

**Southeastern Yearly Meeting**  
*of the Religious Society of Friends*  
**Winter Executive Committee Meeting 2022**  
14 First Month 2022

**MINUTES**

Executive Committee began with silent worship.

IBM Clerk Phoebe Andersen opened the meeting from the silence with the following quote:

*Our belief that the people can continually discover more about the will of God makes us eschew dogma. We search for ways to meet human need in shared worship and open ourselves to disagreement as a path to God's high truths. The spirit leads our community to creative action occasionally in ways that transcend reason, as we listen to God's voice in our prayers and in the messages we have for each other. New York Yearly Meeting, 1995.*

Faith & Practice, 4<sup>th</sup> Ed., p 111

Phoebe then welcomed everyone to the Winter Executive Committee meeting.

The agenda was reviewed and a report from the YM Gathering Committee was added to the agenda. Friends then approved the agenda.

**ANNOUNCEMENTS:**

The Clerk and Executive Committee thank Susan Wade for serving as recording clerk in the place of Liz Dykes who recently had surgery.

SEYM is grateful to Clearwater Monthly Meeting for offering a scholarship to a young adult to attend the Friends Committee on National Legislation (FCNL) Spring Lobby Session.

Clerk asked that everyone be aware of FCNL's request to all Quakers nationwide to help discern the lobbying priorities for the 118<sup>th</sup> Congress.

Committee clerks are requested to note clearly in their reports whether there is an action that needs to be taken up by the monthly meetings and worship groups for discernment. As an example, the clerk asked that committee clerks take note of the format she used in her report on Apportionments or something similar.

The Fall Interim Business Meeting Numbered Minutes were reviewed.

**COVID-19:**

Many meetings and worship groups are combining in-person and online meetings, *i.e.*, "hybrid" meetings. Every person needs to make their own decision regarding whether to attend in person.

Fort Lauderdale Monthly Meeting is split between in person meeting at a place that doesn't have online access and therefore no zoom and people who want to attend via zoom. Blending the two is problem

#### YEARLY MEETING GATHERING COMMITTEE

Vicki Carlie reported that Yearly Meeting Gathering will have the same Covid-19 protocols in place as Half Yearly Meeting and noted that they are more strict than Warren Willis United Methodist Camp and Conference Center (WWUMCCC) protocols. At this time an in-person Gathering is planned. Only Executive Committee can decide whether the in-person gathering is cancelled in favor of an online meeting. Hybrid meeting could be problematic. The committee is not sure whether WWUMCCC has the capability to present a hybrid event. A lot of technical assistance would be required. We will need to know by Feb 15 whether to have in-person gathering. The Covid situation is continues to fluctuate and we might not know how severe the situation is until close to the event. The Gathering Committee will talk to WWUMCCC to determine whether they can support a hybrid meeting. The Gathering committee will have more information by the end of February. The Executive Committee will have a called meeting on the 25<sup>th</sup> or 26<sup>th</sup> of February to decide whether YM Gathering will be in-person or zoom. In the meantime the YM Gathering committee will send out a save-the-date notice for in-person gathering. Friends accept the report.

22WEC01 Gathering Committee will contact WWUMCCC to determine what type of equipment they may have to facilitate a hybrid meeting. The Executive Committee will hold a called meeting on February 25<sup>th</sup> or 26<sup>th</sup> to determine whether YM Gathering will proceed in-person, hybrid, or video teleconference only.

Friends approved the minute.

Phoebe drew everyone's attention to Richard Frechette's report on Fort Myers meeting' hybrid meeting (attached).

Naming Committee is extremely grateful to the Nominating Committee members for agreeing to extend their terms: Shawna Doran to 2023, Brian Olson to 2023, Ed Lesnick to 2024, and Beverly Ward to 2025. Naming Committee continues to look for a fifth member to serve on the Nominating Committee.

Friends accept the report.

22WEC02 The Naming Committee and SEYM is grateful to the Nominating Committee members for extending their terms.

Friends approve the minute.

#### NOMINATING COMMITTEE REPORT

Ed Lesnick reported that there is a revised Nominating Committee report dated 01-13-2022 (attached).

SEYM needs for Yearly Meeting Gathering 2022:

- Recording Clerk for Yearly Meeting 2022 only

- Finance Committee needs an additional member

- Youth Committee needs more members

- Representatives for SEYM:

  - FGC General Conference representative (reports to SEYM about FGC activities)

  - Friends Peace Teams needs another representative

Quaker United Nations Office needs a representative.

22WEC03 Upon recommendation of the Nominating Committee, Steven Riddle (Orlando Monthly Meeting) is appointed to the Publications Committee for a term from January 2022 to April 2025.

