

**Southern Appalachian Yearly Meeting and Association
Representative Meeting #110 (Winter)
Chattanooga Friends Meeting
Twelfth Month, Fourth Day, 2004 -- 10:00 am**

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110 - 1 Opening

The Meeting opened with silent waiting.

The clerk, Kristi Estes, read the following: "Prophets of a Future Not Our Own," a prayer by Oscar Romero.

It helps, now and then, to step back and take the long view. The kingdom is not only beyond our efforts, it is beyond our vision. We accomplish in our lifetime only a tiny fraction of the magnificent enterprise that is God's work. Nothing we do is complete, which is another way of saying that the kingdom always lies beyond us.

No statement says all that could be said. No prayer fully expresses our faith. No confession brings perfection. No pastoral visit brings wholeness. No program accomplishes the church's mission.

No set of goals and objectives includes everything. This is what we are about: we plant seeds that one day will grow. We water seeds already planted, knowing that they hold future promise. We lay foundations that will need further development. We provide yeast that produces effects beyond our capabilities.

We cannot do everything and there is a sense of liberation in realizing that. This enables us to do something, and to do it very well. It may be incomplete, but it is a beginning, a step along the way, an opportunity for God's grace to enter and do the rest. We may never see the end results, but that is the difference between the master builder and the worker. We are workers, not master builders, ministers, not messiahs. We are prophets of a future not our own. Amen.

110 - 2 Announcements

- Kristi Estes welcomed everyone to the meeting.
- Carol Gray brought copies of Friends Journal to share.

110 - 3 Introductions

Friends introduced themselves and their positions with the yearly meeting. A list of attenders follows as **Appendix A**.

110 - 4 Agenda

The agenda was presented and approved.

110 - 5 Calendar

- April 2, 2005 -- Representative Meeting -- West Knoxville
- June 9-12, 2005 -- Yearly Meeting
- September 10, 2005 -- Representative Meeting -- Nashville
- December 3, 2005 -- Representative Meeting -- Atlanta
- April 8, 2006 -- Representative Meeting -- Birmingham
- June 8-11, 2006 -- Yearly Meeting

110 - 6 Site Selection Committee

Shorter College has uninvited us to have yearly meeting there because of renovations to their campus. The site selection committee recommends that we return to Warren Wilson College since we can return there on the scheduled dates and at the same cost as last year.

Minute -- *Friends approve the recommendation to return to Warren Wilson.*

110 - 7 Minutes

The minutes for yearly meeting and the September representative meeting have been mailed.

110 - 8 Treasurer's Report

David Ciscel presented the treasurer's report. It is attached as **Appendix B**.

The report includes the budget for fiscal year 2005 starting on October 1, 2004, as well as the report for the transition quarter of 7/1/04 - 9/30/04. Our finances are in good shape. We have net assets of \$15,545. Also included is the SAYF Finance report. It also includes a transition quarter report. \$1500 was transferred to SAYF from yearly meeting funds during the transition quarter.

David has found liability insurance with the help of Friends General Conference which will soon be in place but has not yet started. (No stumbling allowed during this meeting.) It will cover both yearly meeting and SAYF activities. The coverage will be with a company that covers other yearly meetings, GuideOne.

110 - 9 Ongoing Concerns

Earth Charter. Susan Carlyle presented a report attached as **Appendix C** which includes a proposed minute for yearly meeting to consider. The minute was revised after discussions at our last yearly meeting. Monthly meetings have been asked to consider the Earth Charter and seven of our monthly meetings have endorsed it. Additional meetings have also discussed and considered the Earth Charter. Additional information about the Earth Charter including the charter itself is available at www.earthcharter.org. The committee asks that the Earth Charter and the proposed minute be considered further by monthly meetings and it will be presented as a proposal at the next yearly meeting.

Ad Hoc Committee on the Minutes. Kristi Estes presented the following report:

1. Collecting and merging the attachments/reports are the most cumbersome and technical aspects of preparing the minutes, and a Recording Clerk may not necessarily have the skills to process them. To assist the recording clerk we plan to delegate the collection of the attachments to the Assistant Clerk (or the Administrative Assistant until an Assistant Clerk is found.) For Representative Meeting minutes the Administrative Assistant will merge these documents for the electronic version of the minutes. We will assess this procedure to determine if it is practical for Yearly Meeting minutes where much more time is required.

2. We ask that the nominating committee consider the technical aspects of the job when nominating a recording clerk and determine if an assistant is needed with particular computer skills.

3. The timetable for distributing minutes has been problematic over the last few years. We feel that a goal of distribution 1 month after rep meetings - but not to be received later than 1 month before the next Meeting for Business is reasonable for committee/meeting work to be done. Yearly Meeting minutes may take longer, because of the extensive work with reports and attachments, but distribution before the next RM is important. To be useful the clerk may distribute pertinent portions of the "working document" minutes to committee clerks.

4. Because the minutes are sometimes delayed, a general "to do" list for Meetings will be maintained near the front of each RM (by the AA or AC). If practical this list will be posted electronically to Meeting contacts if there is not a rep at RM from their MM.

5. We ask that this ad hoc committee be laid down. Those responsible for the minutes will continue to assess these suggestions with the goal of more timely minutes and providing assistance to the recording clerk as needed.

Minute -- *Friends approve the recommendations of the committee.*

Concern about minutes distribution. Sharon Annis brought up a concern about distributing the yearly meeting and representative meeting minutes more broadly, especially to attenders of those meetings and those involved in yearly meeting work and activities. Minutes now are sent only to each monthly meeting with copies for clerks and representatives and to those with specific responsibilities with the yearly meeting including committee clerks. Representatives are asked to bring them to the attention of those in the monthly meetings. About 100 copies are mailed out. Friends discussed ways to make the option of receiving minutes more broadly available to those interested. Dissemination could be electronic or hard copies as requested. This job may be too much for the administrative assistant. Monthly meetings might play a role.

110 - 10 Committee Time

The meeting then broke for committee meetings and lunch.

