

Southeastern Yearly Meeting

of the Religious Society of Friends

Fall Executive Committee Meeting

4 Tenth Month 2024

Saint Petersburg Friends Meetinghouse
and Online

MINUTES

The clerk opened the meeting from the silence at 7:01 p.m.. with the following quote:

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

George Fox 1676

Nominating Committee Report

Brian Olson reported that there were no changes to the Nominating Committee report published in the DIAs. Of high priority were the positions for Co-Clerk and Registrar for the Gathering. Next was for a person to serve as the SEYM representative to QUNO position.

Friends accepted the report.

Youth Committee Report

There was no report from the Youth Committee

Youth and Young Adult Coordinator (YYAC) Report

Rachel Dillinger, YYAC, introduced herself. She is looking forward to meeting everyone. Her Report is attached

Friends accepted her report.

Finance Committee Report

Dan Vaughn reported that Finance Committee. He requested that the committee be held in the light, and that any comments or suggestions be communicated in to Dan.

SEYM Administrative Secretary Report

Susan Wade reported that she was working on Half Yearly Meeting issues regarding a change by Florida Parks. Summer activity has been slow. She has also been dealing with issues related to the fire in her home.

Friends accepted the report.

Gathering Committee Report

The committee clerk will report tomorrow.

Field Secretary for Earthcare Report

Beverly Ward's written report is still in progress and will be included in the minutes for Fall Interim Business meeting.

Treasurer's Report

Joel Cook, Treasurer, gave highlights from his report (attached). Fiscal Year ending 5/31 was better than expected but not as good as he had hoped. There was a net loss of about \$2,000. The General Fund lost \$1540 largely from Gathering expenses. Eleven monthly meetings contributed 100% of their apportionments; 6

monthly meetings did not contribute at all. SEYM's net worth increased because its investments increased in value.

The Youth and Young Adult Coordinator is a new position that needs funding. If 200 people would give \$10/month the position would be fully funded. In the meantime, if there are no contributions earmarked for the YYAC position, he has authorization to fund it from Trustees unrestricted funds for the next three years. SEYM's bookkeeper added that any contributions for it be expressly identified as having been made for the YYAC program.

Friends accepted the report.

Trustees Report

Neil Andersen reported that the Treasurer has covered the information on which he would have reported. He offered a reminder that the Trustees also have a fund available Meetinghouse construction or improvement.

Friends accepted the report.

Half-Yearly Meeting Report

Wekiva Springs State Park has changed their rules and now restricts youth camp renters from using the kitchen facilities. We are required to use their concessionaire, Guest Services. The committee will not be changing the location at this time and are still working out the details. The concessionaire will take care of all food needs. Registration costs will include a "pay as led" option.

Friends accepted the report.

Peace & Social Concerns Committee Report

Warren Hoskins stated there was no report because they had not met.

Mercedes Soca asked for help to facilitate an AVP program. She has an idea but needs help. She was advised to contact P&SC.

Friends accepted the report.

Worship and Ministry Committee Report

Lisa Erazmus, co-clerk, in addition to the report submitted in the DIAs (attached), reported that the Michener Lecturer is Adria DiCapua (formerly Gulizia).

Friends accepted the report.

Committee for Ministry on Racism Report

Will have a report at Fall Interim Business Meeting.

Earth Care Committee Report

Brian Humphrey, clerk, in addition to the report in the DIAs (attached), reported that he knows a person who would like to get involved in that committee. Brian can bring her name to the Nominating Committee. In the meantime, she can attend meetings.

Friends accepted the report.

Organizational Documents Committee Report

Dan Vaughn, clerk, reported on behalf of the committee. Phoebe Andersen emphasized the committee's request to read the documents already submitted for the Officers section of the Operations Handbook. The clerk requested that everyone review the section before Christmas, if possible, and submit comments to the clerk as soon as possible. SEYM administration has sent the draft out and will send them out again. Please give the committee your positive or negative comments and would like Friends to report even if they have no comments, as well.

Friends accepted the report

Quaker Call Committee Report

Dan Vaughen, clerk, asked that the language of the minutes provided in the DIAs (attached) be discussed with the Trustees and the Treasurer about what language would work if the minutes were approved. The Yearly Meeting clerk expressed concern about the process and moving forward without first having approval from the monthly meetings.

Friends accepted the report.

Yearly Meeting clerk asked about the current legal status Estate of Guin. Dan Vaughen gave a brief explanation of the probate process and its status.

Friends accepted the report.

Treasure's Request

The Treasurer asked for the approval of a debit card for the Youth and Young Adult Coordinator for expenses related to the Youth Program. Questions followed about supervision, whether a credit card or a debit card. It will be brought up again at tomorrow's Fall Interim Business meeting for a minute.

Fall Executive Committee Meeting closed with silence at 8:06 p.m.

Respectfully submitted,

Daniel R Vaughen, Recording Clerk.

Participants in person and line:

Clearwater Monthly Meeting

Katey Green
Phil Stone
Aileen Zingaro

DeLand Monthly Meeting

Jim Cain
Cheryl Demers-Holton
Kathy Hersh
Lynn Peterson
Dan Vaughen
Suzanne Vaughen

Fort Lauderdale Monthly Meeting

Brian Humphrey

Fort Myers Monthly Meeting

Paul Davis
Richard Frechette
Suzanne Frechette
Denise Runyon
Brad Smith

Gainesville Monthly Meeting

Shawna Doran
Jean Larson

Havana Unprogrammed Worship Group

Mercedes Soca (Sarasota)

Miami Monthly Meeting

Brian Olson

Orlando Monthly Meeting

Rachel Dellinger
Chris Laning
Ed Lesnick
Mira Tanna

Palm Beach Monthly Meeting

John Palozzi

Saint Augustine Worship Group

Amanda Farrar
Dianne Langan (St. Petersburg)

Saint Petersburg Monthly Meeting

Bill Carlie
Vicki Carlie
Erin Childs
Brandon Coldicott
Lynn Carol Henderson
Ann Martin
Linda Morganstein
Susan Wade

Tallahassee Monthly Meeting

Neil Andersen
Phoebe Andersen
Andrea Hoskins
Warren Hoskins
Susan Taylor

Tampa Monthly Meeting

Jan Dahm
Lisa Erazmus
Cindy Mercer
Karen Putney
Beverly Ward
Cece Yocum

Treasure Coast Worship Group

Joel Cook (Palm Beach)
Amy Richards

Youth and Young Adult Coordinator Report

SEYM Fall Interim Business Meeting

5 Tenth Month 2024

I am thrilled to be serving SEYM as the new Youth and Young Adult Coordinator. At last spring's gathering, I was touched by the concerns so many Friends expressed about the spiritual needs of our community's youth. I also sensed the depth of concern for the future of SEYM and the passing of Quaker traditions on to the coming generations. I feel honored to be entrusted with this work and hope to carry it forward by building on the solid foundation laid by my predecessor.

Over the summer, I spent time preparing myself for my upcoming role. Besides meeting with Kody Hersh, my relevant committees, and a group of Quaker young adults, I attended several workshops to help me become more grounded in Quaker and childhood religious education practices. I have also spent time in quiet reflection, asking to be shown the SEYM youth's true priorities and how to most lovingly, creatively, and efficiently address them.

I have begun the work of reaching out to our own youth, Quaker-curious youth, and community partners through social media. I also intend to work with Vickie Carlie to create a page on the SEYM website intended for a youth audience. I am currently in the process of compiling information about Quaker internships, colleges, and summer camps for inclusion on this site.

I have worked with Cheryl Demers to schedule and promote more CAPP trainings and would appreciate as many as are able to sign up. Even if you have no intention of ever volunteering to work with youth, just knowing how to recognize signs of exploitation goes a long way toward making our community safer and more welcoming to children.

