peace and the Environment" and were planting trees as they traveled around the world.

Shawna Doran started a book group with Don Smith, "Dismantling Racism" at the Beltram Peace Center (our meeting helped the Mennonites establish the center), from 2014 until recently, when Zoom sessions became a challenge. Don continues to lead the Interfaith Dialogue, which currently is focused on Christianity and Islam.

Shawna Doran and Carol Lewis visited men's and women's prisons weekly for three years prior to the pandemic. Peter Harrell and Susan Cary made prison visits and Sandy Lyon corresponded with a prisoner for years. Peter Harrell also visited immigrants detained at an ICE facility at the Baker County Detention Center in McClenny, Florida weekly for about a year until Covid made this difficult. In 2017 we also hosted an Alternatives to Violence training at our meeting house. We assisted Westminster Presbyterian in setting up an immigrants' sanctuary place with Madres Sin Fronteras and initiated a candle light vigil for downtown.

Sadly, over the years we have become less focused on issues of racial and ethnic injustice, and COVID19 has made it much harder to gain unified clarity on important actions.

In 2018, we invited Vanessa Julye to speak to our meeting about the FGC Quaker Institutional Assessment. We were deeply moved, and called to examine our own assumptions, judgments, and structures in relation to racial equity and inclusion. We have engaged in discussions with the membership about the lack of diversity in the Meeting, how we feel about this, and what we feel are the best actions to take, given our almost completely White Middle Class membership. This is an on-going process. The resulting actions have been a mix of social action and spiritual development, both individually and communally. What follows are highlights of the many activities and efforts we have been led to undertake over the last 3-4 years to examine and act on what it means to be an anti-racist faith community.

Following Vanessa's visit, we viewed the movie 13th and held several worship-sharing and threshing sessions.

We hosted and facilitated a Foundations of Framing workshop, to hone listening, communication and advocacy skills. We expanded our Monday night vigil to include Moral Mondays/Poor Peoples' Campaign, Immigrant Justice, and Black Lives Matter, continuing weekly until the pandemic shut it down. We will restart as soon as it is safe to do so.

Several of us attended the Fight Toxic Prisons Convergence at UF in 2019, where we learned how the school to prison pipeline, mass incarceration, and for profit prisons reinforce and sustain structural White Supremacy, by constructing facilities in environmentally degraded areas far

from the families of the imprisoned and the prison's infrastructure exacerbates the pollution in the area, creating a toxicity loop that impacts predominantly BIPOC in an inhumane and morally repugnant way. We found the interactive workshop on white fragility which was part of the Convergence both eye-opening and edifying.

Beverly Ward visited and led a threshing session that led the meeting to work together with the Caring and Sharing Learning School on its goals for a sustainable vegetable garden.

We shared across SEYM the coordination of George Lakey's book and training tour for *How We Win*. George has kept in touch, keeping us updated on actions and training resources, as well as on his new projects. He referred us to the DC Peace Teams and leading up to the 2020 election, several members participated in one or more of the following trainings: Election Protection, Unarmed Civilian Accompaniment, and Active Bystander Intervention, and De-escalation Training. Gail Stallings, the Earth Care/Peace & Social Concerns Clerk, has been training in Restorative Justice and Compassionate Non-Violent Communication with a focus on racial justice and equity. We hosted two on CNVC for the SEYM community. We are led to build a practice of Blessed Community within our meeting that can better reach out and include others.

In 2021 Kim Chalmers assisted Westminster Presbyterian Church in settling an El Salvadorian family in a house that she will eventually list in her real estate practice. She bought welcoming presents for the children and arranged for some Spanish speaking children in the community to help introduce them to their new school.

For the past 18 months, encouraged by the SEYM Committee for Ministry on Racism, we have further renewed our efforts to become an anti-racist faith community. Our Peace and Social Concerns Committee began opening its committee meetings with worship sharing on 16 Characteristics of White Supremacy and 6 Rules of Nonviolence, focusing on ourselves as individuals, and as a committee.

We hosted "Toward a Right Relationship with Indigenous Peoples" in 2020, facilitated by Cody Hersh and the young adults of our meeting. We invited members from a local Indigenous group to join us, and were pleased to have two Indigenous families attend. Cody Hersh also did a workshop for us: Finding Your Role in the Movement for Peace and Justice. These were all open to SEYM and the community at large.

We examined how we allocate our donations, and changed our "holiday fund raiser" for one needy family to a long term fund raiser to support Williams Elementary School with funds, supplies, and volunteer tutors. We became a supporting organization for (and donated to) PRESERVE, an organization for young men ages 18-24. We began working with the Science Bus project of N'KWanda Jah both with funding and hopefully having the meeting property become a field trip site.

The Earthcare Committee expanded its newsletter to include several pages for Peace and Social Concerns focused on Black Lives Matter and Racial Justice and Equity.

Included were a variety of articles including articles from Dream Defenders, a section on 105 Ways to Fight White Supremacy, and links to resources.

Following the murder of George Floyd in May 2020, we issued Black Lives Matter and Police Violence and Accountability Statements (modeled on St. Pete and Fort Myers Monthly Meetings' statements). We also checked with the local Black Community to be sure that they were comfortable with our statements). We posted these to the Website in 2021.

In 2021, we donated to Fisher Farms a Black-owned local family farm in need of a larger cooler.

A few members began attending NAACP meetings and were excited to attend the NAACP Earth Care and Justice Committee's county-wide discussion on moving Alachua County to 100% clean energy. This meeting was so motivating, that we hosted a series of Zoom workshops with Beverly Ward: "Project Drawdown for Quakers". a working with Beverly on the next (action) steps. We seized an opportunity offered by Apple Seed Meeting to watch a Zoom documentary video entitled "Brother Outsider" on Bayard Rustin. We also promoted Ibram X Kendi's webinar on "How to be an Anti- Racist".

To aid in our self-examination, Mid-Week Friendly Dinners have been dedicated to questions of racial inequality. We have read and discussed various materials including sections of *How To Be an Anti-Racist*. We look to expand our resources to include materials from other meetings like those used by Moorestown Monthly Meeting Anti-Racism "Let's Talk" Series (https://www.southjerseyquakers.org/stec_event/moorestown-friends-meeting-anti-racism-lets-talk-series/21168000/) and incorporate things like Philadelphia Yearly Meeting's "Anti-racism Toolbox" (<http://www.pym.org/annualsessions/wpcontent/uploads/sites/7/2017/06/AntiracismToolboxforIndividualsMonthlyMeetingsandQuarterlyMeetings.pdf>) and to pursue ideas from the list "105 Things White People Can Do For Racial Justice". (<https://medium.com/equality-includes-you/what-white-people-can-do-for-racial-justice-f2d18b0e0234>).

Miami Friends anti-racism actions 2021 report to CMOR 21 Twelfth Month 2021

Sometime around May of 2020, we were sent “75 Things White People Can Do” by Kathy Hersh/CMOR. We discussed the article in the MFM Peace and Social Concerns meeting. It was decided that we would do number 19 in the article:

19. Find and join a local “[white space](#)” to learn more about and talk out the conscious and unconscious biases us white folks have. **If there’s not a group in your area, start one.**

There was some struggle around acceptance of the affinity group. Some concern about its “exclusionary” aspect. This resistance was predicted in “White Fragility,” by DiAngelo. There was one Friend’s rather condescending comment. The few non-white Friends in the Meeting were contacted individually and one Friend of color outside MFM was consulted. All but the prior mentions were in unity with the work. Brad Stocker agreed to plan and facilitate the white space and he named the meeting for learning “White on White” in honor of a workshop on race that he had brought into Miami Dade College, in 1981, after the McDuffy trial and subsequent racial upheaval.