Friends approve the minute.

22WEC04 Upon recommendation of the Nominating Committee, Kasper Ronning (Orlando Monthly Meeting) is appointed to the Yearly Meeting Gathering Committee for a term from January 2022 to April 2025.

Friends approve the minute.

Friends accept the Nominating Committee's report revised 01-13-2022.

#### TREASURER'S REPORT

Joel Cook reported on the first half of fiscal year 2021-2022 (full report attached). He and bookkeeper Dianne Langan have been working on past financial reports to prepare them for posting to the SEYMquakers.org website. He especially thanked Dianne for working long hours and through the holidays to help complete this ongoing project.

After a call for funding for the Field Secretary for Earthcare, Friends responded generously resulting in a net gain at mid-point in the fiscal year. He pointed out that the FSE fund is supported entirely by donations and needs about \$25k each year to remain solvent.

In responding to a question regarding what is done when meetings fail to pay any or all of their requested apportionment, he responded that apportionments are a request to meetings not an invoice or demand for payment. It is not required that meetings support the Yearly Meeting and some do not. There are also groups that are not really a part of SEYM but do send in donations.

Friends Fiduciary dividends can be reinvested or used to support various funds; the decision is made by the Trustees.

Friends accept the report.

#### TRIENNIAL TRAVEL FUND

SEYM has a Triennial Travel Fund used for travel to Friends United Meeting's triennial meetings. Because SEYM is no longer associated with FUM the Treasurer requested that Executive Committee formalize the use of these funds for travel to other Quaker international meetings.

22WEC 05 The funds held in the Triennial Travel Fund will be available to assist with travel and registration costs for SEYM representatives to FWCC events. These funds may also be used to assist with travel and registration costs for SEYM observer(s) to FUM board meetings or FUM or other Friends international gatherings if observers or representatives are approved by SEYM. Discernment of the right order and amount of travel assistance from the fund will be by the SEYM Assistant Clerk.

Friends approve the minute.

22WEC06 SEYM WIBM changes the name of the Triennial Travel Fund to Quaker International Meeting Travel Fund to more accurately describe the funds uses.

Friends approve the minute.

22WEC07 SEYM WIBM recognizes that the Quaker International Meeting Travel Fund is adequately funded and commencing with the Fiscal Year 2021-2022 ceases to transfer unused Representative Travel Funds to the Quaker International Meeting Travel Fund at the end of the fiscal year.

Friends approve the minute.

#### FINANCE COMMITTEE

Peter Schmidt will present the first draft of the budget at WIBM tomorrow.

#### APPOINTMENT OF THE *ad hoc* COMMITTEE ON APPORTIONMENTS REPORT

Phoebe report that the *ad hoc* committee members can be appointed now or at yearly meeting. Neil Andersen, Dianne Langan, Joel Cook, Jean Larson, and John Palozzi, have volunteered. If anyone else is so moved to volunteer they can talk to any member of the *ad hoc* committee.

Friends accept the report.

#### YOUTH COMMITTEE REPORT

Cece Yocum referred Friends to the report in the Documents In Advance (report attached).

Friends accept the report.

#### WORSHIP & MINISTRY REPORT

Nancy Triscritti reported that the Michener Lecturer for 2023 is Joel Cook. Worship & Ministry committee are thrilled and look forward to the message he will bring us in a year. Nancy Fennell will give this year's Michener Lecture.

Friends accept the report.

#### YYA COORDINATOR'S REPORT

Kody Hersh has submitted a detailed report in the Documents in Advance along with an addendum detailing his work as YYA Coordinator, likely financial needs for a replacement, and other matters (report attached).

He also reported that he had an article accepted for Friends Journal about SEYM's response to Javier del Sol's arrest. The article will appear in the March issue on "Safety in Meetings." He can provide a copy of the article to anyone who would like one.

Friends accept the report.

#### *ad hoc* CRISIS COMMITTEE REPORT

Next steps include appointing an *ad hoc* Crisis Response Policy and Procedure Committee to develop policies and procedures for responding to any crisis that may occur at an SEYM event. Kody Hersh, Bill Carlie, Cheryl Demers-Holton, and Laura McGuire, have volunteered to serve on this committee. SEYM has approved money for this committee for funds needed for professional consultation, help with training, and other costs not yet determined. Joel asked for clarification on who approves such expenditures

22WEC08 Kody Hersh, Bill Carlie, Cheryl Demers-Holton, and Laura McGuire are approved as members of the *ad hoc* Crisis Response Policy and Practice Committee. The Executive Committee has approved the expenditure of up to \$1000 until the end of the fiscal year, May 31, 2022, such expenditures to be approved by the EC/IBM Clerk or the Assistant Clerk.