I will spend the remainder of 2024 continuing to work closely with the youth of Orlando Monthly Meeting. My role as their First Day School Teacher provides me with ongoing opportunities to learn what being a Quaker means to them and how adults can best support their spiritual growth. I will also be reaching out to families as I prepare for Half-Yearly Meeting and beginning the practice of recognizing children's birthdays and other milestones such as high school graduations.

Over the next year, I intend to visit and worship with as many monthly meetings as possible. Please let me know if there are specific dates that are better than others for me to visit. Please, also let me know if there is anything at all I can do to help you physically, intellectually, or spiritually welcome and nurture the families and children in your meetings.

Rachel Dellinger

Youth and Young Adult Coordinator

Southeastern Yearly Meeting of The Religious Society of Friends

Treasurer's Report for 2023 – 2024 Fiscal Year, Fall Interim Business Meeting 2024

All values are rounded to the nearest dollar.

SEYM Total Cash Flow not including Trustees

The overall cash flow of the Yearly Meeting (excluding separately reported accounts under the care of the Trustees) yielded a net loss (excluding unrealized capital gains) of \$2,270. This resulted from an SEYM total real income of \$172,989 against total expenses of \$175,259.

SEYM General Fund for Administration - Cash Flow and Budget Performance

At the end of the fiscal year, the General Fund (the operations fund for which we approved a balanced budget of \$115,640 in our 2023 Yearly Meeting sessions) showed a net loss of \$1,540. This resulted from General Fund total income of \$113,073 (98% of budget) against expenses of \$114,614 (99% of budget).

Budget Support Apportionments & Contributions Received

During this fiscal year, 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 \$89,224, or 86% of the year's budgeted request of \$103,175.

Fifteen (15) Monthly Meetings and seven (7) Worship Groups were included in the Apportionment request this fiscal year. 11 contributed between 100% or more of their requested amount, 5 contributed between 50% and 80%, and 6 contributed nothing.

The unrestricted individual donations received toward the Budget during this period totaled \$5,689 approximately 142% of the \$4,000 budgeted amount.

Cash Flow Results for Programs

The annual programs for this fiscal year are complete. There may, however, be some adjustments to these figures.

The Yearly Meeting Gathering and Walton Lecture had an income of \$40,766 and expenses of \$45,451, yielding a net deficit of \$4,686.

Half Yearly Meeting had an income of \$3,905 with expenses of \$2,366 giving a net surplus of \$1,540.

The Michener Lecture had an income of \$2,947 with expenses of \$1,590 giving a net surplus of \$1,358.

Programs for Youth had income of \$5,341 with expenses of \$1,367 giving a net surplus of \$3,974.

The Publications program during this period had a net real loss of \$412, excluding unrealized capital gains of \$1,410 on investments for the program.

Net Worth

The Net Worth of the combined Yearly Meeting and its Trustees at the end of this period was \$640,669, an increase of \$56,031 including \$52,403 in unrealized capital gains since the beginning of the fiscal year.

Joel D. Cook, Treasurer - SEYM 10/3/2024

Southeastern Yearly Meeting
 Budget vs. Actual
 June 2023 through May 2024

10/03/2024

Cash Basis

	<u>Jun '23 - May 24</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Income				
2000 · Income				
2001 · Donations				
2002 · Indivd.Donations-Classes	5,689.00	4,000.00	1,689.00	142.23%
2003 · Meeting Donations				
2023 · Meeting Donations, WG wo apport	0.00			
2003 · Meeting Donations - Other	89,224.44	103,175.00	-13,950.56	86.48%
Total 2001 · Donations	94,913.44	107,175.00	-12,261.56	88.56%
2040 · Restricted Donations				
2203 · Savings Account Interest	2.23	5.00	-2.77	44.6%
Total 2000 · Income	94,915.67	107,180.00	-12,264.33	88.56%
2700 · Transfer in FROM other classes				
2710 · Surplus Michener Lecture	1,357.63			
2712 · Michener Lect. to GF/insurance	210.00	210.00	0.00	100.0%
2732 · Gath/Walton to GF/insurance	1,200.00	1,200.00	0.00	100.0%
2750 · Surplus Half Yearly Meeting	1,539.92			
2752 · HYM to GF/insurance	590.00	590.00	0.00	100.0%
2804 · from Trustee's Funds				
2815 · for BertscheOutreach Travel	2,245.47	1,930.00	315.47	116.35%
2820 · for Staff Salary	5,285.20	4,530.00	755.20	116.67%
Total 2804 · from Trustee's Funds	7,530.67	6,460.00	1,070.67	116.57%
Total 2700 · Transfer in FROM other classes	12,428.22	8,460.00	3,968.22	146.91%
Total Income	107,343.89	115,640.00	-8,296.11	92.83%
Expense				
2999 · Expenses				
3000 · Operating Costs				
3001 · Bank Service Charges	359.39	360.00	-0.61	99.83%
3002 · PayPal service fee	61.75	120.00	-58.25	51.46%
3080 · Duplication	831.55	800.00	31.55	103.94%
Total 3100 · Insurance	1,985.70	2,000.00	-14.30	99.29%
3107 · Youth Worker CAP Certification	162.51	160.00	2.51	101.57%
3146 · Non-Profit Corporation Fee	61.25	65.00	-3.75	94.23%
3200 · Office Supplies	590.26	400.00	190.26	147.57%
3270 · Payroll Expenses	69,686.46	70,000.00	-313.54	99.55%
3272 · Employer Payroll Taxes	6,215.97	4,550.00	1,665.97	136.62%
3380 · Postage/Shipping	156.47	400.00	-243.53	39.12%
3381 · Post Office Box rental	293.00	200.00	93.00	146.5%
3400 · Office Equipment	0.00	400.00	-400.00	0.0%
Total 3500 · Professional Fees	555.00	500.00	55.00	111.0%
Total 3640 · Rent warehouse/office	2,833.68	2,125.00	708.68	133.35%
Total 3700 · Repairs	192.59	250.00	-57.41	77.04%
3816 · Software	2,464.64	2,600.00	-135.36	94.79%
3840 · Telephone & Inet access	1,516.69	2,400.00	-883.31	63.2%
3860 · Travel Administrative	1,931.74	1,000.00	931.74	193.17%
Total 3900 · Website	417.27	3,900.00	-3,482.73	10.7%
Total 3000 · Operating Costs	90,315.92	92,230.00	-1,914.08	97.93%
4000 · Committees Operating Expenses				
4309 · Archives	0.00	100.00	-100.00	0.0%
4329 · EC and IBM	0.00	100.00	-100.00	0.0%
4339 · Faith and Practice	0.00	25.00	-25.00	0.0%
4349 · Finance	29.26	25.00	4.26	117.04%
4359 · Nominating	0.00	25.00	-25.00	0.0%
4369 · Peace and Social Concerns	0.00	450.00	-450.00	0.0%
4389 · Youth Committee	0.00	25.00	-25.00	0.0%
4399 · Worship and Ministry	1,613.31	2,000.00	-386.69	80.67%
4429 · Earthcare	0.00	25.00	-25.00	0.0%
4449 · Publications	0.00	25.00	-25.00	0.0%