The Meeting for Learning, White on White was held via Zoom on June 7, 2020. There were 8-10 people who attended. The meeting lasted about an hour and a half.

Below is his first follow up email to the Meeting for Learning. The follow up was in response to a request from one of our Cuban-American Friends to let them know our outcomes. It serves as a summary.

Email:

Friends,

This is a follow up to the White on White meeting for learning. In respect to Josh's request to know "outcomes" I am copying him and Lis-Marie, from the Peace and Social Concerns Committee.

While we all are welcome to share our personal experiences, in honoring the understanding of safe spaces we should not speak for or about others.

I apologize for some of the bumps in the technical aspects, and my tardiness for lack of paying attention to which zoom meeting I was signing into.

I am sending you some of what we looked at and a bit more.

In the initial invitation there were two links: one, to “white space” and the second, to the article, “75 Things White People Can Do.” You can still use them. I am attaching copies.

The white space link takes you to the short version of the rationale for the process. I am attaching the whole pdf of the longer version, of which page three is the shorter version. The Malcolm X quotation is in this longer document.

If you want the original 75 Things article follow the original link. I will attach a copy of the article that is a Word document. The links within it may or may not be still working. Notice that number 19 in the article is white space and its link takes you to yet another article on white space.

A source of materials for this process can be found on www.awarela.org, which is a white affinity group that has been meeting bi-weekly for more than 6 years.

AWARE-LA

Alliance of White Anti-Racists Everywhere-LA and Los Angeles SURJ affiliate. Showing Up for Racial Justice. Whit...

I will forward to you the email from FGC. It may be something that you all got but in case not you will have it. It is where I excerpted the quote from them. You might be interested in following their links to the discussion of the two-year process FGC went through to arrive at their Minutes and some of the “mistakes” the Central Committee made in the process.

These are the two quotes I posted:

“Whites who are sincere should organize themselves and figure out some strategies to break down the prejudice that exists in white communities. This is where they can function more intelligently and more effectively, in the white community itself, and this has never been done.”

Malcolm X, interview with Jack Barnes and Barry Sheppard
Young Socialist (March-April 1965)

To be a people and a nation transformed requires the engagement of all Friends. Emptying oneself of prejudice while dismantling systemic racism is ultimately not the responsibility of people of color. It’s the responsibility of white people--the people who built the system, the people who visibly and invisibly benefit from the system. While changing the system at a national level requires political engagement, ultimately this is deeply spiritual work. It’s about our relationships with one another, with ourselves, and with God.

Friends General Conference, June 5, 2020

These are the queries we used:

What were your initial reactions to the title White on White? Were you discomfited in any way?

How do you know you are white?

What are your reactions to the quotes from Malcolm X and FGC?

Before this week of confrontation, how often did you address your whiteness?

How do you feel about being white?

Modified from PYM,

In what way do I regularly examine myself for attitudes and behavior that indicates any hidden prejudice regarding race, gender, sexual orientation, disability, or class?

At the end of the Meeting for Learning, I shared the following, which is from the “White Fragility” article that I will attach also.

Some discomfort is known and expected as evidenced by the following quotes from page 62 of “White Fragility” by Robin DiAngelo in the International Journal of Critical Pedagogy. Her book of the same title is available and is being used by some groups for reading and discussion. You can get a pdf version online and I will attach it for you below.

Here is what her research says:

“In dominant society, interruption of racial belonging is rare and thus destabilizing and frightening to whites.

Whites consistently choose and enjoy racial segregation. Living, working, and playing in racial segregation is unremarkable as long as it is not named or made explicitly intentional.

Generally, people of color appreciate this opportunity for racial fellowship, but white people typically become very uncomfortable, agitated and upset -- even though this temporary separation is in the service of addressing racism.

The irony, again, is that most whites live in racial segregation every day, and in fact, are the group most likely to intentionally choose that segregation (albeit obscured in racially coded language such as seeking “good schools” and “good neighborhoods”). This segregation is unremarkable until it is named as deliberate – i.e. “We are now going to separate by race for a short exercise.”

I [DiAngelo] posit that it is the intentionality that is so disquieting – as long as we don’t mean to separate, as long as it “just happens” that we live segregated lives, we can maintain a (fragile) identity of racial innocence.”

I will attach the entire article. She has a book of the same title, which may be more readable though definitely longer. The article is written for an academic journal and in addition to having concepts that are new, the language and style are those of academicians. Nevertheless, it is available to you below.

Thanks,

I look forward to continuing our work.

End email.

I will attach the same five articles that were attached to the email.

The informal feedback from the participants was positive. There was no subsequent continuation of the white space. There was a request from Cece Yocum, who read of the meeting in our newsletter, for more information and possibly does something similar at other meetings. In the fog of the pandemic and my personal exhaustion, I did not follow up with Cece or the MFM until a year later when I emailed those who had participated in the White on White meeting asking if there were any interest in taking up the work again. There was no response.

Submitted by Brad Stocker

12/21/21

Tallahassee Monthly Meeting anti-racism actions
2021 report to CMOR
15 First Month 2022

RACIAL JUSTICE STUDY SESSIONS
February-March 2021

Sharing our experience

We are pleased to make available to any group or individual that is interested, the materials we put together for this set of 5 weekly participatory study sessions on racial justice and healing. The sessions were originally designed and carried out in Fall of 2020 to help Tallahassee Friends inform and equip themselves to contribute to the advancement of racial justice and healing in the Friends Meeting community and beyond.

***We ask in return only that you let us know if you decide to carry out a similar series using the materials we put together, and that you acknowledge the contribution of the Tallahassee Friends Racial Justice Education Group to the program that you end up carrying out. We are also interested in hearing whatever you would like to share about your experience! This is an ongoing learning experience for us!

Contact information: Rebecca Miles rmiles1208@gmail.com, Vicki Mariner vmariner@gmail.com, Susan Taylor susantaylor410@gmail.com, or Herman Holley farmerherman47@gmail.com, Racial Justice Education Group, Tallahassee Monthly Meeting

Our overall aims

- To inform efforts to re-create our congregations or organizations as spaces where Black people, and other People of Color, can participate in all aspects of community life with the dignity of having their histories acknowledged and their life experience valued. Oftentimes People of Color feel judged in White spaces, pressure to assimilate, and leave part of themselves at the door;
- To equip ourselves to recognize ongoing work in the world that advances racial justice and healing -- work in our local community in particular -- and to discern what is ours to do, whether as individuals or as groups.

Overview of what we did

Twenty-seven people participated in the winter 2021 set of 5 study sessions. They came from one of the 8 churches or organizations represented, all of which partner with the Tallahassee Community Remembrance Project <https://www.tallahasseeremembrance.com/>. Each session included assigned videos, a number of questions for reflection that encourage engagement with both hearts and minds, and a virtual facilitated gathering for reflection and sharing in groups. Participants were encouraged to commit to joining in all 5 gatherings if possible.