110 - 11 Reading

From the Advices and Queries, *Faith and Practice*, NEYM:

Let us live in love as members of a [spiritual] ... community. Let us be ready to give and receive help, to rejoice together in the blessings of life and to sympathize with each other in its trials.

Let us maintain unity: let us avoid tale-bearing and detraction, acknowledge differences and seek to settle conflicts promptly in a manner free from resentment and all forms of inward violence; let us visit one another, making sure that those who are alone are drawn into the wider family of Friends. Thus, we may know one another as fellow workers in the things that endure.

110 - 12 Ad Hoc Committee on Religious Education

Sharon Annis reported for the committee. They are planning a meeting in February or March and will be working with the Junior Yearly Meeting coordinator, Ron McDonald, as he prepares for yearly meeting. If anyone else is interested in working with the committee, please contact Sharon.

110 - 13 Ecological Concerns Network

Carol Gray reported for the committee. They are interested in arranging a tour of some of Warren Wilson's environmental buildings for yearly meeting.

110 - 14 Faith and Practice Revision Committee

Barbara Esther reported for the committee. At least 10 meetings have responded about the Faith and Practice revisions but other meetings have not yet responded. The committee requests a response from meetings that have not yet reported even if the report is that the meeting does not have time to consider the issue now. She will be contacting the meetings that are not represented today and that have not yet reported.

110 - 15 Finance Committee

Chris Berg reported for the committee. Yearly Meeting Planning Committee worked on the budget this morning. The yearly meeting budget is as follows: Junior Yearly Meeting expenses are budgeted at \$3300,

Friendly Adult Presences scholarships \$250, staff scholarships \$200, wider Quaker organization guests \$700, speaker scholarships \$174, travel \$200, honorarium \$100, printing \$2000, need scholarships \$1500, and misc \$800 for a total of \$9225. This total does not include the costs for expenses that go directly to Warren Wilson College. This budget would lead to a registration cost of \$40. The committee requests that the registration cost be set at \$35 which would mean a yearly meeting subsidy of \$1150 for yearly meeting costs. This amount is similar to deficits that have occurred in recent years in the yearly meeting budget. The yearly meeting has been able to cover this deficit without difficulty. The increase in registration costs is due to increases in Junior Yearly Meeting costs, wider Quaker organization costs, and for a speaker from outside yearly meeting.

Concern for FGC '06 costs Perry Treadwell raised the concern for the yearly meeting to be ready to support attendance costs at FGC Gathering in 2006 on the West Coast. The finance committee will consider this item.

Minute -- *Friends approve the recommended registration fee of \$35 for yearly meeting.*

110 - 16 Ministry and Nurture Committee

Nancy Beecher reported for the committee. The report is attached as **Appendix D**.

110 - 17 Nominating Committee

Sharon Annis reported for the committee. There are several current vacancies that the committee is working on. The committee is asking that they be allowed to fill these positions and have individuals start their work on an interim basis prior to the April representative meeting. The nominations would then come to the April representative meeting for approval.

Minute -- *Friends approved the request that individuals nominated by the committee begin their work on an interim basis prior to the April meeting.*

Sharon Annis also asked that monthly meeting representatives let her know who is on the nominating committees of monthly meetings. sharonannis@comcast.net

110 - 18 Administrative Assistant

Mary Calhoun announced that new SAYMA directories are now available. One copy will sent to each monthly meeting, preparative meeting, and worship group. A copy is available at no charge to those who need one for their work with the yearly meeting, or their home meeting or worship group. Anyone with the yearly meeting can request a copy from the administrative assistant.

110 - 19 Ad Hoc Committee on E-Communications

Bill Reynolds reported for the committee. He reviewed the charges of the committee. The charges are those listed in the previous minutes plus a fourth: to proactively solicit and gather feedback from monthly meetings and worship groups. The committee is contacting monthly meetings with a questionnaire about web site use, kitenet use and general communications issues and will have subcommittees analyzing the responses of monthly meetings in these three areas.

110 - 20 Report to SAYMA from FLGBTQC at FGC Gathering

Kristi Estes read a report from Annie Black. It is attached as **Appendix E**.

110 - 21 Friends Committee on National Legislation

Kristi summarized correspondence from Carol Nickle, a SAYMA FCNL representative, regarding FCNL's annual meeting in November.

Carol was very excited about the involvement of 3 young adult Friends from SAYMA at FCNL's annual meeting. There is an upcoming minute on Conscientious

Objection that they were interested in. A Minute on Moral Values was also approved.

The FCNL selected the following priorities for its work during the 109th Congress:

- Remove all U.S. military forces and bases from Iraq, and fulfill U.S. moral obligations to reconstruct Iraq through appropriate multinational, national, and Iraqi agencies.
- Promote a framework for national and international security that includes peaceful prevention and resolution of deadly conflicts, active pursuit of arms control and disarmament, adherence to international law, support for the UN, and participation in multilateral efforts to address the root causes of war and of terrorism.
- Restore and assure full civil liberties for all persons in the US or under its jurisdiction, and promote human rights around the world through international institutions and treaties.
- Change Federal budget, tax, and fiscal policies to reduce military spending, meet pressing human needs, and address structural economic violence.
- Promote long-term protection of the environment and eliminate a critical cause of violent conflict by reducing oil consumption and accelerating development and use of renewable energy sources.

110 - 22 Quaker House

Geoffrey Pratt presented the report. It is attached as **Appendix F**.

110 - 23 Friends General Conference

Perry Treadwell reported on FGC. He has been involved with FGC for over 12 years as a representative from SAYMA, and then as a co-opted member and on multiple FGC committees. FGC is helpful to us in many ways including the annual gathering, religious education, and the FGC bookstore. He thanked the yearly meeting for allowing him to be involved with FGC.

110 - 24 AFSC Corporation

Sallie Prugh reported. She attended the corporation meeting in November. It was optimistic and energizing despite election results. There is a new report from AFSC on global economics (*Putting Dignity and Rights at the Heart of the Global Economy - a Quaker Perspective*) that she recommends. It is \$7 plus \$3 shipping from www.afsc.org. She is appreciative of the opportunity to be a representative from our yearly meeting.