	<u>Jun '23 - May 24</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
4469 · Racism, Ministry on	0.00	25.00	-25.00	0.0%
4479 · SEYM Retirement Committee	499.12	500.00	-0.88	99.82%
4489 · Young Adult Quakers	0.00	25.00	-25.00	0.0%
Total 4000 · Committees Operating Expenses	<u>2,141.69</u>	<u>3,350.00</u>	<u>-1,208.31</u>	<u>63.93%</u>
5000 · Donations to Organizations				
5007 · AFSC	200.00	200.00	0.00	100.0%
5018 · Earlham School of Religion	100.00	100.00	0.00	100.0%
5027 · FCNL	300.00	300.00	0.00	100.0%
5028 · QEW (FCUN)	200.00	200.00	0.00	100.0%
5030 · FLGBTQC	100.00	100.00	0.00	100.0%
5037 · FGC	1,200.00	1,200.00	0.00	100.0%
5038 · FLCoalition for Peace & Justice	1,000.00	1,000.00	0.00	100.0%
5047 · Florida Council of Churches	200.00	200.00	0.00	100.0%
5048 · Florida Impact	300.00	300.00	0.00	100.0%
5057 · Friends Journal	100.00	100.00	0.00	100.0%
5061 · Friends Peace Teams	500.00	500.00	0.00	100.0%
5067 · FUM	500.00	500.00	0.00	100.0%
5068 · FWCC	1,450.00	1,450.00	0.00	100.0%
5077 · Pendle Hill	100.00	100.00	0.00	100.0%
5085 · Quaker House of Fayetteville NC	200.00	200.00	0.00	100.0%
5087 · Quaker Life	100.00	100.00	0.00	100.0%
5089 · QUNO	100.00	100.00	0.00	100.0%
5090 · NNABSHC	300.00	300.00	0.00	100.0%
5097 · Friends House	100.00	100.00	0.00	100.0%
Total 5000 · Donations to Organizations	<u>7,050.00</u>	<u>7,050.00</u>	<u>0.00</u>	<u>100.0%</u>
8160 · Annual Representative	700.00	4,000.00	-3,300.00	17.5%
8360 · Attend SEYM-approved Activities	673.00	1,500.00	-827.00	44.87%
8460 · Travel Support to SEYM Business	0.00	1,000.00	-1,000.00	0.0%
Total 8000 · Travel & Financial Aid	<u>1,373.00</u>	<u>6,500.00</u>	<u>-5,127.00</u>	<u>21.12%</u>
Total 8500 · Contingency	<u>4,537.50</u>	<u>2,000.00</u>	<u>2,537.50</u>	<u>226.88%</u>
Total 2999 · Expenses	<u>105,418.11</u>	<u>111,130.00</u>	<u>-5,711.89</u>	<u>94.86%</u>
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 Quaker Int'l Meeting Travel	10.00	10.00	0.00	100.0%
Total 9000 · Transfer OUT TO other classes	<u>9,195.57</u>	<u>4,510.00</u>	<u>4,685.57</u>	<u>203.89%</u>
Total Expense	<u>114,613.68</u>	<u>115,640.00</u>	<u>-1,026.32</u>	<u>99.11%</u>

Southeastern Yearly Meeting
Income & Expense by Class

June 2023 through May 2024

10/03/2024
Cash Basis

Income	Admin/General Fund	Gathering/Walton Lecture	Half Yearly Meeting (HYM)	Int'l WG Support	Michener Lecture	Programs for Youth	Publications	Quaker Int'l Meeting Travel	Trustee's Funds	TOTAL
2000 - Income										
2001 - Donations										
2002 - Individ Donations-Classes	5,689.00	3,343.48	0.00	0.00	0.00	2,841.00	0.00	0.00	0.00	9,032.48
2003 - Meeting Donations										
2023 - Meeting Donations, WG wo apport	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2003 - Meeting Donations - Other	89,224.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89,224.44
Total 2003 - Meeting Donations	89,224.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89,224.44
Total 2001 - Donations	94,913.44	3,343.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	98,256.92
2040 - Restricted Donations										
2050 - Restricted - Other	0.00	0.00	0.00	0.00	0.00	2,841.00	0.00	0.00	160.00	3,001.00
2055 - Int'l WG Support	0.00	0.00	0.00	522.50	0.00	0.00	0.00	0.00	0.00	522.50
2060 - Donations - Restricted- FSE	5,595.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	125.00	5,720.00
Total 2040 - Restricted Donations	5,595.00	0.00	0.00	522.50	0.00	2,841.00	0.00	0.00	285.00	9,243.50
2200 - Investment Earnings										
2203 - Savings Account Interest	2.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.23
2205 - Dividends FFC Gathering Youth	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,137.46	5,137.46
2210 - Dividends FFC Michener Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,076.37	1,076.37
2215 - Dividends FFC Bertsche OutTravel	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,245.47	2,245.47
2220 - Dividends-FFC Staff Salary Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,285.20	5,285.20
2225 - Dividends FFC Unrestricted	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,203.09	4,203.09
2230 - Dividends FFC Walton Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,989.56	1,989.56
2280 - Dividends FFC SEYM Publications	0.00	0.00	0.00	0.00	0.00	0.00	667.69	0.00	0.00	667.69
2290 - 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	13,183.87	13,183.87
2211 - Capital Gain(Loss) Michener	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,762.69	2,762.69
2216 - Capital Gain(Loss) BertscheOTra	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,761.88	5,761.88
2221 - Capital Gain(Loss) Staff Salary	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,562.45	13,562.45
2226 - Capital Gain(Loss) Unrestricted	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,915.32	10,915.32
2231 - Capital Gain(Loss) Walton	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,105.45	5,105.45
2232 - Capital Gain (Loss) Meetinghouse	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,111.37	1,111.37
2281 - Capital Gain(loss) SEYM Publish	0.00	0.00	0.00	0.00	0.00	0.00	1,409.87	0.00	0.00	1,409.87
Total 2290 - Investment Capital Gains/Losses	0.00	0.00	0.00	0.00	0.00	0.00	1,409.87	0.00	52,403.03	53,812.90
Total 2200 - Investment Earnings	2.23	0.00	0.00	0.00	0.00	0.00	2,077.56	0.00	72,340.18	74,419.97
2306 - Miscellaneous Income										
2302 - Pay Pal fees paid	3.95	3.55	0.00	0.00	1.01	0.00	0.00	0.00	5.26	13.77
Total 2306 - Miscellaneous Income	3.95	3.55	0.00	0.00	1.01	0.00	0.00	0.00	5.26	13.77
2316 - GuideOne Insurance Dividends	130.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	130.40
2400 - Program Registrations										
2430 - Registration Fee	0.00	28,070.00	3,905.45	0.00	1,870.00	0.00	0.00	0.00	0.00	33,845.45
Total 2400 - Program Registrations	0.00	28,070.00	3,905.45	0.00	1,870.00	0.00	0.00	0.00	0.00	33,845.45
2600 - Publications Donations										
2640 - Other donations	0.00	151.98	0.00	0.00	0.00	0.00	40.26	0.00	0.00	192.24
2680 - Publication Donations	0.00	70.00	0.00	0.00	0.00	0.00	1,029.79	0.00	0.00	1,099.79
Total 2600 - Publications Donations	0.00	221.98	0.00	0.00	0.00	0.00	1,070.05	0.00	0.00	1,292.03
Total 2000 - Income	100,645.02	31,639.01	3,905.45	522.50	1,871.01	2,841.00	3,147.61	0.00	72,630.44	217,202.04
2700 - Transfer in FROM other classes										
2710 - Surplus Michener Lecture	1,357.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,357.63