- **Who participated in the set of sessions:** 27 people from the Tallahassee area with varying levels of prior knowledge of, and experience with, the themes covered;
- **What we did:** collaborative learning and active listening around four main themes:
 - White power, the invention of Whiteness, and White privilege
 - 'Seeing' systemic racism
 - Practicing Anti-racism
 - Undoing the lie of Black inferiority, healing racial trauma and cultivating resilience
- **How we did it:**
 - homework assignments for each session expected to take no more than 35 minutes per week, and questions for personal reflection and group sharing;
 - weekly facilitated virtual gatherings via Zoom, using guidelines designed to help create a supportive environment in which all feel comfortable and at ease sharing their experiences, struggles, and innermost awakenings; lived experience of those with less knowledge or experience valued as much as sharing by those with more.

Materials included in the packet

1. Invitation email announcing the study sessions
2. Informational emails for Sessions 1-5
3. Guidelines for facilitated virtual gatherings
4. Clarifying definitions
5. Introductory remarks for Sessions 1-5

Invitation email announcing the study sessions

Tallahassee Friends (Quakers) extend a warm invitation to members of the Community Remembrance Project Steering Committee to join us in a set of 5 weekly participatory study sessions aimed at advancing racial justice and healing in our communities. The set was offered for the first time this past Fall (2020) and was well-received by the Friends who took part. We are pleased to be able to open up participation to your group at this time.

Each session consists of short videos to be viewed in advance (prep time about 35 mins/week), questions for reflection, and a facilitated gathering for listening and learning in breakout groups via Zoom. Session themes include: White power, the invention of Whiteness, and White privilege; 'Seeing' systemic racism; Practicing anti-racism; Undoing the lie of Black inferiority, healing racial trauma, and cultivating resilience. The virtual gatherings will be held on Tuesdays from 6:30 to 8:00 p.m starting on February 9th, and ending with the wrap-up on March 9th. We encourage participants to join in all 5 virtual gatherings if possible.

*****You can register at any time by emailing Rebecca Miles at rmiles1208@gmail.com.** Those who have registered will receive information about a week before each virtual gathering including specifics for the assigned videos and session reflection questions, and a Zoom link about 24 hours before. The first email with this information is scheduled for Tuesday, February 2nd.

Questions? Contact Vicki Mariner vmariner@gmail.com, Rebecca Miles rmiles1208@gmail.com, Susan Taylor susantaylor410@gmail.com, or Herman Holley farmerherman47@gmail.com, Racial Justice Education Group, Tallahassee Friends Meeting (Quakers)

Informational emails, Sessions 1-5

Session 1 - White power, the invention of Whiteness, and White privilege

Background

The overall aims of the set of 5 sessions include:

- To inform efforts to re-create our congregations or organizations as spaces where Black people, and other People of Color, can participate in all aspects of community life with the dignity of having their histories acknowledged and their life experience valued. Oftentimes People of Color feel judged in White spaces, pressure to assimilate, and leave part of themselves at the door;
- To equip ourselves to recognize ongoing work in the world that advances racial justice and healing -- work in our local community in particular -- and to discern what is ours to do, whether as individuals or as groups.

The 5 sessions in this set are designed to help participants engage in active listening and collaborative learning, with hearts and minds open, around 4 main themes and a range of short videos. Feedback from the first time the set was offered, Fall 2020, was incorporated into the current set.

Main themes

1. White power, the invention of Whiteness, and White privilege (Tues. Feb. 9th)
2. 'Seeing' systemic racism (Tues. Feb. 16th)
3. Practicing Anti-racism (Tues. Feb. 23rd)
4. Undoing the lie of Black inferiority, healing racial trauma and cultivating resilience (Tues. Mar. 2nd)

Session format

- homework assignments (mostly short videos) expected to take no more than 35 minutes per week, and questions for personal reflection and sharing in breakout groups;
- weekly facilitated virtual gatherings via Zoom; facilitators and participants in the gatherings follow guidelines designed to ensure that sharing by people with less experience is just as valued as sharing by those with more, and to encourage participants to be honest, courageous and kind, and to approach themselves and each other with respect and genuine curiosity.

Assignment – Session 1

I. Watch and reflect before participating in the virtual gathering

1. Robin DiAngelo, *Deconstructing White Privilege* (22 minutes)
<https://www.youtube.com/watch?v=DwIx3KQer54>
2. James Baldwin, National Press Club (30 seconds)

https://www.youtube.com/watch?v=DErN2XIEmmE&mc_cid=0bcb47f533&mc_eid=dda1af37db

3. john a. powell, *The Invention of Whiteness* (5 minutes)
<https://www.youtube.com/watch?v=bOYzr3mupbk>

Additional resources

Birth of a White Nation – Jacqueline Battalora (36 minutes)
<https://www.youtube.com/watch?v=riVAuCOdnP4>

White Men: Time to Discover Your Cultural Blind Spots – Michael Welp (16 minutes)
<https://tedxbend.com/presenters/michael-welp/>

Questions for reflection

1. How did this content affect you? Was any of the content new, or was it helpful to reflect on these things afresh? What a-ha moments arose for you while considering the historical development of white supremacy and white racial identity in the US?
2. Were there any pieces that you felt resistance to or discomfort with? If so, what message does this convey to you?
3. To what extent does the belief that racists are bad people and that we cannot be racist if we are well-intended and do not consciously dislike people of color, keep you from seeing racism as a system? What difference would it make if you shed the belief and opened yourself to learning how systemic racism functions in your daily life?
4. --- feel free to add a question of your own ---

II. Join a virtual gathering via Zoom on Tuesday, February 9th, 6:30 p.m. to 8:00 p.m. to consider the videos and questions for reflection in breakout groups. The Zoom link will be sent out a day or two beforehand.

*****Guidelines for facilitated gatherings are attached. Please review carefully and email session facilitators with any questions or comments.**

Questions or comments? Contact Vicki Mariner vmariner@gmail.com, Rebecca Miles rmiles1208@gmail.com, Susan Taylor susantaylor410@gmail.com, Herman Holley farmerherman47@gmail.com, or Jim Crozier jim@jimcrozier.com, Racial Justice Education Group

Session 2 - 'Seeing' systemic racism

Background

Assignment – Session 2

I. Watch and reflect before participating in the virtual gathering

1. Science magazine (4 mins.) -- How systemic racism shaped the ecosystems of U.S. cities
https://www.youtube.com/watch?v=_KfkllLeNZg
2. Codeswitch (7 mins.) - Housing Segregation and Redlining in America: A Short History
<https://www.youtube.com/watch?v=O5FBJyqfoLM>
3. Segregated by Design (18 mins.) – based on Richard Rothstein’s *The Color of Law*
<https://www.segregatedbydesign.com/>
4. PBS - Danielle Bainbridge (10 minutes) – Health Disparities – The Origins of Everything
<https://www.youtube.com/watch?v=7zK2yzvi5rs>

Additional resources

PBS - "Pollution is Segregated" Says the Father of Environmental Justice (17 mins.)
<https://www.youtube.com/watch?v=gU-D3YkOe-w>

Questions for reflection

1. How did this content affect you? Was any of the content new, or was it helpful to reflect on these things afresh? What a-ha moments arose for you while considering the underlying drivers that help explain why racial injustice still exists in the US today?
2. Were there any pieces that you felt resistance to or discomfort with? If so, what message does this convey to you?
3. Imagine how your life would be different if systemic racism did not exist.
4. --- feel free to add a question of your own ---

II. Join a virtual gathering ...

Questions or comments?