110 - 25 Announcements

-- Kristi announced that Connie LaMonte is in remission, and to continue to hold her in the light.

-- Kristi read a letter about a minute from the Earthcare Working Group of Philadelphia Yearly Meeting thanking Kim and Susan Carlyle for their service to Quaker Earthcare Witness (formerly Friends Committee on Unity with Nature) over the past several years.

-- Kristi also announced that Nancy Beecher will be moving to Minneapolis in February. We thank her for her service to our yearly meeting and wish her well in her move.

110 - 26 Yearly Meeting Planning Committee

Ceal Wutka reported for the committee.

Minute -- *Friends discussed the issue of offering an honorarium for the talent show coordinator. We reviewed our history of honoraria and waiving registration fees for some individuals and considered some of the ramifications. No unity was reached on this question.*

We also discussed the possibility of arriving at yearly meeting on Wednesday evening and what it means for programming and other concerns. It may mean that some can start out yearly meeting gradually

with more informal socializing and sharing, but it may also mean more work for some people. We thank the planning committee for their ideas and work but ask that no programmed activities other than SAYF be scheduled on Wednesday evening and Thursday morning. Other things like the bookstore or the nurture center may or may not be open but their schedules will be announced in the yearly meeting registration information.

Friends approve the recommendation to return to Warren Wilson College on June 8 - 12, 2005, and on June 7 - 11, 2006.

110 - 27 Junior Yearly Meeting

Ron McDonald reported as the Junior Yearly Meeting coordinator. (See Appendix G) He will be meeting with the ad hoc religious education committee when they meet this winter. He asks that anyone interested in being the next JYM coordinator contact him as 2005 will be his last year in this position. (See Appendix G, proposed JYM Job Description)

The theme of yearly meeting this year is "Challenge of Change, Finding Our Witness." Ron asked us to brainstorm on the meaning of witness. We thought of standing for our beliefs, speaking truth to power, standing up for others, demonstrating to others in how we live, telling the truth as we see it, seeing something, being something, imagining something and doing these things in community.

Ron asks that we recruit children to attend JYM and encourage adults to participate as volunteers. He is also looking for two people to participate as paid assistants.

110 - 28 Closing and Minute of Appreciation

The meeting closed with silent waiting.

We appreciate the work of Chattanooga Friends Meeting in hosting this representative meeting. The hosting included a babysitter who kept the youngest of us happy all day. Our stay here felt like coming home whether we were staying in Friends' homes or in the meetinghouse. We feel like we have been hosted by family and feel nurtured by our stay here. Our spirit has filled the meetinghouse and will remain here after we leave. The meetinghouse itself is cozy and inviting but the people here have made it that way with their long arms. Thanks, Friends!

Kristi Estes, Clerk
(archive copy signed)

Lee Ann Swarm, Recording Clerk
(archive copy signed)

Appendix A
Attenders

Barbara Esther	Asheville
Beth Ensign	Atlanta
Carol Gray	Atlanta
Ronald Nuse	Atlanta
Martha Tate	Atlanta
Perry Treadwell	Atlanta
Ceal Wutka	Atlanta
Mark Wutka.....	Atlanta
Beth Myers	Berea
Judy Prince	Birmingham
Marmon Thompson	Celo
Nancy Beecher.....	Chattanooga
Larry Ingle	Chattanooga
Gita Larson	Columbia
Sallie Prugh	Columbia
Alice Wald.....	Columbia
Deanna Nipp.....	Cookeville
Mary Calhoun.....	Foxfire
Errol Hess	Foxfire
Christopher Berg.....	Greenville
Susan Phelan.....	Huntsville
Carol Ciscel	Memphis
David Ciscel	Memphis
Kristi Estes.....	Memphis
Ron McDonald	Memphis
Kathleen Hardie.....	Nashville
Geoffrey Pratt	Nashville
Christina VanRegenmorter	Nashville
Kim Carlyle	New Moon, Swannanoa
Susan Carlyle.....	New Moon, Swannanoa
Sharon Annis	West Knoxville
Missy Ivie	West Knoxville
Lee Ann Swarm.....	West Knoxville

**Appendix B
Treasurer's Report**

**SAYMA Account Balances Report
12/4/2004**

	6/30/2001	6/30/2002	6/7/2003	6/30/2004	11/29/2004
ASSETS					
Bank Accounts					
Checking (Bank of America)	\$17,963	\$5,399	\$5,529	\$18,694	\$7,757
Money Market (Self Help)	\$13,173	\$10,960	\$5,900	\$14,229	\$14,285
Savings (Self Help CD)	\$5,460	\$7,934	\$8,244	\$0	\$5,000
SAYF Checking (off books in 2004)	\$1,884	\$1,413	\$784		
Total Available Funds	\$38,480	\$25,706	\$20,457	\$32,923	\$27,041
Set Aside Budgeted Funds					
FWCC Third World Delegate	\$650	\$1,300	\$0	\$650	\$1,300
FWCC Triennial Delegates	\$905	\$1,905	\$2,115	\$667	\$1,667
Released Friend	\$1,950	\$1,850	\$2,250	\$2,650	\$3,050
Spiritual Development	\$782	\$1,282	\$1,782	\$2,182	\$2,582
Youth Quake	\$845	\$1,095	\$1,345	\$1,395	\$1,645
Accumulated Funds					
YM Scholarship	\$328	\$502	\$502	\$502	\$502
SAYF Scholarship Fund			\$250	\$250	\$750
Claims against Available Funds	\$5,460	\$7,934	\$8,244	\$8,296	\$11,496
Net Assets	\$33,021	\$17,773	\$12,213	\$24,627	\$15,545
Fund Expenses in Fiscal Year					
FWCC Triennial Delegate				\$2,447	
Spiritual Development Fund				\$200	
Total				\$2,647	\$0

Prepared by David H Ciscel

Appendix B Treasurer's Report (cont.)