	Admin/General Fund	Gathering/Walton Lecture	Half Yearly Meeting (HYM)	Int'l WG Support	Michener Lecture	Programs for Youth	Publications	Quaker Int'l Meeting Travel	Trustee's Funds	TOTAL
4399 - Worship and Ministry	1,613.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,613.31
4479 - SEYM Retirement Committee	499.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	499.12
Total 4000 - Committees Operating Expenses	2,141.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,141.69
5000 - Donations to Organizations										
5007 - AFSC	200.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	200.00
5018 - Earham School of Religion	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00
5027 - FCNL	300.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	300.00
5028 - QEW (FCUN)	200.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	200.00
5030 - FLGBTQC	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00
5037 - FGC	1,200.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,200.00
5038 - FLCoalition for Peace & Justice	1,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,000.00
5047 - Florida Council of Churches	200.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	200.00
5048 - Florida Impact	300.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	300.00
5057 - Friends Journal	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00
5061 - Friends Peace Teams	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00
5067 - FUM	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00
5068 - FWCC	1,450.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,450.00
5077 - Pendle Hill	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00
5085 - Quaker House of Fayetteville NC	200.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	200.00
5087 - Quaker Life	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00
5089 - QJNO	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00
5090 - NNABSHC	300.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	300.00
5097 - Friends House	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Total 5000 - Donations to Organizations	7,050.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,050.00
6000 - Production										
6080 - ISSN Printing, Publications	0.00	0.00	0.00	0.00	0.00	0.00	79.00	0.00	0.00	79.00
6380 - ISBN production	0.00	0.00	0.00	0.00	0.00	0.00	24.00	0.00	0.00	24.00
Total 6000 - Production	0.00	0.00	0.00	0.00	0.00	0.00	103.00	0.00	0.00	103.00
7000 - Operating Costs Programs										
7030 - Book consignment costs	0.00	597.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	597.22
7086 - Equipment Rental	0.00	450.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	450.00
7138 - Food purchases	0.00	0.00	292.90	0.00	0.00	0.00	0.00	0.00	0.00	292.90
7200 - Food, snacks	0.00	0.00	234.90	0.00	419.46	0.00	0.00	0.00	0.00	654.36
7500 - Site Fees	0.00	35,433.00	1,140.00	0.00	0.00	0.00	0.00	0.00	0.00	36,573.00
7650 - Speaker Honorarium	0.00	750.00	0.00	0.00	500.00	0.00	0.00	0.00	0.00	1,250.00
7660 - Speaker travel	0.00	482.20	0.00	0.00	426.35	0.00	0.00	0.00	0.00	888.55
7800 - Youth Program										
7804 - Youth Prg. Expenses/Fees/Other	0.00	1,941.90	0.00	0.00	0.00	1,341.96	0.00	0.00	0.00	3,283.86
7805 - Youth Program Leader/childcare	0.00	3,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,000.00
Total 7800 - Youth Program	0.00	4,941.90	0.00	0.00	0.00	1,341.96	0.00	0.00	0.00	6,283.86
Total 7000 - Operating Costs Programs	0.00	42,634.32	1,667.80	0.00	1,345.81	0.00	0.00	0.00	0.00	46,989.89
8000 - Travel & Financial Aid										
8160 - Annual Representative	700.00	0.00	0.00	0.00	0.00	0.00	0.00	4,302.00	0.00	5,002.00
8360 - Attend SEYM-approved Activities	673.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	673.00
Total 8000 - Travel & Financial Aid	1,373.00	0.00	0.00	0.00	0.00	0.00	0.00	4,302.00	0.00	5,675.00
8500 - Contingency										
8510 - Contingency - Intl Worship Giro	0.00	0.00	0.00	522.50	0.00	0.00	0.00	0.00	0.00	522.50
8500 - Contingency - Other	4,537.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,537.50
Total 8500 - Contingency	4,537.50	0.00	0.00	522.50	0.00	0.00	0.00	0.00	0.00	5,060.00
Total 2999 - Expenses	105,418.11	44,251.60	1,775.53	522.50	1,379.75	1,367.31	2,149.37	4,302.00	5.26	161,171.43
9000 - Transfer OUT TO other classes										

Southeastern Yearly Meeting
Balance Sheet Prev Year Comparison
As of May 31, 2024

10/03/2024

Cash Basis

	<u>May 31, 24</u>	<u>May 31, 23</u>	<u>\$ Change</u>	<u>% Change</u>
ASSETS				
Current Assets				
Checking/Savings				
0501 · Checking Account BOA				
511 · Checking - Gen'l Fund - General	20,643.43	6,470.23	14,173.20	219.05%
560 · Checking-GF-Quaker Int'l Travel	16,295.31	20,587.31	-4,292.00	-20.85%
566 · Checking-GF-Sufferings	170.00	170.00	0.00	0.0%
610 · Checking-SA-Michener	489.26	489.26	0.00	0.0%
630 · Checking-SA-YBM Gathering	3,239.55	3,239.55	0.00	0.0%
640 · Checking-SA-Programs for Youth	4,941.00	967.31	3,973.69	410.8%
680 · Checking-SA-Publications	-4,173.87	-3,762.24	-411.63	-10.94%
690 · Checking - 690 Covid Relief	500.00	500.00	0.00	0.0%
695 · Checking - Int'l WG Support	226.46	226.46	0.00	0.0%
700 · Checking-Trustees				
705 · Checking - Gathering Youth Fund	3,391.74	3,391.74	0.00	0.0%
710 · Checking - Michener Fund	65.00	15.00	50.00	333.33%
715 · Checking - Bertsche Travel Fund	15.00	15.00	0.00	0.0%
720 · Checking - Staff Salary	840.00	615.00	225.00	36.59%
725 · Checking - Unrestricted Fund	-3,655.00	-3,665.00	10.00	0.27%
730 · Checking - Walton Fund	15.00	15.00	0.00	0.0%
Total 700 · Checking-Trustees	<u>671.74</u>	<u>386.74</u>	<u>285.00</u>	<u>73.69%</u>
Total 0501 · Checking Account BOA	<u>43,002.88</u>	<u>29,274.62</u>	<u>13,728.26</u>	<u>46.9%</u>
830 · Checking - BofA Payroll	8,605.34	4,321.21	4,284.13	99.14%
903 · Savings BOA	<u>16,930.02</u>	<u>36,927.79</u>	<u>-19,997.77</u>	<u>-54.15%</u>
Total Checking/Savings	<u>68,538.24</u>	<u>70,523.62</u>	<u>-1,985.38</u>	<u>-2.82%</u>
Accounts Receivable				
1100 · Accounts Receivable	-215.65	-215.65	0.00	0.0%
Total Accounts Receivable	<u>-215.65</u>	<u>-215.65</u>	<u>0.00</u>	<u>0.0%</u>
Other Current Assets				
1180 · FFC SOYM1 Publications Investme	17,528.21	16,118.34	1,409.87	8.75%
1200 · Trustee Investments				
1205 · FFC SOYMT6 GatheringYouth Fund	134,868.99	121,685.12	13,183.87	10.83%
1210 · FFC SOYMT3 Michener	28,256.99	25,494.30	2,762.69	10.84%
1215 · FFC SOYMT2 BertscheTravel Fd	58,948.29	53,186.41	5,761.88	10.83%
1220 · FFC SOYMT5 Staff Salary Fund	138,747.58	125,185.13	13,562.45	10.83%
1225 · FFC SOYMT4 Unrestricted	113,776.26	98,657.85	15,118.41	15.32%
1230 · FFC SOYMT1 Walton Fund	52,230.17	47,124.72	5,105.45	10.83%
1240 · FFC SOYMT7 Meetinghouse Support	27,989.75	26,878.38	1,111.37	4.14%
Total 1200 · Trustee Investments	<u>554,818.03</u>	<u>498,211.91</u>	<u>56,606.12</u>	<u>11.36%</u>
Total Other Current Assets	<u>572,346.24</u>	<u>514,330.25</u>	<u>58,015.99</u>	<u>11.28%</u>
Total Current Assets	<u>640,668.83</u>	<u>584,638.22</u>	<u>56,030.61</u>	<u>9.58%</u>
TOTAL ASSETS	<u>640,668.83</u>	<u>584,638.22</u>	<u>56,030.61</u>	<u>9.58%</u>
LIABILITIES & EQUITY				
Equity				
1400 · Trustees Funds Equity	296,694.99	296,694.99	0.00	0.0%
1500 · Operational Equity/ Net Assets				
1511 · General Fund Net Assets	29,324.36	29,324.36	0.00	0.0%
1560 · Quaker Int'l Travel Net Assets	5,349.80	5,349.80	0.00	0.0%
1580 · Publications Net Assets	14,341.85	14,341.85	0.00	0.0%
Total 1500 · Operational Equity/ Net Assets	<u>49,016.01</u>	<u>49,016.01</u>	<u>0.00</u>	<u>0.0%</u>
1700 · Retained Earnings	238,927.22	290,673.50	-51,746.28	-17.8%
Net Income	<u>56,030.61</u>	<u>-51,746.28</u>	<u>107,776.89</u>	<u>208.28%</u>
Total Equity	<u>640,668.83</u>	<u>584,638.22</u>	<u>56,030.61</u>	<u>9.58%</u>
TOTAL LIABILITIES & EQUITY	<u>640,668.83</u>	<u>584,638.22</u>	<u>56,030.61</u>	<u>9.58%</u>