Session 3 – Practicing anti-racism Assignment

I. Watch or read, and reflect before participating in the virtual gathering

1. Ibram Kendi (14 mins.), a First Year Education (FYE) Conference 2020 talk
<https://www.youtube.com/watch?v=doHhMjudb3c>
2. Resmaa Menakem (first 15 mins.), *Racialized Trauma*
<https://www.youtube.com/watch?v=OOzr7kbamwo>
3. [read] The Guardian - *The Jacksonville environmental groups trying to tackle racial disparities*
<https://www.theguardian.com/us-news/2021/feb/17/jacksonville-florida-climate-environmental-groups-racial-disparities?>

Additional resources

1. (listen) NPR - Life Kit, Ibram Kendi (17 mins.) *Racism Is Death, Anti-Racism Is Life*
<https://www.npr.org/2020/10/23/927100641/racism-is-death-anti-racism-is-life-says-author-ibram-kendi>
2. (listen) On Being – Resmaa Menakem interview with Krista Tippett (50 mins.) *Notice the Rage, Notice the Silence*
<https://onbeing.org/programs/resmaa-menakem-notice-the-rage-notice-the-silence/>

Questions for reflection

1. What spoke to you in the videos? Were there any ah-ha! moments?
2. What feelings arose as you listened to the speakers?
3. How do you imagine yourself contributing to an anti-racist future... within yourself, your home, in your family, among your friends, within your community?
4. “To be anti-racist is to be hopeful. We must all find hope” (Ibram Kendi in 2020 NPR interview). What is your reaction to his statement? Where do you find hope?
5. -- feel free to add a question of your own –

II. Join a virtual gathering

Questions or comments?

Session 4 – Undoing the lie of Black inferiority, healing racial trauma and cultivating resilience Assignment

I. Watch or listen, and reflect before participating in the virtual gathering

*Austin Channing Brown, a TheoEd talk (18 mins.) *The Double-Sided Pursuit of Racial Justice*
<https://www.youtube.com/watch?v=20Tgb1L5Bgw>

William A. Darity Jr., TEDx Durham (17 mins.) *How do we span the racial wealth gap?*
<https://www.youtube.com/watch?v=TMwILE1FebE>

(listen) Resmaa Menakem leading one of his *Body Practices*
<https://onbeing.org/blog/race-and-healing-body-practice/>

[transcript of Resmaa leading the practice in his interview with Krista Tippett, *On Being*]

Resmaa Menakem: So in terms of a practice, this is just a very simple practice. If you’re listening to me right now, one of the things I want you to do is, I want you to just sit for a second. And I want you just to stare straight ahead. Just look straight ahead. And as you’re looking straight ahead, just notice what is actually landed and

what is actually still in the air. All you're doing is noticing what's happening: noticing how much you dislike my voice; noticing how much you dislike, or you like, some of the things that Krista said. Just notice those pieces. Now what I want you to do is — look over your left shoulder, and use your neck and your hips; so turn and look over your shoulder. And then come back to center; and now look up; and look down; come back to center; and now look over your right shoulder, using your neck and your hips. And the reason why you use your neck and your hips is that I want you to engage that psoas and engage some parts of the vagal. And then, now come forward. And now just be quiet and notice what's different.

What'd you notice?"

Additional resources

***We have attached some excerpts from Resmaa Menakem's book, [*My Grandmother's Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies*](#), in response to questions that arose in breakout groups this past Tuesday.

[read] Resmaa Menakem (4 pages) – excerpts from his book

Questions for reflection

1. What spoke to you in the videos or reading? Were there any ah-ha! moments?
2. What feelings arose as you listened to the speakers?
3. How do you imagine yourself contributing to an anti-racist future within your faith community or organization?
4. -- feel free to add a question of your own --

II. Join a virtual gathering

Questions or comments?

[ATTACHMENT]

My Grandmother's Hands
Resmaa Menakem
Central Recovery Press, 2017
EXCERPTS

Page xx:

"Here's another recent example of everyday [white-body] supremacy. My wife, Maria, purchased some household items at Wal-Mart and was pushing her cart toward the exit. A Wal-Mart employee stopped her, asked to see her sales receipt, and checked the items on the receipt against the items in her cart. Maria was thirsty, so instead of leaving the store, she bought a soft drink and sat down on a bench near the exit. Over the next two to three minutes, she watched as

about twenty people left the store. The employee stopped to double-check the receipts of all eight of the Black customers who walked past – and none of the non-Black ones.

Understandably, my wife was not happy about this, and she told the store manager about it. The manager, who was white, was aghast. He immediately called over the employee – who was also white – and confronted her. She was surprised, apologetic, and a bit mortified. She insisted she was not deliberately targeting Black customers, but only checking people randomly. My wife told me, ‘She seemed completely sincere. I believe that’s what she genuinely thought she was doing.’ The employee was not targeting Black customers deliberately; she was targeting them unconsciously and reflexively. But the pain that such actions create for Black Americans is felt quite consciously.

Relatively few white Americans consciously recognize, let alone embrace, this subtle variety of white-body supremacy. In fact, there is often no way to measure or recognize it...Nor would my wife have noticed anything odd about the Wal-Mart employee’s actions if she hadn’t stopped to relax and have a cold drink.

For most Americans, including most of us with dark skin, white-body supremacy has become part of our bodies. How could it not? It’s the equivalent of a toxic chemical we ingest on a daily basis. Eventually, it changes our brains and the chemistry of our bodies.

Which is why, in looking at white-body supremacy, we need to begin not with guilt or blame, but with our bodies.”

Pages 7-8:

“The body is where we live. It’s where we fear, hope, and react. It’s where we constrict and relax. And what the body most cares about are safety and survival. When something happens to the body that is too much, too fast or too soon, it overwhelms the body and can create trauma.

Contrary to what many people believe, trauma is not primarily an emotional response. Trauma always happens *in the body*. It is a spontaneous protective mechanism used by the body to stop or thwart further (or future) potential damage.

Trauma is not a flaw or a weakness. It is a highly effective tool of safety and survival. Trauma is also not an event – or a series of events – that it perceives as potentially dangerous. This perception may be accurate, inaccurate, or entirely imaginary. In the aftermath of highly stressful or traumatic situations, our soul [vagus] nerve and lizard brain may embed a reflexive trauma response in our bodies. This happens at lightning speed.

An embedded trauma response can manifest as fight, flee, or freeze – or – a combination of constriction, pain, fear, dread, anxiety, unpleasant (and/or sometimes pleasant) thoughts, reactive behaviors, or other sensations and experiences. This trauma then gets stuck in the body – and stays stuck there until it is addressed.

We can have a trauma response to anything we perceive as a threat, not only to our physical safety but to what we do, say, think, care about, believe in or yearn for. This is why people get murdered for disrespecting other folks' relatives or their favorite sports teams. It's also why people get murdered when other folks *imagine* a relative or favorite team was disrespected. From the body's viewpoint, safety and danger are neither situational nor based on cognitive feelings. Rather, they are physical, visceral sensations. The body either has a sense of safety or it doesn't. If it is doesn't, it will do almost anything to establish or recover that sense of safety.