Friends approve this minute.

Friends accept the report.

#### COMMITTEE FOR MINISTRY ON RACISM REPORT

Susan Taylor reported that the committee will be meeting tomorrow and will request that the National Native American Boarding School Healing Coalition be given a line item in the SEYM budget with a suggested amount of \$300. The committee will give a full report at Winter Interim Business Meeting. Friends accept the report.

#### Quaker United Nations Office Report

Warren Hoskins's detailed report is in the Documents In Advance.

Winter Executive Committee Meeting numbered minutes were read back and approved.

Nominating Committee will give the report at Winter Interim Business Meeting commencing at 1:00 PM, 15 First Month 2022.

The meeting ended in silent worship at 9:33 PM.

# Fort Myers Meeting's Report on its Hybrid Meeting

SEYM Winter Interim Business Meeting

15 First Month 2022

I thought Friends in SEYM might be interested in hearing about the current worship situation of the Ft. Myers Monthly Meeting.

Friends at Fort Myers had been worshipping since 1995 at the Iona House on the Grounds of the Calusa Nature Center. Unfortunately, the onslaught of the Corona Virus led us to cease worshipping inside. And, after a discernment process taking well over a year, we decided that the architectural and mechanical aspects of that facility would not be right for Friends in a post-pandemic period as well. So, for a while we worshipped via Zoom and held weekly outdoor mid-week worship. We also began to explore options for a permanent meetinghouse.

Beginning at January 2021, we initiated hybrid 1st day worship:

- Some people met physically under the roof of a Seminole-built Chickee hut on the grounds of one of our members in the rural Buckingham section of Fort Myers.
- Others simultaneously connected via Zoom. Equipment (a Meeting Owl, computer and TV) was installed in the Chickee to allow for the in-person and digital connection to occur simultaneously.
- See attached pic of hybrid worship in the Chickee hut

We continue in our search for a permanent location for Quaker Meeting, but are OK with utilizing the current situation for as long as needed.

Richard Frechette, Clerk  
Fort Myers Monthly Meeting

# Nominating Committee Report dated 01-13-2022

SEYM Winter Interim Business Meeting  
15 First Month 2022

*[Added by recording clerk: Proposed Minutes for Winter Interim Business Meeting]*

[MINUTE:] Upon recommendation of the Nominating Committee, Steven Riddle (Orlando MM) is appointed to the Publications Committee for a term from January 2022 to April 2025.

[MINUTE:] Upon recommendation of the Nominating Committee, Kasper Rodding (Orlando MM) is appointed to the Yearly Meeting Gathering Committee for a term from January 2022 to April 2025.

[MINUTE:] Upon recommendation of the ~~Nominating~~ Committee, the end of terms for current Nominating Committee members are adjusted as follows:

Ed Lesnick, Clerk .....	Orlando .....	2024
Beverly Ward.....	Tampa.....	2025
Shawna Doran.....	Gainesville.....	2023
Brian Olson.....	Miami.....	2023

[ACCEPT:] Nominating Committee Report dated 1/13/22, as amended.

# 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)	Int'l 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	75.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	75.48
2023 - Meeting Donations, WG wo apport	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
2003 - Meeting Donations - Other	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
Total 2003 - Meeting 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
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 - Int'l 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 Earnings	1.83	0.00	0.00	0.00	0.00	0.00	0.00	-77.25	0.00	0.00	-2,354.57	-2,431.82
2400 - Program Registrations												
2430 - Registration Fee	0.00	0.00	130.00	1,250.00	0.00	0.00	730.00	0.00	0.00	0.00	0.00	2,150.00
Total 2400 - Program Registrations	0.00	0.00	130.00	1,250.00	0.00	0.00	730.00	0.00	0.00	0.00	0.00	2,150.00
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	1,782.00	1,042.77	12,034.50	10.00	6,549.73	40,169.37
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	4,282.00	1,042.77	12,034.50	50.00	6,549.73	47,199.37
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



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
<b>ASSETS</b>			
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>
<b>TOTAL ASSETS</b>	<u>662,114.27</u>	<u>670,262.92</u>	<u>-8,148.65</u>
<b>LIABILITIES &amp; EQUITY</b>			
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>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<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](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](mailto:ceceyocum@aol.com) or Kody Hersh at [yyacoordinator@gmail.com](mailto: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.

**Pros:**

- 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

**Cons:**

- 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.

**Pros:**

- 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

**Cons:**

- 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.