Worship and Ministry Committee Report

SEYM Fall Interim Business Meeting

5 Tenth Month 2024

Dear Friends,

As we approach autumn and winter, we tend to feel nudges toward reflection of the passing year. As Quakers, a considered view of time, events, or matters of spirit is not unusual, and the committee encourages all to take some moments of peace and grounded-ness to not only hold where we have been, or where we are going, but, in particular, where we are, affirming with each breath the gift of being present, sharing space with the Divine. The Worship and Ministry committee is grateful for having spent this year in service to the Yearly Meeting and providing more opportunities for Friends to be nourished in spirit.

We are in the process of contacting someone to share their ministry for the Michener Lecture. We had another extended Meeting for Worship early in Eighth Month. Having those quarterly has been received positively, with new Friends attending each time.

Weekly Queries for the Journey continue to be a steady source of opportunity for Friends to reflect personally and with Monthly Meetings that also use them regularly. We created a water-themed set of quotes and queries for Bev Ward, SEYM Field Secretary for Earthcare, for her time as Friend of the Week at Quaker House, Chautauqua, New York.

With many meetings offering online options for worship, intervisitation is widely available and simple—Jan and Lisa worshipped with Tallahassee Friends in Seventh Month and appreciated the warm welcome and deep sense of spirit shared by all.

Lively discussion and tender reflections happen with each session of the Seeker's Book Club. In the current book, *Abuelita Faith* by Kat Armas, women in the margins of Scripture are lifted up next to women of the author's family who taught faith and strength as part of their Cuban culture. People easy to overlook with a modern eye, yet foundational and faithful.

Joel Cook will provide a second presentation of his Yearly Meeting workshop: *The Friends We Are Becoming: Stories of Transformation* on 19 Tenth Month.

Anne Pomeroy gave the last two sessions of their three-part retreat: *Opening Our Hearts to Continuing Revelation* (15 Sixth Month) and *Walking Forward in Faith* (20 Seventh Month). No technical or climate issues impacted these workshops and more Friends were able to participate and share in the strong ministry.

The Worship and Ministry Committee welcomes Friends to visit the SEYM website for information on all spiritual programs and opportunities and to encourage Monthly Meetings and Worship Groups to sign up and participate in any and all online programs that are available.

Blessings,

Jan Dahm, Lisa Erasmus, and Richelle Ogle, co-clerks of the SEYM Worship & Ministry Committee

Committee on Earthcare Report

SEYM Fall Interim Business Meeting

5 Tenth Month 2024

Provisional Report 2024 August 30, 2024

Information and news about Earthcare and climate-related issues have been occasionally shared via e-mail but the committee has not recently met.

In the past several weeks, Brian H's laptop has had a series of issues, including dropped Zoom meetings and word-processing crashes. Online repairs have not resolved them entirely. In-person repairs were completed on August 30, and some critical lists of e-mail addresses were restored. However, Brian has been advised to replace the laptop.

He is now contacting Earthcare committee members to establish regular online meeting times via Zoom.

Brian Humphrey, clerk
SEYM Committee on Earthcare

Ad hoc Quaker Call Committee Report

SEYM Fall Interim Business Meeting

5 Tenth Month 2024

Since our last report, the SEYM *ad hoc* Quaker Call Committee has been meeting every two weeks. There are 30 people on our email list. From that group six to twelve people attend each meeting.

We have heard from heads of Quaker schools, from the Executive Director of the Friends Council on Education, from representatives from Monthly Meetings, and from our own members and guests, on topics related to an appropriate response to flagrant legislative assaults on our historic testimonies and values. We believe those assaults present a clear and present danger, not only to our testimonies and values, but also to our constitutional form of government.

Yet we hold to our testimonies of peaceful, non-violent change. We believe those legislative assaults must be actively, but non-violently, resisted. We rely upon the Truth expressed by Dr. Martin Luther King, Jr., that while the moral arc of the universe may be long, it bends toward justice.

Arising from our regular meetings we have discerned a leading to start a private Quaker school for elementary education. We are considering the new concept of “Micro Schools,” along with other more traditional educational models.

One new Quaker school is actually starting to take shape. A potential model for similar schools elsewhere in Southeastern Yearly Meeting, it is tentatively being called “The Watershed Friends School”. It has progressed to the point of business plan implementation.

The Watershed Friends School will be an independent entity with its own board of directors. It will be responsible for its own function, fundraising, and management.

Sponsored jointly under a Memorandum of Understanding between Fort Myers Monthly Meeting, the Unitarian Universalist Congregation of Fort Myers (the current pastor of which is a former Head of School for the Monteverde, Costa Rica, K-12 Friends School), and - if approved - Southeastern Yearly Meeting. It will receive funds from the Florida Department of Education K-12 Scholarship Programs, from student tuition, and from other public and private sources. A copy of the proposed Memorandum of Understanding is attached. It has been signed by the President of the Unitarian Universalist Congregation of Fort Myers, and by the clerk of Fort Myers Monthly Meeting.

The SEYM *ad hoc* Quaker Call Committee is working directly with Friends Council on Education (FCOE), the national member organization for Quaker schools. Friends Council has an onboarding process for new Quaker schools. A copy of their Member Renewal process is attached. Most recently, the FCOE helped start the Lancaster Friends School in Lancaster, Pennsylvania. That school is now in its third year.

Drew Smith, Executive Director of FCOE, has advised us that the oldest Friends School, William Penn Charter School (1689), has never been affiliated with a monthly meeting. Rather it has operated independently with a requirement that a certain portion of the board be members of the Religious Society of Friends.

The next step in the formation of the Watershed Friends School is raising its startup funds. An attorney must be engaged to guide it through the legal requirements. Other professionals will be required to conduct physical assessments and surveys. A Head of School must be engaged to develop its curriculum, hire its teachers, and coordinate its administration. Implementing this next step requires seed money from Southeastern Yearly Meeting.

Our committee accordingly recommends the approval of an amendment to the SEYM Annual Budget in the total

amount of Fifteen Thousand Dollars (\$15,000) roughly apportioned into three general categories: estimated legal and governmental fees, professional studies and surveys, and employment compensation.

We recommend that those funds be allocated to a new expense line item in the SEYM Annual Budget to which monthly meetings, other public and private entities, and individuals, will be encouraged to donate.

These funds will be received and disbursed upon the approval, and at the direction, of the SEYM Executive Committee, or its designees. They will be reported in transaction detail to SEYM's Winter Interim Business Meeting.