Trauma responses are unique to each person. Each such response is influenced by a person's particular physical, mental, emotional, and social makeup – and, of course, by the precipitating experiences themselves. However, trauma is never a personal failing, and it is never something a person can choose. It is always something that happens *to* someone.”

Pages 28-29:

“There's a way out of this mess, and it requires each of us to begin with our own body. You and your body are important parts of the solution. You will not just read this book; you will experience it in your body. Your body – all our bodies – are where changing the status quo begins.

When I begin working with new clients, one of the first things I do - before we start talking about any issues, family histories, or emotions – is help them ground themselves and orient themselves to the here and now. I work with them to slowly feel their way back into their bodies, and then to remember and reclaim them.

As you go through this book, you will remember and reclaim your own body as well. We'll start with a set of activities that will help you learn to ground yourself and feel into your body – to notice when it is open, when it is constricted, and what causes it to open or constrict, activate or settle.

A few words of guidance before we begin: When (or immediately after) you do any of the activities in this book, it's possible your body may have an unusual reaction. You might start shaking or tingling; you might laugh or cry, or burp or fart, or feel hot or cold. You may feel an impulse to move part of your body in a particular way. An image or thought might suddenly arise in your mind. An unexpected emotion might bubble up. All of these responses are normal. They don't mean you're weird or crazy. They may simply mean you have touched and released some energy that was stuck in your body. This is not only experientially healthy, but good for your body.

In the unlikely event your body reacts in some extreme way, stop the activity immediately. Take a few slow, deep breaths to help your body settle; then go on with the rest of your day. If that doesn't help, and your body has an over-the-top reaction that is too strong to handle, seek out a trauma therapist who can help you move through the stuckness. (Again, this is extremely unlikely. Most of the time, your body won't have any unusual reaction at all.)”

Page 33- quoted

-BODY PRACTICE -

Find a quiet, private, comfortable place. Sit down. Put one hand on your knee or in your lap. Place the other on your belly.

Now hum. Not from your throat or chest, but from the bottom of your belly.

Hum strong and steady. Push the air out of your belly firmly, not gently.

Stop to breathe in, but return to the hum with each new breath.

Experience the hum in your belly. Then sense it in the rest of your body.

Continue humming for two minutes.

When you're done, reach your arms upward. Then, slowly and gently, feel your body with your hands, starting from the top of your head. Move slowly down your neck and along your chest, then below your waist, then past your knees, until your arms are fully extended downward. What do you notice?

"In the chapters to come, you'll return to your body over and over. With practice, you'll get better and better at noticing its many signals- some of them strong, others subtle.

You'll also learn more about the Black body, the white body, and the police body. You'll briefly explore the history of each one and understand how each one got to be the way it is today.

In addition, in at least one of these histories, you'll likely recognize your body and the racialized trauma it holds deep inside." (Page 35)

Pages 151-152

"A calm, settled body is the foundation for health, for healing, for helping others, and for changing the world.

I'm a therapist by profession. I've been trained by many wise elders and other professionals; I've earned a Master of Social Work degree; I know a variety of practices such as talk therapy, EMDR, and multiple forms of healing touch. If you paid me to, I could discuss your inner child, your internal archetypes, your ego and superego and id, Gottman's seven principles for a happy relationship, or any of a hundred other concepts therapists use. Yet none of these has much to do with why clients come to me, or how our work together helps them heal.

Although they don't always realize it, people visit my office to be with my settled, regulated nervous system. At first, clients come in with dysregulated nervous systems. Over time, their repeated contact with my nervous system helps their nervous systems settle. This does not happen through a process of mirroring, or cognitive training, or verbal communication. What takes place is energetic, chemical, biological – a synching of vibrations and energies. My nervous

system does not model the way; over time, it helps other nervous systems access the same infinite source that mine does.

My settled nervous system isn't an accident of birth. It's partly the result of my training, my education, my experience, and my longstanding and mindful self-care.

But I didn't wrestle or mold or manage an unsettle nervous system into a settled one. Over time, I learned to access a settledness that is always and already present. I usually call it the Infinite Source, but it doesn't require a name, or an explanation or a belief.

This settling of nervous systems, and this connection to a larger Source, is vital to healing.”

Session 5

Welcome to the 5th Racial Justice study session, hosted by Tallahassee Friends (Quakers)! Unlike previous sessions, there is no homework assignment. The virtual gathering via Zoom for Session 5 will be held this coming Tuesday, March 9th, 6:30 p.m. to 8:00 p.m. to consider the reflection questions shown below, or ones you propose. After very brief introductory remarks at first, we will share in breakout groups, then return to the larger group for a more extended time of sharing than usual. The Zoom link will be sent out a day or two beforehand.

To partially summarize some of what we have experienced together in this series, we invite you to watch the following video prior to our virtual gathering: 'Racism has a cost for everyone', a 2019 TED talk given by Heather C. McGhee.

https://www.ted.com/talks/heather_c_mcgee_racism_has_a_cost_for_everyone#t-3376

There is much food for thought here, the video is positive and future-oriented, and leaves the viewer with powerful stories that linger long after the talk is over.

Questions for reflection

1. What went well for you as you participated in the weekly sessions? What could the team carrying out the sessions have done differently in order to improve your experience?
2. What led you personally to join the sessions? How did your church or organization get started in this or related work?
3. What is one of your next steps?

[ATTACHMENT]

Guidelines for facilitated virtual gatherings – Racial Justice Study Sessions (revised 3/19/2021)

*** These were developed to help create a supportive environment in which all feel comfortable and at ease sharing their experiences, struggles, and innermost awakenings.

- Please mute yourself upon entering and remain muted except when recognized to speak.
- Respect the confidentiality of what is shared.
- Speak from your own experience when sharing.
- Listen attentively to what is spoken.
- Leave a pause between speakers (2 deep breaths).

- Expect to speak only once, until everyone has had the opportunity to speak.
- Do not interrupt, make judgments, ask questions other than to make sure you understand*, give advice or offer explanations, or jump in with a story of your own.
- Raise your hand when ready to speak and wait for the facilitator to recognize you.

***Examples of ‘curiosity questions’** intended to clarify or deepen understanding of what someone has shared

- “Help me understand what you mean when you say...”
 - “I heard you say ... did I get it right?”
 - “Tell me more about what you just mentioned ...”
-

***At the beginning of each breakout group time, we will ask for a volunteer to serve as ‘process observer’. **Process observers** provide a very brief report at the end of breakout group time that summarizes the extent to which the group followed the guidelines and was successful in creating a supportive environment. Having someone reflect back in this way helps everyone remain mindful of the guidelines. Individuals will not be named or called out.

***We also ask for a **reporter** who will report back to the larger group 2 to 3 main insights/ideas – no more than 4 to 6 sentences - that emerged from the sharing. This gives everyone a sense of what themes arose in the other breakout groups.

The same person may serve as both process observer and reporter.

[ATTACHMENT]

Clarifying Definitions

[from Joint Southeastern Yearly Meeting – Quakers – Youth Committee and Committee for Ministry on Racism Report, Jan. 16, 2021]

Race- “An evolving social idea that was created to legitimize racial inequality and protect white advantage.” (Robin DiAngelo, **White Fragility**, 2018.)