SAYMA FY 2003-2004 Budgets -- 2004 Approved 6/7/2003 at YM
Fiscal Year: 7/1 through 6/30, plus Short Budget (7/1 - 9/30/2004) -- Report for Representative Meeting, Compiled 11-29-04

	Budget FY 03	Actual FY 03	Budget FY 04	Actual FY 04	Short Budget
Income					
Assessments	\$32,500	\$41,795.00	\$32,500	\$39,619.27	\$3,179.75
Bank Interest	\$200	\$149.85	\$100	\$235.76	25.86
Contributions	\$100	\$256.44	\$100	\$645.00	
F&P Sales	\$100	\$88.00	\$100	\$386.34	
SAYF Receipts	\$5,100	\$450.00	\$5,100		
YM Receipts	\$25,000	\$26,966.00	\$24,100	\$22,109.00	
YM Scholarship Donations	\$600	\$1,199.00	\$900		
YM Book Sales	\$1,500	\$4,037.83	\$1,500	\$2,456.22	
Total Income	\$65,100	\$74,942.12	\$64,400	\$65,451.59	\$3,205.61
SAYMA OPERATIONAL EXPENSES					
Yearly Meeting	\$25,000	\$25,370.24	\$25,000	\$20,805.99	
Yrly Meeting - Facilities					
Prtng/Mail/Phone/Minutes/Misc					
Junior Yearly Meeting					
Coordinator					
Ass't Coordinator					
Supplies/Sitters/Misc					
Scholarship WQO Reps					
Junior YM		\$3,005.81		\$2,406.52	
YM Bookstore	\$1,500	\$3,829.82	\$1,500	\$2,259.43	
SAYF Operation & Admin Transfers	\$4,650	\$588.59	\$2,600	\$2,300.00	\$1,500.00
SAYF Retreats	\$5,100	\$2,000.00	\$7,100		
Delegate Expenses	\$5,650	\$6,283.61	\$6,800	\$4,891.89	\$1,337.95
Rep Mtgs	\$300	\$0.00	\$300	\$429.75	
Del to WQOs	\$5,350	\$6,283.61	\$6,500	\$4,462.14	\$1,337.95
Committees					
Ministry and Nurture	\$300	\$0.00	\$1,000	\$158.72	\$148.16
Ecological Concerns	\$200	\$155.41	\$200	\$200.00	
Faith & Practice				\$29.09	\$148.16
SAYMA Liability Insurance	\$400	\$0.00	\$400		
SAYMA Personnel	\$15,260	\$14,676.91	\$16,600	\$15,573.68	\$4,576.20
SAYMA Staff Training	\$1,000	\$0.00	\$1,000		
SAYMA Office Administration	\$3,000	\$1,106.84	\$3,000	\$2,862.23	\$187.03
Phone & Office Expenses					
Postage					
Penalties					
Misc. Office					
SAYMA Newsletter	\$2,000	\$1,322.56	\$2,000	\$1,011.42	\$277.75
SAYMA Directory	\$600	\$0.00	\$600		
SAYMA Treasurer/Bank Charges		\$107.17		\$438.77	
SAYMA F&P	\$500	\$888.29	\$500	\$388.25	
SAYMA IRS Penalties, Interest				\$1,366.10	
Total Operational Disbursements	\$65,160	\$59,335.25	\$68,300	\$54,692.09	\$8,027.09
YEARLY MEETING PROJECTS					
Transfers To Funds			\$2,800	\$2,800.00	
Spiritual Development Fund	\$500	\$500.00	\$500	\$500.00	
Released Friend Fund	\$400	\$400.00	\$400	\$400.00	
FWCC - 3rd Wld Del	\$650	\$650.00	\$650	\$650.00	
FWCC Triennial Fund	\$1,000	\$1,000.00	\$1,000	\$1,000.00	
YouthQuake	\$250	\$250.00	\$250	\$250.00	
Contributions Wider Quaker Org	\$6,250	\$6,250.00	\$6,250	\$6,250.00	
AFSC	\$800	\$800.00	\$800	\$800.00	
FCNL	\$800	\$800.00	\$800	\$800.00	
FGC	\$800	\$800.00	\$800	\$800.00	
FWCC	\$800	\$800.00	\$800	\$800.00	
Right Sharing of Wrlld Res	\$800	\$800.00	\$800	\$800.00	
Quaker House	\$800	\$800.00	\$800	\$800.00	
Friends for LGBTQ Concerns	\$200	\$200.00	\$200	\$200.00	
Quaker Earthcare Witness	\$400	\$400.00	\$400	\$400.00	
Friends Peace Teams	\$150	\$150.00	\$150	\$150.00	
Wm Penn House	\$200	\$200.00	\$200	\$200.00	
Quaker Eco-Witness NL	\$400	\$400.00	\$400	\$400.00	
Guilford College Archiving	\$100	\$100.00	\$100	\$100.00	
Rural Southern Voice for Peace	\$800	\$800.00	\$0		
Other	\$100	\$131.57	\$100		
Total Projects	\$9,950	\$9,981.57	\$9,150	\$9,050.00	\$0.00
Total Disbursements	\$75,110	\$69,316.82	\$77,450	\$63,742.09	\$8,027.09
Surplus (Deficit)	(\$10,010)	\$5,625.30	(\$13,050)	\$1,709.50	(\$4,821.48)

Prepared by David H. Olszal

Appendix B Treasurer's Report (cont.)

SAYMA Fiscal Year 2005 -- Approved at YM June 2004
Fiscal Year:10-1-04 through 9-30-05 (transition quarter 7/1/04-9/30/04 attached to fiscal 2004 budget)
Compiled November 29, 2004 for Representative Meeting