The SEYM *ad hoc* Quaker Call Committee accordingly recommends approval of the following two Minutes:

First:

The proffered Covenant between Fort Myers Monthly Meeting, the Unitarian Universalist Congregation of Fort Myers, and Southeastern Yearly Meeting, is accepted and approved.

Second:

The Southeastern Yearly Meeting Annual Budget for Fiscal Year 2024-2025 is amended by the addition of a new Line 9000 Expense, "Out To Other Classes", in the amount of Fifteen Thousand Dollars (\$15,000), for the purpose of starting an independent Quaker School in Fort Myers, Florida. That amount shall be initially funded by the Trustees. It shall be disbursed or increased by donations from monthly meetings, other public and private entities, and individuals, upon the approval, and at the direction, of the Executive Committee or its designees.

Respectfully Submitted,
Daniel R. Vaughn, clerk

**Covenant between and among
Fort Myers Monthly Meeting of the Religious Society of Friends (Friends), the
Unitarian Universalist Congregation of Fort Myers (UU), and the Southeastern Yearly Meeting of the
Religious Society of Friends (SEYM)**

Our Shared Beliefs

UU, Friends, and SEYM (the participating organizations) share many of the same basic beliefs and values. Our purpose for existing as organizations is to nurture the spiritual needs of our members. We also believe in serving our community, especially those who have been forgotten and disadvantaged. We seek peace in the world and a world where we are in harmony with nature. We worship in a different manner and we each have our own cherished traditions and practices, but what unites us is much greater than what separates us. We are stronger when we each succeed.

We recognize the need to work together as the spirit guides us to create a community where we can grow spiritually and where our organizations thrive because of our combined strengths and beliefs. We recognize the spiritual gifts and traditions we bring to this Covenant are our greatest gifts. We believe should any one of our organizations ever cease to exist, a spiritual light would be diminished.

We each have physical gifts we bring to this Covenant. UU owns a beautiful campus they wish to continue to own and develop according to their needs and beliefs. Friends have been gifted the resources to build a unique meeting house, whose design and construction is currently in process, and will reside on the UU campus. This structure will become a valued addition to both faith communities.

Our Current Opportunity

UU, currently in discernment about how to leverage its assets to bless the community and generate sustainable income, has been working with Friends on founding a Quaker school in service to the Southwest Florida (SWFL) community, the first of its kind in all of Florida. By working collaboratively under the advisement and wisdom of SEYM, we can accomplish the following:

- Develop the creativity and discover the inspiration needed to meet this new project.
- We can connect to the wider Quaker community to share resources, deepen our faiths, and, by doing so, we are stronger to advocate for peace, social justice, and sustainability.
- Boldly raise the visibility and brand of open-minded Quaker education, expanding a community of seekers in SWFL;
- Identify a successful Friends school implementation model which other Meetings in Florida (and elsewhere) may choose to follow;
- Leverage the existing classroom resources available on the UU campus to start with a smaller school (e.g. K-4) and a smaller front-end investment, while accumulating reserves over time to expand the number of students that will have access to the new school (K-8); (The UU campus has room for expansion when the time is appropriate.)
- Create a viable learning environment at the UU campus within which students and staff alike can continue to mature as companions in a wide range of experiences, rooted as much in the unseen as the seen, as much in the spiritual as in the physical;
- Offer a Beloved Community within a community that cares deeply about what kind of persons its members, young and old, are becoming, what goals and values are effective in their lives, and what their response is to the high calling of being human;
- Develop SWFL citizens, graduates of our school, who will have a strong sense of social understanding, skills to deal with adversity, tolerance and respect for others, and a strong sense of self-worth so that they have the power needed to succeed.

Our Concerns

Friends and, to a lesser extent, UU have a aging memberships such that the operational energy and administrative oversight needed to complete and operate the new Friends school is likely to come in large part from dedicated supporters from outside the UU and Friends membership communities. Access to such outside, professional support may require additional developmental costs.

Our Intentions

For all the factors stated above, we intend to work diligently together to fashion a relationship and arrangement that can allow us to benefit from our opportunities, meet our concerns, and leverage our strengths for the betterment of our overall mission: to found a long-term viable Quaker school at the UU campus in Fort Myers, FL. We set out to accomplish our intentions in three parts: firstly, with this covenant between and among us, and secondly, with a feasible Friends school development plan, and thirdly, through the robust implementation of the legal, financial, and organizational structures such a plan requires.

Our Covenant is based on our shared spiritual beliefs and trust. As such, we will respect each other and resolve to handle any disputes through the dutiful application of Quaker decision-making principles and the adherence to UU values.

This Covenant shall exist as long as its participating organizations exist and will survive beyond the original signatories. It will end if any participating organization decides it should end.

For Unitarian Universalist Congregation
of Fort Myers

Jennifer Grant 8/26/24
Signature Date

Name & Title Jennifer Grant, President

For Fort Myers Monthly Meeting of the
Religious Society of Friends

R. J. Frechette 8/11/2024
Signature Date

Name & Title RICHARD J. FRECHETTE
PRESIDING CLERK

For Southeastern Yearly Meeting of the Religious Society of Friends

Signature Date

Name & Title _____



Friends Council on Education

The QUAKER SELF-STUDY and MEMBERSHIP RENEWAL PROCESS for FRIENDS SCHOOLS

Revised Fall 2021

The Quaker Self-Study and Membership Renewal Process (MRP) is the means by which Friends schools periodically affirm their intention to be guided by the basic tenets of the Religious Society of Friends and demonstrate evidence of putting these Quaker beliefs and principles into practice. Through this process schools maintain their membership in Friends Council on Education. Equally important, however, is the opportunity the MRP provides for schools to pause every so often, reflect meaningfully upon their Quaker underpinnings, celebrate the areas in which they are true to their mission, and discern appropriate next steps in the ongoing effort to live more fully into their identity as Friends schools.

The fundamental and abiding strength of Friends schools is our rootedness in Quaker faith and practice. There is a profound and hopeful ambition in the Quaker vision of schools as spiritual communities. When we approach this potential, our schools are places rich in love, challenge, collaboration, fruitful conflict, and a generative sense of what is possible in ourselves, in the classroom, and in the broader community. Through our work in Friends schools we support both children and adults in bringing the light of the spirit to one another and out into the world.

To engage in the MRP, each school is expected to form a self-study committee that includes representation from all constituent groups – faculty, administration and staff, trustees, parents, alumni/ae, and (as appropriate) students and Friends Meeting members. Over the course of a full year, the committee facilitates study across the school community, examining the school’s policies, practices, protocols, and culture through the lens of Friends Council’s *Principles of Good Practice for Friends Schools: Affirming the Quaker Identity*. These principles fall under seven dimensions of institutional life, the first six of which are: Mission, Worship, Equity & Justice, Governance, Administrative Leadership, and Program, Curriculum, and Community Life. The aim of the self-study phase of the MRP is for members of the school community to engage in meaningful and generative conversation, to gather or draft documentation that is called for in the MRP guide, and to prepare a report confirming the school’s adherence to Friends Council’s principles of good practice.

The final section of the self-study report - and arguably the most important - is entitled Continuing Revelation. It is here that the school is asked to reflect upon the self-study process itself and describe whatever has been learned through the year’s focused reflection and analysis. In this final section of its report, the school is asked to list a set of next steps that have emerged through the self-study process. In this way the Membership Renewal Process provides a roadmap for a school’s ongoing institutional renewal and growth.

Once this report has been received by Friends Council on Education, the school will be visited by a team of seasoned educators drawn largely from Friends Council member schools who will, in turn, report their observations to Friends Council's Membership Committee. This committee will offer commendations and recommendations back to the school, and to the Friends Council Board, which is ultimately responsible for approving the school's membership renewal.