“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, **How to Be An Antiracist**, 2019.)

Racism- “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, **White Fragility**)

Antiracist: “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. **How to Be An Antiracist**, 2019)

Structural Racism- “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. aspeninstitute.org)

Systemic Racism- “ 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. aspeninstitute.org)

White Fragility- 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.”

“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) 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.”

*****Introductory remarks for each Racial Justice Study Session**, prepared by Rebecca Miles, February-March 2021

Session 1

Welcome to the first in a set of five Racial Justice Study Sessions hosted by the Tallahassee Friends Meeting, located on the land of the Muscogee/Creek.

****Just a reminder that it is important that we all keep our microphones muted unless we are recognized to speak, after which time we would re-mute our mics.*

Opening ritual

I invite you to join me in taking several deep breaths before we settle into a moment of silence. You will all hear me leading the breathing practice. However I urge you to ignore my lead if it does not match yours. Breathe at your own pace, holding for as short or long a time as is comfortable for you. [4 deep breaths]

Now let your breathing return to normal. Don't do anything about it, just listen. Follow your breaths and settle into a moment of silence. Notice any cares you have brought with you tonight. Lay them aside for now, or lift them off your own shoulders and up to God, the Spirit of All Creation, the Infinite Source, or whatever name you choose for the divine (2 minutes of silence).

We pray that we may approach our gathering this evening with open hearts and minds, be honest and courageous, and kind.

May we also approach ourselves and each other with respect, and a genuine curiosity.

1. Introductions: Again, I wish you all a warm welcome and am excited by the mix of participants we have this time 'round. In the Fall sessions, it was just us Quakers, and tonight, we have 7 other Community Remembrance Project (CRP) partners represented as well! I would like to take this opportunity to introduce everyone quickly, just name and church or organization you are from. Please give a noticeable hand wave or use the 'Raising your Hand' Zoom function. I'll start with myself: I am Rebecca Miles from the Tallahassee Friends Meeting.

[note to self] Read the list of participants from those who are present lift my head for each: name, church and/or org.

Participants sometimes move around in the list and on the screen. Did I miss anyone?

2. Our theme tonight is **White power, the invention of Whiteness, and White privilege.** You watched 1 longer video and 2 short ones, and may have also watched the 2 listed under

additional resources. We will move into breakout rooms after I give some further introductory remarks. There we will start with a quick ice breaker to warm up our voices, and proceed to sharing responses on the reflection questions provided in the informational email, or ones that you came up with. After about an hour, we will come back together to hear from each group 2 to 3 main insights or ideas that came up in their sharing.

3. We are focusing this evening on the racial category **White**, and will bring in the racial category **Black** as the sessions progress. We will also refer to **People of Color** in general. However we show up in our lives as more than just our identification with a particular racial category. Racial category intersects with other identities such as gender, age, ethnicity, sexual orientation, physical ability, class or any other characteristic that might place them in a minority class.

4. Know that people with less experience are just as valued in our gatherings as those with more. We all come to the sessions by different paths. Some may have more experience than others; some have read quite a bit about the themes of the sessions, others very little; some may favor one way of knowing, others may favor a different one or a combination. Our **facilitation guidelines are designed to create a supportive environment** where everyone feels comfortable and at ease sharing their deepest insights and experiences as we all learn and grow together.

5. Know too that the facilitators are not authorities on the subjects. We are involved here in a **collaborative learning process based on active listening**. Active listening in a supportive environment helps the person who is speaking to process what they have learned or experienced, and open themselves to their innermost awakenings, and allows listeners to learn from the dilemmas and struggles of others.

Resmaa Menakem offers readers a clear definition of this widely used practice:

“Being an active listener involves not interrupting; not making judgments; not asking questions other than to make sure you understand; not giving advice or offering explanations; and not jumping in with a story of your own”.

6. In addition, know that **Black people and other People of color as well as White people are welcome** in these study sessions. However we have come to understand that Black people may prefer to engage in whatever inner work they take on, with other Black people. Their histories and lived experiences are far different from those of White people and often involve negative experiences with the White supremacy embedded in institutions, policies and practices, and with White culture. The same is true for other People of Color.

It seems to me that there is a place for active listening and collaborative learning in groups separately for White people and People of Color, and a place for collaboration, coordination and cooperation among the groups, in genuine partnership. The latter is especially important when it comes to advocating for and bringing about racial justice and healing. I like to think that part of what we as White people are doing in study sessions such as these is learning to be more genuine partners for Black people and other People of Color, and their organizations!

7. I will briefly go over the Guidelines for facilitated virtual gatherings that was provided to you, explaining their purpose as needed.

8. **We welcome feedback** on how we are running the sessions, and how well they are going for you, and ask that you email it to the facilitators outside the gathering time. We want to make the best of the limited time we have together.

So, that being said, Jim [tech support person] please open the breakout rooms and we will continue in smaller groups.

SHARING IN BREAKOUT GROUPS

Ice-breaker

***To help warm up our voices! State in a single sentence one thing that stands out for you in the videos you watched for tonight. Say the first thought that comes to mind, one sentence, very **short**. There are no right or wrong answers. You always have the option to pass if you do not wish to speak. State in a single sentence one thing that stands out for you in the videos you watched for tonight.

***Ask for volunteers: process observer, reporter

Process observers provide a brief report at the end of breakout group time that summarizes the extent to which the group followed the guidelines. This helps everyone remain mindful of them.

Reporters report back to the larger group 2 to 3 main insights/ideas – no more than 4 to 6 sentences - that emerged from the sharing. This gives everyone a sense of what themes arose in the other breakout groups.

The same person may serve as both process observer and reporter.

Sharing on reflection questions or ones participants came up with

Raise your hand with the Zoom function and I will recognize you. Or if that fails, do whatever you need to, to get my attention!

[*note to self*] Suggest starting with the first questions for reflection, or a question they came up with. Break the questions up if they have several parts. Read the first reflection question; leave about 15 minutes for responses; then read the second ... the third.

[*note to self*] Notice who has not spoken. Periodically offer a chance for 'those who have not yet spoken', or 'who not yet spoken a second time', to speak. Assure everyone there is always the option to pass.]

[note to self] Back-up reflection question, if needed: First experience that made you aware that racism still exists, even among good people - what immediately comes to mind, brief, no more than 2-3 sentences.

***** [note to self: leave about 2 minutes for the process observer to report back before we move back to the main room]**

SHARING AMONG GROUPS

[note to self] In the main room: Hear from reporters. Remind them that we are looking for short narratives, 2 to 3 main insights/ideas – no more than 4 to 6 sentences.

Closing ritual

As we move into the week ahead, may we continue to go deeper and at the same time, listen, learn and explore where God, the Spirit of all Creation, the Infinite Source, is already at work. See you next Tuesday, same time!

Let's give each other a virtual hug and send some loving energy outwards!

Session 2

Welcome

Opening ritual

1. **Last week** we focused on part of the work that those of us who are White people are encouraged to do to help liberate ourselves and be more genuine partners for Black people and other People of Color in the pursuit of racial justice and healing: knowing who we are and where we come from. This involves going deeper into our own hearts and souls, shedding the thinking that only 'bad' people can be racist, and moving from defensiveness to curiosity.