	Budget FY 04	Actual FY 04	Budget FY 05	Actual FY 05
Income				
Assessments	\$32,500	\$39,619.27	\$44,200	\$9,473.75
Bank Interest	\$100	\$235.76	\$50	\$25.03
Contributions	\$100	\$645.00	\$300	\$90.00
F&P Sales	\$100	\$386.34	\$250	
Newsletter				
SAYF Receipts	\$5,100		\$500	
YM Total Receipts	\$26,500	\$24,565	\$25,000	\$0
YM Receipts	\$24,100	\$22,109.00	\$25,000	
YM Scholarship Donations	\$900			
YM Book Sales	\$1,500	\$2,456.22		
Total Income	\$64,400	\$65,451.59	\$70,300	\$9,588.78
SAYMA OPERATIONAL EXPENSES				
Yearly Meeting	\$25,000	\$25,471.94	\$25,000	\$0.00
Yrly Meeting - Facilities		\$20,805.99		
Prtng/Mail/Phone/Minutes/Misc				
Junior Yearly Meeting -- JYM Coordinator	\$1,500	\$2,406.52		\$0.00
Ass't Coordinator				
Supplies/Sitters/Misc				
Scholarship WQO Reps				
YM Bookstore		\$2,259.43		
SAYF Operation & Admin Transfers	\$2,600	\$2,300.00	\$3,000	\$1,900.00
SAYF Retreats	\$7,100			
Delegate Expenses	\$6,800	\$4,891.89	\$6,800	\$1,515.00
Rep Mtgs	\$300	\$429.75	\$300	
Del to WQOs	\$6,500	\$4,462.14	\$6,500	\$1,515.00
Committees		\$387.81	\$1,200	\$58.92
Ministry and Nurture	\$1,000	\$158.72	\$700	
Ecological Concerns	\$200	\$200.00	\$300	\$49.00
Faith and Practice		\$29.09	\$200	\$9.92
SAYMA Liability Insurance	\$400		\$500	
SAYMA Personnel	\$16,600	\$15,573.68	\$18,400	\$3,136.92
SAYMA Staff Training	\$1,000		\$0	
SAYMA Office Administration	\$3,000	\$2,862.23	\$3,000	\$192.42
Phone & Office Expenses				\$27.00
Postage				\$37.00
Duplication				\$71.48
Misc. Office				\$56.94
SAYMA Newsletter	\$2,000	\$1,011.42	\$1,300	\$238.44
SAYMA Directory	\$600		\$600	
SAYMA Treasurer		\$438.77	\$300	\$41.79
SAYMA F&P	\$500	\$388.25	\$500	
SAYMA IRS Penalties, Interest		\$1,366.10		
Total Operational Disbursements	\$68,300	\$54,692.09	\$60,600	\$7,083.49
YEARLY MEETING PROJECTS				
Transfers To Funds	\$2,800	\$2,800.00	\$3,300	\$2,800.00
Spiritual Development Fund	\$500	\$500.00	\$500	\$500.00
Released Friend Fund	\$400	\$400.00	\$400	\$400.00
FWCC - 3rd Wld Del	\$650	\$650.00	\$650	\$650.00
FWCC Triennial Fund	\$1,000	\$1,000.00	\$1,000	\$1,000.00
YouthQuake	\$250	\$250.00	\$250	\$250.00
Young Adult Friends Scholarships			\$500	\$500.00
Contributions Wider Quaker Org	\$6,250	\$6,250.00	\$6,400	\$0.00
AFSC	\$800	\$800.00	\$800	
FCNL	\$800	\$800.00	\$800	
FGC	\$800	\$800.00	\$800	
FWCC	\$800	\$800.00	\$800	
Right Sharing of World Res	\$800	\$800.00	\$800	
Quaker House	\$800	\$800.00	\$800	
Friends for LGBTQ Concerns	\$200	\$200.00	\$200	
Quaker Earthcare Witness	\$400	\$400.00	\$400	
Friends Peace Teams	\$150	\$150.00	\$300	
Wm Penn House	\$200	\$200.00	\$200	
Quaker Eco-Witness NL	\$400	\$400.00	\$400	
Guilford College Archiving	\$100	\$100.00	\$100	
Rural Southern Voice for Peace	\$0		\$0	
Other	\$100			
Total Projects	\$9,150	\$9,050.00	\$9,700	\$2,800.00
Total Disbursements	\$77,450	\$63,742.09	\$70,300	\$9,883.49
Surplus (Deficit)	(\$13,050)	\$1,709.50	\$0	(\$294.71)

Appendix C Earth Charter

SAYMA's Endorsement of the Earth Charter

Background: Two years ago the Ecological Concerns Network approved an effort to inform SAYMA Friends about the Earth Charter with the hope that our Yearly Meeting might add its name to the long list of EC endorsers. During the year leading up to our gathering in June 2004, at least 15 meetings and worship groups had discussions and forums to consider the document. Seven monthly meetings have endorsed the EC and have begun to implement its principles. At YM in June the consideration of the EC was carried over when a few Friends asked why we should endorse the document. In the rich discussion during the well-attended EC workshop, many reasons were suggested for YM endorsement. Unfortunately, time limitations prevented the EC consideration in subsequent plenary business sessions.

Reasons for endorsing the Earth Charter:

- SAYMA Friends would feel a connection with a worldwide movement.
- The EC initiative would have one more US endorser which would strengthen them ever so slightly.
- People in other countries might feel more hopeful and supported seeing another US endorser.
- The EC could be used to help MM's take action. (If every MM took on one action and tried to implement it concretely, it would make a real difference.)
- The EC raises one's level of consciousness.
- It can make us personally accountable.
- It might serve as a connector to other groups, faiths, etc.
- It could be used as a blueprint for measurable changes (pounds of waste, etc.)
- There is nothing wrong with setting idealistic goals.

It was noted that SAYMA is already applying Earth Charter principles such as paper reduction, car-pooling, energy efficiency, and education. Some challenges for the future that we identified might be (1) the use of 100% pcr-pcf paper by our office and by monthly meetings and (2) the empowerment of our youth thru education about sustainable development.

Proposed Minute:

We of the Southern Appalachian Yearly Meeting and Association, of the Religious Society of Friends, (SAYMA) find the Earth Charter to be consistent with our Quaker faith and testimonies.

We endorse the Earth Charter as a guide for spiritual practice and social action, recognizing that this may require us to make changes and sacrifices in the way we live.

Although this document is not perfect, it is a document that deserves our support because it arises from a deep concern for both improving the human condition and protecting God's earth.

By endorsing the Earth Charter, SAYMA signifies its commitment to the spirit and aims of the document and its commitment to continue its work on the implementation of its principles.