Our ability to sustain a clear focus on the Quaker identity of our schools comes and goes amidst the many challenges of contemporary institutional life. Indeed, healthy spiritual life in schools seems to unfold in cycles: periods of active focus and attention to this dimension of the community, sharpening our vision, developing key skills, consolidating our efforts of faith and practice, and strengthening the commitment of the community to our most fundamental values. This vital work is often followed by a quieter period of living out the fruits of this labor, using the community's renewed strengths to turn to other important strategic initiatives. In time, the need for a new cycle of community reflection and inquiry into Quaker faith and practice comes around again. Gathering all members of a Friends school community in this reflective work, engaging the full range of voices in this dialogue, and making new the meaning of Friends faith and practice in the life of the school is a process that is forever renewing as new insights and understandings come to light and the community lives into its sharpened identity. Herein lies the essence of the Quaker understanding of "continuing revelation" as applied to our work in Friends schools.

The *Principles of Good Practice for Friends Schools*, as time-honored and firmly established as they may appear to be, must *themselves* be subject to continuing revelation, undergoing revision from time to time as new understandings regarding our work in the world emerge. Following events during and after the spring of 2020 in our nation's history, Friends Council was compelled to revise the *Principles of Good Practice* to articulate more explicitly a commitment to matters of racial, economic, social, and political equity and justice, using the Membership Renewal Process as a vehicle to call Friends schools to a higher standard with regard to these matters than had previously been done. And, while Friends schools have long honored diversity across many dimensions of personal identity - including gender, sexual orientation, family structure, religion, national and ethnic origin, physical and intellectual ability, and more - we recognize that our nation's history with regard to Black and indigenous peoples warrants especially focused attention in the self-study process. In order to redress historical wrongs that span centuries, including within our Friends schools, going forward we are called to redefine our schools as explicitly *anti-racist* in their policies and practices. The current version of the *Principles of Good Practice* embodies this deepened commitment to live our Quaker testimonies of integrity, equality, and community to their fullest.

In the process of revisiting these *Principles of Good Practice*, Friends Council has addressed another pressing issue that must be embraced by our schools in order to prepare our students for responsible and engaged citizenship in the decades ahead: the increasing reality of climate change and the related environmental, political, economic, and social ramifications of this crisis, all of which are deeply intertwined with matters of equity and justice. Over the past decade and more, Friends schools have exercised environmental stewardship in countless ways - whether participating in the work of the Friends Environmental Education Network, incorporating "green" technologies into capital improvement plans, taking steps to reduce their carbon

footprint, or establishing policies and practices that model concern for the earth, and more. This updated version of the *Principles of Good Practice* asks schools to explicitly address this critical aspect of our Quaker testimony of stewardship and environmental justice, describing the steps they have already taken and outlining future initiatives that are being planned.

As this revised version of the *Principles of Good Practice* is published, Friends Council urges each school, regardless of its place in the cycle of the Membership Renewal Process, to engage with the document - and in particular with the new section on Equity and Justice - during the coming year. While the MRP requires a formal and comprehensive self-study once every ten years, the work of revisiting our Quaker underpinnings, affirming our adherence to core principles and practices, and identifying next steps in living more truly into the mission of Friends education must be an ongoing process, carried out annually in all corners of each Friends school community.

PRINCIPLES of GOOD PRACTICE for FRIENDS SCHOOLS: AFFIRMING the QUAKER IDENTITY

Revised Fall 2021

I. MISSION

Principles

- The school’s mission embraces the core tenets of the Religious Society of Friends, including its principles, testimonies, and practices.
- The school’s mission supports both the spiritual and the academic formation of its students.
- In keeping with Friends testimonies, the school’s mission articulates a commitment to educate its students toward advocacy and agency for greater social, political, economic, and environmental justice in the world at large.
- The school values its interconnectedness with the Religious Society of Friends.

Confirmation

1. Share the school’s mission statement, and describe the process by which it was last reviewed and revised.
2. Attach the organizational by-laws or charter that clearly describes the school’s affiliation with the Religious Society of Friends.
3. Provide a few examples (brochures, promotional materials, publications, web materials) through which the school’s Quaker philosophy and mission are described.
4. Describe how the school maintains a living relationship with the Religious Society of Friends, Quaker meeting communities, Friends organizations, and other Friends schools.
5. Provide a few examples of the school’s published documents that illustrate its commitment to the values of diversity, equity, justice, environmental stewardship and sustainability. Further, describe the adoption and implementation of strategic initiatives that address the school’s commitment to these principles.

II. Worship

Principles

- Meeting for worship in the manner of Friends is fundamental to the Quaker essence and character of the school, and is fully articulated, understood, and embraced as central to the school's mission and philosophy.
- The school holds meeting for worship in the manner of Friends in a developmentally appropriate way at least weekly, as well as on special occasions.
- The school's meeting for worship honors the diversity of religious identities within its community and in the world at large while at the same time embodying Quaker faith and practice.

Confirmation

1. Describe the yearly calendar for weekly meetings for worship, and those held on special occasions (e.g. opening day, baccalaureate, commencement, etc.).
2. Briefly describe how each constituency group in the school is oriented to and educated about the spiritual underpinnings, purpose, and practice of meeting for worship.
3. Relate one (or two) stories that illustrate how meeting for worship has recognized and honored religious diversity within and beyond the school community.
4. If the school uses a different term for its meeting for worship, briefly describe the reasons for the community's particular language.

III. Equity and Justice

Principles

- The school's mission encompasses a vision of community that embraces diversity, equity, justice, inclusion, and promotes a sense of belonging for all.
- The school commits resources to sustaining a diverse and inclusive community.
- The school engages in an ongoing analysis of both its history and its current operations and is committed to uncovering and redressing the ways in which it has explicitly or inadvertently reinforced racist or similarly biased structures and practices.
- At all levels of its operations - from its governance, administrative structures, admissions, financial aid, hiring, and personnel policies, including faculty/staff evaluation practices, to its finances, business practices, and constituent relations - the school exercises its commitment to furthering diversity and upholding equity, justice, and inclusion.
- The school's program and curriculum is explicitly anti-bias and anti-racist, addressing - in age-appropriate ways - the history and contemporary ramifications of systemic oppression, bias and prejudice, and political, social, and economic power dynamics.
- The school provides regular opportunities for trustees, faculty, staff, students, parents, and alumni to engage in meaningful education, reflection, communication, and action with regard to matters of diversity, equity, justice, and inclusion.

- The school is committed to holding itself and its community members accountable in regard to matters of diversity, equity, justice, and inclusion.

Confirmation

1. Share the school’s published statements, policies, or procedures that demonstrate the school’s commitment to diversity, equity, and justice.
2. Describe three to five institutional structures or practices that illustrate the school’s existing commitment to diversity, equity, and a sense of belonging for all members of the community.
3. Describe recent institutional initiatives, across the full range of school operations - from administrative policies and practices to program and curricular reform - that illustrate the school’s continuing effort to become a more diverse, equitable, inclusive, and just community.
4. Describe the channels through which people of color and other affinity groups within the community - including current students, faculty, staff, and parents, as well as alumni and former employees - have opportunities to connect with one another, affirm their identity, share experiences, voice concerns, and bring matters forward for consideration by the school’s administration.
5. Describe efforts by the school to expand faculty, staff, and student racial diversity. Include data to demonstrate the results of those efforts.
6. Describe a recent challenge that has called the school to redress a matter of injustice from the past or the present.