And this entails knowing our history, especially the parts that have been hidden. "As long as you don't know your history, you are the prisoner of it" (James Baldwin). We saw how White people as a separate and distinct group of humanity were invented through legislation and the enforcement of laws. How White power created this distinction from a place of fear: White and Black workers vastly outnumbered them at the time and had asserted their power in the Bacon Rebellion. How racist foundational law and policy were used to institutionalize the practice of White people holding positions of power.

2. With tonight's theme, 'Seeing systemic racism', we continue looking through a historical lens to learn why there is still unfairness today and what role the discriminatory policies and practices of institutions and aspects of culture play. You watched 4 relatively short videos, and may have also watched the 1 listed under additional resources. We will move into breakout rooms after I give some further introductory remarks. There we will start with a quick ice breaker and proceed to sharing responses on the reflection questions provided in the informational email, or ones that you came up with. After about an hour, we will come back together to hear from each group 2 to 3 main insights or ideas that came up in their sharing.

3. Just a couple of reminders about why we have **facilitation guidelines**, and a few clarifications about specific ones.

First: These help create an environment where collaborative learning can take place: an environment where people with less experience are just as valued as those with more, where learning from our own experience and that of others is the focus;

I came across a quote on the *Southern Poverty Law Center (SPLC)* website this week that resonated with me and with what we are trying to do here on a very small scale.

We [the SPLC] want to honor this truth: that learning from—and with—one another is the first step to making justice real

The SPLC has just shifted the name for 1 of their 4 programmatic emphases from *Teaching Tolerance* to *Learning for Justice*. The name *Learning for Justice*, and I quote: "... speaks to the collaborative work of learning and growing together to reach our goal of justice for all."

Second: The facilitation guidelines also help create an environment conducive to active listening. Active listening helps the person who is speaking to process what they have learned or experienced, and allows listeners to learn from the dilemmas and struggles of others.

In the team's debriefing meeting this past week we clarified several of these guidelines based on feedback from our groups:

- How long a pause is needed between speakers? We suggest 2 or 3 deep breaths Enough time to let in what the speaker has just shared.
- What do we mean when we say 'do not respond directly to what anyone else has said? The main thing we are trying to avoid is an exchange where participants are going back and forth with each other. The process observer in one group reported that she observed people '*speaking to*' *what another person said*, with respect, and she felt that this was different from '*responding directly to...*'. It felt consistent with the guidelines. We agree.

In addition, we would like to encourage you to use open-ended 'curiosity questions' when you would like to follow up with someone who has just spoken, in order to better understand what

they have shared. Some examples that are used in-depth interviews and focus groups and in Nonviolent Communication practice:

- “Help me understand what you mean when you say...”
- “I heard you say ... did I get it right?”
- “Tell me more about what you just mentioned ...”

Asking curiosity questions can help the person who is sharing clarify both their own thinking and the learning of others.

4. We welcome feedback on how we are running the sessions, and how well they are going for you, and ask that you email it to the facilitators outside the gathering time. We want to make the best of the limited time we have together.

So that being said, Jim please open the breakout rooms and let’s regroup there!

SHARING IN BREAKOUT GROUPS

Ice breaker

Ask for volunteers: process observer, reporter

Sharing on reflection questions or ones participants came up with

Back-up reflection questions:

- First experience that made you aware that racism still exists, even among good people - what immediately comes to mind, brief, no more than 2-3 sentences.
- When was the first time you had an uncomfortable conversation about race?

Process observer

SHARING AMONG GROUPS

Closing ritual

Session 3

Welcome

Opening ritual [another option]

I invite you to join me in a humming practice for settling our bodies before moving into a moment of silence. This one is best done in a quiet, private, comfortable place, sitting down. I will be leading a hum on a single note and sound, ‘Om’ which has been found universally to have a uniquely powerful settling effect on the human body. I encourage you to choose any sound you

like, or a simple tune to hum. You will inhale, then hum as you exhale. Not from your throat or chest, but from the bottom of your belly.

Put one hand on your knee or in your lap. Place the other on your belly.

Now hum strong and steady.

[*notes to self*: before next breath & hum] Push the air out of your belly firmly, not gently.

[before next breath & hum] Stop to breathe in, but return to the hum with each new breath.

[before next breath & hum] Experience the hum in your belly. Then sense it in the rest of your body.

[*note to self*: Continue humming for 1 or 2 more breaths.]

After your next exhale, notice your breathing as you let it return to normal. Don't do anything about it, just listen. Follow your breaths and settle into a moment of silence [2 minutes]. Notice any cares you have brought with you tonight. Lay them aside for now, or lift them off your own shoulders and up to God, the Spirit of All Creation, the Infinite Source, or whatever name you choose for that "something that crosses the boundaries of culture and individual experience" (Richard Rohr's words that I find helpful).

We pray that we may approach our gathering this evening with open hearts and minds, be honest and courageous, and kind.

May we also approach ourselves and each other with respect, and a genuine curiosity.

1. During the first session we focused on a part of the work that those of us who are White people are encouraged to do to help liberate ourselves and to help us be more genuine partners for Black people and other People of Color. This involves going deeper into our own hearts and innermost selves, shedding the thinking that only 'bad' people can be racist, and moving from defensiveness to curiosity. And this also entails knowing who we are and where we come from.

Last week, we continued to look through a historical lens to learn why there is still unfairness today and what role the discriminatory policies and practices of institutions and aspects of culture play.

For example, it is easy to assume that Black residents who have disproportionately more health problems than White residents with similar levels of income and education are somehow responsible for their poor health. Several reasons are often repeated: because they tend to eat less healthy food, get less exercise, and therefore fail to maintain a healthy weight status; because they do not keep their houses free of mold and mildew, thereby increasing the frequency and intensity of their children's asthma attacks.

However we now know that important reasons for the health disparities are ones that are largely hidden, and ones that are outside of the control of Black individuals and families. They are conditions that themselves are influenced by systemic racism and particularly by the wealth gap and de jure racial segregation: limited family finances, living far from food outlets selling healthy food, and living near toxic places, and residing in toxic houses where the landlord is responsible for maintenance.

An additional and important part of our work involves learning how systemic racism works in our own lives and what power we have to confront or disrupt it.

2. With tonight's theme, '**Practicing anti-racism**', we look at several examples of individuals or groups contributing towards an anti-racist future. Kendi uses his own story to show the importance of confessing, acknowledging our own racism as a frequent practice. In the interview that was listed under additional resources, Kendi says people need to "check themselves when they have made a racist choice, and over time, make more and more anti-racist choices".

The article featuring Jacksonville environmental groups shows the anti-racist choices they are making at this point in their development. The groups acknowledged that environmental movements across the globe and in their own area have long been dominated by White voices, even as People of Color are more affected by [climate change](#) and [pollution](#). Their approach of working with and advocating for Black residents represents a shift away from a largely lackadaisical approach that allowed polluters to contaminate Black neighborhoods.

Resmaa Menakem calls on us to recognize the unprocessed trauma stored in our bodies as part of our contribution to an anti-racist future. To do so he believes is a call to heal, not to cause harm. Contrary to what many people believe, trauma is not primarily an emotional response. Trauma he maintains, "always happens *in the body*. It is a spontaneous protective mechanism used by the body to stop or thwart further (or future) potential damage."