Appendix D

Ministry & Nurture Committee Report

The following members of SAYMA's Ministry and Nurture Committee met October 2 and 3 at Cumberland State Park near Crossville, TN: Nancy Beecher, Judy Guerry, Hazel Hall, Turtle MacDermott, Bob McGahey, Kit Potter. Regrets: Nina Ledbetter, Sharon Annis, Harry and Laura Robie. They were joined by Evan Richardson, Asheville MM, and Penelope Wright, Nashville MM, as prayerful presences and facilitators.

Though our purpose was primarily one of retreat, the spirit of the retreat itself led us to conduct some business. The following edited excerpts from our minutes constitute our report to SAYMA.

We affirm that whenever we meet, our commitment is to deepen worship and allow Spirit to move among us. We agree that meeting at the same time, same place and being asked to participate in representative meetings decreases our effectiveness in focusing on our work and means that we are not available to provide an intentional, prayerful presence for representative meeting. We are not yet clear how we will structure our meetings although we are clear that we will focus on one or two being present to hold representative meeting and trust that way will open for clarity in planning our future times together. Nancy Beecher offers to be a prayerful presence at December's representative meeting in Chattanooga, December 4, 2004.

On First Day we traveled to Crossville Meeting to worship with members gathered there. We cherish that experience of shared worship and fellowship and found it to be mutually fulfilling. We find that our experience this weekend has opened way for recognizing that we can both do our work and reach out to SAYMA meetings. One way to accomplish this might be to hold committee meetings at smaller meetings and worship groups and through worshipping and sharing with them. We plan to meet next at Foxfire Meeting on December 11 and 12.

There are some challenges to implementing this new vision of how to proceed as a committee. One is the logistics for our accountability to those Friends who have been issued letters of endorsement by the yearly meeting on our recommendation, since our meeting will not be accessible to those attending representative meetings. The second is the issue of representation on Yearly Meeting Planning Committee, since we will probably not hold our meetings at the same time and place as either representative meeting or those of the planning committee.

We have labored tenderly around our intentions and vision for carrying out our growing clearness about what we are being called to be and do as a committee. The sweat on our brows and the tears on our cheeks are visible signs of our growing together in the power of being faithful to Divine will. We go forth carrying in our hearts the lessons learned this weekend and look forward with joy to our next time together.

Penelope Wright, recorder pro temp,
and Bob McGahey, clerk

Appendix E
Report to SAYMA from FLGBTQC at FGC Gathering
Amherst, MA, July 2004

The smaller community of Friends for Lesbian, Gay, Bisexual, Transgender, and Queer Concerns within the larger one of the Friends General Conference Gathering was a real experience of family and fun. Most of us gathered in one dorm, which made that family feeling even stronger. We had opportunities for worship together every day as a group, and Meeting with a Concern for Business every other day. One evening we had a "social" in the dorm with great decorations and refreshments. The usual cabaret and auction were well attended and raised a nice amount of money.

Besides our Meetings for Business we had several threshing sessions on the meanings and ramifications of marriage and relationships to our FLGBTQC community. The safety of attending FGC Gathering in Virginia next year also was discussed in light of recent legislation there which will null and void any same sex relationship at the state line. There were three questions that we contemplated over the course of the week, and that we are still contemplating: What will help us be safe in Blacksburg, VA? What will make us feel welcome? What will help us to witness in Blacksburg, VA? Jean Marie and Frank Barch, the co-clerks of 2005 FGC Gathering, came for one of the threshing sessions and assured us that they will do all that they can to help us feel supported and safe. At the end of the FGC Gathering they announced that a rainbow had been added to the logo for next years gathering as a symbol of solidarity.

Midwinter gathering will be held February 18-21 at Ghost Ranch near Abiqu, NM. Registration materials are available at <http://flgbtqc.quaker.org>. It is a beautiful spot and a wonderful event, so please attend if you can. Scholarship money is available for those who need it.

SAYMA was one of only four Yearly Meetings that made a contribution to FLGBTQC last year. Your support is much appreciated. Also, thanks so much for letting me be your representative for another two years. Please feel free to contact me with any questions you may have.

Appendix F

Report from Quaker House Representative

SAYMA Quaker House Report, December 2004

December 1 marks the third anniversary of Chuck Fager becoming director of Quaker House. Chuck had outpatient nasal-sinus surgery on November 3, and his recovery is progressing well.

Counseling

October 2004 was the busiest October for GI Rights hotline counseling in Quaker House history. One hundred eighty-two calls were received in October, up from 125 in September 2004. One of the CO (conscientious objector) claims that Chuck has been working on is from a soldier in Ohio who was raised an Evangelical Friend. Although Chuck reports that the soldier's convictions are in order, the idea of conscientious objection and the Quaker peace testimony were completely new to him. Chuck is not optimistic about his claim being approved. Other counseling stories are attached for reading at Friends leisure but will not be read at this time.

Audit

Quaker House is in the process of setting up a formal outside audit, which will be available for potential funders as part of the forthcoming capital campaign to be discussed later.

Financial

Quaker House received a \$7,203.21 check from the estate of Mary Parker, received from a law firm in Asheville. In addition, the first quarter (July - October) donations to Quaker House were \$23,469, which is 28% of the \$83,200 target for fiscal year 2004-2005. However, \$23,288.97 of unexpected repair and renovation to the Quaker House property from the last fiscal year are still a hole in the Quaker House budget.

Quaker House Property

The Quaker House property is in need of some renovations, with the roof being the most pressing issue currently. If Quaker House goes ahead with the roof work without any additional fundraising, there would only be about \$10,000 left in reserves. Quaker House is located in a historical overlay in Fayetteville, and the historic nature of the neighborhood would be a factor in the decisions made about any renovation to the Quaker House property. Other work needed is clearing out brambles in the backyard, removing old play equipment, sprucing up the porch, painting, re-flooring the kitchen, rewiring the house, and bathroom renovation. There is also some preliminary discussion of putting a solar array on the roof, and a decision to move forward on a solar array would impact the roof work and discussions with the historical commission.