IV. Governance

Principles

- The school is in a vibrant care relationship with a monthly meeting, or its board membership includes sufficient representation of Quakers to model, support, articulate and advocate for the school’s continuing Quaker identity.
- All board members, regardless of religious affiliation, embrace their responsibility to be ambassadors of and advocates for the school’s Quaker mission.
- The board emphasizes the centrality of the school’s Quaker mission and identity, as well as its commitment to diversity and inclusion, as it seeks new members and appoints its leaders.
- The board provides robust trustee orientation around Quakerism in general, Friends decision-making, and other practices followed within a Quaker meeting for business.
- The board’s governance structure includes a subcommittee that is charged with overseeing, evaluating, and providing ongoing trustee education regarding the school’s Quaker identity.
- The board’s governance structure is charged with overseeing, evaluating, and providing ongoing trustee education regarding the school’s commitment to matters of diversity, equity, and social justice.
- As it exercises its responsibility for fiduciary and strategic planning, the board holds both the school’s Quaker identity and its commitment to matters of diversity, equity, and environmental justice as essential elements in both the content and the implementation of new initiatives.

Confirmation

1. Describe the process by which the board recruits members of the Religious Society of Friends as trustees.
2. Describe the process by which the board recruits trustees who will bring a range of diverse backgrounds, perspectives, and lived experience to the stewardship of the school.
3. Provide a list of the school’s current trustees, indicating any Quaker affiliation as well as any other relevant information to demonstrate the range of perspectives represented on the board of trustees.
4. Describe the board’s orientation protocols to introduce new trustees to Quakerism, Quaker-based decision-making, and other practices peculiar to the Society of Friends.
5. List the Quaker-related board development and other networking opportunities attended by board members during the past three years, e.g. Friends Council workshops and peer networks meetings, etc.
6. Name the board subcommittee charged with overseeing the school’s adherence to its Quaker identity. Describe recent work that has been carried out by this committee.
7. *Describe the school’s governance and administrative structure that is charged with overseeing the school’s commitment to diversity, equity, and justice and name the committee or work group charged with accomplishing this task.*
8. List the Diversity, Equity, Inclusion, and Belonging-related board development and other networking opportunities attended by board members during the past three years.
9. Describe a recent challenge faced by the board of trustees that was resolved through a Quaker-based process of discernment and decision-making.
10. Describe recent trustee development work, a policy decision, or a strategic initiative undertaken by the full board of trustees that moved the school forward in its commitment to equity and justice.

V. Administrative Leadership

Principles

- The head of school models the use of sound Quaker practices, and is a primary ambassador of and advocate for the school’s Quaker identity.
- Other key leaders in the school are also responsible for understanding, communicating, and supporting the school’s Quaker identity in developing and implementing programs.
- The head of school is responsible for the orientation of faculty, staff, and other key administrators in Quaker tenets and practices. Further, the head of school leads the school community through processes that ensure both personal and institutional continuing revelation.
- For schools that are in a care relationship with a Friends meeting, the head of school, together with the board clerk and the clerk of meeting, actively participates in relationship-building with the Meeting.
- The school’s administrative leadership participates in and facilitates ongoing professional development work for all school personnel in the areas of equity, justice, and environmental literacy.
- The school’s business policies and practices reflect an understanding of the complexities of economic and social justice.

Confirmation

1. Briefly describe how the school attracts Quaker administrators, faculty and staff and orients all to Quakerism, Quaker-based decision-making and meeting for worship.
2. Give a recent example of the head of school, and also at least one key administrator, using Quaker-based decision-making for a major decision.
3. List Quaker-related professional development and networking opportunities attended by the head, faculty and other key leaders during the past three years, e.g. Friends Council workshops and peer network meetings, etc.
4. Describe the school’s efforts, including its challenges, to attract and retain faculty and staff of diverse backgrounds.
5. Describe the school’s efforts, including its challenges, to attract and retain families from diverse backgrounds and a range of socioeconomic levels.
6. Describe recent professional development initiatives, both mandatory and optional, designed to increase the equity, justice, and environmental literacy of both faculty and staff.
7. Share one or two areas of substantive growth and opportunity for the school as it seeks to become a more inclusive, socially and environmentally responsible community.

VI. Program, Curriculum, and Community Life

Principles

- Friends’ tenets, testimonies, and principles are at the core of all aspects of school life and inform the program, the curriculum, and the school’s relationship to the wider community.
- Students are introduced through the program and curriculum to the practices, beliefs, and traditions of Quakerism and are guided to understand these principles at the root of the school’s community life.
- Visible in the school’s ethos is a culture of respect demonstrating the belief that there is that of God in every person.
- The school’s program, curriculum, and pedagogy is characterized by a culture of inquiry-based, reflective practice consistent with Friends’ ongoing search for truth.
- The school has a fundamental commitment to be an inclusive community grounded in respect for each of its members. The religious, cultural, ethnic, racial pluralism of the school community provides an opportunity to foster the religious and spiritual formation of people from a variety of religious backgrounds.
- Community outreach, service-learning, and other forms of community involvement are tangible expressions of the school’s Quaker identity and are essential elements of a student’s educational experience at all levels.

Confirmation

1. Share two or three stories that exemplify ways in which the school fosters a sense of community in which all students, faculty/staff, and parents have the opportunity to be authentically seen, heard, and valued, and all experience a sense of true belonging.
2. Describe how the school orients students and parents unfamiliar with Friends faith and practice to Quakerism, Quaker pedagogical approaches, Quaker-based decision-making, and the school’s overall Quaker identity.
3. Describe the ways in which students are grounded in the school’s Quaker identity through the teaching of accountability, responsibility, reflection, respect, and non-violent conflict resolution.
4. Give a few examples of how Quaker history, practice, and testimonies are embedded and taught in the academic program.
5. Briefly describe how Quakers and Quaker organizations are integrated into school life.
6. Identify ways in which the program and curriculum introduce students to world faith traditions, global studies, multicultural experience, ethics and moral reasoning, and the role of religion in historical and contemporary contexts.
7. Identify two or three ways in which issues of equity and justice are woven into the school’s program and curriculum. Further, in what areas do you plan growth?
8. Describe some elements of the program and curriculum that are intended to develop students’ environmental literacy and conscience.
9. Describe or provide documentation of the school’s service learning/community engagement/community outreach program.

VII. Continuing Revelation

It is expected that out of the self-study process will emerge new insights about what a school’s Quaker identity and commitments call us to do. In this section, describe what has been revealed as particular strengths of the school, plus areas that need to be more fully addressed. In short, what has been learned and what are the school’s growing edges? Provide an annotated list of three to five initiatives that will be undertaken in the coming years, weaving into these action steps evidence of continued growth in embracing the school’s Quaker identity, its commitment to diversity, equity, inclusion, and justice, and its work to support a more environmentally sustainable future for our planet.

RESOURCES FOR THE MEMBERSHIP RENEWAL PROCESS SELF-STUDY

- *Advices and Queries for Friends School Community Life*
- *Governance Handbook for Friends Schools, second edition*
- *Leading in the Light: Celebrating 325 Years of Quaker Education in America*
- *Principles of Good Practice for Friends School Boards & Every Friends School Trustee*
- *A Quaker Book of Wisdom: Life Lessons in Simplicity, Service, and Common Sense*
- *Readings on Quaker Pedagogy: Philosophy and Practice in Friends Education*
- *Additional diversity, equity, justice, and inclusion resources will be forthcoming.*

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QUNO Representative Report

SEYM Fall Interim Business Meeting

5 Tenth Month 2024

Dear Friends,

As the time approaches for the Fall Interim Business Meeting on October 4th, 2024, I find I must make a formal request for release from the position of SEYM QUNO Representative due to relocation, change of Meeting membership, and family needs.

Thank you for the opportunity to serve in this position.

Love,
Liz