"For most Americans, including most of us with dark skin, white-body supremacy has become part of our bodies. How could it not? It's the equivalent of a toxic chemical we ingest on a daily basis. Eventually, it changes our brains and the chemistry of our bodies.

Which is why, in looking at white-body supremacy, we need to begin not with guilt or blame, but with our bodies."

Many of us have been particularly stunned and moved by Menakem's telling of the effect of unprocessed trauma on Blue bodies (law enforcement bodies). He likes focusing on White, Black, and Blue bodies rather than people. He finds it helps people focus on systemic racism, not Black individuals.

"A calm, settled body is the foundation for health, for healing, for helping others, and for changing the world..."

But I didn't wrestle or mold or manage an unsettled nervous system into a settled one. Over time, I learned to access a settledness that is always and already present. I usually call it the Infinite Source, but it doesn't require a name, or an explanation or a belief.

This settling of nervous systems, and this connection to a larger Source, is vital to healing."

We – White bodies, Black bodies, and Blue bodies -- have to choose to heal. When we do so, we contribute to an anti-racist future for ourselves and others.

We will move into breakout rooms shortly. There you may start with another practice to help settle your bodies and /or a quick ice breaker, depending on how Spirit moves in the moment, and proceed with sharing in response to reflection questions. After about an hour, we will come back together to hear from each group 2 to 3 main insights or ideas that came up in their sharing.

SHARING IN BREAKOUT GROUPS

Ice breaker and/or another Body Practice option

Invite people to join me in the following:

This is a short "orienting" body exercise that Resmaa led Krista Tippet through on her radio program as an example of body settling.

Sitting comfortably in a chair with feet on the floor, look straight ahead. Notice, just notice what is happening. Now look over your left shoulder and use your neck and your hips, so turn and look over your shoulder. And then come back to center. Now look up ... and look down..., come back to center. And now look over your right shoulder using your neck and your hips. Now come back to center. Now just be quiet and notice what's different. What did you notice?

The animal part of the body, even when we are in a comfortable room, part of the body says 'Yeah... but what else is going to happen?' First thing to do is to literally orient themselves in the room. He believes that we all retain an animal memory of danger around us- even unconsciously- that can be addressed to relieve tension. This practice, especially with repetitions, can literally leave room for other things to happen, that can't happen when the constriction is like that.

From the book by Resmaa Menakem, *My Grandmother's Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies*

Ask for volunteers: process observer, reporter

Sharing on reflection questions or ones participants came up with

Back-up reflection questions:

- First experience that made you aware that racism still exists, even among good people - what immediately comes to mind, brief, no more than 2-3 sentences.
- When was the first time you had an uncomfortable conversation about race?

Process observer

SHARING AMONG GROUPS

Closing ritual

Session 4

Welcome

Opening ritual

1. With tonight's theme, **'Undoing the lie of Black inferiority, healing racial trauma and cultivating resilience'**, you watched the first video we have assigned that is intended for faith communities.

This feels like a good time to share with you this evening the story of what led a small group of Tallahassee Friends to design and carry out these study sessions. Two events stand out. First was an unexpected message posted to FB by a Black young adult who grew up in the Tallahassee Friends Meeting and the subsequent meeting with him and a small group of Friends from the Meeting. And second was the Meeting's decision to mount a Black Lives Matter sign in the front yard of the meetinghouse, and the subsequent process of discernment about the wording of a statement to accompany the sign.

An unexpected message inspires the creation of the Tallahassee Friends Racial Justice Study Sessions

- i. I was honored to be part of an extraordinary meeting with a Black young adult who grew up in our Meeting and this past summer posted on FB a message intended "to bring to light an uncomfortable truth that Friends (i.e. Quakers) must face". He was speaking not only of Tallahassee Friends, but of the Religious Society of Friends as a whole. He courageously shared his heart and mind regarding his experience of white supremacy within TMM. "Ultimately, I feel that Quakerism is deeper than the culture of white supremacy that lives within it, but I cannot continue to ignore it. This post is not to discuss my previous experiences of racism, rather it is to bring to light an uncomfortable truth that Friends must face."
- ii. A told us that growing up in the Meeting, he had gotten the message that "there is no racism in the Religious Society of Friends". I imagine that made it harder for him to talk to Friends when he began experiencing racist interactions in TMM and SEYM, and when he began to

“identify more and more with my[his] blackness”... “aspects of my[his] blackness that are not considered Quakerly”. He gave the example of black rage in the face of racial injustice.

- iii. He was beloved in the community, but I wonder now whether it wasn't conditional love?! As long as he didn't dress in a way that made him stand out, as long as he stayed through the whole hour of silent worship (two things he mentioned) ... He remembers feeling loved by two people in particular who met separately with him and the other teenager who was in the Meeting at the time, on a regular basis, during meeting for worship. And he also remembers feeling “that I couldn't bring my full self to Meeting ... that I had to censor myself ... that I had to be someone that I wasn't”.
- iv. A is still looking to deepen his worship experience, and believes he could find it among Friends. He says it best in his own words: “For the past few years, I have tried to experience Quakerism alone, as an individual connected with the spirit, and without a consistent worship group. While this has its benefits, it is not for me. I want to experience the C in SPICES without the inherent racism that has existed since the beginning.” [from his Facebook post]
- v. When asked what changes he would recommend, he responded:
 - a. White Friends must change their mindsets within the meeting
 - b. ... and change the presentation of the meeting to be visibly welcoming to people of color

These are the most important ways we as a Meeting can create a community where people of color are spiritually nourished, and where they can participate in all aspects of community life with the dignity of having their histories acknowledged and their life experience valued. His main concern was that we do our inner work and transform our Meeting into a whole Beloved Community where there is no “other”, so that POC like him can join us with their whole selves.

Process of discernment in coming up with a Black Lives Matter statement also contributed

The process revealed some unanticipated differences among Tallahassee Friends, and inspired a commitment to do better. The statement we came up with in support is aspirational, and speaks to our commitment not only to the inner work that helps us act from our Best Selves, but to explore where God is already at work – especially here in our local community – and to discern what is ours to do.

2. Just a reminder that we welcome feedback on how we are running the sessions, and how well they are going for you, and ask that you email it to the facilitators outside the gathering . Feedback helps us know what has gone well for you and how we could improve the sessions.

SHARING IN BREAKOUT GROUPS

Ice breaker and/or another Body Practice option

Ask for volunteers: process observer, reporter

Sharing on reflection questions or ones participants came up with

Process observer

SHARING AMONG GROUPS

Closing ritual

Session 5

Welcome

Opening ritual

This evening, we will share in breakout groups after very brief introductory remarks, then return to the larger group for a more extended time of sharing than usual. In breakout groups, we will be **looking back over these 5 weeks**: what is the path that brought us to this place, and what was our experience of the 5 participatory study sessions. After returning to the main group we will be **looking ahead at one of our next steps**. One path is no more or less valuable than another, and no next step is more or less important or meaningful than another. Be open and genuinely curious!

SHARING IN BREAKOUT GROUPS

[note to self: Use underlined question as an **ice breaker**.]

1. What went well for you as you participated in the weekly sessions? What could the team carrying out the sessions have done differently in order to improve your experience?

2. What led you personally to join the sessions? How did your church or organization get started in this or related work?

SHARING ALL TOGETHER – IN THE MAIN ROOM

What is one of your next steps?

Closing ritual