Capital Campaign

Quaker House is in the "quiet phase" of a fundraising campaign to raise money for renovations and repair to the Quaker House property. Part of this phase is to visit past big donors and ask for money for renovation. Several of these large donors are meetings in SAYMA, including Asheville, Atlanta, Brevard, Columbia, and I apologize to any I have left off. Quaker House is asking that these meetings, any other meetings, and SAYMA itself make a contribution to this campaign (I do not expect a decision today). Chuck has recently visited Columbia, did a weekend workshop in Asheville in 2002, and has visited Celo and did counter-recruiting at a local high school. Chuck has done workshops at SAYMA and has trained non-Quakers in the Asheville area to do GI counseling. Quaker House is open to doing more direct service for SAYMA meetings and SAYMA, in addition to Quaker House extending SAYMA's peace witness to Fayetteville and Fort Bragg. Keeping Quaker House going and the property in good shape is good

investment for SAYMA. Quaker House has persisted in its work, in spite of setbacks, for 35+ years. SAYMA and its meetings are to be complimented for hanging in and keeping Quaker House going. In addition to the increased workload that everyone involved in Quaker House is sure is coming, there are structural problems to the house that will affect the ability of Quaker House to keep of the work for the long haul. Quaker House is looking for some special help, and are SAYMA meetings able to dig a bit deep to help.

Stories (names changed)

George, an army reservist called looking for a way out of deploying to Iraq. He spoke of a number of conditions which might disqualify him medically. I (Quaker House Counselor) discussed with him the ways that an evaluation from a civilian doctor can be helpful in speeding up the military's recognition of medical problems. I told George his doctor could contact me to discuss what kind of information would be helpful to include in an evaluation (an offer I make but am seldom taken up on). The next day his psychiatrist called and I discussed with her the importance of including as many specific limitations that his condition and treatment could cause so that the military could not misinterpret her recommendation as allowing for the kinds of things that deployment would mean. She wrote a very thorough and helpful evaluation which he has submitted to his command. George has since been told that he will not be deployed and is being considered for separation.

Jill called upset after she was told by her command that if she did not submit a family care plan she would be punished. They were trying to intimidate her. (The family care plan specifies who will care for a soldier's children in the event of a deployment.) Jill's husband, also military and scheduled to deploy, could not watch their children and her diabetic mother's health had deteriorated so that she could no longer take in Jill's two kids. Jill did not trust anyone else with the custody of her children. I explained to Jill how she could document the changes in her mother's health and apply for an Honorable discharge on the basis of parenthood and we discussed steps she could take if her command did not back off.

I got a call from Henry, an Army National Guard member deployed to Kuwait who was scheduled to convoy into Iraq despite having informed his command months earlier of his intent to be recognized as a conscientious objector. At one point he had stopped carrying his weapon and it was taken away. Now his command was saying that if he objected to combat he could simply go on the convoy without a weapon. We discussed steps he could take to move along the process of being recognized for conscientious objection and how he could approach his command regarding the convoy. Anyone watching the news knows that the convoys in Iraq are as likely a place as one could find to encounter hostile fire - hardly the non-combatant duty specified by the regulations. With or without a weapon a conscientious objector in non-combatant status should not be sent.

I spoke with a military recruiter who called about another issue but was himself concerned with recruiting practices. He felt a need to be honest, which included informing applicants that particular enlistments meant they would almost certainly deploy to Iraq. His honesty was not bringing in the numbers but he still felt it was important and because his contract was almost up and his commander liked him personally, the commander would let his performance go unpunished. He felt that as long as enlistees received the whole truth and could therefore make an honest informed choice that he could continue in good conscience sign them up but he recognized this was far from standard recruiting practices. We had a good conversation about what recruiters deal with and recognized that it will take a lot for the military to reform its recruiting especially since that is not at all what the military really wants to do.

Post-Election calls: One guy saying, if I thought that GWB would be elected, never would have joined, don't want to fight for Halliburton. A Marine called who had made some public statements vs. Bush and the war, being hassled by his command, threats made vs. his family. A vet called, said he had promised to leave the country if GWB were re-elected, wanted info about how to emigrate to Mexico, or maybe Costa Rica.

Appendix G

Junior Yearly Meeting Coordinator's Report

JUNIOR YEARLY MEETING 2004

For the second year I have been the JYM coordinator. I'm beginning my third, and should be able to hand the job over to someone else for 2006. In 2003 we experimented with integrating a Catholic method of children's religious instruction into SAYMA: the Catechesis of the Good Shepherd. Last spring we sought to build on some of the insights gleaned from last year's experiment while tailoring our program to the strengths of our adult leaders.

Jane Goldthwait, Hannah MacDermott, and Bethany Arango have served as paid part-time assistants, breaking with the old tradition of hiring two full-time leaders, a coordinator and assistant coordinator. Erika Fitz, Chris Colson, and Robin Wells volunteered many hours to the program. Jane, in particular, provided a very popular creative activity--candle-making. Combined with arts and crafts supplies, bridge-building, and outdoor games, the children were constantly busy. What I bring to children is storytelling, singing, and some skills in outdoor games and activities. I was very pleased with the children's interest in stories. I must have told them 20-25 stories, many of them they retold to their parents. These various adult gifts have greatly expanded the ideas and creativity in our program, given the part-time workers plenty of time to participate in the adult program, provided consistent knowledgeable assistants to help integrate volunteers into the flow of activities, and given children a larger variety of familiar faces each day.

The coordinator's job is in two parts. During the six months prior to SAYMA, he or she must create a theme for the up-coming year, create the plan for it to happen, gather materials for the weekend, and schedule volunteers and prepare assistants. During the SAYMA weekend, the coordinator's job consists of presence, leadership, problem-solving, and community-building. He or she must keep things organized, safe, fun, and meaningful for children, assistants, and volunteer adults. If the coordinator does the job right, there are minimal problems, but with children there are always problems! This year, however, our problems were minimal. Without question we became a true community, despite our short time together. That is very special.

The theme this year was "balance," which felt concretely connected with the SAYMA theme of "integrating spirit and action." We've centered ourselves around two major projects--building a bridge and making candles--and two major activities--songs/stories play (particularly "kick the can").

Just as a goal of Quakerism is to develop friends, that should be the goal of JYM. We do that best when we give children experiences with other children and adults that create community. I mean community, too, not just groups. A community is a profoundly memorable common experience that lifts all its members up, affirming their gifts, overcoming conflicts and weaknesses, and creating deep and lasting friendships. The job of the JYM coordinator should be focused on building community. After two years as leader of JYM I can identify three keys to accomplishing this.

The JYM coordinator is the big key. He or she must understand that the job is necessarily overwhelming. There is virtually nothing else the coordinator can expect to do during the weekend except work. It is a serious investment, and it can be very meaningful as well as tiring. The Coordinator must create a program that accents his or her own gifts with children. The Coordinator is so central to the children's time together that he or she should be giving of his or her best. That is why I led a program that allowed a great deal of very active play, outdoor skills, music and stories. That's what I'm best at. When Rebekah Rojcewicz worked with me with the creation of a Good Shepherd Center, it worked well because she brought that gift to JYM on a full-time basis. Georgi Schmidt brought in her special gifts as well, creating an excellent program for a few years.

Second, the part-time paid helpers need to bring along unique and workable creative activities. Jane's candle-making and weaving were captivating to the children. If I had better helped Hannah and Bethany incorporate their gifts or skills into the children's activities, the program would have been better still.

Doing that better is a primary goal for me for 2005.

Third, volunteer parents must be quickly and efficiently assimilated into the activities. That is mainly a matter of clear planning, so that volunteers can quickly join in with children in clearly defined activities. I may ask a part-time staff person to greet and meet volunteer parents so that we do this better. As coordinator, I was simply in far too much demand to effectively orient adults other than before the gathering.

Where is JYM going? This has been the question Friends in SAYMA have been asking for three or four years. Three years ago Georgi ended her long tenure as JYM coordinator, and two years ago the program was organized and run by volunteers. The number of children was very low, and confidence in the program was not high. Last year we sought to renew JYM by experimenting with the Good Shepherd structure. Attendance and volunteerism rose, but the community of children did not really jell until this year. Now, after two years as coordinator, I have a fairly clear recommendation for how we can keep this renewed spirit alive and well.

First, let's make sure the coordinator's job is a two year contracted position with one of the coordinator's jobs being to nurture and develop a successor. Furthermore, the coordinator should be asked to remain involved in the program at least on a volunteer basis during the first year of his or her successor's tenure. Passing along the knowledge of how to do the job right is crucial. The coordinator's contract pay should be \$2000 and include free registration to SAYMA, but not travel, room and board. I come to this figure because the job is the equivalent of three weeks of full-time work, and \$600 a week seems like fair pay for the work, and \$200 fair for the cost of travel, room, and board.

Second, let's give the coordinator enough funds to hire three part-time staff helpers or one full-time and one part-time--\$1500. The coordinator will be responsible for hiring helpers who bring in a specific activity that they can effectively lead.

Third, let's develop a small working committee of parents and JYM leaders who provide oversight for the coordinator and encourage children to come and adults to volunteer. I will be asking various Friends to be on this committee by the December Representatives meeting.

Finally, I want to address the JYM program's connection with the Adult Program. The most important connection is through the adult volunteers. Having a large number of adult volunteers who enjoy participating in JYM is crucial.

We need to continue having coordinated themes, so that children can bring in their unique playful perspective to the gathering. The talent show is where children can see adults are their best and show off some of their own budding talents.

Children's parents inevitably exclaim how touched they are by the holding and affirming atmosphere their children feel from SAYMA Friends. This is the most important thing adults can do for our children. Encouraging adults to ask children about what they are doing, eating with them, and nurturing them in spontaneous ways is my highest suggestion. Children who feel nurtured in the special atmosphere of SAYMA leave JYM with something in their hearts that will abide with them throughout their lives.

JYM was in a slump for a few years, but I'm happy to report that the slump is over. With a coordinator and two or three assistants, the beginnings of an oversight committee, enthusiastic adults and children, we should be able to sustain the program successfully.

Ron McDonald, JYM Coordinator
September 10, 2004

Appendix G
(cont.)
Proposed JYM Coordinator Job Description
And
Proposed Oversight Committee Description

Junior Yearly Meeting Coordinator -- Job Description

Proposed, December 2004

The JYM Coordinator's job consists of:

1. Planning and organizing the up-coming JYM Program.
2. Serving on the SAYMA Program Planning Committee.
3. Hiring and supervising morning, afternoon, and evening assistants.
4. Coordinating adult volunteers.
5. Working with the JYM Committee and Program Planning Committee to publicize the JYM Program.
6. Contacting and welcoming children as they are registered.
7. Overseeing the safety and welfare of the children.
8. Expressing appropriate gratitude to all helpers and servants of the program after SAYMA.
9. Participate in the follow-up evaluation of the program.
10. Helping to find and train a successor after a two-year commitment.

Pay: The JYM Coordinator's position, if s/he works full-time with the children at SAYMA, should pay \$2000 and include SAYMA registration (not travel, room and board). Budget will include \$1500 for up to three part-time assistants and \$500 for program materials. Total budget: \$4000.

JYM Oversight Committee -- Make-Up and Job Description

Proposed December 2004

The JYM Oversight Committee's purpose is to hire the JYM Coordinator, supervise his or her work, and support the children's program through volunteerism and other connections. The JYM Oversight Committee will be made up of three adults appointed by SAYMA and the past JYM Coordinator.

The JYM Oversight Committee's job:

11. Meet at SAYMA.
12. Hire the JYM Coordinator by the end of the SAYMA gathering for the following year.
It should be a two year contract.
13. Support the JYM Coordinator as they can.
14. Provide oversight for problems as they might arise.
15. Help to inform parents throughout SAYMA of JYM plans.
16. Encourage children to attend SAYMA JYM.

JYM Working Group: Beth Myers, bthmyrs@aol.com, 859-986-9262; Sharon Annis, sharonannis@comcast.net, 865-483-8783; Ron McDonald, rmcdona2@midsouth.rr.com, 901-272-9850; Robin Wells, david-robinwells@att.net, 828-277-3477